



CSTS Notes



Newsletter of the United States Naval Academy
Command & Seamanship Training Squadron

DIRECTOR'S CUT

by Renee Mehl



Sailing season is right around the corner judging by the flowers starting to bloom in my yard and the spattering of warm, sunny days.

Our winter training instructors have been doing a great job of adding new content and maximizing interaction with those attending in-person and online. A big thank you to the

professors from the USNA Leadership, Ethics and Law (LEL) Department for insightful lessons on leadership, situational awareness, and Operational Risk Management. The next phase of lessons focuses on the more practical aspects of seamanship and navigation. Please note there is a change to the schedule the week of Feb 27. Nav 102 is on Monday at 1600 and DEI is Wednesday, March 1st at 1800.

We encourage you to use the guide in this newsletter to use the courses and extra reading to study and start taking your online D-qualification examinations on Blackboard. All volunteers will need to complete their annual Rules of the Road and navigation exams (if due) prior to the DELMARVA sail. We're asking our current D-CS and D-OS instructors to review the proficiency tracker. If your Blackboard proficiency exams are due, we ask that you get those done prior to May 1st.

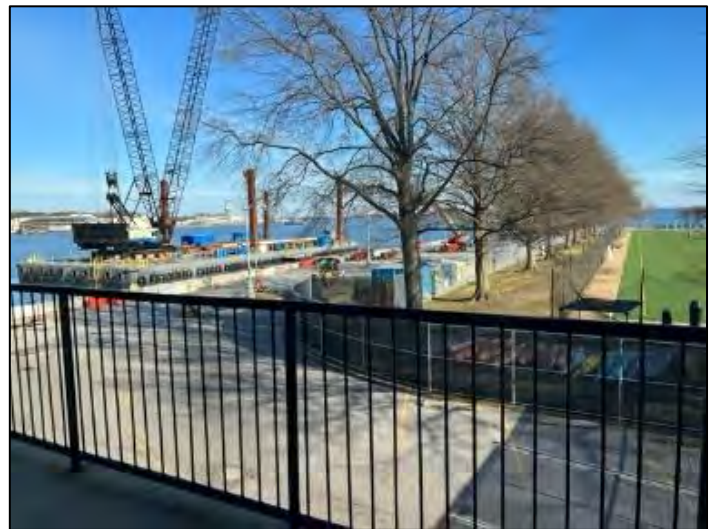
We'll start teaching refresher First Aid and CPR/AED courses for you in March, and new volunteers in April. Course dates and times will be posted on the Spring Training sign-up. If you already have these certificates (see Blackboard for list of US Sailing approved providers), please send Nathan a copy.

The landscape around the Sailing Center will look a little different for the next 18 months. The seawall from the Robert Crown Sailing Center down and around the Triton Light corner will be replaced in that time frame. The very large barge with a 210' crane is moored, and work is scheduled to start in about a week. There is still parking just outside the sailing center but the road along the river is blocked off. There is a temporary road across the field. We're happy that they're fixing the sinkholes but that means less parking.

Table of Contents

- Director's Cut
- Deputy Director Note
- Fleet Captain Note
- Maintenance Director Note
- Safety at Sea Seminar
- Spring Sailing
- D-Qual Testing Guide
- The Advice Monster
- Hails and Farewells
- Robots "Get" Sailing
- CSTS Facebook Page
- Email Opt-Out
- Thank you!

Speaking of parking, volunteers will need to display a pass in your window if you are leaving your car overnight for sailing this year. They are available from our new Administrative Officer, LT Connor Wade. You can find him in the CSTS office.



New office view

DEPUTY DIRECTOR NOTE

by Mr. Nathan Hesse



Your beloved D-Qualification Personnel Qualification Standards (PQS) book has gone through a rebranding. The next round of CSTS qualification books is now called the Job Qualification Requirements (JQR). PQS are traditionally Navy wide, while JQR are particular to a specific installation. The JQR designation is how our standards are

used at the Naval Academy since there is not a Navy wide sailing standard.

