

DIVERSITY AND INCLUSION IN YOUTH SAILING

A CASE STUDY OF
JACKSON PARK YACHT CLUB FOUNDATION'S
OPEN HORIZONS YOUTH SAILING PROGRAM

NATIONAL SAILING PROGRAMS
SYMPOSIUM 2019 

Karen:

Good Morning everyone. My name is Karen Harris and I am the Immediate Past Commodore of Jackson Park Yacht Club and the current President of Jackson Park Yacht Club Foundation.

Johnny:

And my name is Johnny Mercer and I am the Director of Youth Sailing at Jackson Park Yacht Club Foundation. We are very pleased to be here today. It's very exciting to talk with you all about the important subject of Diversity and Inclusion in Youth Sailing.



Karen:

First a little background.

Established in 1896, Jackson Park Yacht Club is located approximately 8 miles or 15 mins south of downtown Chicago.



Karen:

Lake Michigan is Chicago's greatest natural resource. Unlike many places, Chicagoans have great access to Lake Michigan.



Karen:

Specifically, Chicago has 22 miles of lake front and all of it is accessible by the public.



Karen:

Along these 22 miles, Chicago has 10 harbors. JPYC is one of the southern most harbors and the only sailboat harbor on the south side of Chicago.



Karen:

There are actually 9 yacht clubs throughout the Chicago harbors; 6 of which operate junior sailing programs. Additionally, the Chicago Park District operates youth sailing in at least 4 harbors. So there is actually a lot of youth sailing activity in Chicago and its growing exponentially.



Karen:

Unfortunately, although over 2 million people live in Chicago, over 800,000 Chicagoans, many of them children, have never even seen Lake Michigan, let alone been in any kind of boat. The majority of these youth come from lower income minorities and they have never even thought about boating (especially sailing).

These are the kids and families that we are trying to reach.



Karen:

Part of the reason why we are focused on this population is because of where we are located.

As I mentioned, we are located on the south side of Chicago. The south side of Chicago is primarily African American.

There are actually 2 other harbors and yacht clubs near us – Museum Shores Yacht Club in 59th Street Harbor which is about 8 blocks north of us, and also Southern Shores Yacht Club which is literally across the street from us in Jackson Park Inner Harbor. However, because of their location (on the west side of Lake Shore Drive – a major highway), they are powerboat only harbors and yacht clubs. Thus we are the only sailing harbor and club on the south of side of Chicago.

This is a close up of our harbor. As you can see its very pretty, but its not especially big. We have a total of 92 slips/moorings which are operated by the Chicago Park District.



Karen:

Nor is our club particularly large. This is a picture of our little club house – its 2 stories – locker rooms on the 1st floor and dinning room and balcony upstairs which seats about 50-60.

Nor is our members particularly large. We have less than 250 memberships (approximately 400 people), which when compared with some of the bigger clubs like Chicago Yacht Club and Columbia Yacht Club is pretty small.

Nor do we have a lot of money. Membership dues range from \$381 for Associate Members and to \$786 for Resident Members/Boat Owners.

We have a very small staff – we have caterers who we subcontract with to provide galley meals, then we have a part-time Club Coordinator who handles administrative stuff, and a full-time Club Stewart who maintains the premises and lives on the 3rd floor. Then we have part-time sailing instructors – in addition to Johnny we had 2 paid junior sailing instructors.

We are primarily a Volunteer Club. If something needs to be done, we rely on members to pitch in and help out.

All this is to say that we aren't fancy, we aren't rich and we don't have a ton of resources. So if we can do this with limited staff, facilities and budget, then you can too.



Karen:

So that's some information about Chicago and us. But before we move on there is one more thing I want to mention. Like I said we are located on the south side of Chicago. We are fairly close to the University of Chicago. And there are two new developments coming that are going to have a huge impact on us. First, the South Shore Golf course which is also right across the street from us is potentially being redeveloped by the Tiger Woods Foundation. Second the Obama Presidential Center is also being built several blocks from our location. The programs we've developed were done prior to these developments, but with them in mind.

JUNIOR SAILING PROGRAM



NATIONAL SAILING PROGRAMS
SYMPOSIUM 2019
USA SAILING

Karen:

So with all this as background, let's talk about what we are doing to increase diversity in youth sailing.

