

Bristol and Gloucestershire Gliding Club  
Committee Minutes August 31<sup>st</sup> 2017

1. Apologies  
Greg O'Hagan
  
2. In Attendance  
Nick O'Brien (Pty)                      Dan Welch (chairman)  
Steve Noujaim (v-c)                      Jake Brattle (treasurer)  
Nalin Parmar (assist. Treas)          Alan Montague (secretary)  
Julian Rees (marketing)                Rupert Wasey (estates)
  
3. New Members  
Jonathan Poole                      junior flying  
Keith Eyles                              associate  
Mo Hon Hing                           student solo and beyond  
Brian House                            retired  
William Cave                            adult  
Laurent DeClerk                       student  
Sarah Summerell                        associate  
Henry Milner-Benham                  cadet

4. Correspondence Received

Emails received from

Richard Starling concerning east end bushes, Dave Hallsworth's touring caravan, trailers owned by John Sentence, Peter Richards and Keith Sleigh.

Action Dan will remove articles of value from Dave's caravan and move it to the scrap corner. Pete Bray is dealing with Keith Sleigh. N O'B advises we must keep his property safe for a time; for separate discussion Action DW and SN.

John Taylor YGC wondering if we had a spare Pawnee!

Sid Smith on wisdom of employing another manager: Action sec to reply on behalf of committee.

A letter from a member concerning a number of issues around the Airfield Manager which we believe has been widely circulated & we therefore publish this reply:

"Thank you for your email of August 7<sup>th</sup> which the committee discussed on Thursday and has instructed me to reply in these terms. We understand that your concerns have also been circulated to a number of members and therefore we believe it appropriate to make this reply visible to the membership in the minutes.

We agree that a mid-week instructor remains the top priority for the club and we will be starting the process of trying to secure one for next year in the next couple of weeks. However as you are aware we were unable to secure one for this season, and appeals to members and other clubs (including the offer to recompense instructors via expenses or direct payment) produced no result. An e-mail with the offer of payment was sent out by the office to all members in early June, and also asked for volunteers to form "teams" (eg a "Monday Afternoon Team") to help with organisation.

The aerodrome manager position was created in response to a number of complaints from private owners, P2's and instructors. These included concerns on the lack of readiness of equipment when instructors turn up to fly, lack of assistance in launching and lack of occasional aerotow capability on some days. There was a particular problem on quiet days or days where the conditions improved mid-way through the day and no scheduled instructor was available. We believe that having Mate on site during the latter part of the summer has addressed some of these concerns, although it in no way substitutes for a mid-week instructor.

The trial period with Mate indicates that we need to adjust the role so that the airfield manager is not taken as a substitute for members doing basic tasks like running with wings and retrieving gliders, as you describe. We also agree that the recruitment of a paid mid-week instructor is the top priority.

However, as part of the overall strategy which we will be publishing shortly, we believe that the airfield manager role should be part of our plan. In an ideal world we would of course have volunteers to assist the instructors and oversee equipment and airfield readiness mid-week. Unfortunately despite several appeals we have not been able to find sufficient volunteers and this has placed unrealistic demands on the few people who are available to help mid-week. For this reason we believe we should continue with the an airfield manager role, albeit one adjusted to address some of the issues you raise.

There is no intention to employ a tug pilot, although it would be useful if one or other of the instructor or airfield manager could take a break from their paid role and act as an occasional volunteer tug pilot if qualified. Your comments on the mid week operation are appreciated. You should shortly receive the overall plan and an all-club meeting will be scheduled in October to seek support for this plan.

5. Confirmation of Agenda  
Accepted

6. Strategic Plan: Content and Communications (Julian)

The club's constant problem is lack of a plan, lack of continuity from committee to committee. Each successive committee stumbles from crisis to crisis. The debate needs to be before the members. If we have their agreement with this, the next committee will have a basis on which to act. Once agreed among ourselves it must be communicated to the members and the degree of support ascertained. It addresses the concerns of those with reservations about the actions and intentions of this committee. It is important it is a plan that can be followed by another committee It is action oriented rather than vague proposals and will need agreed timings for its processes. ACTION: Single issue committee meeting 4<sup>th</sup> Sept 6pm finalising and summary. Nalin and Julian prepare document for distribution to members under Dan's name at the end of that week. To include a bullet-point summary. Formal club meeting Saturday October 21<sup>st</sup> to endorse, or not endorse, the plan and at which maximum attendance is very important.

