

A large, stylized blue graphic of a sailboat's sails, composed of several overlapping, curved shapes that create a sense of movement and depth. The graphic is set against a white background and is partially overlaid by the text.

Investing in your Staff, Volunteers and Equipment

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Overview

- ▶ Staff
- ▶ Volunteers
- ▶ Equipment



HOW DO YOU INVEST IN
YOUR STAFF?

Staff

- ▶ Training
- ▶ Wages
- ▶ Professional Development
- ▶ Opportunities for growth within organization
- ▶ Recognition of successes
- ▶ Policies to protect staff
- ▶ Develop TRUST AND RESPECT

Training - What does it Cost?

- ▶ PCOC - \$50
- ▶ Emergency First Aid + CPR - \$100
- ▶ Boat Safety Course - \$130
- ▶ Fundamental Theory Course - \$350
- ▶ CANSail Technical Course - \$575
- ▶ Sail Canada Registration Fee - \$160

TOTAL OF OVER \$1350 JUST TO GET A JOB



Wages

- ▶ How should you pay your instructors?
 - ▶ Pay Scale?
- ▶ Do you cover their training?
 - ▶ Partially?



Think about this!

Minimum Wage Worker - $\$11/\text{hr} * 40\text{hrs}/\text{wk} * 8 \text{ wks} = \3520
(all training is paid for...)

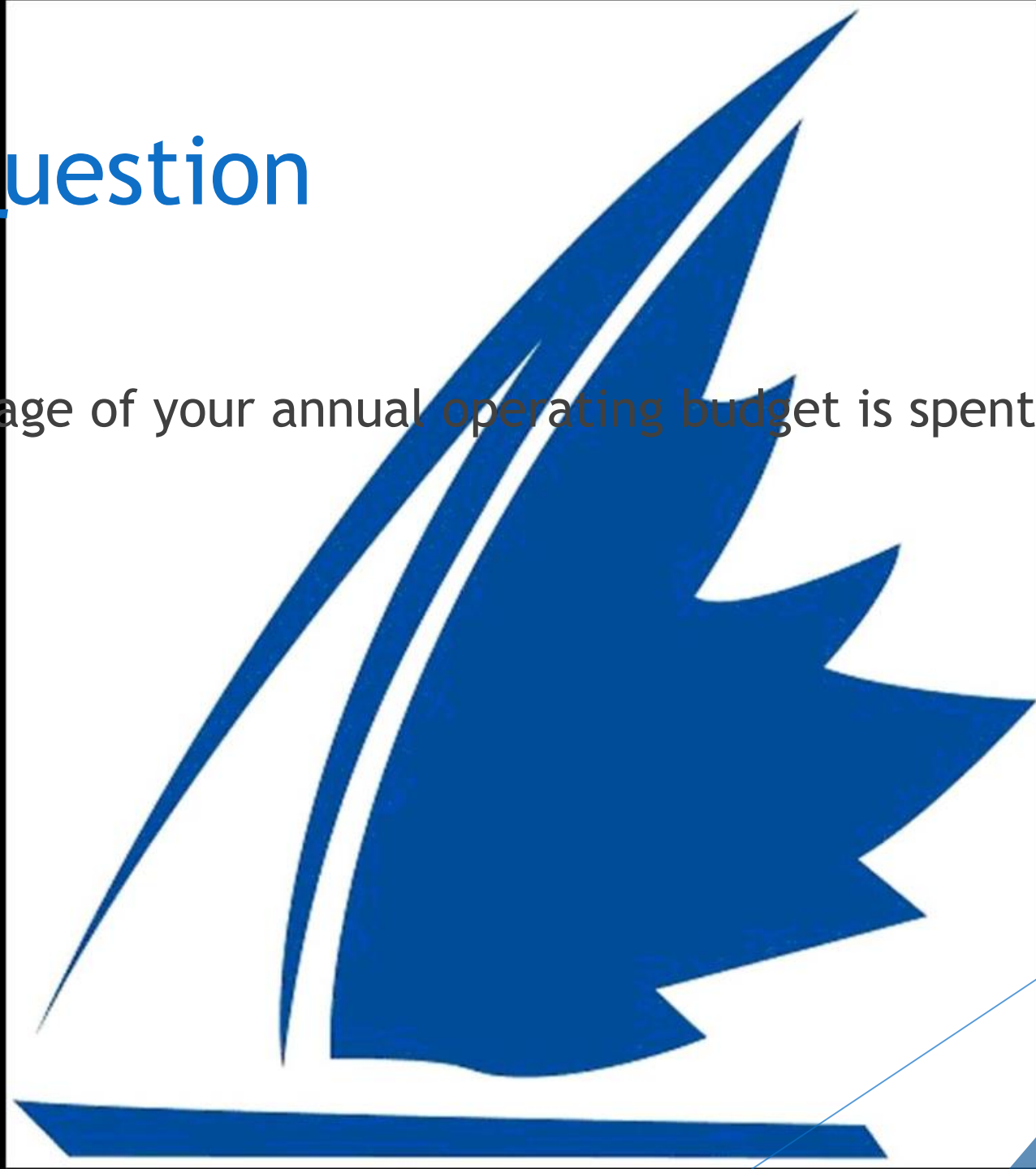
CANSail 1&2 Instructor - $\$12/\text{hr} * 40\text{hrs}/\text{wk} * 8 \text{ wks} = 3840$
 $\$3840 - \$1350 \text{ for training and registration} = \2490

They make over \$1000 less than the minimum wage worker...