Our club had a junior sailing program for many years, but it went defunct in the 1980s. Thus, for over 35 years we did not have any junior sailing programs. Which essentially meant, that for 35 years, there was no opportunity for youth on the south side to go learn to sail.

In 2013 the club began partnering with the Chicago Park District to host one of its youth sailing locations. Specifically, my brother, who is the manager of the Chicago Park District's sailing programs, approached me about whether our club would be interested in partnering with them – we provide the facility and they provide all the equipment, instructors and operate the program. So we lent them the space free of charge and they started operating a junior program available to the general public.

The most important reason we did this was because we wanted youth sailing opportunities back on the south side. But additionally, I was looking at from a long-term perspective as well. At the time I was on the Bridge and would eventually become Commodore and I knew that if we hadn't done it before then one of my goals was to relaunch our own junior program. By bringing in the Park district we got youth sailing opportunities going while we started working on our plans. Plus, because the CPD has larger reach, we let them market the program city-wide and develop a waiting list.

FALL / WINTER 2016

- **Chicago Yacht Club**
 - 12 Bugs
 - 1 Safety Boat



Chicago Yacht Club

- **Staffing**
 - Jan 2017 Sailing Program Director
 - Spring 2017 LMSRF Grants



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Karen:

It wasn't until the Fall/Winter of 2016 that we finally started to plan for launching our own junior program. The biggest obstacle for us was how to buy a fleet with a very small budget. We started looking at used fleets across the country – all of which seemed very expensive. Luckily for us, we spoke with our friends at Chicago Yacht Club who were selling some their fleet. Chicago Yacht Club is the largest and most well-funded yacht club in Chicago. They have a very well equipped, staffed and well known junior sailing program and have had it for many, many years. Much to our surprise, they gave us an extremely reasonable price – they sold us 12 Bugs for \$100 each, \$1,200 total. We raised some of the funds through silent auctions/raffles and general donations by members and club kicked in the rest.

So this is the first lesson/tip – if you are looking to do something like be sure to talk to clubs and other organizations around you. If ultimately we all want the same thing – more kids on the water – then you may be surprised at their willingness to help you succeed.

Our second biggest challenge was finding staff and getting them certified. One member applied to be our lead instructor. She had her US Coast Guard license, but needed to be US Sailing certified. Again, budget was an issue for us. So we applied to Lake Michigan Sail Racing Federation – a local organization that provides grants for sailors to help pay for her and our other instructor's certification classes.

So this is tip number 2 -- Look for alternative sources of funding to help defray costs.

SUMMER 2017

- 5 sessions of 2 weeks each
- 2 Instructors
- \$275 JPYC Members; \$375 for Non-JPYC Members



Session	Number of Students
1	10
2	6
3	6
4	18
5	9
TOTAL	49

NATIONAL SAILING PROGRAMS
SYMPOSIUM 2019 

Karen:

Thus we were able to launch our Junior Sailing Program in the summer of 2017. We had 5 sessions of 2 weeks each with 2 instructors. We priced it very reasonably – only \$275 for JPYC members (which is just \$25 more than what the Chicago Park District charges for their classes) and \$375 for non-JPYC members.

We had a total of 49 students during the summer. Not bad for a first time, but we wanted to expand our reach. Specifically, we really wanted to begin reaching those kids I told you about before – the ones who have never seen Lake Michigan, whose families can't afford and/or would never think of sailing lessons. So in the Fall/Winter of 2017 we started planning Phase 2.

FALL / WINTER 2017



1023-EZ

- Streamlined form
- Speedier approval
- Eligibility
 - 70% of organizations qualify for EZ
 - Gross receipts \$50,000 <
 - Assets \$250,000 <

Jackson Park Yacht Club FOUNDATION

- EZ Form completed online and \$400 fee
- Further information:
<https://www.irs.gov/pub/irs-pdf/i1023ez.pdf>

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Karen:

We actually have 2 legal entities – the Jackson Park Yacht Club and the Jackson Park Yacht Club Foundation. My work with the yacht club is just volunteer, but in my real life I'm a partner in a law firm. So I got my firm to help us apply for our 501(c)(3) approval for our Foundation.

This is tip number 3 – More than likely your club/organization has lawyers, ask them for pro bono help.

