

Hurst Castle Sailing Club – Development Plan 2022-2025

	2022	2023	2024	2025
Sailing Programme RC Sailing / Sailing Committee	Review members' suggestions for making sailing events more inclusive for new members & beginners. Set up a buddy system	Monitor and review, actively invite comments and suggestions from members by talking to them and inviting views via club newsletters.	As 2023 and consider a membership survey.	As 2023 and 2024.
Junior Sailing RC Sailing / Sailing Committee/ Senior Instructor	Review the provision of club-based sail training needs for junior members.	Establish a Junior Sailing Group to identify needs and coordinate activities. Consider instructor participation and recruit if required.	Review success of previous year and take action if needed.	Review success of previous year and take action if needed.
Sail Training RC Sailing / Sailing Committee	Review availability of trainers. Seek volunteers who are willing to become or support qualified instructors.	Review training needs and available trainers. Recruit "new" trainers if required. Consider club instructors and arrange for training where required. Consider becoming a RYA RTC for sailing	Review training needs and act where needed. Consider becoming a RYA RTC for sailing and or power.	Review training needs and act where needed. Consider becoming a RYA RTC for sailing and or power.
Support Boat Instruction RC Sailing / Sailing Committee	Review and record training needs to support the club programme. Arrange refresher training.	Review the needs in supporting the club programme. Arrange instruction.	Review the needs in supporting the club programme. Arrange instruction.	Review the needs in supporting the club programme. Arrange instruction.
RC Sailing / Sailing Committee	Review availability of support boat instructors. If necessary, identify new club instructors and arrange Instructor training	Review availability of support boat instructors. Consider the need for an RYA certified power boat instructor. Consider becoming a RYA RTC for Power Boats.	Review availability of support boat instructors. Consider the need for an RYA certified power boat instructor. Consider becoming a RYA RTC for Power Boats.	Review availability of support boat instructors. Consider the need for an RYA certified power boat instructor. Consider becoming a RYA RTC for Power Boats.
RC Sailing / Sailing Committee	Seek members to join the support boat team and arrange training. Review and amend the support boat register to meet the ongoing programme	Seek members to join the support boat team and arrange instruction. Amend the support boat register to meet the ongoing programme.	Seek members to join the support boat team and arrange instruction. Amend the support boat register to meet the ongoing programme.	Seek members to join the support boat team and arrange instruction. Amend the support boat register to meet the ongoing programme.

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Club Dinghies and Kayaks RC Sailing / Sailing Committee	Use information from 2021 usage to review needs and vary the club fleet as necessary.	Review fleet usage and consider changes to the fleet according to need. Consider if demand for a family dinghy and suitability of existing Kayaks	Use information from 2023 usage to review needs and vary the club fleet as necessary.	Use information from 2024 usage to review needs and vary the club fleet as necessary.
RC Sailing / Sailing Committee	Maintain ongoing replacement of rigging and sails. Purchase as necessary.	Maintain ongoing replacement of equipment. Purchase as necessary.	Maintain ongoing replacement of equipment. Purchase as necessary.	Maintain ongoing replacement of equipment. Purchase as necessary.
RC Sailing / Sailing Committee	Maintain charges as in 2021	Maintain charges as in 2022 in order to encourage use.	Continue to review charging policy and running costs	Continue to review charging policy and running costs
RC Sailing / Sailing Committee	Encourage use of club boats.	Encourage use of club boats through newsletters.	Encourage use of club boats.	Encourage use of club boats.
Support Boats RC Sailing / Sailing Committee	Review the mix of support boats in the light of experience of longer distance outings. Allocate funding towards replacing engines on Jaffas	Action according reviews and experience. Budget and aim to replace outboard engines 6 to 12 months before warranties run out. NB an additional RIB may be needed to support longer distance potters.	Action according reviews and experience. Budget and aim to replace outboard engines 6 to 12 months before warranties run out.	Action according reviews and experience. Budget and aim to replace outboard engines 6 to 12 months before warranties run out.
Pottering RC Sailing / Sailing Committee	Review skill mix among pottering leaders with a view to identifying necessary support. Adapt pottering activities in the light of experience.	Develop programme according to group membership and skill. Continue liaison with KYC especially re longer distance potters.	Ongoing review.	Ongoing review.
Cruising RC Sailing / Sailing Committee	Maintain cruising programme.	Maintain cruising programme.	Maintain cruising programme.	Maintain cruising programme.