Not to worry. The new JQR is largely the same as the PQS. Those of you with an existing PQS should continue to log time in your PQS. This will prevent the need to transfer information into a new booklet and will conserve resources. Starting this summer, midshipmen will use the new JQR book. Only those trainees who have not logged any time in a Navy 44 will start with the JQR qual book.

In terms of content, there are very few changes. The introduction was restructured slightly to be streamlined and clearer. For instance, in lieu of lengthy paragraphs, bullet points are used to make information clear and concise. Some of the skills were rephrased, but the skills themselves and the intent of the sign off remain the same.

An alert reader might note that the required hours have slightly changed. The Senior Crew minimum hours have decreased from 33 to 32 hours. The Watch Captain qualification remains at 36 hours. The Executive Officer (XO) qualification has decreased from 37 to 36 hours. Skipper hours remain the same, at 56 hours with a minimum of 20 under sail. The required hours have also been rewritten in a way that is clearer in terms of the breakdown of time under sail, under power and at night.

FLEET CAPTAIN NOTE

by John Formisano



Skipper John Formisano

We are now about halfway through the Winter Classroom training, and I hope that the leadership aspect of the program has become clearer. CSTS (formerly OSTs) has always been about applying the leadership principals learned in class. Hopefully the CSTS leadership classes give you a new perspective on the theories that you and your team can apply during the summer

blocks. While some of the theory can be somewhat abstract; below is an example of how I've put a small part of the leadership training into practice. Specifically using the Observe, Orient, Decide, and Act (OODA) loop to help tie this leadership concept

to something as basic as steering the boat in the first few days of training. Note: This may not be flying a plane, but the principals still apply.

Steering the Navy 44 upwind on a port tack, and losing the wind – OODA Loop

- *Observe* (interaction of the Navy 44 with the environment) – course, sail in use, sail shape, waves, instrument data, feel of wind on left cheek.
- *Orient* (feedback) - heel of boat changes, foresail (jib) starts to flap (luff), boat slows, and mainsail slacks.
- *Decide* (decision) – which way to turn the wheel.
- *Act* (the action) – turn the wheel.
 - New Feedback (*Observe and Orient*).
 - Turn wheel to the right (starboard/away from the wind) sail fills and looks like a wing again, boat heel increases, speed increases.
 - Turn wheel to the left (port/toward the wind) sail shape does not change, sails may backwind, new noises, boat slows more.

This is just one example of applying the leadership lessons from class. There are certainly many others you will be able to employ during your block sail. I hope you'll find the next elements of the training just as useful. See you on the water soon!

MAINTENANCE DIRECTOR NOTE

by Craig Patterson

Greetings from the cutter shed. It's been a great overhaul season with the Waterfront having 75% of the jobs completed! We launched two Navy 44s on February 21st. Looking forward to seeing you on Saturday, March 4th at the Small Craft Repair Depot (SCRD) across the Severn River in my hands-on plumbing class.

SAFETY AT SEA SEMINAR

The link to sign up for our US Sailing sanctioned Safety at Sea Seminar is below. We co-host this event with the Marine Trades Association of Maryland (MTAM). Volunteers are required to attend Day 1, which we provide for free for our volunteers, staff and midshipmen. If you want to receive the US Sailing Offshore Safety at Sea seminar certificate, that is available for a fee of \$35.00. That is the fee that MTAM pays to US Sailing. CSTS does not require the certificate. Course attendance is good for five years. If you would like to purchase a box lunch (from Grauls) that's available for \$10.00, or you can bring your own lunch. There will not be time in the schedule to get lunch out in town.