Now that reality is that if you are a smaller organization, such as ours, you can set up a foundation and apply for 501(c)(3) yourself. Specifically, several years ago the IRS streamlined the approval process and its much simpler now. If you have \$50,000 or less in income and less than \$250,000 in asset you can use this streamlined process – its called a 1023 EZ form and its available online and the IRS is there to help you.



Karen:

We received our 501(c)(3) approval in March 2018 (retroactive to Jan 2018). Even before we had the actual approval in hand, we started putting together grant applications. The first grant we received was multi-year grant from the TK Foundation. When we sent an email to the club members telling them that we obtained this grant I got a call from one member – Heather Smith. She wanted to make a personal donation to the Foundation, but more importantly employer (which happened to be another Foundation) made a matching contribution – 3 to 1, So her \$1,000 donation became \$4,000. More importantly Heather told us about additional grant opportunities we might want to consider which lead us to our second grant -- the Chicago Fund for Safe and Peaceful Communities. This is a fund that about 30 major foundations (e.g., MacArthur, Joyce, Pritzker, etc.) each contributed money to in order to try to address the youth and gun violence happening in Chicago. Per our grant application we proposed to teach leadership, teamwork, self-confidence and conflict resolution through sailing.

This are tips number 4 and 5 – Start looking for grants early. Like I said we didn’t even have our approval before we started identifying grants and writing applications. Once we had the approval we were ready to apply immediately. Secondly, think broadly when looking for grants – I didn’t originally make the connection between anti-gun violence funding and

sailing programs when I started reaching funding opportunities, but when we looked at what the fund's goals were and what we were seeking to offer and who we were trying to reach we realized that there were synergies and that it not only made sense, but that sailing programs actually teach a lot of the skills that address violence – leadership, teamwork, self-confidence and conflict resolution.

SPRING 2018

University of Chicago
Sailing Club



6 420s



Corinthian Yacht Club

4 420s

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SYMPOSIUM 2019 

Johnny:

The funding from these grants helped us to purchase some used 420s which we needed in order to be able to expand to both more students and older students. Again, we started looking across the county, but were surprised once again to find our best options within our own backyard. First, the University of Chicago Sailing Team approached us. They used to sail out of JPYC for many years, but eventually our 40 year old FJs were falling apart and since we didn't have the funds to replace these boats, nor did they, a couple of years ago they moved to Columbia Yacht Club downtown for their practices. Since Columbia is about a 15-20 drive from campus, whereas we are less than 5 minutes, they wanted to come back and asked if we were interested in purchasing boats with them. Specifically, they had identified 6 420s that MIT was selling – i.e., we purchase 3 and they purchase 3 with each of us being able to access each others boats. Simultaneously, another neighboring yacht club, Corinthian Yacht Club, was replacing part of its fleet and offered a good deal on 4 420s – which again they gave us a good deal on because they knew we were trying to grow a program. We got them for about \$600 each.

This is a repeat of Karen's earlier tip – Let other club and organizations know what you are doing. We all want more kids on the water and they may be more willing to work with you than you would expect.

2018



Johnny:

These grants and equipment purchases allowed us to launch our Open Horizons Youth Sailing Program -- a scholarship program that teaches children from low-income families particularly on Chicago's South Side to sail for free.

Diversity and Sailing

It wasn't until the 1980s that the first African-American, who later became Commodore – person joined JPYC, independent of their husbands



NATIONAL SAILING PROGRAMS
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Johnny:

Before we go in to the topic of Diversity in Sailing it seems worth looking at the history.

In our own club, it wasn't until the 1980's that the first African-American – Frank Garner (who later became Commodore) was admitted as member. He was Director of a local Sea Scouts program and needed a place for his students to go to the bathroom. An existing member learned this and endorsed him to join as a member. It also wasn't until 1985 that JPYC allowed women to join as full members, independent of their husbands.

Diversity and Sailing



of
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Mac
"Bill"

WTTW, Channel 11 -- "Black Sailors Chart New Course"
<https://news.wttw.com/2018/07/19/black-sailors-chicago-chart-new-course>

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Johnny:

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In 1994, the all first African-American team competed in the Chicago Mac Race with Captain Bill Pinkney as the skipper and the majority of the sailors were from JPYC. Unfortunately, the number of African-American sailors who do the Chicago Mac Race is still extremely small – less than 1%. In fact, this past summer WTTW Channel 11 did a special on one of our boats, Mise En Place, which is primarily African-American and heavily women (6 of the 9 sailors are black and 4 of the 9 are women).

