



QUARTER 3 2025 BOARD OF GOVERNORS MEETING MINUTES

WARNING

Information contained in this document is intended for flight simulation purposes only.

Control Pages

Document Identification

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1 Opening and Roll Call

The meeting was opened at 2001 UTC on 18 Oct 2025 by Simon Irvine.

1.01 *In Attendance*

Don Desfosse (DD) – Vice President, Operations

Anastasios Stefopoulos (AS) – Vice President, Asia Pacific Region

Simon Irvine (SI) – Vice President, Europe, Middle East, Africa Region

Matt Cianfarani (MC) – Vice President, Technology

Nick Cavacini (NC) – Vice President, Supervisors

Alan Cooke (AC) – Vice President, Membership

Roger Curtiss (RC) – Vice President, Virtual Airlines and Special Operations

Rob Shearman, Jr. (RS) – Vice President, Pilot Training

Jannes van Gestel (JVG) – Vice President, Marketing and Communications

1.02 *Regrets*

Tim Barber (TB) – President

Mani Manigault (MM) – Vice President, Americas Region

Nicola Felini (NF) – Vice President, Conflict Resolution

Gunnar Lindahl (GL) – BoG Member at Large

1.03 *Ad hoc Votes Since the Last Meeting (DD)*

The question of "To approve and publish the 2025Q2 BoG Meeting Minutes" has been resolved.

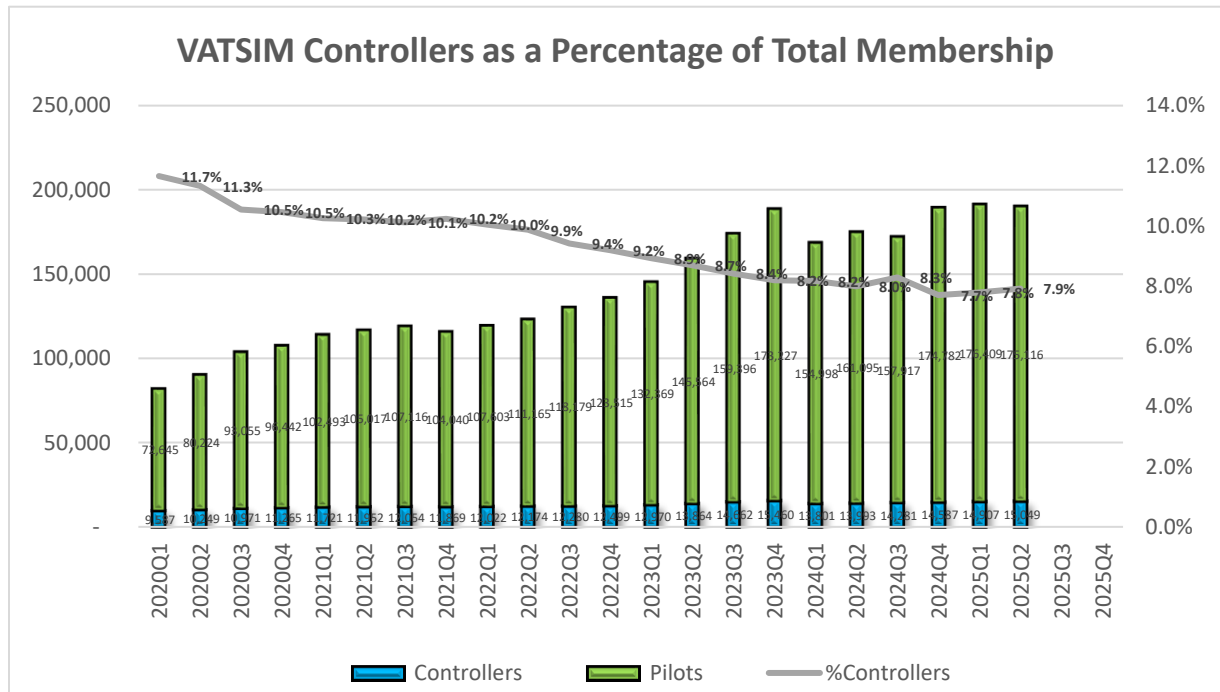
Results: With 12 votes Yes, 0 votes No, and 0 votes Abstain, the motion has carried.

2 Key Metrics

2.01 Membership Key Metrics (AC)

We are currently at 192,077 active members. We're averaging 67 new members per day.

- 176,871 (92%) hold a Pilot/Observer rating
- 15,206 (8%) hold an ATC, Supervisor or Administrator rating



2.02 VATSIM Funding Status (DD)

VATSIM currently has operating reserves in the contingency fund for at least 12 months of operation on the assumption that monthly expenses remain relatively constant at around \$1,350 per month on average. Tech continues to find ways to reduce expenditures, which has been necessary due to a reduction in donations. We have scaled back services prioritizing maintaining user experience as best possible under the circumstances.

We continue to project that the network will continue to be self-sufficient as long as the recurring donation level remains stable or increases to prior levels. We will likely need to make a request for donations in the next few months.

3 Old Business

3.01 *Technical Project Pipeline and Status (MC)*

Tech focus has been on network stability. Have been actively working AFV instability issues.

MC motioned executive session, DD seconded. Entered executive session at 2010Z.

MC motioned exit executive session, DD seconded. Exited executive session at 2018Z.

3.02 *Policy Update Status (DD)*

DD presented an update on current policy review and update status; looking for the ETCs for the remainder and/or need for assistance. Pilot training policies are nearly complete. We will discuss CoR and CoC updates later during the meeting.

3.03 *Code of Regulations and Code of Conduct Update Status (NC)*

Held discussion about requirements for English requirement for all aspects of VATSIM vs. need to provide and understand ATC services and interactions with Supervisors and Administrators in English.

NC led the BoG through the final draft updates for the CoR and CoC. Made minor edits. NC will compile and circulate along with motions to adopt.

3.04 *Advisory Frequency Trial Status and Update (NC)*

Will be codified as allowed by policy when CoC update is approved/released.

3.05 *VATSIM Minimum Age Requirement (DD)*

Still no implementation plan direction from BoD. DD will draft a point paper with recommendations, review with the BoG to ensure alignment, and pass on to BoD.

4 New Business

4.01 *Cross the Pond Update (DD)*

Reviewed reasons for recent strategic pause in Cross the Pond.

4.02 *CoC exemptions for WorldFlight (DD)*

NC mentioned that WF team had not requested CoC exemptions as they have in prior years. DD suggested that there had been no significant issues with last year's WorldFlight that the Board was made aware of.

RC motioned to allow the following exceptions to the CoC for WF 2025:

1. The official participants of WorldFlight 2025 shall be exempt from Section A3 of the VATSIM Code of Conduct for the duration of the event. The owner of the account logged into the network shall remain responsible for the conduct of the users utilizing the account.
2. The callsigns of the official participants of WorldFlight 2025 shall be reserved for their exclusive use for the duration of the event.
3. Only when requested by the specific VATSIM Division, the WorldFlight ATC team shall be allowed to staff ATC positions within the Division for the duration of the event's time in that airspace. The controllers must have the suitable rating to control the ATC position they are staffing. Local controllers have priority. If a local controller requests to staff a position currently occupied by a WorldFlight controller, and the local controller is able to commit to 2+ hours of time controlling, the WorldFlight controller shall cede the position to the local controller when traffic conditions allow an easy transfer of control.
4. A list of official WorldFlight participants and WorldFlight ATC, to include name and CID, must be published on the WorldFlight website.

RS seconded. Motion carried unanimously.

5 Departmental Updates

5.01 *President (TB)*

Leading search team to select next VATSIM President.