For anyone interested in additional training, there is an Advanced Cruising course on Sunday, Day 2. It consists of lectures in the morning on Wind and Wave Dynamics, Communications, Voyage Preparation and Electronic Navigation. There are two options for the afternoon session. Option one is a course led by Sheila McCurdy, past commodore of the Cruising Club of America on Safety for Cruising Couples (and short-handed sailing). Option two is a session in the pool (limited to 50 people overall) rotating between life raft boarding, and practicing with PFD/tethers, life slings, and bilge pumps. It's offered to the



general public as a two-day course for \$320 or to volunteers as a Sunday course for \$135 which includes lunch. There's a link on the sign-up sheet to the MTAM website to pre-pay for any extras.

https://docs.google.com/spreadsheets/d/1_VTPVytgHrdsdtHMR1PYN4-kV2ZUWSUpnIx3g01UImM/edit?usp=sharing

SPRING SAILING

Time to sign up for spring sailing! We've incorporated a few more night hours during weeknights for the night-owls in the crowd (1600-2300 sails on Thursdays April 27th and May 4th). There's a total of 113 available hours to choose from across weekends, weeknights, and overnights, and all prior to the DELMARVA sails. There will also be some additional hours if you have time to help us out with sea trials to help get the Navy 44s ready for the season. Those are typically shorter sails during the work week. We will look at scheduling some spinnaker training with existing instructors. However, this is heavily weather dependent (i.e., no hoisting the kite in a gale).

https://docs.google.com/spreadsheets/d/1ERGH-HL6HAuGG7zISZUzOe6hjWHRbCpgw3aVr7_VtqE/edit?usp=sharing

D-QUALIFICATION TESTING GUIDE

Following is the recommended testing schedule for taking your Blackboard examinations and the Navigation practical test based on the winter class schedule. The majority of the Blackboard examinations are available on-demand. It is ok to be an over-achiever and beat this schedule. There are additional study materials for each topic available on Blackboard. Passing grade is typically 70% for all but Rules of the Road (ROR) which is 90%. You'll need to take a Refresher ROR every three months during the sailing season that's half the number of questions.

- **February:** Annual ROR, Electronics, Communications.
- **March:** Charts & Publications, Electrical, Engineering, Seamanship, and Navigation practical exam
- **April:** Safety, Sailing and Heavy Weather, Weather, Crew Overboard.
- **May:** Emergency Situations, First Aid, BIB/ SOP/ Navigation Standards. We are waiting on approval of the revise Navigation Standards before making this exam live.

THE ADVICE MONSTER

by Rick Robey

LCDR Steven Moffitt recently conducted a leadership session on *Effective Coaching*, which was incredibly insightful. If you haven't already, I highly recommend reviewing the class recording on Blackboard. During the session, Steve shared a TEDx talk by Michael Bungay Stanier on the "Advice Monster" and how to coach more effectively, which you can find here (<https://youtube.com/watch?v=Kl0rmx7aa0w>). Stanier's book, *The Coaching Habit*, emphasizes the importance of saying less, asking more, and changing the way you lead forever.

LCDR Moffitt highlighted some key takeaways from the session that are directly applicable to coaching midshipmen during our summer block sails. He explained that coaching is about learning with someone, not telling them what to do. The "Advice Monster" is a common pitfall that emerges when people try to provide advice too quickly. According to a study cited by Stanier, the average person listens for only 11 seconds before the Advice Monster takes over the conversation. The goal of coaching is to help someone find the root of the problem, rather than simply providing a quick solution.

The biggest coaching fault is defaulting to advice-giving. This can lead to solving the wrong problem or providing advice that isn't as good as you think it is. Additionally, when you're in the "tell mode," you're not allowing the other person to solve the problem themselves.

To tame the Advice Monster, it's important to develop good coaching habits, such as asking powerful, open-ended questions, being an active listener, showing empathy, and staying curious longer. Following a specific order of focus questions can also help you stay on track and help the other person solve the real problem:

- What is the real challenge here for you?
- And what else?
- What is the real challenge for you? (You will get a different answer)

Overall, LCDR Moffitt's session was a valuable reminder that coaching is about helping others learn and grow, not just providing them with the answer. Developing good coaching habits can help us all become better leaders and mentors.

