



Board / Executive Meeting

November 2/3 2019

MINUTES

Members Forum:

Saturday 2nd Nov. 4:30-6:00pm (no one came)

1. Opening and Those Present: 0830.

1.1. Present

Peter Cesco, Lumpy Paterson, Mandy Temple, Andrew Simpson, Anthony Smith, Pat Barfield, Brenton Swart, Lindsay Mitchell, Greg Beecroft, Chris Stephens, James Nugent, Terry Cubley

1.2. Apologies: Dave Shorter, Jenny Thompson, Viv Drew,

2. Minutes Approval

2.1. Approval of the Minutes of the Board/Exec Meeting August 2019

CHRIS/BRENTON CARRIED

2.2. Matters Arising.

- a. To follow up on a potential school based gliding course. Chris Stephens to coordinate
- b. S2F: Encourage clubs to use the GPTR and sell to each new member. Align with 2020 GPTR timeline. Action EO.
- c. S2F: Include the tabled GFA pathway diagram in logbook – Action MT. **COMPLETED**
- d. Fundamental change of policy re Team funding and ITC. ITC chair has resigned. Develop a detailed policy. Action CSDP.
- e. AW training Purchasing resources for engine courses and DI Video for engine maintenance
- f. Support for Jacques/Todd Data logger/tracker proposal: SDP will review and advise Board
- g. Harassment issue in Qld club. Action GQ

2.3 Decisions between meeting

- Sep: MPP Issue in Bundaberg
- Introduce a low cost Introductory membership for school groups

Approved. Chris/Brenton Carried

3. Correspondence

3.1. Inward

- Oct Rob Thompson various. Advising Board to get legal advice

Some admission re the Bathurst meeting. Stepped back from threats. Agreed to pay \$200 to junior fund

- Sep. WWGC Organiser Agreement

3.2 Outward

- Oct G Brasher – container import assistance
- Oct. Request to BGA re Simulator Forum

- Oct. IGC re Ranking List
- Sep. Consumer Affairs. Annual Report

4 *President Report*

- a. NSW meeting: Bathurst
 - a. Part 149 – request to Bob Hall to write info.
 - b. Positive feedback from meeting
 - c. Expressed Concerns re some members of Board wanting to move GFA to an RAAus model
 - d. TMG concerns. Need a pathway for TMG
88 TMG on register – 23 with current Maintenance release
- b. AGAA . AOPA bus available but requires booking and people to manage it
- c. Sid Dekker – response to Strategic Plan. Positive. Some suggested changes – see SP
- d. Museum. Sate that GFA has given them 15k. This is the total over 3 years

5. *Executive Officer Report*

- a. **Go Membership**
See report
Include in Mande-news

- b. **Member Survey**

Distil info. Put in magazine. Promote to clubs

Ask clubs who are good at some aspects – what do they suggest?

Board members to review and summarise the written suggestions

- Pat – training/quality
- Mandy – club improve
- Greg – Other
- Pete – barriers
- Lumpy – leaving
- Terry – suggestions
- James – Juniors

Support for small clubs. Regions to do some work on behalf of (smaller) clubs. – SMS, etc

Less criticism of web site with this survey

S2F received a lot of support

- c. **Membership numbers**

50+ member decrease in the past year

Member churn appears to have reduced significantly, but not clear why.

- d. **AEF**

Approved \$20 junior fee for groups (schools etc) for AEF

AEF to only be available once only Brenton/Lumpy. CARRIED

Advise clubs not to advertise joy flights.

6. *Vice President Report*

7. *Treasurer Report*

- Net position \$183,000 better than forecast due to underspend on projects
- Actions Required from Executive
To plan sufficient cash availability, budget forecasts for expenditure for the remainder of the financial year, for S2F, and Special Projects are required. **Action: Exec**
Mandy sent update on S2F to Dave

8. *Investment Report*

- Fund earnings 5.92%

9. **S2F Report**

- a. **Align with Integrated Training plan**
- b. **GFA Achievement Badges**

No support for the One wing for Solo option.
Agreed for a pair of wings for GPC to improve post solo retention.
Include the new GFA logo



Recognise solo in some way – club recognition. Ask clubs what they do.
Purchase GPC wings and promote

- c. **Round 2 and Round 3 next steps**
 - Round 2 clubs - Steady progress in most clubs
 - Need info on progress made
 - Report Status re criteria to progress – Amanda will have before xmas
- d. Board approved to advertise for round 3
 - Online testing etc – ABC, Radio, OO, etc
 - Succession planning for S2F management – need to identify a successor for training
- e. **Club + support for S2F Clubs (Go Membership)**
 - Mandy will offer a discount for S2F clubs to take on Club +
 - Mandy will forward a summary of club + benefits

10. **Soaring Development Report**

Feedback requested on the 7 day format for nationals.