Diversity and Sailing

Presently: JPYC has the highest proportion of African-American sailors in America, with over 10 African American women as skippers/boat owners.



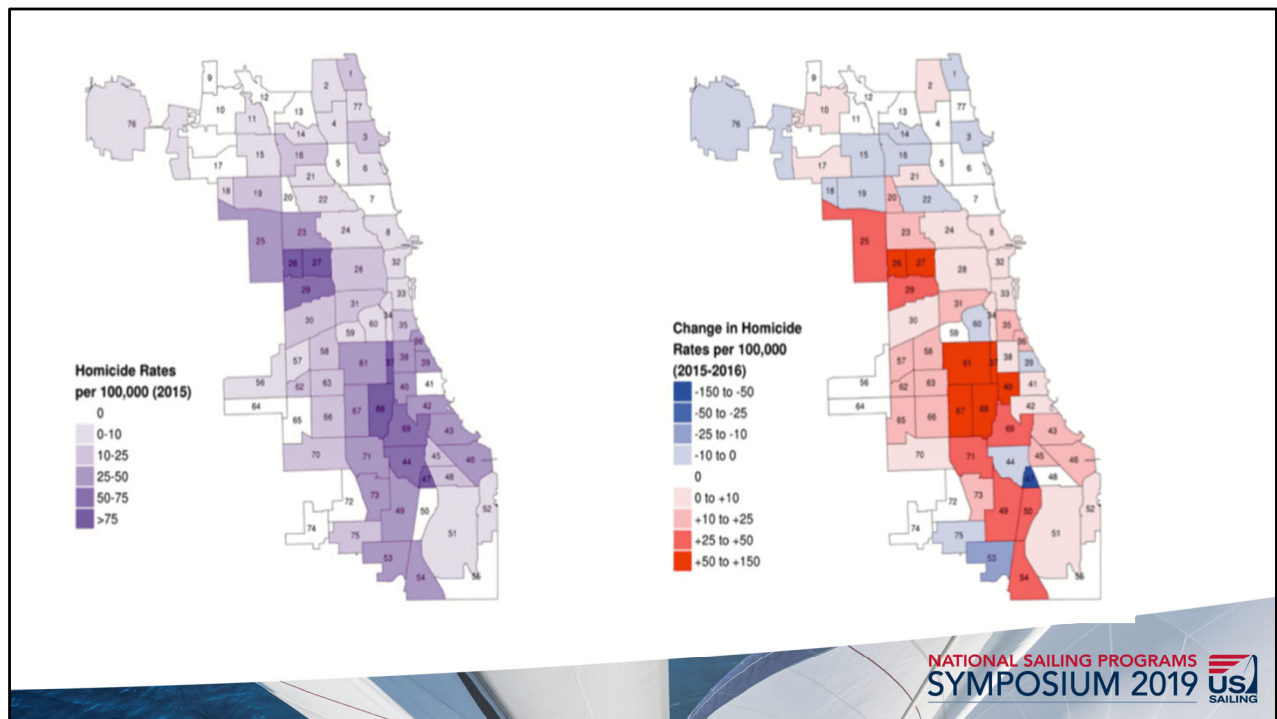
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Johnny:

JPYC has the highest number of African American sailors with over 10 African American women skippers/boat owners.

JPYC has had numerous African American men and women Commodores – Karen is neither the first black nor the first women or even first black women to be Commodore at JPYC.

Given this, we feel this puts us in a unique position to offer our scholarship program and improve diversity



Johnny:

Given our history with diversity in sailing, as well as our geographical location on the south-side of Chicago – we feel we are especially well placed to offer the sort of program we do. For example: We are close to several of the neighborhoods hardest hit by the gun violence that you have all undoubtedly heard about on the evening news. For example, we are only 5 miles from Englewood, one of the lowest income communities in Chicago, and we had several students from Englewood in our Open Horizons Program. To give you some perspective :

African Americans are 1/3 of Chicago's population, but 80% of homicide victims in 2015 and 2016.

