

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

154 Beach Road, Batemans Bay



HELD ON	Thursday, 16 April 2026 (BOD26.4)
OPENED	2:48pm
ATTENDANCE	C. Flynn (Chair), R. Gercken, M. Lowe, A. Hall, J. Shattles, C. Lyttle, B. Allen, G. Chapman (GM), M. Judd (AGM)
GUEST	Nil
WELCOME	Welcome to Country
APOLOGIES	Nil

DECLARATIONS & CONFIRMATIONS

All Directors in attendance confirmed the necessary governance requirements.

It was **RESOLVED** that the Board Meeting minutes of Thursday 19 March 2026 be accepted.

- Noted the upcoming Director Diary Dates.
- Noted the Out of Session motion on 25th March 2026, to approve Membership Fees for 2026/2027.
- **Business Arising** from March 2026 Minutes:
 - 15 Action List items completed.
 - 21 Action List items identified as on hold or in progress.

STRATEGIC DIRECTION

- The GM spoke on the summarised version of the 2025 Strategic Plan and the key aspects within.

STANDING REPORTS

General Managers Report

- **Cyber Security assessment** – the report will be reviewed in depth. Quotes to address any relevant action re deficiencies/vulnerabilities to be provided to Board for decision.
- **Catering Contract** – has been signed by all parties. However the GM wished to point out to the Board that as with the previous contract, there is a clause allowing for a surcharge in the Restaurant for public holidays. As yet it has not been utilised however with the current fuel crisis it may need to be called upon. The Board strongly discourage the need to activate this clause and suggested other means of addressing the fuel pricing impacts.
- **Anti-Money Laundering/Counter Terrorist Financing (AML/CTF) Program** - The GM and Gaming Manager are working together in relation to the AML/CTF Program and will be able to present the Program to the Board in May.
- **Project Management Services** – Legal advice has been received, proposals and due diligence have been reviewed and undertaken, and decision has been made on proposed Project Management services for scope of works outlined in the DA.
- **Member Survey** - A spreadsheet of key outcomes and potential tasks from the Member Survey for the Board and various committees to consider and action has been established. With further tasks to be undertaken on issues that can be addressed by both management and Board.
- **Electricity Agreement** – continuing to seek quotes for 12- & 24-month contracts to ensure we get the best possible outcome.

Assistant General Manager's Report

- **Courtesy Buses** – remains a work in progress to consider viable options.
- **Course Architect** – We are awaiting costings from H. Kruse and a plan for the works to be carried out in 2026/27. Namely the relocation of the 18th green west of the creek line to allow for a laydown area for the construction of the new Driving Range to start. The 15th hole bunker removal has been completed and looks great. An overlay of the new course design on the existing course design for ease of understanding for our members is still in progress.

- **Café** - Procurement of Oven for café to ensure consistency and speed for café purchases has been ordered. Now waiting on delivery and commissioning.
- **External Blinds and BIG A\$\$ FANS** – The external Blinds on the terrace have been installed and look great and extremely functional. We are still waiting on the delivery of the 3x Big A\$\$ Fans.
- **Easter Weekend** - Security arrangements in place and Trade was exceptional, zero incidents of note and limited constructive feedback which is outstanding given the volume of patronage throughout the venue.
- **Employee Handbook** - Employee Handbook has undergone a draft review, this document is nearing completion and will be rolled out to team in the next 2-3 weeks. Multiple new employee policies are contained within some of these relate to updates within the NES and Fairwork whilst others are the continual development of our operational needs.
- **Beverage** - We continue to go from strength to strength in our Beverage department, our systems and processes downstairs are now matching that of our front facing offering. We are incredibly proud of this part of our business, and it continues to shape and develop.
- **NOTABLE MILESTONES** - Tim Devane – 30 years and Wayne Gregory – 40 years’ service to Catalina Members.

HR Matters - Total Employees 121, Male 65, Female 56.

- **Recruitment** in March reflected lower applicant volumes across targeted roles, with a notable improvement in candidate quality and alignment. Candidate decision making is increasingly influenced by lifestyle factors such as flexibility, working hours and location.
- **Learning & Development** – Activity remained strong with over 200 hours of structured training delivered across operational, safety and professional development programs. Targeted upskilling continues across several operational areas in beverage, gaming and reception.
- **Workers’ compensation** – There were no new workers compensation claims lodged during the reporting period. WHS remains low and well managed.

Director of Golf - Course Report & Statistics – March 2026

March 2026 – 6,920 – Average 223 players per day

March 2025 – 5,977 – Average 193 players per day

Financial YTD 2026 – 61,369 – 224 players per day

Financial YTD 2025 – 57,419 – 210 players per day

- After a surprisingly slow February with a few areas down on the previous year, March certainly bounced back in 2026. Most areas were up, and in some cases, considerably. Green Fees were the largest contributor. For the first time I can recollect, we achieved over 1,000 Visiting 18 Hole Green Fee rounds. Not even over the Xmas period did we achieve this result, but not surprising when you look at the time of year, although we did lose a Friday and have no carts on the Saturday following.
- Cart traffic slightly reflected the Green Fees with a solid increase of 14% for 18-hole rounds. Our fleet is surviving well, but continually small issues arise, but with the new fleet on the horizon, I am confident they will all see their time, and we will welcome the new fleet upon arrival.
- Member Competition patronage also reflected the great Autumn weather. Aside from a Saturday with no carts, we had a full month of Competition access, and it showed with all 9- & 18-Hole events well up on 2025. The biggest gain was in the Ladies 9 Hole which reflects both on the increased Veteran participation as well as the growth in the Monday morning 9 hole event. We did have one weekend in 2025 with no Competitions due to weather but there was still 4 Saturdays in 2025 so numbers are comparable.
- Tim ran 2 x **International Women’s Day Clinics** in early March. The events held on the 8th March attracted 23 new ladies to the Club and the Sport. All had a great morning building relationships with like minded ladies as well as the introduction to Golf. Both Tim and I are in the middle of some introductory clinics with 10 of these ladies and all are enjoying the experience.
- Driving Range was steady compared to last year, as was Member Social play.
- Retail saw a good period of growth across the Month when compared to 2025.