11. **Operations Report**

- a. **Biennial Flight Review**

Consultation. 82% opened . 195 responded 147 yes, 31 some modification. 17 No
Requires time to write the Ops Directive, MOSP 2 modification and then implementation.
Implementation over next AFR cycle. Starting in January.
- b. **Independent Operator**

MOSP 2 change
Ops directive – guidance to CFIs. How to accommodate people who don't qualify for L2 IO
- c. **Integrated Training System**

The Operations and Soaring Development Departments have been working jointly to develop a more modern and up-to-date Integrated Training System. RM/Os and CFIs have been consulted for their views on the overall structure and will be asked to review each of the documents as they are developed.

The Board endorsed proposal and timeline. New Training Manual and related documents completed by May 2020 and the new system in place with instructors trained and authorised by the end of 2020.

- GPC has been in place for 5 years. Training plan required.
- Adding threat and error management point
- Simulator training note
- Pilot guide – trainee reference document – diagrams from GPTR

d. MOSP 2 amendments

Chris Thorpe and COP have prepared a number of MOSP 2 amendments to reflect decisions made at the GFA Ops Panel and to tidy up inconsistencies. If the re-titling of instructors levels from AEI, 1, 2 and 3 to Grades 4, 3, 2 and 1 is endorsed, we'll add the relevant changes to the MOSP 2 amendment.

- Same as GA. Grade 1-4 instructors. Grade 4 = AEI. No change to standards.

12. Airworthiness Report

- Proposed for Anthony Smith to become CAD Lindsay/Pat. APPROVED
- Andrew will be DCAD2
- Motion of thanks to Andrew for his work as CAD
- AD687 and AN175 have been re-issued. (engine fire issues). Require a form to confirm status – only 30% return. Warning to be sent out prior to grounding aircraft.
- Purchased an unserviceable Rotax engine for training purposes. Rob Thompson
- Don't have a 2 stroke engine trainer

AAFC

- RAAF Airworthiness Board (Ops and AW). Has concerns about operation of AAFC. Gliders and Diamond aircraft. Only specific form 2 inspectors can work on AAFC aircraft – must be AAFC approved.
- AAFC Concerned about our view on Part 149 – they want us to go into Part 149. Advise Gary Martin of status/progress.
- Threat of AAFC not continuing. We need a strategy to include and support more young people.

13. Project reports–

13.1 Part 149

- Feedback from Parachute Federation
Waiting for feedback on APF exposition in next few weeks
- Bob Hall introduction
Bob drafting an introduction to our exposition
- Develop a timeline for creating our Exposition
Documentation issues when referencing MOSP. Ensure references remaining following admin changes
Action once APF approved

13.2 Strategic Plan

- SWOT analysis section reviewed
- Consider the change to section 5 to be called Member Engagement and Support rather than Services
- Review content of Section 5
- [SEE UPDATED Strategic Plan)

13.3 Member Survey

- Review survey results
- Link to Strategic Plan

13.4 WWGC

- Organisation progress
Meeting fortnightly.
48 entries
Water available
Airforce extra airspace available to comp
Trackers arranged
Still waiting on government funding

Stickers not a priority
Update info in Mande news

- Australian Women's Team Preparation
Team is preparing well. Coaching sessions and practice
Attending various competitions in prelude

13.5 GoMembership

- Some difficulties with members logging on
- Communicate the concept of Credentials and Qualifications and the process to create.
- Reports available but we will need to provide guidance

13.6 Mt Beauty GC

- Refer Viv Drew email
- Require a Board position on behaviour of the club and their CFI
- Action plan
Write to club to advise that they are acting contrary to GFA procedures and principles, acting in a manner that is discriminatory to one or more of their members.
Club committee required to resolve this issue
Email to president and committee
Require club committee to resolve this issue and ensure discriminatory actions cease
Agreement to resolve within 30 days and then implement.
30 days to advise that this has been achieved otherwise we will suspend affiliation of the club and advise their members accordingly. Appoint an arbitration person/group
Appropriate action iaw their constitution
EO and President to write a letter to club committee

13.8 Marketing and promotion

- Logos
Gliding Victoria or Gliding Vic Tas? Navy Blue and gold?
Gliding South Australia, or Gliding SA & NT? Crows colours
Gliding NSW- Sky blue and gold
Gliding Western Australia black and gold
Gliding Queensland maroon and gold
- Board members to advise final input by Fri 8th
- Sarah to arrange picture for each, graphics
- Promotion. Announce 70th birthday. New logo to reflect . email to members
- Show all logos
- Require Promotional resources
banners, tents, pamphlets etc and then ask clubs to do the work? Ask marketing group what the best approach is. How many sets of resources?