African American men aged 15 to 34, are more than 1/2 of Chicago's homicide victims but only 4% of the population.

Whites are 1/3 of Chicago's population, but only 5% of its homicide victims.

Nationally, in US cities 15% of people arrested for homicide in 2015 were adolescents, compared to 25% in Chicago.

In neighborhoods where homicide increased—primarily in Chicago's South and West Sides—27% of the population lives below the poverty level, compared to 17%.

Despite containing only 9% of Chicago's population, the five neighborhoods with the largest

homicide increases—Austin, Englewood, New City, West Englewood, and Greater Grand Crossing—accounted for 32% of homicides in 2016. These five neighborhoods alone account for nearly half (45%) of the city's overall homicide increase.

If you look at our location number 43 on the map, we are strategically placed on the frontline to contribute towards dealing with this problem.



Karen:

This is a video that one of funders, Chicago Fund for Safe and Peaceful Communities, produced. In fact we had 5 different film crews come down and film our program this summer, including Channel 11 who did a special on our program. This just further demonstrates the kind of innovative program this is and the kind of impact its hopefully having.

Sometimes pictures can speak loader than words. So without further ado here is a clip of our Open Horizons Program.



Johnny:

We uses classroom time to talk about concepts of conflict resolution, teamwork, confidence and self-reliance, For example, I did last year: brainstorming with children about what makes a good sailor, mention 'team work', okay what makes for good team work? Children: communication, respect, patience, empathy – the children list these themselves.



Johnny:

Then we practiced these skills in real life. For example, when two children were arguing – I frequently just told them "You're both in the same boat" and made them sail together. This way they had to work on the conflict resolution principals we had been teaching them.

For the 2019 season, we are working in a partnership with the Adler School of Psychology so that we can actually have a psychology student do an internship with us – in other words we'd have a trained psychologist/conflict resolution staff person during the program. Our current Commodore is actually a licensed therapist and as such she is able to supervise the intern . This is another example of our earlier tip to really think outside the box and leverage all your resources – having someone with this experience/training will be very beneficial and it will not cost us anything.

Karen:

Similarly, for 2019 we plan to work more with the Chicago Police Sailing Association –a group of Chicago police officers who are interested in sailing. One of our JPYC members is the founder of this organization and we plan to have these police officers serve as mentors to our Open Horizons students. Plus we sponsor a fundraiser regatta called the Gold Star Regatta which benefits fallen Chicago police officers' and first responders' families and we are going to try to get the kids involved in this regatta – either assisting on racing committee or arranging for them to go on the boats that are racing.



Karen:

One issue we knew we would have to address is swimming ability. A large number of our Open Horizons kids' swimming abilities are less than our other students. Some of these kids had never even swam in the lake. So we had to be a bit more flexible on the swim test on the first day which often turns in to a swim lesson. Luckily we didn't have to turn anyone away for lack of swimming ability.

For the 2019 we are also partnering with the Chicago Park District and recommending that our kids who need it take swimming lessons... Its extremely cheap – free in fact for the first 28 lessons.

Johnny:

Another practical issue we had to address is the issue of transportation. A lot of our kids didn't have reliable transportation. So at the beginning of the summer we had a lot kids who signed up but were no shows. We wound up calling the school that they had registered from and speaking with one of their teachers who then arranged to personally drive these kids to class. We are hoping to possibly address these kinds of transportation issues by partnering with schools more formally in the future. Similarly, we had some kids who signed up but never showed up since it was a fee program and/or sort of

just showed up when it was convenient for the them. We are trying to address this by requiring a refundable deposit, specifically, everyone must pay a \$50 refundable deposit – if the child attends 8 out of 10 classes then we refund the money. We will see how it goes and probably be a little flexible – i.e., if they can't afford \$50 maybe we take \$25 and if they can't afford that then maybe we let them volunteer instead or work with them to find a 'sponsor'.



Johnny:

Here our kids are doing a man overboard drill. Obviously safety is an important issue, but also for this population of sailors, we found that “self-reliance” and “self-confidence” building really resonated.

For the 2019 season we plan on offering a Junior Safety at Sea course to further help our students develop self-confidence and self-reliance.



