

Summary of the meeting of the Board of Directors of Catalina Club

154 Beach Road, Batemans Bay



HELD ON	Thursday, 26 June 2025 (BOD25.6)
OPENED	2:55pm
ATTENDANCE	C. Flynn (Chair), R. Gercken, A. Hall, C. Lyttle, J. Shattles, M. Lowe (Online), G. Chapman (General Manager), M. Judd (Assistant General Manager)
GUEST	L. Greenup (LG Advisory)
WELCOME	Welcome to Country
APOLOGIES	Nil

DECLARATIONS & CONFIRMATIONS

All Directors in attendance have confirmed that:

- They have reviewed and read the Board Packs prior to the meeting.
- They have reviewed the Clubs NSW Circulars prior to the meeting.
- There are no updates to the Register of Interests tabled at the meeting.
- **RESOLVED** that the Board Meeting minutes of Thursday 22 May 2025 be accepted.
- Noted the upcoming Director Diary Dates.
- **Business Arising** from May 2025 Minutes:
 - 2 Action List items completed.
 - 24 Action List items identified as on hold or in progress.
- **Noted** the upcoming Director Diary Dates.

STRATEGIC DIRECTION

- As an outcome of the Board's review on 19th May of the 2022 Strategic Plan, L. Greenup presented the updated draft 2025 Strategic Plan.

STANDING REPORTS

- 1. General Managers Report**
 - Functions Noted for July 2025.
 - Club Grants 1 & 2 discussed and resolved.
 - Site Electrical Capacity – progressing well
- 2. Assistant General Managers Report**
 - Confirmation that the Catalina Club Master Plan is scheduled to be launched, Monday 30th June 2025 for member consultation and comment.
 - Clubhouse Refurbishment – Fitout of reception still in progress. Flooring issues uncovered with existing substructure to be reconsidered in the rest of clubhouse.
 - Members 26 Bay Carpark – Country Club Drive - slow progress.
 - Southern Carpark Bridge Exit – Drill and Test soils underway.
 - Gaming restrooms still awaiting OC.
- 3. Finance Reports** presented by GM.
- 4. Functions:** Nil scheduled for July 2025.
- 5. HR Matters:** Total Employees 112, Customer Service 67, Administration 10, Golf Shop 14, Golf Course 14, Cleaning 7
 - Overall employee productivity has remained steady, with wages remaining well controlled. Customer experience continues to be a priority.
 - Gaming area resourcing being closely monitored to ensure optimal customer service and regulatory compliance.
- 6. Course Report & Statistics – May 2025**
 - May 2025 – 6,216 – Average 201 players per day**
 - May 2024 – 4,487 – Average 145 players per day**

Financial YTD 2025 – 70,442 – 211 players per day
Financial YTD 2024 – 68,858 – 206 players per day

- Great month in comparison to 2024
- Course closure for weather for 3 days compared to 4 days in 2024
- 5 Saturdays in 2025, only 4 in 2024 will account for extra Men's 18 hole
- Green Fees, Carts & Competition all substantially up, although still good weather in 2024, 2025 had strong numbers showing continued growth across all facets of Golf
- Driving Range also strong growth. All 3 days of Bay Open were in May this year which will explain Range figures
- Club Championships well populated, however no growth which may be indicative of age demographic. Will investigate format and timing of 2026 Championships to determine best outcome. Congratulations to Bill & Bronte Eppelstun on defending their 2024 titles as well as all other Grade Winners, both Gross & Nett
- Social Play also very strong across Visitors and Members with great reviews constantly being received on condition of the course
- Tim and Rod are currently conducting 3 Group clinics, each of them with beginner golfers
- Retail sales are up 2025 compared to 2024 for the month
- Golf Ball Sales in 2025 were 2,052 up from 1,279 in 2024. An indicative rise due to the increased number of players on course.
- **Juniors, Cadets & AGF Junior Girls:**
 - Entering the Winter months our numbers for each of the 3 programs have maintained as well as last year, if not a little stronger. On a couple of occasions, we have struggled for Cadet Masters on a Wednesday night but with the addition of Dan O'Neil & Buck Allen this has covered any shortfall. Their ability to drive sessions with their Golfing ability also adds another dimension to the Wednesday program.
 - Numbers on a Wednesday have dropped a little but with Winter Sports taking full effect now this is typically the case.
 - Congratulations to Alex Booth on his Bay Open victory against a very strong Open Amateur field. It is the first time in 10 years since a Catalina Member has won the Bay Open.
 - Congratulations to Bill & Bronte Eppelstun on their Championship success as well as another Junior Jasper Schryver who took out the Men's C Grade Championship, a great result for a 14 year old
 - No Junior events over the past month, but with Catalina Junior Open on 15th June, Junior Championships on 15th & 22nd June and then the NSW Junior Championships to be held in July, the Juniors are certainly hitting the range in preparation for these 3 events. We have an amazing bunch of kids and their ability to compete at an adult level highlights their development over the past 12 months or so.
- **Looking Forward**
 - NSW Junior Championships currently have 210 registered players. With the event being co-hosted by Catalina and Moruya, numbers can potentially reach 240 if required
 - Men's Foursomes Championships & Mixed Foursomes Championships are now both in July with the Mixed event being pushed back from men's Championship delay
 - Men's and Ladies Singles Matchplay Championship draws are all published with Matches on the ladies side already commenced.