AOPA bus.

- 5000 names of people interested. How do we contact them and what do we offer. Marketing team to suggest an approach? Ask Sarah.
- Can we get details of where it is going. AJGC can attend and speak. Pete to provide a schedule. (Melb and Brisbane).

13.9 Simulator

- Simulator team: Lumpy with support from Lindsay to investigate and advise
- Alby and Ian agreed to make a second simulator, create a flat pack
- Agree a cost – no charge for plans. Agree with Alby and Ian on how they will charge for their work.
- Clubs/regions can have a set of plans at no cost
- Use to reduce the cost of training
- Promote availability of plans and manufacture options
- Find the Benalla training notes and make these available

14. Regional reports

a. NSWGA

MPP – Seek expressions of interest from GFA members with expertise in MPP issues and ask them to review issues and advise the board. Similar to SOAR report group

Educate members on what is acceptable behavior. Just culture, Call out bad behaviours. Promote just culture info on web page under Ops. Mandy to source promotional resources.

Who is the responsible person in the clubs? CFI? President? Mandy to investigate

Duty of care of all members to call out issues

No clear pathway to report issues

Mandy to discuss with Sports Community, Sid Dekker, AIS

Report back to the board.

b. SAGA

- a. Request for support with becoming registered with State Department of Sport
GFA President to support SAGA president to make appropriate approach.

c. GQ

- a. Bundaberg MPP

GQ/GFA President to write to the club and require them to take action to remove or reduce the conflict between the two members, as a minimum to ensure that the two are not present at the club on the same day.

Provide advice to the club committee on education available on running a just culture within their club – Dekker, Sports community

d. VSA

- a. VSA Funding Support
- b. Women in Gliding
- c. Governance & Governance Policies
- d. YouthGlide Victoria program

e. WAGA

- a. Note loss of Morawa GC
- b. Note significant accident rate

f. Junior Gliding

- a. Joeyglide Participation
- b. Recommend that Regions create a Junior Representative (AJGC) on their regional committee. AGREED by NSW, Qld, WA, SAGA,
- c. Junior instructors course in June/July 2020. Seeking funding support from regions. Potentially \$20k. GFA to fund \$11k. NSW \$5K. Moved Lumpy/Pat CARRIED

Other business

Scott Percival legal claim

- 17 Sep Have advised investigation, offered Steve Pegler. Advised his lawyers. Still Waiting for a response

Web page update – Lumpy to scope improvements with Nick Gilbert and report to Board

Touring Motor Gliders

- Issues. GFA, RAAus, Purpose
- IO issues in GFA

AAFC cadets

- Junior friendly clubs
- Flying further courses
- Events
- Young instructors
- Organize events for juniors

15. Meeting Performance Self-Assessment

Decision Making:

Difficult decisions well considered and made

Not many rabbit holes

On track, managed

Timeliness of Reports:

Able to read most reports

Late reports – not enough time to read

Things that went well.

All able to participate

Member forum option is beneficial

Things that could be done better.

Routine info reports taken as read?

Some Preference for Melb meetings

Good to be seen in other cities

More time on issues rather than routine

AGM meeting could rotate around the cities?

16. 2019/20 meeting schedule

	Exec	Board
September	Tue 17 th SP GTM	
October	Board meeting 2/3 Nov: (Sydney) 70 year anniversary GFA	
November		
December		
January 2020		
February	Tue SP GTM	
March	Tue GTM	
April	Exec/Board meeting. 18/19 April Melb	
May	Department meetings cancelled Exec to review	
June	Tue SP GTM	Thu SP GTM
July 2020	GTM Tue Jul	GTM Thu Jul
August	Aug AGM/Board/Exec . Simulator launch. Member forum (Venue identify a suitable event)	

Department meeting – do we run them? Limit # participants to reduce costs

Annual meeting or biannual – CADs to discuss

Face to face cross department is valuable

Reconsider in October

17. Meeting Closure 4.30m