Johnny:

Our children aren't all poor children from the South Side. Approximately 40 – 45% are paying students in our Junior Program (so either children of yacht club members and/or kids from more affluent neighborhoods like Hyde Park and attend local private schools).

We mix all of the kids together – only Karen and I know who is a paid student and who is a scholarship student. We feel this mixing of children from different backgrounds is incredibly valuable for *both* students and helps to diversify sailing and given opportunities to young people in a way a purely scholarship program wouldn't. For instance, Miles was one of our scholarship kids and Eli was one of our paid kids. They both became instructors in training for us and by the end of the summer were best buddies. They have since both joined Sea Scouts together as well.



Johnny:

One example of a success story is Miles, he came through our Open Horizons program, enjoyed it so much and learned so much that he spent the rest of the season working as an Instructor In Training for us,.

He's joined our Sea Scout program. – so he's gotten to do things like scuba diving training through this program.

He enjoyed our program so much that she enrolled his younger siblings in the youth boat building class we offered. His mum now reports that everyone in her family (except her) is an avid boater – we promised to take her sailing so she doesn't miss out. (In fact we are talking with another organization, Sail Chicago – an adult sailing school – about possibly bringing their boats down a couple of times this summer and getting members to volunteer their boats so we can take the Open Horizons' parents on a sailing outing this summer).

Back to Miles, for the 2019 season we intend to help him his Level 1 instructor and hopefully REACH/STEM certification so we can take him on as a member of staff. We have also referred him to a Chicago Park District program operating as an after school program that is a sailing internship program. Through this program he will gain even more of the skills that he will need.

MARKETING AND COMMUNITY OUTREACH

- Brochures
- Mailing to Schools
- Local Newspaper Ads
- 4th July Parade
- Community Fairs
- Partnerships
 - Other Clubs
 - Endeavor Program



Karen:

In terms of getting the word out there, we did a number of things. First we did brochures. Second we sent letters to public and private schools within a several zip code area – about 200 letters – telling them about our programs. Next we did ads in local newspapers, as well as letting local aldermen's' offices know. We participated in the local July 4th Parade – including a float with kids from our club/programs, members dressed as pirates, and passing out flyers and life saver candies. We attended local community fairs – such as work force fairs and resource fairs. Finally we also partnered with other clubs – we let them know what we were doing and to send kids our way if they were full – as well as other public/scholarship programs – for example the Endeavor Program.

Johnny:

One of the most amusing things we did to publicize our program was take a boat to a community event at a school on the South Side only to realize we had been placed on the Second Floor and having to then cram the boat in to an escalator!

PROGRAM PARTICIPANTS

2017	
Session	Number of Students
1	10
2	6
3	6
4	18
5	9
TOTAL	49

2018				
Session	Number of Students			
	Junior	Open Horizons	First Tee	TOTALS
1	18	4	16	22
2	11	16		27
3	7	14		21
4	8	11		19
5	10	19		29
TOTAL	55	64	16	135

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Karen:

As you can see our program has grown massively in the space of just one year.

We doubled the number of students overall, and we had a pretty good ratio of paid vs. scholarship kids. WE are anticipating that we will reach out max this summer – which is 198 students. From word of mouth, to all the publicity that we received to our own marketing efforts, I think we will be close to this number this summer.

JOINT GOLFING AND SAILING PROGRAM



NATIONAL SAILING PROGRAMS
SYMPOSIUM 2019



Karen:

The other thing I should mention is that we also created a joint sailing and golfing program. As I mentioned at the beginning of the presentation, we are literally across the street from a public golf course. So we partnered with The First Tee Program – a national non-profit organization with about 200 locations across the country that teaches golf to inner city kids. So if kids were in our 1st, 3rd or 5th sessions, then they also had about 3 hours of golfing instruction by the First Tee instructors at no additional cost.

This has been a really good partnership. First they are located just down the street, so we just walk the kids over so its easy that way. Second, golfing is another sport that has diversity issues and an underrepresentation of minorities. So we both have a similar mission. Third, we are feeding each other – their kids are now interested in signing up for sailing and some of our kids are kids want to take more golf. Finally it sets us up really well for the future, when the Tiger Wood's Foundation comes in we can legitimately say that we've been doing a joint golfing sailing program for years and they should partner with us.

