



# **GLIDING FEDERATION OF AUSTRALIA**

A Meeting of the GFA Board was held on Wednesday 21 July 2021 commencing at 8.00 pm AEDT. The meeting was conducted remotely via Zoom.

## **MINUTES**

### **1 OPENING OF MEETING**

#### **1.1 PRESENT:**

##### **Regional representative members:**

Beryl Hartley (NSW)  
Peter Brooks (SA/NT)  
Greg Beecroft (WA)  
Duncan Robertson (Vic/Tas)  
James Nugent (Junior rep.)

##### **Executive members:**

Steve Pegler (President)  
Lindsay Mitchell (Vice President)  
Terry Cubley (Board Secretary and GFA Executive Officer)  
Chris Bowman (Treasurer)  
Pat Barfield (Chair of Operations)  
Richard Frawley (Chief Experience Officer)  
Sarah Thompson (Chair of Marketing and Development)  
Vivienne Drew (Vice President)  
Drew McKinnie (Safety)  
Rob Hanbury (for AW)

#### **1.2 APOLOGIES**

Anthony Smith (Chair of Airworthiness)  
Lisa Turner (Qld)

#### **1.3 GUEST**

Ray Pearson, ASAC Executive Officer.

## 2 CONFLICT OF INTEREST

Terry and Jenny declared a conflict of interest for WWGC discussions (ref para 5 below).

Duncan declared a conflict of interest for MGBC discussions (ref para 17 below).

Steve made it known that one of the proposals for managing the GFA's financial reserves came from a company that is his superannuation financial advisors (ref para 8 below).

## 3 CONFIRMATION OF MINUTES FROM 20TH MAY 2021

**MOTION 1:** *That the minutes of the GFA Board meeting (20 May 21) be accepted.*

**Moved P. Brooks, Seconded D. Robertson - Carried.**

- Viv noted she has not heard back from sport and rec following her advice that Child abuse insurance was not available.
- Sarah noted that she was in discussion with a number of volunteers wanting to assist with Airshows Downunder airshow at Avalon.

## 4 RATIFICATION OF OUT-OF-SESSION MOTION

The following motion had been carried (vis email) but so ratified at this meeting:

**MOTION 2:** *That Drew McKinnie be appointed as the Gliding Federation of Australia's Safety Manager.*

**Moved: S. Pegler, Seconded: V. Drew – carried.**

## 5 WWGC UPDATE

Steve reported that he had received a letter from Paul Matthews who is acting on behalf of the Australian WWGC team. The 10<sup>th</sup> Women's World Gliding Competition results, which are still subject to an ongoing appeal, were the subject of this discussion. The letter explains the process of the appeal and why the team feels that they have not been treated in a procedurally fair manner. Should the team lose their appeal to the FAI they intend to lodge a further appeal to the International Court of Arbitration for Sport. Should that occur, the team will request financial support to mount their appeal. The request for financial support has not been made to help win their appeal, but rather to ensure that the principles of due process and procedural fairness have been applied.

Terry and Jenny left the meeting as they had been involved in the WWGC and had a direct conflict of interest in the matter.

Steve introduced Ray Pearson, the EO of Air Sports Australia Confederation (ASAC). He explained what ASAC does:

ASAC was formed in 1989 as a national confederation of sport and recreational aviation organisations. In 1990 it joined the Federation Aeronautique Internationale (FAI), and is Australia's representative on that body, and represents GFA, parachutists, hanggliders, balloonists, aerobatics and aeromodellers to that body. ASAC is the representative voice for those 6 federations at the FAI. Part of the GFA membership fee, as for other air sports body's fees, goes to ASAC. ASAC is our link to FAI with respect to international competitions, etc. ASAC also advocates on behalf of its members with CASA, in such areas as part 149 and the Class E airspace issues.

Through ASAC, the Australian WWGC team had appealed the penalty that has been applied.

