

BROAD REACH CANADA



VOLUNTEER

ONBOARDING MANUAL



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About Broad Reach

ALLAboard!

The Broad Reach team invites you to embark on a transformative mission to support and empower underrepresented youth through sailing experiences. We are committed to promoting the development of knowledge, skills and social belonging of youth who have traditionally been excluded from the marine sector and haven't had the opportunity to experience the benefits that sail training instills in a person.

VISION

All young people deserve equal opportunities to grow confident, curious, courageous, resilient and compassionate.

MISSION

To engage and empower Canadian underrepresented youth in sailing and maritime activities to develop knowledge, skills and social belonging.

SOCIAL VALUES

Learn and live by the 7Cs: Competence, Confidence, Character, Connection, Compassion, Courage and Contribution.

Since 1998 through sailing, we have continued to apply experiential learning and self-discovery, encouraging young people to challenge themselves and explore their identities and potential. Program participants gain knowledge in navigation and seafaring, as well as an array of transferable skills that help them in a multitude of life issues. Sailing is effective in instilling critical skills from problem solving to leadership, resilience, teamwork and adaptability; it empowers participants by becoming better equipped to navigate life with greater confidence.

With the transformative support of the sailing community, our programs promote the development of positive and lasting relationships, they foster a supportive environment where everyone feels safe, heard, valued and respected. Anchored in equity, diversity and inclusion, our programs break down barriers and literally open gates, providing a welcoming space for young people to discover the joy of essential camaraderie as well as the boundless possibilities sailing brings to one's personal and professional growth.

Broad Reach Canada engages vulnerable youth in sailing, a transformative experience, which supports their intellectual, physical, emotional and social development. Being afloat, under sail, feeling the power of the wind and water, creates a lasting impact and develops character.

Of the thousands of charities in Canada, only Broad Reach provides youth programs and sailing free of charge.

OUR YEAR-ROUND ACTIVITIES ENGAGE
300- 3,000 YOUTH,
AGES 12-30, ACROSS CANADA,
ASHORE, AFLOAT AND ONLINE.

Our programs integrate:

- ✓ Leadership, civic engagement, social responsibility and service
- ✓ Introductory water safety and keelboat sailing to build confidence and social belonging
- ✓ Sailing-related STEAM activities to enhance education
- ✓ Environmental stewardship with focus on green operations and marine protection
- ✓ Maritime sector education and employment to increase work, food, housing and health security
- ✓ Tall ship sail training to challenge, expand comfort zones, potential and opportunities

This approach develops courage, confidence, teamwork, responsibility, resilience and compassion – valued character traits that benefit individuals and the larger society. Youth are engaged at every level of operations. This youth-centric approach is deliberate: youth deserve a safe space to have a voice and to create real impact. Our tall ship partners are BRIGS, Bytown Brigantine and Tall Ship Expeditions in Ontario, EcoMaris in Quebec, and Nova Scotia Sea School.

From coast to coast to coast the sailing community has traditionally been inaccessible to youth of lower socio-economic status. Broad Reach is fostering diversity, equity and inclusion by supporting vulnerable youth in their development through sailing.

Whom will you meet at Broad Reach programs?

Underserved, vulnerable, disadvantaged youth, ages 12 to 30, with minimal or no experience in sailing. Coming from underrepresented backgrounds, majority of these young people are newcomers, people of colour and from low-income families or BIPOC and LGBTQ2S+ communities, 60+ % of participants are young women.



Volunteer Roles



Volunteers support Broad Reach's Mission to engage and empower Canadian youth in sailing and maritime activities to develop knowledge, skills and social belonging in a variety of ways.

Aboard the vessels, volunteers maybe responsible as:

Skippers

who perform the primary role in demonstrating the fundamentals of sailing and guiding individuals through both theoretical and practical components of being afloat, ensuring a safe and enjoyable experience. Working with all aboard, the Skipper is responsible for the safety of the crew, participants and the vessels, and is henceforth responsible for all decision-making aboard and ashore.

Leads or First Mates

who prioritize the safety and optimal sailing environment for all participants in the program. They perform equipment inspections and assume the role of the Skipper in emergency situations. While the Skipper concentrates on overall vessel operations, the Lead engages with participants, providing instructions and ensuring optimal, safe and positive afloat experience.

Crew

who, when vessel capacity allows it, assist Skippers and Leads with the afloat operations. They help with rigging, cleanup and many other tasks as directed by the Skipper.

Skills

Assessment



Broad Reach may recruit a third party expert matter to assess new volunteers' sailing competencies to confirm which roles they are capable of undertaking. This assessment may or may not be optional to volunteers, depending on their track record. Assessment for candidates wanting to serve as Skippers is mandatory unless decided otherwise by the A-Team and approved by executive management.

A-Team comprises volunteers who serve afloat and who wish make more contributions and input into the afloat operations.

