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### Present:

Nazli Imre (TUR) – ISAF Vice-President  
 Olivier Bovyn (FRA) – ISAF Development and Youth Committee Chairman / ISAF Nominated Expert  
 Dan Jaspers – ISAF Training and Development Manager / ISAF Nominated Expert  
 Cathy Armstrong – ISAF Training and Development Administrator  
 Richard Percy – ISAF Nominated Expert and ISAF Scholarship Coordinator  
 Robert Holden (RSA) – National Training Manager, South African Sailing / ISAF Nominated Expert  
 Timothy Cross – ISAF Nominated Expert  
 Andrew Clouston (NZL) - Participation and Development Manager, Yachting New Zealand / ISAF Nominated Expert  
 Eduardo Sylvestre (BRA) – National Development Program Manager, Confederação Brasileira de Vela / ISAF Nominated Expert  
 Nadine Stegenwalner (GER) – Sports Director, Deutscher Segler Verband / ISAF Development and Youth Committee Member  
 Joe Chan (SIN) – Head of Training and Development, Singapore Sailing Federation  
 Chung Pei Ming (SIN) – General Manager, Singapore Sailing Federation  
 Michael Tan (SIN) – High Participation Coach Mentor, Singapore Sailing Federation  
 Annabella Correa de Perotti (ECU) – President, Federacion Ecuatoriana de Yachting  
 Orlando Rodriguez (ECU) – Treasurer and Technical Director, Federacion Ecuatoriana de Yachting  
 Paula Douat (COL) – President, Federacion Colombiana de Vela  
 Alejandro Bascot (COL) – Member of the School and Development Committee, Federacion Colombiana de Vela  
 Hiro Hosaka (JPN) – Representative, Japan Sailing Federation  
 Stu Gilfillen (USA) – Training Director, US Sailing  
 Christen Schifino (USA) – Smallboat Program Manager, US Sailing  
 Jessica Servis (USA) – Reach Program Manager, US Sailing  
 Charlie Arms (USA) – Sailing Director, US Sailing  
 Rich Jepson (USA) – Training Committee Chairman, US Sailing  
 Sheila McCurdy (USA) – Training Program Developer, US Sailing / ISAF Development and Youth Committee Member  
 Jack Gierhart (USA) – Executive Director, US Sailing  
 Tom Hubbell (USA) – President, US Sailing  
 Wu Hsing-Ti (TPE) – Director, Chinese Taipei Sailing Association  
 Nicholas Dupre (SKN) – Senior National Instructor, St Kitts and Nevis Sailing Association  
 Trenton Miller (BIZ) – Training Officer, Belize Sailing Association  
 Andrew Milner (BIZ) – Development Officer, Belize Sailing Association  
 Alejandro Cloos (ARG) – Training and Development Manager, Federacion Argentina de Yachting  
 Tomasz Chamera (POL) – Vice Chairman, Polish Yachting Association

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Milena Lachowicz (POL) – Team Support, Polish Yachting Association  
Irina Perez De Bros (DOM) – President, Federacion Dominicana de Vela, Inc.  
Anne Tierney (COK) – President, Sailing Cook Islands / ISAF Development and Youth Committee Member  
John Tierney (COK) – Secretary General, Oceania Sailing Federation (OSAF)  
Betsy Alison (USA) – IFDS Representative  
Richard Gowers (GBR) – Training Manager, International Kiteboarding Association  
Riki Hooker (GBR) – Director, RS Sailing (ISAF Connect to Sailing Partner)  
Brian Halloway (USA) – Representative, Magic Marine (ISAF Connect to Sailing Partner)

### 1. Introductions

All delegates were officially welcomed to the 2015 ISAF Development Symposium by ISAF Vice President Nazli Imre and Rich Jepsen, Chair of the US Sailing Training Committee.

Dan Jaspers explained the schedule, introduced the ISAF Nominated Experts present in New Orleans, thanked the Connect to Sailing partners present at the event for their on-going support and welcomed guest presenters.

### 2. ISAF Development and Youth Committee

Delegates received a presentation on the ISAF Development and Youth Committee's current objectives. This was presented by Olivier Bovyn (FRA), ISAF Development and Youth Committee Chairman.

### 3. US Sailing – Overview

Presentation by US Sailing Training Director, Stu Gilfillen on the structure of the organisation, the programs on offer in the US as well as future developments.