As the FAI is the adjudicator in the WGC results appeal process, the appeal was submitted through ASAC. A joint counter appeal was made by the UK and German teams. For a variety of reasons ASAC is concerned that the appeal process is flawed.

The appeal was submitted back in April last year and is very technical in nature. We are now running up against the next championships, while still uncertain who the rightful current world champion is.

Should the appeal to the FAI be unsuccessful there is an opportunity to lodge a new appeal to the International Court of Arbitration for Sport. ASAC would be supportive of this action. GFA should support such an appeal as it believes the appeal process through the FAI is flawed. Ray felt there would be a good case for ASAC to offer financial support, as it should for any member of its affiliated sporting organisations that had been treated unfairly. It is important to be clear that we are defending the team's right to a fair appeal process, not the Australian Women's' appeal against their penalty, per se.

Paul Matthew's letter states that regardless of whether GFA provides financial support or not, that should the team lose its appeal to FAI, it will proceed with a new appeal to the International Court of Arbitration for Sport.

Following further discussion to help the Board's understanding of the process, Ray left the meeting. He was thanked for his contribution. Following considerable further discussion, the Board agreed that the Australian WWGC team appeal to the FAI had not been handled by the FAI in a way that would provide fairness.

**MOTION 3:** *The GFA Board believes there is clear evidence that the FAI's handling of the Australian WWGC team appeal is flawed. Should the team fail to win their current appeal to the FAI, the GFA will provide \$5,000 to the team to assist with legal costs in mounting an appeal to the International Court of Arbitration for Sport to ensure the team has been treated according to the principles of procedural fairness.*

**Moved S Pegler, Seconded L Mitchell - Carried.**

Terry and Jenny returned to the meeting.

## **5.1 AW PRESENTATION**

As Rob Hanbury had to leave, his presentation (for AW), recorded at Para 13.3 below, was presented at this time (9:00 AEST). Refer to Para 13.3 below.

## **6 CORRESPONDENCE**

Terry advised of the following correspondence made since the last board meeting.

### **IN**

- MBGC Committee
- CASA to EMO re access to Class A Airspace
- ASAC minutes referring to CASA proposal for a class 4 medical- a low level medical.
- Bob Dirks, auto tug concern and response to same.
- Drew McKinnie. CV in relation to Safety Manager Role

### **OUT**

- Email to Consumer Affairs Victoria. Requesting an extension of time to hold our AGM. Was TBD by end of August, now extended to Nov.
- Quarterly Statistics: Deed of Agreement
- Stephen Fickling (CASA) re Deed of Agreement 2021/22

## **7 APPOINTMENT OF SAFETY MANAGER (TO EXEC AND BOARD).**

In the Part 149 structure currently under formulation, the Safety Officer has a very prominent position. Hence the President proposed the following motion:

**MOTION 4:** *That the Safety Manager be appointed to the Executive and recognised as a voting member on the Executive and Board.*

**Moved: S. Pegler, Seconded: Viv Drew - Carried.**

## **8 INVESTMENT OFFICER / COMMITTEE REPORT**

Chris noted he had sent an email about recommendations for appointing a financial adviser. We are recommending that FMD be invited to provide a detailed statement of advice. FMD is Melbourne based. They manager funds for a number of not-for-profit organisations.

**MOTION 5:** *That FMD be advised that we wish to appoint them as our financial adviser, conditional on provision of a detailed statement of advice.*

**Moved: Chris Bowman, Seconded: Lindsay Mitchell - Carried**

## **9 END OF S2F. WITH THANKS TO MANDY**

The President noted that we wish to thank Mandy for her work with S2F, which identified many avenues for improvement of member retention. We'd like to thank her for her initiative and persistence. Mandy will continue to work in this area with Sarah as part of the Marketing and Development team.

The following motion was proposed.

**MOTION 6:** *That the board provides a vote of thanks for Mandy for here energy, work and diligence to the S2F tasks.*

**Moved: S. Pegler, Seconded: D. McKinnie - Carried**

Terry stated that he will now close down S2F email address.

