



1. Introduction	2	11. Developing Disabled Sailing Programs	5
2. South African Sailing (SAS) – MNA history, current status and future developments	2	12. IKA / ISAF 'Learn to Kite' Program	5
3. IOC Olympic Solidarity funding	2	13. Examples of National Development (Turkish Sailing Federation)	5
4. Regional Development Initiatives – Sail Africa	2	14. South African Coaching Framework (SACF)	5
5. Increasing Participation by linking Schools to Sailing Venues	3	15. High Performance Training	6
6. Examples of National Development (Yachting New Zealand)	3	16. ISAF Youth Worlds Emerging Nations Program	6
7. The ISAF Coaching Framework	4	17. ISAF Training Scholarship	7
8. ISAF Training Resources	4	18. ISAF Recognized Training	7
9. Women in Sport	4	19. Any Other Business	7
10. Examples of National Development – Singapore Sailing Federation and Federação Portuguesa de Vela	5	20. Introduction to 2015 ISAF Development Symposium hosts and venue	7
		21. Feedback / Comments	8
		22. Future Symposium venues	10

Present:

Nazli Imre – ISAF Vice-President (TUR)

Olivier Bovyn – ISAF Development and Youth Committee Chairman / ISAF Nominated Expert (FRA)

Rob M'Crystal – President, South African Sailing / ISAF D+Y Committee Vice Chairman (RSA)

Hajera Kajee – SASCO 1st Vice President, South African Sports Confederation and Olympic Committee (SASCO)

Desiree Vardhan, Manager: Coaches Development, South African Sports Confederation and Olympic Committee (SASCO)

Emrah Surmen – ISAF Development and Youth Committee Member / ISAF Nominated Expert (TUR)

Carel Heijnen – ISAF Development and Youth Committee Member (NED)

Halim Ben Rhouma – ISAF Development and Youth Committee Member (TUN)

Walter Cavalucci – ISAF Development and Youth Committee Member (ITA)

Nadine Stegenwalner – ISAF Development and Youth Committee Member (GER)

Richard Percy – ISAF Nominated Expert / Training Scholarship Co-ordinator (GBR)

Robert Holden – ISAF Nominated Expert / ISAF Regional Development Co-ordinator (RSA)

Hugh Styles – ISAF Nominated Expert (GBR)

Pedro Rodrigues - ISAF Nominated Expert (POR)

Rob Clark – ISAF Nominated Expert (GBR)

Timothy Cross – ISAF Nominated Expert (GBR)

Tom Wilson - ISAF Nominated Expert (GBR)

Mike Hart - ISAF Nominated Expert (OMA)

Andrew Jeffrey - ISAF Nominated Expert (GBR)

Andrew Clouston - ISAF Nominated Expert (NZL)

Bart Van Roessel - ISAF Nominated Expert (NED)

Peter Morris – Chairperson, Sailing Association of Zimbabwe (ZIM)

Helio Da Rosa – Secretary General, Federação Moçambicana de la Vela e Canoagem (MOZ)

Teddy Ndaró – Athlete, Kenya Yachting Association (KEN)

Nelly Coelho – Committee Member, Tanzania Sailing Association (TAN)

Alain Alcindor – President, Seychelles Yachting Association (SEY)

Nicolas Brandt Hansen - Education and Development Program Manager, Danish Sailing Association (DEN)

Diamantino Leitão – Vice President, Angolan Federation of Nautical Sports (ANG)

Joe Chan – Head of Training and Development, Singapore Sailing Federation (SIN)

George Cheong – Senior Participation Coach, Singapore Sailing Federation (SIN)

Christen Schifino – Smallboat Program Manager, US Sailing (USA)

Eduardo Sylvestre – National Development Program Manager, Confederação Brasileira de Vela (BRA)

Mohd Afendy Bin Abdullaj – General Manager, Malaysian Yachting Association (MAS)

