Motivating, Managing and Maintaining your Volunteers
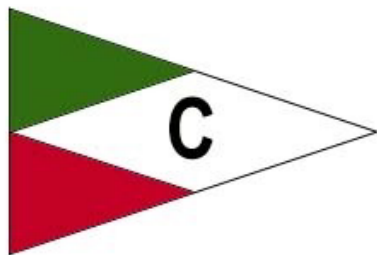
Alex & Patrick

Alex Catullo
Education Director, Community Boating, Inc.

Patrick Broome
Sailing Director – Hyannis Yacht Club
Varsity Sailing Coach – Milton Academy

DO IT FOR THE CHILDREN

Committees

Members

Family & Friends

Race Management

Instructors

Event Volunteers

Volunteers and You

What do your volunteers do for you?

What do you do for them?

What *can* they do for you?

MOTIVATE   RECRUIT   RETAIN   REPEAT
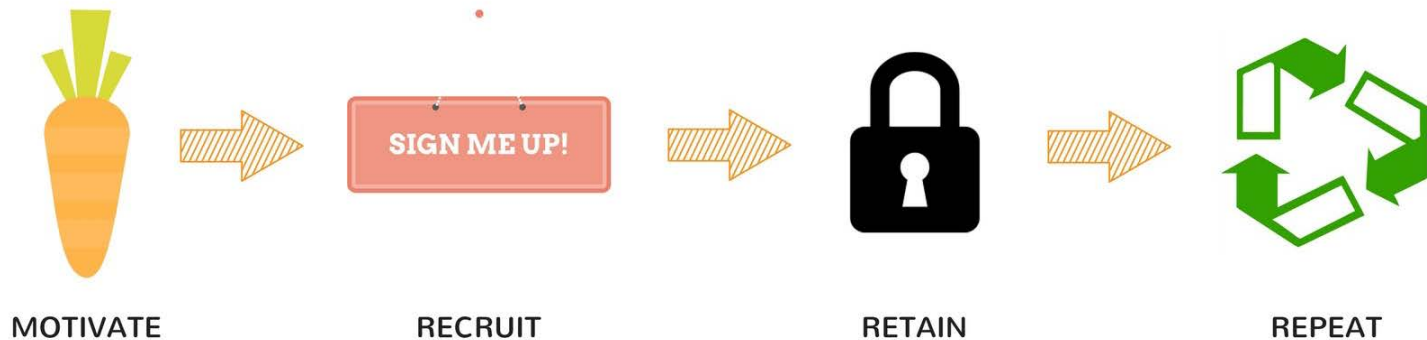
Why Do People Volunteer?

	Action	Non-Action
External	Extrinsic	Identified
Internal	Intrinsic	Introjected

Extrinsic Motivation

Extrinsic motivation comes from outside us. We do it because we are impelled to, for example because we are told to by someone who has power over us.

Many employment motivation systems work on the principle of extrinsic reward, where people are 'bought' and then commanded. Whilst this is effective for simple activities, it is less useful when you want a person to be self-driven.

Intrinsic Motivation

Intrinsic motivation is done for internal reasons, for example to align with values or simply for the hedonistic pleasure of doing something.

In work, people are intrinsically motivated by working for an inspiring leader or in areas where they have a personal interest.

Introjected Motivation

Introjected motivation is similar to intrinsic motivation in that it is internalized. The distinctive aspect of this is that if it is not done, then the person feels the tension of guilt.

Identified Motivation

Identified motivation is where a person knows that something needs doing but has not yet decided to do anything about it.