5.02 *Operations (DD)*

Accomplishments

- Resolved 3 Safeguarding Minors situations.
- Collaborated with IVAO on 1 issue to protect both minors on both networks.
- Collaborated with Membership to resolve a particularly challenging GDPR case.
- Led review and update of Data Protection and Handling Policy.

Projects in Process

- Coordinating significant Data Protection and Handling Policy clarifications and participating with Tech on enhancements, particularly in response to recent community concerns voiced on social media.
- Continue to work to ensure all VATSIM policies are reviewed and updated as necessary on a timely basis. Working with project leads for policies with overdue reviews.

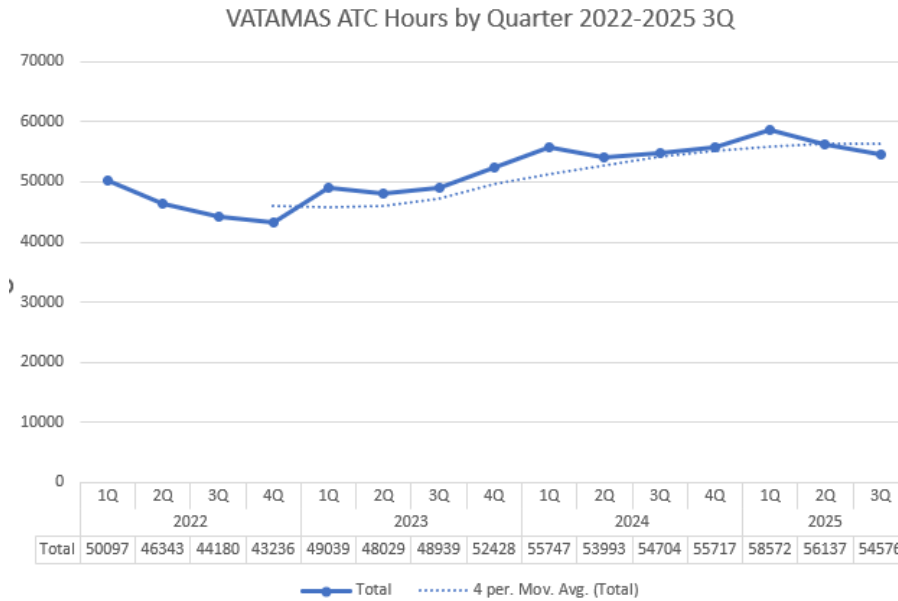
Outlook

- Continuing to work with Technology for priority in with automation that promises to improve efficiency and velocity and reduce risk for the network and the members we serve.
- Still awaiting another/most recent external legal opinion on Data Protection and Privacy policies to determine if changes are required and/or desired.

5.03 *Americas Region (MM)*

Region Report Summary

Controlling activity in the Americas Region, though significantly increased from 2022, was flat from 2024Q3 to 2025Q3.



Divisional Updates

VATBRZ: Division had a massive number of members moving over from IVAO in July and August. ATC training requests doubled over the period. Division added 4 new Mentors and promoted 2 Mentors to Instructors to handle the demand. As a result, the average time from OBS to S1 increased to 20 days.

There was an increase in C1 numbers and activity during the quarter. There were some complaints about the outdated navdata due to the Aeronav/GNG/Aerosoft transition to Navigraph. The issues have been resolved for Q4

Events saw a big increase in movements during July and August. The average is now closer to 85 movements per event compared to approximately 75 in Q2. Event traffic increased from 1011 in Q2 to 1886 in 3Q – and 86% increase.

Four new members joined the operations staff to help improve sector files and ATC Documentation. 3 new members were added to the marketing and events team. Marcelo Saraiva was promoted to ATC Training Manager.

VATCA: Division implemented a training request system within Discord. New Instructor and Mentor guideline updates in progress. Division is collaborating with the Systems Department to build a Training Center on the VATCA website.

ATO development is in progress. The drafting and structuring of academic material for the Private Pilot License (PPL) and Commercial Pilot License (CPL) courses were finalized. These documents provide the academic foundation of the ATO and ensure alignment with international aviation training standards.

IT has conducted a full review of the technological infrastructure supporting VATCA operations. A new developmental plan has been aligned with divisional needs to ensure agile deployment of new tools.

VATCA hosted 10 regional and international events thereby strengthening its visibility on the network.

VATCAN: Length of time to progress from OBS to S1 averages 6 months ranging from 1 month at CZUL to 10 months at CZEG. The S1 exam has a 67% pass rate. The time frame to progress from S1 to C1 averages 13 months ranging from 6 months at CZEG and CZUL to 18 months at CZVR.

CZQM continues to operate Moncton Mondays. The event is growing in popularity and pushing the FIR to perform at higher levels. CZEG continues to hold Northern Lights Tuesdays – a tradition since February 2022. CZYZ has a weekly event and joint hosted FNO Canada. CZUL's Les Mercredis Montreal event is doing well.

VATCAR: Most facilities certify S1 members within two weeks.

Web Team is concerned about hosting and is strongly considering switching hosts in December.

Hit Squad policy being brought before subdivisions to discuss how Hit Squad functions with subdivision outside of event support.

VATMEX: Division has been working hard to unite the community, resolve problems, and persuade old members to come back. Two ideas to bring members together outside of events are in development.

Local regional virtual airline, SkyMex is doing a great job with increasing pilot quality. They are a contributing factor with increasing event traffic.

Gustavo Valdez resigned from Division Director position. Development on Euroscope sector has stalled as a result. Work on VatSys sector has resumed.

New website is up and running. VATMEX Cloud is about to be launched to coordinate and organize events and to share files amongst the facility team.

Alejandro Collantes has been appointed Events Assistant. Manuel Salmum has been appointed Facility Engineer.

VATSUR: Division is supporting the growth of Chile and Colombia. Creation of an Elite ATC Team is being considered at divisional level. Some subdivisions were disappointed with the suspension of CTP. Division is organizing the South America Tour with VATBRZ and aa VATUSA FNO.

Juan Ferreira resigned as VATSUR Division Director. Gabriel Cevallos was promoted from Deputy Division Director into the position.

VATUSA: ZAN ARTCC is visiting only. Anyone S3 or above can visit. ZLC's activity has increased over two years to the point that it is a fully functioning facility and is no longer being managed by ZDV. ATM interviews will be conducted soon to hire a ZLC ATM.

Division is receiving recurring donations from subdivisions who the division provide hosting services to. The Division is looking into creating bylaws and a privacy policy similar to VATSIM's to better protect the 501c3.

The Division submitted two requests to elevate T2 fields to T1 due to trends of increased traffic and strained training departments. One request was denied since there was no significant evidence to prove extra training on position is needed. The Division is looking at ways to better formalize requests through a detailed form which will then be submitted to the RVP. The goal is to ensure no extra barriers are created to allow students to get on position.

The Training Academy continues to be developed and updated; hundreds of students are going through the program. New members have been added to the academy team to spread the workload.

The Division continues to host seminars through the training team. The next seminar will be focused on staff development "what it takes to be a subdivision staff member". This seminar we focus on leadership skills to help foster the next generation of staff members.

Student to teacher ratio is 5.4 to 1. Average session per month per teacher is 3.1. Average sessions per month is 40.3.

Social Media team is planning a new pilot training focused video and is working on a new podcast to better tie the pilot and controller communities together.

The events team continues to press forward on working with adjacent divisions to create smaller regional events. This will off load traffic out of the NAS. We are also continuing to monitor the frequency of events and slowing them down as controllers feel burnout due to traffic overload.

