



GLIDING FEDERATION OF AUSTRALIA

A Meeting of the GFA Board was held on Wednesday 31 Aug 2021 commencing at 8.00 pm AEDT. The meeting was conducted remotely via Zoom.

MINUTES

1 OPENING OF MEETING

• PRESENT:

Regional representative members:

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

Executive members:

Steve Pegler (President)
Lindsay Mitchell (Vice President)
Vivienne Drew (Vice President)
Chris Bowman (Treasurer)
Jenny Thompson (Chair of Soaring Development)
Pat Barfield (Chair of Operations)
Anthony Smith (Chair of Airworthiness)
Drew McKinnie (Safety Manager)
Richard Frawley (Chief Experience Officer)
Sarah Thompson (Chair of Marketing and Development)
Terry Cubley (GFA Secretary and GFA Executive Officer)

• APOLOGIES

None

2 CONFLICTS OF INTEREST

Jenny Thompson, Terry Cubley re WWGC motion.

3 CONFIRMATION OF MINUTES FROM 21 JULY 2021

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

Moved: P. Brooks, Seconded: D. Robertson

There was some discussion around the following motion where two members of the Board believe that the motion as recorded did not accurately reflect the motion that was put. The motion recorded was:

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.

After some discussion, the original motion was reworded with the word 'clear' replaced by 'prima facie'.

*The GFA Board believes there is **prima facie** 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: D. McKinnie, Seconded: J. Nugent, carried unanimously.

Accordingly, MOTION 1 was reworded to:

MOTION 1: *That the minutes of the GFA Board meeting (21 July 21) be accepted, except that the word 'clear' in MOTION 3 be replaced by 'Prima Facie' as detailed above.*

Moved P. Brooks, Seconded Viv Drew. - Carried.

4 CORRESPONDENCE

The following correspondence items were recorded:

IN

- 28 July: CASA deed 21-22 received
- 5 Aug: Audit management letter
- 24 Aug: CAS, National indigenous Sports Foundation
- Owners corporation fee notice.

OUT

- 29 July: Invoice to CASA for first deed instalment
- Confirmation to CASA that GFA sought renewal of an airspace instrument allowing access to Class A airspace on 28 April 2021.

5 ACCESS TO CLASS A AIRSPACE

- CASA has agreed to renew our exemption through to the end of year subject to clarification around the safety case.
- However, as no wave soaring camps are expected this side of Christmas, it is a moot point, and GFA's best action is to put effort into a permanent rather than a short term solution.
- The President received a letter from Canberra Gliding Club expressing concerns about the timing of the process. CGC requested that the process for a permanent solution be progressed asap rather than deferring to the first quarter of 2022 as they believed that such a time -frame would not allow sufficient time to establish any new procedures prior to the planned wave camp in 2022
- The President will speak to CASA (Steve Fickling) and GFA (Chris Thorpe) to see if the matter can be expedited.
- The CASA sports team along with GFA are primarily focused on matters associated with Part 149 meaning that resources are already stretched.
- CASA wants risk assessments and risk action plans.

6 EXECUTIVE OFFICER REPORT:

- **Membership application to include integrity commitment?**
 - Agreed to include the National Integrity Framework as part of the Membership application, and require a commitment from the member to comply with the **GFA integrity Policies** when a member joins GFA for the first time, and on renewal. This will be in addition to the current terms and conditions and disclaimer.
- **Governance and Integrity (Viv/Jenny)**
 - Approve changes to National Integrity Framework and MPP (including removal of Member Declaration). Strength of that approach is that it removes the need to collect signed forms from members.
 - The NIF describes the 6 integrity policies.
 - Accepted by minuting.
 - Complaints and Discipline policy still under development.

- **Recruitment & Selection Policy (Terry)**

MOTION 2: *That the Recruitment and Selection Policy be accepted with amendments.*

Moved: Drew McKinnie, Seconded: S. Pegler. Carried.

- **Awards/Trophies**

- Discussion was deferred to the end of meeting as some attendees would need to absent themselves.

