



The Development and Regions Committee met at 09:30 – 17:52 hours
on Wednesday 31st October 2018 at the Hyatt Regency, Sarasota, Florida, USA

World Sailing

Please refer to the World Sailing website www.sailing.org for the details of the submissions on this agenda.

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Present:

David Covo (CAN) - Chairman
Nadine Stegenwalner (GER) – Vice President
Flavio Naveira (ARG)
Maayan Davidovich (ISR) – Athletes' Representative
Pinar Coskuner Genc (TUR)
Charles Glover (GBR)

Raema von Reiche (SAM)
Ajay Narang (IND)
Mohamed Atbi (ALG)
Andrew Clouston (NZL)
Cary Lee Byerley (ANT)
Ulfur Hrobartsson (ISL)

Apologies:

Elena Papazoglou (CYP) – Vice Chair
Valery Gulev (RUS)

Abdur Rehman Arshad (PAK)
Vasilij Zbogor (SLO) - replaced by Maayan Davidovich

Also in Attendance:

Rob Holden (Training Delivery Manager)
Catherine Duncan (Training and Development Assistant)

Massimo Dighe (Para World Sailing Manager)
Hannah Goldie (Head of Fundraising – World Sailing Trust)

1. Opening of the Meeting

(a) Welcome and opening remarks from the Chair

David Covo welcomed committee members and observers to this second face-to-face meeting of the Development and Regions Committee. He noted that the agenda for the meeting had been modified to develop a more logical sequence of reports and also accommodate important open discussions. David advised the observers in the room that their comments and questions on items under discussion would, as usual in our meetings, be welcome, and that he would open the floor to observers once committee members had had an opportunity to speak to every issue. He then opened the meeting by inviting the committee members to introduce themselves to the room.

(b) Welcome and opening remarks from Vice-President Nadine Stegenwalner

Nadine opened by thanking the committee, the World Sailing staff, and the RDC's for their hard work over the past year, noting their professionalism and commitment to training and development.

(c) Minutes

Development and Regions Committee Minutes(cont.)

The minutes of the meeting of the Development and Regions Committee on Wednesday 8 November 2017, in Puerto Vallarta, Mexico were presented for approval.

Mover: Ulfur Hrobartsson

Seconded: Ajay Narang

The minutes of the 2017 meeting were approved.

(d) Matters Arising

The chair noted two matters arising: firstly, the ongoing revision of the Training and Development Plan, and secondly, the status of the working party exploring the online training and development portal. He advised the assembly that these items were on the agenda and that they would be addressed later in the meeting.

2. Annual Report of the Chair and Vice-chair

The chair noted that the annual report of the DRC had been circulated before the meeting. The report provides an overview and summary, with data on participation and impact, of all of the T&D programs and special events completed in the last 12 months.

The report notes the launch of the working party on the online portal and comments on the happy coincidence of our resolution in November 2017 to go ahead with the development of the portal and the priority assigned to a new digital platform in the WS Strategic Plan.

The report also provides some background on discussions in April 2018 with the Youth Events Sub Committee about the possibility of an informal joint working party that would explore the role of the World Youth ENP and the potential role of the classes and class coaches in the Youth Worlds.

A question related to the impact on our programs of the reduction in the training and development budget was raised. Rob Holden confirmed that the impact of the reduction was essentially, but not entirely, limited to the Emerging Nations Program, since the majority of our other programs are supported with funding from Olympic Solidarity. He advised the committee that the ENP budget would be discussed later in the meeting.

3. Submissions

- (a) Submission 013-18 Equipment for Olympics, WS Events and Regional Games – Antitrust compliance

Decision:

Following a short discussion that included a review of the comments from the Board, the WS International Classes Committee and the Constitution Committee, the chair proposed a vote to reject the submission.

Mover: Pinar Coskuner Genc

Seconder: Andrew Clouston

Passed: The committee rejected the submission with the following comment.

The Development and Regions Committee endorses the position of the Board and adds its own concern regarding the potential implications of the submission on equipment associated with Training and Development Programs.

- (b) The Development and Regions Committee was asked by the Olympic Classes Subcommittee to comment on submission 012.

Submission 012-18 2020 Olympic Sailing Competition – Support to Continental Qualification Events

The chair provided some background on the submission and proposed that although we could quickly agree to support this in principle, the lack of precision with respect to costs and budgets make it impossible to approve at this time.

The Committee approved the following opinion:

The Development and Regions Committee supports this submission in principle and acknowledges the logistical resources already put in place by World Sailing. However, the lack of clarity in the Submission with respect to costs and budget makes it impossible to support at this time.

- (c) The chair noted that a *recommendation not based on a submission* would be discussed later in the meeting, under Item 9 of this agenda.

4. General Business: Training and Development Department

- (a) Rob Holden presented a summary of activity in 2017-2018 of the WS Regional Development Coordinators.

