

Developing Crew

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15 Minutes

Your Most Valuable Resource

- Helmsman
- Genoa Trimmer
- Grinder
- Mainsail Trimmer
- Tactician
- Navigator
- Pit
- Mastman
- Bowman
- Spinnaker Trimmer
- Railmeat
- Spinnaker Packer

Where To Find Crew

- Most racers are continually looking for and inviting crew on board our boats.
- Sometimes anybody will do:
 - Rail meat
- Other times we are more selective:
 - Compatibility
 - Knowledge
 - Skills

Where to find Crew

- Friends, Family & Co-Workers etc. It is easy to get someone to come on board **once**.
- Getting them to commit for a Regatta, Race Series or a Season is much more difficult.

Keeping Crew

- Most Common Complaints:
 - I don't like all the yelling
 - That boat is scary
 - Just as I was getting comfortable, they make me move to the other side
 - The beer is warm
 - **I did not understand what was happening, it was confusing, etc.**

Sailing is a Knowledge Based Sport

- You want crew to learn and become knowledgeable in all aspects of the boat, race and sailing in general
 - The MSSA Racing Program
 - The Start
 - Tactics
 - Sail Trim

Good Crew is Hungry to Learn

- If you have someone who is interested in learning the sport, keep them learning.
 - Offer them books, videos, practice sails.
Encourage them to move up the learning curve.
- If you have crew who are only interested in the sunsets and beer.
 - Offer them books, videos, practice sails.
Encourage them to learn more about sailing.

Feedback

- After the Race:
 - Have a constructive race debrief
 - Let everyone know what worked
 - Let everyone know what needs to be done better next time
 - Be honest about your role
 - If you are upset about something, wait until you cool off, then address it in a calm manner

Feedback

- Ask your Crew for feedback
 - What did they do, see or think about an aspect of the race?
 - What can you learn from them?
 - Are they happy with their role?
 - Are they interested in learning new tasks?
 - If so, make sure they are given the opportunity.

Encouragement

- Thank your crew after the race
- Let them steer the boat for a sunset sail
- Cold Beer and Soda, Food
- Hang out on the Mooring or at the Slip
 - Give crew a chance to socialize and bond
 - Produces a much more cohesive group

Patience

- Be patient, it takes time to develop crew and become competitive on the race course.
- Keep racing, don't become discouraged
 - Look for something positive to keep you and your crew trying, week after week.
- Give your crew time to learn.