2014 ISAF Development Symposium

Abdul Rani Bin Idris – Council Member, Malaysian Yachting Association (MAS)
Peter Hall – Councillor, South African Sailing (RSA)
David Hudson – High Performance Regional Committee, South African Sailing (RSA)
Ricky Robinson – National Development Manager, South African Sailing (RSA)
Guido Ricetto – Council Member, Italian Sailing Federation (ITA)
Susan Steyn – Representative, Namibia Sailing Association (NAM)
Geoffrey Gaspard – Athlete, Madagascar Yachting and Rowing Squadron (MAD)
Peng Chieh Wu – Instructor, Chinese Taipei Sailing Association (TPE)
Ghiar Farid – National Technical Director, Fédération Algérienne de Voile (ALG)
Emma Hallén – International Association for Disabled Sailing (IFDS) Representative
Mirco Babino – International Kiteboarding Association (IKA) Representative
Dan Jaspers – ISAF Training and Development Manager
Cathy Armstrong – ISAF Training and Development Administrator

1. Introduction

All delegates welcomed to the 2014 ISAF Development by Nazli Imre, Olivier Bovyn and Rob M'Crystal. Dan Jaspers gave an introduction to the Symposium, the ISAF Nominated Experts, the ISAF Training and Development Department, guest presenters and took delegates through the three day schedule.

Delegates were introduced to the Connect to Sailing partners and were shown where information on each was available through the ISAF website.

This session raised the following points:

- There should be further clarity of what is available from ISAF to all MNAs.
- Case studies / testimonials from MNAs need to be promoted by ISAF
- Development of MNA relationships with NOCs is critical. ISAF can provide physical support by sending representatives to meet with National Sports Bodies
- Translation of meetings / resources is required in a minimum of French, Spanish and Portuguese.
- Confidence of people in water is not good in some nations. Possible swimming lessons could be provided for sailors prior to practical courses

2. South African Sailing (SAS) – MNA History, current status and future developments

Presentation of South African Sailing

- Robert Holden, ISAF Nominated Expert, ISAF Regional Development Officer and South African Sailing National Training and High Performance Manager

3. International Olympic Committee (IOC) Olympic Solidarity (OS) funding

Presentation on the outcomes of IOC OS funded activity in 2013 and a forecast for 2014. The presentation included an overview of the IOC programs that are available for all MNAs to access

- Dan Jaspers, ISAF Training and Development Manager

4. Regional Development Initiatives – Sail Africa

Breakaway session where delegates were asked how ISAF can get more involved in Regional training

- Robert Holden, ISAF Nominated Expert, ISAF Regional Development Officer and South African Sailing National Training and High Performance Manager

2014 ISAF Development Symposium

This break away session raised the following points:

- Equipment for developing nations requires a logistics provider to support better shipping costs
- Redundant resources from developed nations should be made available for Emerging Nations
- Equipment grants and boat packages need to be promoted by ISAF
- ISAF to help in lowering rate of import taxes (educational tool classification)
- Perception of sailing; Can ISAF help promote value for rich people getting involved in sailing?
- African MNA case studies for Africa should be provided so that other MNAs can see what has already been done successfully.
- ISAF website or other sources of information need to be updated more regularly

The following questions were raised:

- Which government departments can help with funding? Education or Sports Ministry?

5. Increasing participation by linking schools to sailing venues

Breakaway session to discuss how ISAF and MNAs can increase awareness of sailing through schools and the wider education sector.

