

## South African Sailing Team Strategic Plan 2015 - 2024

The South African Sailing Team (SAST) represents the pinnacle of sailing in South Africa. It will consist of those South African sailors who would be expected to medal at the top of the sport across all disciplines. This first document only covers fleet racing classes covered in the Olympic Games. Its primary target is medalling at the Olympic Games. Future documents would cover the requirements for other forms of sailing. To succeed at the Olympics substantial work needs to be completed in the area of youth sailing development area and the Youth High Performance Document covers this.

### Mission

Enable a gender and ethnically diverse South African team of sailors to medal at the world's top sailing events. For fleet racing these events are the Olympic Games and the ISAF Sailing World Championships.

### Objectives

#### ISAF World Championship

This event takes place every four years and ISAF invites one entry per MNA in each of the classes as chosen by ISAF, usually Olympic classes.

- 2018 – Aarhus, Denmark. Two classes in top 10, four classes competing including one female
- 2022 – Tirana, Albania. Three classes in top 10 of which one medals

#### Olympic Games

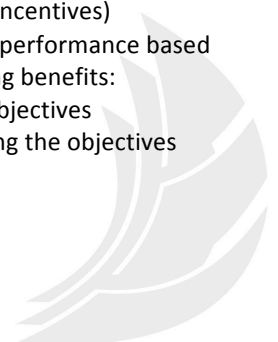
Takes place every four years in a number of classes that may change over time. Selection is facilitated by SAS but remains the authority of SASCOC.

- 2016 – Rio, Brazil. One top 10 series result, two classes competing in an ethnically diverse team of three or more sailors in two or more classes.
- 2020 – Tokyo, Japan. Two classes in top 10 series result of which one class medals, three classes competing including one female team. Team to be 30% from previously disadvantaged backgrounds.
- 2024 - Venue to be announced. Three classes in top 10 series result of which one class medals, four classes competing including one female. Team to be 40% from previously disadvantaged background.

### Methodology

South African Sailing believes that the best way to succeed is to identify and nurture individuals to achieve these goals and to provide them the infrastructure to do so. The program would be under the guidance of the SAST Steering Committee (SASTSC), which would be selected from SAS Council, past Olympic sailors and selected additional parties. Infrastructural requirements will differ from team to team so the focus will be:

- Incentivise all sailors to achieve exceptional results at preselected international events. This will apply to all sailors, whether they are part of the SA Sailing Team, or not. (See Appendix A – Performance based incentives)
- Select the top-level sailors according to predetermined selection criteria (See Appendix A for performance based incentives and selection criteria) to be part of the SA Sailing Team. This will have the following benefits:
  - Ensure the infrastructure is available to sailors qualifying for the team to meet the objectives
  - Engage a Manager/ Coach and Administrative Assistant to assist the sailors in meeting the objectives
  - Actively canvas for funding to support the team mission
  - Provide the liaison between the team and SAS, SASCOC and SRSA
  - Ensure an infrastructure is available to enable training both locally and overseas



In order to enable this the SAST will provide the following:

- Full time coach/ manager
- Part time administrator
- Value added items for members of the team eg medical insurance
- Identify and set up a local training centre for the SAST with full facilities as described in Appendix 2
- Sponsorship for the team
- Other items to be agreed on formation of the SAST

Selection to the SAST is at the sole discretion of the SASTSC, or in their absence the SAS Council.

### **Selection Criteria**

See Appendix A

### **Administration/ coaching support**

The following staff would be required:

- **Full time Manager/ Coach** - This role could initially be part time and will have the following objectives:
  - Responsibility for the delivery of the mission and objectives of the team.
  - To set up the SAST training and competition programme for South African sailors
  - Select and support the team in meeting the SAST objectives
  - Identify and working with the talent of the future
  - Liaise with SAS, SASCOC, SRSA in all areas relating to the team
  - Ensure that South Africa meets and surpasses international standards and trends in terms of High Performance coaching.
- **Coaches** – Assistant coaches could be appointed on a full or part time basis. These coaches would be class specific and assigned to the classes that have been selected as focus classes by the Team. It is anticipated that this role will only be filled for the 2017 Olympic cycle. This role will have the following objectives:
  - Interact with SA Sailing Team Manager/ Coach
  - Provide training programs for sailors
  - Interact with other international coaches
  - Provide monthly input to administrator for monthly reports
  - Provide coaching on the regional and national Youth High Performance Development program.
- **Part time Administrator** – This role will be shared between the SA Sailing Team and the Youth High Performance Development program. This role will have the following objectives:
  - Co-ordinate all administrative requirements for the team (eg flights, accommodation, boat transport logistics etc),
  - Liaise with SAS, SASCOC and SRSA.
  - Co-ordinate local training programs for the team and overseas visiting sailors
  - Co-ordinate the coach movements and meetings
  - Ensure all monthly reports are completed and submitted to the HP Council Team
  - Assist the HP Working Group as required.