## **10 ACCESS TO CLASS A AIRSPACE**

CASA Instrument EX86/18 is the GFA's exemption that allows access of gliders Class A Airspace expired at end of June.

CASA sent an email on 17 June to Chris Thorpe (EMO) requesting a lot of detailed and seemingly unnecessary information, about ADSB, oxygen etc, with an expectation of an answer that could be processed before the end of June. This was an unachievable timeline, thus our exemption has expired.

Steve Pegler advised that he had had a meeting/discussion with Rob Walker from CASA who initiated a discussion between Steve and CASA's Steve Fickling and Tony Stanton. CASA has agreed to an extension of the current exemption by 6 months but with an expected full review to follow

Drew stated: CASA appears to be inventing new excuses and false safety logic. Canberra glider pilots will be very unhappy if access to that airspace is removed.

## **11 PART 149 UPDATE**

In Anthony's absence, the President provided the following CASR Part 149 update:

Exposition has been largely prepared by Peter Johns, but there is still work to do.

Drew is working on a revised safety management plan.

CASA has been running video workshops.

A full update will be provided at our face-to-face meeting at the end of August.

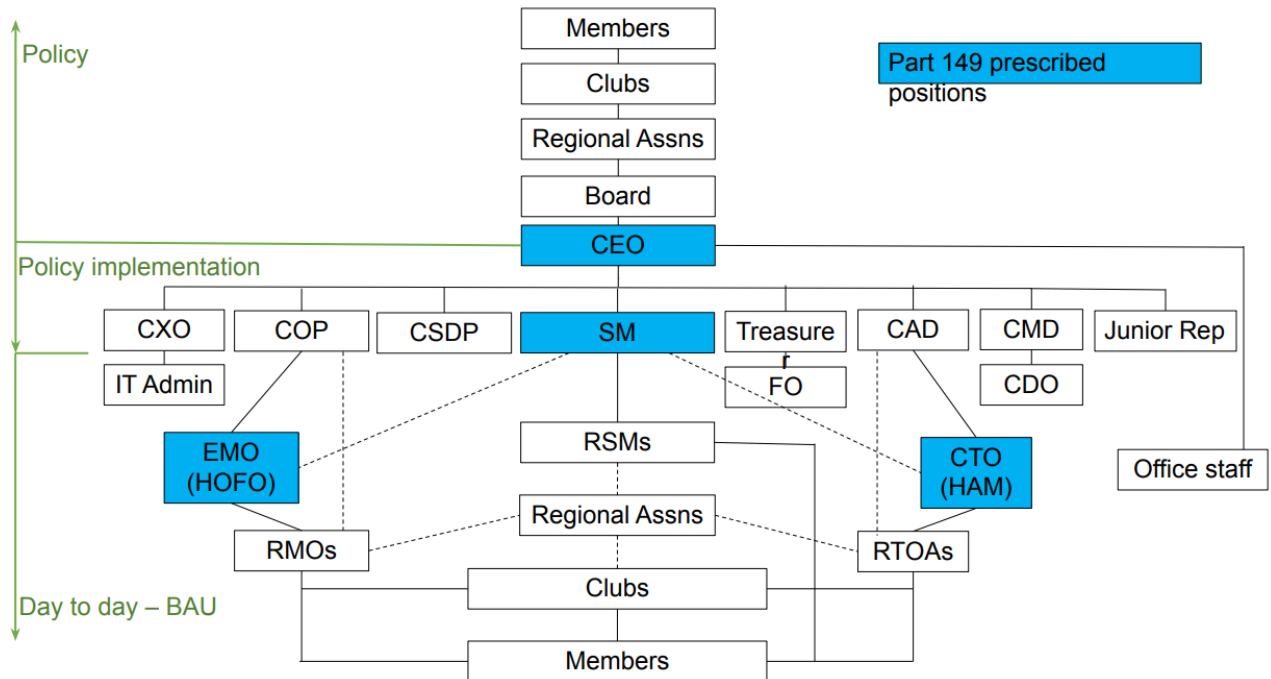
## **12 ORGANISATIONAL STRUCTURE PROPOSALS**

The President raised a discussion about the structure of the GFA board, particularly concerning how there is no practical separation between executive and the board.