Census

Rating	VATBRZ	VATCA	VATCAN	VATCAR	VATMEX	VATSUR	VATUSA
S1	47	10	313	32	20	160	390
S2	32	2	38	19	10	157	275
S3	30	1	24	14	3	123	216
C1	36	5	83	20	9	170	361
C3	12	0	40	0	5	46	100

Total	145	18	498	85	47	656	1342
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5.04 Asia Pacific Region (AS)

VATAPAC

The third quarter of 2025 has been stable for all divisions and has brought changes on the leadership of VATNZ and VATSEA. After 30 years of actively participating in leadership key roles (within the BoG, EC, Region, Division), Mark Richards (VATNZ) has resigned from the position of VATNZ Division director due real life commitments. Words cannot describe how thankful we are for Mark's leadership, commitment, countless hours spent assisting and giving back to the community and the network. VATNZ is currently in a transitional state, with applications being accepted for VATNZ1 and other divisional positions. Eugene Lee (VATSEA), after 12 years assisting and supporting the community as VATSEA1, forming a strong and united teams, has decided to step down due real life commitments. It is remarkable how VATSEA has progressed over the years and this is the result of hard work and teamwork together with the rest of VATSEA staff but also with the local vACCs. Well done to everyone! Applications are ongoing for VATSEA1 position. Both Mark and Eugene are huge contributors, have dedicated countless hours supporting and developing communities in cooperation with local and higher level staff members. Their teamwork spirit, character, gentle approach to solve issues will be missed.

The new helpdesk system, assisting Divisions with membership transfer requests, is now open for the Divisions to check, review and approve or reject transfer requests based on the Transfer Policy.

VATPAC

- VATNZ LoA and Training: Consultation with VATNZ is work in progress.
- VATPAC Conference: The expected launch pushed back to the second quarter of 2026.
- The application process for registration for ACNC has commenced. However, progress has been temporarily halted due to policies relating to Conflict of Interest (COI). This registration is a necessary step to enable the organization to utilize Shout for Good, a not-for-profit event and financial management platform.
- New ATS Standards Manager appointed. ATS team continues to work on reviewing and developing SOPs. The Pilot Procedures site has been released, providing pilots with information to plan and operate a flight in VATPAC airspace.
- Three new staff members joined the Events team and one staff members has stepped down (Events Manager).
- Review of Community Policy, Staff Conduct Policy.
- Work has continued throughout the quarter on the vatSys controller plugins. The VATPAC plugin is now implemented by default in the vatSys dataset.

- Key events: Panic Stations Alice Springs, Cross the Land: Asia Pacific (participating over 300pilots and full ATC), Real Operations Sydney (315 movements), Milk Run Monday, Spilled Milk Run Monday.
- Updates to VATPAC site (changes to the menu structure and documentation layouts. A new event site is work in progress.
- Retirement of Membership Hub , reformat of the content and shifted it to new Pilot Guides and Controller Guides pages on the website.
- Development of ATC Assist, Procedures and a Position Reports Tool.
- Events v2: Collaboration with Technology and Events Dept integrating the new events platform.
- VATPAC Helpdesk received several improvements.

VATJPN

- Reorganization of staff team. Controllers Training Team Manager steps down.
- 5 domestic events organized.
- 54 new members joined VATJPN site.

VATNZ

- Division Director stepped down. VATNZ1 applications in progress. Acting division Director Tom Kilpatrick. 1% increase in total members, and a 5% increase in active members.
- Addition of Ohakea TMA SOP onto the new site. Antarctica and Flight Service Station SOPs remaining in the old location.
- VATNZ looking to boost the operations team, either by adding more members to the team by looking at ways to streamline our current processes to make things faster and easier.
- Training Department consists of nine productive mentors. Five are VATSIM Instructors (I1) or Senior Instructors (I3).
- ATC training takes place at regular intervals . SweatBox training files are continually updated . 41 internal and visiting applicant students.
- The revised training policy - work in progress.
- Events: Focused on Christchurch Control (Night shift) for the quarter. Three major events scheduled for Q4-2025.
- Future Plans: With three major events scheduled for Q4, things are ramping up for the end of the year. 24 hours of VATSIM in October: Leg 2 between Auckland and Christchurch. November brings World Flight, with VATNZ hosting the end of the first leg into Auckland, before the traffic is inbound to fly to Christchurch and on to Phoenix Airfield in Antarctica. This will be exceedingly busy with more than 200 aircraft expected for the first leg, then finishing the year with Cross the Ditch in December.

VATSEA

- Decline in rating upgrades, dropping from 34 in Q2 to 26 in Q3. New controller intakes has been increased.
- Division Director stepped down. Acting director has been appointed until a new Director is selected via the open application process which is in progress.
- A total of 27 membership transfers this quarter for ATC training. An increase of 59% from the previous quarter. 26 new ATC rating upgrades.
- Plethora of events across the Division with the majority of vACCs organizing events and participating, including Cross the Land: Asia Pacific.
- HKvACC hosting weekly events. Revision and review of SOPs. Development of new ATIS generation software interfacing with vATIS to enable the integration of selected real-world information into VATSIM.

5.05 *Europe, Middle East, and Africa Region (SI)*

SI motioned executive session, RS seconded. Entered executive session at 2150Z.

RS motioned exit executive session, DD seconded. Exited executive session at 2154Z.

Europe (except UK)

605 new members to VATEUD in this quarter and a total of over 270 rating upgrades. We continue to see an increase of transfers from VATUK to VATEUD (specifically Portugal vACC), probably seen the "shorter" waiting times for training, in order to obtain their rating faster.

First "Unseen EUD" event has taken place, which gave a positive feedback, also seen the amount of other events taking place on the same day. Idea of this project is to promote the smaller vACCs (and airports) of EUD with the cooperation of VATEUD. Socials are also more active, with more advertisement

Russia

In Q3 2024, the VATRUS Division welcomed around 200 new registrations, which brought us to a number of 7160 members (as of October 5, 2025).

We are seeing many registrations that were most likely made due to the quick passing of the entrance test due to the use of ChatGPT In Q2 2025, 34 new cadets were enrolled in the Pilot Training Center.

Due to the uneven conditions at various airports, we ask the VATSIM management to study the issue of introducing the concept of "Traffic Density" for exams. Moreover, the approach to practical exams in general is being reviewed. The documents of the ATC Training Department are scheduled to be updated in Q4 2025 - Q1 2026

In Q3 2025, 23 new cadets were enrolled in the Pilot Training Center.

A new event management core (API-based) is currently in development. Plans are underway to migrate all news data to a new editor engine. Discussions are ongoing regarding data interchange with the VATSIM Radar project.

In the third quarter, the VATRUS Division hosted over 40 events across multiple formats. Several Real-Ops events were organized by our regions using the Division's slot system at slots.vatrus.info. Some of them were organized as a "one-room control." Additionally, regions continue to hold regular online days on a weekly basis. The event coordination system, available at events.vatrus.info, has reached the final stage of beta testing. All Division Event Managers have been granted access and are now able to create and coordinate upcoming events through an automated workflow involving the Division, Regional, and FIR levels.

UK

In quarter 3, multiple video projects were completed to support other departments within VATSIM UK. These included tutorials to simplify software setup for new members and guidance on using our core system, enabling members to more easily contribute and support our technology team. Steady progress was made on the development of a frequently asked questions area which we hope to have released by the end of the upcoming quarter. Our social media presence remains active and our pilot educational content continues to be popular. This quarter saw a slowdown in processed transfers, primarily due to limited capacity within ATC training. Despite this, the overall number of members waiting to transfer remains consistent with the previous quarter.

