

HOLLOWELL SAILING CLUB DEVELOPMENT PLAN 2018-19

The Development Plan provides a framework for the development of Club activities over the next 5 years to increase participation in sailing and windsurfing by:

1. Providing sailing and windsurfing opportunities for a wide range of people.
2. Providing high quality facilities in a wildlife friendly environment.
3. Encouraging young sailors and windsurfers into the sport.
4. Providing further opportunities for young sailors and windsurfers to sail competitively.
5. Providing a wide range of training opportunities for adults and juniors.
6. Ensuring that safety and training provision is of a high standard

Following a SWOT analysis of our current position each sub-committee produces a Development Plan that states the current position, specific goals for the coming year and more general goals for the future. Each sub-committee reviews its plans each year.

For 2019 the main goals are:

- To provide improved changing facilities (especially for Ladies Changing)
- Replace aging Topper boats for Youth Sailing
- Increase number of Senior Trainers and Coaches
- Start to increase membership and reduce churn
- Improve Safety Boat handling skills

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SWOT Analysis

<p>Strengths</p> <ul style="list-style-type: none"> • Full Sailing Programme (Tues, Thur, Sat Sun) • Youth Sailing Programme (every other Sun+) <ul style="list-style-type: none"> • RYA recognised Youth Sailing Club • Many youths progressing through RYA pathways • Encouraging and welcoming to families • Well established club • RYA Recognised Club (RYA Club of the Year 2012) • Hollowell Scullers and Model Boaters offer additional activities • Attractive surroundings • Good volunteer support • Affordable membership fees 	<p>Weaknesses</p> <ul style="list-style-type: none"> • “Overuse” of volunteers including Instructors • Capacity of changing rooms, especially female • Variable wind conditions due to local topography and trees • Limited water area for activities to occur concurrently • No specialist equipment for sailors with a disability
<p>Opportunities</p> <p>The ability to provide:</p> <ul style="list-style-type: none"> • More training events to class associations and RYA • Increase membership especially for families and women • additional events to targeted groups • sailing and social opportunities to people from the community • to get more of our sailors sailing more often • to run more non sailing social events out of season 	<p>Threats</p> <ul style="list-style-type: none"> • improved facilities available for the local community. • Partnerships with other groups such as schools and other youth groups • RYA cruising skill and shore based courses <p>Threats</p> <ul style="list-style-type: none"> • Facilities not sufficiently large to grow membership. • Increase in membership fees • Loss/ churn of members • Aging membership • Inability to attract new members. • Inability to provide enough skilled volunteers for initiatives • Competing local sailing clubs • Low water levels detract newcomers

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1. TRAINING ACTIVITIES (SEE ALSO SUPPORTING YOUTH SAILING)

To be reviewed, updated and monitored by the Training committee. Last reviewed by Trg Committee Oct 2018.

Objectives:

1. To continue to provide a full programme of fun and informative training.
2. To provide a greater range of training and support to increase participation in sailing and racing.
3. To increase the standard of club racing.

Current position	How the club plans to achieve the objectives
<p><u>Instructors:</u> 1 Coach/Assessor 8 senior instructors 10 dinghy Instructors 7 PBI 10 Assistant instructors 3 club race level 2 coaches</p> <p>On-Board and taster sessions run. Dedicated training centre with PC driven projector.</p> <p>For a listing of current training please see Training Programmes. Training courses are open to non-members, (subject to the availability of places).</p> <p>Adult Training fleet 5 x Wayfarers, additional 1 for land drills 1 x Bahia (asymmetric, centre main to fleet) 2 x Hartley H12/2 6 x Pico 2 x Lasers (multiple rigs)</p>	<p><u>To consolidate our position:</u></p> <ol style="list-style-type: none"> 1. Maintain status as an RYA Recognised Training Centre. 2. Offer high quality RYA Training to our members and people who want to learn to sail 3. Maintain or increase the number of instructors by encouraging and by subsidising suitable members to attend courses run by the RYA East Midlands Region. 4. Ensure that all instructors are child protection cleared (not just those who instruct children) 5. Attract new members to the Club and the sport through Taster Sessions, 6. Run an Assistant Instructors course, and include Junior Assistant Instructors. 7. Train additional safety boat drivers and instructors where necessary. 8. Encourage appropriate sailors to qualify as Club Race coaches (level 2 coaches). 9. Support Fleet captains to organise fleet training and/or social events to increase participation in sailing and racing. 10. Support sailors who have recently achieved level 1 /2 through mentoring or additional tuition. 11. Run level 3 course, back on the Water, and GO SAILING days to increase participation 12. Encourage further women instructors from AI through to SI. <p><u>In 2019 to specifically :</u></p> <ol style="list-style-type: none"> 1. Increase number of Race Coaches 2. Encourage more fleet training 3. Train at least 1 more SI 4. Target level 1 sailors to go onto level 2 <p><u>By 2020 to:</u></p> <ol style="list-style-type: none"> 1. Have trained appropriate members as instructors/Level 2 Club race coaches. 2. Have an additional coach assessor trained. 3. Consider swapping out older training boats for easier to maintain rotomolded boats

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2. YOUTH SAILING

To be reviewed, updated and monitored by the Training committee. Last reviewed by Trg Committee Oct 2018.

