

# SheSAILS@NCYC Strategic Plan 2025 - 2030

## Our vision

Empowering and connecting the women and girls of Newcastle through the community and sport of sailing

## Our mission

To empower and connect the women and girls of Newcastle with opportunities in sailing through:

- **Pathways:** creating and promoting pathways for women's and girls' participation and development in sailing to build confident and competent female sailors
- **Connection:** creating opportunities for women and girls to connect with the sailing community in Newcastle and beyond to build a sense of belonging, and open doors to new opportunities
- **Inclusion:** promoting and supporting the inclusion of women in all aspects of sailing, benefiting women's health, wellbeing and sense of belonging in the community.

## Who we are

SheSAILS@NCYC is for all the women of NCYC and our supportive community.

SheSAILS@NCYC activities are coordinated by the SheSAILS committee with support from the club. Committee membership is by invitation to current female members of NCYC. SheSAILS@NCYC committee members, as of March 2025, are:

- Maureen Rae
- Janease Graham
- Nicole O'Donnell
- Emily Sellens
- Courtney Smith
- Bronwen Crosby
- Peta Rose

## SheSAILS@NCYC activities 2025-2030

### Pathways

Activity	Description	Success looks like...	Lead	Support	Timing
<b>SheSAILS development regatta</b>	Support the NCYC sailing academy to organise, promote and host the SheSAILS development regatta for sailing academy graduates and women from other clubs who have completed a similar level of training on NCYC's fleet of Force 24s	Fully subscribed learning regatta with positive feedback from participants	NCYC sailing academy	SheSAILS committee NCYC sailing	Annually in March
<b>SheSAILS@NCYC open regatta</b>	Support NCYC sailing team to organise, promote and host the SheSAILS open regatta on NCYC's fleet of Elliott 6s	Fully subscribed open regatta with at least two NCYC teams	NCYC sailing	SheSAILS committee NCYC sailing	Annually in August
<b>Lake Macquarie SheSAILS tri series</b>	Encourage NCYC sailors and boat owners to participate in the Lake Macquarie SheSAILS tri series	At least one NCYC team at each tri series event and NCYC sailors participating on Lake Macquarie boats. Stretch goal = NCYC boat participating with NCYC crew	SheSAILS committee	NCYC sailing	Annually in January, February and March
<b>RSYS Ladies of the Sea regatta</b>	Encourage NCYC sailors and boat owners to participate in the RSYS	At least one NCYC team participating in the LoTS regatta each year and	SheSAILS committee	NCYC sailing	Annually, October long weekend

<b>Activity</b>	<b>Description</b>	<b>Success looks like...</b>	<b>Lead</b>	<b>Support</b>	<b>Timing</b>
	Ladies of the Sea coaching regatta. Consider sponsoring entrants or a team with SheSAILS funds held by NCYC	NCYC sailors contributing on other club's boats and as coaches. Stretch goal = NCYC boat participating with NCYC crew			
<b>Mooloolaba Women's Keelboat Regatta</b>	Encourage and sponsor a NCYC team to represent the club at the Mooloolaba Women's Keelboat Regatta	At least one NCYC team participating in the Mooloolaba Women's Keelboat regatta annually. Sponsorship offered as the prize for the best performing NCYC team at the SheSAILS open regatta	NCYC sailing	SheSAILS committee	Annually in July
<b>Australian Women's Keelboat Regatta</b>	Encourage and sponsor a NCYC team to represent the club at the AWKR	At least one sponsored NCYC team participating in the AWKR annually.	NCYC sailing	SheSAILS committee	Annually, June long weekend
<b>RPAYC women's programme connections</b>	Investigate opportunities for NCYC sailors to participate in RPAYC women's regattas and events	Understanding of RPAYC's women's programme and how our clubs can support each other and our female sailors. RPAYC teams participating in NCYC SheSAILS development and open regattas.	SheSAILS committee	NCYC sailing academy NCYC sailing	By December 2025
<b>Women's learn to sail programme</b>	Offer a women's learn to sail programme through the NCYC sailing academy with female	Fully subscribed women's learn to sail courses offered year-round.	NCYC sailing academy	SheSAILS committee	Ongoing