Quarter 3 for pilot training has seen a stable upward trend in both mentoring and exam passes, continual development and a new vision for the pilot training department.

The P1 has seen the most development with a reduction of the number of sessions from 16 to 14 with the dual to solo ratio going 50/50 which has reduced the number of sessions to pass the P1 to 7. This change has had a massive impact on the number of passes which has increased to 7 making it our best ever quarter in terms of passes in the 5 year history of the P1. The pass rate remains high at 92% which our only fail being a partial pass at the start of Q3 2025. This year the P1 has had a total of 13 passes and 1 fail making it the best year for the P1. The number of mentoring sessions this quarter is 65 which is a reduction of 6 from Q2 2025, however the summer holidays is likely an explanation in the reduction. A total of 6 P1 mentors picked up 3+ sessions (-2 from the previous quarter) and 6 additional mentors picked up at least 1 session (+0 from last quarter). Work was also done to reduce the waiting list where we implemented that students must hold 30 hours on the network to join the list, complete 10 hours in the last 3 months to remain on the list and must be a home member in order to reduce the waiting times and ensure that we offer training places to

students who will work the hardest which will in turn reduce waiting times. The waiting list has reduced to 97 students from 188 which has reduced by 91 since Q2 2025.

The P2 has seen another quarter of reduced session counts with a total number of sessions being 6 with no exams being conducted. A total of 1 mentor completed more than 3 sessions (-1 from last quarter) and 1 mentor who has picked up at least 1 session (+0 from last quarter). The P2 course has only seen 2 passes since its launch due to a high session count to pass. However at the start of September work has begun to rewrite the P2 syllabus where we will aim to reduce the total number of sessions to pass from 19 to 4/5. The pilot training team has started to look at the feasibility of implementing a rewrite and we aim to have this published by Q1 2026.

The P3 course is still in production and progress has been slow. We hope to have the P3 launched by Q1 2026. The pilot training team will implement lessons learnt from the P1 course to ensure that the syllabus is short and efficient to ensure a high number of passes whilst also maintaining the quality.

The flying programme has also seen a boost in productivity this month with an increase of the total sessions to 14 which is an increase of 9 from the previous quarter. The number of mentors who have conducted a session has increased to 3 (+2 from last quarter) and 2 additional mentors have conducted at least 1 session (+1 from last quarter). Overall this is a positive trend for the flying programme and under Riley's leadership we're seeing an increase in the number of sessions and mentors. This quarter also saw the launch of the flying programme VFR which joined as a separate course alongside our IFR course which now allows students to learn about VFR flying without having to pass a rating exam at the end of it. The next goals we want to achieve with the TFP will be to integrate the TFP VFR with the P1 course to allow reduced training times with those who already hold a good amount of knowledge.

In 25Q3 the Operations Department has onboarded 4 new members. 3 operations assistants and 1 events assistant. Each has settled in well and are working on their own projects. We have started to transfer documents over vMATS from PDF format to the new MK Docs format for the website. This process is going well, however it is a large undertaking and will take at least a quarter. Various temporary instructions were posted, including temporary splitting agreements for enroute positions during events, which have proved to be very busy. Additionally, our LOA with the French VACC has been updated to align with their new Paris and Brest sectors. The events team has continued to host multiple events. The department has been continuing to run as usual, hosting monthly AIRAC meetings, updating the sector file monthly and updating documentation as required. Production of new documents has slowed down slightly whilst we teach new members the ropes, however this isn't affecting the division as a whole.

Middle East and North Africa

VATMENA's steady growth in membership and its strong retention has stabilized and stagnated this quarter, similar to the same period last year. VATMENA notes generally healthy retention across the division but emphasizes the need to fill critical roles within the membership department to maintain momentum and ensure smooth operations.

Q3 has witnessed several changes in the technical department. The Vultr server has been shut down to cut some costs. The VATMENA Academy has been revived by our own minimal implementation of VATMENA Exam platform (exams.vatsim.me). More planning is taking place on whether Hayya should be improved or whether a new HQ has to take its place.

During Q3, the Events & Marketing Department has observed a significant increase in event activity across the division, with most subdivisions now maintaining a more structured and organized event schedule. A key highlight was the successful Cross The Land event, which featured the North East Africa vACC for the first time. We've also undertaken a restructuring of our divisional social media platforms and Discord server, both of which are set to become active again in early Q4. We've also initiated writing a Divisional HitSquad Policy. This policy will enable senior controllers within the division to support vACCs that need assistance during events to put themselves on the map. We will collaborate with the ATC Department in Q4 to finalize this policy. Additionally, work has begun on replacing the current VATMENA Branding Guideline with a more comprehensive VATMENA Marketing Policy. This new policy will not only cover branding standards but also introduce streamlined procedures for organizing divisional events, requesting HitSquad support, and coordinating events with OpenSky FIRs.

Q3 2025 has been a period of restructuring and renewal for VATMENA. Some significant staff changes were implemented to enhance departmental performance, address existing gaps and remove inactive personnel. These new appointments have brought fresh energy and a stronger sense of balance across MENA division, ensuring diversity in leadership representation throughout the division. Staff recruitment continues, with vacancies advertised to attract motivated individuals from all corners of VATMENA.

Israel

We've been actively engaging with the community to better understand what keeps our members involved and motivated to stay. The main feedback we've received focuses on increasing online ATC coverage, hosting more events, and organizing real-life meetups to strengthen the bonds between members. ATC activity has already increased, and we're planning additional events every month. We're also approaching our annual control room event, which offers the community high-quality service from our physical control room, as well as valuable opportunity for controllers to meet and collaborate in person. In addition, we're organizing a divisional meet-up featuring lectures and discussions about the Israeli

aviation community, and other activities designed to foster deeper, more meaningful connections within the community, encouraging members to stay active and contribute more over the long term.

Last quarter we had a lot of members in the waiting list, and not enough mentors, due to that waiting times got longer. We trained new mentors to assist shorten the waiting time. Also, we prepared policies to align our self with GCAP.

Last quarter we kept doing events monthly. Due to difficulties coordinating events with other divisions, most of the events at the start of the quarter mainly focused on ATC at Ben Gurion Airport and other smaller airport withing the country.

Sub-Sahara Africa

We continue to see a positive evolution in the number of members at VATSSA with weekly requests for transfer into the Division. Our Training program continues to be the main driver for transfer interest for our newest members.

5.06 *Technology (MC)*

Work this Quarter:

- Tech focus has been on network stability.
- Have been actively working AFV instability issues
- AFV terrain ranging improvements deployed
- myVATSIM improvements deployed

Near-Term Priorities:

- Continued engagement with community development projects

5.07 Supervisors (NC)

Senior Staffing

No new updates regarding Senior Staffing.

Current Roster and Application Update

There are currently 123 active Supervisors and 8 candidates in training.

Applications remain open and reviews are ongoing.

Conduct Trends

Issues relating to pilot competency & use of appropriate advisory frequency have been on an upward trajectory. Issues related to pilots monitoring their connections remained relatively constant, decreasing slightly.