OTHER Volunteer OPPORTUNITIES



Aside from sailing, volunteers can provide other forms of support, based on their skills and interest. The following roles are carried out in close coordination with Broad Reach staff.

Event organization

this involves planning, logistics coordination, marketing, and other tasks related to the nature of the event. Event coordinators also liaise with volunteers, sponsors, yacht clubs and local authorities to ensure the events' success.

Program outreach

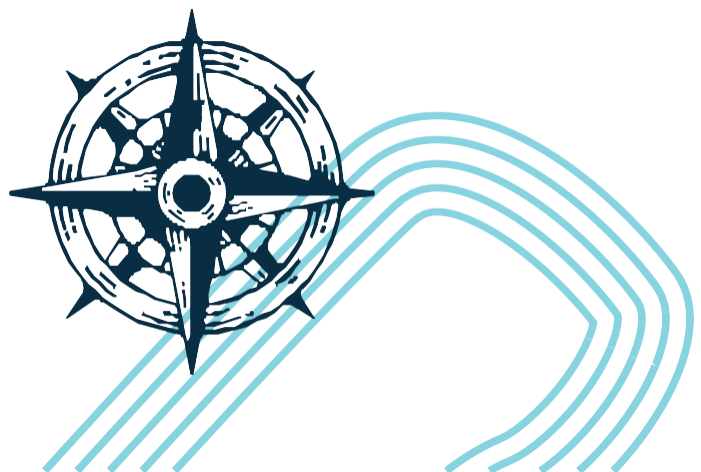
volunteers conduct outreach online and in-person to expand the organization's reach and impact engaging with local communities, schools, and youth organizations to promote Broad Reach programs and to recruit participants. This involves organizing information sessions, attending community events, and establishing partnerships to support program outreach focused on under-represented youth.

Publicity and fundraising

some volunteers connect Broad Reach to other organizations or individuals who support our Mission, including business, media and individuals. These volunteers also play an active role in organizing fundraisers and soliciting auction items.

Vessel maintenance

this activity is essential for keeping the organization's fleet in seaworthy, safe and functional condition. We depend on volunteers to perform routine maintenance tasks, such as cleaning, testing, repairing, and upgrading boats and equipment. They also support, and sometimes lead, the preparation and winterizing, ensuring that vessels are kept safe and ready to sail.





Current Programs

Ships2Shores

Since spring 2017, Ships2Shores has engaged **9,000+ young people** in activities developing skills, civic engagement and knowledge of Canada's waterways.



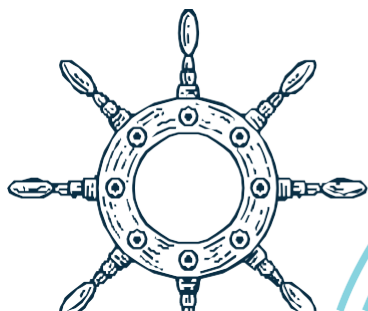
The project is currently funded in part by the Government of Canada through Economic Skills Development. Participants are youth ages 12-30, who apply either individually or through youth organizations. After taking part in the project, either on Broad Reach Canada's vessels in the GTA or on tall ships of partner sail training organizations, the youth activate their community service projects to give back. Through sail training and volunteering opportunities, they walk away with key skills that they will use at home, school and work throughout their lives.

Summer Afloat

Aboard Broad Reach's sailboats in the GTA, we provide youth with an opportunity to participate in 1-3-5-10 day sails to learn and experience sailing. This hands-on activity is recreational, competitive and educational, after which some participants come back to take part in other, longer programming.

Winter Ashore

Shore-based activities that include S.T.E.A.M. related subjects: sailing and navigation theory workshops; understanding of basic aspects of vessel maintenance; study and examination for the Pleasure Craft Operators Card, exploration of marine art and history, cardboard boat regattas - the design, construction, and sailing of a cardboard sailboat and water safety instructions in a swimming pool.



Volunteer Enrollment Process

1

Submit Your Application

- Sign up at sailbroadreach.ca
- Alternatively, contact admin@sailbroadreach.ca via email.

2

Role identification

Broad Reach will review your application and get back to you. If you are interested in a sailing role, the team will confirm best possible fit.

3

Volunteering

You will be able to access the calendar of volunteering opportunities. Our need for volunteers intensifies between June and September, but we still hold events, meetings and other projects around the year.

