



SDAYC Race Committee Panel Discussion Notes
Gain, Train, and Retain Volunteers
June 15, 2023

Race Committee is there to lay a fair field of play for the competitors; it is about them and their game.

General Discussion Items

- Mission Statement – each RC should have one, on what you aspire to be, what type of events you want to host.
- Marketing for regional events, resources to run the races, appreciation of the people involved. Can't have a formal race without the Race Committee, also RC needs to understand that they don't have a job without their "audience" Racers.
- Yacht Clubs exist to further the sport of sailing, racing is at the core. Sailing is one of the Missions of the Club, can't have that without a Race Committee.
- Can be casual without formal training, can be trained on the water, create a fair playing field, and keep the volunteers happy.
- Every racer should be on the RC at some time.

Gain

- New Members are required to volunteer twice in their first year, can be RC or other committees.
- New Members are required to identify the committees that they might be interested in, then the RC Chair is responsible for following up with the new Members to get them involved.
- Offer free drinks, other SWAG.
- Has to be FUN.
- Make volunteering easy.
- Potential members of the YC get involved to meet members to Sponsor them. Front Desk recommends people to join the RC if they don't have sponsors.
- Keep a consistent list of volunteers that gets added to after most events, build relationships.
- Web presence – Volunteer link that allows people to volunteer easily to RC or any Committees (timecounts.org)
- Monthly newsletter, electronic newsletters
- Get young people involved.
- Get the parents of the Kids that are racing in the Jr fleets to participate.

- 5 O'clock somewhere, "meet & greet" events, to get people on the water racing, and/or RC.
- Sell the Sport to members that don't have boats.
- Require each Board Member to serve on RC for 2 days?

Train

- High level events help train volunteers.
- US Sailing advanced and basic RC Committee books.
- US Sailing Join the Race Committee Books, can be handed to the volunteers.
- Race Committee - Classes Bay Version, Ocean Versions
- Advanced Race Management Seminars
- On Board training, basic positions
- Encourage cross training between Clubs.
- Identify events where it's not super critical, people can learn without stress, giving people the opportunity to fail is a good way to learn.
- Place people into positions with Repetitive nature of activities
- US Sailing Safe Power Boat and small boat classes.
- Encourage RC volunteers to bring their friends.
- If you want to get certified as a PRO, call Jeff Johnson at SDYC
- Challenge – Mark Set Boat drivers, possibly create a small boat operating course.

Retain

- Appreciate people that choose to volunteer.
- Feed the volunteers – lunches and after the Race at the Club, with drinks. EOY large party for everyone that has participated in a Race.
- Different levels of SWAG depending on how many Races each volunteer participates.
- Table at the Bar with the RC Flag and the RC gathers there, 2 drink tickets after the race, lunch during the race.
- Build a community within the RC volunteers.
- Gear, sometimes for specific events not just the organization. For large regattas Pre and Post events for the RC
- Sign up for training get a shirt or something other gear.
- Treat everyone with respect
- Thank RC Publicly at the After Race Party
- Talk to the long-term volunteers why they volunteer at your Club, could provide good ideas for future.
- Post photos and thanks you's in Club newsletters, website

Final Remarks

- Cross involvement between Clubs will build the base for everyone.
- SDAYC could investigate hosting/running a Club Race Officer Class
- Club's willing to pay for the Class from US Sailing
- All the Panelists offered to answer any questions that other Clubs may have.

Panelists

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- Susi Graff – CRA - smgraff1@gmail.com
- Joe Rollinson – MBYC - joe@rollinson.com
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