Number of suspensions being issued decreased during the month of September, falling from 181 suspensions in August to 133 in September

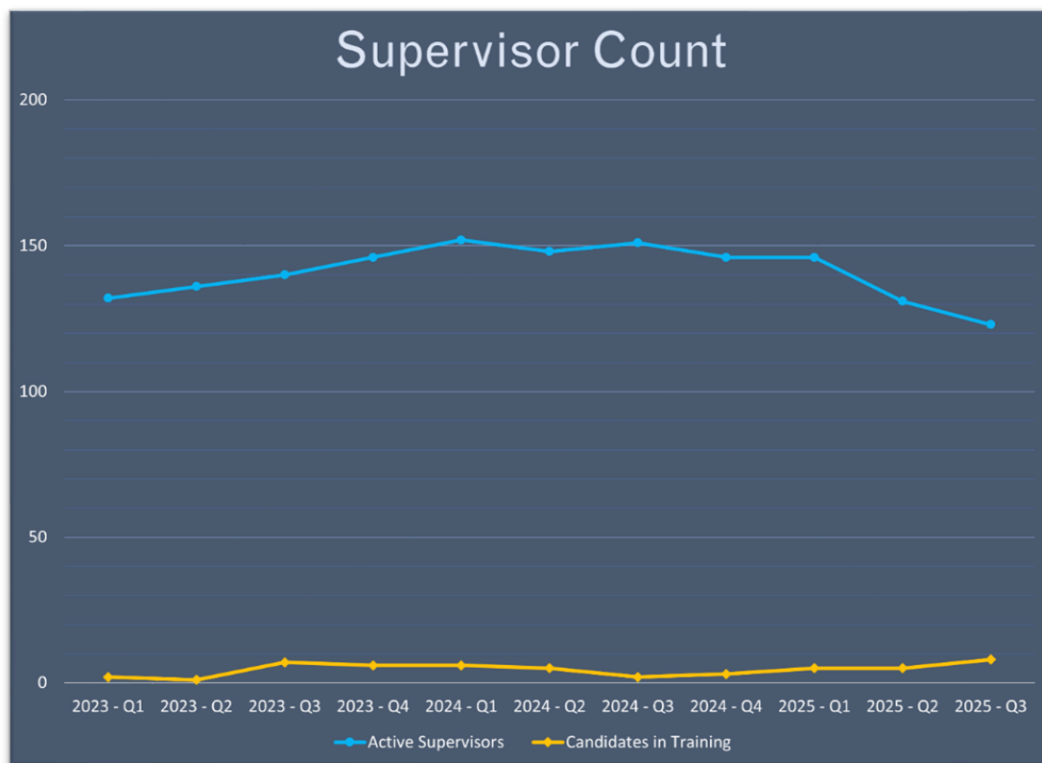
New Business and Ongoing Projects

CTAF Trial

The department recommends that the Board formally accepts the conclusion and implementation during the Q3 meeting as a part of the Code of Conduct updates. Information will be made available alongside the Code of Conduct regarding divisions utilizing discrete advisory frequencies.

Code of Regulations & Code of Conduct Updates

Code of Regulations and Code of Conduct final drafts have been made available to the Board of Governors for deliberation and acceptance during the Q3 meeting.



5.08 *Conflict Resolution (NF)*

People continue to misbehave; we continue to address that.

5.09 Membership (AC)

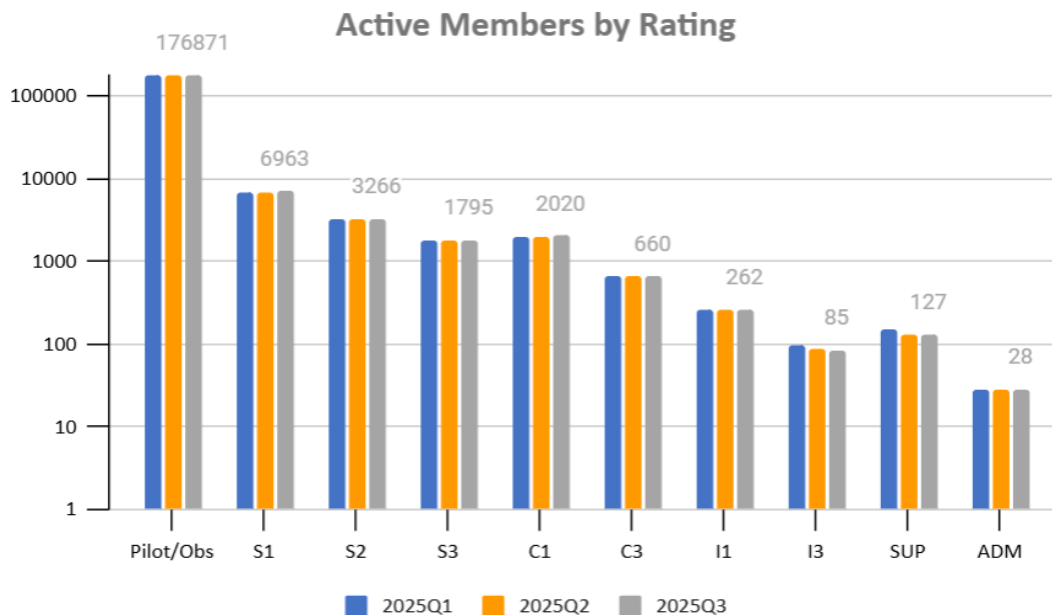
New Member Registrations

This past quarter, we saw 6,131 new member registrations, an average of 67 per day, which is an increase by 31% per day from Q2 2025. A contributing factor would be the continuing effect of the introduction of the new P0. The difference in Q2 was a 32% decrease so we are seeing a steady increase in membership again.

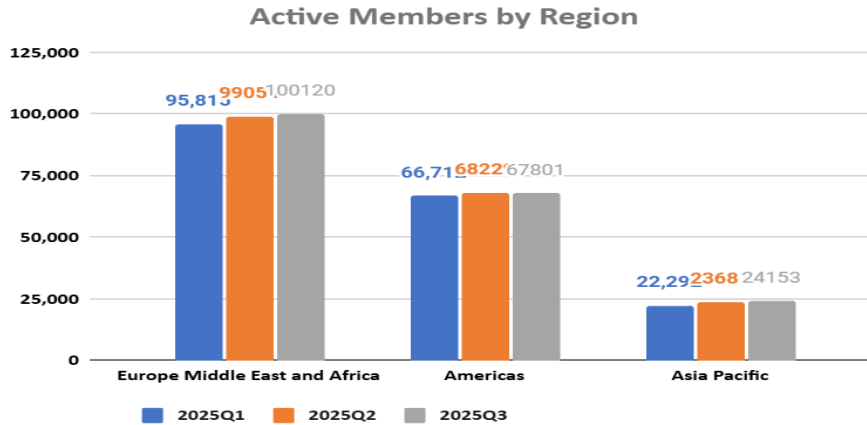
Active Membership Statistics

We are currently at 192,077 active members. We're averaging 67 new members per day.

