

# Hollywood Yacht Club



Development Plan 2018-21  
(VI.0)



## Introduction

Hollywood Yacht Club (HYC) has struggled for survival for the last couple of years. Having elected a new committee at the Annual General Meeting in December 2017 and enjoyed more active commitment to volunteer by a few of our members, the club is in a strong position to be able to generate a development plan and seek members' support to execute it, achieving objectives that will ensure the club's survival through deliberate sustainable growth. This document presents that plan, having been produced following RYA NI guidelines.

It is anticipated that this Development Plan will benefit HYC by providing:

- Direction to permit HYC to grow
- A vehicle to help members to understand the plan and identify how each can best support it (the Committee cannot revive the club without the active support of its members)
- Ideas for the future of the club and an invitation to members to offer their further thoughts
- A framework against which to attract new members
- A plan to achieve the objectives set
- A means to achieve sustainable growth and a succession plan

## Background (*Where are we now?*)

As a result of dwindling membership, an under-manned committee and a lack of volunteers, Hollywood Yacht Club has had to focus on recruiting additional active committee members to provide leadership to secure a future for the club. Lacking a dedicated Sailing Secretary, Rescue Officer and committed volunteers, it was necessary to target youth sailing and to invest in creating an attractive club-house to help generate sufficient revenue to fund the essential running costs and, eventually other improvements to the facilities. For this reason, collaboration with RNIYC in the formation and maintenance of the Regatta Club and refurbishment of the main hall in the club were all that could be achieved over and above the routine administration associated with managing any club.

This year, we have recruited and voted in an enthusiastic, well experienced Sailing Secretary and a proactive Rescue Officer and Membership Secretary. Their enthusiasm and commitment to filling these posts has provided the capacity the Committee needs to develop and publish this plan.

Following a selection process, HYC has been accepted to join the RYA NI Focus Club Support Programme, which commits RYA NI and HYC to work together to sustainably grow and support the active membership of HYC and increase the opportunities offered and the number of people taking part in boating. Following an interview selection process.

A questionnaire was provided to allow members to provide anonymous feedback on their likes and dislikes about HYC. Three themes were prevalent amongst the responses received:

- More racing / on the water activities
- More social activities
- Better communications

The feedback received has been used to inform this development plan. More detail on the feedback is available on request.

The Committee is, therefore, optimistic that HYC has survived 'rock bottom' and can now enter a period of growth, recognising this will only be possible with the invaluable engagement and support of its members.

## Aim

The aim of this development plan is to sustainably grow the active membership of HYC, increasing boating opportunities and social benefits for its members.

## Objectives (*Where do we want to be?*)

In the initial period (2018 and 2019), there are 4 objectives. They are as follow:

- Increase on-water activity
- Increase club social activity
- Improve communications with members
- Increase active membership and overall club membership

As this plan progresses, the Committee will review the progress made and revise the objectives accordingly. This review will take place prior to the Annual General Meeting and will provide a status report to inform the in-coming committee's plans for next steps. This plan should be revised and re-published, annually or as appropriate.

## Development Plan (*How do we get there?*)

### Increase On-Water Activity - Dinghy Sailing

Hollywood Yacht Club is one of the oldest sailing clubs in Ireland with a proud tradition of developing sailors of tomorrow, running top class training and supporting other clubs. However, we should not be complacent and constantly strive to develop and change to meet future sailing demands of our dinghy sailors.

The Sailing Secretary will produce a calendar of events (as described below) for distribution amongst the members and copied to RYA NI.

### Focus

Starting in the 2018 season, HYC will focus on the following dinghy sailing activities:

- Youth training with a renewed focus on developing young sailors and attracting new junior members.
- Continue club racing throughout the year.
- Annual Regatta (in June 2018).
- Bid to host a Class Regatta within 3 years.
- Develop adult participation in sailing with a senior two sail class.
- Bridge the gap from training, to novice to full racing participation.
- Continued alignment to RYA Fleet development.
- Retention of RYA accredited sailing and training centre.

- Target champion sailors in age and fleet areas that align with HYC club dynamic.

### Where do we want to be?

- Providing events that people want to participate in.
- Set participation level targets.
- Sailors in national squad.
- Regatta Targets.
- Development of a single adult class boat.

### 2018 Sailing Season Schedule

A new fixture card has been drafted for the 2018 season offering both training dates and a full program of points racing.

#### *Introducing*

- Shake Down Day March.
- Weekly points racing May to September.
- Sunday points racing with two sprint races.
- Adult two sail handicap class with own start.
- Women on Water Day.
- Structured junior training.
- Junior Squad attendance and travel to race events.
- Use of RYA qualified race coaches.
- Advice of boat choice or RYA pathway Schemes.

#### *Continuing*

- Push the Boat Out Day
- Annual Regatta Club
- Family sailing nights
- RYA Courses

### New rules on use of club boats.

HYC hopes to increase the active sailing membership and participation in club sailing during the coming season. It is recognised that most new sailors will need to make use of club boats. It is important, therefore, to consider how these boats are allocated to optimise development of the club. It is for this reason that these new rules are included in the following section.

#### *Priorities and club boat use*

HYC boats are available for all members to use, however, they will be allocated by HYC on each occasion by the club (either the Sailing Secretary, or the coach or instructor leading the session).

The club boats are available for training, HYC organised events and 'occasional' use by any club member (e.g. when a member's boat is damaged, regular helm/crew is not available, taking another family member/guest for a sail or trying out a different boat).

