

# Launching Point for New Horizons



**Treasure Island Sailing Center**  
2021 ANNUAL REPORT



## MISSION OF TREASURE ISLAND SAILING CENTER

The Treasure Island Sailing Center is a non-profit organization whose purpose is to improve our community and the sport of sailing by providing access, facilities, and sailing instruction to people of all socioeconomic backgrounds, abilities and skill levels from the novice to the Olympian.

**“TISC has a great sailing vibe, we can feel the passion towards sailing from everyone we have met there. It is a great place for kids to learn sailing here.”  
— Summer camp parent**



## LETTER FROM THE BOARD OF DIRECTORS

### **IT IS HARD TO BELIEVE THAT ANOTHER “PANDEMIC YEAR” HAS GONE BY.**

Last year our organization had to make some very difficult decisions to downsize our team and weather the storm. This year, we rebuilt a foundation that will support pre-pandemic programs and post-pandemic growth. Our approach to pandemic adversity was to “make lemonade out of lemons” whenever possible. Our three priorities were to:

- ▶ **Get kids outside and into nature with one another to help them recover from months of remote learning**
- ▶ **Support learning and growth by increasing leadership and education opportunities**
- ▶ **Invest in organizational infrastructure to provide a strong foundation for post pandemic success**

From a programs standpoint, we brought back about 90% of our youth programs, added two new ones, and improved the curriculum across the board. Thanks to our new collaborations with local scientists and environmental designers, our STEM curriculum has never been more impactful. Our TI Maritime Education & Leadership Program (TIME to Lead) was launched with the Life Learning Academy (a local High School on TI) and has so much potential to teach life changing skills to every teenager on the Island. We also expanded our Instructor in Training (13-15yo) and Junior Instructor (16-17yo) training and leadership programs to develop key skills in our future sailing coaches and teachers. We look forward to the full return of our adult programs in 2022 as the pandemic evolves.

From an organizational standpoint, the changes were likely less noticeable to our community. We have greatly optimized our technology systems, and with the support of Lyn Paleo, PhD we have a logic model that connects activities, outcomes and impact measures for every class that we offer. This, paired with our improved metric tracking, registration and database system, is setting the foundation for a stronger, better, more effective TISC.

As many of you know, Development Director, Rosie Spaulding, engaged our stakeholders in a survey to ensure that our vision includes your vision of what TISC should be as we transition to a more permanent future. We truly appreciate your input and look forward to sharing results and future plans in 2022.

Sincerely,

Treasure Island Sailing Center Board of Directors





## Looking Back at 2021 by the numbers

**1,755** Individual  
Students

**23,072** Hours of  
Instructions

**83%** Youth  
Scholarships

## Siebel

2021 was TISC's second year with the Siebel Sailors Program. We are incredibly grateful for the opportunities this has provided our community, from developing the teaching skills of our coaches to impacting how we support the emotional needs of our young sailors. The RS Fevas have become an indispensable part of our programming, and they are well-loved by everyone who uses them. We are excited to further integrate the Siebel principles into all of our youth programs.



