

MEMBER SURVEY RESPONSES

GFA MEMBERS SURVEY 2017

*This lists the individual member responses under 5 Headings and grouped by topic
Scroll down to review*

What would help you get more valuable information and support?

Accessible information	<p>An easily located go-to place for the latest information and resources. easy access to instructor resources. On the field.</p> <p>Archive of educational articles.</p> <p>Easily located airworthiness information and documents</p>
Change management	<p>Slow down the pace of change</p>
Club management	<p>A more engaging and inclusive club culture.</p> <p>Less ego, Less militaristic and condescending behaviour by some senior members at the club level.</p> <p>Introduce younger people to club management.</p> <p>Regular and informative club communication. Club skill nights or workshops..</p> <p>A more open minded committee that isn't so quick to dismiss raised issues and concerns.</p> <p>Maximum 3 years for club committee members A) to keep new blood and ideas and B) reduce the power hold of the committee</p>
Coaching	<p>A mentoring and coaching program as distinct from training. Centralised coaching programs plus visiting coaches to remote locations</p>
Communication	<p>More frequent member forums at Club and State levels interspersed by programmed input from GFA Executive members.</p> <p>More social events at club level.</p> <p>Broader range of articles and news from overseas. Safety briefings as per BGA approach. technical forums</p>
Focus	<p>Focus on clubs and member needs. Focus on fun.</p>
Information systems	<p>Standardisation of better online systems</p> <p>Other useful resources would be (downloadable) videos of both training flights and lectures. These are available on youtube and elsewhere but often with doubtful quality and not necessarily appropriate for Australian conditions.</p> <p>Perhaps club electronic systems could be supplied by the GFA to give some critical mass and ensure optimised outcomes.</p> <p>The GFA documentation on its website is very useful and will hopefully continue to improve in content (which is already good) and how its naming and ordering on the website might improve (which is not that good and confusing at times).</p> <p>The files available on line have obscure names and the search does not often lead me to what I am looking for.</p> <p>The "documents search" function is completely useless - it needs to index CONTENT, not document names.</p>
Magazine	<p>The magazine is a good avenue to provide some technical information but all too often without discussion on why that way.</p> <p>some articles (all through the magazine) use acronyms without explaining what they mean - this is an editorial matter but it seems to be a regular issue for me.</p>

	Continue to publish technical requirements in the GFA Magazine. Regularly revisit topical issues and recurring problem issues. In the main this is happening now, but new members need to be brought up to speed and older members need reminding.
Pathways	I have had to seek out my training path and opportunities. It would have been nice for someone knowledgeable to have actively guided my progression eg as a mentor.
Regions	The role and involvement of the state association is unclear and I do not get any information about their activities. They could do a lot more to drive regional co-operation between clubs and promote gilding regionally. Either utilise the state/regional structure effectively or dispense with it. There is a lack of a regional communication
training	Short courses for student training. Perhaps a module type system. Some more formalised training. Eg we start flying normally at 11am, yet we're there at 9am and stand around chatting. Why not have a 45 minute class during this period? Training course for Motor glider engine maintenance. Videos on YouTube covering various topics. better access to technical training ie form two courses
Instructor training	better communication, social, teaching skills of instructors and committees
training standards	Financial support to young trainees. Hundreds of dollars is not enough. Defining what is safe for first solo, not perfection in more detailed aspects of soaring. First solo is such a fillip for the young, but some press for perfection above adequacy.
tug pilot	As a previous professional pilot and now a Tug pilot as well as a glider pilot. I think that the GFA needs to establish a centralised and more professionally run centre in each region to better train and qualify Tug pilots. While there are presently good people involved and the GFA towing supplement is informative it is all somewhat adhoc.
vintage	If the GFA openly supported the maintenance and flying of Vintage Gliding. !!!!!
web	Although there is a new website, it is hard to use to find forms and pay transactions. Also some of the documents need an update. Eg the Coaching manual which has a lot of good ideas but talks about teaching students the photographing of turn-points! Better GFA docs search. Presently hard to find specific information via the search. Functioning and funded QSA Website - currently in progress If the GFA website were actually *usable* it would help a lot. At the moment, the only way to find the answer to a specific question is to ALREADY know what document the required info is located in, and where on the GFA website it lives. Redesign the website completely with a focus on MAKING THE INFORMATION FINDABLE BY SOMEONE WHO DOESN'T ALREADY KNOW WHERE IT IS.

What barriers do you face with progression opportunities?

club capability	club resources
club culture	Club culture is the biggest barrier - the old boys club...(that's the ways it's always been) Ego of individuals within the club. Selfishness and self-importance of some instructors Factionalism within Committees. Failure of club committee to positively accept comment and advice on inordinate rates of accidents and glider loss.

I have gone as far as want to go as I am fed up with the pushback from the "old guard " who are intractable to change or relinquishing any control.

Internal club politic (this is normal of all volunteer organisations)

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.

Coaching is not encouraged by the CFI, and one becomes an instructor "by invitation only"

Not having an instructor on every weekend. Having to attend morning briefing or else being told to go home.

Politics

Politics in training panels between instructors and coaches.

There is no training above cert.B level in our club. Our club is not allowed to do outlanding checks on its site.

At club and regional levels, there is no motivation or direction to promote progression and improvement.

It is not always clear where to turn for support/advice. Could be perceived as clique-y. I think some structure to make this easier would help, particularly post-solo, pre-GPC pilots. Should be administered by the clubs.

The GFA needs to move beyond its past and be seen as more flexible and less constraining on developing personal responsibility, less instructor-centric ethic.

coaching	<p>There is not much direction at club level to develop cross country flying skills.</p> <p>Lack of coaches and excessive concentration on competition. Not many of us are interested in competitions.</p> <p>Lack of coaching.</p> <p>I don't think my club has a coach, at least not an active one. Experienced pilots are not encouraged to do lead and follow flights or two seater cross countries with less experienced pilots. A coach could make this happen.</p> <p>i feel that clubs should make sport coaching where possible part of the roster just as GPC training is, the sport loses most younger people as there is no structured progression beyond GPC</p>
communication	<p>Lack of club communication</p>
comp structure	<p>Competition scene is controlled by the existing elite. Not much appreciation or consideration among these guys as to needs of others. Shorter competitions would help.</p> <p>Availability of XC support crew</p>
location	<p>Being a small, broke, struggling club a long way away from the centre of Australian gliding. Being so far from proper maintenance facilities and qualified repairers. Being so far away from other clubs and instructors.</p> <p>remote location</p> <p>Distance difficulties/ long drive</p> <p>Geographical location to training opportunities</p>
Costs	<p>Cost of each flight</p> <p>Cost of flying. Tug fees, glider hire fees.</p>

Fun	I have stepped back from volunteering and now concentrate on getting on with enjoying my own flying experience
focus	I believe we have a biased culture that values becoming an Instructor too highly We need airworthiness members and many other skills too; good teams have a good cross section of skill sets.
	Not qualified (in purely personal terms) to be an instructor and fly for fun rather than to "improve performance results".
	The system has become too prescriptive (read casa-rized) to help weekend limited available time and money pilots (almost all glider pilots).
volunteers	We are an organization based on volunteers who are time poor. People like the product but its a hard to balance family, work, and pleasure. Self launching with high utilization and the support of simulators may be the answer.
independence	Biggest barrier to private owners is that they have to be a member of a club. They should be able to fly on their own without club interference. For (bi-annual) checks they should be able to work with independent instructors (like CASA delegates).
instruction	Flight instruction so far has been somewhat chaotic.
	Ignorance, most instructors have not got clue about anything at all, aerodynamics, meteorology, instruments
	Instructor panels sometimes favour mates over competent pilots when awarding freedoms like Indep Operator rating.
	Instructor quality is generally poor. As an ex military QFI and Civil Instructor I can say that many instructors do not understand the basics of flight. there is a wealth of mis-information and personal opinion that is not helpful
	Lack of interest by Instructors beyond basic ab-initio training
	I have no idea of instructors panel opinion of me other than despite being told I am a good pilot, all AEI training goes to young blokes.
	Presently removed myself from instructing due to clubs obsession to maintain 3 day roster with AEIs who will never be good pilots and certainly won't become safe instructors.
	I can set my goals but have little support in achieving same. Instructors once you turn solo seem to have little time for you
	There is still an element of "old school" and "control" in my club. Also a lack of being a bit more professional, coaching is not overly encouraged by our CFI. Succession planning is a problem.

	<p>Still too many "Old Boys" who try and control clubs/members activities. Some just can't accept younger members being given authority and many are L3 instructors who hold power over more junior members.</p> <p>Too many instructors offering too many different opinions/having different standards.</p> <p>Suggesting structures for clubs to reward instructors (discounted membership, discounted GFA membership, formal recognition (ex hours instruction 'pin', nomination for 'services to gliding' for national award OAM etc, others)</p> <p>access to suitable instructors, as all are volunteers the skills level varies from week to week.</p>
Instructor training	<p>My club has lost approximately 25 Level 2/3s since 1993. For some reason we drag the training out forever and wonder why the candidate decides that this is a waste of their time. candidates should not need to wait between two and three years to go from nomination to granting of Level 1.</p> <p>A 'geriatric' instructors panel who are reluctant to train young, enthusiastic instructors.</p> <p>Lack of encouragement for potential instructors</p> <p>Lack of instructor training.</p> <p>Too high a standard to get started, as an instructor, may be a reason gliding is regressing as a sport.</p>
Mentoring	<p>A lack of mentoring awareness.</p> <p>Mentoring and student ownership and progression need to improve</p> <p>The club system, there is nil mentoring for new pilots</p>
pathway clarity AW	<p>airworthiness course, I found the path to complete assessment and therefore qualification confusing I believe that a better, clearer step by step guide should be placed on the GFA website.</p>
pathway clarity INST	<p>Difficulty finding opportunities for training to become an accredited coach and instructor</p>
pathway clarity	<p>Disjointed club training system that leaves a great deal of the training steps left to the student to sort out.</p>
pathway clarity	<p>Even at C certificate, seeing the paths to progress are so unclear. My coach wants to push cross country when I don't feel ready. I want to do aerobatics but I have no idea how to hone my flying in that direction. You need an extremely simple web page or document, showing the steps of progress, or a check list people can print out so we can have a visual aid for students.</p>
pathway clarity COACH	<p>I am already an instructor but the support from the region was non existent despite the best efforts of my club. I would now like to progress to coaching but am not aware of any training available.</p>
pathway clarity	<p>the path to Annual Inspector via the supervision route isn't well understood by most of the AAO/RTOA in my area</p>
pathway clarity	<p>I find the coach system is too hit and miss between clubs as to what is required to be a coach. I think to many instructors see being a coach a step to being a instructor.</p>
pathway clarity	<p>Most of our instructors lack motivation for their personal progress, so they are stagnating or falling behind, as gliding is a dynamical activity</p> <p>. Development officer role should be considered as important as CFI role, but should be kept separated. Such development officer does not exist in our club.</p> <p>In order to make rapid progress it is often necessary to utilize full-time training operations such as at Lake Keepit. Hence the challenge of successfully operating a commercial venture is not without its financial risks and these operations are far and few between.</p> <p>progression in most areas is overly complicated, options such as instructor training should be offered/available to all.</p> <p>Progression to instructor is not a syllabus you can opt for - it is at the invitation of the club whether you can start this training. As such it is very subjective.</p> <p>The pathway to progression into becoming a coach is not clear.</p> <p>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 in what we offer.</p>

region	QSA inaction and disorganisation
Standards	All higher level GFA qualifications require a Hugh amount of jumping through hoops
succession	Chase experienced members in airworthiness away by stupid 5 years sucession rule and have no adequate replacement (There is a lack of young voluntary major repairers and there are no courses towards that. Nothing goes beyond form 2 inspectors or component replacement.
time and money	<p>The barriers are due to my own opportunities to take time off when instructors are available at my club.</p> <p>Money</p> <p>Time and motivation</p> <p>A busy life</p> <p>Free time.</p> <p>Full time work!</p> <p>I am time poor like many people. I am part of a great winch club, however I simply don't have the time to spend on the field all day. We need to think about some ways of making gliding less restrictive in terms of the club system.</p> <p>The only barrier I face is have time to allocate to my soaring goals.</p> <p>Time and family</p> <p>Time. I find gliding too time consuming. I went for a GA flight today arrived 1 hour before take-off, left the club within 30 minutes of landing. Unfortunately to go gliding it is a whole day affair for a couple of 15 minute flights</p> <p>Time. There is an inordinate amount of dicking around in gliding when learning. That is fine for retired members with nothing better to do, but it is a very very painful process when learning and out of 9 hours out at the field (and another 45mins each way in my case), I am lucky if I get 3 flights of 15 mins, but usually get 2 flights in.</p> <p>Weekend flying doesn't suit FIFO and shift workers</p> <p>Time and money.</p> <p>time and money. I am casually employed and when i don't work i don't get paid. by the time i can retire and POSSIBLY have enough time and a little cash i hope i will be healthy enough to get into flying properly. trying to stay current is about as best i can manage at the moment and i am not happy about that but that is how it is..</p> <p>Time poor - very busy work / life</p> <p>time poor! Wife not to interested.</p>
training opportunity	<p>Access to training, particularly technical e.g. airworthiness, form 2 etc on weekends. It is difficult to attend as they take place during the week over a couple of weeks. Suits retirees but not suited to full time employees who only have a few weeks annual leave a year and also want to attend other events also.</p> <p>Airworthiness inspector courses are infrequent and most commonly run on the other side of the country. 9 days is very difficult for most employed members to get off. A distance learning component would be an effective way of lowering the 'in-person' attendance requirement without sacrificing the training requirement.</p> <p>Courses for aw inspector and instructor/upgrade seem few and far between. Prior experience at the club level can be haphazard and take a long time to overcome very conservative views.</p> <p>disorganisation and lack of communication by some L3s. No real training offered</p> <p>Gliding is mostly run by retirees for retirees. 2 weeks competition and airworthiness course ran exclusively mid week do not encourage working people to attend.</p> <p>I changed clubs as there were clear barriers to progression in becoming a cross country pilot in the club I started with.</p> <p>Lack of easily accessible qualified and experienced personnel to guide us</p>

No clear training process post-solo. People are unwilling to help you get further ratings and endorsements. People are too conservative.

No course availability to become an airworthiness inspector, either in Vic or SA. World champs killed our flying opportunities this summer.

One needs to be part of the inner circle! I've 20,000 hrs aviation experience but there is not much/ any info that I can access re coaching, instructing etc.

Only having airforce cadet camps during holidays

Southern Cross Gliding club needs to put in place a rigorous training program to train replacement L1, L2 and a succession plan for a L3. we are losing revenue from cancelled flying days due to lack of available instructors & tug pilots.

Steps and requirements to regaining my Instructor rating are not at all clear. The message received is pretty much "when we think you are ready", and every instructor consulted seems to have a different impression / requirement.

Time and need. Most clubs are run by volunteers and with increasing pressure from external sources it is difficult to obtain the skills to progress with these goals. Any thoughts to online training or testing may assist in this regard.

To clarify the above. I have no desire to be an instructor or sports coach at this point in time.

Airworthiness inspector- clubs have been screaming for people to become inspectors yet the system appears steeped in mystery. My attempt to get on a course seemed to require not only replying as asked but then having to generate a number of emails just to elicit a response. Like most volunteers, I have a full time job. Endlessly having to chase people is counter productive. I chose to keep chasing.....how many have simply said I cant be bothered. I have also heard that regardless of how well you do on a course, you'll not be issued with an inspectors ticket straight away. It appears to be a requirement that you do the course a second time to pass. Why is this not made PUBLIC when first applying. I don't mind helping but I hate not being told ALL the information up front. Unfortunately I can't verify this, it has only been deduced from what others have told me after attending courses. I suggest there is something broken in the system.

The apparent system. Given that your system requires such a lengthy experience profile, how do you expect to get new input into Vintage Gliding, whereby no body over 50 , will arguably qualify. ????

Some of us put in a lot of time to running some small clubs. After I deal with the "Halloween" that run the bureaucracy that surrounds our club and then the running of the club, the time for gliding is somewhat strained. Please keep the overburden of legislative and regulatory requirements to a minimum.

sparse training programmes as a result of being run by volunteers

vintage

Regulation

volunteer

How could we improve the quality of our training?

ability
 adapt to need of individual
 AEF

Airworthiness training is dependent on the aptitude of the individual

Focus on club members

Never have a student turn up who doesn't get in the queue because of TIFs. When a person turns up for a TIF and they have previous flying or model flying experience, then these people need to be given flying at club rates (maybe have the GFA indemnity paperwork last for 1-2 months?). We need to showcase that gliding is the ultimate affordable flight to the target audience, and selling a joyflight for 260 dollars makes gliding seem expensive.

approach

Defining adequacy for first solo, not perfection. Coaching v encouraging solid pilots to experiment and experience for themselves. Airworthiness training is too formal, v on the job gathering of experience. Both coaching and airworthiness are now becoming more software intensive.

Difficult in a club based system without going to centralised training centres which would end up killing off the clubs. All we can do is continue to emphasise and invest in standardisation.

availability	<p>Have more instructors available</p> <p>Haven't had much exposure to coaching during my time involved in gliding.</p> <p>I've noticed that GFA-supported airworthiness courses get filled up within a day or two of them being announced. More frequent airworthiness courses, or maybe reservation of a small number of slots for newer members/first time attendees (?) might help make it easier for newer members to get involved?</p> <p>Maintenance crew or committees (both club and GFA) must support younger members in gaining skills and knowledge in maintaining both private and club gliders. Provide more resources (online?), access to maintenance training schedules at club/state/national levels, communicate a feasible pathway for people interested in improving their skills and contributing to their clubs.</p> <p>Making sure that new members get at least 2 flights when they attend the airfield. Having adequate instructors for the days flying</p> <p>More than one F2 course per region per year.</p> <p>More training opportunities. But that is limited by volunteer availability.</p> <p>Offer more Form 2 courses at different times throughout the year. Example: Mid January, allowing university students to attend.</p> <p>offer more midweek training sessions</p> <p>Regular opportunities for Form 2 training and coaching weeks</p> <p>Run more courses</p>
Booking system	<p>Clubs probably need to speed up the development of booking systems.. Can the GFA help??</p>
bureaucracy	<p>I ask the question what have we been doing wrong for the 60 years, and my answer is we have done an excellent job, yet we are now constantly bombarded by an inflexible paper war that just disappears into the top draw.</p>
coaching	<p>Appoint a coach to actively encourage lead and follows and two seat cross countries lead by experienced pilots (not necessarily always the coach).</p> <p>As above. Improved structure for coaching</p> <p>Coaching - the sport should allocate effort to improving average pilot cross country skills and celebrate achievement of personal bests, rather than a focus on a small group of pilots</p> <p>Having more people interested in coaching if there is a need.</p>
coaching pathway	<p>I have been to Coaching Weeks and they are well run, but coaching seems to stop after that. There no system of ongoing coaching for the rest of the season. Formalise regular coaching to be available at major gliding sites on a regular basis during the soaring season.</p> <p>I would like to see a stronger syllabus in Coaching. As a coach the detail of what to teach is not at same level as it is in Operations.</p>

If Flight Training - could be changed to ... SOARING Training - and the focus on trying to stay up, and fly somewhere and back - not just Circuits ! - you can do that in a power plane for cheaper. Sorry - I am a Kiwi who learnt to fly by Soaring in gliders in NZ - I now fly over here, as a Tug Pilot and Glider Pilot. - my early flying in NZ was never about just going up and doing a good circuit and landing - it was all about learning to SOAR - the "Flight Training" part just happened along the way - and I think that's how it should be over here too. But it seems to be very focused on just teaching people to FLY - not SOAR !

maybe a more structured system of coaching? by this I mean, more structured courses perhaps, rather than rely on a 1 to 1 weekend voluntary coaching system

More coaching for low hour pilots in club gliders.