- HYC events. If club events are taking place, priority use will be granted to that event (mainly training). Club training sessions, priority will be given to new sailors or those just starting out. More experienced sailors are encouraged to invest in their own dinghies.
- External events. During the season, 17<sup>th</sup> March to 31<sup>st</sup> September, club boats will be allocated to HYC sailors selected to participate in external events or Belfast Lough Regattas. Boats for Regattas will be allocated on a first-come, first-served basis on the day of the event.

All members are expected to normally sail in privately owned boats.

### *HYC Dinghy Classes*

The club aims to develop three classes, with options within each class for the size and age of the sailor:

- **Topper**, offering 4.2 and full rig
- **Laser**, offering three rigs - 4.7 (juniors), Radial (youth and lady), and Full rig for adult
- **Two sail Handicap class** Wayfarer, GPI4, Enterprise, Bosun, Feva, RS Quest, Mirror etc.

### *Increase On-water activity - Rescue / Power Boats*

HYC Rescue Officer is proposing a structured and well-prepared Rescue Boat organisation and to build on this for the following year with further training.

The plans to achieve this include:

- Invite members to join in the “Rescue Team”, committing to a reasonable number of days on the RIB for training and rescue cover. In particular, he hopes to encourage some of our younger members, who want to have an active role in the club.
- Set out a programme of formal RYA Power Boat, Rescue Boat, First Aid and VHF training over the next two seasons and encourage the HYC “Rescue Team” to participate as much as possible.
- In addition to formal certified training, carry out in-house informal rescue training events, such as recovery of different types of dinghy and dealing with the aftermath of a sudden squall. The aim is to have training days where the rescue Team can practise for various scenarios requiring rescue & first aid, assess the outcomes and review accordingly to achieve continuous improvement.
- Carry out an inventory check of the club’s two Rescue RIB’s and update all relevant kit in compliance with the RYA Rescue Boat recommendations.
- Develop a method of communication between the members of the Rescue Boat Team to ensure everyone is updated on duties and training.

- Prepare a rota on a monthly basis which provides a suitable mix of experience within each crew and communicate to crew and the club.

## Increase Club Social Activity

A number of members have started to form a volunteer group to propose and organise regular social activities to complement on-the-water activities of members and to provide social opportunities for non-active members to participate in through volunteering and attendance. Initiatives discussed to date include:

- Encourage more members to become actively involved in organising social events.
- Organising an annual club dinner, to incorporate prize-giving for the preceding season.
- Open the bar and cater for televised Ireland rugby matches (6 Nations & Autumn Series Internationals).
- Promote and facilitate Tuesday evening music nights.
- Initiate Sunday lunches to follow monthly Committee meetings (external caterer)
- Open the bar & provide coffee for every sail training event at HYC.
- Plan entertainment and hosting for HYC events (e.g. Annual Regatta and Push The Boat Out).

## Improve Communications

Analysis of the on-line questionnaire revealed that many members felt that communications across the club could be improved. In particular, it has been recognised that the following actions are needed:

- Organise a club social media workshop (with RYA NI) to raise awareness and encourage volunteers to develop a communications plan.
- Appoint a web-master to refresh and develop the club web-site.
- Recruit a volunteer to take responsibility for increasing the frequency of use of the club's Facebook page.
- Ensure e-mail correspondence to all members, as required.

## Increase active and overall club membership

It is anticipated that pursuing all of the previous objectives successfully will lead to increased club membership and an increase in the number of members that choose to be active within the club,

both on the water and as volunteers organising social events and helping out behind the bar and generally hosting our members and visitors.

In addition, however, a number of additional initiatives should be pursued:

- Challenge all members to recruit a new member.
- Include 'house' membership for everybody seeking to rent the club facilities for a social event.
- Offer temporary membership for anybody enrolling on a course at the club, leading to full membership after an agreed period of time.
- Capture contact details of all new / temporary members to ensure that they receive all club communications.

The club's Membership Secretary will oversee each of these initiatives or any others that the Committee agrees to pursue.

## Member Support and Involvement

As already stated, successful implementation of this development plan relies not only on the leadership and time provided by Committee members, but also on the willingness of the members to be involved, to volunteer and to become more active in the club in whichever way is most appropriate for them. Members are required to volunteer for:

- Officer of the Day duties.
- Rescue team training and cover.
- Safe-guarding.
- Social – organising events, bar staff, preparing tea / coffee etc.

All feedback on plans, both positive and constructive, is essential and can be provided direct to the Commodore or a committee member by any means: face-to-face, by phone, by e-mail or in writing.

Finally, HYC exists to benefit its members. Whilst the Committee will work hard to realise the plan and to improve the Club for everyone, there is an inherent responsibility on members to support through involvement and volunteering.

## Resources

To achieve our initial objectives, the primary resource required is the time, good will and involvement of the current members. HYC's financial status remains stable, having recovered from



capital investments in the dinghy park, PV panels, refurbishment of the hall and purchase of 50% of the grey RIB. With modest growth in both full and social membership and wider involvement in social aspects of the club, we aspire to raise sufficient funds to maintain our facilities and equipment. Over time, the Committee will investigate opportunities to seek grants, depending on the level of progress made against this plan.

## Summary

This plan is deliberately intended to be simple in its objectives and aspirations. Progress is expected to be slow and patience required, but, development and iteration of this plan will, over time, permit HYC to recover as a sailing club and be sustainable, with wider support from its members,