**"It doesn't matter what your background is or where you came from.**

**If you have dreams and goals, that's all that matters."**

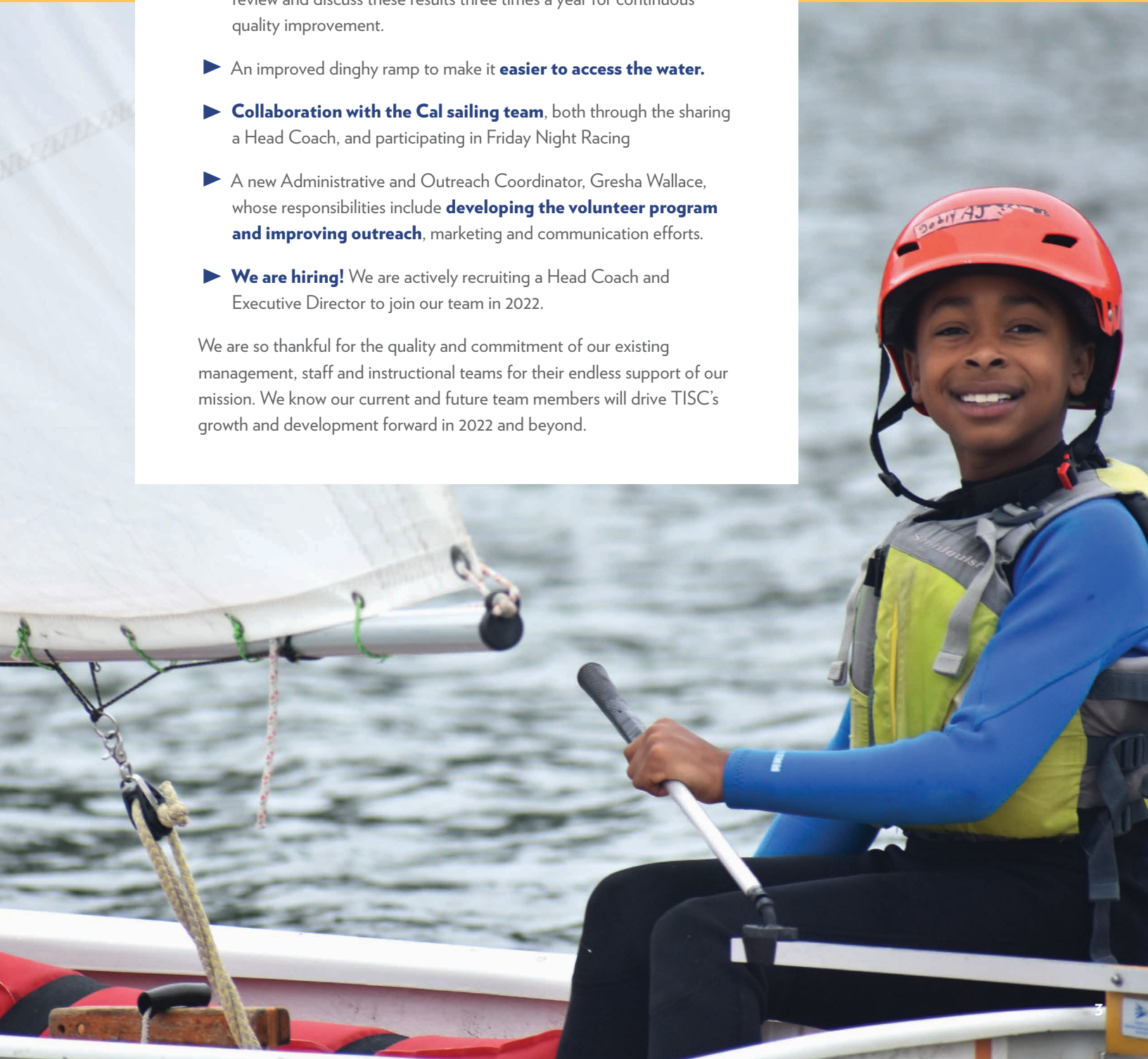
**— Serena Williams, professional tennis player**

# Looking Ahead in 2022

2022 will welcome a number of exciting developments at TISC. Here are a few highlights:

- ▶ **New technology and software** at TISC to optimize our registration process and communication capabilities.
- ▶ TISC now has a professional program evaluator who has developed a **comprehensive evaluation plan** with data collected from parents, coaches, teachers, as well as youth and adult participants. Staff will review and discuss these results three times a year for continuous quality improvement.
- ▶ An improved dinghy ramp to make it **easier to access the water**.
- ▶ **Collaboration with the Cal sailing team**, both through the sharing a Head Coach, and participating in Friday Night Racing
- ▶ A new Administrative and Outreach Coordinator, Gresha Wallace, whose responsibilities include **developing the volunteer program and improving outreach**, marketing and communication efforts.
- ▶ **We are hiring!** We are actively recruiting a Head Coach and Executive Director to join our team in 2022.