This presentation generated the following feedback:

- National power boat accreditation = US Coastguard
- 63% of 'power' users in the USA have no prior involvement with US Sailing
- National sailing based accreditation = US Sailing
- Private (commercial) schools not accredited by US Sailing
- Community (not for profit) sailing programs are accredited by US Sailing
- US Sailing sets the standards, NOT delivery syllabus
- US based instructors paid directly by the sailing programs with US Sailing standards of delivery expected
- US Sailing is not the only organization to deliver sail training in the USA
- A multi- discipline e-learning platform is currently under development. Homework carried out online with practical reviews carried out in person.
- Would US Sailing consider and 'exchange' of programme for overseas MNAs
- Is the focus of US Sailing Olympic or other?
- The term 'adaptive' sailing used by US Sailing rather than disabled sailing

### 4. ISAF Training and Development Department

Presentation by ISAF Training and Development Manager, Dan Jaspers on the wide ranging areas of activity within the department, with particular emphasis on the use of online space to access information such as the [www.sailing.org/training](http://www.sailing.org/training) website page.

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### 5. The ISAF Coaching Framework

Presentation by Timothy Cross, ISAF Nominated Expert (GBR) on how aligning the structure of development of sailing coaches to the ISAF Coaching Framework can benefit to the National Sail Training Program of a National Federation.

### 6. ISAF Training Resources for Sailors / Coaches

Overview of the ISAF Training Resources, including examples of licenced publications that have been adapted to suit individual MNA needs. Presented by Dan Jaspers, ISAF Training and Development Manager

This presentation generated the following feedback:

- Android platform for resources required
- Mapping of ISAF 'standard' required against other MNA programmes
- ISAF to make the resources more freely available to support emerging nations
- Learn to sail 'apps' available for children / youth
- Class specific training guides required
- Physical training guides required for sailors
- US Sailing to support ISAF in development of Coach Boat handling techniques for coaches
- ISAF to support development of MNA Olympic campaign structure guidance
- Online training videos e.g. start, upwind, downwind.
- ISAF to promote an 'outreach' tool to engage and activate participation at community level
- MNAs require a separate online shop for volume purchase
- ISAF to consider regional Training Resource licences for 'smaller' MNAs
- Consistency of licence contracts required
- ISAF to consider a boat maintenance resource

### 7. Regional Development Initiatives – Group O – Caribbean and North of South America

Breakaway session for delegates to receive a presentation on regional development initiatives in ISAF 'Group O' (Caribbean and North of South America). Presented by Tim Cross (ISAF Nominated Expert) and Eduardo Syvestre (National Development Program Manager, Confederação Brasileira de Vela and ISAF Nominated Expert).

### 8. Examples of National Development – New Zealand / USA

Breakaway session where delegates were asked how ISAF can get more involved in National Development training. This was presented by Andrew Clouston (NZL) - Participation and Development Manager, Yachting New Zealand / ISAF Nominated Expert and Christen Schifino (USA) – Smallboat Program Manager, US Sailing

### 9. ISAF / IKA International Kiteboard Training Programme

Update in the new ISAF / IKA International Kiteboard Training Programme and discussion on how MNAs and IKA national class associations can develop a Kite coaching framework for the delivery of IKA 'approved' and ISAF Recognized learn to Kite programme. Presented by Richard Gowers (GBR), IKA Training Manager.

This presentation generated the following feedback:

- How will the 'mapping' work?
- Requirement and suitability of Coach Boats based on localised risk assessments.
- Better understanding of helmets and use of personal floatation required

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- Important to encourage national sports bodies to recognize the kite scheme
- Could kite coaches from different countries be recruited?
- MNAs should be more involved
- A need for transition between freestyle and Olympic racing style formats
- Increased awareness and education required for those in charge of MNAs
- 2015 Development Symposium MNAs interested in the programme: Belize, Dominican Republic, USA, Colombia, Argentina, Brazil, Poland, Ecuador, South Africa, St Kitts and Nevis.

### 10. Examples of National Development – Cook Islands / Japan

Presentations of national sail training programme development activity in Japan and the Cook Islands. This was presented by Anne Tierney (COK) – President, Sailing Cook Islands / ISAF Development and Youth Committee Member and Hiroshi Hosaka (JPN) – Representative, Japan Sailing Federation

### 11. 2015 ISAF Youth Worlds Emerging Nations Programme (YW ENP)

An overview presentation by Dan Jaspers (ISAF Training and Development Manager) on the new ISAF Youth Sailing World Championship ENP, followed by a discussion on narrowing the 'Performance Gap'

The delegate feedback for this session was as follows:

- Avoid clashes with existing events
- Programme to include physical training element (including personal well-being)
- Clinics to focus on fundamental rules
- Provide programme information prior to clinics
- Focus on boat tuning
- Path ways for national development required
- Link to regional competitions
- Help make YW less 'crazy' for first time competitors
- Prepare competitors for large fleet sizes
- ISAF to help MNAs select participants
- Clinics to feature role models/ambassadors
- Videos and photos available for MNAs to use

### 12. Developing Disabled Sailing Programs – IFDS

Group session discussing ways in which MNAs can develop Disabled Sailing Programmes at national level. Presentation by Betsy Alison (USA) – ISAF Disabled Sailing Representative.

