

Provisional Captain Training

Instructions for Captains Training Candidates

The Maui Canoe Club Board of Directors would like you to have the following information about becoming a Captain at Maui Canoe Club.

The Board invests Captains with responsibility for property, crew safety and behavior. Captains are the main operating arm of the Club and are responsible for implementing policy and regulations. The Board expects Captains to model the behavior expected of other paddlers in all respects, on shore and in the canoe.

Captains serve at the pleasure of the Board. The Board approves Captains and may revoke this approval at any time with or without informing the Captain of their reasons.

The path to becoming a Captain at MCC is as follows:

After reviewing and completing the Prerequisites, apply in writing to the Board of Directors (email is acceptable) expressing your desire to become a Captain at MCC. Inform the Board of your skills and training, and list how you are assisting the Club and its members. The Board will evaluate your application based on your demonstration of existing skills, knowledge, and abilities. The guidelines are below. They are not an exhaustive list of qualifications; there is no score and no pass-fail criteria. Rather the skills, knowledge, and abilities are a starting point for a conversation among the Board members about the likelihood that you could fill the role of MCC Captain in a competent, responsible, and beneficial way. If the application is rejected, the Board *may* provide you with reasons but they are under no obligation to do so.

Once approved, you will become a “Provisional Captain.” You will receive a copy of the Captains Training course and you will commence the study of the material at your own pace. You will work with the designated Training Captains (a cadre of select captains who have been trained to train) to evaluate your progress through the written work. You will also work with Training Captains on the water who will launch and land the canoe from seat 6 and switch you to seat 6 to practice steering and managing a crew. The Training Captains will evaluate your current steering skill and recommend to the Board when they believe you are ready to take the Launching and Landing course.

If the Board approves you for the Launching and Landing course, you will be required to build a strong crew to help you, with at least two Training Captains present, and will commence to launch and land the canoe a number of times. The Launching and Landing course will not to be allowed during the regular Paddling Plan times, only during Ad Hoc or

week-ends. The Training Captains present will send their evaluations to the Board for approval to move you to the next step.

Once the Board has approved you to move forward, you may practice in seat six on recreational paddles with a regular Captain in seat 5 or “shadowing” you from another canoe. You will perform all duties of a regular Captain in good to moderate conditions, including launching and landing, and crew briefings.

After satisfactory completion of the written study course, the Launching and Landing course, a huli recovery drill and supervised paddles, you may ask the Training Captains if they consider you ready to apply for regular Captain approval from the Board. When the training Captains have agreed, you will apply in writing to the Board for approval as a Captain. The Board will ask five other Captains of their choice to evaluate your skills by riding with you in a canoe and providing feedback. The Board is not required to approve any Provisional Candidate no matter what feedback they receive. The Board *may* provide reasons for disapproval if they wish in order to give the Provisional Captain a path for improvement.

It is strongly recommended that you work through this process with a Training Captain as a Mentor who will assist and guide you through the training.

Captain Candidate Evaluation Criteria

Skills - these are acquired by teaching and practice under the supervision of experienced Captains. and are evaluated by observation. Some examples are:

- Is the candidate a strong, competent paddler with extensive experience in all seats?
- Are they capable of paddling without rest for extended periods of time?
- Are they physically fit?
- Do they have any known physical limitations?
- Does the candidate have steering competence?
- Can they hold a boat in position or turn it in place?
- Can they maintain a straight line in calm or windy conditions?
- Can they execute a 90 or 180 degree turn around a buoy?
- Can they back up in a straight line to a target (as required for landing)?
- Can they “run the flags” with crew assist?
- Can they brief the crew regarding launch and landing?

Knowledge - this material is acquired by reading, lecture, and demonstration, and is evaluated by oral and/or written questioning. Some examples are:

- Does the candidate have familiarity with the Club By-Laws, Canoe Usage Guidelines, and the Paddling Plan?
- Does the candidate understand ocean conditions, their risks and consequences, how to read them, sources of information about them, and especially local conditions at MCC beach?
- Does the candidate understand the roles for each seat in the canoe and how they can help the Captain?

Abilities - these are largely self-developed and are evaluated by undocumented observation. By nature they are more subjective but no less important than the skills and knowledge. The successful candidate will have demonstrated these by their general behavior on the beach, in the boats, and as a club member, for instance by pitching in to help, making positive suggestions, keeping a cool head when emotions run high, and other behavior. Some examples are:

- Does the candidate have a personality that will be able to command and manage a crew?
- Does the candidate demonstrate decisiveness?
- Is the candidate a good communicator?
- Does the candidate demonstrate good judgment concerning risk and abilities?
- Does the candidate demonstrate responsibility concerning club assets and rules?
- Does the candidate demonstrate willingness to help other club members improve?
- Does the candidate demonstrate calmness in crisis?
- Does the candidate demonstrate leadership both on and off the water?
- Can the candidate anticipate and deal with situations positively, effectively, and quickly?
- Can the candidate conduct a critique in a non-emotional, non-blaming manner?
- Does the candidate assist the Club and members as noted in Prerequisites?