HAILS AND FAREWELLS

We'd like to hail two new Sailing Center staff, LT Quentin Ezell and LT Connor Wade. Quentin is taking over as the Operations Officer from LT Brienne Aiken and Connor is taking over Administrative Officer duties from LT Brendan Fay.

Brienne and Brendan will be here through the summer, as Budget Officer and Safety Officer respectively.

LT QUENTIN EZELL, U.S. NAVY



LT Quentin Ezell currently serves as the Sailing Operations Officer at the United States Naval Academy. Raised in Walkersville, MD, he graduated from the United States Naval Academy class of 2016 with a Bachelor of Science in Economics and was commissioned as an Unrestricted Surface Warfare Officer. LT Ezell attended the Naval Academy Preparatory School and was a USNA varsity football team member.

After commissioning, he served his first Division Officer tour onboard USS James E. Williams (DDG 95) as the commands First Lieutenant, successfully completing an independent deployment operating in both the Fifth and Sixth Fleet while earning his Surface Warfare Qualification.

Subsequently, he served his second Division Officer tour onboard USS Wasp (LHD 1) as the ship's Assistant Senior Watch Officer and Communication Officer, earning his Steam Engineering Officer of the Watch qualification in the process. LT Ezell helped USS Wasp complete a safe homeport shift transit from Sasebo, Japan, to Norfolk, Virginia, and navigated the Seventh, Third, and Fourth Fleet to bring USS Wasp into a Dry-Docking Selected Restricted Availability.

LT Ezell most recently served as a Battle Watch Captain and Air Officer at Joint Interagency Task Force South, aiding over 26 partner nations and five Department of Defense agencies by taking tactical control of their assets and assigning maritime patrol aircraft to target, detect, and monitor illicit drug trafficking in the Caribbean and Eastern Pacific waters.

LT Ezell's personal decorations include one Navy and Marine Corps Achievement Medal, one Navy and Marine Corps Commendation Medal, and one Joint Service Commendation Medal. He is married to his wife Helen, who hails from Woodsboro, MD.

LT CONNOR WADE, U.S. NAVY



LT Connor Wade was born in Norfolk, VA and grew up in a Navy family, growing up on both the East and West coasts. He graduated from the United States Naval Academy in 2017 with a Bachelor of Science in Quantitative Economics and was commissioned as a Surface Warfare Officer. LT Wade was a member of the Men's Varsity Lacrosse team while at the Naval Academy.

Upon graduation, LT Wade served as the Strike Officer onboard USS Dewey (DDG-105) in San Diego, CA. He completed a 22-month tour, which included a WESTPAC deployment.

In August of 2019, LT Wade transferred to Naval Nuclear Power Training Command in Charleston, SC, where he completed Naval Nuclear Power School. He continued on to the Nuclear Power Training Unit in April of 2020.

In February of 2021, LT Wade transferred to USS Sterett (DDG-104) in San Diego, CA, where he served as the Damage Control Assistant. He completed an 18-month tour before transferring to the Academy in July of 2022.

ROBOTS "GET" SAILING

by ChatGPT

One of our winter training professors recently had the opportunity to work with OpenAI ChatGPT and gave it the prompt "Sailing Leadership". ChatGPT is a chatbot developed by OpenAI and launched in November 2022. It is built on top of OpenAI's GPT-3 family of large plain language models and has been fine-tuned using both supervised and reinforcement learning techniques. Our results are not bad as demonstrated below.

"Sailing leadership is the ability to effectively guide a sailing team to achieve their goals, both on and off the water. It is a combination of technical knowledge, strategic thinking, communication skills, and the ability to inspire and motivate others. A sailing leader must be able to make quick and informed decisions, adapt to changing conditions, and lead by example.

One of the most important aspects of sailing leadership is having a deep understanding of the technical aspects of sailing. This includes knowledge of the various types of boats and equipment, as well as an understanding of the physics of wind and water. A sailing leader must be able to read the weather and sea conditions and make decisions based on that information. They must also be able to communicate effectively with their crew, both in terms of giving directions and explaining the reasoning behind their decisions.

