



Friday 13 November

The HGFA General Manager

Good morning pilots,

As many of you are aware the HGFA AGM was held on October 24 and the GM tendered his resignation. The GM has made his decision and also offered (within the 4 weeks notice that he has given of his termination of employment) to complete matters that he was currently working on. The Board accepted his offer, as clearly there are some things that are best treated in this manner.

I believe the GM will undertake and complete these matters in a competent manner as a professional administrator and he has assured me of that.

Notwithstanding any Pilot's personal opinion of the GM or his performance in his role I ask that all pilots let him get on with his functions without further sledging or alternatively be prepared to step into his place and complete the tasks he has been set.

The new Board now has to rebuild the respect and trust of the membership so please allow us to deal with the many issues that are confronting us without distractions associated with the past 2 years.

I appreciate your support in this matter

Rob Woodward

The HGFA is looking for your talent in these areas...

Firstly we would like to recognise that the members of the HGFA have many talents that we would like to draw on in moving forward.

Currently these are positions that we are looking to be filled.

- 1) **CASA Delegate** - email [Rob Woodward](mailto:Rob.Woodward@hgfa.org)
- 2) **Telephone services** - We are seeking help from the

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Board Resignations

It is with great regret that Peter Dower, Tracey Hays and Peter Wennersten have now handed in their resignations to this board and the next.

Legally and morally we cannot condone the activities in which certain members of the Board are indulging at the expense of others and members. Bullying tactics and improper use of Board positions is unacceptable.

Many issues have not been addressed as a Board. Decisions are being made and actions have been taken by individuals without discussion with ALL members of the Board.

Without discussion there can be no consensus.

We have all made our positions clear on many issues only to be ignored and/or dismissed.

We will have no part in a HGFA

membership in organising a cost effective telephone service provider. If you have extensive knowledge of service providers and can help us get the best deal for mobile and landline connections email raef at raefon72@msn.com

3) **Legal services** - If you have legal qualifications and are interested in supplying legal services to the HGFA at a competitive rate contact email raefon72@msn.com

4) **Safety Delegates** - if you are interested in working with other members in regard to being a safety delegate for the HGFA apply. These will be paid positions however a budget and scope of works are yet to be determined. Send expression of interest via email to [Ray Firth](mailto:Ray.Firth).

5) **Web / IT** - We are seeking Web / IT personnel must have experience in Server hardwiring, website, data compiling, email newsletter, any other aspects you feel are required email [Chris Drake](mailto:Chris.Drake).

6) **General Business Manager** - Given the vast aspects required to operate the HGFA the GM position has been reduced and broken into different segments the new Manager will have less work less responsibility and therefore less pay. Send in expressions of interest via email to [Rob Woodward](mailto:Rob.Woodward).

7) **Insurance Advisor** - Due to the extensive costs and various aspects of the insurance we are seeking the help of a member with extensive insurance experience. Also sound knowledge of taut law and any other traits that will enable the HGFA to maintain an affordable and effective insurance policy.

HGFA Treasurers Report 29/10/09

I gave an address at the AGM about the financials at the time I was requiring more information. I have since gained the information giving me a better understanding of the true expenses of the reporting period.

Member Numbers As given to me on the 22/10/09. The following list indicates the category then what other licenses the member has.

HG 863 with PG 112 with Trike 104
PG 1155 with HG 112 with Trike 39
Trike 411 with HG 112 with PG 39

INCOME

Total income of \$940,715 an increase of \$150,562 from the previous year. I acknowledge that the regional assoc fees collected dropped by \$31,305 to \$51,094 raised, this would directly reflect a drop in membership renewals and a change in the fee structure.

EXPENSES

Most of the expenses remain unchanged to the previous year with the obvious items listed.

Bank Charges A reduction in charges of \$20,352 to \$10,750. I have been informed this was due to reorganizing the way that charges were accounted for and best practice in reducing fees I will be examining these to see if a further reduction can be made.

Competition Expenses - An Increase of \$7,591 to \$8,861.

Consultancey An Increase of \$8,961 to \$15,805. I am very concerned with this particular expense it is for the IMES data

Board that exposes the organisation, and therefore the members, to unacceptable risks.