- Rob Clark, ISAF Nominated Expert

The delegate feedback for this session was as follows:

- Marketing of sailing / sport / benefits. MNAs to use templates provided by ISAF.
- Sailing not in the culture of most African Nations
- MNA knowledge to link to curriculum – ISAF to create a Schools guide for Teachers.
- How do we grow National / international backing (credibility) for a Schools Program
- Educating parents on 'holistic' benefits of sailing is key
- Funding for the program at National Level – ISAF help on sponsorship proposals
- Facilities at the sailing centre (including boats) need to cater more for school groups
- Instructor / coach skills development to include specific sections on working with schools
- ISAF to help in creating a structure for the program
- Transport of pupils / children to sailing venues is a difficulty
- Safety management of all activity (ashore and afloat) is important
- Mobile sailing....taking the sport to the user. ISAF initiative through Connect to Sailing?
- Formal University education for Sailors / Coaches would help retain individuals

6. Examples of National Development – Yachting New Zealand

Breakaway session for delegates to discuss examples of MNA development that could support their work.

- Andrew Clouston, ISAF Nominated Expert (NZL)

- What happens after NZL 'try sailing'? – How do MNAs keep sailors involved?
- ISAF to support MNAs
- more in application process for funding.
- ISAF to facilitate mentoring of coaches between MNAs
- ISAF to encourage global standardisation of Coach certification / qualification framework
- A simple and clear package of what is on offer should be promoted to everyone at National level
- Identification of club / sailing 'enthusiasts' helps to make promotion more effective
- A 'How to' guide for adults wishing to engage with sailing is not yet on offer and ISAF should help create such a resource
- Role models at national / international level – ISAF to help promote through website / social media channels in format of videos and written testimonials.

2014 ISAF Development Symposium

7. The ISAF Coaching Framework

Presentation on the ISAF Coaching Framework V1.2 followed by a group discussion forum regarding the ways in which ISAF MNAs can use this resource to help develop National Coaching Pathways and 'map' national coach qualifications / certification against those provided by other nations.

- Timothy Cross, ISAF Nominated Expert (GBR)

Points raised from this session:

- Can ISAF develop a similar framework for Race Officials?
- Sailing levels need to be shown alongside the coaching levels to clarify what technical skills sailors require?
- Translations of Framework into at least French, Spanish and Portuguese should be priority.
- Make tool for 'mapping' programs. Possible online entry point and visual 'map' available via internet for everyone to see.

8. ISAF Training Resources

A presentation of the current list of ISAF Training Resource, including an overview of the ISAF Performance Training Exercise Handbook and how this new publication can benefit MNA Coaches delivering performance sail training sessions.

- Mike Hart, ISAF Nominated Expert (OMA)

This presentation generated the following feedback:

- Possible inclusion of program management for performance athletes (pinnacle event preparation)
- ISA to also include content of performance training exercises on ISAF website
- ISAF to make available an e-learning platform for coaches
- Basic fitness training exercises to be included
- Nutritional information also to be included for helping sailors
- Possible inclusion of elemental psychology / physiology
- Olympic program equipment / event pathway identification to be shown

9. Women in Sport

A session asking the question "How can sailing encourage more female participants and retain them as sailors, coaches and/or volunteers?"

- Bart Van Roessel, ISAF Nominated Expert (NED)

This presentation raised the following points:

- Possible additional bonus for females receiving coaching accreditation (award)
- Women only days / courses / initiatives promoted by ISAF such as existing International Women's Day in March.
- Adapt social dynamic on theoretical /practical courses
- Equipment choices for women taking part in courses (mix classes of boat?)
- Support network / mentoring of female coaches
- ISAF to provide testimonials (videos) from women in the sport on what they feel should be done to encourage more participation and how they got to where they are.
- ISAF to encourage more female participation (gender equality) on Technical Courses for Coaches.

2014 ISAF Development Symposium

10. Examples of National Development – Singapore Sailing Federation and Federação Portuguesa de Vela

Breakaway session for delegates to discuss examples of MNA development that could support their work

- Joe Chan, Head of Training and Development (SIN)
- Pedro Rodrigues, ISAF Nominated Expert

11. Developing Disabled Sailing Programs – IFDS

Breakaway session introducing the work of IFDS (International Association for Disabled Sailing) and their Development Committee in developing Disabled Sailing Programs at national and international level.