NATIONAL SAILING PROGRAMS
SYMPOSIUM 2017
AUSTIN, TEXAS
US SAILING

Why Do People Volunteer?
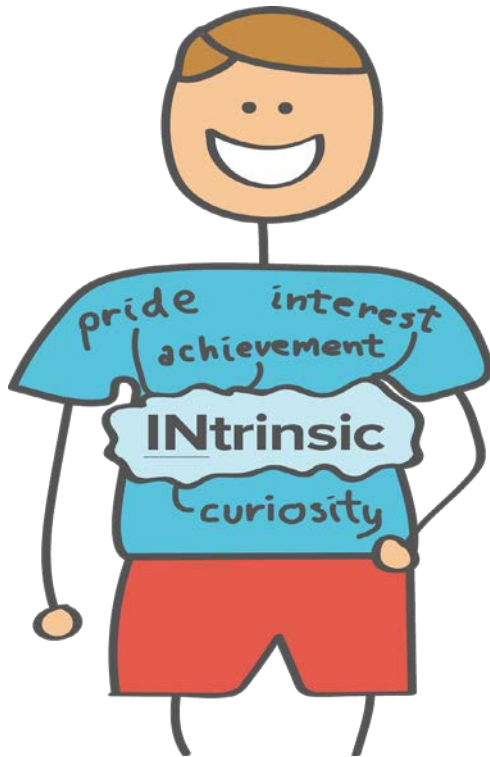
Why do people volunteer?

Some examples from CBI

The Call to Action: Finding the right roles for your volunteers

There is a Role for Everybody!

On-the Water

Administrative

Event Staff

On-Land

Using Volunteers as Instructors
Setting them up for Success

Right Role

Training

Success!

Support
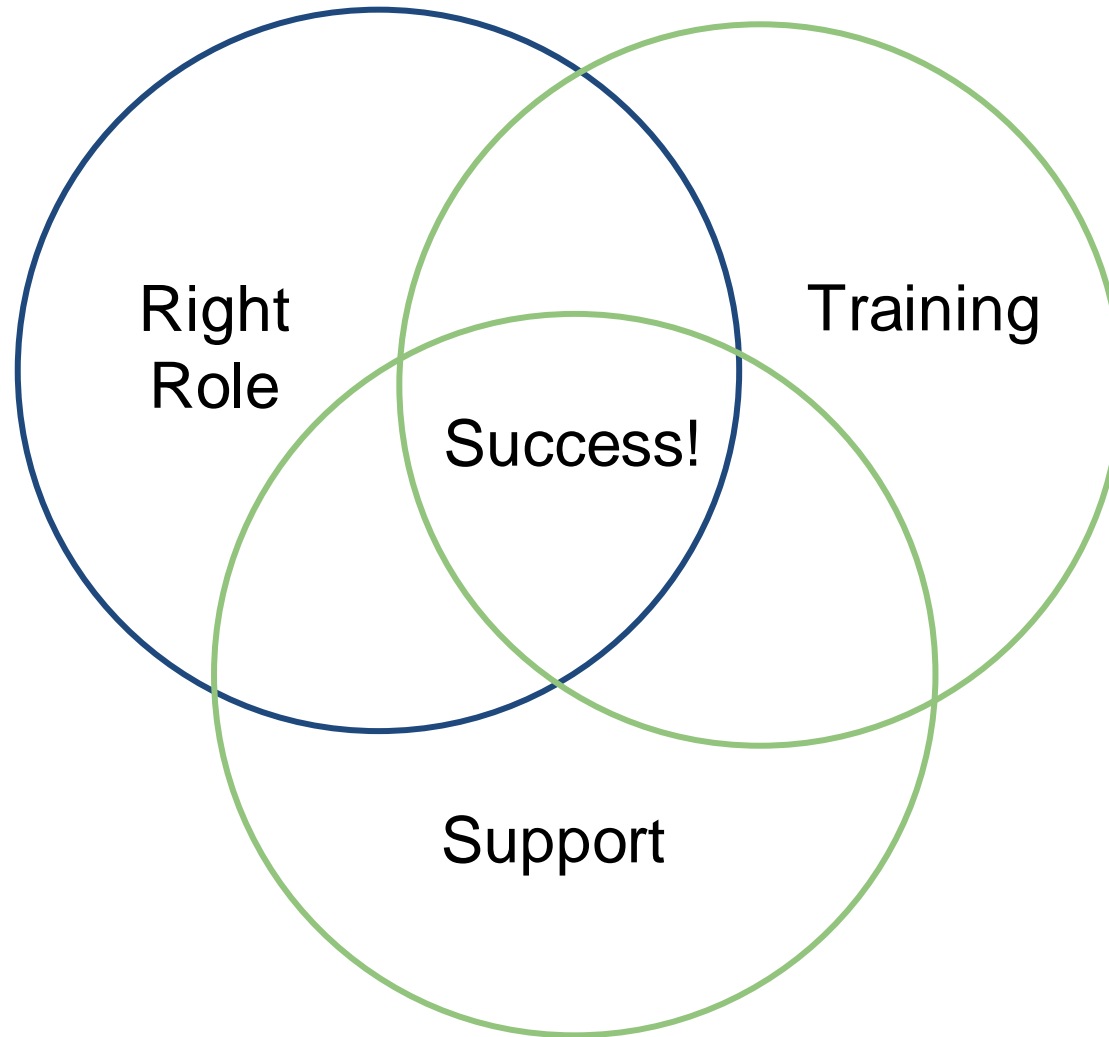
Using Volunteers as Instructors
Training

