

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

154 Beach Road, Batemans Bay



HELD ON	Thursday, 19 February 2026 (BOD26.1)
OPENED	2:55pm
ATTENDANCE	C. Flynn (Chair), B. Allen, R. Gercken, A. Hall, M. Lowe, C. Lyttle, J. Shattles, Guy Chapman (General Manager), M. Judd (Assistant General Manager)
GUEST	Finance Manager, M. Sharpe, for financial discussion
WELCOME	Welcome to Country
APOLOGIES	Nil

The meeting opened with the President welcoming Directors and management to the first Board meeting in 2026. She also welcomed Mr Buck Allen to the Board and expressed her wish that he enjoys his involvement on the Board representing our members and that he gains a real sense of achievement in doing so.

DECLARATIONS & CONFIRMATIONS

All Directors in attendance confirmed the necessary governance requirements.

It was RESOLVED that the Board Meeting minutes of Thursday 18 December 2025 be accepted.

- Noted the upcoming Director Diary Dates.
- **Business Arising** from December 2025 Minutes:
 - 10 Action List items completed.
 - 32 Action List items identified as on hold or in progress.

STRATEGIC DIRECTION

- The GM advised that we are nearly at a point where we are ready to release the internal Board & Management updated 2025 Strategic Plan. This document will be for internal use only and will ensure that we are all working together to achieve our Strategic Vision and Goals.
- **Tournament Strategy** - The GM and AGM showed the Board the Stakeholder briefing document describing the Financial Structure & Billing overview for major tournaments using the Bay Open as the baseline. After Board and management discussion it was agreed that it is important for the Bay Open and the Catalina Classic to remain as a draw card for visitors to our Club. Changing this approach ran the risk of reducing revenue as these events draw visitors to the Club throughout the year. It was commented that members who do not wish to play in the tournaments have the positive benefits from these major tournaments for many weeks after the event due to the more professional presentation of the course. It was agreed that the current strategic thinking regarding major tournaments should stand.
- **Masterplan DA Lodgement** – The Department of Primary Industries and Fisheries have significant concerns regarding the current lack of detailed design, riparian assessment, construction methodology and the potential impacts on the Marine Park. It was agreed that to avoid delays to the Masterplan DA arising from lengthy request for further information via the Integrated Development referral, the bridge is to be lodged as a separate DA once the necessary supporting information has been prepared.
- **Project Managers** – The management and Board have been meeting with numerous potential project manager companies to work with the Club for future strategic works.
- The AGM also updated the Board on the current Club projects.
- **Electrical Capacity** – The Club's electrical capacity has reached its limit and as such management are looking at upgrading to future proof further growth.
- **Restaurant lighting** fluctuations have been addressed.
- **Damages to neighbouring properties** was discussed. It was confirmed that whilst the Club has no legal responsibility to pay for damages, we do so as a gesture of goodwill. The Board supported this approach as long as it was evidence based and was current.
- Whilst feedback in our member survey was extremely positive for the restaurant, it was also noted that it would be beneficial for our caterer to bring the menu back to a controllable state.

