



Soaring.....

LOVE

At First

FLIGHT

STRATEGIC PLAN

2019 - 2023

Our Mission

- To provide a safe environment for all people to experience the thrill of gliding and achieve lifelong enjoyment from the sport.

Our Vision

- To work constructively with clubs and members to foster good governance, compliance and opportunities to develop and grow in an atmosphere of inclusion and respect and to foster the opportunity for people to be able to participate safely in a exciting adventure sport to be part of something special, worthwhile and unique.

Our Values

- Caring and sharing
- Listening and communicating
- Respect and Fair Play
- Acceptance, tolerance and inclusion
- Responsibility
- Commitment and service

Forward

Gliding has a rich history which evolved over 100 years in line with developments in aviation. The sport is undertaken in all states and territories in Australia and is found in regional areas and in towns close to cities.

Gliding has evolved to provide a unique and wonderful sporting experience at community and elite levels.

Gliding provides the opportunity to be part of an aviation experience that they may have seemed impossible or too expensive.

It allows people to participate in a club atmosphere and be part of a team as instructors, coaches, airworthiness operators, administrators and elite sportsmen and women.

Gliding is largely based on the goodwill of volunteers who turn up each weekend to facilitate the experience to the general public and advance the skills and expertise of those people who have obtained their Glider Pilot's Certificate and want to reach for the clouds and explore the vast distances of cross country flight.

The sport remains a popular and inexpensive form of aviation, however, we are very aware that the sporting and aviation world is changing fast, demanding we not only embrace change, but be at the forefront of change to continue and be successful into the future.

Community expectations have grown and what was acceptable in times gone by, such as club rooms at the back of hangars, sub-standard facilities or no facilities, are no longer acceptable. Clubs are under pressure to build better facilities to attract people to experience the sport.

Many volunteers are limited in their ability to contribute due to work arrangements and lifestyles which has forced the world of gliding to assess their offerings and ability to service new participants. Changing technology has again seen the need for new developments in bookings, administration and the equipment needed to access the sport and view the sport, such as apps, and live streaming on mobile phones or computer.

Gliding is a sport that has struggled to attract females and youth, whether by cultural or social aspects. With the advent of Change the Game strategies, and the focus on gender equality, gliding continues to target participation by females and young people.

We are excited that there are now more options and opportunities for girls and women to be involved in the sport of gliding and it is a successful gateway to commercial flying, evidenced by the Air Force Gliding Cadet program.



Development of the Strategic Plan

The Victorian Soaring Association Strategic Plan has been developed in alignment with the strategies of the Gliding Federation of Australia (GFA) which are cascaded down to each State and in line with the GFA [“Soaring to the Future Participation Strategy”](#) currently being implemented across Australia over a four year period and the VSA strategy and work plans undertaken for Sport & Recreation Victoria. The VSA strategies were developed in consultation with clubs and members through online surveys and meetings where a range of themes were identified. The strategies are aligned with legislation and requirements of the Civil Aviation Safety Authority (CASA) which are mandatory for the safe implementation of the sport through specified standards for instructors, operations, airworthiness and coaching.

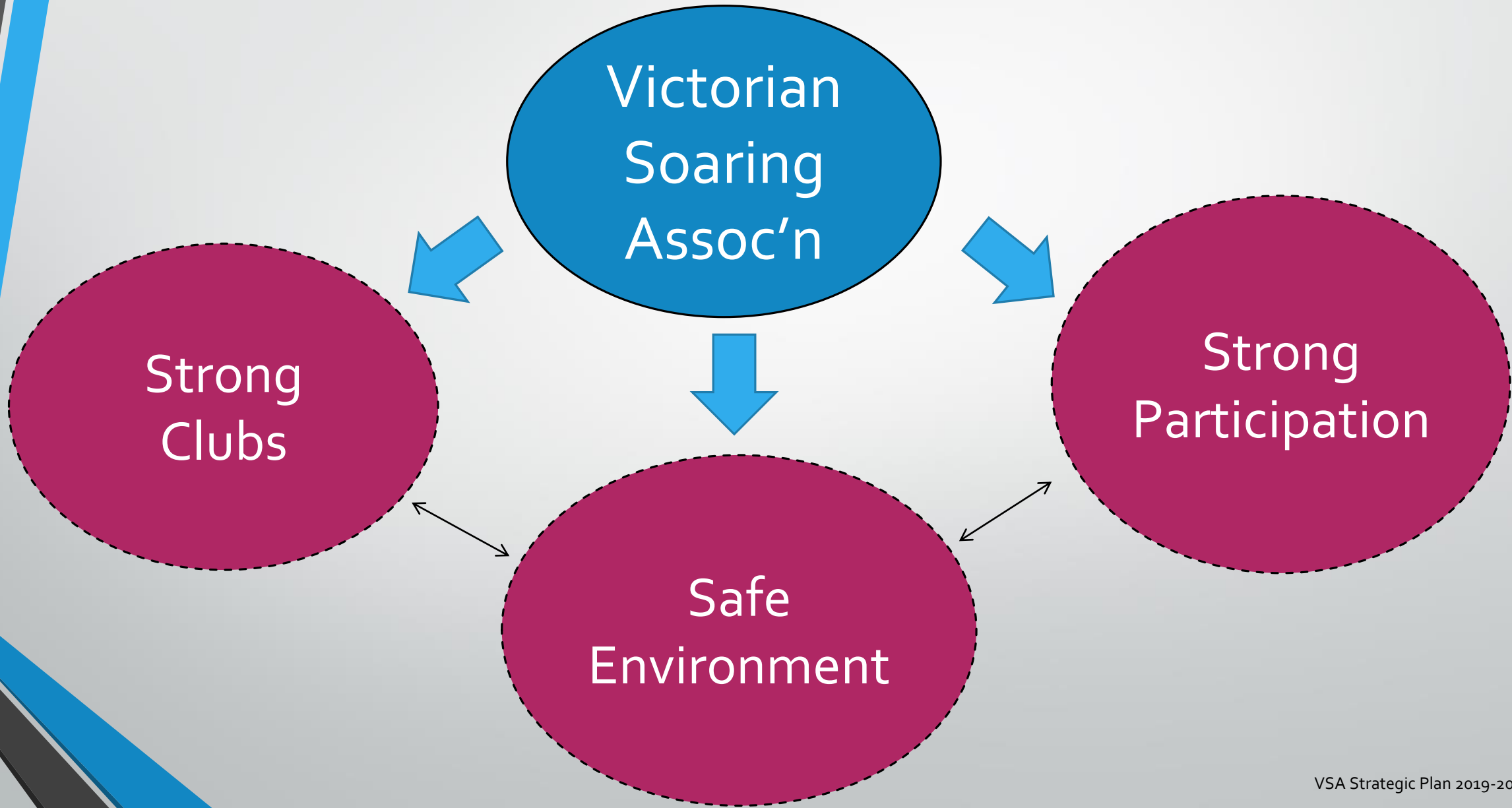
This is a high level strategy plan that will be supported by operational and work plans and budgets with clearly defined targets.