Strategic thinking is also crucial for sailing leadership. A leader must be able to anticipate potential problems and develop a plan to address them. They must also be able to assess the strengths and weaknesses of their crew and make adjustments as necessary. This requires not only a thorough understanding of the technical aspects of sailing, but also an ability to think creatively and outside the box.

Effective communication is a key component of sailing leadership. A leader must be able to clearly convey their vision and goals to the crew and must also be able to listen to and incorporate feedback from the crew. They must also be able to communicate effectively during high-stress situations, such as during a race or in the face of an emergency.

Perhaps the most important aspect of sailing leadership is the ability to inspire and motivate others. A leader must be able to create a sense of unity and purpose among the crew and must be able to build morale and keep the crew focused, even in the face of adversity. They must also be able to lead by example, by demonstrating a positive attitude, strong work ethic, and a willingness to take responsibility.

In conclusion, sailing leadership is a complex and multifaceted skill that requires a combination of technical knowledge, strategic thinking, communication skills, and the ability to inspire and motivate others. A sailing leader must be able to make quick and informed decisions, adapt to changing conditions, and lead by example. By mastering these skills, a sailing leader can

effectively guide their team to achieve their goals, both on and off the water."

MORE COOL TECHNOLOGY

Our TAD Ensigns and 2nd LTs bring a lot of value to the program every summer and fall. This year we had ENS Ryan Shaw until December and were able to put his computer science and coding skills to update some of our administrative tasks.

Next time you come to the sailing center’s foul weather gear cage, bring your phone. We’ll have you scan a QR code which will take you to a Google Form to check out or return foul weather gear. This will help us track and inventory our gear. Some other fun projects we are doing:

- We have one master database that will autofill the proficiency tracker and can generate other reports.
- We will also be beta-testing a new electronic chit system this spring. You’ll submit your maintenance chits online which should streamline the cutter shed process.
- We should also have a running maintenance log for each boat so you can track what’s happening.



CSTS FACEBOOK PAGE

CSTS has its own rebranded Facebook Page! In addition to this newsletter, we will post important information about the program to this Facebook page. Please “Like” us so you have the program information as it is released. We have 1.1K “followers” to date and growing every month. Help us get to “2,023” in 2023. Please encourage your midshipmen to send photos and video from their spring training sails and summer block sortie. Anyone can post to our Facebook page. Just let Rick know by email or text so he can approve your post. We are generating a good following of CSTS family and friends that are following your sailing experiences. Do not be shy and please post!

Please “Like” us at:
<http://www.facebook.com/USNAOffshoreSailTraining>.

EMAIL OPT-OUT

If you are on this email newsletter and would like to be taken off, please let us know. If you have any articles or information you would like to share through this newsletter, please email to richard.robey@gmail.com. As always, thank you for your support of CSTS.

We keep about 12 months of past CSTS newsletters posted on the Navy Sailing website for your reference at:

[https://www.usna.edu/Sailing/Command and Seamanship Training Squadron CSTS/Newsletters.php](https://www.usna.edu/Sailing/Command_and_Seamanship_Training_Squadron_CSTS/Newsletters.php)

THANK YOU!

Ms. Renee Mehl
Program Director
mehl@usna.edu
(410) 293-5610

Mr. John Formisano
Fleet Captain
jeformisano@gmail.com
(410) 991-1008

Mr. Nathan Hesse
Deputy Prgm Director
hesse@usna.edu
(410) 293-5614

Mr. Craig Patterson
Maintenance Director
cpatters@usna.edu
(410) 293-5629

LT Quentin Ezell
Ops Officer
ezell@usna.edu

CAPT (ret) Rick Robey
Newsletter Editor
richard.robey@gmail.com
(443) 875-2245

LT Connor Wade
Admin Officer
cwade@usna.edu
(410) 293-5616

Notes:

