

BRITISH GLIDING ASSOCIATION

MINUTES OF THE BRITISH GLIDING ASSOCIATION EXECUTIVE COMMITTEE MEETING HELD ON THE 18th NOVEMBER 2023

PRESENT Andy Perkins – Chair
Richard Brickwood
Bill Brittain
Craig Lowrie
David McGrath
George Metcalfe – Vice Chair
Matt Page
Lucy Wootton

APOLOGIES Rebecca Bryan
Nick Garland

IN ATTENDANCE Tony Smith - Treasurer and Company Secretary
Pete Stratten - Chief Executive Officer

46/23 PREVIOUS MEETING NOTES
The meeting notes of the 26th October 2023 were approved.

47/23 INSTRUCTOR REQUIREMENTS
Those present recorded their approval of a previously considered recommendation to update BGA instructor requirements to allow successfully assessed assistant instructors to qualify as MGIR stage 2 and 3.

Status: Closed

48/23 GENERAL UPDATE
Pete Stratten presented information prepared for the Club Management Conference covering several current and new topics including consultations directly relevant to clubs. Those present considered the issues in detail including liability exposure, risk management, and minimum levels of insurance cover for second seats in club operated aircraft above that legally required. It was agreed that a BGA Operational Regulation should be reviewed ahead of a potential proposal to the membership at the AGM in early 2024 and that BGA insurance policy wording should be reviewed and updated in consultation with insurers.

Status: Open Action: Pete Stratten, Richard Brickwood Due: February 2024

49/23 SUB-COMMITTEES
Those present reviewed the current sub-committee chair situation including succession planning. Noting that the Executive Committee sets the strategy and works with the sub-committees to deliver for the membership, it was agreed that the Executive Committee will develop an improved process for sub-committee support including clear direction and oversight of sub-committee activity, helping to identify future sub-committee chairs as required, and updated Terms of Reference developed via the sub-committee chairs for Executive Committee approval. Noting the important club-hosted domestic competition development and support aspect of the Competitions and Awards Committee's activity, those present discussed the pros and cons of the management of international competition representation being placed under a new entity that also reports to the Executive Committee.

Status: Open Action: Pete Stratten 20th November 2023

50/23 BGA STRATEGY v3
George Metcalfe described the background to the existing BGA strategy v2 and went on to detail work to date regarding the development of v3 including engagement with sub-committee chairs and several items to be developed for inclusion in the strategy. On the theme of 'Monitor and Manage', it was noted that quantitative and qualitative assessment should inform an ongoing BGA strategy annual review and there is a need to identify the data needed that is not currently available. In discussing the strategy content, those present noted that the shortfall in club member recruitment has closely mirrored retirement

numbers and as a result, recruitment has kept up with “in service” attrition, but not with retirement. A top-heavy membership distribution indicates that the level of recruitment necessary to increase club membership will be arduous and is likely to change the nature of gliding for some people and some clubs. It was agreed that the strategy v3 should reflect a sustainable level of participation with societal & technology trends and age profiles dominant influence in mind.

George Metcalfe agreed to continue with the development of the BGA strategy v3 and would provide an update in early 2024.

Status: Open Action: George Metcalfe Due: February 2024

51/23 INFORMED CONSENT

Pete Stratten spoke to previously circulated information describing how passengers in recreational aircraft should be made reasonably aware of the risks involved, that informed consent supports that approach, and that CAA requires the warbird community to adopt that approach. He went on to note that current BGA guidance on this subject currently utilizes previously promoted CAA guidance. It was agreed that text should be developed to guide BGA clubs and that a related amendment to the BGA club membership form templates be developed and implemented. Pete Stratten agreed to arrange a draft text for subsequent approval.

Status: Open Action: Pete Stratten Due: January 2024

52/23 PARTICIPATION RELATED ACTIVITY

Andy Perkins described the excellent contribution being made with participation related activity including promotion at external events, Go Gliding, Junior Gliding, Women and Inclusivity in Gliding (WinG), and the Development Committee’s Great Gliding Club emerging initiative.