<b>Activity</b>	<b>Description</b>	<b>Success looks like...</b>	<b>Lead</b>	<b>Support</b>	<b>Timing</b>
	instructors and a focus on learning in a fun, safe, supportive and social environment	Bubbles and nibbles to celebrate completion and enhance social connection.			
<b>Transition to yachting</b>	Offer the transition to yachting programme to support the transition from Force 24s to yachts and create a pipeline of competent crew for NCYC club racing yachts	Three transition to yachting programmes fully subscribed annually with at least 50 percent female participation and a 50 percent retention rate for crew into club offshore racing	NCYC sailing academy	SheSAILS committee	Ongoing
<b>Women's inshore coaching programme</b>	Coaching for women to develop confidence and competence as independent inshore keelboat sailors on NCYC's fleet of Elliott 6s to support increased participation in the SheSAILS open regatta	A coaching programme offered in the lead up to the annual SheSAILS open regatta, designed to build confidence and capability in inshore fleet racing and encourage NCYC teams to enter the open regatta.	NCYC sailing academy	SheSAILS committee	Annually in June-July
<b>Women's offshore club racing coaching programme</b>	Coaching for women to develop confidence and competence as independent offshore sailors	Develop plan to implement a coaching programme supporting women in offshore racing at NCYC. For example, coaching offered to NCYC club boats with minimum 50 percent female crew or female	SheSAILS committee	NCYC sailing NCYC sailing academy	Coaching plan developed by August 2025 for spring – summer

<b>Activity</b>	<b>Description</b>	<b>Success looks like...</b>	<b>Lead</b>	<b>Support</b>	<b>Timing</b>
		skipper in club racing. One coaching session per boat per month during sailing season.			offshore club racing season
<b>Development club racing</b>	Encourage women to participate in development racing on Force 24s as part of club Wednesday twilight racing during spring and summer	At least 50 percent female participating in Force 24 Wednesday twilight racing. Pipeline from the sailing academy	NCYC sailing academy	SheSAILS committee	Annually, spring-summer Wednesday twilights
<b>Club offshore racing</b>	Create opportunities for women and girls to participate in NCYC offshore racing	A SheSAILS division is offered for NCYC club offshore racing. Boats with minimum 3, or 30 percent female crew, whichever is greater, eligible for entry	NCYC sailing	SheSAILS committee	SheSAILS division established for the 2025-26 sailing season
<b>Club racing skippers</b>	Create opportunities for women and girls to skipper offshore races by offering a one day event to complement the existing Lake Macquarie SheSAILS tri series	Establish a one-day event for women to skipper and crew yachts offshore, potentially as a fourth event in the existing Lake Macquarie SheSAILS tri series. In addition, consider adding a one-day women's event to Sail Port Stephens to round out five days of	NCYC sailing	SheSAILS committee	Commencing 2025-26 sailing season

Activity	Description	Success looks like...	Lead	Support	Timing
		yacht racing aimed at developing female sailors in the Hunter annually.			
<b>Marine diesel engine maintenance course for women</b>	Offer women's marine diesel engine maintenance courses at NCYC	At least one women's marine diesel engine maintenance course at NCYC annually	SheSAILS committee	NCYC sailing academy	Annually
<b>Female instructors and coaches</b>	Encourage women and girls to obtain Australian Sailing instructor and coach qualifications	Offer AS instructor and coach courses at NCYC annually with at least one woman or girl on each course	NCYC sailing academy	SheSAILS committee	Ongoing
<b>Marine first aid</b>	Encourage women and girls to complete marine first aid training	Offer a marine first aid training course at NCYC annually with 30 percent female participation	NCYC sailing academy	SheSAILS committee	May-July each year
<b>Safety and sea survival certificate</b>	Encourage women and girls to complete SSSC	Arrange a local SSSC course annually with 30 percent female participation	NCYC sailing academy	SheSAILS committee	Aug-Nov each year
<b>Marine radio operator</b>	Encourage women and girls to complete marine radio operator training	Arrange a local marine radio operator course annually with 30 percent female participation	NCYC sailing academy	SheSAILS committee	Annually
<b>RYA day skipper and yacht master</b>	Encourage women and girls to complete the RYA day skipper and yacht master programmes	Create a NCYC women's day skipper and yacht master group to support women to enrol and study for the RYA programmes. Explore discounted rates for NCYC groups to register for RYA theory and practical courses.	SheSAILS committee	NCYC sailing academy	Group formed by June 2025

<b>Activity</b>	<b>Description</b>	<b>Success looks like...</b>	<b>Lead</b>	<b>Support</b>	<b>Timing</b>
		Encourage a local day skipper / yacht master practical programme for a group of NCYC sailors to complete together			
<b>Coxswains</b>	Encourage women to enrol in and complete AMSA recognised certificates of Competency	Women and girls completing maritime certificates of competency such as Coxswain Near Coastal and General Purpose Hand	NCYC academy	She sails committee	Plan for further NCYC links to suitable training organisation by July 2025
<b>Masterclasses</b>	Promote female subject matter experts to deliver masterclasses at NCYC	30% of Masterclasses run by a female subject matter expert	NCYC	SheSAILS committee	Review each April at the completion of the season.