STANDING REPORTS

1. General Managers Report –

- **TAB Agreement** was presented and endorsed. It was noted the NEW TAB agreement's commission structure, and capital investment into the product, resulted in an increase in expense for our Club.
- **Golf Cart Fleet Upgrade** – Detailed discussion followed the presentation of the comparison quotes to replace our Golf Cart Fleet. Key components other than cost which swayed the decision were: A superior quality cart and GPS system, smoother ride, inclusion of a smart charger for each cart allowing for off peak charging, lighter on the course (reducing course wear and tear), an extended seat warranty and a longer guaranteed buy back option. Congratulations go to Club Car; Catalina Club looks forward to offering a further 5 years of a quality Club Car Cart Fleet + VISAGE to our members and visitors.
- **Cyber Security** – We have engaged a cyber security company to assist us initially with accomplishing and improving our Cyber vulnerabilities, as identified through our 2025 Cyber Assessment, with an initial Base Line Cyber Review & Health Check
- **Join IT – Digital Membership for Catalina** - This initiative will be fully rolled out with our 2026/27 Membership Renewals Program, however, with the intention of taking it to the current membership prior to May 2026. Branded Instant Digital Membership provides quick and easy signups, as easy as entering some details and uploading a photo of ID, delivering digital membership cards immediately to the mobile wallet to allow members to start enjoying benefits straight away.
 - Push notifications
 - Geo Fence location
 - Display promotions
 - Venue branding
 - Barcode / QR code
 - Store and display loyalty or Catalina Reward or Golf Prize Balances
- **Catering Contract** – Our Catering contract is up for renegotiation and renewal. We are pleased to report that Chef Atick would like to re-sign for a further 3 years, pending negotiations.
- **Insurance** – The Club's replacement valuation has been independently assessed resulting in a considerable increase. The Club will be required to renew its insurance in April 2026 which will likely result in a premium uplift. The Board confirmed the insurance replacement level before going to market to obtain the best premium.
- **Honour Boards – Website and Inhouse** – The new Honour Board has been installed in line with our NEW Catalina brand. There are a number of changes still to be made i.e. automatic scrolling, however it is looking good and is now holding all the information that we wish to present on our Honour Boards.
- **Mandatory Gaming Machine Shut down period - 1 April 2026** - All gaming machine activity will be restricted to 10am to 4am daily. The clubhouse will continue to open at 9am, however, Gaming will be closed from 9am to 10am, and open for play from 10am each day.
- **Photocopier Agreement** - Our printer lease agreement with Southern Business Machines is about to wind up in March 2026. We intend to renew with SBM for a further 5 years due to their more favourable offer and proven service.
- **Aristocrat Service Agreement** - A new 3-year agreement has been executed with Aristocrat Gaming who look after our EGM Service and Maintenance.
- **CUB and LION Agreements** - NEW 3-year term beverage agreements have been negotiated and executed with both Asahi Group and LION.
- **Member Survey** - The key results of the recent golfing members survey have been circulated to the membership via our Golf Newsletter through the Presidents Update to members on Friday 30 January 2026 with a full clubhouse copy available at Reception for members to review whilst on site.
- **GMDC Course** – A senior team member has been nominated to attend this course. The Club will support this team member to further their studies and development
- **Clubgrants** -
 - Bay Tigers Sponsorship Submission - endorsed.
 - Batemans Bay Football Club Submission – Management to engage in further discussions.

2. Assistant General Manager's Report

- **Golf Ball Strikes** - There have been many recent incidents of damages to neighbouring properties due to golf ball strikes. It was noted that the Club is not legally responsible for the alleged damages however it is a gesture of goodwill. The Board supported this with a view that any reimbursement would need to be based on evidence presented at the time of the alleged damage.
- **Café** – The café has continued to trade well throughout the summer period, ensuring that sufficient stock was in place daily to withstand the influx of holiday makers. Holdings have now reduced to normal levels to ensure that items are not being wasted. Management will continue to review.
- **Property Purchase** - Settlement for 68 Golf Links Drive has occurred. The Club has a new asset that aligns with our strategic plan to add to our assets and diversify our business. The property is of excellent quality and immediately available to be offered as a long-term rental opportunity.
- **Timesheet/membership review** - Due to the increased number of memberships and popularity of social golf, our DOG and Membership Officer have been tasked with pulling a draft together for review with the GOC prior to its formal release to the Board.

3. Disciplinary Meeting Reports

- Two disciplinary Meetings were requested one by a social member and one by a golfing member.

4. HR Matters - Total Employees 126, Male 66, Female 60.

- Recruitment - During December 2025 and January 2026, recruitment activity eased as we stabilised resourcing across customer service roles, with four new Food & Beverage having commenced after the peak period to ensure onboarding standards will be met.
- We are pleased to have welcomed an experienced, qualified, female Greenkeeper to the Course Maintenance Team. Additionally, as an inclusive employer and supporter of our local community, we have provided an employment opportunity within a Food & Beverage Attendant Grade 1 role, which has been well supported by the team.

5. Director of Golf - Course Report & Statistics – January 2026

January 2026 – 8,101 – Average 261 players per day

January 2025 – 7,673 – Average 248 players per day

Financial YTD 2026 – 48,110 – 224 players per day

Financial YTD 2025 – 44,991 – 209 players per day

- January continued the growth of Course usage, both across Social and Competition. Green Fees saw a healthy increase of 7.3% in 9 holes and 8.6%. Cart traffic only increased slightly across the 31 days but on many occasions for both months, the fleet was at capacity and therefore could not gain any growth.
- Driving Range saw a good increase of 15% of Buckets and with the introduction of the larger bucket, sixty balls, income would have increases even better than this.
- Members Social Golf did see a small decline; however, this could be because our Membership growth, or alternatively some Members chose not to play as often with the sheer numbers experienced on course across the festive season.
- Members Competitions continue to grow each month. The Men's 18 hole only by 0.6% but the nine holes on the back of the popular Vets Thursday's, saw nearly 10% growth. The Monday morning Ladies 9 Hole Competition continues to grow and when coupled with the Thursday Vets, Ladies 9 Hole Competition grew by some 56.6% for the month.
- We also saw a small increase on Retail sales across January
- Last year we saw record numbers across the Golf Course and already 7 months into this financial year we are averaging fifteen players per day more than last year
- Overall, the Xmas Holiday Season was a very successful one. We put through extremely strong numbers with very few issues of slow play or incidents.