- Objectives:**
1. To introduce juniors, inside and outside of the Club, to the enjoyment of sailing and windsurfing as a life-long sport and activity
 2. To provide well supported teaching and coaching to junior sailors in a fun and safe environment
 3. To provide support and coaching opportunities for young sailors to sail competitively inside, and external to, HSC and to qualify for zone squads.

Current position	How the club plans to achieve the objective
<p>1994 Youth training established. Many club members have achieved National squad status in dinghies and sailboards and the Club has trained three National Champions and one Olympic Squad member. 2016/17 Ten youths in zone and transition squads.</p> <p>Event Highlights Junior summer sailing week for RYA dinghy sailing courses and windsurfing, is open to non-members. Over 40 young sailors attend this event each year. Junior RYA start sailing weekend courses are programmed. Two 'On-Board' sessions per annum for non-members. Regular Sunday morning training and coaching.</p> <p>Excellent links with NSSCA. Enthusiastic and appropriately trained youth leaders. Excellent parental support. Child Protection procedure is well established and maintained.</p> <p>More experienced youth sailors:</p> <ol style="list-style-type: none"> a) Race in the P&B water series b) Participate in Zone squad training and class specific national training c) Participate in club races. d) Involved in Team racing events at HSC and away. <p>Range of modern club craft provided: 6 Picos, 8 RS Teras, 7 xOptimists, 8 centre mains Toppers, 2 Lasers (3 rig sizes), 1 RS Feva, 2x Hartley H12/2 A variety of windsurfing rigs. Taster events held on Tuesday evenings in May and June are well attended by Youth and community groups.</p>	<p>To consolidate:</p> <ol style="list-style-type: none"> 1. Maintain and increase the number of young sailors participating in Zone and National squads. 2. Improve the sailing and racing of the juniors through programmed coaching and training sessions. 3. Continue to offer to host class training days particularly for craft such as Toppers, Optimists and Lasers, including zone squad training. 4. Maintain the quality of club owned youth craft (see under club craft) to encourage and provide alternative craft for young sailors to sail. 5. Continue to support the links with NSSCA 6. Recruit young sailors through tasters and junior start sailing, and through being a 'family friendly' club 7. Maintain links with RYA Coaching and the RYA Development Officer 8. Encourage young sailors to participate in club racing at HSC, and move into local and national events. 9. Continue to provide coached races or race coaching for the first afternoon race. 10. To support young sailors to compete in the P&B Junior Series. 11. Organise Junior Assistant Instructor courses 12. Ensure that we make use of any RYA support available. 13. Progress our Assistant Instructors to help on courses and then move on to becoming DI. <p>In 2019:</p> <ol style="list-style-type: none"> 1. To purchase three more Toppers to replenish ageing boats (last Tranche) 2. Encourage more youths to take part in sailing outside of the Club 3. Encourage more youths to take part in BYSRJC <p>By 2021 to:</p> <ol style="list-style-type: none"> 1. Encourage more club members to become involved in supporting youth training. 2. Make links with other community groups interested in sailing and using the club facilities. e.g. Scouts, schools.

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3. SAILING AT HOLLOWELL SAILING CLUB; SUPPORTING RACING, TRAINING AND LINKS WITH OTHER FLEETS

Sailing Committee to review, monitor and update annually;
Last updated May 2018

Objectives:

1. To provide and actively promote a range of sailing and racing activities at HSC to improve the standard and increase participation in club racing while also offering opportunities for club members to compete and train with other, often more experienced, sailors, both at and away from Hollowell Reservoir.
2. To retain members by providing well supported sailing and other related activities that encourage regular involvement in the club by all the membership.

