

Moving Your Sailing Center from Volunteers to Paid Staff

– a Panel Discussion

Panel Members

Spike Lobdell, Founder - President, New England Science & Sailing Fdn. (NESS)

Jeff Johnson, Waterfront Director, San Diego Yacht Club, Volunteer at US Sailing

Travis Lund, Executive Director, Treasure Island Sailing Center

Rich Jepsen, US Sailing Board Member, Alameda Community Sailing Board Member, Moderator

Sailing Instructions

- What You Can Expect of Moderator & Panel
- Avoiding the Weeds
- Anchorage
- Permission to Redirect Conversations?
- Brief Questions of You

Spike Lobdell

Founder & President, New England Science & Sailing
Stonington, CT/New London, CT/Westerly, RI

NESS's core values drive educational services that build confidence, teamwork, and leadership skills for its 4,700 students each year:

- Inclusiveness
- Experiential Learning
- Personal Discovery
- Stewardship

“Populate your organization with passionate, top-notch people (staff and volunteers) and run it like a business.”

Jeff Johnson

Waterfront Director, San Diego YC

L2 Coach Trainer, Licensed Captain, International Race Officer, Powerboat Instructor

San Diego Yacht Club is one of the most successful and prestigious YCs in America.

- 1886 to present
- Nationally acclaimed Junior Program
- 100 Employees and countless volunteers

“As an organization grows and greater accountability is needed, a volunteer’s time can be drawn away from the mission”

Travis Lund

TISC E.D. Since 2014

Base Manager Moorings/Sunsail, Race Coach
J/World Instructor

Treasure Island Sailing Center- San Francisco, CA

- TISC – 1999 - Present
- TISC – 2300 Youth in 2015
- TISC- A Community Sailing Center for Youth and Adults

“When your organization’s dreams come true and it grows, at some point it becomes a business with a mission. Staying true to this mission while balancing a budget is challenging!”

The Issue – Some Questions

- What can a staff member do that a volunteer can't and vice versa?
- How do I justify a staff person to the Board?
- What is the non-cash 'cost' of employing a staff member? What is lost?
- How do I manage a culture comprised of both staff and volunteers?

The Issue – Some Questions –cont.

- Is Culture Important to Achieving Goals?
- How do I know when it's time to hire staff vs. enlist volunteers for particular jobs?
- What steps can I take to smooth the transition from volunteers to staff?
- Once I've started hiring staff, how do I keep our volunteers active and engaged?

Your Opinion Matters

Please open the **Sailing Leadership Forum app** and complete the **session survey** found in the **menu bar**.

Thank you for attending this session