- Tim conducted a total of 6 Master Classes and Junior Clinics across the holiday season as well. These were taken on board well with each one of them fully subscribed. It is something we will look to build on across the year.
- Honour Boards are live with a few little alterations as time moves on. New listings of Men's & Ladies Par 3 Championships, Veterans Championship as well as our Men's & Ladies Course Records for each of our three courses are also now live on the Website.

Juniors & Cadets -

- A Junior Committee Meeting was held in January to plan out the upcoming Junior / Cadet Season
- We have both Bill Eppelstun, The Lake, and Alex Booth, Ryde Parramatta, playing in the Major Metropolitan Sydney Pennant Competition in February & March. Both will obviously represent their representative Clubs but will also be representing Catalina in some small aspect as well. Best of luck to Bill Eppelstun and Keith Tompsett both competed in the NSW Amateur at Oatlands & Strathfield Golf Clubs. Neither boy had any luck over the 2 days and subsequently missed the cut and therefore did not qualify for the Matchplay component of the event. Bill is now scheduled to play in the Australian Amateur across in Perth in early February.
- Scores of note from across the January period came from Emma Peard who, on 2 consecutive Wednesdays, scored 42 & 43 points to drop her GA to 7.3. Emma has been developing her game well over the past few months and is good reward for the effort. Sophie Booth, a newly promoted Junior also won a Monday 9 Hole Competition and Wednesday Ladies event in the same week, scoring 45 points on the Wednesday.

Looking Forward -

- 2026 is planned, prepared and ready for rollout. Fixture Guides are live on the Club's Website, and the printed versions are in the Golf Shop being collected by Members. Men's and Ladies Eclectic have commenced, both have also begun all major golf events. Preparation for Championship events have also begun.
- Entry Forms are out for Bay Open, with 126 entries already received. Entry forms for Legacy Charity Day, Junior Open, Senior Open are also live.
- All Junior Programs are ready to roll out in the 2nd week of February. Feb 10, 11 & 12 will see each of our 3 Junior Programs commence. This year we have 8 girls participating in the AGF program on a Tuesday. For the beginning of Term 1 we have placed a hold on new Cadets joining the Wednesday program as we reach capacity with our volunteer assistance and our Thursday Junior program will also commence with a number of new faces that have been promoted through the Cadet program and the familiar faces from 2025 also returning.

6. Superintendent Report

COURSE: Increased Insect activity has required a curative application of insecticide on Fairways, tees and surrounds, (**see pictures**). This can be a challenging application to achieve around golf as it needs to be watered in. Growth on fairways and tees is being effectively managed using Plant growth regulators, and I am pleased with how it is all playing and looking. Bunkers have had sand redistributed and the ones with the least depth have been topped up.

GREENS: Greens have had growth regulators and fertiliser applied to encourage steady lateral growth and they are playing well. An application was made to treat moss after the heavy downpour we had in the middle of January which is a constant battle with greens of this age. We continue to control kikuyu encroachment on greens through a selective herbicide.

WEATHER & IRRIGATION: 191mm rain fell in January with 17 megalitres used through the irrigation system.

GARDENS: Weed management continues as well as replacement of a few plants that were trampled by kangaroos. The view room terrace has had its planter boxes filled as **seen in the pictures**.

WILDLIFE: Minor Kangaroo damage has occurred on a few greens however corella damage remains the biggest challenge with wildlife this time of year. Minor insect damage has been observed and treated accordingly.

ARBORIST: Minor in-house pruning has occurred with no contractor work scheduled for January.

STAFF TRAINING & CULTURE: Jeremy and Caleb commence cert 3 while we received Peter Grahams resignation late in January. We wish Pete all the best in his new role. 6 members of staff completed

basic chainsaw training towards the end of the month which will aid us in compliance and safety during the winter season.



Left- Observed Bill bug damage in untreated rough discovered when pulling up sod

Right- Adult Billbug



Left- Kangaroo damage cause by males fighting on the greens. **Right-** Bunker sand redistribution, top up and full broom.