Richard Brickwood updated those present on recent developments within Go Gliding, noting that the funding bid for 2024/2025 had not been successful and that options are being considered to maintain the inertia with the primary aim of encouraging clubs to continue to engage with interested local communities and groups. All were reminded about the WinG inspired and arranged National Women’s Gliding Weekend over the weekend of the 27th and 28th of April 2024. It was noted that club mini-expeditions and the Inter Club League can both promote and encourage club and pilot interest and development while being great fun and that there may be a need to help to promote those opportunities and benefits.

It was agreed that the BGA Executive Committee will make a supportive statement regarding their commitment to gliding being more accessible to people with disabilities and Pete Stratten agreed to identify disability awareness training opportunities for clubs to engage with.

Status: Open Action: Pete Stratten Due: February 2024

53/23 FINANCE

Tony Smith described highlights of the draft BGA-prepared accounts for the year ending 30th September 2023 and noted that the associated audit will take place during December 2023. He went on to describe the first draft proposed budget for the year 1 October 2024 to 30th September 2025. Noting inflationary pressures, those present considered and agreed that the proposed full- and temporary-membership fees will be £37 and £6 respectively which, together with other provisions and adjustments, results in a break-even budget. Those present discussed the BGA reserves, the need to maintain short term access to funds for contingencies, and deposit account interest opportunities. It was agreed that Pete Stratten would review third party managed access to competitive interest rates with FSCS protection and report back to the Executive Committee.

Status: Open Action: Pete Stratten Due: January 2024

Noting with gratitude the recent significant transfer of funds from a dissolved BGA club, those present expressed strong support for the purpose to which the donor club wishes the funds to be applied. The meeting then discussed the responsibilities falling to BGA (as the governing body custodian of the funds) in relation to the donor club's wishes, for compliance obligations arising from the CASC status of the donor club, and governance of decision-making in management and deployment of the funds. It was

recognised that a policy is needed to guide the associated activities. George Metcalfe agreed to develop a draft policy for consideration by the Executive Committee.

Status: Open Action: George Metcalfe Due: December 2023

55/23 INSTRUCTORS AND INSPECTORS

Pete Stratten described how the Training Standards Manager communicates with clubs to identify BGA facilitated instructor training capacity requirements for the year ahead and plans accordingly. It was noted that during 2023 the available training capacity was not fully taken up by candidates, that the combined BGA and club facilitated instructor training output was at a normal level and backfilled 1/3 of the vacancies due to instructor retirement, and that a large pool of Basic Instructors has been identified a source of potential assistant instructor candidates, each of whom will be contacted in due course.

Status: Closed

Pete Stratten described data from the recent Club Maintenance survey which received full responses from 65% of BGA clubs. There were several learning points from the survey including two misunderstood topics regarding BGA inspectors which will be followed up at the Club Management Conference and subsequently directly to clubs. The ongoing problem of the CAA's Part66L exams being unfit for purpose was discussed, noting the BGA's proposals submitted to CAA and the most recent correspondence from CAA that identified CAA organizational challenges which continue to prevent progress with resolving this unacceptable situation. It was noted that the BGA is meeting face to face with CAA GA Unit policy staff during December where an update will be sought.

Status: Open Action: Pete Stratten Due: January 2024

56/23 OFFICE SUPPORT UPDATE

Pete Stratten spoke to a previously supplied briefing note highlighting office, back-office IT and website update developments and describing an opportunity following BMFA organizational changes to host their Leicester-based administration staff under a mutually supportive agreement. Those present supported ongoing development of a proposed CRM initiative, ongoing improvement of website presentation of information, and hosting BMFA staff subject to a formal agreement between the BGA and BMFA.

Status: Closed

57/23 SUCCESSION PLANNING

Andy Perkins facilitated a discussion noting staff succession planning needs and likely timelines and Tony Smith's decision to step down as Company Secretary and Treasurer at the next AGM after many years of service. Tony Smith highlighted the Executive Committee retirements at the next AGM as required by the Articles and those present considered the established process of addressing those vacancies in the lead-in to the BGA AGM in early 2024 and several related administration activities. Those present considered the ideal experience and attributes for the BGA treasurer oversight and challenge role and agreed to seek applications for the combined role of Treasurer and Company Secretary. Tony Smith agreed meanwhile to provide support to the Executive Committee.

Status: Open Action: George Metcalfe, Andy Perkins, Tony Smith, Pete Stratten Due: December 2023

The next meeting will take place in December. Date to be advised.