Need more focus on coaching at the club level.

No2: Coaching courses seem to be too few and far between.

once new pilots discover the environment of competitiveness they dont stay long . the time after solo is the critical period new pilot find it difficult to keep up and soon give up

Only a small percentage of pilots are actively involved in competition flying. Most pilots appear to want to fly for fun and relaxation. There's a lack of post-solo training and mentoring of the sort which helps a lot of pilots get comfortable with XC flying and a lot of GFA emphasis appears to be on competition or performance flying. Perhaps more could be put into getting the early post-solo pilots comfortable and confident at cross-country flying or even just confident in their ability to stay up.

The VSA coaching week is excellent in encouraging member retention and xc skills. More clubs should take advantage of such events and try to have most new solo students attend one. I think the 'every few weekends' is not seen as very professional, while it may work well for clubs. Major centres need to offer week-courses for accelerated learning, or at least a flexibility to assign a 'mentor' and that instructor then tailor training around the students availability, eg mornings, midweek days.

Put more effort into supporting post solo pilots.

Reduced or subsidised costs for dual cross country coaching using high performance 2 seat glider

Run some coach training courses (or have the state associations run them) in the same way the instructing and or maintenance courses are run

commercial

allow commercial organisations to take some of the training roles ,removing it from under-qualified volunteers

consistent standards

Against worlds best practice I believe that our pilot training system is inefficient and of 'spotted' quality. Some good, some bad. This is very much an outcome of a club system and I'm not sure that there is a lot of room for improvement. Notwithstanding, there appears to be a reasonable standard at the end of the training program and due to close monitoring of early solo pilots we seem to eventually end up with adequate pilots.

culture	Less condescending and militaristic behaviour by some instructors. Assist clubs to set up block training programs of say 1 week duration rather than ad hoc training. This would reduce onerous roster requirements for clubs with few instructors and speed progression to solo status.
engage members enthusiasm	Fun factor will make all above question higher ratings. Again, once enthusiasm levels are raised, the poor areas above with rise along with the added drive.
enthusiasm	More students, just like the work place if you are busy there is a buzz around the place and this helps motivate people students and instructors.
focus	attention to detail. Don't string the training process out as a club money making strategy.
human factors	More emphasis on the effects of fatigue and dangers of task orientation on long flights
Human relations	Better training for club members and instructors in handling new members and public in introducing them to gliding.
instructor training	Licence system with real pass/fail exams and real rights as well as responsibilities for licence holders. Get rid of the instructor as administrator/police role. Instructors are not supervisors or police, they are educators. Teaching instructors to educate as well as defend themselves in the air. More instructor training on the details of the syllabus and how to impart it. Weeding out poor instructors
instruction	In my situation I made out that I knew a little bit about flying, in order to try and get a gliding perspective towards instruction and guidance. I was extremely disappointed as I had no pre briefing during my training until I got to do out landings. My post flight debriefings involved me doing a self analysis, to a point that I was told I was too hard on myself. I have had no coaching since going solo and was told I had a mentor who is an instructor who is run of their feet from the time they step on the field to the bar opening, and that instructor has some very good strategies for training new pilots and doing things to try and make pilots think not just fly around and you are getting experience. The air knowledge exams are a joke in the fact that you have a hand out with questions and answers in it and that is where the oral examination come from directly. for example under Flight rules and Procedures there is a question about the aim point and which direction does it move. That should be in a subsection of Airmanship or general knowledge or a question such as what does CTAF stand for? that should read what are your requirements whilst operating into, in or out of a CTAF? So I guess what I am saying is that maybe the content of the training package needs to be looked at and the standards required spelt out in more detail. As for Airworthiness training well the first Form 2 course in the state in about 4 years is being conducted, which is absolutely ridiculous when we talk about "Our Safety Culture" when really before we even step into an aircraft we do a Daily Inspection and in some cases for private pilots they MAY do an ABCD check on the field after towing their pride and joy out. So where does the airworthy standards come from and how do they affect the aircraft, that is what needs to be the message. No1: There are still some who talk about not needing spin training. While most of the gliders won't spin easily, ALL of them will do a very good impersonation of the spin entry (roll over and tuck) before resolving to a spiral dive which will kill you just as easily. If there was however, not the emphasis on the spin recovery but a sustained emphasis on a "Safe Speed Near/Close to the Ground" it should be virtually impossible to spin/spiral dive. Particularly re new pilots, I think we need to be more professional, eg simulators at most training locations, instructors accepting these as part of the training syllabus. The theory could be provided by on-line modules, similar to other training organisations and hopefully suited to self directed learning. A progression sheet covering solo to GCP, passenger rating and early xc. It would be great if clubs actively took pre / post solo students on xc flights with a coach, and ideally use a motor glider for outlanding training, rather than just another bit of the airfield. It is much more valuable, and makes early xc much less scary if you have already flown the route of say silver distance and done some circuits into paddocks along the way.

instructor standards

Quality of instructors. This means not just finding people who 'know their stuff' - but have had some professional training in instructional style, technique - and communication. You can be 'relaxed', non ego-centric and still be professional whilst still engendering and enjoyable 'recreational' atmosphere. Most of your people (there are a few exceptions) have the ability to take away the enjoyment from flying and make it a job - what's the point coming to enjoy recreational flying away from the 'job' when actually, my flying job is more enjoyable than the gliding school??

Refer comments above. Some instructors take the approach "What would you like to do?" to ab initio students. Not that they would know. Some take a more disciplined approach. Like I said above, I was lucky. My friends were frustrated

instructor training

allow anyone to be trained as instructors, leave it to clubs to select those that they want to use. being trained as an instructor will upgrade personal flying standards and enhance quality flying throughout GFA. there are still major inconsistencies in training by instructors, some instructors still act like feudal leaders, not seeing their role as supportive and there needs to be training of instructors in human relations. flying skills are only part of the requirements of a quality instructor

Better instructor refresher courses. helping to set a standard.

Complete and issue the revised instructor handbook. Progress Instructor refresher courses.

Encourage interchange of instructors between clubs.

Higher standards for instructor training and standardisation. Training aids would aid consistency in training (video and Computer based training.) Simulators, state based rather than club

international

Do anything to help reduce our isolation from the rest of the Australian gliding world.

mentoring
mentors

A more comprehensive pilot "Mentoring" program

I see many people starting some training but then dropping out. Many reasons exist for this but one key one could be the lack of mentorship for a trainee. One instructor should be the mentor for the trainee and follow up on why the person may no longer want to fly, about the progress, etc.

monitor progress

A better structured record of pilot progress that is regularly monitored. This cannot be carried out by club volunteers without GFA support. Better flexibility to accommodate pilots that are not able to be every weekend pilot

pathway

Many clubs would benefit by referring new pilots to clubs offering week long training opportunities.

More structure, make it more available for people to apply for this training, instead of the old boys telling you if you can or can't. Better assessment of attendees; allow failure, not just let everyone pass. More emphasis on

Perhaps more articles in the magazine to make pilots aware, or rather inspire pilots of the possible progressions past solo, other than cross country, such as passenger rating or aerobatics training.

Have better training structure, particularly post-solo

pathway coaching

formalising coaching as a natural progression to the next level

pathway coaching

Get serious about developing a grass roots coaching program and the ongoing refreshment of same. We need a new Maurie Bradney.

Development pathways tailored to individuals would identify where coaching could assist - many pilots may not realise that there is improvement to be had and that people exist who can help them (we need more of them too at each club)

Difficult to give a fair answer as there is some training that is excellent, but also some that is poor to very poor. Adequate is the average. We need to focus on the GPC as the first goal. Make sure pilots are at least using all controls appropriately and ideally have them flying more accurately instead of just being safe. Stop rushing people to solo before then abandoning them. Students need to know that coaches are there to help them get to the GPC and that 2 seater coaching flights should be viewed as essential for their progression.

perseverance

Do more of it

progression

Ab-initio pilots - some notes further above. If pilots can handle less advanced sequences before doing advanced ones they will likely have more confidence going forward. I know many instructors justify this premature advancement (probably figure they will improve with time) on basis of cost & doing the trainee a favour. I believe need to reinforce the trainee has suitable skill in area of training before advancing, so when they are advancing they are not trying to tackle an earlier stage that otherwise wasn't addressed enough previously - thereby having confidence moving forwards. This is going to be a very difficult thing to change - if ever!

Condense training time to maximize learning and progress

Cross country flying earlier in syllabus

promotion

Coaching system should be formalised, encouraged and supported.

Recognition

Airworthiness training in particular is an old boys club, many people just don't have the time or patience for the current system. Recognition of non GFA experience would be a good start.

For airworthiness training, recognise nationally qualified training that an individual has achieved and look at introducing an accelerated form 2 and component course e.g. if an individual had either a cert IV or diploma in aeroskills and is an aircraft maintenance engineer maybe look at a 2 day course which looks at any special checks for gliders and GFA specific paperwork.

See previous comments. Recognize prior learning particularly in professional pilots. Remove the arrogance of some instructors. Provide proper structure to flight training. Mass briefing documents for each sequence.

regions

Coaching in Victoria requires rejuvenation by the VSA and RTO/Sports

resources

Simpler instructor documentation for use on airfield to cover all sequences. I'm guilty here of covering my favourite sequences because i can't remember the punch line items.

standards

Coaching isn't the same as instructing. Coaching is a voluntary activity (in that it isn't compulsory for a pilot to be coached) and coaching is also very individual. Not all coaches are the same, not all coaching requirements are the same. Unlike instructing (where consistency is essential) we need wide variety and a lot of individuality in this space, not a rigid process. More guidance, more individual goal-oriented coaching, less formality and structure.

concentrate further on the training of providers. some are excellent, others need more fine tuning!

Consider formalising the airworthiness training by aligning with the ASQA Standards (<https://www.asqa.gov.au/standards>) so that a consistent standard is delivered and the pathways to qualification are well known and achievable

consistency with instruction and trying to keep instructors enthusiastic and passionate about flying and instructing not viewing it as a chore

De authorise EVERY instructor in the country and make the all sit exams like in France, you'd end up with one maybe two who would pass.,

Having completed an airworthiness course I would like to congratulate the efforts of the volunteers who have both written and presented the course material. The course was well structured and passionately delivered by members with high levels of expertise in airworthiness. The assessment process is sound and allowed for adaptive assessment where needed. The time frame is considerable, especially if needed to be done twice to gain an annual inspectors rating, however reflects the importance and level of acquired knowledge needed to be proficient in this area.

Having a more understandable training system, that outlines what is required and when including costs and other requirements. Some people may not have the aptitude to be a good pilot but are retained for fear of losing a paying student/member.

Instructors and coaches are very good, but it's confusing when one tells you one thing and another something different. There needs to be more consistency.

Instructors need to focus on students progress steps rather than " let's go fly and see how it goes". Revision of BSE and BSE Engines that have been in edit for 12 months needs publishing.

it is a LOT of work to become an annual inspector

Look at revalidation as a formal training module within GFA.

Many coaches are not instructors as well, time and time again I see coaches teaching early solo pilots in safe practices.

more consistency among instructors

more consistency in approaches between instructors. Some want you to fly the glider at the ground and land at 60 knots, some want you to flare and slow right down and stall from 2 feet above the runway, and other differences in circuit patterns, etc.

standards

More consistency in new pilot training (I know this is already underway with instructor refresher courses) Coaching - make it more available (to be blunt... the "hot shot pilots" don't want to coach on the "good days"

More consistency in new pilot training, at present a different instructor every week

More consistent training for new pilots - both flying & ground-handling tasks. Encourage training in "bloke" skills - for maintenance, ground handling for new pilots who have not grown up with these skills.

Motivate instructors to take further steps in their own progress, not to stay for ever on what they have achieved once up on the time.

Need better briefings, more classroom work. Less delay between flights. Some power pilots go solo in 5-10 hours. No chance of that at a gliding club.

Our flying training is fragmented across many instructors and this can be unsettling for the new student progressing to solo. Airworthiness is a structured hands on course and not all have ability to perform to the required standard in a limited time, mechanical and practical experience prior can be most helpful.

support

It is being improved at the moment - but the current system requires you to know somebody. How many new students do you see who don't have gliding relatives already flying, generally to hard if you don't have a supportive relative or friend for the gliding days.

supportive culture

emphasise a collaborative process ahead of vindictive fault finding ethos

thanks	<p>Hard to say. It's all pretty good. I don't think that gliding has many serious training problems any more. I worry about the future of our sport with so many oldies and not enough younger participants.</p>
theory	<p>Our club provides excellent support</p> <p>Computer based training.</p> <p>Create power point slides on the CASA changes and interesting gliding knowledge.</p> <p>Education, both written and on the field, for all pilots. Perhaps, a supplementary (post C certificate) manual also. More articles in "Gliding Australia" along lines of "The Soaring Engine", G Dale.</p> <p>Flying skill instruction is very good in Australia. Theory instruction is woeful, hence my rating of that area.</p> <p>Learn from the power pilot community, flying clubs, SAAA. Topics would include Weight and Balance (the reason I am concerned about spinning), preflight risk assessment, not "pushing on" into bad air etc etc</p> <p>Less standing around and probably documentation that is easily accessible that explains what is involved in the respective training or learning so that the trainee isn't going into a process blind, partially blind or with their own assumptions as to what will be involved.</p> <p>More in line with GA. portal online for those wanting to advance their knowledge. I have my PPL and I am glad I have this extra knowledge.</p> <p>more material in print. possible online videos of/assisting various lessons</p> <p>More on line tutorials/ youtube etc.</p>
theory	<p>More up to date training support materials for operational and airworthiness training. More useful workbooks for students and instructors. Most club based training is prolonged and amateurish compared to GA/RAAus training. Instructor recency in solo flying and the full syllabus is an area of concern for a disconcertingly high percentage of instructors.</p> <p>Perhaps the GFA could look at a module system to support the student in their training with a study area on the website which teaches and tracks progress on subjects. This could be sent to the training officer at the club to show a student's progress. I am nearly solo however I still feel that I am lacking some background training to just flying.</p>
training	<p>I've had one formal course in nearly two years: how to operate a radio. Some more formalised training would help. Eg we start flying normally at 11am, yet we're there at 9am and stand around chatting. Why not have a 45 minute class during this period?</p>
Training opportunity	<p>Providing some funding to parts kits for airworthiness training. In theory we were supposed to replace every nut and split pin, if this is not insisted upon in training how can we expect this to not happen when they return to clubs. Basically, it is the enforcement of standards to maintain safety.</p> <p>Refresher courses</p> <p>Airworthiness courses run exclusively mid week do not encourage working people to attend.</p> <p>Airworthiness - DI ratings should be awarded by instructors and up to component replacement trains available at club level.</p> <p>Coaching is tricky as given our location (Caboolture) we don't really do cross-country. We do have annual visits to the DDSC which encourage members towards cross country.</p> <p>Get the Airworthiness guys and gals out in the field more. Run more, smaller, courses.</p>

vintage

Hold more training, and better promote and support actual achievement, particularly in support of older (vintage) Gliders. When you have aspirants wanting to support Vintage Gliding, better support them, to support the discipline

volunteers

Our Club has a 50 hours per year voluntary work rule. Airworthiness training is one of the duties that must be fulfilled by each member

Take council & don't hold back

take personality out of it

that's a matter for each individual club. Depends very much on local skills, aptitudes, etc.

The BGK book is outstanding. It is so detailed. I can't really comment on the rest, but it seems there are plenty of opportunities out there which the GFA supports.

instruction

The club system and large number of volunteer instructors available is incredibly valuable. However this same quantity of instructors means that instructor rosters are constantly rotating, making continuity of training, and consistency of expectations (and instructor styles) challenging. As a GA/PPL pilot, I believe I could have progressed much faster with one, known instructor over the past 15 months since joining my gliding club. Of course, I accept that the instructors are volunteers, so it's unrealistic to expect one nominated instructor to be constantly available. However, in contrast to the GA training system, it highlights the weakness of the system, from my perspective.

coaching

The coaching is better at some clubs than at others as seems to be run at the whim of the CFI. It appears to have been tacked onto the instructor system.

The G Dale coaching events were great but there is not yet a 'grassroots' coaching mentality in my club or the movement more generally. If airworthiness training events were confirmed a long way in advance my chance of getting to one would improve.

The last Q is not applicable to me With a diversity of trainers, the continuity of training suffers.

However this may be beneficial as the diversity of knowledge is invaluable to a ab initio pilot.

Although having one trainer through out the training for the express purpose of becoming a solo pilot would be advantageous, and then getting a different perspective from other trainers would be more beneficial after achieving solo status.

The process of approving a student pilot to become a daily inspector is overly complex. This should be a function all instructors are qualified and capable of providing the training. This would be consistent with the process used in GA where the instructor provides the required training for the student pilot to conduct the daily inspection. This should be part of the Instructor training syllabus. The current system where a Form 2 inspector is the only approved person to conduct the training and provide the approval is overly restrictive.

The training is pretty good - the problem is going to be who will deliver it in the future if we continue to rely on volunteers to deliver the training. The new generation is not particularly interested in volunteering.

There is always a range, mostly good or very good but occasionally less adequate than it should be.

There is not enough emphasis on coaching, opportunities or clear pathways provided (at least in NSW).

Training programs and specific, organised online training resources for all these areas

Try to get instructors with more depth of experience.

Tung - Adherence to syllabus, standardisation of instruction, better record keeping (flight training files for students)

Utilise people in training who wish to help people develop skills instead of demonstrating their superiority. Remove the 'boys club' mentality which appears to exist, where it comes down to who you know , not what you know. Simply put,obvious inconsistencies in who gets a rating upgrade and who does not causes people to walk away from instructional and airworthiness roles.

We are progressing towards a self financing system to pay for GFA instruction in airworthiness training and gliding instruction. The ASGC site has been sub-divided into 14 lots. Each lot is rented out annually for \$1000. So far there have been 3 taken up and plans to build hangars on each of them.

We have not had an active RTO/Sports for a while, a new one has been appointed just now. We also need to have more airworthiness courses, the first in 3 years is about to start

We need more airworthiness courses, at least one a year in each state. Also, recurrent training needs to be stepped up.