7. Superintendent Report

COURSE: Slow growth around the course has been a welcome seasonal change with focus shifting to course improvement works such as Squaring up path ends where compaction and erosion have created uneven, bumpy ground. Examples are the 27th green area and the 11th tee are. This will continue as we identify more areas. Tidying up regeneration areas has also been a focus point with the hazard reduction burn occurring in May.

The Fairways have had 1 application of pigment with another to follow when weather permits which will aid in the presentation of the course during the busy competition season.

A fungicide application to fairways is still providing good control against winter fusarium, dollar spot, and rhizoctonia which we will continue to monitor to determine if reapplication is necessary.

GREENS: Greens are maintaining good density and colour and are rolling well when they get the chance to dry out.

Disease and pest pressure is relatively low this time of year and monthly fungicide applications for dollar spot are sufficient.

WEATHER & IRRIGATION: At time of writing, we have only seen around 20mm of rain for May with cooler temperatures extending the drying times for all surfaces. We are forecast to receive up to another 160mm.

Recent complaints about the smell coming from the dam have been investigated with Darren from the council taking samples on the 21/5/2025. There was a visible sludge sitting on the surface that seemed to be responsible for the odour which is something I haven't witnessed here previously.

I have a suspicion that work may have been done on the councils end and because we haven't required them to send water that the pipe has had some waste products settle and thicken within the pipe and when they have sent water to test after works it has ended up in our dam and floating on the surface. I didn't get any pictures, but it has completely disappeared when Darren came to investigate, likely it has sunk to the bottom. After this flushing rain I suspect the problem will be resolved.

GARDENS: Adam has been busy sourcing and planting around the course to diversify and enhance the surrounding areas of the course. He has also completed work at the front of the club in the desired palm springs aesthetic which looks fantastic particularly under lights.

ARBORIST: Wet weather has meant we will likely see 1 visit by the arborist for May however we have been undertaking significant tree lifting work that will enhance the vistas throughout the site and improve mowing efficiency around trees.

STAFF TRAINING & CULTURE: We have Hired a new full time staff member and our first-year apprentice has gone full time, bringing our current team numbers to the lucky 13. This is a significant milestone as we are back to similar team levels per week as when I started. This will have a positive impact on course presentation and allow us to share weekends more effectively giving team sufficient rest adding to a positive work environment.



