



# **GLIDING FEDERATION OF AUSTRALIA**

A Meeting of the GFA Board was held on Wednesday 15 Dec 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)  
Viv Drew (Vic)  
Peter Brooks (SA/NT)  
Greg Beecroft (WA), joined 10 mins late by phone.  
Lisa Turner (Qld)  
Ryan Driscoll (Junior rep.)

**Executive members:**

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

#### **1.2 APOLOGIES**

Pat Barfield (Chair of Operations)

### **2 CONFIRMATION OF MINUTES FROM 12 OCT 2021**

**MOTION (21-12)-1:** *That the minutes of the GFA Board meeting of 12 Oct 21 be accepted.*

**Moved: P. Brooks, Seconded: V. Drew. Carried**

### **3 CONFLICTS OF INTEREST**

WWGC appeal – Jenny, Lisa and Terry declared that they are involved in the WWGC appeal, which is pertinent to the discussion detailed in Section 9 below.

#### 4 CORRESPONDENCE

1. Letter from Mount Beauty Gliding Club – third request for an apology dated 10/11/21.
2. Letter from ASAC re AGM on 22/2/22 followed by Sports Aviation (Safety) Forum (23-24/2/22) and CASA Safety seminar.

With regard to the item 2: Steve Pegler will attend the ASAC AGM and a decision needs to be made as to who will represent Gliding Australia at the Forum - possibly Anthony/Chris Thorpe, Jenny. Meanwhile, the President will let ASAC know that we will be participating in the Forum. The Forum is expected to have a prime focus on Part 149 requirements.

#### 5 MOUNT BEAUTY GLIDING CLUB

MBGC have made a 'third and final' request for an apology – refer to correspondence.

The President has again sought legal counsel on this matter which confirmed the Board's current approach to this matter is sound. After discussion the Board unanimously determined to reconfirm the Board's previous decision as expressed in the letter sent to MBGC dated 26 July 2021.

**MOTION (21-12)-2:** *That the Board confirms its unanimous decision not to issue an apology to MBGC beyond what has already been provided. The Board requests the GFA President to write to MBGC to advise of this decision.*

**Moved: S.Pegler, seconded: D. McKinnie. Carried**

#### 6 PART 149

- **SMS / MOSP 5 - Drew**

Drew: The SMS has been sent to CASA and CASA's comment/review is expected via direct feedback at a meeting tomorrow with drw McKinnie, Anthony Smith and Steve Pegler, which hopefully will not involve substantial change, so we should have an idea if our approaches will be acceptable.

It is intended to circulate the revised SMS to other interested parties for comment with a target for approval by end of Q1 2022. Also, it is intended to rename the SMS as 'MOSP 5' to give it unambiguous status alongside the other MOSPs.

- **Policies / documentation – Anthony**

- Exposition. Decided to pause development of the exposition until referenced documents are available.
- Change management document is currently a rough draft, based on PJ's proposal and what he developed for RAAus.
- Discipline / complaints document is currently a draft, as prepared by Viv and team. Still needs some further work.
- Recruitment / selection document: descriptions have been prepared for the OPS and the EMO positions, but waiting for feedback on the RMO descriptions. CAD, EMA (CTO) and RMA positions are well prepared. Office staff job descriptions, Chair of SD panel, and CEO job descriptions are almost ready for review.
- Other...: It was asked: to what extent will CASA audit/interfere with our business? Currently, it is understood that CASA requires oversight of GFA's selection of the four key positions, but it is yet to be determined if they want to be able to delve deeper than this (eg, into GFA methods of handing out operational or airworthiness endorsements).

#### 7 CONSTITUTIONAL AND ORGANISATIONAL REFORM

- **Regional Board Representatives report.**

- Position descriptions for ‘Members of the Board’ and ‘Chairman of the Board’ have been developed and are available for review, which is encouraged particularly with respect to how much involvement the Board has with the Executive, eg, reviewing appointments or attending Executive meetings. See Regional Board folder in Board meeting Share.
- Board voting: the Board needs to consider what the voting regime is; eg, Regional Reps only - one or two votes each or all Board members including Secretary and Treasurer.
- National Member Protection Information Officer (NMPIO) role: the Articles state he/she is a (non-voting) member of the Board. Should this position be an Officer appointment by the Board?
- **Articles / Constitution rewrite**
  - Steve has re-written a draft version of the constitution to reflect changes that have been supported by the Board including the legal gap analysis as prepared by Lisa Turner. Steve will provide a copy of the draft constitution for review by the Board.
  - Promotion to members and regions: when more refined, these constitutional reforms will need to be publicised via webinars, launch point articles, etc. Detailed plans for such promotion are required.

## **8 OTHER REPORTS**

- **Treasurer**
  - Refer to report provided.
  - Operating income balances operating expenses. Other income from investments is up \$420 k in 2 years, albeit not all yet realised. Membership retention/renewals post the six-month extension will be monitored with interest. AEFs and Juniors are ahead of budget, as is AW.
  - Expenses: key budget saving is that we are not having face-to-face meetings.
  - We’re continuing on working balance of assets for better asset management. Work continues on the transfer of assets into our new BT Panorama account so that FMD Financial may assume responsibility for the management of our investments.
- **ITP update**
  - Pat was not available, so Jenny reported the following
  - Intend to release GPC training programs and documents next week along with new log books. Posters have been sent out to all clubs. Pat has the rollout program scheduled with RMOs, CFIs etc.
  - Feedback has been positive. The ITP is planned to be available to the members on the website by the end of December,.
  - Every instructor will be required to be working to the ITP within 12 months of rollout.
  - We are expecting a better training quality and standardisation as well.
  - There is a formalised direction on threat and error management and human resource management. Pilot’s Guide has two units just devoted to those subjects.
  - Pat will produce a timetable for the rollout to each region. NSW will be in April (Beryl), after the flying season.
- **Amanda’s activities – Sarah**
  - Sarah provided a list of activities outlining Amanda Vanderwal’s work with various clubs and Regional Associations across Australia.