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Racing RC Sailing / Sailing Committee	Maintain leadership for Wednesday and Saturday racing.	Maintain leadership and racing programme but keep under review and solicit members' views.	Maintain, adapt and improve.	Maintain, adapt and improve.
RC Sailing / Sailing Committee	Maintain successful 2022 model for Regatta.	Maintain and possibly develop Regatta and include social element e.g. music.	Adapt according to experience.	Adapt according to experience.
RC Sailing / Sailing Committee	Consider inviting other clubs to join our racing.	Invite KYC to join our racing. Consider invitation to Christchurch SC. Maintain clubs with other local clubs.	Maintain clubs with other local clubs.	Maintain clubs with other local clubs.
Social Sailing & Beginner Development RC Sailing / Sailing Committee	Review and amend support programme as necessary. Re-establish the "Buddy" system for new members	Continue to develop "novices" and improvers so that they can then support newcomers. Newsletters to remind people of buddy system.	Continue to encourage novices and develop skills	Continue to encourage novices and develop skills.
Social Programme Social Committee with feed in from Sailing committee	Review 2021 and develop new events depending on members' feedback.	Expand range of activities. Review and develop as required. Consider having more complementary non sailing activities for members and their guests, e.g. mobility classes, boat trips, bridge playing and art groups (while avoiding conflict with sailing activities). Purchase marquee(s) to facilitate external events in wider range of weathers.	Maintenance and review according to experience.	Maintenance and review according to experience.
Social Committee with feed in from Sailing committee	Re-establish a pattern of winter events.	Maintain programme of Winter events	Maintain programme of Winter events	Maintain programme of Winter events

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Clubhouse & Gear Store Rear Commodore House	Follow maintenance programme.	Follow maintenance programme. Consider timing for redecoration of Adam and Eve. Review need for new fences. Review need for new base for flag staff.	Follow maintenance programme. Review need for new fences. Review need for new base for flag staff.	Follow maintenance programme. Review need for new fences. Review need for new base for flag staff.
Rear Commodore House	Repair lookout balcony.	Repair lookout balcony.		
Rear Commodore House		Review bi-fold doors plan.		
Rear Commodore House	Replace damaged front cladding and decking.	Replace damaged front cladding and decking. Review whether money needs to be set aside for gear store replacement.	Continue to plan for Gear store replacement.	Continue to plan for Gear store replacement.
Rear Commodore House	Review condition of the boiler	Put money aside for boiler replacement or greener alternative.	Put money aside for boiler replacement or greener alternative.	Put money aside for boiler replacement or greener alternative.
Rear Commodore House	Investigate heating for the veranda. Rejected on environmental grounds.			

Dinghy Park Dinghy Park Admin	Continue active management of Dinghy Park in order to maximise usage	Continue active management of Dinghy Park in order to maximise usage	Continue active management of Dinghy Park in order to maximise usage.	Continue active management of Dinghy Park in order to maximise usage.
Dinghy Park Admin	Install markers for the even number spaces	Maintain visibility of markers.	Maintain visibility of markers.	Maintain visibility of markers.
Dinghy Park Admin	Provide “tie down” points for dinghies in more exposed dinghy park spaces if necessary.	Done. No longer required		
Dinghy Park admin/General Committee	Maintain dinghy Park fees but keep under review	Review any necessary changes to dinghy park fees.	Review/implement increase to dinghy park fees.	Review/implement increase to dinghy park fees.

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Membership Recruitment General Committee & Hon. Membership Secretary	Monitor membership and turnover. Aim to maintain current numbers	Monitor membership numbers and consider recruitment.	Monitor membership numbers and consider recruitment.	Monitor membership numbers and consider recruitment.
General Committee & Hon. Membership Secretary	Establish mechanism for suggestion from members and encourage its usage.	Seek feedback on satisfaction from members through newsletters and Committee members talking to members. Consider if changes are needed.	Seek feedback on satisfaction from members through newsletters and Committee members talking to members. Consider if changes are needed. Consider if a membership survey is needed.	Seek feedback on satisfaction from members through newsletters and Committee members talking to members. Consider if changes are needed.
General Committee & Hon. Membership Secretary	Review whether more active recruitment is necessary. Encourage New Member activities in pottering. Consider involvement with Milford on Sea event to encourage recruitment	Evaluate the results, if any, of more active recruitment	Monitor recruitment, act as necessary.	Monitor recruitment, act as necessary.
General Committee & Hon. Membership Secretary	Continue to encourage family membership and junior sailing	Continue to encourage family membership and junior sailing	Continue to encourage family membership and junior sailing	Continue to encourage family membership and junior sailing
General Committee & RC Finance	Present finding of 2021 subscription review at AGM. Maintain fees at current level.	Review joining and subscription fees in the light of changing circumstances.	Keep fees under review.	Keep fees under review.