- 176,871 (92%) hold a Pilot/Observer rating
- 15,206 (8%) hold an ATC, Supervisor or Administrator rating



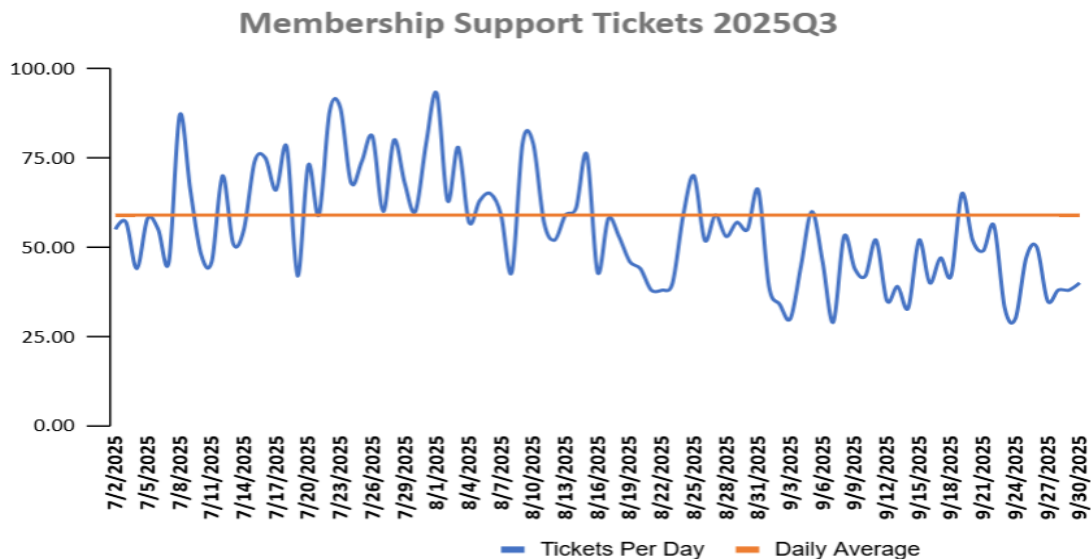
(Note: Y scale is logarithmic, not linear)



Tickets and Responsiveness

In 2025Q3, VATSIM worked 5,134 member support request tickets, an average of 59 per day. That is a increase of 887 tickets from 2025Q2.

The average membership ticket is resolved within 8.9 hours of ticket submission, which is an excellent response time for the small team of volunteers. his figure is slightly up on 2025Q2. On 01 Aug 25 there were 93 tickets submitted which is the largest amount for one day for the quarter.

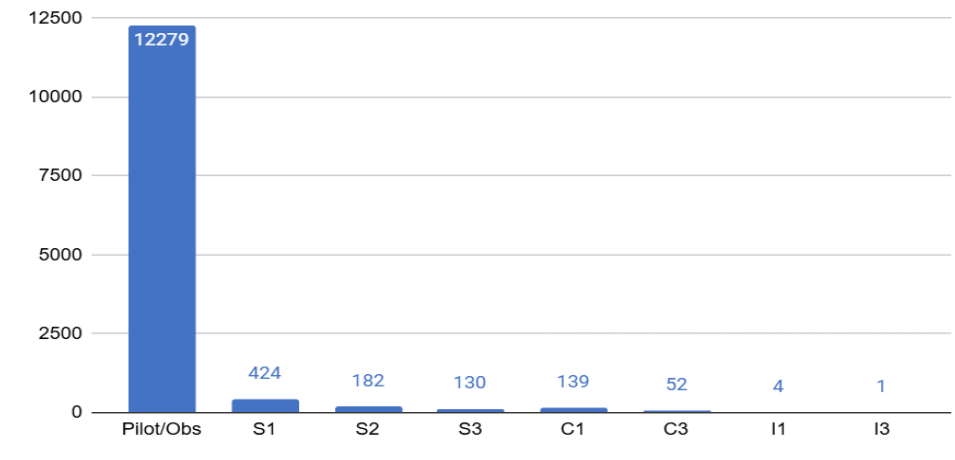


Inactive

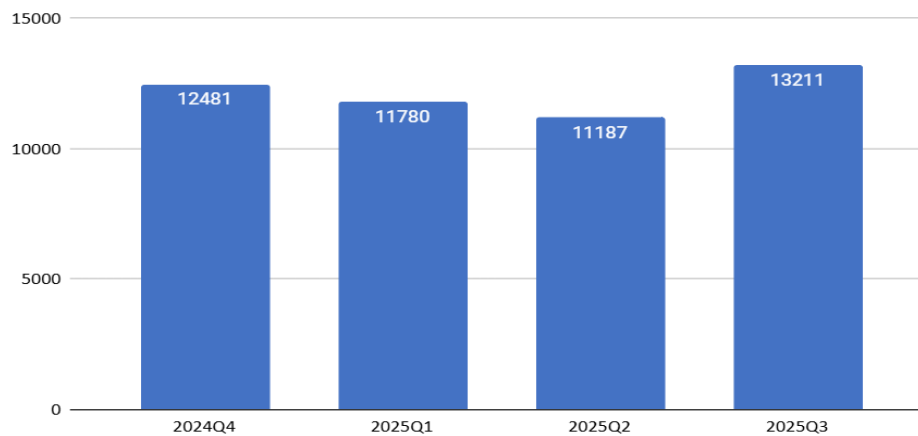
The following two graphs show how many users whose rating was automatically changed to inactive due to not being active on the network.

The first graph shows the amount of users made inactive for the quarter as per rating. The second graph shows a comparison between the last 4 quarters.

Inactive per CoR 2025Q3



Quarterly Comparisons



GDPR

In Q2, Membership managed the fulfillment of 16 right of erasure requests, 10 right of access requests, and 0 right of rectification requests. It should be noted that GDPR erasure requests and right of access requests have increased by 50% since 2025Q2.

Membership Team

Tracy Shiffman resigned as Audit Manager during the quarter. He has remained as a Membership Manager. VPMEM has restructured the management of the MD by reverting back to the original structure of an Assistant to VPMEM and retiring the Team Leader positions. Kyle Porter has agreed to step into the role of Assistant VPMEM.

Outlook

The Membership department continues to work with Tech to explore the possibility of further automation. The team leads are monitoring the workload and ensuring that staffing levels equal the workload. The team provides an outstanding service to our membership well above expectations of a volunteer organisation.

5.10 *Virtual Airlines and Special Operations (RC)*

Summary

The Virtual Airlines Department activity increased with more applications coming in. During the third quarter of 2025, the VATSIM Special Operations Department (VSOD) maintained strong operational engagement across its network of Virtual Special Operations Agencies (VSOAs).

VA Partners

Though we lost a few VA partner organizations due to noncompliance, we added several, and now have 231 Virtual Airline Partners and 51 VA Associates. This last quarter we went from 39 VA Associates to 51 VA Associates. This is an excellent stepping stone for those Virtual Airlines that are not quite there yet with policy requirements but we are helping them work towards the goal of becoming a VA Partner.

Audit Management

Our Probationary Audit Manager Training Program is a success. We have hired a new Senior Audit Manager to oversee a team of new Audit Managers. We are revisiting at making our Audit Management Software more user friendly to make our Audit Manager Team's jobs easier.

Special Operations

Continued progress on the draft definition and requirements for Military Pilot ratings. The Policy and Procedure Manual (PPM) is also being revised, with a draft prepared and key discussion points identified for upcoming review. vUSAF is once again hosting Operation Deep Freeze, the longest-standing Special Operations event on VATSIM. Multiple Special Operations organizations continue to collaborate on joint events.

5.11 Pilot Training (RS)

Administrative

This quarter, the Administrative section has continued to participate in drafting the pending revision of the Code of Regulations and the Code of Conduct, has explored (at the behest of VATGOV1) a partnership to explore offering a vetted translation of the New Member Orientation into Mandarin as well as a partnership with an external entity which could augment our Digital Content and Pilot Training areas, and has made a change within the leadership of the Pilot Feedback System. Continued goals include refreshing and reorganizing the Pilot Learning Center on my.vatsim.net.

Digital Content

New Member Orientation Course and Exam. Now nine months into its adoption, the New Member Orientation and Exam has established itself as a cornerstone of the sign-on process for new VATSIM users. We have refined our internal processes for answering Support Tickets to extend the 30-day enrollment period when necessary, as well as to afford prospective new users additional attempts at the Exam should they exhaust their initial allotment of three (*a failure invokes a 1-hour cooldown; a second failure invokes a 24-hour cooldown; a third prompts the user to reach out via Support for additional guidance*). With the latter set of requests, in each case we have taken that opportunity to engage the prospective user and ascertain what the issue is that they're having difficulty with, and ensure we aren't simply allowing them additional blind stabs at a passing mark.

