

MEMBER SURVEY - WHO RESPONDED?

554 members responded to the survey

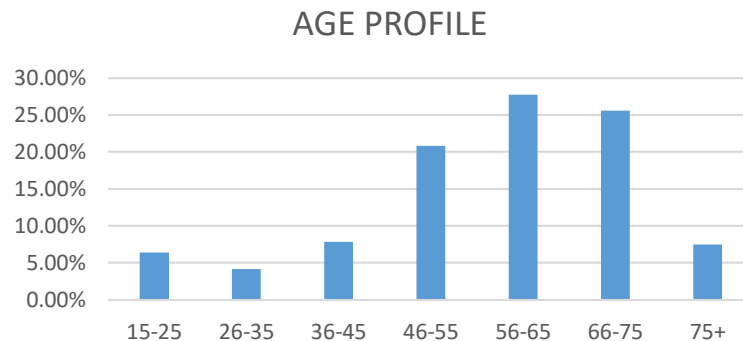
15 more than in 2015, and represents 23% of our membership

Gender: 94.5% Male, 5.5% Female

(5.2% in 2015). This aligns with our female membership percentage

Age: Good representation except in the 15-25yo age range

Approximately 19% of GFA members are aged below 25yo, yet only 6.3% of respondents were in this age bracket.



Gliding Experience: Participants had a good range of gliding experience

Student through to Instructor, club committee members, airworthiness, coaching.

Not many coaches responded – or we don't have many coaches?

	2017	2015
Still in training	25%	20.3%
GPC	50%	55.5%
Instructors	34%	62.8%
Coaches	9%	13.1%

RESPONSES

Members were asked to indicate if they agreed with the 5 Primary Objectives for GFA as shown in the Strategic Plan.

The Primary Objectives of the GFA are:

FREEDOM TO FLY: *To maintain and extend the freedom of members to fly.*

SAFETY: *To foster a culture of safety and risk management.*

PROMOTE & DEVELOP THE SPORT: *To maximise participation and to promote and develop the sport of gliding.*

PROMOTE A CULTURE OF EXCELLENCE: *To foster excellence in all aspects of soaring including training, sport & performance flying, technical expertise and international participation.*

SERVICES: *To provide management & administrative services to Members, Clubs & Regions in an efficient & cost effective manner, whilst optimising voluntary effort.*

- ✓ Each of the 5 objectives received at least 90% support (**Same results in 2015**)
- ✓ Highest ranked, with 97% was “maintain and extend member's freedom to fly”.
- ✓ Lowest ranked with 90% was “foster excellence in training, sport, technical expertise and international participation”

RESPONSES

Members were asked who provides them with valuable information and support?

	2017	2015
Fellow glider pilots	83.5%	83.5%
My Club	78.1%	76.5%
GFA departments, office, staff	69.3%	64%
My Regional Association	33.9%	32%

RESPONSES

What areas should the Board focus on to effectively grow the GFA?

The scores indicate the percentage of respondents who ranked this item in the top three

	2017	2015
Individual pilot freedom and responsibility	51.4	43.5
Our Safety culture	51.0	43.1
Mateship and having fun	44.9	39.0
The GFA Club system	39.1	35.5
Supporting Air Force Cadets and other youth organisations	32.5	26.7
Introducing more women to the sport	32.3	24.3
Reducing costs	31.9	31.7

RESPONSES

Members were asked if they were clear of the steps and were supported to achieve each of the following.

Scores show the percentage of respondents who agreed or strongly agreed

	2015	2017
Set and achieve my personal flying goals	77	80
Improve my performance flying results	68	72
Become an airworthiness inspector	46	47
Progress to become an instructor	44	44
Develop skills to be a sports coach	28	29

RESPONSES

How effective are clubs in each of the following areas?

Scores show the percentage of respondents who said Excellent or Good

	2017	2015
Training new pilots	83	79
Providing maintenance advice and support	71	72
The social atmosphere of gliding	72	71
Supporting private owners	63	63
Supporting solo pilots	65	59

RESPONSES

How do you rate the Quality of our training/educational processes in each of the following?

Scores show the percentage of respondents who said Very Good or Good

	2017	2015
Instruction of new pilots	80	78.2
Airworthiness training	52	60.8
Coaching	54	56.4

What alternative approach would produce a better result

1. **Form 2 inspections** based on hour's flown
2. Provision of **self-maintenance advice** and support
3. **Members must be more proactive** to reap additional club benefits
4. Encourage clubs to have honest discussions about "on the spectrum" **behaviours**.
5. Based on my club, it is not very welcoming for new members
6. **I love the club that I am at!**
7. **Better club house and surrounds** and more social events, more fun, to encourage more women
8. Enhancement of current club room facilities. **More adhoc social activities associated with flying days**
9. More **women members** and a more diverse age range to make gliding more family friendly
10. **More multi-club camps**. I like Mount Beauty/Leeton camps.
11. My club does not have a **supportive coaching culture**. I sometimes feel alone within the Instructor Panel championing this
12. **The fun has gone** from Gliding with heavy competition from other activities for young folk especially
13. More **information from the club** would be a good start!!!!
14. **Introduce younger members to the committee's** and mentor them to run the gliding movement
15. promoting the sport to **key target groups**, RC modellers, hang glider pilots, GA pilots put off by cost
16. Need to promote more low-key **entry level comps and inter-club regattas**. Solo pilots need more encouragement towards XC flying
17. A **national professional training school** that can issue certificates of flying competency which must be recognised by GFA clubs
18. A more **structured coaching** role both in flying and maintenance
19. Clubs vary in their emphasis - some specialise in training, others in cross country - **pilots need to choose their club to suit**
20. Access to full time training with professionals would help
21. **Pay instructors** a bit (not much) and get booked flights so we don't have to wait all day