Making Members into Teachers:

- Give them the Basics:
  - What classes you offer for those who did not go through the program
  - How to sign up to teach
  - How to access and use a lesson plan
  - How to set up their classroom
  - Breaking down difficult subjects into steps (Tacking, tiller/main handoff, etc)
  - Basic teaching techniques
    - Student engagement (Cold/Warm Calls, student participation)
    - Check for understanding
    - Drills for basic skills
    - Common coaching tips
  - Powerboat safety

Using Volunteers as Instructors
Training

Making Members into Teachers:

- Take them for a ride-along
    - Have them shadow the classes they are going to teach
    - Put them in a TA role for more complex classes
- Start them off with co-teaching

Using Volunteers as Instructors
Support

Mercury Teaching Resources

Welcome to the AP Instructor Mercury Class resource[s]
view the lesson plans, handouts, rubrics, and other m[aterials]
instructor. All versions are the most current revision.

- Orientation
- Rigging
- Shore School
  - ShoreSchool Master Lesson Plan - Live
  - Short Form Shore School Lesson Plan - Live
  - Verbal Test and Answers - Live
  - Verbal Test Master Rubric - Live
  - Shore School handouts.pdf
- First Sail
- Mainsail I
- Mainsail II
- Mainsail Clinic

Yellow Test Report Card

Instructor:

Standard

1 - Complete Tacks
1.1 - Tacks are completed from close-hauled to close-hauled
1.2 - Tacks are completed with adequate headway
1.3 - Tacks are completed without stalling in irons

2 - Controlled Gybes
2.1 - Gybes are done from broad reach to broad reach
2.2 - Weight is shifted before boom changes sides
2.3 - Gybe is initated by sailor

3 - Weight Placement & Heel Control
3.1 - Sailor hikes/sits on rail to keep boat flat
3.2 - Sailor uses tiller extention to sit forward in boat
3.3 - Sailor sits on windward side

4 - Upwind Sailing
4.1 - Boat makes continuous forward progress upwind

5 - Sail Trim
5.1 - Sail is pulled in to mainsheet triangle for close hauled
5.2 - Sail is pulled into verge-of-luff for close, beam, broad
5.3 - Sailor does not sail on a run

6 - Landing & Takeoff
6.1 - Sailor departs from dock unassisted on first try
6.2 - Sailor returns to dock under controlled power
6.3 - Sailor returns to dock at near-stop speed
6.4 - Sailor lands where directed or else in regular traffic flow

7 - Course Completion
7.1 - Sailor rounds course until the instructor tells them to stop
7.2 - Course completed w/o a runaground/capsize/collision
7.3 - Sailor stays within 4 boatlenghts of the course at all times
7.4 - Mark roundings are alternated port-starboard/vice-versa

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Activity	Test Standard to Cover	Instruction	CFU notes & tips
Shore School Teachback(2m)		Take a moment to introduce yourself, go over the scope and sequence of the class. Poll your students on what they remember from shore school, use a CFU technique to assess their knowledge of how to tell wind direction, what a tack is, what a gybe is, what heading up is, and how to make a boat start and stop.	Use a shoutout or cold call to poll your class about wind direction, tack/gybe, head up/bear off, start/stop.
Wind Direction (5m)	G1.1 - Telling Wind Direction	Take your students out onto the dock and ask them "Which way is the wind coming from?". As each student begins pointing, ask them how they know the wind is coming from that direction. Take answers in a shout out fashion. Lead students over to a simulator. Explain that the windward sidestay telltale will behave in the same way as a flag on the dock, streaming away from where the wind is coming from and towards where it is going. Note that the wind can change rapidly in direction and velocity, demonstrated by the fluttering telltale. Have volunteers rotate the simulator a few times, and each time have students face and point into the wind as indicated by the telltale. Explain that sailors should be checking their windward telltale every ten seconds.	Have your students identify where the wind is coming from out on the dock and at the simulator.
Head up/bear off (3m)	G1.4 - Heading Up G1.5 - bearing off	Gather students around the simulator. Point the boat into Irons and remind students that a boat can't sail right into the wind. Have a volunteer step into the boat and take the tiller. Set the boat to close hauled and explain that at this point the sail can catch enough wind to get the boat moving. Ask the volunteer to bear the boat off, and move the boat to a broad reach point of sail. Ask if the boat is going towards or away from the wind as you turn. Take answers. Next, poll your class to ask what direction the skipper would steer the boat to head back towards the wind. Port or Starboard? Have the volunteer steer the boat to head up. Ask your class what this maneuver is called. Take answers and point out that as the boat turns, the windward telltale keeps pointing at the eye of the wind.	Use the simulator as one giant CFU. If the wind direction is not consistent enough, have a volunteer serve as the eye of the wind. Bonus points if you can get them to flail their arms like a telltale. In this section it will be more effective if the mainsail remains furled. Poll the group while the simulator is in irons, ask if the boat can sail like this. Cold call to ask why it can't sail like this. Whenever you change the POS of the simulator, cold call or poll to ask if the boat has just headed up or down.

Managing Volunteers

Do you use online Resources?

The Powerful Simplicity of Google Sheets

Volunteer Schedule Fall 2016 - LIVE

ORIENTATION

WEEKDAY	DATE	TIME	INSTRUCTOR NAME
Thursday	September 1	5:45 PM	
Friday	September 2	5:45 PM	
Saturday	September 3	9:15 AM	
Saturday	September 3	1:00 PM	
Saturday	September 3	5:45 PM	
Sunday	September 4	9:15 AM	Dan Biles
Sunday	September 4	1:00 PM	Tray Yang
Sunday	September 4	5:45 PM	Tray Yang
Monday	September 5	5:45 PM	
Tuesday	September 6	5:45 PM	
Wednesday	September 7	5:45 PM	
Thursday	September 8	5:45 PM	Rick Peralta
Friday	September 9	5:45 PM	
Saturday	September 10	9:15 AM	Dan Biles
Saturday	September 10	1:00 PM	
Saturday	September 10	5:45 PM	Tray Yang
Sunday	September 11	9:15 AM	Dan Biles