Board should be representative of the membership with responsibility for governance and policy, while the executive is tasked with implementing policy and running day-to-day matters.

He provided an organisation chart proposing another way of structuring the Board and Executive, which is reproduced here (with notes):

## GFA organisational structure – a consideration



### Acronyms:

CEO: Chief Executive Officer  
 CXO: Chief Experience Officer  
 COP: Chair of Operations  
 CSDP: Chair Soaring Development  
 SM: Safety Manager  
 FO: Finance Officer  
 CAD: Chair of AW Dept

CMD: Chair Marketing and Development  
 CDO: Club Development Officer  
 EMO: Executive Manager Operations  
 HOFO: Head of Flying Operations  
 RMO: Regional Manager Operations  
 CTO: Chief Technical Officer  
 RTOA: Regional Technical Officer – AW  
 HAM: Head Aircraft Maintenance

## GFA organisational structure – a consideration

For clarity organisational structure under RMOs has not been included

Board composition – 10 or 11 members

- 5 Regional Representatives – Member elected via Regional Associations
- President could be appointed as currently done, could be one of the Regional Representatives elected by the Regional Representatives or directly elected by the GFA members
- A Juniors' representative
- A Women's representative
- Secretary – appointed by the Board
- Treasurer
- CEO

Executive Team – 8 members – all appointed by the Board

- CEO
- Chair of AirWorthiness
- Safety Manager
- Chair of Operations
- Chair of Soaring Development
- Chair of Marketing and Development
- Chief Experience Officer
- Treasurer

Part 149 prescribed positions – 4 - nominated by the Executive Team but appointed by the Board

- Accountable Manager (CEO)
- Safety Manager
- Head of Flight Operations
- Head of Airframe Maintenance

The President proposes to present and discuss this again at the face-to-face meeting scheduled for August. It was noted that the significant changes are the new CEO position and that there would be no VPs. The more constitutional changes that are proposed the less likely there will be support from the members.

Drew pointed out that the proposed structure aligns well with what the Australian Institute of Company Directors advocates.

## **13 REPORTS BY DEPARTMENT**

### **13.1 TREASURER / INSURANCE**

#### **i. Financial progress**

Chris presented his finance charts which in summary show that income is very close to budget, but it will be interesting to see how the numbers go for the rest of this year. Investment income is good, but is of course as yet unrealised.

#### **ii. Insurance update**

Insurance documents are now available on the website under Administration/GFA Insurance. Only difference to previous insurance is the excesses on the BBL policy has gone back to \$2500 from \$1000 as it previously was.

GoMembership reports updated by Sharon Brunton are working out really well.

### **13.2 OPERATIONS**

Pat provided the following update

#### **i. ITP progress**

Has been released for public view with a few of the documents on the Google drive so that all members and instructors have access to the GPC pathway, all training guides and all pilot guides, 4 out of 10 theory lessons and flight/trainer reference cards are now all available. The GPC book, the other 6 theory lessons and the TPT manual are still to be released.

Webinars have been presented to GFA Level 3 Instructors and CFIs

Bathurst Soaring Club has had a training system refresher weekend, and Lake Keepit will be having one this weekend.

A few clubs have been trialling parts of the documentation, and we have received 6 submissions – nothing major as yet. We have until August to do changes so we can roll out the new system at the beginning of September.

The main feedback was about the silver coach qualifications....eg why do silver coaches need to be official observers and why 600kms X-country in the last 2 years (based on a mis-understanding about whether 600ks was in one flight or several)?

## **ii. CASA Surveillance report**

The recent Surveillance Audit covers Ops and AW. GFA was given 9 observations and 1 finding – 2 observations were applicable to Operations regarding competency standards and issuing of controlled airspace endorsements. These are planned to be addressed in future training packages.