We need to avoid being sucked in by CASA's discredited approach to airworthiness, where they want paperwork with boxes ticked, rather than a proper audit of actual airworthiness work. This was very evident in the recent airworthiness refresher course, which was all about how to meet CASA's demands.

Well I think improvements are already happening..

When you say 'our' processes do you mean GFA, State Assoc or Clubs, or all three? All three together can do a adequate to good job, but each alone is not that good. Ab initio education is not standardised or efficient and we don't make good use of virtual reality simulation or gaming training to direct attention where needed before jumping in the gliders. Coaching is sporadic and individual dependent, both coachees and coaches. Beyond DI training, AW training was some OJT over several years and a little feedback once on some issues to improve, before a rating magically appeared. While some instructors are very good, some are there for the wrong reasons; coaching - once again some are good. AW - the poor relative in the GFA, as an Inspector I know that many members only turn up to fly expecting the AW Magic Fairies fix their aircraft for them. More AW training required in the initial stages of training.

Whilst the GFA is responsible for the maintenance of standards - Its the Clubs that offer the training. My Cub offers year round training for glider pilots and excellent opportunities for advancement during the summer months.

Whilst the quality of the actual instruction is adequate, and sometimes very good, the lack of quantity and continuity on any given day due to conflicting interests (especially AEFs/TIFs as mentioned above) places severe limitations on the effectiveness of the training.

With respect to helping younger members training it would be worth talking to exciting members on this age group or slightly older for help. There are a large group of members just above the junior age group who have been GFA members for a long time and can offer guidance with the "younger" generation.

Written or online theory testing for consistency and to allow students to progress on non flying days

Please state what alternative approach or change would achieve a better result.

Airworthiness	Form 2 inspections based on hour's flown .Disagree that a glider needs to be pulled to bits for a few hour's flying .
	I think the area that really needs further progress is the last question "maintenance advice and support"
	In Victoria there are very few people capable of doing wood surveys and few W&B trained people available. Utilise people in training who wish to help people develop skills instead of demonstrating their superiority.
	Kingaroy (and I suspect other) needs a certified maintenance provider, perhaps there could be a way for that to be temporary arrangement at a time where the fleet could be inspected over a 4 week period in temporary facility? Discussion from GFA to maintenance providers to encourage this might be worthwhile to expanding their operatins and increasing glider maintenance apprenticeships and many of our excellent maintenance folks are also aging and this is a major potential future threat to the Australian gliding fleet.
	Maintenance and advice for is something that need more efforts. There are few opportunities for members to gain their Form 2 or part replacement endorsement. A more flexible approach needs to be implemented across the states. Perhaps more on line training. It is difficult for people to get 1 week of work to attend seminars.
	Maintenance crew or committees (both club and GFA) must support younger members in gaining skills and knowledge in maintaining both private and club gliders.

	<p>More maintenance courses.</p> <p>Our club has relatively few private owners and an on-site commercial maintenance organisation, so self-maintenance advice and support is available from a number of helpful and willing individual pilot owners, rather than by the club itself Ridiculous red tape around airworthiness, difficulty to reach knowledgeable people, inability to get trained.</p>
Airworthiness	The limiting factor is airworthiness training. More support from GFA would help.
Club	Depends on the Club operation and attitudes of Club members, there is no one answer to cover all Clubs.
Club Communication	Again, information either written, by telephone or by some other means has been utterly non-existent.
	<p>Encourage people to be more cognisant of other individuals' personal circumstances. Effective communication is sadly lacking in many instances. Each person seems to have their own agenda without any regard to others. Also, there is a considerable 'abrasiveness' in the manner of communication that makes interaction with certain individuals most unpleasant. Gliding is supposed to be a recreational enjoyable past-time and when it becomes unpleasant then whats the point ! ?</p> <p>More information from the club would be a good start!!!!</p>
Club culture	<p>Our Club has a winch only system with many short flights and as a consequence ab initio pilots have a hard time when their only pole time is a minute or so on a downwind leg for a total flight time of 5 - 6 minutes. We desperately need aero-tow to give us a launch (say3,000') with 30 mts in no lift conditions to the ground - that is about the minimum for a good entry to effects of controls and all those related basic flying modes that a new pilot needs before the pressure really comes on for thermalling turns and a good to touch down and approach. No2: There is a solid core of just a few locals and the majority of the members have to travel fairly long distances so they arrive to fly and leave once all is done. We all seem to have a good time while on the field but it rarely goes any further than that. No4: We don't have any private owners. No5: We only have Form2 inspectors in the Club and no component replacement experts nearby.</p>
	communication from clubs and members ie members students drive their clubs more rather that wait for the clubs to show how
	I can only comment on the club of which I am a member which seems to me to have become obsessed with high performance twins rather than twins more appropriate for learning to fly. It may simply be the high cost of Pawnee tugs as Pilots share the cost of launches.
	<p>Many clubs support/prefer pilots joining syndicates rather than provide good gliders within the club.</p> <p>1. Tackle the tribalism/factionalism in the larger clubs eg: Tuggies Vs Instructors Vs Form 2 Inspectors etc... 2. Encourage clubs to have honest discussions about "on the spectrum" behaviours.</p>
	Always difficult to add social to an already very time consuming sport.. maybe more regatta's/camps..
Club culture	Based on my club, it is not very welcoming for new members, you have to really want to glide to persevere and achieve good results. This particular club is not a mutually supportive team which encourages and inspires current and future members to achieve their goals.
	Change in attitude of existing members
	Clubs can be hell for members depending on the influence of local mafia's. Club system does nothing to foster social issues; they merely propagate the personal philosophy of the "leaders". If they are wrong then the club system fails.

	<p>Clubs still focus on Solo and not the GPC. They they forget about those who go solo. We then self select those who can deal with being abandoned to really learn how to fly by themselves or are pushy enough to get the help they need. This is effectively a large barrier to attracting and keeping women in the sport. Private owners (or potential members) are rarely consulted about their plans and clubs plans with regards to it's fleet. We keep seeing clubs respond to too many pilots wanting single seaters by eventually buying one, meanwhile most of those who could have used it have bought a share in their own leaving that glider to be under used. In general, club single seater fleets were bought new 30-40 years ago and nothing has changed since. The hot ships of the day that were attractive to the membership as a whole now languish in hangers as people buy their own better performing gliders instead. Should clubs have a single 1st single seater only? and then push people to private ownership anyway? Should we have a Lasham (UK) setup with a training club with no single seaters, a general club for solo pilots and a single seater club (which is essentially a large multi-glider syndicate)?</p>
	<p>For social atmosphere start to run social events</p>
	<p>In my experience, clubs give a high priority to AEFs/TIFs (which have a very low conversion rate to club/GFA membership). This is usually at the expense of the pre-solo students who spend long days at the club, sometimes for a single, short flight. This sends the wrong message to the very people we should be trying to retain, i.e. those who have already demonstrated their desire to join the gliding movement and are already committing their time and hard-earned cash.</p>
	<p>More friendly approach not based on preconceived prejudices.</p>
	<p>More inclusive social events (down to the individuals though) - get families to feel welcome and involved. Solo pilots are often left to their own devices on development/coaching - see previous response.</p>
Club culture	<p>More opportunity to get together off-field eg on weeknights to work on individual goals in an informal atmosphere. I feel that more pilots would purchase gliders if they had peace of mind about hangarage and the availability of Inspectors and workshop space to keep them flying.</p>
	<p>Not much support at my club, except regular checks when appropriate.</p>
	<p>Private owners do not always fit into the Club culture as well as they should (this is often an important motivation to buy their private glider) and this makes it difficult for some clubs to provide the necessary support.</p>
	<p>Private owners dominate our club and have little interest in the club other than how it serves their personal needs.</p>
	<p>Private owners should be treated equally with club members using club gliders</p>
	<p>Reduce political issues</p>
	<p>remove the perceived us and them attitudes with club and private owners . improve training and support of maintenance while supporting commercial organisations .</p>
	<p>See comments on training below in Q9. The social atmosphere at most clubs is that of a drinking man's club. Once you become a private owner, clubs seem to think you don't need any support and you are deflecting effort to club activities.</p>
	<p>Social: Hard to change at a city club, in Sydney. People are very busy. Not a lot of time for socialising. Family and work and commute pressures stifle the possible fun. Solo pilots: once solo, coaching is where we can help folks. Unfortunately my club does not have a supportive coaching culture. I sometimes feel alone within the Instructor Panel championing this. Private owners: Our Airworthiness Officer is very good at helping private owners. But the Instructor panel is less supportive. It takes the view that they can look after themselves and only interested if they stuff up or when annual checks happen.</p>
Club culture	<p>Speaking for my club and those I have observed, there is a distinct lack in wanting to promote involvement, but rather an attitude of let them do their own thing, as long as it is within the rules. Support for private owners varies enormously with clubs who actively encourage it to clubs exactly the opposite. Without private owner input, DDSC would "wither on the vine".</p>
	<p>The club has very few ab initios if any, mainly due to the largely distant and wide spread membership. An attempt was made in April to recruit people from the local area, not sure if it was successful. The social atmosphere also suffers because of the travel distances, a four hour drive is too far for a beer. The club does it's best in this regard but it is difficult to get people together other than over the summer holiday period.</p>
	<p>the clubs do little to follow up on lapsing pilots. when i am not at the club i might as well not exist. this is an old fashioned manners thing.. the two people who used to ring from my club have both died. it is not the same any more. as i am not a private owner i would not know. I suspect that being an owner is a clear indicator of commitment to the sport but many of us cannot afford to own.</p>

	<p>Try to have clubs be more inclusive and do away with the boys club of oldies that seem to dominate the social scene of many clubs.</p>
	<p>We have a CFI who actively discourages new members, training pilots, AEFs, The CFI is attempting, so far without success. to take over the club assets and use them for his own profit. He sees himself running a commercial operation, seven days a week. The reality is that Alice Springs does not have the population base to do anything like that. A similar attempt in the 70's ended in disaster for the club.</p> <p>We need to encourage private owners to participate in club activities.</p>
	<p>We simply have an acceptable club atmosphere but not a great one.</p> <p>Sportaviation is different from a regular club. Before making a choice, where to do training with my two sons in 2012, none of the regular clubs replied to my request for information. Only Eddie took time to reply and give to the point info. With Sportaviation all the mentioned subjects are excellent. I have no idea about a regular club as I did not join one of them.</p>
club facilities	<p>At the club behaviour and support can be very inconsistent; objectives are not clear. Many missed opportunities for marketing.</p>
	<p>If we had a decent trailer for our first solo machine it may encourage early solo pilots to go cross country and we older Pilots to retrieve them.</p>
	<p>More club aircraft, pressure on to buy your own aircraft to be able to fly consistently once solo.</p>
	<p>More instructors and a second 2 seater. Ditto, to allow dual x-c training.</p>
	<p>Providing more rentable hangar space.</p> <p>We don't have enough instructors to train new pilots. We don't have facilities to encourage social engagement or maintenance.</p>
	<p>Better club house and surrounds and more social events, more fun and frivolity to encourage more women attending. More XC by all pilots and regular regattas</p> <p>Club is working towards better facilities and more social activities.</p>
club facilities	<p>My club has no "club" workshop. Instead it has a commercial workshop ones by the club which costs a minimum of \$25 to say hello to, even before asking a question. The result has been individuals with form 2 ratings building up their own tool kits and ignoring the club totally.</p>
	<p>Enhancement of current club room facilities. More adhoc social activities associated with flying days</p>
	<p>Social - More women Private owners - Easier/cheaper/more availability of trailer parking/hangerage/caravan sites/airfield accommodation/workshop facilities</p>
club management	<p>Some clubs do this better than others. Having facilities for private owners and families will help.</p> <p>The GFA system caters well for club operations but not so well for independent operations</p> <p>The social atmosphere of my club could definitely be improved by upgrading the facilities. The clubhouse is so run-down that it repels potential new members and wives/partners. Maintenance support could be improved by the accreditation of more Form 2 inspectors, so the usual individuals responsible for maintenance don't become 'burnt out'.</p>
	<p>Well thought out and practiced club policies</p>
Coaching	<p>Coaching, I have observed too many pilots, even with 300 hours+ experience who are unable to maintain a constant speed turn. As a result, they struggle to stay in the air with weak thermals and end ups climbing at 1 or 2 knots when other in the same thermal are climbing at 8 or 9. They don't use the trim properly, they don't watch attitude, etc. This is frustrating for the pilot and will result in many quitting as they fail to progress. My club has no "club" workshop. Instead it has a commercial workshop ones by the club which costs a minimum of \$25 to say hello to, even before asking a question. The result has been individuals with form 2 ratings building up their own tool kits and ignoring the club totally.</p>
Fun	<p>The fun has gone from Gliding and since it has heavy competition from other activities for young folk especially, its dying out, just getting new members is not the only key, they have to want to participate.</p>
Fun	<p>This is an average from a few clubs I have been member of. Not knowing about all, but clubs are some how imune to social atmosphere, where most of the time everybody is living the place in a hurry. Communication is low, and debriefing not even adakvate. There is no FUN element detected in any of daily activities.</p>
Fun	<p>Could be better briefing and preparation for training. More fun flying events.</p>
GFA involvement	<p>The support needs to come from the top.</p>

individual focus	The limits in Gliding are set by the member, He or She decides where they are going... Local flying, Cross Country, Regattas, Competitions, International... to each his own. What you put into it is your choice. Personally, I am heavy into Maintenance but most people don't take an interest and "who" is to follow me ? I look at the courses offered by GFA lately and they are all down in Victoria, it's as if Gliding is only carried out in Vic , when we know it is basically "seasonal" down there....
Instruction	Training New Pilots - I've given up training ab-initio pilots for many reasons but one significant factor is the lack of standards expected of ab-initio's (being 'rushed' through early stages) & when flying with them in latter ab-initio training they are not handling basic flying as well as they should with view of 'advancing them'. I strongly suspect have drop out's of trainee's due to lack of their own confidence. Other important factor is the social environment, big club's can attract people but they can also be 'lost' socially & is another area believe people are lost from our sport.
Juniors	Introduce younger members to the committee's and mentor them to run the gliding movement.
Member engagement	Members must be more proactive to reap additional club benefits, input creates output
membership	Increasing the amount of contributing members (especially younger and/or female members) in clubs will naturally boost the social atmosphere of those clubs. GFA's towards 3000 initiative will hopefully assist in this cause.
Membership	Shrinking population of aged club members and volunteer rates compound all of our problems. If I had an answer I would gladly put it forward.
Promotion	My comments are based on GCV, which I think is a good club, and probably many smaller clubs are not as proficient particularly re training, and having a social environment. The areas that need particular work everywhere is promoting the sport to key target groups, RC modellers, hang glider pilots, GA pilots put off by cost. And then retention of post solo students, which is a well acknowledged weak area, and more work there is always needed.
Regattas	Need to promote more low-key entry level comps and inter-club regattas. Solo pilots need more encouragement towards XC flying.
social	social aspect Gliding: More multiclub camps ? I like Mnt Beauty/Leeton camps. Interestingly, CGC Wave camp has a much "colder" atmosphere. Solo Pilot Support: Perhaps a clear post solo mentoring syllabus for instructors to implement ?
social	Social aspect is not attractive to (female) partners and family
social	Social aspect of gliding - most glider pilots now days, are my age or ALOT older - when a Social gathering happens, most talk is about who has been to hospital recently for some age related illness - this does nothing to attract the few younger (ie 20 something's) to the social event - so they don't bother going - and in turn fall out from Gliding / Soaring all together. We need to have social events for their age group also - so they feel a part of something and belong.
	Social atmosphere is good if you are a male over 50 y/o. All others need not apply. social skills and instructing skills and interpersonal and communication skills are poor The social aspect is very limited compared to sailing clubs I am involved in. Would be nice to see more social evenings that wives and other non flying partners
Standardisation	A national professional training school that can issue certificates of flying competency which must be recognised by GFA clubs may be much more efficient than the present fragmented amateur approach. A standardised pilot proficiency data base. This would assist in tracking non progressing pilots, that may need further support to keep their gliding interest.
	A more structured coaching role both in flying and maintenance.
	All small clubs have too few resources or too few willing members to run operation and maintenance. Member fees do not provide enough income to invest. Those few members that work for the club are at their limits for futher improvement. See my final comment.
	As mentioned above, we need to nurture all new members to progress quickly through to solo and beyond. I beleive new member's retention rates will improve, if we as members stay connected to early solo pilots with encouragement and inclusion.
	as per point 7, enhance a post solo training culture as a formal system and you will see a higher rate of retention. this however goes hand in hand with having for example monthly club level mini comps, 3 to 4 state comps and then progression to national level thereafter.
	Benchmarking and standards in general. Audit training and maintenance in club environment for consistency throughout GFA. Audit club oversight of independent ops and private owners - I don't know if there is a problem but I suspect there may be in regard to standards. Increasing airspace complexity may lead some independent ops and private owners that are not receiving more oversight to get them and the rest of us into trouble.