We are so thankful for the quality and commitment of our existing management, staff and instructional teams for their endless support of our mission. We know our current and future team members will drive TISC's growth and development forward in 2022 and beyond.



## Junior Sailing

This year TISC adjusted to the pandemic and rebuilt the capacity of youth programs with the goal to get kids outside and on the water so they could enjoy being together and out of isolation. After most schools spent up to a year and half in remote learning, we believe there was never a more important time for outside recreation than this past summer. Maintaining our pandemic precautions, classes were held predominantly outdoors, and each group had their own home base in the yard with a picnic table and canopy shelter. Thanks to mask-wearing, daily screening, and practicing distancing, there were zero reports of Covid cases. The natural ventilation that comes with sailing makes it an excellent activity during a pandemic!

We ran weekend youth programs on Saturdays and Sundays in the spring and fall, which included the debut this fall of our teen windsurfing class. Summer camp ran for nine weeks, with beginners getting out on the water for the very first time, more experienced sailors honing their skills, and everyone getting to make new friends and memories on Clipper Cove.

During the last session we were able to bring in groups from the Francisco Middle School community hub for free week-long Explore Group camps. Our partnerships with local organizations are a valuable way that TISC provides access to sailing to the larger community. The orientations that have been a long standing tradition at TISC will be the final program to return in 2022.



## Junior Leadership

The Junior Leadership Program offered teens a gateway between learning and teaching, providing practical instruction in group management, boat handling, and how to combine chalk talks with engaging drills and games to teach sailing skills.

This summer we hired four lead coaches and two assistant coaches who had participated in the Junior Leadership Program. It is exciting to hire teens who grew up as sailors in our programs for their first year of coaching! To develop our depth of instructors and ensure that we facilitate diversity in sailing education and coaching, we will continue to provide Instructor in Training opportunities for our young sailors so they can develop their skills as sailors, coaches, and young adults entering the workforce. In 2022, we look forward to offering our instructors and junior instructors specialized safety training geared towards young workers, and a specialized diversity, equity, inclusion and belonging training so they have the skillsets to make every child feel comfortable and included at TISC.

In November we introduced TIME to Lead, a leadership program for high school students offered to the Life Learning Academy on Treasure Island. By learning how to sail and work together on J24s, participants gain confidence and acquire skills that they can apply in other areas of their lives. We plan to expand this program in 2022!





## Science and Sailing Camp

To help bridge some of the education gap imposed by the pandemic, we offered summer camp options that merged Science and Sailing. Our sailors explored Clipper Cove as scientists, learning about ecosystems and food webs, and the San Francisco Bay as a watershed. These concepts came to life through hands-on activities like creating a watershed out of paper and searching for microplastics at the beach. Through the session, sailors took measurements and recorded the conditions in Clipper Cove, drawing pictures and creating graphs to display their findings.

Science and Sailing uses a curriculum initially developed for the 5th-grade Sailing to Save the Seas program. TISC is fortunate to be working with Benthic Lab and California College of the Arts. This partnership has led to the construction of a PlanktoScope for TISC, which allows for a real-time exploration of the organisms present in samples of water from Clipper Cove. We will continue this program to foster curiosity about the natural world in all of our sailors, leading to a sense of stewardship for the Bay.

**“Imani thoroughly loved the STEM program. She is still taking water samples and testing them. I think you have sparked an interest in her to continue to study Marine Biology.”**

**— Paul Bowser,  
Imani’s dad**



# Set, Sail, Learn

In 2020, we started the year with remote STEM classes. Along with SFUSD's return to in-person school this fall, TISC was thrilled to be able to have 24 classes visit TISC for in-person Set Sail Learn field trips! For those classes where in-person field trips were still not an option, we continued some virtual field trips. Virtual field trips bring a little bit of the Bay into the classroom, introducing ecology through games, activities, and an exciting encounter with a red rock crab.