Other observations were:

- about record keeping and pertains to GoMembership regarding how pilots are uploading proof of their credentials – checking that people aren't claiming credentials they don't have (although these would not be approved by a staff member who has to approve the claim) or are failing to claim credentials they do have.
- 2 were about safety – risk management, and airspace infringements.
- Another was about Audit and surveillance – the process of training and authorising people to do audits, which will be addressed in the transition to Part 149.
- Observations regarding AW – there were a couple stemming from a desktop audit of Scarborough Sailplanes. And one about issuing of Special Flight Permits and another about issuing of TACs, this latter being a surveillance finding.

## **13.3 AIRWORTHINESS**

Rob Hanbury provided an update on GFA's current Airworthiness issues (actually much earlier in the meeting – See para 5.1, but recorded here in keeping with the agenda sequence):

- i. K13 and other wooden Schleichers are subject to an ASAP inspection due to an ageing wood/ glue issue. We have issued the AD and are considering how to proceed in general on ageing aircraft.
- ii. We are doing more training online and want to take that further. Is pretty good, eg people on the west coast can join people on the east coast
- iii. We waste a lot of hours on GoMembership and it causes a lot of confusion. Mainly in effort to renew ratings etc.
- iv. Richard is aware of some of the issues, and says they need to be raised with Azolve to fix.
- v. Beryl – traditionally some clubs have an airworthiness get together at the end of winter and do their Form 2 inspections etc, but because of COVID restrictions, can't meet the timescale deadlines. Is the GFA AW looking at any extension of time to assist those clubs who can't get their inspections done? Rob noted that a month's extension is easy to arrange, but longer would be more difficult. Clubs should contact Rob.

## **13.4 SOARING DEVELOPMENT**

Jenny presented her Soaring Development Board report, '13.4 2021-07 Soaring Development Report For Board Meeting.pdf', which is available with these minutes.

- i. Agreed to accept the nomination of Matt Gage as National Coaching Director.
- ii. Noted the proposed contract with WeGlide: Online competition.
- iii. Noted the change to appointment of National Competitions Committee (NCC) representatives.

## **13.5 MARKETING**

Sarah has been working to push down state level marketing to club level; she has been talking to Amanda VanderWal about that.

- i. **Airshows Down Under**

Planning to attend Avalon, even though it may not go ahead. Some people are keen to be engaged at Avalon, has identified a co-ordinator. Avalon is 1st week of Dec.

Unsure about what other airshows GFA will be attending.

### 13.6 IT – RICHARD

- Sharon has worked out really well. She will be undergoing GoMembership admin training.
- Ian Munro will be doing Salesforce work. He has a lot of experience in systems for non-profit organisations. Is semi-retired. He will be part time, on contract.
- Need to find a more technical person to deal with MyGFA coding and encrypting – more advertising on launch points required.
- Main job is improving user experience around GoMembership and removing the user experience pain. There have already been improvements made in the Badge Claim area, as worked on by Tim with Beryl.

Steve noted – need to tell people what we've done....it's important that people know that things are improving.

- Richard noted that there are more improvements coming around usability and user-friendliness.
- Intention is to replace Salesforce because it is expensive. It has a lot of functionality that we're paying for but not using.

Lindsay noted that GoMembership should not be used for AW management, and an alternative to Sales Force will be required.

### 13.7 SAFETY

- Has had useful inputs on organisational and accountability issues.
- Talks to Peter John and Anthony regarding Part 149. And fruitful discussions with Sid Dekker.
- Stu Ferguson has been offering some interesting ideas and good thoughts.
- Some discussions off line with Chris Thorpe about how to tidy up the safety accountability issues.
- In terms of how to make the SMS work best, further discussions are required with Jenny and SDP, Pat, Anthony and Dennis Stacey.
- Drew noted that the CASA surveillance audit had issues around definition of Safety Management functions that need to be tidied up.
- As well as writing the SMS and supporting documents, Drew will be seeking expressions of interest from members who might be able to provide direct safety advice to people in clubs and on the flight lines.