BROAD REACH CANADA FLEET



Jilasi

1996 Philip Rhodes Offshore 40

Rig: Yawl

Length: 39 ft

Beam: 10 ft

Draft: 7 ft

Generously gifted by Marlys Edwardh C. M. and Dr Graham Turrall in 2017



Ascend

1999 Reliance 12M

Rig: Sloop

Length: 39.3 ft

Beam: 8.3 ft

Draft: 6.08 ft

Generously gifted by Nick Mather in 2023



Sottovento

1996 J105

Rig: Sloop

Length: 34 ft

Beam: 11 ft

Draft: 6 ft

Generously funded by The Ontario Trillium Foundation in 2019



ANOTHERHAZARD

2000 J105

Rig: Sloop

Length: 34 ft

Beam: 11 ft

Draft: 6 ft

Generously funded by The Ontario Trillium Foundation in 2023



BLURRR

2007 Flying Tiger 10m

Rig: Sloop

Length: 30 ft

Beam: 8 ft

Draft: 3 ft

Generously gifted by Andy and Cathy Rolph in 2017



MARILEA

1984 Shark 24

Rig: Sloop

Length: 24 ft

Beam: 6.83 ft

Draft: 3.16 ft

Generously gifted by Ric and Monica Doedens in 2022

BroadReach programs are designed to be:

- Safe
- Exciting
- Educational
- Entertaining

To ensure the wellbeing and safety of all program participant.

Safe and Responsible Behaviour



All individuals involved, whether aboard a Broad Reach vessel, on the grounds of a host yacht club or on the premises of a Broad Reach event venue, must abide by the following guidelines at all times:

- Individuals, including staff, volunteers and participants, will conduct themselves in a professional, respectful and safety-conscious manner. They will respect the staff, members, volunteers and participants of Broad Reach and the host venues/organization
- Smoking is not allowed aboard any vessel, and is only permitted in designated areas
- No possession, use or transfer of alcohol, drugs or illegal substances is allowed while on the premises of Broad Reach partners or during any Broad Reach program and related activities
- Disruptive, offensive or disrespectful behaviour or language will not be tolerated. This includes loud or excessive obscene language; pushing, or other undesired body contact with others. This also includes physical, verbal or emotional harassment of any kind
- Willful or careless disregard for any safety rule, guidelines or verbal directions, whether or not it results in an accident or injury, will not be tolerated
- During program activities on the water, all crew, participants and volunteers must wear an appropriate and approved life vest at all times
- Skipper's directions are not debatable and all must be followed immediately
- Any change in program activities must be carried out in coordination with the Broad Reach Canada project coordinators and approved by program manager
- If a volunteer wishes to offer further support to a participant that goes beyond the scheduled activities, it must be cleared with and approved by the program manager

There shall be no plastic!



Why volunteer with Broad Reach?

Volunteering at Broad Reach is not just an act of generosity; it's a journey that enriches both the lives of under-represented youth and your own. As you step into the role of a volunteer, you become a vital force in realizing our Mission to cultivate knowledge, skills, and social belonging through sailing and through sharing of effort, ideas, empathy, creativity and fun.



"One of my favorite memories is seeing the young participants express their exuberance, delight and confidence in this, new to them, world of sailing and to which they respond so enthusiastically. I wish I could have had their experiences; my adolescence would have been much more positive for me - and those around me."

- Randall Withell, volunteer, 13 years



Fulfillment:

You become an integral part of a transformative narrative. The fulfillment that volunteers experience from witnessing their growth and empowerment is often the reason they come back!



Personal growth:

Volunteering at Broad Reach offers a unique chance for personal growth and skills development. Whether you're an experienced sailor or a novice, the diverse and dynamic nature of our programs provides an environment for you to hone your leadership, communication, and problem-solving skills. As you guide under-represented youth through the intricacies of sailing, you, too, navigate your own path of self-discovery and resilience.



Community:

Volunteering with us is an immersion into a community-driven initiative, creating connections and forging bonds that extend beyond sailing. The camaraderie built with other volunteers, participants, and the broader sailing community fosters a sense of belonging and shared purpose. You become part of a network of like-minded individuals dedicated to making a tangible difference in the lives of others.



You get to sail more!

The combination of physical activity, fresh sea air, and the camaraderie of the sailing community contributes to both physical and mental well-being. Volunteering becomes a holistic experience that nourishes not only the body and soul, provided there is one, it's a priceless gift to all involved.

Thank you for
volunteering with us!

Volunteering is at the very core of being a human. No one has made it through life without someone else's help.

— Heather French Henry

Introducing the team at Broad Reach



The Broad Reach team is committed to under-represented youth. As volunteers and staff work together, they communicate regularly. Here's a glimpse into the key team members and their roles:

FOR FLEET RELATED QUESTIONS:

fleet@sailbroadreach.ca

FOR PROGRAMS, VOLUNTEER-RELATED, OR GENERAL ENQUIRIES:

youth@sailbroadreach.ca

FOR FINANCIAL ISSUES:

admin@sailbroadreach.ca

FOR FUNDING, PARTNERSHIPS, FEEDBACK OR NEW INITIATIVES:

ceo@sailbroadreach.ca

Volunteers collectively contribute to the success and sustainability of Broad Reach Canada, fostering a vibrant and inclusive community, centered around the joys, skills and challenges of positive youth development through sailing. Thank you to all the volunteers for your generous support and dedication.

[@BroadReachFoundationForYouth](#) [@sail.broad.reach](#) [@sailbroadreach](#)