The delegate feedback for this session was as follows

- Focus for development to be on more common forms of disability first, rather than 'extreme'
- Challenge is not to assume what is achievable and what is not for the sailor
- The same risks involved as for other forms of sailing
- Specific adaptive boats are readily available e.g. RS Venture Keel

### 13. Examples of National Development – Brazil / Colombia

Presentations of national sail training programme development activity in Brazil and Colombia. Presented by Eduardo Sylvestre (BRA) – National Development Program Manager, Confederação Brasileira de Vela / ISAF Nominated Expert and Paula Douat (COL) – President, Federacion Colombiana de Vela

### 14. Regional Development Initiatives – Africa / Oceania

Breakaway session where delegates were asked how ISAF can get more involved in Regional training. Presented by Robert Holden (RSA) – National Training Manager, South African Sailing / ISAF Nominated Expert and John Tierney (COK) – Secretary General, Oceania Sailing Federation (OSAF)

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### 15. ISAF Training Scholarship

A presentation from Richard Percy – ISAF Nominated Expert and ISAF Scholarship Coordinator on the way this important course has developed including video testimonials from past candidates, examples of success stories and an update on the 2015 course programme with a short video preview.

The delegate feedback for this session was as follows

- How can MNAs attain Scholarship attendees?
- Support from ISAF in identification of suitable candidates
- Possibility of delivering course in shorter time periods
- Wider promotion of the Scholarship course and its benefits
- NOCs to be made more aware of the ISAF Scholarship

### 16. Inclusivity in Sailing – The Gender Balance

Christen Schifino (USA) – Smallboat Program Manager, US Sailing lead the delegates to discuss the subject of gender equality in sailing,

This discussion raised the following points:

- Brazil promotes participation of young girls in Learn to Sail plus racing programmes
- One person boats are less attractive to the majority of girls
- All MNAs present in New Orleans feel that there is a gender imbalance
- Is high 'burnout' of females due to intensity of training programmes?
- NZL has 50/50 grassroots participation and 80/20 (male / female) retention rate
- Some males accused of giving females 'easy' jobs on board
- Is gender specific training required?
- What is the exact problem that we need to solve?
- Learning styles differ between males and females, therefore coaching styles should vary
- Competition can seem 'macho'
- Encourage mixed male and female crews on keelboats and yachts
- IOC guidelines for female participation in coaching specific programmes = 10 – 20%. ISAF is currently exceeding these at 21%
- ISAF to push gender balance internationally
- ISAF to promote incentives for mixed gender
- Is a breakdown of social prejudices
- Promote female role models

### 17. The US Sailing 'Reach Program'

An overview of the US Sailing Reach Program; an educational platform that challenges youth education by a love of learning and exploration of science, technology engineering and math.

Presented by Jessica Servis (USA) – Reach Program Manager, US Sailing

### 18. Safeguarding children in Sport – UNICEF guidelines

Introduction to the work of UNICEF in creating international Standards for the Safeguarding of Children in Sport and discussion on the way in which ISAF can adopt the guidance included and help all MNAs to create their own safeguarding policies.

This presentation raised the following points:

- Possible online certificate requirement
- US Sailing to offer ISAF their material
- Include safeguarding guidelines for vulnerable
- ISAF to provide guidelines and not a policy

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- UNICEF Safeguarding guidelines to be used as a reference point
- ISAF need to 'get on with it' as these guidelines are urgently

### 19. Any other business (A.O.B)

- ISAF to consider regional symposiums, delivered in partnership with Continental Federations
- ISAF to help create a local / regional network for ISAF Development Symposium delegates
- ISAF to further promote all online training resources
- Development Symposium schedule to be tailored depending on whether the MNA has attended previously in order to avoid repetition.
- ISAF to consider online / offline streaming of the event
- ISAF to evaluate when the Symposium takes place
- ISAF to consider linking the Development Symposium with the Annual Conference