### 13.8 GOVERNANCE AND INTEGRITY – VIV

Viv presented details of the work she and the governance committee had done.

#### i. National Gliding Integrity Framework

The document has been available for review, and should be accepted at this meeting. Hence the following motion was put:

**MOTION 7:** *That the National Gliding Integrity Framework be accepted and approved.*

**Moved: V. Drew, Seconded: James Nugent- carried**

#### ii. Member Protection Policy

The member protection policy document has been completed. It has been segmented and linked to the other various documents to make it easier to find referenced documents. It includes codes of conduct for officials and anyone else associated with gliding. The following motion was put:

**MOTION 8:** *That the Member Protection Policy be accepted and approved.*

**Moved: V. Drew, Seconded: D. McKinnie - carried**

#### iii. Complaint/Grievance Policy & Framework

Since the Part 149 video conference, with Steve Fickling, we now have access to the CASA Enforcement Manual and Admin and Procedures Manual and plan to write our framework using parts from them as necessary.



We also have access to various forms required for submitting complaints, and for recording complaints as either Informal or Formal. The aim is to have this completed and finished prior to Sept for the planned face-to-face meeting.

### **13.9 JUNIOR GLIDING**

James presented his Junior Gliding Board report, '13.9 Junior Gliding Report July 21.pdf', which is available with these minutes.

### **14 MBGC – CORRESPONDENCE – DUNCAN.**

Discussion on this issue was moved to be at the end of the meeting. See below.

### **15 STRATEGIC PLAN – STEVE**

At the last meeting it was decided that Jenny, Viv, Lindsay and Steve would take this away and work on it. Steve advised some work has been done, but it is not yet completed. It is planned to present this at the next face-to-face meeting.

### **16 FUTURE MEETINGS**

#### **i. Face-to-face – 28/29 Aug**

Still planned for 28/29 Aug. Viv advised she has a meeting conflict and cannot attend until the evening of the 28th. If the COVID issues mean that the face-to-face cannot be held on this weekend, the intention is to delay it rather than resort to another remote meeting.

#### **ii. Special General Meeting**

This meeting was being planned to invoke some constitutional change before the next AGM – but the timelines are not possible. This will be postponed and addressed later in the year.

#### **iii. AGM – end September**

This is scheduled for Friday evening 24 Sept.

### **17 MBGC – CORRESPONDENCE.**

The Board had received a letter and supporting documentation from Mount Beauty Gliding Club (MBGC) making a number of claims of unfair treatment of the club by the Board and requesting an apology from the Board.

Discussion of MBGC correspondence was chaired by Lindsay as Steve felt it was inappropriate that he lead the discussion as he was the investigator into MBGC for the GFA. Steve also advised the Board that he would abstain on any vote in relation to the GFA's response to MBGC's letter.

Duncan provided details supporting the apology request, saying how the EO wrote in the GFA magazine implying that MBGC was at fault in lieu of a positive article that had been agreed to be published. This had done reputational damage to the club...standing costs, loss of committee members, instructors etc. MBGC believes that the EO was leading Board decisions in relation to MBGC.

Duncan was asked: would the club be satisfied with an apology or would this lead to further reparations? Duncan responded: no, we're trying to put an end to this, and we believe a public apology is required, since we've been publicly defamed.

Duncan left the meeting. Terry offered to leave but was advised to stay.

A long discussion ensued.

It was pointed out that Duncan had raised similar matters previously, which had been addressed, as recorded in the GFA Board minutes for November and December 2020. At that time the Board agreed to provide direct financial support to MBGC members and contracted VanderWal Sports Consultancy to work with the club. The Board agreed that an article could be placed in the GA magazine that would put the club in a "good light".

The article in the GA magazine (Dec 2020. Iss 54) to which the MBGC letter and Duncan had referred was read.

