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# New England Yacht Clubs' Management, Staffing, and Operations Analysis

March, 2020 / All Material is to be regarded at a **PYC BOD executive level** for distribution purposes

## Clubs for Statistical Comparison:

Organization	Contact name
Arundle Yacht Club (Kennybunkport, ME)	Mr. Christ Angelos      Commodore
Camden Yacht Club (Camden, ME)	Ms. Eileen Foden      Secretary
Northport Yacht Club (Belfast, ME)	Mr. Jim Facey      Commodore
Point Independence Yacht Club (Onset, MA)	Mr. Tom Sullivan      Rear Commodore
Boothbay Harbor Yacht Club (BH, ME)	Mr. Thomas J. Serino      General Manager

Note: **All material is to be kept at an Executive Level by verbal agreement with those involved**  
Project Manager: Peter Dawson; member, PYC Board of Directors. Project start: Dec, 2019

### Project Plan:

- Assemble a comprehensive set of information from New England Organizations similar in structure to the Portsmouth Yacht Club to allow a comparative analysis.
- Collate all data accrued from these organizations to allow the PYC Board of Directors an ability to compare our club's policies, staffing system (including job descriptions), paid employees, volunteer structure, club offerings, and other parallels with those clubs.
- Discuss possibilities deemed appropriate ***toward improving*** our club's culture, membership participation in events, volunteer assistance, support of tasks, perceived organizational ownership, and operational methods.
- Considerations:
  - Timeline to implement any changes or new methods
  - Financial matters (including all costing)
  - Membership concerns with regard to modifications
  - Risk(s) and ramifications (of specific changes)
  - Others to be defined
  - Key changes **must have alternates** to suggest **for countering membership** opposition
  - BOD special phase-in of necessary changes **before annual meeting?**

### Goal

- Define specific issues to PYC Membership requiring modification(s).
  - Outline a history and **identifiable details** of these issues, and compelling reasons for an **alteration** from existing methods.
  - Introduce new and **well defined** strategies for implementation (annual meeting, November, 2020).
    - **Dependency:** Reasons for any change(s) must be supported by **reliable evidence** of a **constructive or value-added outcome for these specific changes.**
  - Develop a **timeline** for a **phase-in** of any **changes** to: **operational methods**, flag officer related, employee associated, **club schedule**, **fees**, policy **enforcement**, or any other **club modifications** proposed by the BOD.
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