- **GFA Membership Report (Sharon Brunton)**

- Membership numbers are down,
 - Many new members at the beginning of the year, but stopped in the last 3 months.
 - Renewals have slowed also, this is an issue.
 - There has been a request from a GFA member for a fee reduction due to Covid.
- Note: Benalla has booked out all its intensive course, and there is a backlog of flights that have been put off.
- Concern that some older instructors may not come back at all; they may just retire due Covid 'stay at home' restrictions.
- Narramine courses are all booked up, so Beryl is expecting people to turn up if they can.
- Many AW ratings are coming due for renewal, so a big workload is looming.
- The Board felt it should adopt a wait and see approach but to keep a very close watch on emerging membership trends.

- **National Indigenous Sports Foundation**

- We don't have many indigenous members. Funding may be available for such members, but is not available yet.
- The government has formed a foundation, but they have not yet provided any related projects/funding.

- **NSWGA Constitution**

- Beryl spoke to the proposed revision.
- NSWGA has submitted its draft constitution to the GFA Board for comment.
- The Board is required to review and approve all regional constitutions.
- NSW has GFA members as members, in addition to clubs as members.
- Board members to review, and send comments to Beryl.

7 PART 149 UPDATE

- A lot of work is happening behind scenes.
- We need a document control policy.
- Safety Management System – Drew will update.
- Need to decide if we will introduce a CEO position soon, and develop a job description
- CTOA and CAD positions already have job descriptions. Develop a job description for EMO.
- Work to date needs to be combined into one format in one document.
- We have a limited time to transition to Part 149. We do have a draft exposition, but details need finalising.

8 GFA AGM

- The AGM has been scheduled for Friday, 24 September 2021, to be conducted remotely via Zoom.
- People need to register to ensure membership can be checked.
- Only standard motions, so voting is straightforward.
- Call for Nominations for Pres, VP and Treasurer roles, to be received 7 days before the AGM
- Voting in person at the meeting, or via proxy form

9 STRATEGIC PLAN UPDATE

Steve Pegler presented work completed on the strategic plan, shown in two documents – a summary and an implementation document, both of which accompany these minutes.

- 10 goals have been reduced to 8, without losing strategic intent.
- These Strategic Plan documents to be presented at next AGM
- Steve thanked Jenny and Viv for their work in finalising the plan and "making it look pretty" and the Board collectively expressed it's appreciation.

MOTION 3: *That the board endorses the Strategic Plan as presented at this meeting.*

Moved: S. Pegler, Seconded D. McKinnie; Carried

10 CONSTITUTIONAL REFORM PROPOSAL– STEVE

- Current organisation structure is unwieldy, no separation between policy and implementation.
- Implementation of Part 149 will require organisational and constitutional change.
- We need to hold a dedicated Board meeting to discuss and confirm our approach.

11 REPORTS BY DEPARTMENT

• TREASURER / INSURANCE– CHRIS

- Audit report
- Investments have done well. Other income this year has no government Covid support.
- Financial report July 2021.
 - Membership is 28k less than budget. Have done well in AEFs
 - Expenses doing well -19k ahead of budget overall.

MOTION 4: *That the Board of the Gliding Federation of Australia Inc. declare that:*

- *The financial statements and the board report present a true and fair view of the financial position of the GFA as at 30th April 2021 and its performance for the year ended on that date.*
- *At the date of this statement there are reasonable grounds to believe that the GFA will be able to pay its debts as and when they fall due.*

Moved: Chris Bowman

Seconded: Steve Pegler Carried

MOTION 5:

Financial advice

- *The Gliding Federation of Australia appoints FMD, from the 1st September 2021 as an agent of the GFA to invest and manage the Portfolio on the terms contained in the Investment Management Agreement.*
- *In addition, the GFA appoints Chris Bowman as the Authorised Person and Lindsay Mitchell at the Alternative Authorised Person to approve investment recommendations from FMD.*

Moved: Chris Bowman

Seconded: Lindsay Mitchell Carried

Investment Committee

The Treasurer proposed that FMD recommendations be considered and dealt with by the GFA's Investment Committee which was put in place by Dave Shorter. It was recommended that the Investment Committee consist of the Treasurer as Chairman, the GFA President and one Vice President. Chris Bowman and Lindsay Mitchell are already members of that committee.