### **Budget required**

In order to operate this program the annual budget would cover the items detailed below. The full budget will be further developed by the Steering Committee in conjunction with the Manager/ Coach. Individual funding would be self raised by the teams and supplemented by OPEX funding when the teams qualify for this. Note that sponsorship marketing has not been included in the budget.



# Appendix A

## SA Sailing team - Selection Criteria

**This will apply from date of launch to December 2016.** All sailors to find their own methods to initiate and finance their campaigns. Performance incentives are to be paid by the SAST on the basis of results at events. Team Support (admin/coaching/financial) to be provided to team members on the basis of selection. Performance Funding and Selection are independent. Funding can be withdrawn at any stage should there be gross abuse of the funding following discussion between the SASTSC and the selected sailors.

### Performance based incentives

Any sailor, regardless of OST Selection, will receive the following *Performance Funding* following the achievement of these results at any ISAF Grade 100, 200 or W event – levels to be confirmed by SASTSC by June 2015. The payments are made per team and not per individual sailor. Sailors who achieve this incentive would be eligible to wear the SAST sailing and shore kit for the remainder of the calendar year. It is the responsibility of the sailing team to submit the results to the Steering Committee for action.

- Top 50% = Entry Fee
- Top 40% = R10k
- Top 30% = R20k
- Top 20% = R30k
- Top 10% = R40k
- Medal = R50k

### Team Selection Criteria

Criteria as of 1<sup>st</sup> January each year and applied for the duration of that year. Team members may in exceptional circumstances be added to the team in June of each year at the discretion of the SASTSC. SAST members who withdraw from the team during the year will lose their benefits for the remainder of the year.

- Top 40% at most recent Olympic Class World Championship
- +
- Top 50 ISAF World Ranking
- Or**
- Top 25 ISAF World Ranking

### SAST member benefits – Plan launch Benefits from 1 June 2015

Benefits include:

- R10k per month fixed income, per sailor/ or team
- SA Sailing Team sailing kit,
- SA Sailing Team shore kit
- Administrative support
- Campaign planning support, guidance and mentorship from the 2016 Head Manager/ Coach (when in place).

### SAST member benefits – Proposed Benefits (from confirmation of full funding)

Benefits include:

- R10k per month fixed income, per sailor/ or team
- R100k per year equipment grant
- R100k per year coaching budget,
- SA Sailing Team sailing kit,
- SA Sailing Team shore kit
- Administrative support
- Campaign planning support, guidance and mentorship from the 2016 Head Manager/ Coach.

### Olympic Endorsement for submission to SASCOC for Olympic Selection Consideration

SAST sailors will be recommended to SASCOC for Olympic selection consideration should they meet the SASCOC requirements as per Appendix C. Exceptional circumstances will be considered by the Steering Committee following submission of a full motivation to the Steering Committee.

## Appendix B

### South African Sailing Team – Training Centre

A dedicated Training Centre will have a huge positive impact on the SAST to ensure that all training takes place in one venue and to attract international sailors to train in South Africa. This will raise the level of both the SAST and other South African sailors aspiring to make the team.

The venue should be selected for the following criteria:

- Sailing conditions
- Available facilities
- Proximity to a city with suitable tertiary education and work opportunities for our high performance sailors
- Accessibility in terms of airport, railway and road
- Suitable lodgings/accommodation for out-of-town athletes

It is anticipated that there will only be one SAST Training Centre in the country until at least 2020 although smaller satellite high performance training facilities may exist in all regions under management/funding of clubs and/or private individuals. The SAST Centre will be accessible for all National sailing federations, particularly those in Central and Southern Africa where no such facility exists, and those operating in the Northern Hemisphere during our summer months.

#### Infrastructure

The following infrastructure will be required for a professional High Performance Centre:

- An office for administrative purposes with electricity and wireless network (internet)
- A training room suitable to seat 30 people minimum classroom style with electricity
- A kitchen suitable to prepare meals for 30 people minimum with electricity and water supply
- A lock-up, secure storage facility for coaching/training/sailing equipment and valuables
- Ablutions for girls and boys separately including a basin, toilet, shower and changing area in each.
- Covered boat park for a minimum of 20 dinghy sailing boats and a coach boat = 21 parks.
- Slipway for launching and coming ashore
- A rigging area – open space preferably paved/tarred/concreted – for boats to be parked suitably to rig and derig and stay safe between sessions on the water
- Within walking distance to shops, accommodation facilities and public transport

#### Equipment, Furnishings and Fittings

The following equipment will be required:

- Five Lasers with standard rig and radial rig
- Three 49ers/ 49FX
- Three 29ers
- Five 470s
- Two Nacra Olympic multihulls
- An inflatable rubber duck/rib suitable for coaching off-shore (with COF, safety equipment, first aid kit, etc) capable of transporting min 4 people.
- Office equipment: Desk, two chairs, filing cabinet/shelves, laptop, wireless internet, printer, scanner/photocopier
- Training room: Screen, overhead data projector, chairs x 30, classroom desks for 30 people, whiteboard with markers, heater, lockers x 30
- Storage room: A safe, shelving, a spares/tool kit or cupboard (lockable), wet area with hanging space for foul weather gear, buoyancy aids, etc.
- Coaching equipment: Flagpole that can be fitted to rib or in rigging area (shore), set of flags, hooter, 2 x VHF radios (shore and one for coach boat), loudhailer, video camera (waterproof and able to fit to sailing boat if needed), foul weather gear and buoyancy aids x 4, toolbox with tools and minor spares for coach boat, buoys x 6, rope and anchors for buoys and coach boat.

## Appendix C

### SA Sailing Team – SASCOC Rio 2016 Qualifying Criteria



AGREEMENT ENTERED INTO BETWEEN THE SOUTH AFRICAN SPORTS  
CONFEDERATION AND OLYMPIC COMMITTEE (SASCOC)

AND

SOUTH AFRICAN SAILING  
ON THE SELECTION OF ATHLETES FOR THE

RIO 2016 OLYMPIC GAMES

5 – 21 AUGUST 2016

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## **1. ELIGIBILITY OF ATHLETES**

For an athlete to be eligible for selection to any Games delivered by the South African Sports Confederation and Olympic Committee (SASCOC), the athlete shall satisfy the under-mentioned General Eligibility Criteria:

- 1.1 Be a South African Citizen with a valid Republic of South Africa (RSA) passport (with a six months minimum expiry as at the conclusion of the Games);
- 1.2 Been resident in South Africa for the last two years, prior to selection, unless the athlete has been granted written exemption by the National Federation to be resident elsewhere;
- 1.3 Be a member in good standing with both SASCOC and the National Federation;
- 1.4 Not be under any investigation or suspension for any offence of whatsoever nature prior to, during qualification, as well as the subsequent selection Games period;
- 1.5 Not have competed for any country other than RSA within a period of three years prior to being considered for selection for any multi-coded event to be delivered by SASCOC;
- 1.6 Adhere to and comply with all the provisions of the Olympic Charter currently in force;
- 1.7 Adhere to and comply with all of SASCOC's Rules, Regulations, Constitution and Directives, as well as that of the respective National Federation and any other Rules or Regulations as stipulated by a Games Authority or respective International Federation;

## **2. ADDITIONAL IF ELIGIBILITY REQUIREMENTS**

To be eligible to participate in the Rio 2016 Olympic Games, all athletes must:

- 2.1 Have appeared on the official ISAF World Ranking List at any time between 01 August 2014 and 01 June 2016 or
- 2.2 Have competed in at least one of the Olympic Qualification Events

## **3. SPORT SPECIFIC SELECTION CRITERIA**

Over and above the General Eligibility Criteria, SASCOC and SAS agree on the following sport-specific selection criteria for selection of athletes:

SASCOC will consider selection of athletes if qualification is attained at the:

- 3.1 2014 ISAF Sailing World Championships;
- 3.2 2015 World Championships;
- 3.3 The qualification place is allocated to the NOC, not the athlete;
- 3.4 Continental qualification places will not be considered.

Deadline for qualification will be **1 June 2016**

## **4. REPLACEMENTS**

- 4.1 In an event that any selected athletes are to be replaced due to a medical condition, the IOC/Rio 2016 Late Athlete Replacement Policy shall be applicable. Any replacement athlete shall form part of the original notification list of athletes submitted by the National Federation to SASCOC.

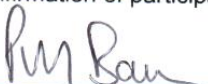
**5. TRIPARTITE COMMISSION INVITATION PLACES**

5.1 It is specifically recorded that as SASCOC does not qualify for any tripartite invitation, none will be available.

**6. REALLOCATION OF UNUSED QUALIFICATION PLACES**

6.1 It is specifically recorded that in the event of any reallocation or wild card places, being allocated or offered to South Africa, such reallocation or wild card will not be taken up by SASCOC.

7. It is specifically recorded that irrespective of the provisions referred to above final confirmation of participation for Team South Africa shall vest with SASCOC

  
\_\_\_\_\_  
President: SAS

Date: 23 April 2015

\_\_\_\_\_  
President: SASCOC

Date: \_\_\_\_\_