Additionally, per VATGOV1 request, we have begun a conversation with users from VATPRC to explore creation of a vetted Mandarin translation of the New Member Orientation and Exam. Automated translation tools often falter with highly technical and specialized materials, so the quality of a human-vetted translation would be higher than that which a prospective user could obtain on their own.

Pilot Learning Center / Pilot Resource Center. Unfortunately little progress was made during Quarter 3 toward our goal to update and refresh the PLC and PRC. For Quarter 4 we are considering expanding the team of individuals working on this, with the hope to make some more substantive progress in this area and get some momentum rolling on it into 2026.

Potential Partnership Exploration. As referred by VATGOV1, we have begun conversation with a potential partner – an external organization, but one which is familiar to most simulator enthusiasts – which may allow us some additional resources we may point pilots to for learning and assistance. It could be one which generates additional opportunities for VATSIM users to achieve Pilot Ratings, as well – upon which this document will elaborate in a later section.

Incorporating Feedback. We will also be evaluating user strengths and weaknesses based on information coming in from the Pilot Feedback system once it is fully operational, and using this data to enhance the Learning Center / Resource Center and remedial course offerings further.

Pilot Feedback

The Pilot Feedback team has coordinated with the Tech team to refine the platform upon which Pilot Feedback is received, assigned, and handled. In the meantime, our team has continued to respond to all incoming Pilot Feedback cases. Additionally, the team has collaborated with the Administrative section to complete the proposed new policy document and shape the proposed Code of Regulations amendment, potentially establishing a mechanism for suspending user access to VATSIM pending the completion of assigned additional training. This mechanism would be utilized only in the most severe and/or persistent cases of disruption stemming from a user's poor procedural education level.

Pending the acceptance of the updated policy, the plan is to augment the staff and prepare for the next steps of broadening the rollout of the system. We have recently begun seeking a new manager for this unit and will continue work on filling out the staff once that person is selected and on-boarded.

Pilot Ratings

During Quarter 2, a new Pilot Ratings Manager was selected and on-boarded. His primary goal for the upcoming quarter is to begin a comprehensive re-write of the Member Certification Standards documents, by which the Authorized Training Organizations evaluate their Pilot Ratings candidates for pass or failure. The goal is to standardize and simplify these documents, then allow for reasonable regional variation (with a documentation, vetting, and approval process) in the exact manner by which these standards are met and evaluated.

Earlier this year we rolled back some of the prior administration's requirements for one to qualify and work as an ATO Flight Instructor, we eased restrictions on allowing instruction in local languages, and we allowed ATOs to employ their own Flight Examiners and manage their own Flight Examination schedule. During the tail end of Quarter 2 we were only just beginning to see the results of these changes. However, during Quarter 3 we did indeed see a significant increase in the number of exams conducted and ratings awarded. Even more significantly, we noted that eight out of the eleven currently registered ATOs issued at least one rating stemming from a successful examination during the quarter.

While we have had a number of organizations reach out and express interest in becoming an Authorized Training Organization, no new ATOs have yet been established in

2025. During Quarter 4, the Administrative Section will work with the Pilot Ratings Manager and his team to determine whether there are still undue burdens in place which are slowing or stalling the process of launching a new ATO, and will hope to rectify these and see some growth in that area for 2026.

Stemming from a referral by VATGOV1, the VP Pilot Training and the AVP / Director of Operations have engaged in conversation with an outside organization – an external entity to VATSIM, but, one which is familiar to most simulator enthusiasts – which may end up providing an additional avenue to obtain VATSIM Pilot Ratings. Preliminary discussions have occurred speculating whether the organization in question could become a bona fide VATSIM Authorized Training Organization, or, whether some sort of equivalency program (similar to the one we have in place for real-world pilot qualification evaluation) would be established. At this time, we are leaning toward the latter. However, these discussions will continue during Quarter 4, and our goal for this partnership is to launch it sometime within the first half of 2026.

Key Performance Indicators

Category	Year	Q1 (Jan-Mar)	Q2 (Apr-Jun)	Q3 (Jul-Sep)	Q4 (Oct-Dec)
NMOQ Fails (*)	2024	10,220	9,234	11,031	8,266
NMOQ Passes (*)		13,988	12,228	14,660	12,391
Success Rate		57.8%	57.0%	57.1%	60.0%
Avg Passes / Day		154	134	159	135
NMOC Fails (**)	2025	1,193	1,010	1,160	
NMOC Passes (**)		7,290	6,906	9,117	
Success Rate		85.9%	87.2%	88.7%	
Avg Passes / Day		81	76	99	
(*) this refers to the "old" New Member Orientation Quiz on my.vatsim.net.					
(**) Q1 numbers are extrapolated to the full quarter since the "new" course and exam was deployed on the 22nd day of Q1. The raw figures are that 5,589 passed, and 918 failed, over the 69-day period.					
Category	Year	Q1 (Jan-Mar)	Q2 (Apr-Jun)	Q3 (Jul-Sep)	Q4 (Oct-Dec)
Feedback Cases Opened	2024	196	367	266	158
	2025	188	150	164	

Category	Year	Q1 (Jan-Mar)	Q2 (Apr-Jun)	Q3 (Jul-Sep)	Q4 (Oct-Dec)
P1 Transfers Issued	2024	223	192	254	221
	2025	221	190	198	
P2 Transfers Issued	2024	107	90	97	101
	2025	110	102	86	
P3 Transfers Issued	2024	129	112	132	122
	2025	111	116	99	
P4 Transfers Issued	2024	148	105	141	146
	2025	155	132	113	
Category	Year	Q1 (Jan-Mar)	Q2 (Apr-Jun)	Q3 (Jul-Sep)	Q4 (Oct-Dec)
P1 Ratings Issued	2024	9	10	7	8
	2025	12	13	22	
P2 Ratings Issued	2024	3	1	0	3
	2025	0	0	2	
P3 Ratings Issued	2024	0	0	0	0
	2025	0	1	0	
P4 Ratings Issued	2024	1	0	0	0
	2025	0	0	0	
Active ATOs	2024	12	12	11	11
	2025	10	10	11	

Analysis

New Member Orientation Course and Exam. The third quarter seems to traditionally be the most active for new user registrations, based on the data from the old New Member Orientation Quiz, and in 2025 the numbers from the updated New Member Orientation Course and Exam remained consistent with that. The average number of passes per day was higher this quarter than the previous two. The total pass rate was slightly higher as well, but is consistent with results from the first two quarters. All told, 87.4% of those who attempt the Exam pass it. The NMOC itself remains an effective screening tool for new VATSIM users. As of this writing (October 17th), the Terminal Dashboard reports an

average of 284 new signups per day over the last 90 days; it seems that slightly more than one-third of that – 34.9% – end up as fully credentialed VATSIM users.

Pilot Feedback System Data. With the Pilot Feedback System still in somewhat of a trial phase, data is limited. Case openings are trending downward, overall, and our hope is that this is a manifestation of more effective expectation-setting by the New Member Orientation process. Q2 to Q3 numbers did see a 9% increase, however – but this may be more related to the “summer surge” than a true up-trend, given that new user registrations surged 30% during that same period. We remain hopeful that changes to the Code of Regulations will enhance the role of the Pilot Feedback System and the Pilot Training Department in the quarters ahead.

Real-World Ratings Equivalency Transfers. Statistically speaking the number of equivalencies issued in Q3 showed a slight decline, but, overall that program remains remarkably consistent in its activity level.