MOTION 6: *That the board appoint Steve Pegler to the Investment committee*

Moved: Chris Bowman, Seconded: Lindsay Mitchell Carried

BelIDirect require a certified copy of a Motion confirming Dave Shorter's replacement as signatory on the GFA's share account. We need this change so that we can affect the change to the FMD and complete the trades they recommend. Accordingly, the following motion is moved:

- *That the Gliding Federation of Australia Inc. appoints Chris Bowman, Treasurer, as the Authorised Person and Lindsay Mitchell, Vice President, as the Alternative Authorised Person to replace David Shorter to trade on the GFA account number 285016 with BelIDirect.*

Moved: Viv Drew, Seconded: Jenny Thompson Carried

• OPERATIONS – PAT

Refer to Operations Report accompanying these minutes.

- Training System Update
- Instructor Training
- Safety Seminars
- Part 103/149

- **AIRWORTHINESS – ANTHONY**

Refer to Airworthiness Report accompanying these minutes.

- Sales of Form 2 kits continues to progress well.
- Airworthiness training is being hampered by COVID-19 restrictions in the eastern states
- Ian Munro was selected to take over from Tim Shirley as the administrator of Salesforce.
- Weight and balance approval is caught in a seemingly endless cycle of CASA review requiring further amendments and changes.
- The passing of Mike Burns means that GFA no longer has a readily available effective modification approval person.

- **SOARING DEVELOPMENT – JENNY**

Refer to SDP Report accompanying these minutes.

- National Competition Committee (NCC)
- WeGlide Online competition. We have named the Competition the “Ingo Renner Cup” in honour of Ingo who is an Australian gliding legend.
- National Tracking and Scoring Programme. One applicant to develop the system which was accepted. The Pilot Event markers will be integrated into the system.
- 2021-22 Nationals

Also, made mention of Mathew Scutter who came 3rd in the 15m world comps, and who is now competing at the e-glide in Germany (which he subsequently won).

- **MARKETING – SARAH**

- Avalon has been cancelled until 2023.
- Amanda and Sarah held a webinar for club development, marketing side of things. Checklists for coming out of lockdowns.
- Amanda has been doing work on how to find grants.

- **IT – RICHARD**

Refer to IT Report accompanying these minutes.

- **SAFETY – DREW**

Refer to Safety Manager's Report accompanying these minutes, with emphasis on

- Safety Seminars, board to make this a priority
- The need to get traction on the organisational processes, functions and dependencies for Part 149
- Safety governance.

- **JUNIOR GLIDING - JAMES**

- Junior events and courses are planned but impacted by Covid restrictions
- Condor events have been quite useful for keeping pilots in contact with gliding and each other.

12 FUTURE MEETINGS

- Face-to-face – cancelled and replaced with zoom meetings.
- Next meeting – constitutional reform. 14 September. Special purpose meeting.
- AGM – end 24th September

13 AWARDS AND TROPHIES

Awards and trophies: potential recipients should vacate the meeting. Greg, Terry, Jenny and Pat all left the meeting.

- Mandy Temple confirmed for the Muller award (Marketing/Promotions)
- ITP team, Training confirmed for the Hoinville (Operations)
- Peter Temple confirmed for the Wallington award (Sports)
- Phil Organ confirmed for the Ryan award (Aiarworthiness)

Soaring Performance Trophies that were proposed were approved.

See details in the awards and trophies proposal attached to these minutes.

To be announced at the AGM.

MOTION 7: That the trophies and awards as listed (attached) be approved

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

14 MEETING CONCLUSION

The meeting finished at 11:10 (AEST).

