



South Australian Gliding Association Inc

SAGA Strategic Plan 2021 – 2025

South Australian Gliding Association (SAGA) Inc

www.sagliding.org.au

SAGA is a registered incorporated association (number A1076)

Table of Contents

Mission Statement	3
Our Vision	3
Our Values	3
Background	4
Development of the Strategic Plan	5
The Three Strategic Drivers	6
Strong Clubs	6
What success looks like:	6
Focus areas	6
Strong Participation	7
What success looks like	7
Focus areas	7
Safe Environment	8
What success looks like	8
Focus areas	8

Mission Statement

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 an 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

Background

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 may otherwise have seemed impossible or too expensive. It allows people to participate in a club atmosphere and be part of a team as pilots, instructors, coaches, airworthiness operators and administrators.

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 are just commencing their flying journey, as well as those 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, is 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 have 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 administration and the equipment needed to access the sport and view the sport, such as apps, and live aircraft tracking on mobile phones or computer.

Gliding is a sport that has struggled to attract females and youth, partly due to cultural and 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 South Australian Gliding 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. 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 SAGA state association and its relevance to clubs.
- Maintain a strong SAGA Board, aiming for as broad a representation of member clubs as possible, and embedding a program of succession planning for the Board.

Focus areas

- Support SAGA clubs with the roll out of the national Soaring Development strategy to generate overall membership growth.
- Encourage involvement with relevant sporting bodies and forums to improve club governance, source strategies to achieve membership growth and increase member diversity.
- Provide regular direct communications with the membership to improve state association visibility and increase opportunities for Board succession, especially for women.
- Align with the national strategies of the Gliding Federation of Australia.
- Align strategies with Government sporting initiatives.
- Deliver training and development to promote Inclusion and Diversity to all clubs, including proactive advertising strategy to seek female members.
- Support clubs to engage with inclusion and gender diversity programs, both government and commercial, such as Change the Game and Access for all Abilities.
- Facilitate the development of Club and pilot qualifications, skills and personal growth.

Strong Participation

What success looks like

- Achieve and maintain an increase in membership across the State by 2.5% per annum.
- Engage effectively with national and state initiatives to enhance sport and gliding in particular.
- Encourage involvement with the national Soaring Development strategy.

Focus areas

- Identify appropriate forums for clubs to gain advice on governance and strategies for membership growth, increased participation, diversity and accessibility (e.g., GFA webinars).
- Increase participation and diversity for all clubs.
- Seek to obtain diversity data to guide efforts, along with member surveys.
- Identify barriers and enablers for females participating in gliding and work systematically to remove barriers and amplify enabling factors.
- Support clubs to be involved in initiatives to promote female involvement in gliding for sport and entry to aviation careers.
- Encourage individual female pilots to champion their involvement through relevant campaigns (e.g., #YesGirlsGlide).
- Identify opportunities for females to become gliding instructors.
- Identify opportunities for young pilots to progress through programs and scholarships.
- Improve access to enable more people with disabilities to experience gliding (where practicable).
- Improve training and participation techniques.
- Broaden accessibility and knowledge of the sport to the public through events and displays.
- Interact with members and provide relevant and pertinent information in a professional and engaging manner that enhances the gliding experience.
- Develop a functional website and engage with social media channels.

Safe Environment

What success looks like

- Improve safety awareness through promotion GFA Target Zero safety program by 2025.
- Improve awareness of legislation and community expectations in relation to Codes of Conduct throughout all SAGA clubs.
- Continue refresher training for SAGA coaches and upskilling Instructors with regard to techniques, safety and human relations, especially in relation to females and young people.
- Continue to develop best practice Airworthiness training.

Focus areas

- Roll out member protection policy information to all clubs and continue communication via the SAGA newsletter.
- Raise 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 four years.