7. Marketing Report

- January 2026 represents the commercial and brand payoff of eighteen months of disciplined investment in refurbishment, digital transformation and destination-led marketing. The club entered peak season with clarity of positioning, consistency of message and the infrastructure required to convert demand at scale.
- Record dining services, sustained bar performance, strong clubhouse participation and accelerating digital engagement confirm that Catalina has moved beyond recovery and into maturity. The website is now the single source of truth for the brand, social channels are clearly defined by role, and consumer behaviour reflects intent rather than casual interest. Importantly, this growth has been achieved in a highly competitive regional market, with tightening discretionary spend and increasing choice.
- The strength of January performance is not isolated; it is the result of long-term curation, storytelling and operational alignment. Catalina now enters the traditionally softer autumn period with momentum, confidence and a highly engaged metropolitan and local audience — positioned not simply as a club, but as a premium regional destination.

RESOLVED that the Management Reports as presented be accepted.

SUB COMMITTEES

- Workplace Health & Safety Committee - noted
- Vets Golf Committee Minutes x 2 – noted

- GG&C Minutes - noted
- GOC Minutes – noted
- Ladies Golf Committee Minutes – noted
- Junior Program Golf Committee Minutes - noted

RESOLVED that the Sub Committee reports/minutes be accepted.

CORRESPONDENCE INWARD/OUTWARD

IN/OUT	Details
IN	Katungul Aboriginal Corporation - thankyou
IN	ASIC Company Statement
IN	Catalina Club Solvency Minutes
IN	Legal contract for Purchase of 68 Golf Links Drive, Catalina
IN	Member correspondence re Driving Range concept
IN	Member resignation from Vets Committee email
IN	Updated Terrace Blind Quote
IN	Phat Sourcing Letter
IN	Sponsorship Agreement
IN	Renewal of Photocopier contract
IN	Club Grant Application Batemans Bay Football
IN	Club Grant Application Batemans Bay Tigers - approved
OUT	Suspension Letter to social member
OUT	Response to Member suggestion for Senior Membership discount and NTP multi-tees
OUT	Response to Bankstown Sports Club re reciprocal request – Declining at this time.
OUT	Response letter to Club Entertainment from President
OUT	12 month Suspension Letter to social member
OUT	Disciplinary Meeting outcome Letter to social member x 2
OUT	12 month Suspension Letter to social member

RESOLVED that all correspondence be accepted as presented.

PAST PERFORMANCE

RESOLVED that Management accounts for December 2025 and January 2026 be accepted.

RESOLVED that the Financial Performance Report & Statutory Lodgements for December 2025 and January 2026 be accepted.

Gaming Reports – Noted.

Membership Reports - RESOLVED that all applications for December 2025 and January 2026 membership be accepted as presented.

Governance & Compliance

RESOLVED that all compliance reports be accepted.

GENERAL BUSINESS

8. General Business

- **Board Group Photo, Batemans Bay Open** – Reminder for the Board photos.