- Emma Hallén, IFDS Representative
 - Infrastructure of IFDS to be clarified
 - Few Paralympic coaches available
 - IFDS to support MNAs in issues regarding ethics and money allocation for Disabled Sailing
 - Development of a better awareness of coaches coaching disabled sailors (sailors with a disability).
 - Support in 'Breaking the fear' of able bodied coaches in dealing with disabled sailors
 - Inclusivity of sailing (able and disabled sailors together) to be encouraged
 - Exciting sailing (e.g. SKUD / Multihull) to be more widely promoted

Currently lots of separate groups represent Disabled Sailing (not under MNA) which causes confusion at national level

12. IKA / ISAF 'Learn to Kite' Program

Presentation on the ISAF / IKA Kite Coaching Framework and its use at National and International level to help ISAF MNAs and IKA National Associations develop a framework for 'best practice' in the delivery of a learn to Kite syllabus for Kite boarders and Coaches.

- Mirco Babini, IKA President
 - Where does the funding come from for national Kite development programs?
 - Equipment support (lowering costs) – ISAF / IKA need to help lobby manufacturers.
 - If not in Olympics then MNAs not interested – How can MNAs encourage NOC or other National funding support?
 - Use of personal flotation (better equipment) – ISAF / IKA to show 'fit for purpose' examples and give guidance on the types of equipment that should be worn and when.

13. Examples of National Development – Turkish Sailing Federation

Breakaway session for delegates to discuss examples of MNA development that could support their work.

- Emrah Surmen, ISAF Nominated Expert

14. South African Coaching Framework (SACF)

A presentation from the South African National Olympic Committee on the subject of developing a National Coaching Framework.

- Desiree Vardhan, Manager: Coaches Development, South African Sports Confederation and Olympic Committee (SASCOC)
- Ms Hajera Kajee, 1st Vice President, SASCOC

15. High Performance Training

A session designed for delegates to discuss how MNAs could benefit from an international network of training centres delivering high level training for Sailors /Athletes in the build-up to the Rio 2016 and Tokyo 2020 Olympic Games.

- Andrew Clouston, ISAF Nominated Expert (NZL)

- Mixing national development with international interests? How do you balance / protect your own development?
- Africa to benefit from High Performance Centres (HPCs) as travel to Europe is difficult and costly
- Training centres to have sport sciences also covered in programs
- ISAF will need to ensure the right level of coaches to give credibility to the programs
- Languages of delivery needs to be flexible in order to make it easier to access
- Larger number of people training together, not single sailor programs
- Not just Olympic classes involved but all ISAF Classes
- Pastoral care of athletes to feature highly
- Schedule of program (where, when, how much?) – ISAF to make it clear to ALL MNAs
- Ratios of coaches to sailors needs to be monitored

Coaches also need to be trained and ISAF should encourage the Training Centres to offer Coach Development Programs alongside the Sailors.

16. ISAF Youth Worlds Emerging Nations Program

A session designed to give an overview of the current ISAF Youth Sailing World Championship Athlete Participation Program (APP) funding, the work of the World Youth Sailing Trust (WYST) and gather thoughts from delegates on a new Youth Worlds Emerging Nations Program concept (YW ENP).

- Hugh Styles, ISAF Youth Worlds APP Coach / ISAF Nominated Expert

Outcomes:

- IFDS Classes to be included in the programs
- Longer Lead time – Communication with the MNAs on the process of application for the APP / ENP funding needs to happen earlier
- Is 12 months' notice for venues wishing to host regional / national programs in the build-up to a YW event enough time?
- Criteria for 'Emerging' Nations needs to be made more clear by ISAF
- Venue information to be more clear for all MNAs
- How do countries get the information?, How is that passed onto the right people? - Point of contact at ISAF is not clear and promotion of the details is currently only through website news.
- Emerging Nations to be ordered by classes and not country
- Regional Events prior to Youth Worlds to enable relationship to build with sailors and coaches
- Possibility to host training clinic in next year's Youth World venue, Malaysia
- Mentoring of coaches within emerging nations by ENP coaches is crucial for the success of program
- Extend training to an event immediately pre-Youth worlds
- Language a problem, need for translator or multi-lingual coaches is critical for better understanding
- Olympic role models / medalist to inspire sailors or ex-Youth world champions should be made available at the YW event
- E-Learning based workshops should be provided by ISAF to enable mentoring of sailors / coaches prior to event - to help set goals/ targets
- Agreement of Classes to be made more long term so small nations can purchase with confidence.