Pilot Ratings Issued by ATOs. During the first quarter of 2025, we gathered the leadership from each ATO and discussed several changes to the program which we felt would reduce some of the barriers for ATO operation. The second quarter statistics showed that we were only starting to realize the positive outcome from these changes. However, Q3 has seen a remarkable up-tick in ATO ratings issued. Notably, a total of 24 ratings were issued in Q3, which almost equaled the number issued during the first half of the year (26). Even more encouragingly, eight of the eleven registered ATOs issued at least one rating during the quarter. While these figures remain but a small drop in the bucket relative to the overall network userbase, at the very least it is a significant change in the right direction. We have yet to see results in terms of the number of registered ATOs although we have heard from a handful of organizations interested in starting the process.

5.12 *Marketing and Communications (JVG)*

Summary

This quarter, we have engaged with the planning teams of WorldFlight, Cross the Pond and Cross the land, to assist with the planning and coordination of their respective events and ensure the continuing needs of involved divisions are being met.

Discussions have been productive, with the department taking over the divisional coordination for WorldFlight, while talks are still continuing for Cross the Pond. We look forward to seeing how we can assist these events continue to thrive on the network for everyone involved.

Another major project for the department in Q3 has been the creation of the VATSIM Event Guidelines, which aim to provide codified practices for hosting and marketing events on the network. This document is in the final stages of review, and once complete will be circulated to divisions.

Recruitment-wise, we have continued gradually accepting new additions to our teams. This pace may change depending on the needs of each team. We are also fine-tuning our internal policies to patch some potential issues.

Marketing Staff Overview	Q4 2024	Q1 2025	Q2 2025	Q3 2025
Events Team	19	18	17	19
Media Team	19	20	18	19
Community Team	13	13	13	10
Total	51	51	48	48

Note: Some staff members sit on multiple teams

Leadership Overview

Vice President, Marketing & Communications
Jannes van Gestel

Assistant Vice President, Marketing & Communications
Angelo Lee (Internal Affairs)
Chris Gardiner (External Affairs)

Marketing & Communications, Team Leads
Rafael Martins (Events Team)
Rahul Chakraborty (Media Team)
Mufassil Yasir (Community Team)

Events Team

In Q3 2025, the Events Team completed the planning for the upcoming 24 Hours of VATSIM, which was announced for October 4-5. With coordination phases concluded, the current

focus is on scheduling announcements in cooperation with the Media Team. This edition will feature 622 slots available during the 24-hour event window.

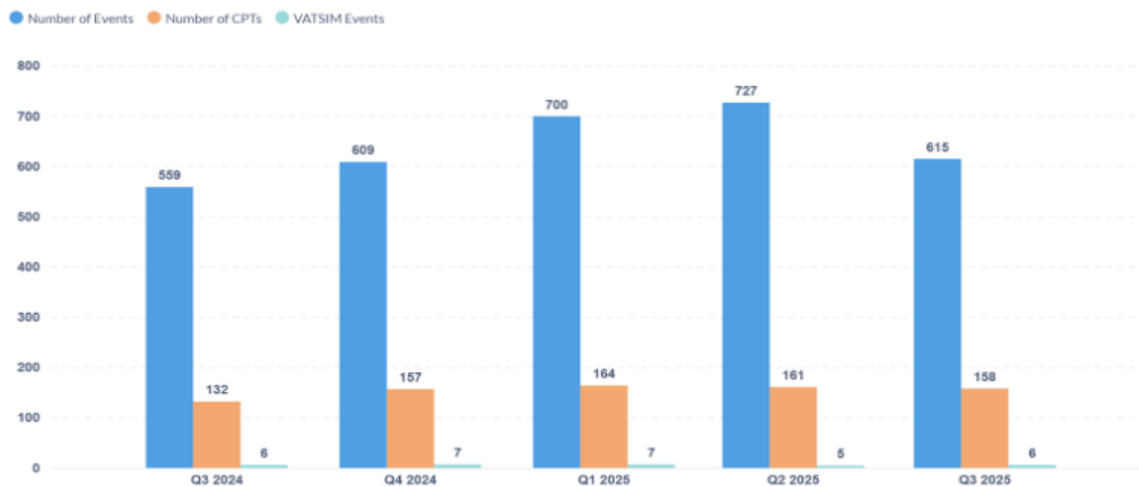
This quarter recorded 615 events submitted. The number of CPTs/Exams reached 158, while 6 network-level VATSIM events were supported. Late event submissions remained stable at 23.

The Events Team also continues to support preparations for the World Flight event, scheduled for November, by gathering information and providing resources to the organizing team. First Wings and Elite Wings remain ongoing projects, with continuous planning underway to ensure their delivery in future quarters.

During this quarter, updates were also introduced to the admin section of myVATSIM. Some issues were reported following the release, but these were promptly coordinated with the Tech Team and are expected to be resolved.

The team closed Q3 with 19 staff members, two more than in Q2. Despite the growth, the team remains highly autonomous, requiring minimal intervention from the Team Lead or AVP/VP.

Events Data	Q4 2024	Q1 2025	Q2 2025	Q3 2025
Events + CPTs Held	822	872	900	615
VATSIM-organised Events	7	7	5	6
Total	829	879	905	621
Late Events Submitted	19	21	19	23



Media Team

This quarter, the Media Team delivered steady social media reach and double digit growth on TikTok. 4 Behind The Scopes (BTS) streams were hosted successfully, with invitations now sent to the APAC region. The team also managed the 24 Hours of VATSIM event creatives efficiently.

Looking ahead, we'll maintain steady operations and continue building on this momentum next quarter.

Social Media Channels (FB/Insta/X)	Q4 2024	Q1 2025	Q2 2025	Q3 2025
Total Impressions / Reach	61566 (+2%)	63116 (+2.5%)	64224 (+2%)	66422 (+3.4%)
Total Engagements / Page Visits	12603 (-19%)	26235 (+108%)	22835 (-12%)	20740 (-9%)
TikTok Followers	11258 (+25%)	12385 (+10%)	15252 (+23%)	17278 (+13%)
TikTok Post Likes	15592 (-53%)	6286 (-59%)	11937 (+90%)	16462 (+38%)
TikTok Post Views	139284 (-21%)	89767 (-35%)	137261 (+53%)	207659 (+52%)
Banners	Q4 2024	Q1 2025	Q2 2025	Q3 2025
Event Banners	13	11	11	22
Social Media Graphics	33	5	16	26
Announcement Graphics	11	9	6	3
Σ	57	25	33	51

Community Team

This quarter (Q3) saw continued membership growth on the VATSIM Community Server, rising from 27,597 in July to 30,220 in September (quarterly average 28,837). Visitor numbers remained steady at roughly 10.5k per month. Despite the larger membership base, message activity and voice usage trended downward — monthly messages fell from 22,352 in July to 16,290 in September (quarterly average 19,602), and voice minutes dropped from 4,569 to 1,955 (quarterly average 3,281).

Ticket Handling	Q4 2024	Q1 2025	Q2 2025	Q3 2025
VATSIM Support Tickets	13	14	27	15
Community Discord Tickets	316	231	406	690
Total	329	245	433	705

VATSIM Community Server	July	August	September	Σ
Total Members	27,597	28,695	30,220	28,837
Total Visitors	10,345	10,349	10,860	10,518
Total Messages	22,352	20,164	16,290	19,602
Total Voice Minutes	4,569	3,321	1,955	3,281

6 Other Business

None

7 Meeting Closure

The meeting was closed by Don Desfosse at 2305 UTC.