In the discussion that followed, a number of issues/questions were raised:

- It is possible for MNA's within a region to work with an RDC from another region.
- We need to recruit an RDC with Arabic and French language skills for Northern Africa and the Gulf nations.
- If Asia were divided into two regions, the MNA's might be better served.
- We are currently searching for an RDC for the Caribbean from the region. There is a clear need to recruit women as RDC's and Nominated Experts. The T&D Department is working on this.

Andrew Clouston (RDC for Oceania) presented an update on his activity in the region and a brief report on the Oceania NOC meetings in Samoa.

Joe Chan (RDC for Asia) also presented an update on his activity in Asia, and presented brief reports on the Asian Games and ASAF AGM.

- (b) Rob Holden presented an update on the outcomes of the 2017 World Sailing Scholarship with brief reports on the progress to date of the participants. He also presented a report on the 2018 Scholarship with details of the origins and diverse career paths of the six participants.

Key questions and answers raised in the discussion included:

- This program is funded by Olympic Solidarity and works through the NOC, but what can the MNA do if the NOC fails to provide the necessary support?
- RH: it is essential that the MNA build a constructive and collaborative relationship with the NOC.
- What can the MNA do when every attempt to build a relationship with the NOC has failed?
- RH: contact us – we may be able to help, especially with higher-level lobbying.

5. World Sailing Emerging Nations Program (ENP)

- (a) Rob Holden presented a series of updates on the Emerging Nations Program, focusing first the Youth Worlds and addressing a number of topics with:
- an update on the 2017 Performance Clinic at the Youth Worlds in Sanya, December 2017
 - a report on the 2018 Youth Worlds in Corpus Christi, Texas, July 2018
 - a review of the 2018 Selection Criteria
 - a report on the 2018 performance clinic
 - a review of 2018 Successes and outcomes

Rob also addressed funding and expressed great concern about the ENP budget, which had been considerably reduced in 2018. The discussion that followed centred around the potential impact on the ENP program of the recent and future budget reductions.

- (b) Rob presented a report on the Senior ENP clinics at the Aarhus 2018 World Championships, the first with 8 women, in the Radial, and the second with 8 men, in the Finn. Topics covered included:
- the selection event, which was held in Cadiz
 - the 2018 World Championships program
 - details of the support package offered
 - successes and future opportunities

Further discussion focused on:

- the possibility of including a sailor's own coach, where one is available
- the use of training partners and groups
- the availability of specific programs within class associations

Corinne McKenzie, Chair of the Olympic Classes Sub-committee and Executive Director of the International Finn Association, presented a brief but very positive report on the Finn clinic,

- (c) Hannah Goldie, WS Head of Fundraising, presented a compact and lucid overview of the World Sailing Trust with particular attention to possible sources of support for Training and Development initiatives.
- (d) Rob Holden closed this section of the agenda with a compelling presentation on the future of the ENP Program, adding a critical focus on initiatives that are either underway or in the planning stages. Initiatives and issues discussed included:
- continuation of the pre-Youth Worlds Clinic
 - the need to continue our support of sailors to the Youth World Championships
 - exciting plans for a remote coaching program, and a remote fitness program
 - pathway support from Youth Emerging Nations to Senior Emerging Nations
 - emphasis on continuing our move toward gender equity.
 - development of a bursary system.

In the open discussion that followed this presentation, a number of issues were raised, including:

- the importance of achieving gender equity in all areas of our programs and of engaging the MNA's in the process
- the possibility of match funding from MNA's to support certain programs
- development within MNA's themselves and strategies for providing support

6. World Sailing Development Symposium

- (a) A detailed report on the 2018 World Sailing Development Symposium in Auckland, New Zealand, in May, was presented and discussed.
John Tierney (Oceania Sailing) added his own comments on the symposium and spoke very positively about its impact in the region
- (b) The 2019 symposium will return to Europe, after completing its cycle around the world, and will be held in Hungary at Lake Balaton.

7. World Sailing Training and Development: Reports on other initiatives

- (a) Recognised Training
3 MNA's were visited in 2018: two have been accredited and one is pending while comments from the Inspection are being addressed.
The re-accreditation process was rolled out in 2018 for MNA's who were past the 4 year period. 8 MNA's were contacted and 4 have already successfully completed the process (GBR, NED, RSA, FRA). An additional two MNA's are also now due for re-accreditation.
- (b) Approved Training Centres
2 centres were inspected in 2018 and granted Approved Training Centre status.
In discussion, a question was raised: does an MNA require Recognised Training status before a centre can be accredited as an Approved Training Centre? Answer: that would be preferable but is not currently mandatory.
A new process for inspection within Approved Training Centres will be re-evaluated during 2019.
- (c) Technical Courses for Coaches
14 courses were held in 2018 with financial support from Olympic solidarity.
307 coaches from 5 continents participated and returned home to share new knowledge and sharpened skills with – depending on the impact ratio we use to count them – between 3000 sailors (at a conservative 10:1) and 15,000 sailors (at a more realistic ratio of 50:1).
Open discussion from the floor then centred around:
 - The certificate provided on the technical courses and the opportunities for MNA's to provide their own coaching qualifications during courses
 - Coaches on the Connect to Sailing Portals
- (d) Race Officers
Question: will Olympic Solidarity fund Race Official training programs in a Continental Association? Answer: Olympic Solidarity is focussed on developing programs.
- (e) Women in Sport
This topic was covered earlier in the agenda