Club Administration General Committee	Maintain CASC status	Maintain CASC status	Maintain CASC status	Maintain CASC status
General Committee	Build back the life of the club and its sociability. Support the club ethos	Implement actions and changes as identified in general member feedback and any review of the club.	Implement actions and changes as identified in general member feedback and any review of the club.	Implement actions and changes as identified in general member feedback and any review of the club.
General Committee	Continue maintenance of equipment/club admin structure /buildings identified in 3	Continue maintenance of equipment/club admin structure /buildings identified in 3 Year financial plan. Consider if changes or	Continue maintenance of equipment/club admin structure /buildings identified in 3	Continue maintenance of equipment/club admin structure /buildings identified in 3

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	Year financial plan. Consider if changes or updating are needed.	updating are needed.	Year financial plan. Consider if changes or updating are needed.	Year financial plan. Consider if changes or updating are needed.
General Committee	Aim to simplify the key administrative tasks for efficient working of the club. Recruit members to undertake specific tasks. Divide jobs where possible in order to share the load. Develop a strategy for making better use of offers of voluntary help, matching volunteers with club needs.	List administrative jobs and recruit members to undertake tasks. Make use of the membership database to identify volunteers. Consider succession management for key roles. Review Club Rules and Constitution. Amend if needed.	Maintain action and review progress. Enquire as to volunteer satisfaction. Consider succession management for key roles.	Maintain volunteer involvement. Consider succession management for key roles. Review Club Rules and Constitution. Amend if needed.
General Committee	Raise awareness of the meaning and role of Safeguarding in club life	Adjust Safeguarding policy in accordance with RYA approach Maintain awareness	Adjust Safeguarding policy in accordance with RYA approach Maintain awareness	Adjust Safeguarding policy in accordance with RYA approach Maintain awareness
General Committee		Consider how well the club and its committees are doing (i) on diversity and (2) recognising and catering for people with special needs or disabilities. Review Committee effectiveness in 2023 or 2024.	Review Committee effectiveness in 2023 or 2024	
Communications & Community Links Including: Website; WhatsApp groups and social media General Committee/Flag Officers/Working Group	Annual up date of web site. Identify ways in which the web site could work better for the club.	Convene a working group to review the current website. Report findings to the general committee by end of 2023. Look in particular at the visual appearance of content from various devices; updating and adding new content quickly; updating by flag officers and or committees and using the website for bookings.	Periodic review through year. Review website at Sailing and Social C meetings to ensure sailing and social parts of website are up-to-date, fit for purpose, relevant and informative.	Periodic review through year. Review website at Sailing and Social C meetings to ensure sailing and social parts of website are up-to-date, fit for purpose, relevant and informative.
RC Sailing and sailing committee/general committee		Review WhatsApp group usage, act if necessary. Investigate further use of social media communication.	Review WhatsApp group usage, act if necessary. Investigate further use of social media.	Review WhatsApp group usage, act if necessary. Investigate further use of social media.

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General Committee	Maintain Links with RYA and other local clubs	Maintain links with RYA and local clubs	Maintain links with RYA and local clubs	Maintain links with RYA and local clubs
General Committee		Consider ways to inform community of our activities e.g. through press releases.		
General Committee		Extend outreach through inviting members to bring guests to club activities where suitable and where we have capacity.		

Environmental Awareness General Committee / Flag Officers	Look into ways of using RYA information about environmental issues. Strive to minimise HCSC impact on the environment.	Add the heading “Environmental Impact Reduction” to all HCSC committee agenda to reinforce our commitment to reducing the clubs impact. Communicate environmental statements and decisions to the membership.	Review success of 2024 action and adapt and improve.	Review success of 2024 action and adapt and improve.
			Introduce a reduction plan, by the end of 2024 to consider: 1. reducing power and water use from the 2023 level; 2. boiler replacement option plan; 3. reduction in clubhouse waste; 4. members impact locally.	Review success of 2024 action and adapt and improve.
		Communicate to members local environmental concerns, by inviting knowledgeable speakers. Maintain links for environmental information via the RYA and the Solent Protection Society.	Review success of 2023 action and adapt and improve.	Review success of 2024 action and adapt and improve.