Many of the fourth graders who came to sail and learn about the Bay asked about when they could come back! Set Sail Learn continues to offer a unique opportunity for 4th graders to get out on the water and gain an increased understanding of the Bay as a natural habitat. Every single one returns home with stories of adventure and an invitation to return for out of school sailing opportunities.

**"TISC provides students with a great opportunity to get to know more about the ecology of the Bay Area where they live. Introducing students to this field of science is beneficial in that students don't have to feel that the only scientists are the ones who are looking up at the stars and beyond."**

**— G. Lew, Spring Valley Science School**

**"It's so nice to be out here breathing in fresh air after being cooped in our houses forever."  
— Ashley 10 yrs old**

**"I think this field trip is important as it increases confidence for my students. Sailing for many students in SF is something they never have done. This field trip allows students to take risks and try something new." — L. Peterson**







**“Although my students live in the Bayview, walking distance from and overlooking the Bay, none had ever been on a boat or even right by the water. They were scared at first but by the end of their time on the boat they were standing, putting their hands in the water, and talking about wanting to come back. It gave them a greater appreciation for the Bay and helping to keep it clean.”**  
— R. Seid Malcolm X Academy



A photograph of four people on a white sailboat on a body of water. The sail is white with a blue stripe. The people are wearing life jackets and hats. In the background, a city skyline is visible across the water.

## Sailing Avenues for Adults

As a community boating center TISC welcomes adult participants to join us in lessons and renting our equipment. TISC has a variety of options for getting out on the water. Although staffing shortages limited adult sailing opportunities in 2021, we have been working hard to find solutions and develop more instructors for the 2022 season.

### KEELBOAT COURSES

While TISC's formal US Sailing Basic Keelboat course provides the novice sailor with all the skills needed to sail independently, this course is only the first in a range of courses designed to train the next generation of safe boaters. TISC offers a series of self-guided practices called Skills Days as well as a 2-weekend Advanced Sailing course facilitating continued sailing education and experience.

### DINGHY SAILING

Dinghy Sailing classes were by far the most popular option in 2021 given the distancing options and flexibility the classes provide. We will continue to expand the number of available courses in 2022.

### RENTAL PROGRAM

TISC rents out our J24's, RS Ventures, Vanguard 15's, Lasers, Kayaks, and Standup Paddle Boards. While there is a rigorous checkout for each craft, students who have graduated TISC's courses are sure to qualify. TISC welcomes all sailors and invites you to either take a class or pass one of our skill checkouts to rent our boats on Clipper Cove.

# PROGRAM EVALUATION & CONTINUOUS IMPROVEMENT PROCESS

## FEEDBACK FROM PARENTS

Percent who marked *All the time or Most of the time*

My child was **SAFE** while at TISC **99%**

The quality of the sailing instruction met my expectations **98%**

My child had **FUN** in class **95%**

My child definitely or probably wants to come back to TISC **92%**

## FEEDBACK FROM TISC SAILING INSTRUCTORS & COACHES

Percent of Instructors & Coaches who Agree or Strongly Agree

TISC worked hard to create an environment in which I could succeed **86%**

I received mentorship to improve my skills **88%**

Youth Program Director and Head Coach treated me with respect **100%**

I enjoyed teaching **100%**

## FEEDBACK FROM TEACHERS ABOUT SET SAIL LEARN FIELD TRIPS

Percent of teachers who responded 4 or 5 on scale of 1-5

Were highly satisfied **92%**

Felt their students learned about the ecology of the Bay **92%**

Would recommend SSL to other teachers **100%**



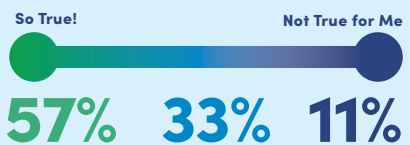
## FEEDBACK FROM STUDENTS ABOUT SUMMER SAILING CAMP

*Insights from Youth about their experiences in Sailing Classes*

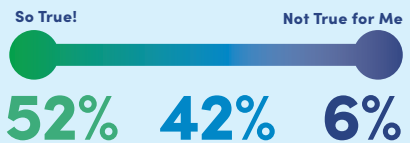
At the end of each Summer Camp, sailors received 3 stickers with icons to put on a 6-foot long thermometer to answer critical questions about their experience. We use this approach to check in with students and understand what we are doing well and where we can do better. A longer survey is emailed to parents who are asked to provide feedback in more depth.