- **By-law 1** – updated Ladies Committee as presented to reflect committee numbers changed from 7 to 8. Endorsed.
- **Tournament Strategy** – The GM and AGM showed the Board the Stakeholder briefing document describing the Financial Structure & Billing overview for major tournaments using the Bay Open as the baseline. The question was asked: are we still strategically satisfied that the Bay Open and the Catalina Classic remain as a draw card for visitors, given we are a member club and that there should be consideration for members to have a discount. Management advised that we run the risk of reducing revenue and that from the golfing element of our business, the events are very important to our Club to draw visitors in and repeat visitations. It was commented that these events should be seen as premier events and that if members wish to play, they should do so without a discount. Management also mentioned that there is also a major labour component to getting the course ready for the premier events, which is different to a normal Saturday competition. It was also commented that members also reap the benefits from these major tournaments for many weeks after the event, due to the professional presentation of the course. It was agreed that the current strategic thinking regarding major tournaments would stand.
- **By-law 16** – C. Lyttle advised that the GG&C committee wished to have the Terms of Reference be amended to reflect the presence of Veterans representation.
- **Insurance Claim** - CRT theft, update – reimbursement should be hitting our accounts this week.
- **Official Club Brochure** - Premier Publishing - in circulation.
- **ClubsNSW and Network Dinner Reminder** – 3rd March.
- **Media Exposure** – regarding the DA is going well – Radio interviews, Superintendent recently interviewed on the Keeper of the Greens podcast.
- **Alleged indiscretion in Competition** - Golfing member being interviewed by Captain and DOG
- **Liquor Accord Meeting** – attended by GM & AGM
- **Mollymook Golf Club** – management visited Mollymook Golf Club to look at capillary bunkering construction.
- **Ladies Pennant Shirts** – due to the difficulty to obtain the pink colour the ladies would like, it was agreed that they would move to new club brand colours - now purchased.
- **Gaming and Compliance Manager** – starting in March.
- **Relocation** - readiness for relocation of greens and tees boxes for Driving Range and Golf Wing i.e. 18th green etc.
- **Competition Booking system** – The question was asked, is it possible to have a window for members only to book in before visitors. The AGM advised that visitors do not have access to the system before members and that there is approximately a 12-hour period before they have access, but it needs to be formalised and communicated to members for their information.
- **Course toilets** – The question was asked, what is the progress of the renovation to the course toilets. The AGM advised that we are looking into grants to assist with the cost.
- **Course Redesign** – It was discussed re the opportunity to start early in same area on the redesign of the course i.e. tee boxes. The AGM advised there is work ongoing and we are waiting for H. Kruse to come on site to see where we can move forward.
- **By-law 10** – Review required re Country Membership access to cart shed and private cart course access. Management initially to ascertain if any Country members have cart shed occupancy or cart course access.
- **Kids on course** – It was mentioned there were kids on the course selling drinks and golf balls again in school holidays and should this be allowed? It was discussed that while we do not necessarily condone it, do we really need to actively stop it? The decision was made to keep an eye on it and revisit if the Board believes it becomes an issue.
- **Trivia** – It was reported that trivia is going great, and the team members are going doing a fantastic job.
- **Mollymook Golf Course** – Reports of Mollymook Golf Club's hole-by-hole visuals for members. The Chair advised that we would potentially like to do something similar for our members once we have progressed from the conceptual stage into detailed design. Management have been requested by the Board to commission an overlay of the conceptual hole by hole upgrade to the current course design for ease of understanding for our members and early progress.
- **Raffle prizes** – There have been complaints regarding the raffle prizes not being value for money and maybe Vouchers for Love the Bay may be more appropriate. The GM advised that the only problem is

that some local suppliers are wanting to be involved and supplying complimentary vouchers. Management wished to stay with the current process however would look at the value of the prizes.

- **Marine Park & Creek** – The question was asked where we were at with the creek clean-up. The AGM advised he will follow-up as we were awaiting a report from the ESC.
- **Main Lounge** – The question was asked what is happening with the roof damage in the main lounge due to leaks. The AGM advised they will be onsite next week to repair.
- **Electric door** – The comment was made that the door in the restaurant is working really well. Chair advised that she had asked the GM to obtain a quote for changing the remaining terrace door to automatic.

MEETING CLOSED:

6.26pm

NEXT MEETING:

Thursday, 19 March 2026 @ 3pm Board Room

MEMBER SUGGESTIONS

Suggestion	Referred to	Action
Complaint about behaviour of patrons in the restaurant area	Info@	Responded with thanks and apologies
Concern of Sports bar table cleanliness	Info@	Responded with thanks and actioned
Complaint about meal timings being too quick and meals missed	info@	Responded with apologies and referred to Chef
Kids area needs some TLC	info@	Responded with thanks and purchased new items
Claim of food poisoning	info@	Referred to chef
Great experience, but require more sauce with steaks and add deserts to menus	info@	Responded with thanks and advised chef/marketing
Feedback on child minders	info@	Responded with thanks
Complaint about Entrees and Mains timings	info@	Responded with thanks and referred to chef
Excellent feedback on food and service	info@	Responded with thanks and referred to chef
Great feedback on team and cocktails, feedback on mains and entrees being too close together	info@	Responded with thanks and again raised with chef as an issue
Feedback on café seating, feedback on Ria	info@	Responded with thanks and referred to chef
Feedback on pizza	info@	Responded with thanks and referred to chef
Feedback on Club refurbishment	info@	Responded with thanks
Felt rushed in amongst the holiday crowd	info@	Responded with thanks
Comprehensive feedback on restaurant and rewards system	info@	Responded with thanks and also referred to chef
Thanks for the service	info@	Responded with thanks
Happy with quality and Service	Info@	Responded with thanks
Dissatisfied with the number of Vegan options available on our menus	Reception	Responded via email with thanks and will address next menu rollout
Request for more Vegan, Vegetarian and GF options on the menu	Reception	Responded via email with thanks, have advised chef

GROSS INCOME, EXPENDITURE & NET RESULT GRAPH