Current position	How the club plans to achieve the objectives
<ul style="list-style-type: none"> ● Well organised and supported club racing every Saturday and Sunday between March and December i.e. two races on Saturday from 14:00 and three races on Sunday run from 11:00. ● Personal Handicap Pursuit on Thursday evenings, May to September, designed to encourage new racers. ● Tuesday evening social and taster sessions in the summer months. ● Juniors Group meet for training and coaching on selected Sundays from May to October. ● Ladies Days to coach and encourage adult females to helm and enjoy sailing more confidently. ● Annual Open meetings held for Solos, Lasers, Sailboards, Toppers, Optimists, P&B Youth Series, Ice tankard – all offer opportunities for better sailors to sail at HSC. ● Duty Officer training provided. ● Club representatives regularly and successfully attend Regional, National and International open meetings of various classes. ● Junior members of the club regularly gain squad places in RYA recognised Junior and Youth classes and attend RYA winter and summer training squads. ● Good quality club craft and windsurfing equipment that can be loaned to members. <p>Safety/coaching Craft</p> <ul style="list-style-type: none"> ● 2 Ribs ● 3 Jeanneau rigiflex safety boats ● 2 Dorys with 25hp 2 stroke engines ● 1 Avon with 9hp 	<p><u>In 2018</u></p> <ul style="list-style-type: none"> ● Improve the quality of club racing and sailors adhering to the rules of racing through running a rules evening. ● Train more members to become effective duty officers. ● Increase participation in Fleet events by encouraging and supporting fleet captains to organise and promote events to their fleet members, both inside and outside the club. ● Host class training days for the likes of the Symmetric, Asymmetric, Laser, Solo, Topper and Optimist fleets. ● Provide mentoring support for members who have done RYA level 1 2 or 3 dinghy sailing course through Go Sailing ● Encourage fleet captains to interact with new members to offer support and drive participation on the water ● Introduce Women on the Water – informal non training participation activity – 4 Tuesdays leading up to July ● Support all DO's through the purchase and fit out of a new committee boat. <p><u>By 2021</u></p> <ul style="list-style-type: none"> ● All Safety Boat drivers to have a RYA Safety Boat qualification. ● To support a thriving programme of leisure, cruising and racing activities for all ages and membership types. ● Annual off site sailing related activity – to be promoted at club level ● To provide a wider range of support and training of sailing skills e.g. asymmetric and single-handed boats, basic seamanship skills and evening classes teaching land-based skills e.g. navigation, day skipper etc.

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4) MEMBERSHIP

To be reviewed, updated and monitored by the Membership committee. Last reviewed Sep 2018.

Objectives:

1. To attract new members from groups of people who have not previously participated in sailing.
2. To increase the number of women who are active sailing members of the club.
3. To retain members by providing well supported activities that encourage regular involvement in the club by all the membership.

Current position	How the club plans to achieve the objectives
<p>Sep 2018</p> <p>Total Memberships 262 Total Members 402</p> <ul style="list-style-type: none"> • Taster sessions are held every week on Tuesday evenings in the Summer. • Members are able to sign in visitors who wish to try sailing. • An Open Day is held in May to provide information and the opportunity to sail with an instructor. • 60% of the sailing members are men and 40% are women. • An annual ladies day which provides some instruction and the opportunity for social interaction. • A new members lunch and tour in June to provide information. • A handbook sent to new members. • Attractive pricing and family memberships 	<p><u>To consolidate our position:</u></p> <ul style="list-style-type: none"> • Women on the Water Sessions held on several evenings in the Summer to build the confidence of women in sailing. • Encourage fleet captains to maintain contact with new members to help them become active members of the club. • Membership Secretary to monitor participation levels of new members and provide support where necessary. • Restructure the way in which we count 'members' as opposed to 'memberships'. <p><u>In 2019 to specifically :</u></p> <ul style="list-style-type: none"> • Provision of new changing rooms to help retain more members (especially women), and to make the facilities more attractive to new members. • Appointment of a female participation officer to develop a strategy for attracting women and other groups who have not previously participated in sailing, and to consider modifications to events and training for women and families. • Targeted campaigns on Facebook to attract groups not currently engaged in sailing. • Provision of a Facebook Group where members can advertise for crew/ helms to sail with. • Introduce tapered fee structure for those enrolling later in the year. <p><u>By 2020 to:</u></p> <ul style="list-style-type: none"> • An expanded series of taster sessions and events to attract new participants, when facilities allow. • To increase memberships by 15%, and reduce churn

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5. CLUB FACILITIES

To be review by the Maintenance Committee.
Last reviewed Dec 18

Objectives: To provide

1. A range of well maintained rescue crafts, and training vessels.
2. Safe facilities to enable club sailors to park their boats and cars in convenient positions near to the water.
3. Appropriate and safe clubhouse, training and support facilities and equipment.
4. Environmentally friendly facilities to be enjoyed as a social recreation.
5. A clean, tidy and welcoming aspect.
6. To maintain the Clubhouse and grounds.

Current position	How the club plans to achieve the objective
<p>In the last 12 months we have seen improvements to the Club as follows:</p> <ul style="list-style-type: none"> • Improvement in disabled access to allow wheelchair access through front and rear doors • Provision of a new, fully fitted out, Committee Boat • Repairs to rotting pontoons • Complete refurbishment of the ceilings in the kitchen and main area after water leak and removal of asbestos. • Addition of large screen • Replaced floating training pontoon • Produce a levelled camping area <p>Weekly work parties:</p> <p>Regular maintenance of the fabric of the Club House, out buildings, safety craft and hire boats and grounds</p>	<p>In 2019</p> <ul style="list-style-type: none"> • To support the proposed Changing Room extension in planning and project management. • Fit winch to new Committee boat • Replace boat house roofs • Complete refurbishment of pontoons <p>By 2022 to have considered:</p> <ul style="list-style-type: none"> • Improvements to the concrete road outside Clubhouse • removing non-indigenous conifers to improve the wind. • Improve entrance to club by using block paving or tarmac • Consider extension to the main clubhouse area • Replace boat 7 for Jeanneau or RIB