## Connection

Activity	Description	Success looks like...	Lead	Support	Timing
<b>Bubbles and Troubles</b>	Annual Bubbles and Troubles event at NCYC to promote and inspire women and girls in sailing	Bubbles and Troubles event held annually Consider building a weekend long program incorporating daytime workshops, evening event with speakers and NCYC club racing on the Sunday. Invite other clubs to join for the weekend	SheSAILS committee	NCYC Sailing NCYC sailing academy	Annually in May
<b>International Women's Day</b>	Celebrate International Women's Day at NCYC	Consider changing dates of SheSAILS development regatta to align with IWD on 8 March and combine with IWD celebrations, including guest speakers	SheSAILS committee	NCYC sailing academy	Annually in March
<b>SheSAILS@NCYC merchandise</b>	Provide SheSAILS@NCYC merchandise for purchase	System established for SheSAILS@NCYC merchandise to be available for purchase. Costs and revenue managed in a SheSAILS account held by the club. Stock and sales managed by the SheSAILS committee.	SheSAILS committee	NCYC	By 30 June 2025
<b>SheSAILS network</b>	Encourage connection between clubs through SheSAILS events	A strong local SheSAILS network with participation from members of Newcastle, Lake Macquarie and Port Stephens clubs in each other's events. Build on existing connections with Sydney clubs, particularly RSYS and RPAYC, with a view to having participation across clubs at least annually.	SheSAILS committee	NCYC	Ongoing

<b>Activity</b>	<b>Description</b>	<b>Success looks like...</b>	<b>Lead</b>	<b>Support</b>	<b>Timing</b>
<b>Engage with Australia Sailing led SheSAILS events</b>	NCYC participation in Australian Sailing led SheSAILS initiatives	Gathering at NCYC for annual SheSAILS conference – online.  NCYC representation at NSW SheSAILS meetings arranged by Australian Sailing	SheSAILS committee	NCYC	Annually SheSAILS conference late Sep – early Oct
<b>Promote SheSAILS events and activities</b>	Promote SheSAILS events and activities through multiple channels	Active and growing online SheSAILS@NCYC communities on social media (FB, Insta, others?) SheSAILS snippets in NCYC weekly newsletter Consider providing training and development content online	SheSAILS committee	NCYC	Ongoing

## Inclusion

Activity	Description	Success looks like...	Lead	Support	Timing
<b>Showcase women and girls in sailing at a range of NCYC events</b>	Women and girls' participation and achievements in sailing are celebrated outside of SheSAILS	Masterclass presentations from women at least three times a year. Successes and participation of NCYC women sailors are promoted through the newsletter and events, aside from SheSAILS contributions.	SheSAILS committee	NCYC	Ongoing
<b>Women are well represented on the NCYC board and supporting committees</b>	NCYC board and committees include strong and sustained female representation	NCYC board and committees have at least three female members, or 30 percent female membership, whichever is greater. At least one female flag officer on the board. Stretch goal = female Commodore	NCYC	SheSAILS committee	By 2028
<b>SheSAILS is integrated into NCYC operations</b>	SheSAILS initiatives are part of NCYC operations and supported by club resources	SheSAILS@NCYC is increasingly integrated into NCYC operations with the SheSAILS committee assisting with the management of funding and resources	SheSAILS committee	NCYC	By 2026
<b>Women are well represented in leadership roles on boats and at the club</b>	Women regularly skipper in club events, are well represented as boat owners and well respected as leaders and mentors in sailing	Provide opportunities for women to learn about boat ownership and maintenance to increase female boat ownership at NCYC. Encourage women to skipper in club races through women's divisions and events. Provide opportunities for women to build confidence and independence as sailors through tailored academy programs, including coaching. Encourage women to become sailing instructors and coaches.	SheSAILS committee	NCYC	Ongoing