

## The Mentorship Program

The member mentor program consists of Captain level members volunteering to teach a crew level member who wants to become a captain.

There are 3 basic steps to this process:

1. A mentor is paired with a mentee. This can happen in a number of ways:
  - a. The adult Programs manager will identify new members who wish to be mentored and send an email to mentors with details
  - b. Those who wish to be mentored will make themselves known through a forum post or other similar method
2. Once the two people have agreed to work together, my suggestion is that both set a target date to take the Captain's test. Shoot for a date before October 1<sup>st</sup>.
3. Go sailing and have fun!

Various details about the program:

1. When making a reservation, make sure to indicate that this is a mentoring session. For example: "Captain, Crew, Mentoring, Mentoring." This is the only time that our community sailing center allows members to block off seats in a boat.
2. Each mentee will only have one mentor.
3. Mentors are now allowed to sign off on a mentee's skill clinic tracking sheet. This means that once a mentee has proven all the skills of basic sail trim (for example) you can sign off on that skill, and the mentee can take the next clinic in the progression (advanced sail trim).
  - a. We acknowledge that it is practical for someone working to become a captain to use all resources available to them. The ability for a mentor to sign off on a skill means that mentees can continue learning abilities in a linear fashion from both skill clinic instructors and their mentors.
  - b. All of the skill clinic syllabi are available to anyone interested in reading them. You must read them over if you choose to sign off on someone's skill clinic sheet.
  - c. The order of the skill clinics is included in the syllabi pdf, on the member portal of the website, and on the bulletin board.
  - d. Skill clinic tracking sheets are kept on my desk in an accordion folder.
4. Discuss the mentee's end goal. Becoming a captain is a means to an end, and your training should reflect that. The end goal could be cruising, racing, social sails, etc. This means that you may focus more on tides and nav aids than advanced sail trim, or just the opposite, depending on what they want to learn.
5. Don't take on more mentees than you can handle.
6. This is a relationship, and might take work. If the mentee stops communicating, reach out to them. Encourage the mentee to do the same, because life gets in the way for all of us. Keep that test date goal in mind at all times, and reschedule it if necessary.
7. The Sock Burning is a great time for all mentees and mentors to find one another. If you come to the Sock Burning, you will get a nametag identifying you as a mentor.

This program is crucial to the health of membership and the community of Sail Nauticus as a whole. The linchpin of community sailing lies in the ease in which a crew level member can go sailing, and a successful mentorship program solves this problem in three ways:

- a) A mentee is going sailing on a schedule coordinated partly by them
- b) Graduating to captain gives them the freedom to sail on their own schedule
- c) Graduating to captain increases the potential for more boats to go out, increasing the number of crew seats on those boats, and thus making crew sailing opportunities more numerous

Remember to have fun!