Same holds true with respect to the Obama Center – I want to be able to show them all the great community stuff we are doing so that they are interested in partnering with us on youth activities.

YOUTH BOAT BUILDING CLASS



CHICAGO
MARITIME
Arts Center



NATIONAL SAILING PROGRAMS
SYMPOSIUM 2019 

Karen:

We also partnered with the Chicago Maritime Arts Center and one of the yacht clubs that is right across the street from us to offer a youth boat building class.

The cost was \$25 and several of our kids took this class and several of the kids who signed up for the boat building class then signed up for sailing classes.

We plan to offer it again in the 2019 season, including making one of the boats that they build a sailboat, and also offering sort of marine ecology course using the boats they build to check out the harbor and a nearby nature preserve.

FIELD TRIPS



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Karen:

We are also doing field trips where groups come down to the harbor for a couple of hours and we teach the kids a little about boating (both sailing and powerboats) and then take them out for powerboat rides. We are partnering with our neighboring clubs – SSYC and MSYC – they teach the powerboat part and we teach the sailing part and they have their members volunteer their powerboats for the rides. So far we have had several Chicago Public School groups come, as well as the Cook County Sheriff Department's Summer Camp.



Karen:

I also wanted to briefly mention Chicago Junior Race Week.



Karen:

Here is picture of the Beginner Fleet. The first year we did this race was 2017 and of the 9 boats in the beginner fleet only 1 was a JPYC kids. This year we had 17 boats in the Beginner Fleet and 10 of those boats were JPYC kids.

Johnny:

This was also the first year that we had kids race in the 420 division – because it's the first year that we had 420s to teach them on. We sent four 420 teams to the race and one team -- pictured here – won 2nd place sailing against kids who have been sailing longer and in racing programs. Eli here is a club members son and he has been sailing for a while, Gabby is one of our scholarship kids , who had sailed for less than 2 weeks before she did this race.

We've started a race team that meets outside of regular sailing school hours (I volunteer my time to coach/teach them). So far we have about 10 kids participating in this and they sailed through October. This is in addition to several of the kids joining Sea Scouts.

While the super competitive approach of racing and regattas works for some children, another approach that worked well for getting these kids in to the sport was 'adventure sailing'

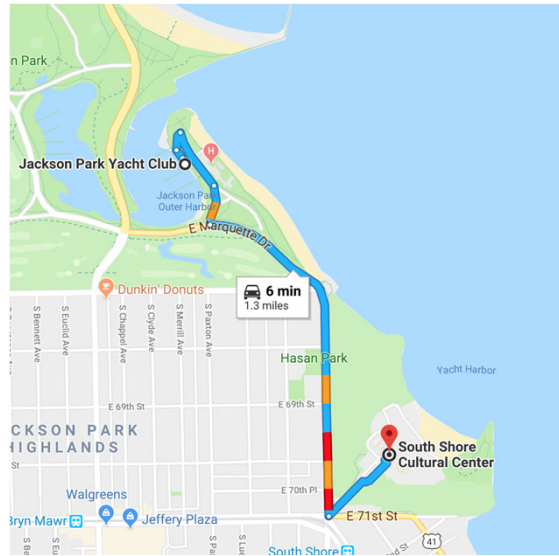


Johnny::

Once our kids get the bug I try to get them to see sailing isn't just fun but a potential a career.

We were lucky that one of our students dads works for the Coast Guard and so I arranged for them to come down and meet our kids and speak to them about who they are and what there do.

JUNIOR EXPEDITION



Karen:

I give all the credit to Johnny on this one – he came up with the idea and I didn't tell him, but I was a little skeptical about this whole thing.

Essentially what we did was a Junior Expedition. We sailed the kids from our club down to the South Shore Cultural Center (it's a Chicago Park District Building, that use to be a country club back in the day. In fact they didn't let blacks or Jews join until the late 1960s.).

It has a public beach.