8. World Sailing Paralympic Development Program

Para World Sailing Manager Massimo Dighe presented a report on Paralympic Development Program activity over the last 12 months, addressing:

- support provided to sailors and coaches
- 2018 results and statistics on Performance Clinics in Malcesine, Italy, May 2018, in Sheboygan, USA, September 2018, and in Hiroshima, Japan, October 2018
- PDP clinics planned for 2019
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The main issues/topics raised in the ensuing discussion included:

- The PDP is open to all sailors with disabilities, including intellectual disabilities and visual impairments.
- Individual sailors who contact WS for assistance are linked directly to their MNA's.
- In some regions, para sailing resources are located in organizations outside the MNA itself.
- Some of the continental associations play active roles in the promotion of PDP's
- It is important to understand the nature of the equipment required to support PDP clinics and competitions.

9. Other Business

(a) Online Portal

Ulfur Hrobartsson provided an update on the status of the Connect to Sailing Online Portal and the work of the working group. The Committee expressed unanimous support for this evolving initiative, a new digital platform intended to provide a first stop for MNAs in their search for people, programs and resources in WS training and development. This was the first public presentation by the workgroup struck one year ago to advance a project that has been in discussion for several years. The group - Ulfur Hróbjartsson, Andrew Clouston and Charles Glover - has been working closely with WS professionals and will be harmonizing the project with the larger review of the WS digital platform currently underway. An unexpected benefit of the project has been the requirement to actually map our programs, which has been challenging but surprisingly useful in our review and updating of the Training and Development Plan

(b) Training and Development 2019-2024 Strategic Plan

A brief open discussion was held on the first draft of the Training and Development 2019-2024 strategic plan. A revised draft of the document will be circulated to the committee with a deadline for feedback set for 1st December 2018.

(c) Training and Development in the Continental Associations

Committee members representing Continental Associations presented a brief overview of CA involvement in the Training and Development initiatives in their regions.

- EUROSAP – Pinar Coskuner Genc
- ASAF – Ajay Narang
- OSAP – Andrew Clouston
- ASCON – Mohamed Atbi
- CSV – Flavio Naveira
- PASAF – David Covo

The level of engagement in T&D activity varies considerably across the Continental Associations. A detailed summary will be published and circulated in the new year.

10. World Sailing Training Team (Closed)

The Chair closed the open part of the meeting by thanking the many observers still present for their patience, loyalty and contributions to the discussion throughout a long but very rewarding day, and promised to forward copies of the formal presentations to all present.

The meeting went into closed session.

- (a) The committee moved to accept Maayan Davidovich as a permanent member of the committee, replacing Vasilij Zbogor.
- (b) Rob Holden opened the discussion on Nominated Experts with the proposition that MNA's with Recognised Training status be allowed to propose Nominated Experts. The Committee expressed its unanimous support of this policy.

In situations where an expert is coaching in one MNA but is a national of a different MNA, it was agreed that character references should include references from each the MNA's.

It was agreed that the Chair and Rob Holden would work with Jon Napier to prepare a submission for the May 2019 Mid-Year meeting adding a reference to gender equity in the Regulations dealing with Nominated Experts.

It was agreed that applications for certification as nominated experts would be circulated to the committee for ratification with a requirement for a 1-week turnaround time.

- (c) The committee also expressed its unanimous support for a *recommendation not based on a submission* regarding the budget for Training and Development. The following *recommendation not based on a submission* was approved:

The Development and Regions Committee understands the constrained financial context within which World Sailing now operates and acknowledges the need to streamline programs and budgets.

Given the fundamental importance of development to our sport and to the mission of World Sailing, and the reduction in 2018 of approximately 70% of the World Sailing contribution to our Training and Development programs, the Development and Regions Committee unanimously recommends that:

- 1. The budget of Training and Development be restored as a matter of urgency, and*
- 2. Priority be assigned to the search for new sources of funding that will enable further growth and expansion of our training and development programs.*

11. Adjournment

The Chair closed the meeting with thanks to a number of people: the WS team behind our committee - Rob Holden, Massimo Dighe and Catherine Duncan; the team of Regional Development Coordinators working around the world; our colleagues on the Development and Regions Committee; and our VP, Nadine Stegenwalner, whose knowledge of our programs and commitment to our mandate has been outstanding.

The meeting was adjourned at approximately 17:52 hrs.