	Clubs are generally very inefficient and largely focused on ab initio students doing a progressively worse job as people progress past that
	Clubs commonly need to provide more focus on their post solo members.
Standardisation	Clubs have old tired pilot members, new members need to be trained in much condensed timeframe, in a dedicated commercial training organisation, flying + simulator instruction, Aero, winch, auto & self launch to give students complete training not just their clubs preferred launch. New pilots can then return to their local club with GPC, go fly, contribute to club operations, entice more new members and learn the finer points from older members who have more time to enjoy flying themselves.
	Clubs need to have and use contacts with experienced people in these areas. Not necessarily within a particular club, it could be within the region or within the country. Clubs vary in their emphasis - some specialise in training, others in cross country - pilots need to choose their club to suit (not whinge!)
	Comments are based on experience with my own club, I observe better results in other clubs. Loyalty is a harsh master
	Conduct all C certificate training by our instructors, without the need to have outlanding check somewhere else.
	Consider a regular, formal training school option in the regions.
	consistency of processes and tempering the control gene of appointees as noted above
	Dependent of volunteers makes it difficult, access to full time training with professionals would help. Higher standards for instructor training and standardisation. Training aids would aid consistency in training (video and Computer based training.
	Facilities and Weekend Operations make it very difficult to achieve quality results
	GFA has good programs in place, but at a club level it relies on implementation by volunteers. It will take time and repeating the message for the programs to be effective
	Having everything run by volunteers in most clubs results in inconsistent training and facilities, despite the amazing work the (us) volunteers do. Some new people don't join as permanent members as the volunteer tasks expected is too onerous.
	I am commenting only on my club. I think we need to do better on the 2 average rankings. With volunteers in a small club very difficult
	I believe our whole operational basis needs review. Why do so many of our pilots join RAAus & so few RAAus members join GFA.? I can't remember this question ever being asked --- not in my club anyway --- nor GFA.
Standardisation	I can't speak for all clubs, just for the club I'm a member of. So I will answer the above questions with that in mind. My club is a small and very training-focussed club. But we suffer the problems that arise when you have a small core group of people providing support to a large number of trainees - it can be easy for communication to focus on what's most efficient (e.g. the core do-ers talking to each other about stuff rather than to the general membership, which leaves the membership unclear and unengaged regarding long term club issues and projects). I'm not sure what the answer is to this, or how the GFA could plausibly help with that sort of problem.
	I have found this at other clubs and in overseas clubs... the system favors a few... GFA is also slightly biased to the comp flyers (which I'm one)
	I think larger clubs are better in every area. Smaller clubs sometimes lack the necessary skills and a small number of volunteers can lead to insufficient time and skill for all the things a club is expected to do. It isn't the small club's fault, but is the result of increasing regulation and surveillance (which in turn isn't always the GFA's fault). I think that some more experienced private owners and top competition pilots should not have to be part of the club system.
	I think this varies widely from club to club, some are much more social than others, some provide better new pilot support than others. This is a cultural issue and hard to change in some of the old, smaller clubs
	I wouldn't mind paying more to get faster results. If I had my time again, I would do an intensive training week as that would probably be the quickest progression and the least amount of messing about. You have got to remember that time IS money for younger people.
	In gliding for something to happen you need someone to organize it. People are normally busy with gliding activities.
	In my opinion many clubs suffer the tyranny of distance. This places strain on the whole enterprise meaning that many members simply don't have the time to spend time at the airfield/club in order to provide support outside of the daily flying activity. Consequently there is not a lot of altruism as

	to provide de the support in the categories above. Regarding training, I am not convinced that the club training system is particularly efficient at training new pilots. A lot of time wasting happens and prospective solo pilots can be discouraged, particularly the younger groups who are seeking quick reward for effort.
Standardisation	Instruction is generally via osmosis rather than a structured approach to the skill of flight training. Emphasis of basic skills such as attitude control is poor. Basic work cycles are non existent and variations between instructors impedes students progress. In some cases I have witnessed instructors "big noting" their ability to try and impress students. Personal opinions prevail from pilots who do not have the breadth of experience that other bring to the table. Contrary to the opinions of some glider pilots are not the best pilots in the world. they are good at one thing - soaring- but many other aspects of the operation would not be tolerated in professional aviation circles, for example inaccuracies in general flying, inconsistant approach paths etc. It all depends on the club and the members, it is what you make of it.
	It would be helpful if any learner is provided with a clear path into a club, quick responses from club email addresses and a warm, personal welcome and introduction on their first day at the airfield. No one wants to arrive at an airfield as a stranger not knowing what to do or who to talk to.
	More business minded - just because that's the ways it's always been doesn't mean you should not move with the time. Ideas for example - pay instructors a bit (not much) and get booked flights so we don't have to wait all day....a roster for the day each student books times from 30 mins to 3 hours etc,
	More effort required by club committee to have a concise training system, a lot of money, time and effort can be wasted by not having a tight training system.
	Most clubs dont provide intensive training. LKSC does, and it works well.
	not everything can or should be done by clubs
	People need to learn to fly under licensed professional instructors. Most instructors have no idea how to fly cross country fast! Most clubs hate private owners. the best maintenance comes foprm the professionals
	Poor or misinterpreted question- all clubs perform differently and all of these factors are strongly influenced by key individuals within clubs.
	Professional, centralised training operations. Eg GCV, Lake Keepit with all clubs encouraging any new members to go there first, to try and accelerate path to solo and beyond. Most clubs are not good at "Big Picture"so GFA need to herd them along to make changes.
	provide more consistent training requirements and audit instructors to maintain standards.
	Provision of contemporary on line training.
	some clubs and instructors are better than others this will effect how much or little support you get and how good or bad training can be
Standardisation	Some clubs are better than others, and some members who see gliding as "another consumer product" are not interested in developing (or maintaining the old-time) group dynamic, but exp0ect some entrepreneur to step in and provide their needs without calculating the real cost of that and whether a majority of people prefer an older club-based "help each other" approach.
	The training system is stuck in the 80's. Many instructors are stuck in the '60's. Complete revamp compliant with modern training principles is required. Standardisation needs to be mandated and employed.
	There could be greater consistency in applying training syllabus (if such a thing exists). Quality of training appears to be luck of the draw (I was lucky with my instructor) my friends, not so. This has led to their disappointment and lack of engagement.
	This is so variable from club to club. Fortunately my club is very good.
	Training - use online and simulation Solo Pilots - arrange informal group cross country soaring Private Owners - be more welcoming Maintenance - work with other clubs to share resources and have a schedule
	Training access always seems like a struggle for new pilots who spend a lot of time waiting around. Training should probably be syndicated with the larger clubs at a federation level.
	Training better in fulltime schools concentrated course/ professional instructor. to random in quality with instructor panels. Solo pilots easily lost in bigger clubs. Private owners exist almost inspite of some clubs rather than as a valuable part of. Varies wildly in clubs.
	Training inconsistent. Professional gliding instructors would do a better job. Solo pilots traditionally have to sort themselves out in smaller clubs. No clear pathways to improve your skills and thus enjoy the sport ,more/better
	Training is good but could be better: The process of becoming a pilot (rather than doing the first solo flight) is - at least for me - a long one. Supporting camps are required that help trainees to

	make a true step forward. Clubs should be encouraged to hold them and perhaps be sponsored by the GFA with money, organizational support or external instructors.
	Training is much too slow. Pilots spend all day at the field to get one short flight. Instructors vary. Poor pre-flight briefings, poor post-flight analysis. Instructors sometimes have to rush on to the next student.
	Trng - More structure. Better adherence to syllabi. Better record keeping an intra-club oversight. Solo - Most newly minted pilots are thrown to wolves of apathy. They need help to get from C cert to competent XC MX - Rarely club-based
Standardisation	We need to set a standardised approach with customer relationship management integrated into the process. We need to teach how clubs can achieve greater customer satisfaction by meeting members expectations.
Standardisation	Whilst i love my club and had an awesome experience during training to become solo, I would have liked to see a clearer outline or "progression plan" type system more stringently followed. I am not aware of other clubs systems and am not sure if this is isolated to my club.
Succession	Implement that positions on the club committee must be vacated after 5 years
Training	A buddy system so that solo Pilots can learn from more experienced
	Advanced pilots should spend time with less capable pilots training in cross country technique and safety. Topics could include outlanding field selection and safety, risk assessment and avoidance, finding and working thermals etc etc. They are all too busy competing and flying.
	As above - mentoring and coaching
	Help clubs to develop ways to engage pilots once they go solo. I don't feel that private owners need a great deal of support from the clubs and the clubs would be better to focus on other matters.
Training	I had to seek out advice on how to progress post solo. Some active guidance would have been better.
	I have limited experience to comment on down areas. Some training material needs updating
	I would have benefited from some guidance with goal setting after solo up to GPC, to help me see a clear path ahead, with tangible milestones to achieve. I am not aware of whether private owners are well supported.
	If I knew the answer we probably wouldn't have the problem! At our club the coaches need to step-up and mentor newly solo pilots and to a lesser extent assist private owners too.
	If the new solo pilot doesn't want to be a cross country pilot
	Instructors being too busy with new students or TIF's or flights off the street, and the solo pilots suffer. Having arguments over minimum hours to advance to single seaters instead of making judgments on previous experience and pilots ability. Not being able to book a time slot for training or having a rotating roster and people slot in at the end of the roster when they turn up to go flying . The support for private owners should be a reverse onus in the fact that they should support the club by giving an hand on the line and not trying to be first for a cross country launch or trying to slot in to the grid for the best of the day launches. The only time I get advice about maintenance, is when the form 2 is due, and there lies another issue.
	more early solo support is necessary
	Not solo yet so cannot answer, although I am led to believe dropoff rates after solo at the club are high
	Post solo progress needs further attention, Post-solo pathways need to be more clearly defined
	Solo pilot support: having more instructors in the club who focus on cross-country and aerobatic training in parallel to training pre-solo pilots. Private owner support: varies dramatically from club to club. The challenge is often club infrastructure such as additional hangers which can be expensive to construct and increases financial risk to some clubs.
	solo pilots should be allocated a 'mentor'. the period when pilots go solo is filled with A, B and C certificate questions at a time when they should be focused on flying and having fun, not studying, no wonder they leave at this time it just seems too hard.
	Solo pilots tend to be left to their own devices after gaining solo status unless they are pro-active in seeking further development
	Some clubs are very poor at supporting (mentoring) new members beyond the early stages; one reason is some instructors seem to only want to instruct where there is free flying involved (wrong motivation) Clubs need to develop their advanced skills programs, or maybe this should be done at a state association level. Sometimes solo pilots are left in limbo a bit if they don't know how to ask for XC help
The GFA club system is very good at training pilots up to solo, however very poor at supporting them after that.	

	The organization does not appear to support solo and individual owners. A more structured form of support rather than hoping for voluntary support could improve this area.
	There is no clear direction for pilots following the attainment of solo status. To better support solo pilots a more formal system of mentoring by more experienced pilots To better support private owners easy access to information specific to glider types owned - e.g an owners online forum where tips and tricks are shared.
	Training Pilots - Typically a club trained student will have multiple instructors who all "do it their way" - very confusing for a student Supporting of solo students - Many students disappear (at least from our club) soon after going solo (perhaps too expensive at first?) Lack of post solo support? My club forgets about students once they go solo Transition to becoming a soaring pilot.,
	Create a culture where improved technical knowledge also makes us better pilots.
Vintage	Again a better focus and support of the heritage of gliding, and older gliders. The majority membership of my club Beaufort, is only interested in fibre glass and it's usage, even though they own one of the most important historic gliders in Australia , Zephyrus !!!!!!!!!!!!!
Volunteers	As all officers are volunteers their lives require them to carry on in other aspects of their lives
Volunteers	The volunteering nature of the sport tends to promote a culture where there are a few "doers" and many people who want to piggy back of the effort of these few doers. Unless people get more realistic about either getting involve or paying for the services they need to access then I believe that future of the sport is going to be limited (doomed).
women membership	More women members and a more diverse age range to make gliding more family friendly. It tends to be blokes thing.

What three suggestions would you recommend to the GFA Board in order to improve our sport?

airfields and airspace	have a national policy on site security
airfields and airspace	Access to gliding sites near major cities
airfields and airspace	Champion recreational flying at airports that are at risk of closure from property developers.
airfields and airspace	contain encroachment of restricted airspace
airfields and airspace	Foster the survival of air fields and growth of infrastructure
airfields and airspace	Development of key sites to support training
airfields and airspace	help clubs to keep their airfields and airspace open so we can fly
airfields and airspace	Improve airspace availability
airfields and airspace	Work to make airspace access better for gliders.
airworthiness	Help us with airworthiness and maintenance.
airworthiness	Paid positions for Airworthiness, Operations and communications.
airworthiness	Promote FES
airworthiness	Turn the airworthiness over to casa
airworthiness	better airwothiness support
airworthiness	Communicate a structured pathway to training members who are interested in glider maintenance
airworthiness	Engine course is needed for annual inspection and also rebuilds
airworthiness	have small airworthiness courses available to any member
airworthiness	Help our pilots gain certification to enable them to repair gliders and conduct inspections as they become due.

airworthiness	More AW Course spread across the States.
airworthiness	more help with air worthiness courses
airworthiness	Offer more Form 2 courses
airworthiness	Promote Conversions of existing fleet to FES
airworthiness	Solve, blanketly the oerweight airframe issue as BGA did and leave it's ad.in to operators.
airworthiness	access to airworthiness expertise
airworthiness	Embrace many newer technologies that will change gliding - like electric propulsion, autonomy pilot assistance, wing suction, etc
airworthiness	Provide better technical support for considering we pay high Form 2 costs each year.
aw training	airworthiness training above DI level needs a big boost
benchmark	to see how clubs in Eu and USA train their pilot and run the clubs
benchmark	ask successful clubs how they retain members and spread the knowledge
benchmark	Look at how the Europeans manage their clubs finances and equipment purchases, infrastructure etc, they have been catering to many more members longer than us. What can we learn from their experience with their larger clubs?? But keep our Australian culture of safety intact please.
benchmark	Club benchmarking
benchmark	Explore the benifits of adopting some of the BGA manuals to save money and time
beuracracy	minimise red tape and paperwork
bureaucracy	Lessen over regulation.
bureaucracy	Cut down on paer work etc
bureaucracy	not too over regulate
bureaucracy	Reduce Bureaucracy
bureaucracy	Reduce CASA style regulation as much as possible while not compromising on safety matters.
bureaucracy	Simplify procedures and MoP's as much as possible
bureaucracy	Cut Bureacracy
bureaucracy	Reduce red tape
bureaucracy	Try to keep rules and regulations to a minimum.
bureaucracy	what the excess of red tape etc.i
bureaucracy	Don't let the bureaucrats get too much of a hold on things.
bureaucracy	Less bureaucracy and hindrance via GFA-STATES-CLUBS
bureaucracy	low number of flying regs
bureaucracy	Never make a rule that is more restrictive than the equivalent CASA rule (ie, AFR vs BFR)
bureaucracy	Not too much red tape
bureaucracy	Reduce paperwork and increase Plain English
bureaucracy	Simplify the processes
bureaucracy	The Members Protection Policy needs to be looked and supported more seriously than it currently is. The process is too long and drawn out and needs to be stream lined.

bureaucracy	Try and keep the rules and regulations uncomplicated but effective.
challenge	Emphasize the challenge of cross country distance soaring.
club culture	Be punctual with AEI flights.
club culture	changing club operations --reduction of time
club culture	For the many in my postion, consider ways to make it easier to 'turn up and fly'
club culture	Formalize the role of the duty pilot
club culture	Generate a welcoming culture within all clubs. Concentrate on making the gliding experience "fun"
club culture	Get rid of the Grumpy old man syndrome
club culture	Greater attention to safety, risk avoidance and "airmanship". Topics - ground handling, hangar etiquette and declutter, W & B awareness and training, tying down gliders EVERY time they are not flying, general aircraft care and safety
club culture	help im[prove the time efficiency - less "standing around" on the field.
club culture	Make operations user friendly
club culture	Minimise 'personalities' who make decisions for their own reasons
club culture	More club to club interaction. Particularly with smaller clubs. perhaps assistance with low level "comps" or fly in type activities.
club culture	More open approach and club presence and or representation
club culture	More swapping of ideas between clubs. i.e. unusual attitude training
club culture	Not sure how but reduce the time needed to be on the field.
club culture	One membership nation wide so a pilot does not need to shop around, then the clubs are paid out in accordance to membership numbers, if members choose to fly a couple of weeks at another club they should not be required to be a member of second or third club
club culture	Supporting mentorship for trainees
club culture	Try to talk to Clubs Committees and tell them we cannot run Clubs like we did 30 years ago. We have to look and act professional even if we're volunteers
club culture	Allow cross communication between clubs to understand how they do things better
club culture	Be more approachable to the average member (many members do not venture much past their own club) - offer nationally run away camps etc
club culture	Code of behavior for instructors and those at the public interface
club culture	committees and instructors need to treat members from a fairer perspective
club culture	Create a positive supporting culture, rather than armchair critics.
club culture	Encourage clubs to let new students just turn up and fly for the first 10 flights, then go home if they wish.
club culture	Encourage cross-training between clubs - i.e. winch training for aerotow club members and vice versa

club culture	encourage newer members to fit in - very much a boys club
club culture	Followed by more support at club level for continued early training
club culture	Get rid of the grumpy old men and big egos.
club culture	Improve the general club culture
club culture	More emphasis on good first impression to make prospective new pilots welcome
club culture	Quality assurance applied to ops of all clubs
club culture	welcoming club members
club culture	Work towards clubs doing intensive courses in stead of weekend training
club culture	Change newcomers first perceptions
club culture	committees and instructors become little boys clubs making decisions to suit themselves not individual members
club culture	Encourage club sharing ideas etc. Clubs tend to be insular and each trying to solve local issues which are often very similar.
club culture	facilitate and encourage young pilots to meet up and fly together - otherwise you will lose them
club culture	Friendly welcoming culture
club culture	Have club mentors who can help develop new members
club culture	many clubs have a military manner- very intimidating!
club culture	Mateship
club culture	Promote more family friendly atmosphere
club culture	Support to new pilots from committee
club facilities	Make club environments more inviting
club focus	Encourage clubs to mix more frequently
club support	Assist clubs with a standardized system of management
club support	Develop a good common gliding and accommodation booking system available to everybody. So every glider, trailer and instructor is in it.
club support	Financial advice & support for small clubs struggling financially
club support	assist clubs in simplifying processes so as to decrease the amount of volunteers required to run a smooth operation daily
club support	Continue support in club admin.putting new ideas out there.
club support	Continued increasing support of the clubs at grass roots level
club support	Encourage more winching operations.
club support	Foster more intra-club co-operation and communication so we can learn from each other, help each other, and make it easier for pilots to fly with multiple clubs to broaden experience and create more interest.
club support	Harmonise interclub relations. At present I believe each Gliding Club is a law unto itself.
club support	Help clubs manage the transition
club support	Training of new committtee members in Meeting procededure , planning and financial management.
coaching	more coaching opportunities
coaching	More courses in different soaring types e.g. Ridge

coaching	Overhaul of the requirements to become a coach
coaching	Support and training for post solo pilots
coaching	Support Solo pilots more
coaching	Develop more coaching, instruction in cross country flying within clubs for new solo pilots. More educational material in magazine and GFA communications
coaching	Develop processes for clubs to better guide pilots on their post-solo development (similar to a skills/training matrix or training needs analysis for a business)
coaching	Encouragement of cross country flying with more training opportunities
coaching	Encouraging XC, this gives pilots a goal. Though I can understand why people do just like floating around the airfield.
coaching	Ensure GPC training actually involves cross country flying
coaching	Establish a post solo training routine to learn advanced flying
coaching	Ground and flying school for xc
coaching	The coaching system need to be better supported especially to those who what to coach not instruct
coaching	Better training in cross-country flying
coaching	have more early solo coaching / CROSS COUNTRY
coaching	Instrument knowledge increased
coaching	local club cross country task setting
coaching	More focus on x country coaching
coaching	More focussed post-solo XC training
coaching	More Trevor Hancocks in this world. Encourage the comradery and sharing of knowledge to students and young or old new pilots. Coaching is so much better than it used to be.
coaching	Develop a television documentary similar to that which was recently produced by the Australian Parachuting Federation and aired on TV.
coaching	Broaden mentoring and coaching
coaching	Continue to actively encourage ongoing pilot improvement through coaching weeks, winter seminars etc.
coaching	Dedicated mentors
coaching	Encourage mentoring at club level for post-solo pilots.
commercial	Facilitate a more commercial facility where those with the money can have a quick flight and go - we need to accommodate time poor as well as funds poor - but prime driver of this is clubs not GFA
commercial	Foster and support all week instruction in order to facilitate entry into gliding by so called "time poor" people.
commercial	move away from the club structure
commercial	Promote professional glider instruction
commercial	Support commercial operations
commercial	train pilots in organisation with AOC with professional instructors.
commercial	Work towards professional gliding centres in each state
commercial	Accept the concept of commercial, non-club operations
commercial	Encourage commercial and semi commercial operations