- Amanda has been working with regions and clubs providing assistance with grants/club strategic plans/internal issues
- There are lots of grants around at the moment (Covid money)
- Has been standardising position descriptions within clubs
- Formulating club health check procedures and club development plans.
- Jenny asked:– is there an intention to conduct another annual survey of members? Yes, after the busy flying period.

- **Strategic Plan**

- Jenny has done two presentations of the strategic plan to NSW and QLD, and it became apparent that we don't have any targeted actions. We've issued a strategic plan but haven't followed it through with KPIs and specific actions that we can track.
- Hence there is more work to be done to follow up on the original issuance of the plan, so that we can measure progress.
- Regional Board members are to get together to discuss and determine actions to ensure implementation of the Strategic Plan at regional level.

- **ADSB equipment – Richard**

- Richard made a presentation on work he has done to improve early cross-country coaching assistance/training using ADSB technology, which is very exciting. Trials have been conducted, converting ADSB signals into FLARM signals which can be digested by the XC Soar app.
- Once testing and evidence collection is completed, a proposal to help fund a broader rollout will be presented to the Soaring Development Department.

- **GFA Simulator**

- The GFA simulator that supports training has been developed and installed at Bacchus Marsh. One other club has shown interest in building one.
- The national gliding authority in India has expressed an interest in accessing our technology – we could sell licences.
- GFA may wish to consider developing and selling this technology, or alternatively releasing it as open source software.
- There are many issues associated with making a robust simulator usable for training.
- Gliding Australia may wish to support an interest group that pursues endeavours in this field.
- Lindsay to develop a proposal with options as to how we might proceed.

- **Competitions – Double Vaccination requirement- Jenny**

- Competition organisers are concerned about competition vaccination rules and are seeking Gliding Australia's guidance.
- The Board decided that COVID vaccination/isolation rules must suit regional requirements and should be decided by competition host clubs.
- The Board determined it will encourage double vaccination, but Gliding Australia will not object to any organising club's decision.

- **Go-Membership work**

- Sharon Brunton has been doing a lot of work on improving the functionality of the Go-Membership portal, and the Board should recognise this with a letter of appreciation.

**ACTION: S Pegler**

## **9 WWGC AUSTRALIAN TEAM APPEAL**

- **Status and Update**

- Lisa provided an update, saying that the appeal results have been provided, with a determination by the FAI against the Australian team's appeal, without any reasonable clarification on how the decision was reached and with no statement of what rules had been broken.
- There has been no procedural fairness during the IAT's process of appeal.
- There are 21 days to appeal (inconvenient over Christmas).
- The Australian WWGC team has an excellent legal team who is working pro bono.
- An appeal to the International Court for Sport Arbitration will be lodged through ASAC and funds have been raised to cover costs such as airfares to Switzerland for the legal team.
- It is expected that this process will be completed within 6 months.

- **GFA position**

- Gliding Australia had previously committed to assist the team with the provision of \$5,000 to assist with legal costs in the event that the team lost its appeal to the FAI and that they proceeded with a further, final appeal to ICAS. This support was to be provided to the team to ensure that the principles of procedural fairness are applied. Consequently, once the appeal has been lodged with ICAS, Gliding Australia will provide the funding support via ASAC.
- The President proposed that Gliding Australia write to the ASAC Board to request its financial support for the Team's appeal.

**MOTION (21-12)-3:** *The Board supports an approach to ASAC seeking additional funding for the Australian WWGC team appeal to ICAS.*

**Moved: S.Pegler, seconded: L. Mitchell. Carried**

- **Competition Penalty for Matt Gage & Terry Cubley**

- Matt and Terry are currently subject to a penalty of not competing in National or International competitions which has been issued by the Board., Both have appealed against their penalties. For various reasons the appeal process has not been finalised and consequently the penalties cannot be applied.
- The Board has not yet heard these appeals, preferring to wait for the finalisation of the Australian WWGC appeal process.
- Matt has an interest in competing in the world championships at Narromine in 2023, but to qualify he needs to compete at a national gliding championship in 2022, which falls within the period for which the proposed penalty bans him from competing.
- The GFA appeals process states that the penalty does not apply until the appeal has been heard. The President advised the Board that the penalty against competing cannot be enforced until the Board appeal process has been completed.
- Thus, if his appeal is successful, Matt may have collected points sufficient to qualify, and so be able to compete in the international event. However, if the appeal is

unsuccessful, any points collected by Matt within the originally specified ban period would be forfeited.

- It is understood that this matter is likely to be controversial, as there are varying, strong views on this subject within the gliding community.
- The Board believes it is important to clarify the situation.
- **MOTION (21-12)-4** *The Board acknowledges that the penalties issued to Terry Cubley and Matt Gage cannot be applied until after their respective appeals have been dealt with. The Board will not progress the appeal process until the Australian WWGC appeal to ICAS has been finalised.*

**Moved: S Pegler, seconded B Hartley. Carried.**

## **10 NEXT MEETINGS**

- **Face to face**
  - Planned for early April (before Easter 2022, which is 15-18 April).
- **ZOOM meeting.**
  - More are required, dates to be determined.

## **11 MEETING CONCLUSION**

The meeting finished at 22:15 AEST

Peter Brooks, 31/12/21