Orientation Rigging Shore School Mainsail I Mainsail II Mainsail Clinic Jib I Jib II Jib Clinic

```
function doTheStuff() {
  var sheet = SpreadsheetApp.getActiveSheet();
  var data = sheet.getDataRange().getValues();
  var activeCell = sheet.getActiveCell();
  var activeColumn = activeCell.getColumn();
  var activeRow = activeCell.getRow();
  //var alertUi = SpreadsheetApp.getUi();

// Logger.log("function called");
// alertUi.alert("function called, about to hit if statemen

  if ((activeColumn == 6) || (activeColumn == 7)){  //this

    //  Logger.log("6 or 7 active");

    // alertUi.alert("6 or 7 active");
    var instructorName = sheet.getRange(activeRow,1).getVa
    var instructorEmail = sheet.getRange(activeRow,2).getV
    var slotDate = sheet.getRange(activeRow, 3).getValue(
    var slotTime = sheet.getRange(activeRow, 4).getValue(
    //var slotEndTime = sheet.getRange(activeRow, 5).getVa
    var studentName = activeCell.getValue(); //pull studen
    var slotTimeDate = new Date(slotDate); //convert DATE
    var slotTimeObject = new Date(slotTime); //convert STA
    //var slotEndTimeObject = new Date(slotEndTime); //con
    slotTimeDate.setHours(slotTimeObject.getHours()); //ta
    slotTimeDate.setMinutes(slotTimeObject.getMinutes());
    //final DateTime object (slotTimeDate) is now complete
    var slotTimeDateString = slotTimeDate.toLocaleString(

    //email capture dialog
    //if (activeCell != "") { Logger.log("email cell is em
    // var ui = SpreadsheetApp.getUi()
    //var response = ui.prompt("Please enter your Email to
    // var studentEmail = response.getResponseText();

    // }

    //calendar setup
    var calendar = CalendarApp.getCalendarById('community-
    var searchString = instructorName.substring(0, 3) + in
    Logger.log(searchString);
    var calendarEventArray = calendar.getEventsForDay(slot
    var calendarEvent = calendarEventArray[0];
```
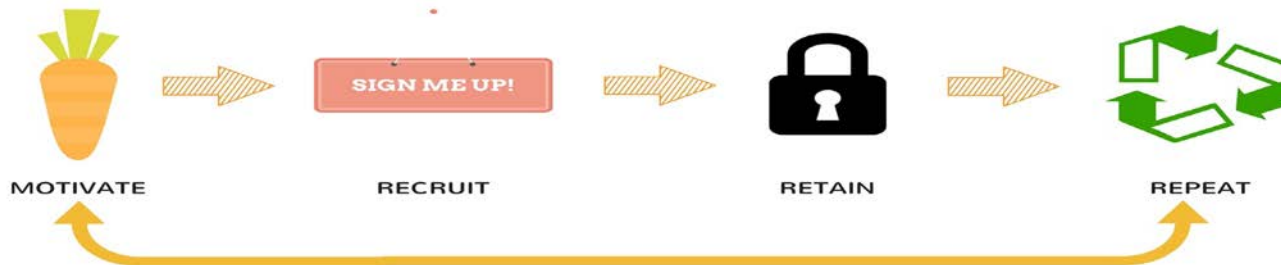
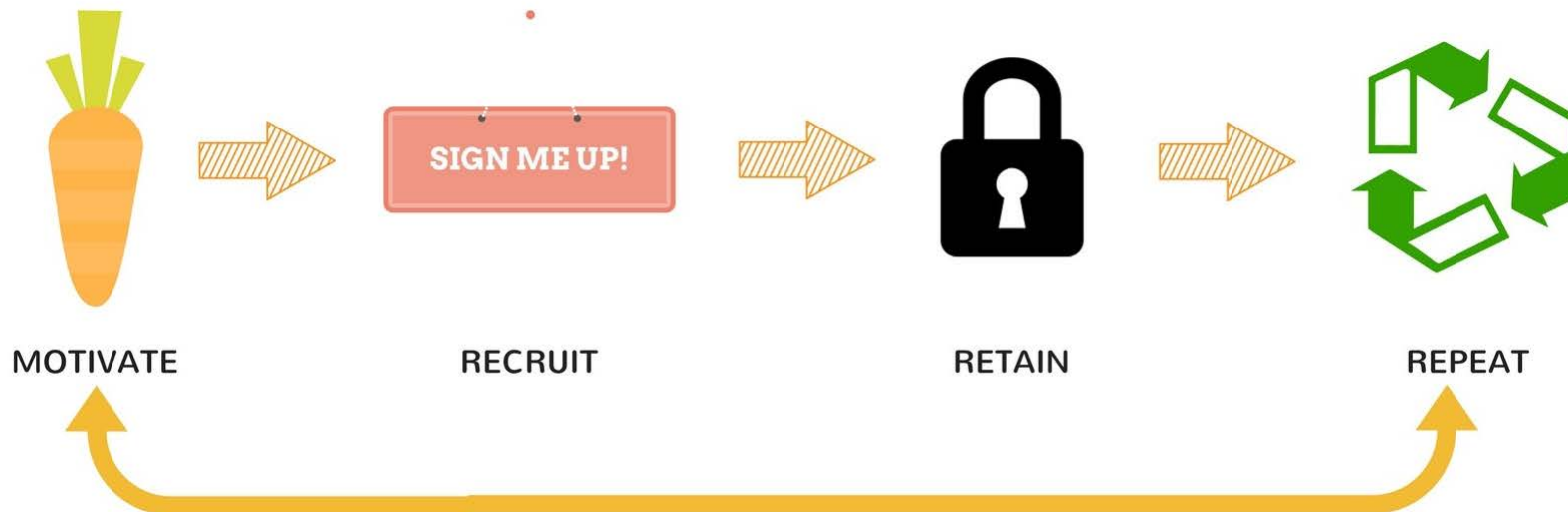Rewards Are Not only physical