2014 ISAF Development Symposium

17. ISAF Training Scholarship

A presentation on the way this important course has developed over the last 4 years, including testimonials from past candidates. The presentation included an outline of the proposed 2014 course schedule.

- Richard Percy, ISAF Nominated Expert and Training Scholarship Co-ordinator

Outcomes:

- ISAF should be working to support both development of volunteers as well as paid coaches

18. ISAF Recognized Training

A presentation and overview of the revised audit process for ISAF Recognized Training accreditation

- Andy Jeffrey, ISAF Nominated Expert
- Olivier Bovyn, ISAF Development and Youth Committee Chairman / ISAF Nominated Expert
- Remove barriers from larger MNAs in order to create 'buy in' from others
- ISAF to encourage Recognized MNAs to provide more support with developing resources in order to help the 'emerging' MNAs.
- ISAF to make the process for working towards Recognition a formal part of the Technical Courses for Coaches, not just the Training Scholarship as these courses are a great chance for Experts to spend time with MNAs face to face..
- ISAF to consider introducing a re-accreditation' process every 2-3 years in order to facilitate better development
- Recognized MNAs should be encouraged to be able to partner with each other to reduce costs of re-accreditation
- ISAF to facilitate an instructor / coach exchange program between Recognized MNAs

19. Any Other Business

MNAs informed of the Guinness Book of World Records mass sailing participation record attempt - Bart's Bash.

Details given of who to contact regarding signing up for this event on the 21st September 2014. Delegates made aware that so far 500 Sailing Clubs worldwide have signed up.

Website: www.bartsbash.co.uk

No additional comments were received.

20. Introduction to 2015 ISAF Development Symposium hosts and venue

An outline of the US Sailing National Sailing Programss Symposium in New Orleans, USA in 2015 was made and an invitation formally extended to all ISAF Members to attend.

- Christen Schifino, US Sailing representative

Outcomes:

- Dates and registration process will be confirmed by ISAF over coming weeks and all ISAF MNAs will be informed of the full details via email and through the website.

21. Feedback / comments

Delegate comments – positive aspects of the 2014 event

- Large representation of MNAs
- Organisation of the content
- Layout of breakaway rooms
- How the presentations made delegates have to 'think' about own ideas.
- How short sessions kept moving the discussion forward.
- Focus on national development both for participation but also performance
- Meeting and getting to know ISAF staff who are responsible for areas of development which in turn has led to a closer relationship
- Amount of information and resources available for all delegates attending the event.
- Chance to meet and exchange knowledge with other MNAs
- Regional development (Sail Africa) and the Youth Worlds ENP sessions were best.
- Ability to hear and see 'new' and up-to-date information on ISAF work.
- Variety and number of breakaway sessions
- Finding solutions and answers to our own specific problems
- Understanding the links between education in schools and increasing sailing participation.
- ISAF Recognized Training and how a set of international standards can help nationally
- Raising awareness of how IFDS (Disabled Sailing) fits in
- Receiving information that is specifically relevant to MNAs
- Objectivity of all discussions not biased towards 'one way' of developing.
- Being able to help other MNAs with their questions and feel part of the ISAF program.
- Accommodation was great and so was room layout.
- Ability to raise issues we are struggling with nationally
- Have feedback from others on how we could solve MNA challenges
- Industry networking by making friends with contacts from all over the world.
- Variety of disciplines within sailing that were represented
- The fact that presentations were available to download from ISAF website was great.
- Top 3 presentations for me were: 1 – Engaging Schools, 2 – Funding opportunities and 3 – The ISAF Coaching Framework.
- Length of event was good with lots of topics to discuss