Karen:

So we sailed them down to the beach,

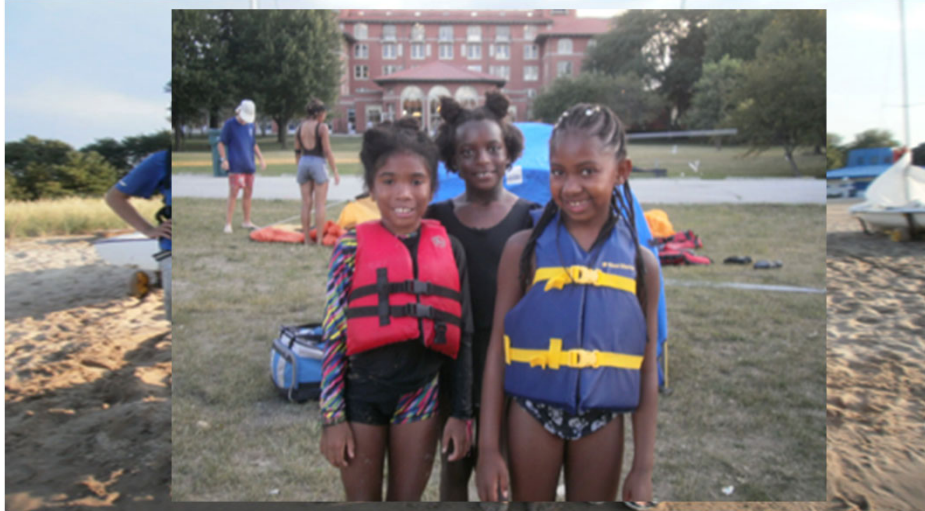
Beached the boats and had the kids camp out over night .

It was the complete deal, with S'mores and campfires and everything.

This was the first time many of these kids (both paid and scholarship kids) had ever camped out.

It was absolutely amazing!

JUNIOR EXPEDITION



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Johnny:

It also gave our kids a chance experience sailing's past – i.e., not simply as a recreational sport, but as a form of transport/exploration with a purpose.

It was also an opportunity to explore a nature park that's right on their doorstep and to see their city in a completely different way.

2019 PLANS

- 200 Kids
- Staff
 - 5 Instructors
 - 2-3 from program
 - 5 IITs
- 420 Race Team
- Refundable Deposits and Sliding Scale Fees
- Additional Funding
- New Space?



NATIONAL SAILING PROGRAMS
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Karen:

So what's happening for 2019? We already mentioned some things, but here are some additional items:

We expect that we will max out at about 200 kids. We expect to grow our staff from essentially 2 paid instructors with 3 instructors in training to 5 instructors -- three of who were instructors in training last year -- and 2-5 instructors in training. We will continue to develop a 420 team.

To get more commitment from participants we are going to do a refundable deposit which I mentioned. Additionally, if your child was in the Open Horizons program last year we are charging \$25. Then for everyone, we will do a sliding scale based on income -- so if you are below \$30,000 then is free, and then it ranges from \$50, \$75, \$100 depending on income and after \$60,000 you are not eligible and we'll refer you to our paid program. We are looking at additional funding. One of our grants is a 3 year grant so and we're seeking increased funding from the other grantor, as well as looking for other grant opportunities.

Finally we are looking at new space. There is an old Coast Guard station on the other side of our harbor which isn't being used. Its owned by the Chicago Park District and we have begun discussions with the Park District about doing some kind of public/private partnership and taking over this space, rehabbing the building and turning it into a South Side Boating Center. We'd move all out Junior Programs over there and also partner with other groups to offer kayaking, paddle boarding, dragon boat racing, etc. for both youth and adults. This would truly open up more boating opportunities to Chicago's south side communities.

Why Focus on Diversity in Sailing?

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Karen: the survival of the sport depends on it.

Johnny: We are in a unique position given our location to improve diversity particularly among low income communities on the south-side (which because of the intersection between economic class and race in Chicago means mostly African-American children). But as Yacht Clubs and Junior Sailing Programs it's worth thinking about your own specific position and strengths in terms of making an impact. E.g. if you're close to a low-income white area, near a Hispanic neighborhood, near a foster care center etc. 'Improving Diversity' doesn't just include race and class, it includes LGBT people, disabled access to sailing. My advice: really think hard about where you're placed as a club and what you can offer – and don't try to do everything for everyone, it's better to have a really meaningful impact on a few people or a specific community than spread yourself too thin.

Q & A and DISCUSSION



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Karen

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Your Opinion Matters

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