### 20. Feedback / comments

#### General comments from delegates:

- Sharing successes and ideas with fellow delegates was good
- Sharing the challenges by MNAs
- Direct contact with MNA's
- It was great!
- Everything that gives details on 'HOW' to execute programmes and activities is helpful
- I found today's sessions inspirational, motivational and passionate. Congratulations and thanks!
- Comprehensive and detailed. Challenges are to be overcome!
- Sharing successes and ideas with fellow delegates was good
- Interesting day. Tonnes of information and a fresh look at problems from bigger countries many with the same problems as is
- Excellent opportunity to learn and meet key people
- Really good to learn similarities and differences faced by passionate builders of sailing around the world and how
- ISAF is tying it all together!
- Exciting ideas – well received
- Really great and relevant to all MNA's
- Fantastic!
- It's great to learn what others are doing in terms of development
- Really enjoyed the conference.
- Lively discussion.
- It was realistic and honest.
- There were good solutions and thought provoking discussions
- Good to share resources and to try new ideas.
- I will come with a colleague to the 2016 Development Symposium.
- For me it was very important to participate in this event. I'm glad I came and I hope I'll be back next year.
- I hope to come again and be able to share all that we've got back home. I hope for improvements in Dominican sailing programmes, and I will bring someone else from my country next time.
- I am extremely happy to have this opportunity to interact with other MNAs and ISAF officials. This symposium has left me pregnant with ideas and now must hurry back home to give birth to our new ISAF baby! Thanks to all
- Hopefully we can have more input to the whole society.
- I'm so glad I attended and now understand the importance of ISAF and how ISAF can help our MNA grow in the right direction. Prior to the symposium going through all the online resources was daunting and it was difficult to understand the overall purpose. I now know how this works. Thanks ISAF, and I look forward to working with you in the future.
- I learnt lots and feel motivated and inspired to increase sailing activities at home.
- I gained a lot of interesting viewpoints and am now well connected with other MNA's

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- The symposium is evolving in a good direction, glad to get these countries together
- Meeting people from various MNAs was good
- Interaction with regional/continental representatives was important
- It is important to know the key decision making people in the sport of sailing - to be able to exchange ideas and experiences.
- Some new ideas reinforcing good concepts.
- Very productive examples and discussions.
- It has helped me make a link with ISAF and I understand projects and approaches
- Sharing the development of each MNA to know several best practice.
- Networking with other MNAs
- Good participation.
- ISAF integrating and making an effort with every MNA
- Having South American participants was useful
- Networking was great
- Good to tie Development Symposium to the Development and Youth Committee's goals
- It was helpful to involve all MNA's in the discussion
- Good to hear actual examples of development
- It will be interesting that ISAF can get closer to developing countries (or emerging nations) in order to get a better understanding of their reality. Some of these programmes are far too developed to apply in our countries, but it is our job to "translate" them into the reality.
- Make supporting policies available online.
- I have no major complaints. I think it was a successful seminar.
- Everything is beyond my imagination. As an emerging nation we have got far more than we can feedback
- positive feedback on challenges faced and outcomes (achievements) made by MNA's
- No negative aspects

### Feedback on specific presentations:

- Very interesting to hear about US Sailing structure and resources. Enjoyed seeing all publications - good work!
- Impressed with the ease with which US Sailing will share resources - amazing opportunity for those of us without resources. Great that ISAF has an open minded policy to adopt and adapt rather than to always make things from scratch
- STEM education session was awesome
- Reach programme and STEM (US Sailing)
- The Reach programme presentation was great
- The Reach Programme was relevant to NZL development.
- Liked the framework session as we can use it to clarify our national coach progression
- Good to fill in Framework sheets.
- Enjoyed the presentation from NZL and USA
- Examples of national development were good. Hearing other countries development is very efficient to design and review our development plan.
- National development - presentations were very broad
- kiteboarding presentation - Timely, useful and interesting
- Good work on the kiteboarding presentation - this will fit in well in NZL as there is lots of engagement opportunity in Oceania
- Loved the kiteboarding presentation and would suggest that a small amount of time be spent on speaker prep and guidance. All ISAF Nominated Experts were great presenters
- There is a definite need for these guidelines UNICEF Safeguarding Standards
- UNICEF Safeguarding. I would like to hear a more practical idea.
- Women's presentation created good discussions.
- The Gender Balance presentation had a rocky start but good end result
- The Gender Balance presentation was difficult to understand for me
- Extremely impressed with the presentations and content of the Disabled Sailing presentation
- The sharing of situations by other delegates was interactive and beneficial to me