7. Reports

a and b. Chairman and Vice-Chairman.

The Junior Nationals finished last week. It went well as an event and financially. Aircraft and launching OK. Have ordered Confor cushions for the whole

fleet. JR had apologised to the owner of Thisledown for a competitor's marginal landing. The internet access network was insufficient due to large personal downloads by competitors. Will write to whole club thanking them for their work over the Juniors Action V-C.

- c. Secretary: nil
- d. Treasurer and Assistant Treasurer: Expecting to reduce deficit from to zero after July and August figures. Due good control of costs and donations and gift aid. Operating income has not changed. There has been no professional instructor. Volunteer instructors have stepped in. It is considered that the instructor does not generate income but attracts and retains members. Insufficient period to evaluate financial impact of aerodrome manager. The café's trading figures are largely in line with Julian's predictions. A presentation on the café's financial results will be given at the October (strategy) meeting. Action Nalin/Rupert. Budget plan needs to include buildings and estates over next 3 years. Action Rupert. Dawn who prepared the club's accounts has recently passed away. Members deserve an independent view of the accounts, 2 days work, but a full accountant's investigations are not justified. Nalin will discuss with Ed, the café's accountant.
- e. Estates: Café made a good profit over the comp, it kept everyone fed. Struggling with unpredictability of demand. The café has invested in a EPOS Ipad cash system. Chris Edwards is resigning as café company director. Instructors flat: budget for kitchen £1000, for decoration by volunteer members £100, new shower £400 carpet and vinyl £400. (£5,000 budget already approved). Instructors flat windows to be replaced within the said £5000 budget. All by end September. Estates requested to initiate plan for members kitchen.
- f. Marketing: Main activity has been writing the strategy plan. Also produced cadet brochure, preparing join-the-club brochure. Now a holder outside for trial lesson brochures. An advert in October's What's On guide. We should launch a gift voucher campaign nearer Christmas. A major concern is establishing an up to date office system next year. The major inhibitor in marketing is the product: we need to a credible product which requires a professional instructor.

## 8. Discussion of correspondence.

Vide supra

### 9. The Aerodrome Manager Position

The reasons for employing the aerodrome (or operations) manager remain valid. However the employment of a professional instructor is the greater priority.

### 10. Instructor Position

The S and G advert for both positions comes out in October. We need to advertise widely very soon, on Gliderpilot net, in other clubs. We need to exploit overseas possibilities. We can tailor courses to the competencies of our instructors. The committee is to assist the CFI in hiring the instructor. We must decide when they will start and finish and what we can pay. Nalin: what we paid Steve and Jake last

year we can afford. Proposing instructors flat plus salary plus a cafe daily lunch voucher plus free soaring.

11. Pty Position and Operating Club Position (Nick O'Brien)

Pty owns the assets. Aviation Law is distinct from the law of negligence. The owner (or hirer) of assets is automatically liable for the consequence of accidents irrespective of negligence. The company split ring-fences the assets in that particular. The holding company has and must have no control over how the operating company functions. The distinction must not be blurred, maintenance decisions must not be referred up to Pty. The obligation is to maintain Pty's assets in good order. The lease should be checked and its terms made known. The procedure for appointing directors is under consideration and the directors are consulting solicitors on this point. Nalin to arrange a meeting with Pty directors. Action Nalin.

12. Vote of Thanks

To Barry Walker, Duggie Vance, Dominic Conway, Ken Pile, Sid Smith, Pete Bunniss, Steve Jones, Karri Chambers (ran the café). Action Secretary

13 Other Business

Proposed a terminal bonus to Mate for far exceeding expectations and dealing with the situation in a mature fashion. Agreed Action Nalin.

For Daphne and Sheila: flowers in thanks: action SN

Request for Junior Winter Series, asking to hire 913 at Denbigh 23<sup>rd</sup> and 24<sup>th</sup> September at club rates. Agreed if Greg agrees. Action Jake.

14. Next Meeting Friday September 29<sup>th</sup> 6pm.

Alan Montague  
Secretary