commercial	Support clubs to run a dual stream approach, one a commercial avenue where you pay to advance at a rapid pace (paid instruction) and the other the current and less costly approach of the volunteer based approach with free instructing etc.
commercial clubs	Allow competition private gliding flying schools just like GA and RAAus (see how quick clubs will change if the have to to compete)
commercial options	Consider how the "model" of gliding might be changed so that the reliance on volunteers can be supported by alternative professional/semi professional models.
communication	A Welcome Pack from both GFA and Club
communication	Ban negativity on the forum. I've had enough
communication	Better communication
communication	Continue to provide meaningful feedback with regard to all facets of gliding operations, training, safety and instructor education.
communication	Continue with member surveys annually
communication	Encourage effective and friendly communication
communication	Stop the negative comments in the forums
communication	Better communication with members
communication	Clearer outlines, constantly being told one thing then another by different people
communication	Communication
communication	Continue actively communicating with members via e-mail
communication	Maintain the present good communications with members
communication	Communication
communication	Last time I mentioned communication, I see that this has been addressed, much progress has been made, but still more would help. Keep up the good work.
communication	Proactive system of contact with new members
communication	What is happening in NSW. Nothing on the website??????
competition	Less emphasis on competition flying
competition	Less emphasis on Comps, MORE on Club activities
competition	less focus on competition and more on increasing the awareness of gliding in the community
competition	Encourage older-style regattas e.g. Formula 1.0
competition	Loose focus on elite competition flying
competition	more and varied competitions
competition	More Grand Prix type races
competition	provide the support required to achieve a podium position at the World Championships
competition	Remember that not everyone wants to be an elite competitor
competition	Spend less on competition pilots and more on club level activity
competition	2 world comps in 2 years. Not a word of it in any media that I or friends/family saw in Queensland. A mid air collision didn't even make the news.
competition	better support for regattas
competition	Broaden focus away from competitions

competition	Encourage juniors to senior comps when older
competition	Focus less on competitions and more on club members.
competition	Focus more on gliding at club level, less on Comps
competition	foster a mentality of more regional competitions
competition	foster interest in regional state comps as a fun thing
competition	Initiate a new GFA National event for pre 1975 standard class gliders so that the majority of GFA members have an option of flying in a national event in a reasonably priced glider, instead of the exclusive flying in \$200K machines.
competition	It has been said by some that there is too much focus on the comp pilots, I see that an Australian world champion would raise the profile of the sport, but just as you see the Aust Rugby team at the little league signing autographs you need to make sure the lower levels of the sport prosper to get more to the top level, so encourage more Regatta type events perhaps to get more people involved and having fun rather than hanging round the local airfield.
competition	Less emphasis on competitive elite flying
competition	Some Australian competition pilots don't need GFA members money to support what is also their own passion. Support in other areas yes.
competition	Encourage different styles of competition focused on media and upcoming demographic e.g.grand prix style events
competition	encourage more local regattas to introduce new pilots to comps.
competition	Have a look at the UK Enterprise competition
competition	increase use of tracking tech to make competitions more spectator friendly
competition	Make regattas and comps supportive and welcoming for new pilots.
competition	Promotion to competitions
competitions	Introduce state competitions
cost	Accessibility - realistic costs training and ongoing
costs	It's just too expensive. Club fees plus Gfa is a killer
costs	keep costs down
costs	Keep costs down. \$40 AEI insurance is excessive.
costs	Keep costs low
costs	Be proactive in lowering costs and eliminating compliance with the CASA regs that aren't appropriate to gliding
costs	Half the GFA fee.
costs	How can we establish low cost training of new students
costs	Make temporary membership cheaper.
costs	Reduce Costs
costs	reduce costs
costs	Reduce costs
costs	Reduce gfa fees to help retain club members
costs	Reduce the cost of AEF to family and friends
costs	Reduced or subsidised costs for dual cross country coaching using high performance 2 seat glider at clubs

costs

Remove the cost of membership for a AEF flight. It is extremely difficult to share with our RAAUS friends with this cost doubling the cost of a winch flight. Especially when they give temporary membership for \$0

costs

stop taxing AEF's so much - nearly all members start with an AEF

costs

Tows are getting too expensive. There is a need for a better tow aeroplane

costs

Assist clubs to offer training at a lower cost

costs

Be realistic with allocation of funds.

costs

Control cost increases

costs

Costs

costs

Discounts on aircraft importation

costs

explore tax deductability "Aust Sports Foundation" (a Roger Druce suggestion)

costs

financial support/grants

costs

Fund new technology and upgrades to flying schools

costs

Help drive costs down.

costs

Incentives to reduce membership fees between associations (I'm in 4!)

costs

Keepvthe costs down

costs

Lower the prices, get rid of the old tug planes. Run clubs like a succesfull business

costs

Make alternative payment scheme for people to pay for actual flying rather than being a member. Today's pilot can fly much more types. I cannot imagine paying membership in paragliding, hanggliding, power and gliding in one year. The federations must either cancel membership fees or unite.

costs

Make Gliding more affordable

costs

More information on how to secure money from sponsors and govt. etc areas for spending on club upgrading.

costs

provide guidance to clubs in the Govt grants that are available to

costs

Reduce annual costs of Farm 2 package, GFA membership

costs

Reduce costs

costs

Reduce costs where possible ?

costs

Reduce GFA costs so our sport does not become unaffordable to many potential glider pilots.

costs

Reduce overall costs

costs

Reduced costs

costs

Strive to keep costs down as much as possible

costs

consider alternative cost / fee structures - some club memberships are too high to justify the very few days per year that I can use them - I suspect that this would apply to many others

costs

Foster the purchase of high performance twins

costs

Government funding

costs

keep costs down

costs

Maintain costs at current reasonable levels.

costs	Offer more benefits for members, e.g. glider insurance, loans, life insurance, subsidise travel cost and other costs for training etc.
costs	Review options which reduce membership fees, e.g. online magazine
costs	Stop taxing the clubs promotional efforts. The AEF tax (recently increased) is a direct impost on the club's bottom line.
costs	Try and not let it become too expensive
culture	LESS ARROGANCE!
culture	Stop acting as police or grandfathers especially to keen intelligent sensible young membersrs
efficiency	improve club efficiency
facilities	friendly club surrounds
facilities	More comforts at air fields for visitors and ladies
facilities	Support for clubs to upgrade aircraft and facilities where possible
facilities	As new to aircraft ownership, access to hangar space is a premium problem. Running the glider consistently out of a trailer will be off-putting.
facilities	consider ways to get powered a/c into fleets - few want to risk the time, cost, and inconvenience of out-landings - except for the truly dedicated
facilities	Look towards the introduction of motor gliders for training with high utilisation
facilities	Buy and maintain a Second hand Duo to go from club to club for the members to use for xc training and comps/regatters.
facilities	More 'fun' comps, Blanik, Salto, Astir fun to get newest members into safe cross-country flying
facility	aircraft care
focus	Listen too and implement membership views. !!!!!
focus	Be more like RAaus
focus	Concentrate more on those who have no interest in competition but dimply likeo to fly and as often as possible.
focus	Consider new ways to engage members - formula 1.0 is a great example, what else could be done to change things up? not just for x-country or competition flying, perhaps aerobatics? something which will interest a new group of pilots
focus	Continue to try and encourage change
focus	Focus on all levels of glider pilots - sometimes it seems elitist
focus	Focus on member services
focus	Foster family friendly events at various sites
focus	Maintain and improve our focus on "grass roots" gliding.
focus	More emphasis that it is a sport, and not a pass-time.
focus	More focus on grassroots small clubs rather than high-end competition.
focus	Not everything has to be about the comp side, pleasure flying important
focus	Promote fun flying & reduce the exhaultation of competition flying
focus	support the clubs not the sport pilots egos

focus	Focus on club level not national comps
focus	Focus on creating a welcoming, fun, proud, progressive atmosphere and image around our sport
focus	Focus on engaging family and friends of pilots
focus	Ignore the people who 'just want it left like it is' - this will kill gliding
focus	Less emphasis on competitive side, more on the flying for fun aspect.
focus	More focus on fun flying, less on competition
focus	Promote other streams of activity independant of clubs
focus	Push flying and maintenance for pleasure. Competition is not everything.
focus	realise that only a very small percentage are interested in competitions
focus	Remember that not all pilots want to fly cross-country/competitions
focus	support self launch and independent operation where appropriate.
freedom	maintain freedom in flying and maintaining aircraft as gliding attracts no income as apposed to civil aviation
freedom	push back hard against CASA, paper does not bring about a just saftey culture
freedom	seek greater independence from CASA
freedom	The gfa could do a better job of lobbying to make the real cost of the work we do for CASA more evident, with the possibility of getting a very large increase in the payment made to GFA by CASA, or alternatively getting them to reduce their demands.
freedom	Continue to do the great job of working with CASA
freedom	Keep up the good work on maintaining our freedom to fly.
freedom	Maintain good working relations with CASA
freedom	Stand up to CASA
freedom	Try to avoid being CASA's enforcer... a difficult ask I know.
freedom	Continue to be a strong advocate for gliding with the regulatory authorities.
freedom	Continue to fight the many battles against CASA and government to ensure gliding's viability into the future, especially in light of emerging technologies (electric self-launchers etc.) which could make the sport more appealing and more convenient for potential converts to the sport.
freedom	Getting more freedom from CASA
freedom	Minimise intrusion of CASA
freedom	Seek greater cooperation with other bodies to unify dealings with CASA.
freedom to fly	Keep CASA out!
freedom to fly	Keep doing the good work with CASA
freedom to fly	Keep fighting for freedom to fly ex restrictions
freedom to fly	Keep fighting for freedom to fly gliders
freedom to fly	keep protecting our sport from over-regulation and maintain our freedoms to fly.

freedom to fly	Educate Glider Pilots that they actually have it pretty bloody lucky in comparison to power/GA. Much less CASA initiated bollox in Gliding. Make sure you keep it that way
freedom to fly	Be less beholden to Casa
freedom to fly	Continue to lobby for independence from CASA within reason
freedom to fly	Fight against redundant regulation
freedom to fly	Fight restrictions placed on gliding by CASA
freedom to fy	freedom to fly
Fun	Bring back the fun
fun	Promote the 'Fun Factor' of gliding.
fun	Shift focus from national/international sport flying to club fun flying
fun	sport is for enjoyment, friendship and not always competitions.
fun	Support for ordinary members who just want to go flying not just the elites
fun	Why people go ballooning, etc? FUN!
fun	Accept that not everyone wants to race.
fun	Emphasize the sheer joy and poetry of soaring flight
fun	Encourage flying for fun as well as performance and competitions.
fun	Encourage fun flying as well as cross-country and competition
fun	Encourage the pure enjoyment of flying
fun	Focus on the fun and freedom
fun	Make gliding appear fun and be clear how to get into it.
fun	making it fun oriented, not elitist competition oriented
fun	emphasise that 'fun ' is the goal as it is only a game after all
fun	Fun for everyone
fun	Keep it fun.
fun	more emphasis on a relaxing day having fun
gfa focus	Make the GFA simply an organisation that has nothing to do with licensing, airworthiness and have them look after the sport only ie regattas, competitions and like stuff
governance	Continue the trends towards transparency of governance
governance	Only fund activities that have a clear alignment to the GFA strategic plan
independence	Allow pilots more responsibility in independant ops.
individual	Loosen up the restrictions and give pilots more personal responsibility.
individual	More pilot freedom & less instructor control.
individual	Move towards owner responsibility for airworthiness.
individual	Allow GPC holders to operate independently, only have 1 independent operator rating
individual	Club structures should support individuals not the other way round
individual	embrace and encourage the growth areas of the sport e.g. self-launching, independent operations
individual	fun, costs and personal responsibility for safety

individual	Help pilots to obtain their independent operational status quicker
individual	foster fully independent operations for suitably qualified pilots
individual	Get rid of the level 1 independent operator rating, with a GPC being essentially love 2 ind ops.
individual	More emphasis on individuals attaining individual goals/achievements
individual	reduce restrictions on GPC pilots
individual	We need to make all pilots(can be GPC or higher) responsible for all of there own actions not some poor instructor.
individual responsibility	Empower individual responsibility and reduce club oversight
instruction	Focus on improved instructing methods to remove condescending and militaristic behaviour
instructor training	allow anyone to be trained as an instructor (after (say) first cross country
instructors	instructors need better training in interpersonal skills including communication and listening
instructors	Restrict teh age of L3 instructors to 65
instructors	direct financial support of instructors
instructors	Get more young people qualified as instructors
instructors	gewt decent educated instructors
instructors	Give positive feedback to trainees.
instructors	include human relations training for instructors
instructors	stander sise instructor patter
insurance	Fix the GFA membership TIF as many times as you want reduce the cost increase the cover insurance to industry standard ten million dollars cover! Our club should do this but they don't want to upset GFA.
insurance	Investigate all the available options to improve club insurance premiums
international	Make it easier for our pilots to fly overseas
licence	implement a licence system similar to PPL
licence	implement a licence with exam
loans	Assist clubs on a needs basis. Eg, provide smaller clubs with grants/loans to upgrade club infrastructure (aircraft/hangars etc).
loans	Cheap loans for training gliders to clubs
loans	Financial interest free loans
loans	Lower the interest rate on loans *
loans	Low interest loans or grants to viable clubs for capital acquisitions, eg. land or training aircraft.
loans	providing loans not just for gliders but for hangars
magazine	If possible go back to a monthly magazine. It is our method of communication of detailed ideas. An email is scanned and forgotten among the hundreds of emails we receive monthly/weekly. Email updates are excellent but the magazine can be read at leisure.

magazine	Be the link that brings things together for the common good, like there are multiple auto engine conversions for tugs, and kit tugs, but very little know about them. Same for winch information. I have noted that there are articles in the magazine on club systems etc appearing which are a good thing, more of this sort of thing would be good.
magazine	Provide a list of commonly used acronyms in magazine
magazine	Remove the Accident/ Incident section from the Magazine
magazine	a magazine that is relevant to all pilots more than just a competition guide
magazine	improve the Gliding magazine
management	develop some managerial capability
management	Renewal of governance over all aspects of sport and competition.
management	Insist each functional element develop a white paper like plan demonstrating how it contributes to the GFA strategic plan
management	Lessen over management.
management	Updating of operational manuals and make the website easy for students to progress
management	Adaptable templates to assist clubs in the areas of: Finances / accounting, OHW&S, on field flights management and recording, grants processes, aircraft acquisition.
management	adopt a policy on aged members flying
management	Encourage and assist clubs to develop Strategic Plans for their future development including Business Plans for financial commitments
management	rigorously evaluate programs that GFA have run in the past - did they make a difference - if yes continue - if not move on, try an alternative approach.
member input	Contact members in the 25-35 age group who have been member for longer than 5 years for ideas with younger pilots
membership	Arrest the long term decline in membership
membership	Increase membership
membership	One full membership includes all family members
older pilots	Develop and support for Older pilots to remain in the sport longer.
pathways	improve post solo structure
pathways	Lessen the culture of "you must be go cross country to be a real pilot. Some people just want to fly local and be happy
pathways	Assistance and/or lessons to help pilots achieve their A. B or C Certificates
pathways	Better guidance and support for post solo students
pathways	Broaden the scope of "solo" training opportunities
pathways	Change training to save student's and instructor's time. ie less wasted time on the field.
pathways	Provide a clear path from joining a club to competitions and performance
pathways	Students close to solo need a Proper XC flight in a Duo to get them hooked.
pathways	Incentivise the path from C cert to XC pilot

pathways	make the requirements towards an AEI / instructor rating objective and clearly defined.
pathways	More ab-initio courses
pathways	Provide more activities for those going from A to B and then C certificates
pathways	Standardise training properly around GPC - allow clubs to take less responsibility for an individual so that CFI's don't kill members with over regulation
pathways	Supporting post solo pilots
pathways	There is an amorphous middle between training and competition pilots. Please help those in the amorphous middle. There are some that are going in their own directions.
pathways	A standardised initiative or incentive to retain new flying members, to mitigate the high attrition rate.
pathways	Assist clubs to retain more members
pathways	Assist pilots to achieve GPC and operate independently
pathways	Better training opportunities to work towards air experience and instructor status
pathways	continue to think of methods to encourage member retention of early solo pilots.
pathways	Outline pathways to higher responsibilities
pathways	retention of new solo pilots
political	Drum the polies for more funds.
politics	We need to help the club's function as to often club politics almost kill clubs.
politics	Stop politics
promotion	Incentivise first solo.
promotion	Advertise More & Promote the sport
promotion	advertise to the general community
promotion	Advertising in local media to a club
promotion	An online forum for club members undertaking publicity / promotion tasks
promotion	Analyse the reasons why people glide; it is not just sport
promotion	Approach more youth organisations outside of cadets
promotion	Arrange & Advertise open days at selected clubs
promotion	As with other sports, achieve a higher public profile (eg Swimming Australia)... there may (is) a public perception that we area a 'dangerous' sport
promotion	Assist clubs to attract more members
promotion	Attract more Corporate funding
promotion	attract new members from the HGFA
promotion	Attract young women and men.
promotion	Attract Youth. (Not easy - I know)
promotion	Awareness to our beautiful sport
promotion	back to basics - why we start to fly
promotion	better advertising, eg on hoardings where there is a gliding club situated
promotion	Better management and welcoming of new people/visitors

promotion	Better marketing to the community at large
promotion	Better promotion
promotion	Better publicity of the sport
promotion	Better support and communication with our Club
promotion	Broad based promotion of gliding as a sport
promotion	Broader advertising to outside of/fringes of the aviation community
promotion	Comeback Pilots as per 11.
promotion	Customer Relationship Management incorporated into processes and procedures
promotion	Develop coaching system and material
promotion	Dont disproportionately focus on women in gliding, I agree we so need more women but more impoprtantly we need more of ALL members. My question 6 answer re women reflects this response.Equality in our approach, we need more of ALL types of members, don't have extra focus or money spent on some groups at the expense of others.
promotion	Find new ways to encourage participation in order to grow membership
promotion	Focus on attracting persons in transition to retirement. The rest of the market segments are a waste of time.
promotion	Follow the successful example of similar sports in increasing participation
promotion	encourage and connect with owners od private light arcraft vh registerd aircraft - myself a 7000 hr private pilot - own a mooney m20 j aircraft and fly regularly but only a low time glider pilot o is juniour and similar gliders
promotion	Encourage new membership in demographic groups who actually have the time to participate fully e.g. recent and upcoming retirees rather than younger groups.
promotion	Focus on attracting and keeping more members
promotion	Focus on linking in with school groups & campuses
promotion	Get Australian sites on a good iPad sim like xplane, then run competitions in schools for free training in the real thing.
promotion	Gliding is an adventure sport - promote it
promotion	Improve live coverage of gliding competitions with reporting in mainstream and social media.
promotion	Improve the image
promotion	Improve visibility and facilities for competition. Provide free tracking to all events, provide web sites with live and historical results. Create articles stories on pilots and events. Provide marquees/tents free of charge to large events. Dramatically reduce registration fees, consider them free. subsidise tug ferrying
promotion	Increase public awareness
promotion	Increasing public awareness and marketing the sport
promotion	Keep going with the member retention work
promotion	lift profile
promotion	Local councillors to learn to fly.