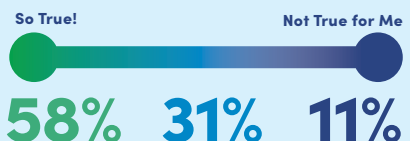
**I had fun!**



**I am proud of what I learned!**



**I feel part of the TISC community.**





## DIVERSITY, EQUITY & INCLUSION

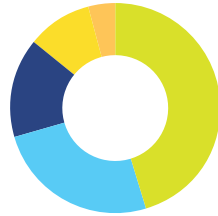
This year the DEI Committee focused on launching the TIME to Lead Program which focuses on teaching new sailors leadership skills through teamwork on keelboats. The curriculum teaches sailors how to lead themselves before they lead others with core skills being taught, practiced, and evaluated through sailing. Additionally, the committee began interviewing sailing heroes who stand out and are role models to our kids, particularly those with diversity in race, ethnicity, gender and sexual orientation. We are continuously evaluating ways to improve our impact and role on DEI in sailing and have recently partnered with RISE, a national nonprofit that educates and empowers the sports community to eliminate racial discrimination, champion social justice and improve race relations, to provide training to our staff, instructors, and youth.

### DIVERSITY, EQUITY & INCLUSION (DEI) COMMITTEE

Alex Francois  
Carisa Harris-Adamson  
Paul Heineken  
Danielle Lawson  
Joshua Leihe  
Kimball Livingston  
Mary Menninger

John Ngongoseke  
Ted Huang  
Kryisia Pohl  
Luxine Smith  
Clinton Townsend  
Ina Von Wunsch  
Pilar Schmidt

## 2021 FINANCIAL SUMMARY

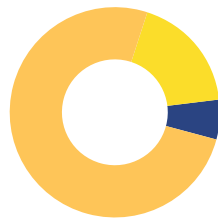


### REVENUE

<b>45%</b> Government Grants**	\$435,336
<b>25%</b> Foundations	\$241,000
<b>15%</b> Rental Income	\$149,186
<b>10%</b> Program Fees*	\$99,538
<b>4%</b> Contributions	\$40,316
<b>TOTAL</b>	<b>\$965,375</b>

\*after scholarship given out \$101,827

\*\*includes SBA Paycheck Protection Program



### EXPENSES

<b>76%</b> Programs	\$691,299
<b>18%</b> Management and General	\$165,185
<b>6%</b> Fundraising	\$56,392
<b>TOTAL</b>	<b>\$912,876</b>

## ANNUAL APPEAL Make a Difference

Our annual appeal ran over a four week span in December. Each email featured different aspects of TISC to highlight some of TISC's successes in 2021. In addition to sharing highlights about the year, there were three goals for the campaign — to solicit donations, recruit volunteers and promote current career opportunities at TISC.

**Our annual appeal raised \$14,075 in 2021, a 14% increase from 2020.**

In total, for 2021 TISC raised \$40,316 from individual donations and welcomed 786 volunteer hours.

We would like to thank our ongoing Board and committee members, as well as TISC parents, for the thousands of hours that they collectively commit to TISC each year.

**“Close to half of our students' families struggle financially. Many of these students have never experienced the wonder and joy of sailing or being out in the open water for that matter. They were thrilled by this amazing experience and enjoyed the hands-on STEM lesson as well.”**  
— C. Armstrong

**“Courage doesn't mean you don't get afraid. Courage means you don't let fear stop you.”**  
— Bethany Hamilton, champion surfer



## TISC DONORS

We would like to sincerely thank everyone who contributed to TISC in 2021. We could not deliver all these services without you!