How can we improve the effectiveness of training

1. Going to **centralised training centres**
2. Support younger members in gaining skills and knowledge in **airworthiness** for both private and club gliders.
3. Clubs probably need to speed up the development of **booking systems..** Can the GFA help??
4. **Formalise regular coaching** to be available at major gliding sites on a regular basis during the soaring season.
5. There's a **lack of post-solo training** and mentoring
6. I believe that our **pilot training system is inefficient** and of 'spotted' quality. Some good, some bad
7. Better training for club members and instructors in **handling new members** when introducing them to gliding
8. **Teaching instructors to educate**, more instructor training on the details of the syllabus and how to impart it.
9. More professional, **simulators at most training locations**, integrated with the training syllabus. Use of on-line modules
10. Better **instructor refresher courses**, helping to set a standard
11. A better structured record of **pilot progress** that is regularly monitored
12. Complete and issue the revised **instructor handbook**
13. Referring new pilots to clubs offering **week long training opportunities**
14. Make pilots aware of **progression options post solo** - cross country, passenger rating, aerobatics training
15. Get serious about developing a grass roots **coaching program**
16. Recognition of **non GFA airworthiness experience** would be a good start
17. Simpler **instructor learning tools** for use on airfield to cover all sequences
18. More guidance, more individual goal-oriented coaching, less formality and structure
19. I **congratulate the efforts of the volunteers** who have both written and presented the airworthiness course material
20. Need **better briefings, more classroom work**. Less delay between flights
21. More in line with GA, **portal online** for those wanting to advance their knowledge

What are the Barriers to progression within GFA

1. **Club culture:** Club culture is the biggest barrier - the old boys club
2. **Youth:** Highly skilled younger members who are keen, able and willing to volunteer their time, are quietly discouraged from pursuing instruction, committee positions and maintenance roles
3. **Coaching** is not encouraged by the CFI, and one becomes an instructor "by invitation only"
4. The GFA needs be more flexible and less constraining on developing personal responsibility, less instructor-centric ethic
5. Lack of coaches and excessive concentration on competition
6. **Coaching:** I feel that clubs should make sport coaching where possible part of the roster
7. **Remote location**
8. I believe we have a biased culture that values becoming an Instructor too highly
9. We are an organization based on **volunteers** who are time poor
10. **Independence:** Private owners should be able to fly on their own without club interference
11. **Instruction:** Too many instructors offering too many different opinions/having different standards
12. **Instructor training:** For some reason we drag the training out forever and wonder why the candidate decides that this is a waste of their time
13. **Airworthiness Pathway:** I found the path to complete assessment and therefore qualification confusing
14. I would now like to progress to coaching but am not aware of any training available
15. Progression in most areas is overly complicated, options such as instructor training should be offered/available to all
16. We need to develop clear **pathway programs**. Our current pathways are not well constructed and we are losing members because they do not offer value
17. Time and Money: To go gliding it is a whole day affair for a couple of 15 minute flights
18. I changed clubs as there were clear barriers to progression in becoming a cross country pilot in the club I started with
19. Some of us put in a lot of time to running some small clubs. Please keep the overburden of legislative and regulatory requirements to a minimum



Three suggestions to improve our sport?

1. **Accept qualifications** from other aviation sports more readily
2. Advertise more & **Promote the sport**
3. **Private gliding flying schools** just like GA and RAAus
4. Arrange with CASA to allow **clubs to maintain Tugs**
5. As with other sports, achieve a **higher public profile**
6. Provide smaller clubs with grants/loans to **upgrade club infrastructure** (aircraft/hangars etc)
7. Change training to save student's and instructor's time
8. "model" of gliding might change from volunteers to **professional/semi professional** model
9. Introduce **compulsory theory classes** before starting practical flight training
10. Continue to lobby for **independence from CASA**
11. Develop a common gliding booking system
12. Develop a **television documentary** similar to the Australian Parachuting Federation
13. Disband state associations
14. **Empower individual responsibility** and reduce club oversight
15. GFA to disaffiliate a club which refuses to train towards the GPC
16. Halve the **GFA fee**
17. Improve SOAR reporting transparency
18. Less emphasis on Comps, **MORE** on Club activities
19. More club to club interaction. Particularly with smaller clubs
20. **Nothing.** The sport is pretty good as it is
21. More support and flexible administrative structures/procedures for smaller struggling clubs
22. Offer **programs to schools** to encourage teenagers to get into the sport
23. Stop sending useless **surveys** with stupid question
24. Support for clubs to upgrade aircraft and facilities
25. Talk to Clubs Committees and tell them we cannot run Clubs like we did **30 years ago**
26. Turn the airworthiness over to CASA
27. **Fund you-tube training** - Seek volunteers from each club to produce you tube vidoes - 1 per month

Other suggestions for the Board

1. Advertise more & Promote the sport, to the general community and media local to the club
2. Promote gliding to HGFA and other aviation groups
3. Allow pilots more responsibility and increased independence
4. Allow anyone to be trained as an instructor after (say) first cross country
5. Encourage and support commercial operations in competition with clubs
6. Assist clubs with a standardised system of management
7. Support options for tug engine replacement
8. Introduce improved programs for solo and post solo training
9. Less emphasis on Comps, more on Club activities
10. Support introduction of booking systems and efficient finance systems for clubs
11. Celebrate the benefits of gliding over other forms of aviation
12. Encourage and support participation by youth and women
13. Support small clubs instead of overregulating and micromanaging
14. Get rid of the regions - they don't do anything anyway.
15. Help clubs to provide more flexible training paths for students,
16. Instructors need better training in interpersonal skills including communication and listening
17. Provide options for time poor members
18. Ground school before basic training would retain young pilots
19. Better guidance and support for post solo students