We also note that while not perfect in any way the HGFA was working and meeting all its obligations.

We presume the next logical step is to call in the new board and as such wish the new board all the best in the healing process of this organisation.

The Comp season

Keep an eye out in Soaring Australia for the latest listing of all the comps.

There has been some good flying already and the season is shaping up to be a good one.

The best way to improve your flying skills is to be in the air with the best from around the world.

Be prepared

The season has well and truly begun and the conditions around the country have been more than unusual which hopefully wont be an omen for the rest of the season.

We have already seen a number of accidents so it is timely to mention that we should all prepare our equipment. Its also never to late to get fit and adjust our minds to the task of flying safe.

Be prepared and fly safe.

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base that the Office has been running to list member statistics etc. We have no control over this item and are at the whim of the supplier of the data base as his invoicing shows. I will be seeking help from the membership to formulate a better alternative. I have been informed by the Auditor that he estimates the IMES system has cost the HGFA in excess of \$160,000 since inception.

Insurance An increase of \$35,305 to \$247,388. The board has assigned a member to investigate the current insurance agreement and will be seeking assistance from the membership for members who have extensive knowledge in the industry.

IT Support - \$7,954 there were no recordings for this item previously. We will be tendering the IT work to the membership.

Provision for Employee Entitlements An increase of \$22,090. Due to an extensive workload of Casa compliance and other aspects of running the organization the GM has been unable to take time out. To my knowledge the office staff also have time owing, but it is not reflected in this item.

Postage and Freight A decrease of \$9,725 to \$12,066. To my understanding the printer for soaring mag has been posting out the magazine adding to the loss at the magazine end.

Legal Fees An increase of \$10,610 to \$11,287. Due to the SGM and other aspects of running the HGFA. There is still an amount of Approx \$7,000 that has been incurred since July 1st. We will be tendering this item to the membership.

Salary and Wages An Increase of \$26,097 to \$170,947. This item does not include the Provision Employee entitlements. But reflects the increased workload from CASA and demands from the membership on the office staff. I believe getting the renewals online will reduce this item considerably and I will be making every endeavor to speed up this process.

Safety and Pilot Development - \$8,440 no allowance on previous year. I believe this is directly related to becoming CASA compliant for trike governance.

Telephone and Internet A reduction of \$11,321 to \$17,464. Even though this is a considerable reduction we will be seeking help from the membership for a person who has extensive knowledge in providers. I personally get unlimited and can see this item being reduced further to approx \$5,000 per annum.

Travel & Accommodations A reduction of \$6,637 to \$43,995. I will be very mindful of the inclusions of travel throughout my term as treasurer. I believe this item can be reduced significantly and it will be thoroughly scrutinized in the future.

Total Expenses An increase \$87,745 to \$765,734. Given an allowance for inflation and I believe we can reduce this amount by next reporting. We will be asking for help from the membership. We do not expect people to give freely but require a competitive price and superior product to get the HGFA back to a sustainable organization that supports its members.

Other Income

UBS Investment I have been informed that \$273,203 is under investment with UBS Diversified Fixed Income Fund. Some of these leveraged funds were frozen in late 07 due to the crisis. This investment is leveraged to 65% and is in Mortgages here in Aus and overseas. I believe the reward for the risk of having a leveraged fund is not there and will be reviewing and discussing with the board to roll the fund into

government bonds or local mortgage securities.

Loss on Soar Publication An increase loss of \$22,322 to \$88,939. The magazine has been a large debating point amongst the membership. **I have secured an agreement with Davis Straub to begin supplying us with an email newsletter blending Soaring & Oz Report.** If this is successful and the members are in agreement, we will be scaling back on frequency but retaining the Magazine giving us the best of both worlds and a reduction in overall cost.

Net Surplus An Increase of \$51,644 to \$72,835. It is of my opinion that the HGFA is in a very delicate position. We have a declining membership and rising costs. This must be brought into balance so that if we continue to have a declining membership the costs decline with it. The only clear way to achieve cost reduction will be to tighten the belt and ask for help.

Raef Mackay
Treasurer HGFA