Budget Question

- ▶ What percentage of your annual operating budget is spent on wages?



If you are spending that
much on your staff,
shouldn't you put time and
money into making them
better coaches?

Professional Development

- ▶ What PD opportunities are available?
 - ▶ OS Online Theory Modules
 - ▶ Technical Courses
 - ▶ Coach Mentorship Program
 - ▶ PMM, WF, SWD
 - ▶ Workshops
 - ▶ NCCP Multisport Courses
- ▶ NCCP Maintenance of Certification

Professional Development - *Internal*

- ▶ What resources do you have at your club that you can use?
 - ▶ Members with related expertise?
 - ▶ Teachers
 - ▶ Speakers
 - ▶ Managers
 - ▶ Youth Workers
 - ▶ SO MANY OPTIONS!!!

Opportunities for Growth

- ▶ Internal Mentorship and Development
 - ▶ When are you looking for your staff?
 - ▶ Are you ACTIVELY identifying and fostering the leadership skills of your sailors?
 - ▶ Are you ACTIVELY working to develop your coaches into more effective leaders and coaches?

Opportunities for Growth

If you are not actively developing your sailors and staff you are counting on other clubs or organizations to do this for you.

- ▶ You miss out on instilling the your programs values and molding the type of coaches that you want to have!

Recognition of Success

- ▶ Too strong a focus on what is wrong and needs to change
- ▶ Celebrate even small victories
- ▶ Staff MORALE is incredibly important to the success of your program
 - ▶ This will spread from the coaches to the students as they spend over 40 hours a week with them!!!

How do you recognize success at your clubs?



Policies to protect your staff

- ▶ Operating Procedures - Written?
- ▶ Staff Training - **DON'T ASSUME** - Ongoing
 - ▶ Entrapment, EAP's, Concussion Protocol, etc.
- ▶ Health and Safety
- ▶ Supervision
- ▶ Complaint Policies
 - ▶ Parents/Students
 - ▶ Staff

Developing Trust and Respect

- ▶ Do they know your Goals and Expectations?
- ▶ What are their Goals and Expectations?
 - ▶ Have you asked them?
 - ▶ How are you showing them your support?
- ▶ How do you handle mistakes?

HOW DO YOU INVEST IN
YOUR VOLUNTEERS?

Volunteers

- ▶ Training and Professional Development
- ▶ Compensation for Expenses
- ▶ Opportunities for growth within organization
- ▶ Recognition
- ▶ Policies to protect Volunteers
- ▶ Develop TRUST AND RESPECT

Training and PD

- ▶ What training do you have in place for your volunteers?
 - ▶ AODA?
 - ▶ Coaches take them sailing! Teach a lesson!
- ▶ What are some professional development opportunities for your volunteers?
 - ▶ Program Manager Module
 - ▶ Ontario Sailing Staff Training Module
 - ▶ Community Camp Instructor Course

Compensation for Expenses

- ▶ Do you have written policies regarding reimbursement of their expenses?
 - ▶ List of approved expenses, who authorizes them and what the process is.

Opportunities for Growth

- ▶ What role do volunteers serve at your club?
- ▶ How do you approve/nominate/select/volun-tell your volunteers?
- ▶ How do you evaluate your volunteers and promote additional growth/next steps?

Recognition

How do you recognize volunteers contributions and successes within your club/organization?

Policies to protect Volunteers

- ▶ What policies do you have in place?
- ▶ Governance?
- ▶ Clearly defined roles and responsibilities

Develop Trust and Respect

- ▶ Establish clear expectations, responsibilities and goals
- ▶ KNOW your volunteers:
 - ▶ Why are they there?
 - ▶ What is their capacity?
 - ▶ Be REASONABLE with your requests on their time.

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HOW DO YOU INVEST IN YOUR EQUIPMENT?

Equipment

- ▶ Motor Boats
- ▶ Facility
- ▶ Sail Boats



Equipment

- ▶ What is the acceptable life span of the:
 - ▶ Sailboats?
 - ▶ Sails?
 - ▶ Hull?
 - ▶ Engine?
- ▶ Regular Maintenance, Reporting Structure, Safety Checks, etc.
- ▶ PLAN AHEAD - fleet renewal and maintenance