Training: US Sailing

- •Race Management Seminars
- •Sailing Councilor Certifications
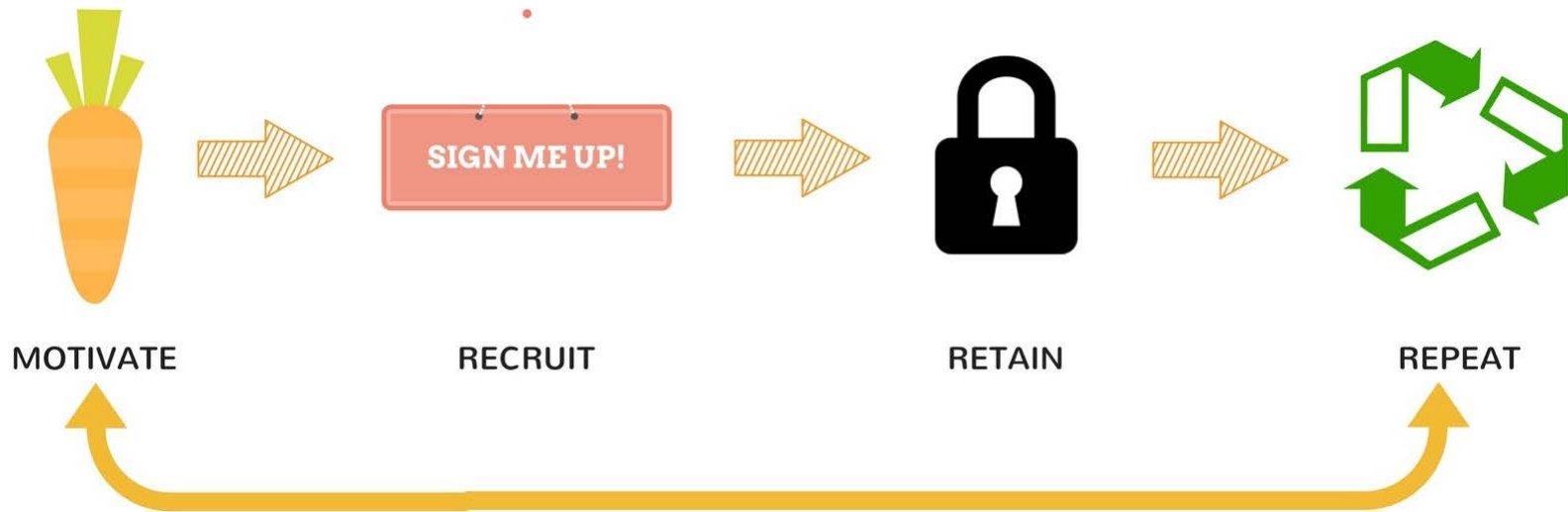- •US Power Boat Instructing
- •REACH Instructor Certifications

MOTIVATE → RECRUIT → RETAIN → REPEAT

Keeping your volunteers
And continuing the cycle

MOTIVATE   RECRUIT   RETAIN   REPEAT

SIGN ME UP!

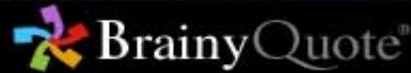**Keeping your volunteers**
And continuing the cycle

Making Teachers into Leaders:

• Head Volunteer Instructors
• Instructor Mentors
• Advisory Committees
• Recruitment Teams

Why Do People Volunteer?

ANY QUESTIONS?