promotion	Make gliding more attractive to people of all ages
promotion	Make it easier for new pilots to access
promotion	Make our sport more visible to the public in general
promotion	Market the sport.
promotion	Marketing - seperate from power flying
promotion	Marketing to the general population or to the actual Media
promotion	Maybe some advertising in targeted areas
promotion	Member retention
promotion	More Publicity drives in the media
promotion	More accesable to the general public
promotion	More cross media exposure
promotion	More external marketing for new members..
	More marketing perhaps - all people I have met around gliding are extremely sharp and clear in their thinking and mental health - this could be used as a clear benefit of the sport
promotion	More media promotions
promotion	More promotion in the right areas.
	More sharing of what makes a club successful in terms of attracting and retaining members
promotion	National advertising / program promoting gliding to youth via subsidized flights. First flight free?
promotion	Need more visability to the general public
promotion	New members
	Overhaul media and marketing - perhaps hire someone in the target demographic?
promotion	Personal contact - most people who are introduced to gliding by a friend stay
promotion	Promote the sportmore via the media
promotion	Promote winch launching
promotion	Promotion, Promotion and Promotion
	Provide some specific guidance/requirements to clubs to improve their image and the quality of the product they provide, possibly with financial incentives dependant upon their level of compliance.
promotion	Public promotion of all clubs in their area
	Put clubs first. Reading the GFA website one is left with the impression that new people read the website first and choose a club second. The reverse is true.
promotion	Realistic Advertising -you do spend more time on the ground
	Re-invent the image of gliding for a different generation who value personal time in a very different way
	Select strategic clubs with security of tenure on airfield to promote as an alternative to established clubs where they are subject to pressure from power traffic.
	Sell the Gliding Australia magazine in newsgents to a broader audience because it's a very valuable resource full of rich content. DO NOT confine it to Electronic version only !
promotion	
promotion	Spend more money on marketing the sport via the clubs

promotion	Strong advertising
promotion	Strong recruitment effort in local area.IE 50 KM radius
promotion	target HGFA members
promotion	Target marketing to specific groups
promotion	Targeted new member recruitment
promotion	Try to get moreTV footage ie Video of recent Chile flight
promotion	try to make it an Olympic sport
promotion	Use the modern electronic and regional paper media
promotion	. provide member access to have their name embroidered on a name plate to sew onto clothing.
promotion	Adopt a forward looking vision to cope with the inter-generational differences
promotion	Advertise widely to attract new members.
promotion	Advertising
promotion	Aim some of the marketing overseas towards visting pilots
promotion	Be welcoming to visitors.
promotion	Better promotion of sport in community
promotion	Change focus from adolescents to 45-55 group
promotion	Consider helping early pilots with costs, information and support through social media and internet sites
promotion	Continue marketing to increase membership
promotion	Continue with the money back promotions
promotion	Develop stronger links with hang gliding clubs as i see these pilots as future glider pilots.
promotion	Discounted introductory flights to target market
promotion	Display our sport at local shows
promotion	encourage a better new member welcoming system
promotion	Family oriented days - bigger clubs could have Dad or Mum fly and family stay onsite for holiday
promotion	Find lapsed pilots, who'll be interested in middle age.
promotion	Focus more on the "brand awareness" of gliding especially using social media & public events
promotion	Fund you-tube training - Seek volunteers from each club to produce you tube vidoes - 1 per month and provide them some basic training on 'how to' do that - include, 'you-tube' video in survey for every AEF, where did you hear about gliding?
promotion	Get the media on side, and report all comps. ideally on front page.
promotion	GFA wide marketing/awareness of gliding - clubs can't do this, they are flat out just surviving
promotion	Gliding has to be seen hav gliding days near schools
promotion	Gliding is a little known sport - raise the profile
promotion	Have a single point of contact for people interested in learning to glide at the GFA. They should feel welcomed and then linked up with a local club, including contact names and details.
promotion	Have major suppliers (beer and spirits) include gliding in their advertising.

promotion	have more international club relations for the average pilot not just the completion pilots. Encourage pilots to fly overseas when on holidays
promotion	helping clubs development in growing membership
promotion	How much people know about gliding? Message should be clear and constructive...
promotion	improve it's national profile, make it appeal to more
promotion	Increase the number of members
promotion	Increased presence in mainstream advertising; promote gliding as a safe, rewarding alternative sport for all.
promotion	Invest in U Tube movies of our gliding scene. I can get ones form all over the world but have not seen a lot from here.
promotion	Investigate the cost of a PR company to help promote gliding nationally to the general/or targeted public to see if they think they could do something for us.
promotion	It appears from a club level that a lot of money is derived through annual membership but little comes back from GFA. We were recently advised that Gliding NSW would fund a recent promotion as GFA did not want to appear to be favouring NSW, or particular clubs in NSW. This is wrong. Obviously the more active the club, the more support should be given by the GFA
promotion	Make the sport (not just flight training) look Cool and Exciting by the use of Social Media and New Media - use Youtube videos set to music to promote SOARING as a Cool Sport
promotion	More advertising in mainstream media as an (adventure) sport that many, even people with physical disabilities, can participate in and become good at.
promotion	more promotion of the sport. its virtually unknown outside the gliding community. this needs to be structured in coloboration with the clubs.
promotion	More social media effort. Post days activities on club pages (a few already do this well)
promotion	national advertising and support for a "come gliding" weekend
promotion	Normalise gliding - most people see it as hazardous and won't try it
promotion	Perhaps seek corporate support from aviation industry
promotion	Professional external promotion of the sport to reverse its demise
promotion	Profile our pilots better... not just our elite pilots
promotion	Promote 'Green' aspects of unpowered flight to youth.
promotion	promote in radio control aircraft clubs
promotion	Promote in-club and inter-club competition. We are becoming an organisation of local glider pilots.
promotion	promote our freedom promote fun and excitement
promotion	Promote the sport with young people
promotion	Promote the sport, via traditional and social media, as an exciting alternative to other adventurous pursuits like sailing, skydiving etc.
promotion	Provide access online and through written word to gliding and soaring publications as well as other educational material.

promotion	Publish key comparisons between clubs to show successes
promotion	Raise awareness of the sport in the wider community.
promotion	Recruit members leaving other aviation sports
promotion	Regional invitations to Politions for a flight
promotion	some way of gaining more instructors....
promotion	Suggestions to clubs on how to improve membership numbers or their existence in the community.
promotion	Support and marketing for people with disabilities.
promotion	Support clubs and state associations with programs and products for new members
promotion	target key groups, visit RC model / hang glider clubs, maybe with vintage & modern gliders, offer gliding opportunities for power pilots, focusing on the affordability and freedom of gliding; show videos focused on training, in cinemas, universities. and if someone with current / previous flying, RC model experience turns up to a club have a better alternative to a TIF for them to showcase the true afford ability of gliding
promotion	Target universities and setup soaring societies for people interested in soaring and aviation. Particularly importantly use it for weekly get togethers at a restaurant to create a social environment where people make friends.
promotion	TV advertising or promotional material
promotion	Understand how to attract different demographics
promotion	What committments required
promotion	Work with other recreational organisations for overall improvements
promotion	? the chinese market???
promotion	advertise our sport to all young old male and female
promotion	AVALON SHOW proves interest, do at all city and Reginal shows
promotion	Better marketing of gliding as a sport. Make people want to come gliding.
promotion	Create more events and promote them
promotion	Dress at gliding sites during flying days
promotion	Follow up all interested attendees
promotion	Fresh new members
promotion	genral perception is gliding is old men in terrytowelng hats
promotion	get more sophisticated about how to raise funds and manage them wisely, the will clause was a good idea
promotion	Gliding is invisible to the public, most confuse it with hang-gliding or put it on a spouses gift list or bucket list to do once. Like many technical sports it's seen as "nurdy". Advertise it as both doable, gender no object, for the average person AND competitive should they want that.
promotion	Guide clubs in the recruitment of new members
promotion	Have RED BULL do something with soaring.
promotion	help with promotional activities
promotion	Improve the social media presence of Gliding in Australia. Please!!!!
promotion	Inspire people with certain disabilities to fly.

promotion	Introducing a participation strategy into M&D
promotion	It has been said that the public is only interested in hearing of competition results. What then attracts the public to RAAus ? I have read in GFA lreports that the recent world comps received great media coverage. I neither heard or read anything in S Aust
promotion	Like other sports that people are identify with - Gliding lacks identity, and is not known to be a opssion.
promotion	Maintain the emphasis on recruitment
promotion	Make the sport more attractive to those outside the sport
promotion	Market to 30 to 50 year age group
promotion	More promotion / marketing of upcoming events where gliding is involved, not just elite competitions.
promotion	more promotional material made available
promotion	Perhaps get clubs to run learn to fly scholarships in association with uni soaring societies. New blood is essential and it may take decades to pay off.
promotion	PR
promotion	Pursue the secondary students initiative I read of
promotion	Put a proper marketing person in, one with a degree and pay them
promotion	Smart appearance and presentation of club assets
promotion	Stop being down on AEFs. They are important for our sport's exposure to the public.
promotion	Stop calling it a "Sport". 80% of our members are flying for fun rather than sport.
promotion	Support club advertising
promotion	Support gliding feats that get news coverage
promotion	Target Education Department chiefs to promote and recruit using science as a related topic.
promotion	We may probably need to put more attention on GA grow and how we can emulate new members attraction
regions	Disband state associations
regions	Get rid of the regions - they don't do anything anyway.
regions	More interaction with state associations. Possibly more giants available
regions	Stop the Vic centric culture
regions	continue to hold regional forums (safety, board meetings etc), these help bring GFA to the members
regions	Don't leave too much to individual clubs.
regions	Annual combined dinners for local clubs ie GCWA, BSS, NGC
regions	Develop a more proactive style of supervision to the State / Regional Associations, rather than an autocratic style of management. We need LEADERSHIP not management !
regions	I question the necessity of regional boards
regions	Leverage the state organisations or do away with them altogether. We don't have enough volunteers to go around as it is, can't afford to waste any on non-value-add positions
regions	More visits from Board Members
regions	Visit the clubs and talk to the people on the ground

safety	Improve SOAR reporting transparency
safety	Hard deck for competition flying.
safety	Provide an up to date framework for safety culture development
safety	Accident/incident reporting is accurate. Not 'creatively elaborated on' as this deters people from submitting reports in the future
safety	Celebrate our successes and the enjoyment of our sport. And remember that safety needs to be sufficient. Too little is bad for our health. Too much might keep us alive but then the game becomes as boring as bats!@t
safety	Club Safety culture is good not all individuals safety go
safety	Continue to focus on improving the safety culture
safety	continue to maintain strong safety culture
safety	Continued increasing support of the safety and risk management aspects
safety	give safety breaches more widespread coverage, we learn from others mistakes
safety	Maintain high safety standards
safety	Safety in our sport
safety	" Maintain the Rage" in respect of Safety.
safety	Continue highlighting accidents and incidents
safety	Focus more on zero injuries and zero incidents
safety	Identify the safety bashers and isolate them. Scaring people does not increase safety.
safety	Keep it safe without undue restrictions
safety	Statistical comparative analysis of clubs safety and damage records
safety	Stop annual spin checks before someone gets killed
safety	Stronger safety message to pilots, especially to more experienced pilots
safety	Emphasise safety culture and management of risk
simple	keep it simple
simple	Keep systems simple
simple	try to keep it simple -- getting so complex
simulators	Simulators for training
simulators	Introduce simulators into the curriculum to support the above.
social	Creating atmosphere after flying are clubs, Kingaroy succeeds because of the food & after gliding activities of a weekend. Ie, people look forward to staying overnight & making a weekend of it
social	Encourage the social aspects & importance this has in the sport.
social	More social events around gliding - celebrate achievements
social	promote activities non gliding family members can participate in
social	Encourage clubs to implement a social precence before and after the flying has been done
social	Encourage social activity. Flying activity is always highest when accompanied by good social activity

sport	Support other disciplines in sport, not only racing (e.g., aerobatics)
Standardisation	Each CFI's understands their club responsibilities similarly but feel their individual "risk" differently. This results in easier or harder paths to solo, glider conversions and rear seat endorsements.
standardisation	GFA to de-affiliate a club which refuses to train towards the GPC
standardise	A clear sense of direction / foundation for the sport from which clubs can extrapolate and provide some strategic consistency across all clubs
standardise	Reduce the ability og aged AEI's to access free flying
standardise	Standardised accredited training
standardise	Reinforcing existing principal that only good capable pilots become AEI rated.
structure	Allow people to fly without being a member of a club.
structure	Cancel club fees so people can move between clubs easier or participate in many.
structure	create a company that can buy and lease out gliders to clubs & individuals. would allow rapid relocation of flying assets to areas of need and clubs & individuals could upgrade as skills & needs arise from a national pool of gliders.
structure	have a fresh look at how to provide services and regulation as opposed to what we already have
structure	Provide alternative club structural options
succession	Encourage succession planning in clubs and in the GFA
succession	Encourage members to take some responsibility for the running of their club.
support small clubs	Get on with supporting small clubs instead of over regulating and micro managing.
support small clubs	Greater contact with remote clubs.
support small clubs	Offer more support and flexible administrative structures/procedures for smaller struggling clubs.
support small clubs	Please limit the club overheads in administration! It is already reasonably succinct, but unless it connects to safety or legislation please be mindful of the work of some small club's committees.
support small clubs	Priority support by whatever means necessary of smaller gliding clubs to ensure their survival
support small clubs	Promote the small clubs
support small clubs	Streamlining of systems so that small clubs have a better chance of survival. Including syndication with larger clubs.
support small clubs	Support clubs with active help and information
support small clubs	Too many small clubs. A need to consolidate for efficiency.
support small clubs	Enhance financial support to small clubs to enable them to grow
support small clubs	Funding support for small struggling clubs
support small clubs	Get small clubs to merge with larger clubs
support small clubs	Gfa to connect more with small clubs
support small clubs	Helping small clubs get newer aircraft

support small clubs	Consider providing financing for training gliders; otherwise small clubs may simply disappear because they're under-capitalised
support small clubs	Don't forget about the clubs that are not near the cities
support small clubs	flexability for small operation/ rules that can be met and actually help survival.
support small clubs	If the GFA offers any financial grants or supports that a small club might benefit from, perhaps listing them on the Club Resources page? If not, why not?
support small clubs	Remember there are isolated clubs that don't have the financial security I have seen at bigger southern clubs.
technical	investigate self- launching low cost gliders
technical	Ensure exposure to / participation in the technical stream (e.g. OSTIV-style presentations or publications) is available to members
technical	Glider design has to be reinstated in Australia, reg.
theory	A kind of solid ground school before basic training would retain young pilots in the sport of gliding.
time	Consider time poverty when recruiting new pilots.
time	The typical day out flying starts early and finishes late most people today don't have this type of time any more
time	Cater for the time poor, asset rich demographic
time	Clubs need to adopt the time slot training mentality for time poor cash rich people.
time	Try to make it a less time consuming sport, although tricky by its nature
tow pilot	Investigate tug pilot only membership
tow pilots	Recognise Tug Pilots
towpilot	Simplify regulation to become a tug pilot.
towplanes	Investigate alternative tugs to reduce tow costs
towplanes	Arrange with CASA to allow clubs to maintain Tugs
training	Improve training of beginners and instructors
training	Improving training for members (airworthiness, instructor training)
training	Instructors to have a serious think about where a trainee is at before advancing (not just trying to 'tick a box' before they are ready to have box ticked).
training	Be aware that not all out there are natural born aviators.
training	Consider to introduce compulsory theory classes before starting practical flight training (it is mandatory in Europe and clearly helps with training and safety culture and responsibilities of future pilots)
training	Encourage more course training.
training	Modernise training schemes
training	Monitored support system of pilots progress.
training	more GFA support to regions for instructor and airworthiness training
training	Need to improve environment and access to ab iniato training (1 week full time courses)

training	Provision of on line self assessment
training	Revamp Training
training	Some baseline training materials that clubs can customize to their demographic
training	Specific training aircraft for ab initio pilots (i.e. easy to launch, fly and land)
training	Speed up training.
training	Training
training	Training is haphazard and painfully slow. I don't really have the time for all the mucking around
training	Assist clubs to set up block training programs of say 1 week duration rather than ad hoc training
training	Be more open to new progress and participants - how hard is it to get an instructor rating or airworthiness ticket (attention and pass a course is what should be required). But wow how hard to some clubs make progression.
training	Better marketing of training opportunities at clubs. Eg training courses
training	Better training structure, particularly post-solo
training	Concentrate more on grass roots and training
training	continuity in trainers until solo
training	Develop a "mentor" strategy for new pilots
training	Develop more club based training material, syllabus etc for post solo training that gives new pilots more direction and interest to maintain their membership longer term.
training	Electronic Tutorials
training	Improve gliding theory teaching by providing a formal framework similar to our flying instruction.
training	make courses more transparent
training	more maintainers training
training	Online Courses
training	provide quality mentors to advance post solo pilots
training	Provide standard training package/info/documents for trainee pilots
training	Pursue more online training in all areas
training	Push instructor to continue their progress in order to motivate solo pilots toward further steps in their career.
training	Regular courses, on site, for airworthiness and instructors.
training	Run more training courses - instructing / maintenance
training	sponsor young pilots' training as instructors and Airworthiness inspectors
training	Tighten training. It is a first impression
training	Training syllabus be totally overhauled, from Instructor training to the quality of training material and that all training clubs have an up to date training manual available for members use.
training	Foster excellence in training.
training	Greater awareness of human factors safety elements during flying training.