## 2014 ISAF Development Symposium

### Delegate feedback regarding content of the Symposium:

- Presentations were very good
- Good to have lots of presentations which mixed the day up.
- Very good presentations. Very helpful. I loved the "what if?" video and the safeguarding one. Thanks again.
- Diverse presentations building on last year's discussions
- Manage a better balance between presentations and workshops
- Improve opportunity for innovation and cooperation and reviewing development proposals that were presented
- A lot of regional development presentations, there are probably more productive ways to spend the time (in workshops / group discussions)
- Most presentations were good, although not all well presented.
- Breakout groups in separate rooms made discussion easier and was less distracting
- Manage a better balance between presentations and workshops
- More workshop sessions
- Working groups had limited opportunity for discussion due to full programme
- More parallel brainstorming sessions with a facilitator would be good to have
- Amend schedule to have 50% presentation time and working party discussions/innovative time (50%)
- Consider more sessions in smaller groups
- More hands on activities and more participant interactive discussion
- More workshop sessions are recommended
- The use of videos kept the symposium interesting and alive and inspirational. Please keep that going.
- Mix of subjects were well spread out
- Well-paced and spread out.
- Ideas for programmes to promote and increase participation as needed to introduce a culture of sailing
- Discussion format was bumpy but surprisingly interesting.
- Note taking should be done on screen with more research information
- Transfer of Knowledge programme - add to hosting development symposium guidelines
- More constructive topics - I am happy to have input
- Including administration into the agenda
- More written information through pen drives
- More detailed information
- Access to IT and knowledge store was not good
- ISAF products and services should be better approached and explained online
- While presentation styles were occasionally dry and longer than necessary, all information was good
- Sometimes 'sales pitches' were too long.
- Sometimes a pity to spend as much time broadcasting the message rather than discussing the topics
- Presentation could have included pictures, not just text.
- Delegates should be able to look through slides of all presentations beforehand to make sure it's relevant. Some presentations were not totally relevant to our MNA.
- If we were asked an opinion I think people would allocate their time seriously to extend time during the day to accommodate interest of breakaway groups. A bit too restricted for process rather than content
- Really great information on ISAF programmes (ENP and Scholarship).
- Try to squeeze more information in if possible.
- Churn the experts - have different people on different perspectives next time
- Include 1 or 2 specialist speakers
- More presenters needed
- Brief presenters on basic do's and don'ts on PowerPoint
- Advise presenters on dynamic presentations using PowerPoint. More brainstorming and a little less time on promotion of ISAF services.
- Difficulty in understanding everything due to language barrier
- Language barriers made understanding some presentations hard.
- Sometimes the English native speakers spoke too fast. Please remember that there are some in the room who are not native speakers.



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### Feedback on future Development Symposiums:

- Link this event to the ISAF Annual Conference
- Host this alongside the ISAF Annual Conference
- Combine this with the ISAF Annual Conference. It would make it easier to attend for us.
- Assist hosting of continental development
- I hope to replace this in my own MNA as an Ecuador Development Symposium and why not a regional symposium? Thank you all so much!
- Regional events would be good - maybe you should link this to the Youth Worlds event?
- Create a pre event link where presentations are available so that those less informed are more up to speed and therefore useful at the event.
- Host in a sailing/yacht club
- Depending on the location I will try to attend again

### Delegate feedback on timing and length of Symposium:

- More control needed of the agenda time
- The schedule seems too tight, all good conversations but time stressed at the end
- Time management was not great - but that always happens!
- Please keep on schedule.

### Feedback relating to repetition:

- Some content was already known prior to presentation
- Repetition of some presentations from previous years
- Preserve interest in participation for former attendees
- Group the repeat presentations on the first half day so that delegates who are regulars can have the option to arrive later, reducing one night's costs.

### Feedback regarding organisation of the event:

- Thank you for coordinating and supporting.
- Thank you for organising this!
- Thanks again for a very organised and interesting symposium. You both did a great job.
- I'm very impressed with the organisation of the event and the amount of HQ information on ISAF.
- Extremely well hosted.
- Very well organised and structured.

### Delegate feedback on general house-keeping:

- Great food
- Good cake!
- Lunch is great. Simple enough without too much to put people to sleep for the afternoon sessions.
- It was very cold most of the time - looking around most people had coats on
- Meeting room should be warmer.
- Lunch in a different room/area - chance for fresh air - a group walk around the block?
- A very long day! Should look into allowing delegate the opportunity to break outside
- Use a local intranet rather than relying on the internet
- Better internet connection
- Better internet connection
- Internet connection needs to be better
- Internet access was a problem
- Thanks for the room with windows but please open the curtains in future.
- Having breaks, lunches and dinners together increased the intensity of networking