The deliverables contained in this plan will be structured in accordance with our resources and budget.

Some of the strategies are long term to be progressed over several years, and will also be incorporated into the next strategic plan.



The Three Strategic Drivers



Strong Clubs

WHAT SUCCESS LOOKS LIKE

- Providing clubs with strategies to increase their membership growth and improve their governance models to become strong, viable clubs.
- Awareness of the VSA state association and its relevance to clubs.
- Maintain a strong VSA Board, including a minimum 40% of women on the Board, and embedding a program of succession planning for the Board.

FOCUS AREAS

- Support Victorian clubs with the roll out of the national development strategy *Soaring to the Future* (S2F) to generate overall membership growth.
- Encourage involvement with Sports Community P/L and other Victorian forums to improve club governance, source strategies to achieve membership growth and increase member diversity.
- Provide regular direct communications with the Victorian membership to improve state association visibility and increase opportunities for Board succession, especially for women.

Strong Clubs

FOCUS AREAS

- Align with the national strategies of the Gliding Federation of Australia
- Aligning strategies to Victorian Government sporting initiatives
- Training and development to promote Inclusion and Diversity to all 15 clubs to encourage female board members, including proactive advertising strategy to seek female committee nominations
- Support clubs to engage with inclusion and gender diversity programs, both government and commercial, such as Change the Game and Access for all Abilities.

Strong Participation

WHAT SUCCESS LOOKS LIKE

- Achieve and maintain an increase in membership across the State by 2.5% per annum.
- Involvement of 8-10 clubs in the S2F initiative by 2023.
- Improved training and participation techniques
- Achieve improvement in all clubs embracing gender diversity and access for all abilities
- Improving access and removing barriers to enable more females to participate and improved visibility of women in gliding, resulting in an increased share of female participation of 10% of members by 2023.
- Reduction in flight training costs through use of flight simulators
- Ability to broaden accessibility and knowledge of the sport to the public through events and displays.
- Interacting with members and providing relevant and pertinent information in a professional and engaging manner that enhances the gliding experience

Strong Participation

FOCUS AREAS

- Continuing to support Victorian clubs and encourage involvement with the roll out of the National development strategy Soaring to the Future (S2F) to generate overall membership growth and increased female participation.
- Continuing to support and encourage involvement with Sports Community P/L and other Victorian forums to improve club governance, source strategies to achieve membership growth and increase gender diversity and access for all abilities.
- Continuing surveys of VSA clubs and members
- Support clubs to be involved in government initiatives and events such as #ThisGirlCan VicHealth campaign to promote programs for females to be involved in gliding and showcase gliding as an alternative sport and/or career pathway to aviation.
- Developing programs to encourage females to become gliding instructors.
- Progress development of VSA #YesGirlsGlide campaign a new #YesGirlsGlide website and Facebook page

Strong Participation

FOCUS AREAS

- Expand opportunities for young pilots utilizing the YouthGlide Victoria program and assistance with Junior Scholarships to further flight training.
- Improve access to enable more people with disabilities to experience gliding flight (where practicable)
- Utilise simulation training as a new training technique and to involve new and diverse membership cohorts (e.g. access for all abilities).
- Flight simulators - Continue to support development of flight simulators
- Website & Social Media - Develop a new and functional website with social media interface.

Safe Environment

WHAT SUCCESS LOOKS LIKE

- Improved safety awareness through promotion GFA Target Zero safety program by 2023.
- Improve awareness of legislation and community expectations in relation to Codes of Conduct throughout all Victorian clubs.
- Continuing refresher training for VSA coaches and upskilling 110 Instructors with regard to techniques, safety and human relations in relation to females and young people.
- Continue to develop best practice Airworthiness training

FOCUS AREAS

- Roll out of Member Protection Policy, Fair Play Code and Play by the Rules information by “roadshows” and webinars to all clubs and continue communication via the VSA newsletter on all sporting code requirements
- Implementation of sporting code requirements as criteria for funding request applications
- Raising safety awareness of individual pilots by continuing safety awareness programs, seminars and communications for club officials and general membership.
- Continue Instructor and Airworthiness training programs throughout the next 4 years.



Victorian Soaring Association
www.gliding.asn.au