training	Improve training, simplify and be honest if student is not suitable.
training	Look at more CBT packages to compress the training process. Contract someone to do it with deliverable and timescales based on a Specification.
training	more GFA supported training events
training	Reduce check flying. Acknowledge almost every flight in a club is observed, on tow, in thermals, and in the circuit. Biannual checks should be sufficient.
training	standard training across the board
training pathway transition from other forms of aviation	help enable clubs to provide more flexible training paths for students, eg online modules, simulator training, timing midweek etc to suit individual students, week courses at all main centres (may need to group club resources, or have an instructor team & tow pilot be able to supplement local resources). training needs to be very professional, and comparable with competing sports
vintage	Accept qualifications from other aviation sports more readily
vintage	Understand and better support the Heritage of AUS Gliding
vintage	Help preserve gliding history in Australia
vintage	Keep Vintage gliders in the air wherever possible. !!!!!
volunteers	Don't consider volunteer's time a freebie. It is a cost.
volunteers	if volunteer are to be used ashure they are suitably qualified for the job
volunteers	promote volounteers
volunteers	Encourage the club spirit of voluntary effort.
web page	Improve web page doc search
web page	Continue to upgrade access to information via the GFA website
web page	Fix the website! It's just not usable for a member looking for information.
web page	Continue to improve GFA website perhaps with a membership section
web page	Webpage access to inform the public that ours is the safest sport.
web page	Website is looking pretty tired. Really needs a refresh and facelift
women	Introduce more women to gliding.
women	Get more women more involved in flying gliders and maintaining them - reverse the exclusionary attitudes of some people to become inclusory.
women	marketing aimed at females.
women	More women
women	More young people and women in the sport
women	Attract more women
women	attract more women
women	Introducing/encouraging more women into doing gliding
women	Liaise and/or affiliate with Aust Women Pilots Association (AWPA) to tap into aviation-like minded women

women	Market to women
women	Promote women into the sport
women	Continue to encourage women
women	Encourage female membership. It varies enormously between clubs
women	Encourage women to get involved
women	Lower costs for women pilots
youth	Improve the sport's culture with regards to youth and female participation
youth	involve more youth
youth	Liaise with youth aviation organisations and university/school curricular involved in aviation
youth	Do everything possible to encourage youth participation.
youth	concentrate on the youth
youth	Encourage and attract young people to carry the sport forward
youth	encouragement of younger people to join
youth	Engage and Retain Youth
youth	Far more emphasis on the youth membership versus the elite-ism of national and world championship participation.
youth	Focus on youth training and exposure to gliding
youth	Foster the younger generation who already show an aviation interest.
youth	Get more young people involved
youth	Grow the junior scene
youth	Make the sport attractive to time poor younger members - which could just involve social gatherings that include their age group - not just retirees
youth	More young members and Women
youth	New and more open minded approach towards young members
youth	Offer programs to schools to encourage teenagers to get into the sport.
youth	Reach out to youth from school level up
youth	Strengthen cooperation with youth aviation organisations and the scouting movement to generate an understanding of gliding in youth.
youth	Support youths in training
youth	Affordability for this younger generation
youth	Award scholarships to local schools
youth	Continuing support for younger players
youth	ecouraging youth in gliding
youth	Encourage juniors to get involved
youth	Encourage more yourh
youth	Encourage young pilots by keeping fees low
youth	Focus on youth
youth	Having a youth co-ordinator
youth	more scholarships
youth	Programs to introduce younger people into the sport.

youth	Sponsorship
youth	stop the air cadets stealing instructors
youth	Advertising the positive aspects of gliding for kids who desire a career in aviation
youth	Attract more younger members
youth	Better follow up on new and young members in regular clubs.
youth	Boost the emphasis on attracting YOUNG members
youth	Continue working with the AAFC to retain them as members after they leave school
youth	have nothing to do with air force at all. ever.
youth	introduce more of the younger generations to the sport to continue the sport or it will be lost....
youth	Investigate options to connect and communicate with potential young members
youth	Marketing aimed at juniors.
youth	Need more younger people involved
youth	promote youth in sport
youth	Stronger focus on Air cadets and brining in younger members
youth	The focus of using Gliding as a cheap (or in some cases FREE) Flight Training - so the kids can enter the RAAF flight selection - needs to be looked at (and reduced) - in my club - it just uses up our flying resources (so members cannot fly when they want) - and these kids never join the club for long, and add anything to the club or the sport of SOARING
zz	Keep Cubley on
zz	Keep doing what you're doing - too much change has negative outcome
zz	Nothing. The sport is pretty good as it is.
zz	Stop fiddling. I like it the way it is
zz	Fix the current issues before taking on more tasks
zz	Keep up the great work, Thanks to the team at GFA.
zz	Keep up the good work!
zz	Keep up the good work!!
zz	Keep up the present excellent communications.
zz	Training courses are good for early trainees.

Please add any other comments or suggestions or questions for the GFA Board to consider.

- aafc air force is sucking people away with their snouts in the airforce \$\$ trough. seriously, %^& the air force off.
- aafc I feel that supporting AAFC, is draining scarce resources from clubs particularly Instructors. The young people seldom participate in GFA clubs. No doubt they will in the future though, but a long time to wait.
- aafc I only gave 3 to supporting the Air Force Cadets. That was because; 1 they don't seem to want our assistance, and 2. it would require a very large effort on our side.

AAFC Promotion	social media is an important tool. A great Facebook page is essential, and making sure the content is appropriate too (I think that lesson has been learnt). I think we still have a long way to go to most effectively work out how to transition cadets into mainstream clubs once they are too old to be cadets, GFA cannot afford to waste this opportunity and remember the percentage of female cadets is higher than GFA membership so this is a great way to bring a new generation of women into the sport. Lets consider a chat group or forum (on line or in person) involving women in gliding to help with this?
airworthiness	Could a glider that is in the air for less than 10 hours(or less than x hours) in a year, have the form 2 done every second year ?
airworthiness	The technical ability and knowledge of members is reducing, youngsters don't seem interested in mechanics. Who will perform Annual inspections and repairs in the future? by having a club based organisation we are able to achieve a great many things. however by having club based organisation you are forcing people to associate with those that they might not ordinarily associate ie. how many memebers socialise outside club activities? yes there are a few but not a majority. while most get along ok, by default on joining a club you by default invest in all the politics and other rubbish that goes with pandering to egos. as i said this club based ethos has allowed us to achieve a great many things but sometimes it is not suitable to all and is sometimes detrimental to membership numbers overall. changing clubs is not always an option for various reasons. cost, geographical location. launch methods would be a few.
alternative to clubs	Our sport enjoys a high standard of competitiveness and safety. The GFA board could perhaps encourage a joyful atmosphere surrounding flying in general. Flying braces lots of different types of people at different stages in their life. Therefore I would like to see the GFA Board encourage clubs to enjoy their sport and their members more. Each member will take up their own progression if the atmosphere around them is right. The sport could do with lots of members at grassroot who just come along to enjoy their day on the field and in the air. Currently I believe that our sport is too top-heavy with competitive persons who excel at flying. More grassroots people would bring in a lot more atmosphere and fun. I will excel if and when they are ready.
Broader focus	Competition flying is not for all. More encouragement for individuals to achieve goals outside of competition - at a club level.
Broader focus	It appears to me that increased support for completions has resulted in lack or support for pilots who fly for the sheer fun of flying but have no interest in completions which, I might add, often encourage excessive risk taking.
broader focus	Question 6 is the only one which allows NO free comment and I see the question as misconceived. "6. Member attraction and retention is important for growing the membership of GFA". The sport grows when CLUB membership grows, NOT GFA membership. GFA membership is a consequence of growth in gliding, not a target for growth in its own right. The GFA often misses this point, I think. Your role is to foster the Clubs, not aggrandise the GFA.
broader focus	Clubs must reach out to their membership - in my case, zero reach out has occurred While the inclusion of a Club profile in Australian Gliding is a useful comparative feature overall, it would be very useful if some of the nitty gritty of managing the club were included, e.g.:Financial managements processes strategies for attracting new members and retaining existing ones, strategies for catering for visiting members of the public, on site accommodation, acquisition of new facilities and club / aircraft equipment to mention a few.
club communication	While the inclusion of a Club profile in Australian Gliding is a useful comparative feature overall, it would be very useful if some of the nitty gritty of managing the club were included, e.g.:Financial managements processes strategies for attracting new members and retaining existing ones, strategies for catering for visiting members of the public, on site accommodation, acquisition of new facilities and club / aircraft equipment to mention a few.
club communication	I now fly for my own pleasure and only participate in the club scene to achieve this goal. I no longer put myself out to accept more responsibility in club roles when it is seen as a challenge to the position and control of others.
club culture	Cost (both financial and time) is probably the crux for most people. Once they have made the commitment in both of these factors, they want to get some pleasure out of the flying - not stress, interpersonal conflict and abrasive communication or a feeling of not being welcome into the 'circle'!
club culture	Cost (both financial and time) is probably the crux for most people. Once they have made the commitment in both of these factors, they want to get some pleasure out of the flying - not stress, interpersonal conflict and abrasive communication or a feeling of not being welcome into the 'circle'!

club culture	Inter and intra-club tribalism is not just discouraging new members, it is extremely discouraging to experienced GFA members who have the misfortune to need to change clubs.
club development	Concentrate on building strong local clubs as these are the strong base on to which all other gliding activities depend.
club engagement	Avoid directing clubs on club operational matters where there is a difference in opinion between GFA officers and club management .
club support	GFA needs to support Clubs as affiliated associations rather than treating them as subordinate branch offices subject to direction by GFA. You are dealing with volunteers, not bossing junior staff.
club support	I untypically live oversea from the club I fly and regularly visit other inter state clubs due to business travel. A data base so that each club could review pilots levels and progress may assist other than myself?
club support	Spend more time and money on your dying country and regional clubs rather than expending large amounts of money and tying up human resources on elite pilots and competitions. Many competition pilots started their careers in the very clubs which are now in danger of folding up.
club support	The ASGC is approaching a crisis and needs help to survive.
club support	The beyond 3000 goal does not appear to be doing anything at club level and clubs need more help developing their membership growth plans.
club system	My comments are purely subjective but based on almost 50 years of flying power and gliders. The club system, although traditional is not calculated to make the gliding movement row. It is cliquy, dominated by men well beyond their prime and quite off - putting to younger enthusiastic men and women wishing to try out gliding.
coaching pathway	Once a pilot is solo and in a single seat aircraft there seems to be a low emphasis on cross country flying, training staff are too busy to task set.
coaching pathway	Our club historically retains only one in eight solo pilots through to long term members. I suspect this is the same accross GFA. It doesnt make sense to keep investing a huge amount of effort training all these people that just leave. So we need to focus on post solo pilots to try and retain more of them, instead of just keeping on training and endless stream of new members , when the vast majority just leave anyway.
comment	Some questions may receive different responses if posed in the individual club context vs GFA context.
comment	Too much to write but I am happy to have a chat. I have said many a time that to stay in gliding one needs to become addicted --- we are doing little to achieve that --- much easier to join RAAus. Ps. Having soloed in 1952 I believe I am addicted
communication	Create a national calendar of events happening at clubs.
communication	GFA monthly news letter is excellent way of keeping members up to date
communication	i'm p***ed off with this organisation as to their lack of contact - Mande News means nothing to me at this early stage of my flying - make it more relevant to newbies please.
communication	Recent efforts of GFA to reach out to members is an improvement and should continue. Have past members of clubs been sought out and surveyed? Their answers may be very informative!
complaint	after over 50 years of flying gliders I've just quit in disgust
complaint	GFC must be a passport photo but doesn't have to be a passport photo! What a joke GFC photo should look like you on the field! Radical idea break the GFA monopoly give members and clubs the chose of the best and most competitive organisation at the moment it is like it or don't fly! Yes your are inefficient, yes you are expensive. Lift your game!
culture	GFA did in the right 50 years ago. Go back and study that. Keen young people and cheap fun flying, not old secure cautious know it all's.
culture	Please take comments seriously - gliding needs a culture shift and that must take root from the top (clubs too)

culture

The overarching Safety Management document does not say much about 'how'. I understand builders are taught to first avoid, train, engineer it in, make rules, and lastly wear safety gear. Gliding has many armchair critics: watching circuits, telling one how they could have done it better, shouting at those on runways or in the road etc. We need a positive supporting culture.

culture

We are pricing our trial flights too high and that is where we get new members. Get it back to \$20 max. Like so many I am going gliding to destress from my career. I am ecstatic just stoozing in my local area. I find most of the GFA movement and magazine largely irrelevant and large swathes of the movement treat us non cross country, non competitive flyers as inferior. I see so many new flyers put off by the same attitude

customer service

Here is something to consider. I returned to gliding after about a 25 year break. At the club I attended there were a number of older pilots returning like me, and some older pilots who had not flown before. We all found that we were relegated to the back of the queue whilst younger pilots were given clear priority. Many, many times I returned home without getting a flight for the day, and I was not alone - after asking around, I found out that this was the experience of every senior pilot. I know of one who used to go occasionally to a professional "club" to get some flying in to make up the many times he missed out. My suspicion is that this made things worse in his standing with the instructing team. We all paid a lot of money. The young pilots inevitably leave to establish their careers. I concluded that gliding is just too hard. I suggest that these returning pilots be given the title "Comeback Pilots" and a certain recognition of their value and training needs. This is not an original idea - in the USA they call brass instrument musicians returning after years away from music Comeback Players. It is a small thing to do which may pay dividends.

customer service

I am a returning pilot after 20 years and have come back to the sport with my 14 yr old son. We are both in training (I used to fly a Blanik solo and might fly an ASK 21 solo at some stage). I think similar issues affect our clubs as they did 20 yrs ago. The time required to be able to be part of a club e.g. younger people or older and retired people who have a bit more time on their hands (and money). If it were not for my son wanting to fly it would probably have been a few more years before I could have come back. I wouldn't be able to justify a whole day while the family were at home. I can't see there is anything that the GFA can do about this it is the way things are. It is quite expensive now for a trial instructional flight but I understand insurances are involved in this. It is still a great sport but will only ever attract people who somewhat selfless who really love and want to learn to fly or hone their skills. Others would not put up with a whole day in the dusty conditions etc... to only fly for an hour or 3 or 4 circuits (or less). For every 100 people that try it out possibly only 10 to 20 remain - you would know the real figures. I think advertising in some way might help - I joined the Uni of Adelaide GC through advertising and later joined Balaklava after an invitation from a member and a few visits. Advertising of some sort eg story in local paper might help. Also So long as clubs encourage and let students have a reasonable amount of flights which is certainly the case at Balaklava where we are members and I'm sure the Uni club also where flights/lessons are actually booked, there is a fighting chance of people hanging around after a year. I'll close off for now - not that I have said anything ground breaking that you would not know already. All the best with your management of the sport. Kind regards Colin Archibald

customer service

I think current club system worked well in a time when people were financially poor but had time to spare. the reverse seems to be the norm now so the club system needs to reflect this. concentrated training and a fleet of well maintained current gliders need to be available to a prospective member. no-one wants to stand around all day waiting for a flight in an aircraft that's past its use by date. well, they wont do it twice, so they have to be captured on the initial experience.

customer service

I think you need to get a much better training experience for new pilots. There is far too much sitting around. This is fine for retired people with load of time, but not really for the majority

customer service	It would be helpful if any learner is provided with a clear path into a club, quick responses from club email addresses and a warm, personal welcome and introduction on their first day at the airfield. No one wants to arrive at an airfield as a stranger not knowing what to do or who to talk to.
customer service	Make training of new pilots easier and quicker.
customer service	Some clubs I have visited in my travels are not welcoming regardless of if I declare my membership or not. One interstate club told me on the phone not to attend as they were having an instructor revalidation weekend. I expressed that as an instructor I'd be interested in attending only to be told it was for club instructors only not others. I think we should be sharing our resources a lot more.
customer service - time	I come from a power background of circa 350 hours and I just was never clear where I was, some instructors ranked me a 5/5 on most activities, and other instructors gave 2's and 3's at the end of the day, without any specific feedback on areas that needed work. I was never really sure. I think for learning students, the cost is less of a factor and the fact people are expected to be out at the field all day for usually 2 flights but sometimes 3 is pretty draining. People with kids sports commitments and other family things on find this extremely challenging. I don't mind helping out and working hard whilst there, but the expectation of a long day is a bit challenging.
engagement	I think a lot of this question comes down to personalities and the right/fun people to put together regatta's, grand prix's, xc coaching etc.
finance	In some areas it is really expensive for young people to join the sport and be a part of it.
Finances	* Agreed that the GFA should make some money from loans, but full market rate doesn't really help at the grass roots level and struggling clubs
finances	Contain costs
finances	Get rid of AEI costs this is a tax on small users Why stick your head out and advertise when the margins are wasted on an unfair tax that will ultimately go to subsidising the big 8 clubs in Australia, Who have the resources to stand by themselves, the further you are out of the big cities there is less elasticity in the charges than can be applied to make a clear profit on effort
finances	My income doesn't increase by the cpi each year, what you are going to achieve by upping the fees (for everything), is you are going to price people like me out of gliding.
finances	The sport is just not available to a significant of many good people who would like to be involved. It is just become unaffordable and unsustainable for long term engagement by a large part of the population
finances	Try to get through that we glider pilots are not all millionaires but ordinary people enjoying our sport
focus	I think you have got enough. Gliding is founded in CLUBS, if GFA continues to ignore Clubs the way it has over the past near 40 years of my experience as a member, there will not be a GFA in 10 or 15 years. The question most missing in this survey is: "Would you support the separation of the Club side of gliding from the Competition side of gliding, ie: should GFA move entirely in support of Clubs and let the Competition pilots support themselves in two separate "GFA Club" and "GFA Competitions" divisions of the Movement ?" It seems to me that GFA is run for the benefit of Competition Pilots, not for the benefit of ALL pilots. My two cents worth. Sorry about that (not).
focus	Support more tug only pilots in the organisation so glider pilots can go gliding instead of having " duty" as a tug pilots. Some of us like to fly power planes.
focus	The growing age demographic of the Gliding movement means that the Board should focus on succession and renewal. The board should recognise the growing popularity of self-launching gliders and a reduction in importance of the traditional club-based system (apart from initial training)
focus	the present practice of encouraging private owners is one of the reasons for our poor performance we need to change dramatically
GFA structure	No need to be a large body with government like authority or responsibility, just provide background information and resources to be available when needed.