*A dispute has continued between the GFA and the Mount Beauty Gliding Club (MBGC) for the past 18 months, resulting in the affiliation of the MBGC being suspended and then cancelled. MBGC appealed this decision and an appeal panel comprising five Victorian Club Presidents reviewed the evidence and decided that the penalty applied was too severe and ruled in favour of the club. Affiliation has been reinstated and the Club's new Committee is in discussion with GFA to ensure the club's long term viability. The discussions appear to be making positive progress. Under the current rules disciplinary options open to GFA are extremely limited. The review of the Discipline procedure will aim to provide more options with regard to penalties that can be applied to ensure they are in keeping with just culture and procedural fairness principles.*

The Board did not agree that the article was defamatory to the club. Lindsay summarised as follows: there was a dispute, an appeal was lodged and considered by 5 Victorian club presidents who decided that the penalty was inappropriate as it was too severe, and therefore supported MBGC appeal.

Steve noted that many of his recommendations in his investigation report had not been implemented by MBGC. Other recommendations in relation to a review of GFA's disciplinary and member protection procedures have either been applied or are still actively under review.

Steve acknowledged that the GFA did not exactly follow its procedures. The appeal process should have been run before application of the penalty. When the error was realised, MBGC's affiliation was immediately reinstated. There is nothing new in MBGC's letter and these matters have already been dealt with.

It was decided that it was not appropriate to make an apology, but rather a letter could be drafted acknowledging errors have been made by all parties and seeking to repair relationships and divisions. All Board members who were present at the meeting agreed that no apology should be provided.

It was decided that a letter should be prepared in response and circulated to Board members for consideration. To be actioned by Drew, Terry and Steve.

## **18 MEETING CONCLUSION**

The meeting finished at 11:04 (AEST).

Peter Brooks, 27/7/21

<b>For Board Meeting:</b>	21 July 2021		
<b>Department/Project Name:</b>	Soaring Development		
<b>Prepared by:</b>	Jenny Thompson	<b>Date:</b>	20 July 2021

### **National Coaching Director**

Peter Temple resigned from the role of National Coaching Director (NCD). After first advertising, then approaching a number of possible candidates, Matt Gage has stepped up to volunteer for the role. Some on the Board will remember that Matt was involved in coaching for the WWGC Australian team and was issued with sanctions regarding the penalties applied to the team. The sanctions cannot come into force until firstly the WWGC appeal to FAI is heard and decided, and then Matt's appeal can be heard. Despite this, the penalties are listed below and do not apply to holding a position on a panel or committee.

#### **25 Feb, 2020: Email from Peter Cesco, President, to all members:**

".....The sanctions are that they will not be able to participate in Australian National Championships in any way for a period of 3 years and not be able to participate in International competitions in any way for a period of 5 years...."

#### **From letter sent to Matt Gage"**

"A. Penalties applied by the GFA Board:

- a. Issuing an apology acceptable to the GFA board.
- b. Complete exclusion, both competitive and organizational, from Australian National Competitions for 3 years and
- c. Complete exclusion, both competitive and organizational from Australian International Competition for 5 years"

### **Key Information**

#### *WeGlide Online competition*

The SDP has been in negotiations with WeGlide, the German team of developers who provide the latest online gliding contest. They will enter into a contract with Gliding Australia to develop and run the Australian competition, not dissimilar to OLC, but much more extensive and supported. The cost will be 4000Euros annually.

#### *NCC*

The SDP has sought nominations for the National Competition Committee (a subcommittee of the Panel). This is a change of process. Previously the committee members were chosen from Pilots' meetings at Nationals. Given there have been no Nationals held for some time, and the fact that many competition pilots do not attend Pilots Meetings, it was thought it fair to make the process more transparent and democratic.

#### *National Tracking and Scoring Programme*

An expression of interest scoping document has been sent to members interested in developing and providing this system for Gliding Australia, not only for Nationals but for any comps. Expressions of interest are to be back by the end of July.