8. Marketing Report

- **RESTAURANT:** New season menu launched and trading well. Lunch time is buoyant.
- **BAR:** Through May we added several new offers, such as 4 Pines Dark Lager, Brookvale and Balter XPA and concluded March /April promotions, such as the Weber BBQ draw, the Esky draw and Coca Cola Golf Trip. These draws were targeted at our Sunday evening trade to lift footfall on quieter nights.
- **CLUBHOUSE:** Solid five weeks of clubhouse activities that absorbed sporting and cultural events. Kicking off the membership renewals campaign 'CA\$H IS KING' is one main driver, alongside the Bay Open, Mother's Day and the long weekend. Marketing ran three days of photography shoot for the Bay Open and included refreshers for food and cocktails. As the clubhouse menu will jump from Autumn to Spring with no Winter version, we needed to refresh all the photography to keep the offer exciting and inviting for the guests. Over May we booked three of our biggest bands to maintain footfall momentum as we head into the revenue impact zone of the club's major refurb.
- **GOLF:** New photography sports-inflected is driving a lot of social participation. We are seeing a doubling of clicks on our posts for sport. Using images from past events to launch new tournaments is a winning tactic. The Men's Golf Clinic received its first ever 2k reach and 17 click throughs to MiClub by using images from the South Coast Open 2024. The Ladies Fitting Event reach 666 views, which is very positive. The Bay Open three days of photography was a great success as we bed in our unique brand style. The leitmotif of having golfers pose on the putting green establishes a sporting authority, and it was great to add winner Alex Booth to the portrait gallery. No other club is doing this, and it really adds to the brand's sporting DNA. As part of the Bay Open, we ran a video shoot of every fairway for a new course fly-through landing page on the new website. We also launched Junior Champs, Keno Ambrose and the Vets AGM to add to the Bay Open, South Coast Open, Seniors Open, Junior Open, Ladies Open and Tee Off for Breast Cancer. Due to the impact of rain events, there have been comp and tournament movements, we will be updating the fixtures guide for the website. Legacy has been rescheduled to November.

Resolved that the Management Reports as presented be accepted.

SUB COMMITTEES

1. Workplace Health & Safety Committee
2. Vets Committee – nothing to report.
3. Greens, Grounds & CAT's Committee
 - i. Temporary fencing right side of 15th fairway
 - ii. Safety review of CATS volunteers using small power tools
 - iii. Looking at rezoning out of bounds areas
4. Ladies Committee – nothing to report.
5. Golf Operations Committee – N/A

Resolved that the Sub Committee reports/minutes be accepted.

CORRESPONDENCE INWARD/OUTWARD

IN/OUT	Details
IN	ASIC Update
IN	Catalina 2025 Audit Plan
IN	Charity Golfing Event Application - RFS
IN	Staff Resignation Letter
IN	Sebel DA0837 and revised Architectural Plans
IN	Tabcorp standard guidelines
IN	Server and Data Migration Quote

OUT	Two letters of Suspension to social members
OUT	Letter of rejection to potential social member
OUT	Letter to Mayor re Batterman's Bay Masterplan

RESOLVED that all correspondence be accepted as presented.

PAST PERFORMANCE

RESOLVED that Management accounts for May 2025 be accepted.

RESOLVED that the Financial Performance Report & Statutory Lodgements for May 2025 be accepted.

Gaming Reports – Noted.

Membership Reports - RESOLVED that all applications for May membership be accepted as presented.

Governance & Compliance

RESOLVED that all compliance reports be accepted.

GENERAL BUSINESS

- **Phat Sourcing Refit Update** - Phat sourcing has committed to providing the best outcome for the Club. New flooring installer team selected. Fibre cement boards with Ardit topping as substructure. The Board believe that the best outcome is to move forward with a matt finish in the flooring, laid in a pattern (as per XPLUSO render).
- **Masterplan/FAQ Launch** – GM updated Board for Launch to our members on Monday 30 June 2025. Potential Government Grant to assist with the Driving Range Facility. Board and Management looking forward to member consultation and comments.
- **July Board Meeting** – proposed change of date due to EOFY, Thursday, 24th July 2025.
- **Board succession Planning discussed** - planning for the next generation of Board members and recommendations were discussed between the Board members. Legal advice was received from Pigot & Stinson on options of how a casual vacancy should be handled in relation to the Triennial rule.
- **EGM Purchases** – The GM advised on the recent purchases of new machines as per budget. **RESOLVED that the Board approve those purchases as held in the budget.**
- **Bay Signs quote** – The GM advised the Board of quote for the Masterplan in the Golfers Lounge. **RESOLVED that the Board approve the Bay Signs quote as presented.**
- **Vets two tee start request**– Board and Managements response is that this would be acceptable as long as the Veterans did not start before 8am due to the EPA restrictions. **RESOLVED that a Veterans two tee start on occasions would be acceptable as long as it was not before 8am due to the EPA restrictions.**
- **Golf Shop Form for Golf Cart Hire** – an example of a form that could be used for the hire of Golf Carts in the Golf shop to be presented to Golf Shop from Captain.
- **Dress regulations** – When reviewing Club dress rules after our refit has been finalised, a suggestion of a sign in another club stating “**ALL** hats to be removed” may be appropriate in certain areas.