GFA systems	fix your computer systems to remove continuous "technical errors"
Image	All the above are difficult. Gliding needs to be regarded as COOL and exciting and accessible.
independence	Gliding is the only area of sport aviation where qualified pilots are always under the control of an instructor. Even a L2 ind ops pilot in his own glider flies at the discretion of the instructor at launch. Not only unreasonable but completely meaningless for an instructor to be responsible for an aircraft that's left the circuit area on an XC flight. This costs us plenty of members as powered pilots who become interested in gliding refuse to accept this level of control.
independence	With 3 above, also have a new limited ind ops rating for a CFI to give to an individual for specified gliders at a specified location for a specified period. This will help small clubs be able to operate where someone is not ready for ind ops but is viewed as safe from their normal site, or for club camps where no level 2 instructor attends. With the GFA's stated intention to raise membership numbers, given the current model has failed for many years to really attract new people, asking the existing membership who predominantly created the existing model based on what they want is probably not the best way to move forwards - we end up doing the same thing expecting a different answer. Instead have we looked at commissioning a survey of the demographics we see as key to any growth and see what is important to them - timed lessons as opposed to a club cooperative operation? Cost vs service expected? Club or commercial training?
magazine	Magazine - less emphasis on comp flying. More articles on skill development and tech aspects of soaring and gliders.
magazine	The magazine is excellent.
management	Good management is essential for gliding to progress and compete with other aviation and sporting activities, for time poor customers.
management	I have worked a 27 years in the aviation industry. There are many things that GFA does better than CASA but there are some things that CASA does better/ differently. Don't stop searching for better ways to resolve issues.
management	Most glider pilots appear to be more interested in flying and enjoying their sport than in the administration and politics which they believe is the essence of what the GFA stand for. While this may seem unkind to those who put so much work into the GFA, this is the reality for most club pilots who are not involved nor interested in the administration of our sport or even the club they have joined. I think the same applies in the case of the Australian Olympic Committee where the majority of sports minded people are more interested in the actual athletes and their success, or otherwise, than in John Coates and his team of administrators. As a member of my club's committee for several decades I'm often disappointed by the lack of interest shown by many club members in the way our club is run. All they want is cheaper flights and good gliders to be available when they want them. The consumer oriented society is alive and well I think.
management	Our activity is a SPORT. In aviation of all types there is a tendency to over regulate, which often leads to "just ticking boxes" at the coal face, which in the long run results in a negative effect (it's a fine line).
management	Reduce the feeling of us(the pilots) and them(the elected people). Get board members,state reps in operations and airworthiness and reps of the state associations to go to the different sites and mix with the club pilots.
management	Somehow give help to the older pilots who will always do the majority of the work to support the younger pilots we need to make clubs viable into the future?
management	Take note of talent & don't allow political mindset influence decisions
management	The interaction of payed staff and volunteers is not working as the volunteer roles are fast becoming too much work and there is not enough payed staff to do all the required work .

management	<p>The majority of tasks performed on a volunteer basis and everyone seems to be time short in their lives, but too many levels also makes for long drawn out processes. These processes need to be stream lined. Costs need to be reasonable and GFA is expensive for a lot of people, when you take into accounts some clubs membership fees as well, time to travel to airports or fields, etc. When GFA can get up and tell someone that gliding is a quarter of the price of a RAA aircraft to fly including membership and all associated costs then you will have a chance at recruiting new members, but at the moment if someone does a dozen flights a year, it is cheaper to fly general aviation, and that is an industry in serious trouble.</p>
management	<p>The two big issue I see are : 1. Dysfunctional clubs (they all seem to be to some degree). I see more guidance in the MOSP to improve the knowledge and standards, for operations, perhaps some for the running of a club would or working with volunteers would be handy. I see people who have no idea, and people who do it for their own benefit most commonly. 2. Increasing costs. I know there are many surveys that show cost is not as issue, but I suspect that people lie, nobody wants to tell you they are a bit short of money. Bit like I think if you did an STD survey at a shopping centre I think you would come up with different numbers to the health care profession. At my club a 2000 foot aerotow for a 20min flight plus the training levy (that nobody knows what it is used for) is costing quite a bit, in fact 3 flights to make as hour is the same price as an hour with a paid instructor in the brand new RAA aircraft across the field.... Make your booking, come down, go for a fly, have a chat and go home..... Far less work and time, who would want to fly gliders ?</p>
Management	<p>There is too much infighting within the board and it is really off-putting. John Styles spoke a lot of good sense, obviously it was the way he said it which led to his downfall, but some of his ideas should have been listened to. The website and simplified information is crucial. I've been trying to access BGK e-version and I couldn't find it. Invest in good web managers/developers and social media. It is worth it. Also photographers, film makers and people who can make the sport visually appealing to the public. It is cool, let's shout about it!</p>
Ops training	<p>The current revised edition of Basic Gliding Knowledge has a plethora of spelling, syntax and typo errors which need to be addressed. A manual as important as this one needs to be free of journalistic error.</p>
other aviation align	<p>amalgamate to strengthen voice to CASA</p>
Pathways AEF	<p>There has been much recent discussion and opinion regarding the low conversion rate of AFE's to full membership. My experience is following 1 AFE (full day, 4 flights that were not joyflights) event there is immediate pressure and demands to become a full member. A form of membership (associate?) that would provide a gradual progression through multiple AFE events to better develop competence and a love of flying and to integrate into club culture may assist in improving the conversion rate. Looking at the recent traffic on the GFA website it seems that AFE's are considered a club nuisance and that attitude is very obvious to potential members. Clubs must decide whether they want to expand or not. If not then get out of the AFE business altogether.</p>
pathways post solo	<p>Have clear direction for post-solo pilots.</p>
pathways post solo	<p>Publishing a schematic of what the various routes are to get to certain qualifications and ratings would be very useful. I.e. what are the next steps after obtaining a C certificate. How to get to an independent operator status, etc.</p>
pathways pre solo	<p>Supporting ab initio pilots (don't know how just yet) until they go solo, as the process can be long and arduous. However once you have them to solo stage, I'm sure they will continue to participate in this enjoyable sport.</p>

POSITIVE

GFA Board is full of good people doing an extraordinary job and our President is showing truly exceptional leadership. Our volunteer club structure is of enormous value and we might discard it at very high risk that we haven't yet really assessed - we need to strengthen it not discard it. Baby boomers will pass soon and a new dawn will arise of younger members flying more often and further than we thought possible. Gliding is an extraordinary sport accessible to everyone with keen eyesight and sharp intellect and discipline - there will be a resurgence.

promotion

Allocate funding for clubs to improve the aesthetics of their glider trailers. Glider trailers are potential mobile billboards for advertising our sport, and the average club's Twin Astir trailer is a thrown-together, rusty, old, falling-apart putrid monstrosity, which is likely to give the wrong first impression to any potential member concerned about the safety of our sport.

promotion

An enormous opportunity is lost in the advertising space on trailers. How many time do people ask the question? Not all trailers sit in a paddock all season. Graphic designs and wraps are now commonplace in motorsports and boating and trucking. Grants for this would provide some incentive.

promotion

As a late in life newcomer to the sport I commend you on your media and information.

promotion

As a relatively new person to gliding I don't believe I'm qualified to offer suggestions above, however if growing membership numbers is a problem area, I believe like most sports you have to advertise outside the gliding community

promotion

At NSW I've established a good connections with Royal Aeronautical Society (RAeS) and Australian Institute of Physics, where we could present some talks and promotional videos on the popular events of mentioned organizations. Similar could be exploited at other states.

promotion

GFA is a relatively small association with a lot of responsibility and I'm guessing limited resources? Gota get bang for your buck. I would probably start with...who is the most likely demographic to join/start/commit and diversify from there - a larger base - more possibilities.

promotion

GFA is doing a good job and I think this is starting to be acknowledged by the broader membership - well done. Communications with members is now much better than in the past, also there are numerous activities being sponsored which are gaining support (coaching weeks, winter series etc). We need to continue this and keep improving on it. Many air sports capitalise on those in the community who just want to try something once for the thrill of it. I always ask these people when will they take up the sport seriously? The answer is always very non committal. How do we convert those people into participants instead of just thrill seekers? Maybe we could actively promote the already established (but under utilised) concentrated ab initio gliding courses at their thrill ride or TIF (here are all the details, sign here, your in!). Upon completion of the course and with that extra skill and knowledge they might then be more inclined to making gliding their sport.

promotion

GFA to contact all clubs to update their "Club List" provided in magazine. Conduct occasional competitions for members eg. random draw of members with a prize of free yearly membership.

promotion

having been based in South Africa in Gliding and been part of that management structure, the GFA is extremely well run in all it's facets i have dealt with. like gliding all around the world the challenge is to keep the sport relevant and have a wider age demographic. in a world of quick satisfaction, it is essential to retain the fish one hooks and this is done by making the sport exciting as grand prix and bug racing has done, extend these features nationally and create a structured coaching system to create safe excited competition pilots. this will enhance an increase in private aircraft ownership and the natural growth of the sport will follow

promotion I am an ATPL holder and commercial pilot. This is thanks to gliding that got me into commercial flying. I think it could be a good step if GFA marketed that to prospective commercial pilots saying its a great way to get into flying and have a good solid structure and understanding of flying before jumping into powered aircraft. It would also attract more younger people into the sport and from what I see at my particular club, thats what is needed most. More younger members to join and that stay.

promotion I have the impression that Australia is loosing potential overseas gliders to other countries unlike a couple years ago. Average age of gliding pilot in Australia is quite old. Probably in many places :)

promotion i really enjoy gliding and the peaceful atmosphere, it takes me from my business environment. this aspect should be promoted, engage the wife and partners with add on entertainment, this will help immensely. kind regards - bill 0427 558 050 for more detailed follow up.

promotion Investigate the opportunities to allow a glider lottery in order to raise funds. The Board needs to try and reduce the red tape. The Board should consider the purchase of a high performance two seat training glider which can be hired out for coaching and competition activities.

promotion It has been stated that the Worlds at Ballina this year was well publicised. I saw nothing of this in SA other than what I went to on the website.

promotion I've seen a lot of folk stating that reducing costs is unimportant in promoting gliding. I disagree strongly. If you want to attract younger members, and you want to attract women, keeping costs down is crucial, as these two demographic groups tend to have substantially less access to disposable cash than middle-aged-and-older men.

promotion Keep up to speed with Human Factors - at all levels and in all activities including administration, but don't overload club administrators without examining why they need to accept changes.

promotion Kingaroy! See, we have created a culture, a band of brothers/sisters, all take pride in saying the chant ;)

promotion Learning to fly gliders is really fun and by being the cheapest way to learn to fly it this be advertised to school, youth organisations and communities.

promotion Many people are not aware of what gliding means. They seem to only think of Hang gliders or paragliders. When you explain that that type of craft has too many limitation in where they fly and weather and poor safety due to the craft design,venue, or if inverted or stalled or in the case of powered flight they think some thing with an engine is safer. They don't understand that method of flying/landing and design is more important. Nor do they know of our safety record.

promotion Maybe arrange some morning TV exposure to highlight the fun in gliding and the personal achievement in this unique sport. There are a lot af Baby boomers with time & money who always wanted to try flying !!!

promotion Motor gliders would be an alternative to ultra lights and may attract young pilots intereted in power flying. Full week courses would help students to make faster progress and get solo. E.g. cheap overseas instructor teams from UK or Germany could be made available for multiple small clubs to run full week training. Perhaps costs of \$4000 to 5000 per team for six month together with free lodging and a vehicle would provide training crews for four or five small clubs and maybe create ten to twenty new solo pilots. Models like AKA-Flieg at Australian universities would generate fresh blood in airworthiness and maintenance. This would require to find again a way for home-built gliders like in the past. I'm happy to discuss further. Konrad Maierhofer.

promotion Peoples perception: Someone told me that Gliding is for rich snobs! Gliding is better than any other flying sport - so WHY is not promoted that way? Advatagess, benefits, emotions (Fun), Question for someone - Did you know - Glider pilots a better Airline pilots because of....Etc...

promotion Perhaps there is a market in home built or kit gliders We do not see much of what other pilots are building or restoring in the magazine . Do these people even exist in gfa ?

promotion	Please research marketing to millennials / hipster generation. Emphasise the green, tech, authentic, DIY and back to basics aspects of the sport. It is the purest form of flight and it is possible for the pilot to understand every part of the glider and how it works. Compare with the booms in vinyl record players and cycling. Find a "gateway drug" like sailing or orienteering that provides a pipeline of interested "users" to introduce to gliding.
promotion	Pro active exposure to educational facilities and advertising generally to promote the sport Promoting international developments in flying, technical and operations to all members.
promotion	The next person to turn up to a club wanting to experience gliding, could be the next world champion. So be nice.
promotion	Re item 2 above, this group has money, has older children, and is looking for activities outside of home, and not addicted to technology. Don't waste money on adolescents who are happy to dictate and play with their electronic tools, and are a drain on clubs due to the discounts and lack of revenue they derive.
promotion	The power of social media is a massive tool and sharing exciting short videos throughout the membership reaches a vast audience. A strategic plan on using all the tools to reach out to aviation and non-aviation audiences).
promotion	The recent online squabble and lack of alignment about how to attract and keep new members was unsightly and would not have been attractive to new or potential members taking a look at gliding.
promotion	Too much time and effort is spent by Board members in either running or participating in competitions. Not enough emphasis is spent in promoting gliding for enjoyment/fun.
regions	I'm not sure what the role of Gliding NSW is. It seems superfluous. It is not that large a participatory sport that there should be 3 levels of management - GFA, GNSW, the Clubs Regional committees can play a more focused role in delivering services to GFA members.
regions	The safety seminars run by Chris Thorpe are excellent, and we need to continue to build a culture of safety. Every time someone has a serious accident, all too often brought on by bad decision making, which was often avoidable, it becomes harder for me to recommend gliding to friends, and it will be harder to recruit members. Also with the aging population of glider pilots the GFA needs to consider that it is possible this will lead to more accidents in the future and look at strategies to protect the sports reputation and safety of other participants. Finally I appreciate the efforts being put in by the GFA with the newsletters, on-line forum, safety seminars, and regional meetings. It is clear a lot of effort is being put in.
safety	Too many glider pilots think they know everything about flying, but when in positions of influence can reject well-meaning advice. Our club has lost about 5 gliders in 2 years and the instructors and executive chose to write it off to "freak weather" etc. Not good enough I say! This is an area where the gliding fraternity falls well behind General Aviation.
safety	Keep progressing gliding simulation!
simulators	support female participation, plan and allow quality simulator usage for parts of training and instructor training/refreshers.
simulators	ensure that club committees undergo a regular renewal process
succession	Generation Change
succession	GFA is doing a good job because it is and in general always has been run by the most enthusiastic, energetic and competent management people available in the gliding movement at that point in time. The same is not true of many clubs. Ways to change that would be audits against a standard and active encouragement of turnover in club committees.
succession	Have a sound policy of weeding out "dead wood", a plan of implementation and a system of operating it.
succession	Not really sure but all I know is over the last 18years I have been gliding the average age membership of the club has just gone up and the same people lifting then are still lifting now but 20years older. With a small hand full of younger people involved. I don't know the answer but if there is no turn around soon the membership will continue to reduce.

thanks Communication and outreach by current board is great and much appreciated.

thanks Executive is doing a great job.

thanks Generally GFA is doing a good job.

thanks GFA does a good job with the resources they have and would benefit from a small increase in the number of paid positions. The present level of communication from the GFA president is most welcome and always well recieved.

thanks Good to see the current board trying to make it work, great if it does as our spot depend upon it. Cannot remember the last serious member who work through all the hurdles without a supporting father brother etc....

thanks I applaud your efforts, not enough members appreciate what you all do and how much of your personal time and lives you commit. I see it and very much appreciate what you do for our great sport, I dips my lid to you all!

thanks I appreciate all the work you guys put into it. Growth is the answer to the ALL FINANCIAL PROBLEMS - but it is also a burden - is it necessary?

thanks I believe the Board is doing a great job. It is hard, thankless but a rewarding job you are doing. Keep up the work.

thanks I believe you are doing a wonderful job, thank you all.

thanks I congratulate all of you on a great job at GFA and thank you as an individual member for keeping me flying :)

thanks I have been involved in a number of volunteer groups, and the GFA, despite numerous challenges, is one of the better ones, due to its very structured training processes, goals, and organisational make up. Similar to Scouts Australia. Structure gives clear lines of progression, gives accountability, and sets achievable goals as a person progresses through.

thanks I have been involved in gliding since 1978 I have seen many members come and go in our club and commend the efforts the GFA is now making to strengthen our membership. Our club recognises that todays expectations around committing to a single sport for a full day is a detractor to many people, but has struggled to change in any material way that can reduce this barrier.

thanks I have enjoyed my 50 plus gliding but just enjoy flying with friends now.

thanks I think the GFA is a very good organization?

thanks I think the GFA is doing a good job in difficult economic times. Thank you and keep it up.

thanks I think the GFA is doing a good job overall.

thanks I think the GFA team are doing a fantastic job and I just don't know how we could be where we are today without such expertise and enthusiasm - really!

thanks I would like to congratulate and thank all those GFA members who give of their time to maintain and improve the sport. There are many naysayers out there whose criticisms and accusations can be quite deleterious. Don't be put off. But don't forget to listen to what is being said. Occasionally there are Gems in an otherwise destructive critical rant and there is always constructive criticism which is very useful. Keep up the good and often unappreciated good work.

thanks I'm relatively new to the sport and am learning at a massive rate. One thing has stood out quite clearly, and that is the amount of volunteer time that goes into the GFA. There's plenty to whinge about, apparently!, however id like to take the time to so thanks to all the volunteers who keep our sport flying. Volunteers don't ask for thanks so it needs to be given. Cheers Damien van de Velde Bordertown Keith Gliding Club

thanks It is great that the board is really thinking about this.

thanks I've left Q10 because I love the sport of gliding; it's up to me to make improvements to my lifestyle to make more time to do more of it it won't come to me.

thanks Keep doing what you are doing, the GFA is very informative and helpful if required to be, my club and surrounding clubs i have been to operate much the same and are helpful and supportive

thanks Keep up the good work. A thankless task that has to be done. Well done.

thanks Keep up the great work!

thanks Keep up the regular communications via email and social media. Making the leadership more accessible helps keep the naysayers at bay.

thanks Lets keep trying.

thanks My perception of the board is that it is doing a great job. It seems to understand the challenges and is willing to assist.

thanks Overall, I found no problems/issues with the gliding weekends and I want to once more thank those at the Gliding Club of Victoria, in Benalla, for helping out in my training and supporting me through my training and when I achieved my solo. I will always be grateful for the kindness and experience I received from the volunteer instructors on both the simulator and up in the sky. Thanks so much. - Laura Roberts (M-18701)

thanks Question 6 "Please Rank the following options from 1 to 7. It should define which is the more important ranking , is it 1 or 7 ??? To eliminate any doubt about the ranking scale direction. Also just wanted to congratulate the staff who put the Australian Gliding Magazine together. It's a quality product and a bargain at the price. Compared to Two Wheels magazine (\$9.95) which is full of pages of ads , which I have been buying since 1974.

thanks Thank you very much for keeping us in the air

thanks Thank you. You are doing a great job.

thanks thanks for your work. I think you do a great job managing the bureaucracy interface between "us" and the rest of the aviation "world"

thanks The GFA seems more Pro active now than in the past.

thanks The management of administrative change in the GFA as it impacts clubs has improved significantly over the past couple of years

thanks this survey is a good thing to do, sorry I am so early in my training to have so little to contribute.

thanks Well done for keeping us all flying at a lowest cost possible to the individuals!

thanks You doing a good job. The efforts are appreciated.

training courses Create more club ab initio camps.Almost all clubs can offer camp and training facilities.There are plenty of " oldies and goodies " to offer their time and skills.Shake them up and wake them up !

training courses National gliding schools for flying training, coaching, and airworthiness.

vintage Why do you make it so difficult to keep Vintage Gliders airworthy. Specifically help and assist any member trying to support Vintage Gliding, instead of the "hurdles " provided. !!!!

web Easier access to documentation - as a new student, I found it hard to find what I needed on the GFA Document and Form Index website. (Perhaps a page linking to the training manuals from BGK onwards?)

youth Advancing years are my problem as it is for Gliding generally,I do not have the answer other than what is being done to attract younger members and of course keeping them!!

youth Introduce 14 year olds now so they come back to the sport later or make their careers in aviation.

zzz If an Olympic gold medal is worth \$50, 000, from the Government, can a gliding world championship win be considered to be of equal value?

zzz Improve the WX. I've given up trying to organise friends to drive hours to come & try as it always rains/too gusty to fly on the day.