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**Proposals for Consideration**

Nil

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**Decisions required**

Nil

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**Progress with Strategic Plan items**

All Soaring Development actions are in progress and there are no issues

<b>For Board Meeting:</b>	July 2021		
<b>Department/Project Name:</b>	Junior Gliding		
<b>Prepared by:</b>	James Nugent	<b>Date:</b>	18/07/2021

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## Executive Summary

Recent Junior Gliding events have been run in Victoria and Queensland. The Junior airworthiness course is postponed indefinitely due to COVID. Organisation of JoeyGlide 2021/22 is ongoing, as is the planning of Junior Gliding events in each region. Marketing & Development's release of integrity posters is welcomed. Juniors are reporting difficulties with the GoMembership system. Thinking is being put into future talent identification and development.

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## Recent Events

Junior gliding events were recently run at Benalla and Darling Downs. The Benalla event was aerobatics training and was well attended. The Darling Downs event was affected by weather.

These events were AJGC Local Series events run by the AJGC State Representatives. The Local Series is an informal series of junior gliding events run in each state, each year. The Local Series has the potential to be developed into a national 'YouthGlide program', pending resources and support.

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## JoeyGlide 2021/22

Annual Junior Nationals & Junior Coaching Program

Gliding Club of Victoria, January 15 – 22, 2022

<https://www.joeyglide.juniorsoaring.org/>

Thanks to the GCV for their assistance in organising the event so far. All juniors and supporters are encouraged to register and attend what promises to be another fun and successful JoeyGlide.

*[Relevant GFA Goals:*

*Build and promote an external profile; Increase Participation, Inclusiveness & Diversity; Accessibility & Standards of Competition; Safety Culture; Promote Culture of Fellowship, Fun & Enjoyment; Increase Member Retention.]*

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## Junior Airworthiness Training

The Junior Airworthiness Course was scheduled to run at Camden over July 6-12, with theory lectures delivered online. The course has been delayed indefinitely due to the COVID outbreaks. Thanks to Anthony Smith and Justin Couch for their efforts in organising the course to date.

*[Relevant GFA Goals:*

*Increase Participation, Inclusiveness & Diversity; Safety Culture.]*

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## Junior Coaching – Talent Identification

COVID has reduced the number of talented junior pilots progressing through the ranks. GFA might expect difficulty fielding competitive teams for the JWGC in the coming years. The AJGC committee

has proposed a decentralised coaching program to assist in developing talented junior pilots. The AJGC VP is working on a proposal for the Soaring Development panel. The intention would be to make some use of the approved budget allocation for Junior Coaching.

*[Relevant GFA Goals:*

*Build and promote an external profile; Accessibility & Standards of Competition.]*

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## **Integrity Posters**

The Junior Rep has been made aware of some recent discrimination against young people in Gliding Australia. Some points to note:

- Junior members become disengaged when subject to harassment.
- Victims do not know where to find support within GA.
- Girls are more vulnerable and are the subject of most cases that we become aware of.

Marketing & Development's rollout of three 'Integrity Posters' is welcomed. The board should consider further options to improve culture around youth.



*Figure 1: Example Integrity Poster*

*[Relevant GFA Goals:*

*Develop a Modern, Innovative Sport; Increase Member Retention; Freedom to Fly; Increase Participation, Inclusiveness & Diversity; Promote Culture of Fellowship, Fun & Enjoyment]*

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## **Governance**

The Australian Junior Gliding Club is in the process of reviewing and updating its constitution. This is to better reflect the organisation and ensure compliance with the South Australian Associations Incorporated Act (1985).

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## **GoMembership**

Some junior members are now reporting difficulties with the GoMembership system. The specific areas raised include:

1. Lack of tutorials, instructions or any guidance on how to perform basic functions
2. Slow and unresponsive user interface
3. Poor smartphone compatibility

In one case, a member reported that they were unable to add a credential from their smartphone.

It is suggested that short video tutorials for each GoMembership function would assist.

*[Relevant GFA Goals:*

*Develop and Manage Effective Systems for Members, Clubs and Regions].*

End of Report