MEETING CLOSED:

5:53pm

NEXT MEETING:

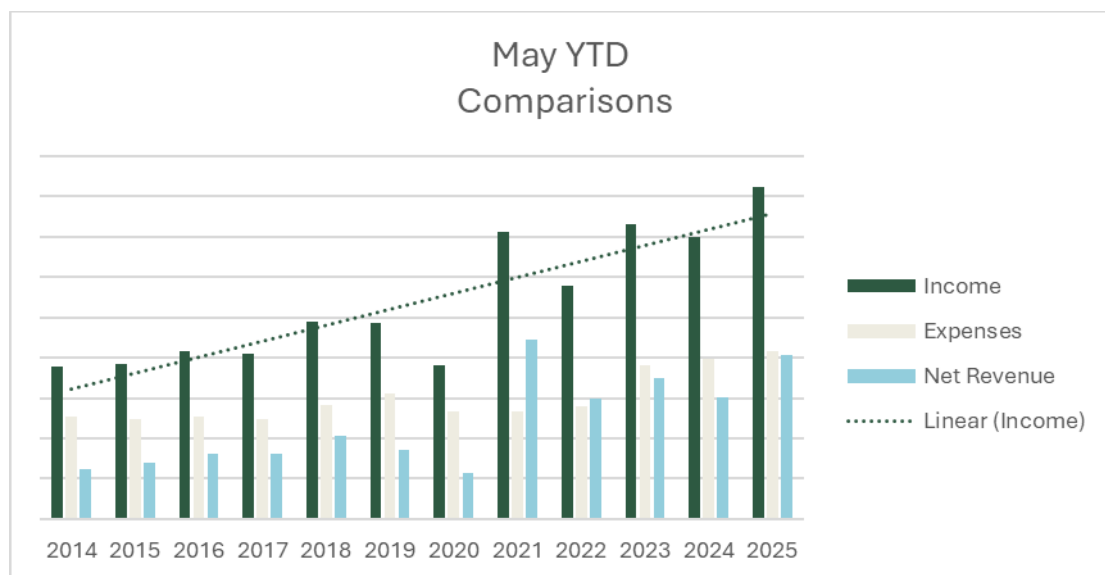
Thursday, 24 July 2025 @ 3pm Board Room

MEMBER SUGGESTIONS

Mem. #	Suggestion	Action
	Raffles not able to be heard from Restaurant	Nil - Restaurant is deliberately free of monitors/announcements.

	Member seeking clarity on workwear within Club	AGM responded that dress regulations allow neat and tidy apparel to be worn throughout the Club
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MAY FINANCIAL COMPARISON TABLE



MAY MEMBERSHIP TABLES

MAY 2025			
	20 25	20 24	% C hange
7 Day	515	519	-0.77%
Week Day	320	286	1189%
Country	102	92	10.87%
Intermediate	23	15	53.33%
Under 35's	66	57	15.79%
Junior	40	47	-14.89%
Cadet	55	52	5.77%
Life	3	2	50.00%
SUB TOTAL - Golf	1124	1070	5.05%
Social 1	4781	4374	9.30%
Social 3	4617	4048	14.06%
Social 5	2895	2652	9.16%
SUB TOTAL - Social	12293	11074	11.01%
TOTAL MEMBERS	13417	12144	10.48%
Visitors	7758	5573	39.21%
Guest of Member	11	480	-97.71%
Function		52	-100.00%
Contractors	56	60	-6.67%
Visitors	7825	6165	26.93%
Member Visitation	16299	13993	16.48%
TOTAL VISITS= Visitors + Members	21275	17857	19.14%
Visitor %	36.8%	34.5%	
Member %	63.2%	65.5%	