Peter Brooks, 7/9/21

GFA AWARDS

Nominee	Award	Citation
Dave Shorter	Bill Iggulden (volunteer)	Dave Shorter was a great contributor to gliding as a volunteer and through providing services to the sport during his more than 30 years involvement. His services as a volunteer commenced as soon as he joined Grafton Gliding Club. Once solo he quickly progressed to become an Instructor and then Chief Flying Instructor. Grafton gliding camps at Lake Keepit Soaring Club convinced Dave to move his flying inland where he continued his enduring service to the sport, initially as an Instructor. He became Treasurer of Lake Keepit Soaring Club 16 years ago and served on the Committee for more than seven years. During his tenure, Keepit's Membership grew in numbers from the mid-70s to more than 140 and he left the Club with robust finances. In 2014, Dave was elected Treasurer of the GFA and became a member of the Executive and Board. In this position until he stepped down in August 2020 he made a great contribution to the prudent management of the Federation. Three years ago, based on his own initiative and with the Board's approval, he established the GFA Investment Committee and led this group in taking responsibility for investing GFA funds to get a better financial return. In this he was successful, delivering significantly higher returns than the GFA received previously. Dave was also insurance officer of the GFA and he led the GFA in improving insurance outcomes for the sport and members. In addition to his financial and insurance contributions Dave made significant contributions to the success of competitions and to safety in the sport. He was a regular task setter and weather forecaster at State and National competitions, as well as at the Women's World Gliding Championship held at Keepit in 2020. He regularly wrote articles for the benefit of all Members, many published in Gliding Australia, on his experiences, including frank lessons from incidents. His features will be valuable reading for years to come. Dave was an all-round contributor to the harmony and success of the sport and during the entire period of his involvement provided his services on a voluntary basis.
Phillip Organ	Ryan (airworthiness)	I would like to nominate Mr Philip Organ for the Ryan Award (services to Airworthiness). Phil has been involved in most facets of gliding over the years, about 20 years as instructor, 15 of those as level 3 (a very busy time helping to run instructor courses, revalidations etc) involved in airworthiness for 20 plus years, to sport for 4 years, state rep on councils for 3 years, RTOA for 5 years. On top of all that he has been local club president, CFC, etc. He did F2 course with Garry Sunderland 22 yrs ago.
Mandy Temple	J R Muller (promotions and marketing)	I would like to nominate Mandy Temple for her massive contribution and work on the S2F program which has started people thinking about the state of the sport of gliding, its longevity and the issues surrounding why gliding was not moving forward. Mandy spent over 4 years on this program and has achieved many successes and those clubs who fully involved themselves in this initiative have seen rapid and realised gains in membership and cultural change.

ITP TEAM Pat Barfield, Greg Beecroft, Terry Cubley, Matt Gage, Dennis Medlow, John Orton, Steve Pearson, Peter Temple, Jenny Thompson, John Welsh	Hoinville (operations)	<p>The need for this project arose from GFA member feedback over several annual GFA surveys and a goal of the S2F program to reduce membership churn by creating a more defined pathway for post-solo, cross-country training. When the GFA adopted the Glider Pilot Certificate syllabus in 2009, the training system and applicable materials still reflected the previous training system. The intent of S2F was to improve post-solo content and to remedy this, in late 2018 the Soaring Development team started writing training packages for a post-solo "Flying Further Course" which were trialled and improved throughout 2018 and 2019. From mid-2019, the Operations Department joined with Soaring Development to develop an integrated training system covering the entire syllabus up to the Glider Pilot Certificate. The intent was for a common pathway to be trained by instructors and coaches using standardised training materials and modern training techniques. The Soaring Development team developed a Silver Coach qualification with a training and qualification regime to support the soaring competencies in the GPC pathway. The volunteers from the Soaring Development and Operations departments collaborated on a weekly or fortnightly basis, each devoting hundreds of hours of their own time to draft, update, review and publish a suite of training materials. Much of the work was under challenging conditions through COVID-19 lockdowns which necessitated extensive video and telephone collaboration as face to face meetings were not possible. The resulting trainer guides, pilot guides, theory lessons, trainer reference cards and an updated logbook have been released for trial use and will be updated prior to rolling out to the entire GFA in September 2021. This team should be commended on their hard work and efforts to deliver such a comprehensive and necessary improvement of the GFA's GPC training system.</p>
Peter Temple	Wallington (Sports)	Development of the SDP units and the Silv+B1:D6er Coach Program

PERFORMANCE TROPHIES

Martin Warner Trophy	Greatest claimed Gain of height for the season	Rick Agnew 20,492 ft DG303 Bunyan 02.07.2020
Wally Woods Trophy	Longest X/C flight of the season	Peter Temple 1,312.69km ASG29- 18 Gawler 27.11.2020
Bob Irvine Trophy	Flight with highest OLC points score	Lumpy Patterson 1,126.48km 1,172.16pts JS3-18 Cunderdin 12.12.2020
Roger Woods Trophy	Best place by an Australian at World Championships	N/a - cancelled
RAeS Shield	Highest speed by an Australian at World Championships	N/a - cancelled