Specific delegate comments – Constructive feedback for the 2014 event

- Reduce presentation sessions by 1 or 2 per day to allow for more time to discuss
- Relevance of some sessions was less for emerging MNAs
- Make feedback forms anonymous and offer 5 choices of 'level' not 3.
- Longer event with more time to discuss findings
- Translation of presentations and documents / resources need to be available
- Ability to translate spoken feedback after sessions so delegates could speak freely and not only in English.
- Having fewer ISAF Nominated Experts per table so that more MNAs could mix and share ideas
- Ability for all delegates to present themselves to each other prior to the 1st main breakaway presentation.
- Add one extra day so that a number of 'open' sessions could be facilitated on subjects that were of most interest to the majority of delegates.
- Not such long days so that there can be more chance for delegates to be able to visit the local sights during the symposium.
- More information on all areas of ISAF Training and Development prior to the event as information is overwhelming to try and take in all in one go.
- Longer sessions so that presenters could have more time to present.

2014 ISAF Development Symposium

- Not dividing the delegates for the breakaway sessions and keeping the whole group together.

Specific delegate comments – Suggested improvements for the future

- Conference rooms with windows
- More mixing of delegate's within breakaway groups
- Split discussion topics for 'Developed' and 'Emerging' MNAs.
- Add a windsurfing specific session to the schedule
- More time for networking and discussion
- For ISAF to host a Development Symposium each year and to ensure equal coverage all regions.
- IFDS to host their equivalent event alongside the ISAF Development Symposium
- Re-name the 'Women in Sport' workshop and have a woman present it.
- Delegates to formally introduce each other to the whole group.
- Include practical sessions as part of existing Program or as an extension of this event – preferably on the water.
- The feedback forms to have more than 3 options of 'level'
- Longer coffee breaks
- Longer breakaway sessions
- Guest speakers from other sports to share their work
- Print-outs of all presentation slides so delegates can make notes
- More MNA specific presentations in the breakaway sessions
- Visiting a local sail training centre while at the conference
- Making each day 'themed' rather than general e.g. Athletes, Coaches, Schools
- Finding a way to 'push' more developed nations to come to the event to show others what they have done.
- More nations from Africa and South-East Asia to be involved
- Include a session on training of Officials
- Include a practical workshop for writing funding applications
- Provision by ISAF of an example sailing 'curriculum' for children
- Host the Symposium somewhere warmer
- More videos to be shown with at least 1 per session
- Include a fitness (physiology) and nutrition session
- Production of a 'model' training handbook for coaches including a syllabus
- More French resources available
- Production of more training specific videos available for coaches
- ISAF Regional Training Centres are needed as soon as possible.

Specific delegate comments – 'Other' comments

- Amazing event...very interactive
- Thank you all at ISAF for making this possible
- Truly interesting event and a first time we have attended such an event
- This event will help us to participate in more ISAF regattas in the future
- This event will help us to develop our MNA, thank you!
- Amazing to see how this area has grown in such a short time.
- It was my first time and it was great...thank you.
- Thank you for all you do for sailing!
- A really excellent symposium
- It was so good to be at a conference that keeps to time!
- Well organised event
- Great work!
- Anyone that did not enjoy this event and did not learn at least one thing should consider taking up golf!

2014 ISAF Development Symposium

- With this kind of help ISAF can really help to increase its membership.
- The range of resources now on offer is really impressive - a real eye opener for me
- A really big compliment to all involved...you made this event successful!
- Thanks for an awesome symposium.

22. Future Symposium venues

MNAs that expressed a formal interest in hosting the 2016 ISAF Development Symposium were:

- Portugal
- Seychelles
- Malaysia
- Brazil
- Tunisia
- Tanzania
-