### FOUNDATIONS

America One  
Laird Norton  
Family Foundation  
Noble & Lorraine  
Hancock  
Family Fund  
St. Francis Sailing  
Foundation  
The Enersen  
Foundation  
TK Foundation  
Youth Sailing  
Grant Program

### GOVERNMENT GRANTERS

California Division  
of Boating &  
Waterways  
(DBW)  
San Francisco  
Department of  
Children, Youth  
and Their Families  
(DCYF)  
National Oceanic  
and Atmospheric  
Administration  
(NOAA) B-Wet

### IN KIND GIFT

Les Durfee

**“I've learned that people will forget what you said,  
people will forget what you did, but people will  
never forget how you made them feel.”**

**— Maya Angelou**

### INDIVIDUAL & PRIVATE CONTRIBUTIONS

Carisa Harris  
& Nick Adamson  
Kristin Altreuter  
Joel Bartlett  
Virginia Barton  
Alka Bazaj  
Patrick &  
Diane Benedict  
Guillemette  
Brouillat-Spiegel  
Chris Churchill  
Malcolm Cooper  
Timothy Dawson  
Simon & Monica  
Donovan  
Linda K. Erkelens  
Catherine Ehr  
D. Faunt  
Jane & David Guinther  
James Hancock  
Dwight Harris  
William &  
Susan Hoehler  
Jerry &  
Diane Hougland  
Sharon Johnson  
William &  
Nancy Kales  
David Kane  
Daisy Kang  
Layla Katz  
John Keck  
Robert Laub  
Helen Lord  
Chris Luomanen  
Mary Menninger  
Bruno Motta  
Philip Myerson

### MATCHING GIFT PROGRAM

Single Handed Sailing Society  
The Blackbaud Giving Fund  
Anonymous Donors

Andras Nady  
Claire &  
Charles Pratt  
John Presnell  
Jose Quinteiro  
Jeffery Richardson  
Brandon Schwartz  
Jeff Shaw  
Ann Shriver  
Adam Spiegel  
Claudia Stillwell  
Diana Tapus  
Zeke Weiner  
Sam Wheeler  
David Wilson  
Cloquet Trust  
Hanson Bridgett LLP

### TREASURE ISLAND SAILING CENTER BOARD OF DIRECTORS AND COMMUNITY SAILING PROGRAMS COMMITTEE

Carisa Harris-Adamson,  
PRESIDENT  
Dave Guinther, VICE CHAIR  
William Hoehler,  
SECRETARY/TREASURER  
Chris Churchill  
Paul Heineken  
Rolf Kaiser  
Bill Kreysler  
Douglas Smith

Photographs TISC Staff

**"TISC is hands-down the best place to learn sailing in the Bay Area! They make sailing accessible to kids from all around the Bay Area by keeping costs low and providing sailing equipment such as wet suits and helmets. TISC has been great for building self-esteem and confidence. I'm proud that he faces the challenges of sailing with great excitement and courage." — Summer camp parent**



**"It was the best field trip ever and I feel free"  
— Tennessee, 10 yrs old**

**"Wow, there is so much I don't know about the Bay Area!"  
— Eliza, 10 yrs old**

**"My daughter was so happy and came home everyday telling me about new things she learned. Even on days when she capsized and struggled with tacking she said she had such a good and patient support system! It made her really want to keep trying."  
— Summer camp parent**



# ABOUT THE TREASURE ISLAND SAILING CENTER

TISC teaches life skills and respect for the environment through sailing. We provide facilities, boats, and sailing instruction for children and adults of all ages, skill levels, physical and mental abilities, race, ethnicities, gender, sexual orientation, and socioeconomic backgrounds. TISC students participate in positive, skill building experiences learning water safety, responsibility, respect, communication, teamwork, leadership, and appreciation for their environment. TISC is a large-scale, multiuser year-round sailing school on San Francisco Bay operated by dedicated staff and volunteers, emphasizing full community involvement by offering access to all, regardless of one's financial resources.



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