Juniors, Cadets & AGF Junior Girls:

- Our Cadets have enjoyed a great 1st term of learning Golf. We missed one week due to the weather, however each of the other weeks provided us with great weather and opportunity to improve their skills. We concluded the Term with our usual Ambrose event where we had 28 Cadets in attendance, this was typically the average every week. The blend of Driving Range / Short game or on Course Playing seems to be working well with the engagement level of the Cadets at a great level.
- Lachie, Emma & Jasper will head to Tamworth in April as Members of the **SESA Squad** for the Regional Academy Games. This will involve a 36 Hole Stroke event on Friday 17th & Sat 18th April. Scores from this individual event will form a Teams Matchplay between the 12 Academies from across the State. Results will appear in my next Board Report.
- Preparations are beginning for the rollout of the **2026 NSW Junior Championships**, again being held jointly between Catalina and Moruya. Dates have been finalised as the week of 6 – 10 July 2026. We will host our Junior Open on Sunday 15th June with Moruya hosting theirs the day prior. This should ensure a great field of players for both Junior Opens as many will use the events as a practice round for the State Junior Championships.

Looking Forward -

- Bay Open has reached capacity for each of the Saturday & Sunday. 228 players are booked and confirmed with a waiting list already having 5 players should someone withdraw. Friday sits at 143 which is above the number we had last year.
- **Legacy and Lions Club Charity** have both agreed to running their events combined for 2026. Neither Charity organisation was able to secure the volunteer assistance to run a standalone day. Each of the Charity's have agreed for myself and the Club to coordinate the day and they will also offer assistance in hosting the raffle and BBQ's etc. I will complete the Charity Day application form to forward for Board approval in the April meeting and then coordinate a meeting with Lions and Legacy to start planning the day.
- Entry forms for **Senior Open & Junior Open** are circulating and entries starting to roll in.
- Club Championships are the next major events scheduled. Details are already around our Social channels and throughout the Club.

Superintendent Report

- **Course:** Pest and Disease pressure has eased across the course with falling temperatures and humidity as has the growth rates of all surfaces. This will improve presentation with reduced scalping of excessive growth. Work has been started on the removal of the 15th approach bunker and should be completed and new turf surfaces stable by the end of April. Bunkers on 17 have received a significant increase in sand depth to allow easier access into the bunkers. The 25th approach has had a significant increase in length back towards the tee to improve playability for shorter hitters.
- **Greens:** Greens have had several growth regulators used to suppress Poa annua and improve ball roll. The clipping rate has been significantly reduced and Poa appears to have tightened into a better surface.
- **Weather & Irrigation:** March has had more stable weather up until the last week which required a significant cleanup effort before the Saturday competition. Irrigation use has been minimal and only required for washing in of chemical applications. The weather station at the shed indicated a total of 150mm of rain for the month.
- **Gardens:** No Significant new plantings to report however general maintenance on existing gardens continues.
- **Wildlife:** Corella activity remains however does seem to be easing with the temperatures. No snakes seen recently and kangaroo damage is typical for this time of year.

- **Arborist:** Some trees on the boundary have been removed along with a few dead specimens around the 3rd green. The storm on Friday the 27th has resulted in a few limbs falling sporadically across the course.
- **Staff Training & Culture:** Michael Homer has resigned from his position, and the 2 vacant full time positions we had, have been filled. We are currently reviewing some training opportunities for the next financial year.

15th hole Bunker works



Storm Damage



Marketing Report

- Catalina Club is not only being discovered, but is also actively chosen by members, guests and visitors to the region and the state.
- March reflects a Club that has successfully transitioned from peak summer performance into a stable and confident phase of trading, underpinned by a clear commitment to its core purpose. Across all areas of the business, Catalina continues to deliver on its mission to provide **enjoyable, quality and inclusive golfing and hospitality experiences**, while strengthening its position as a leading regional destination.
- Dining performance remains strong, supported by a refined seasonal offering and premium event programming. Experiences such as the Autumn Wine & Food Tasting Event continue to enrich members and guests through a balance of education and entertainment, while initiatives like “Fiano Friday” highlight Catalina’s role in **supporting local producers and contributing to the regional economy**.
- The Club’s role in **promoting and fostering the game of golf** is evident through continued participation growth and inclusive programming. The International Women’s Day initiative stands out as a clear example of this commitment—expanding access, encouraging new players and strengthening the future pipeline of membership through participation-led engagement.
- Catalina’s clubhouse and bar environments continue to evolve as **accessible, welcoming spaces that bring people together**, with consistent entertainment, premium offerings and strong patron engagement across multiple demographics. This is supported by a team culture that reflects the Club’s ambition to be an **engaging and respected local employer**, contributing positively to both the member and guest experience.
- Digitally, the Club’s audience is maturing, with increased loyalty, repeat visitation and more deliberate decision-making. This signals a shift from awareness to preference—an important milestone in Catalina’s long-term brand evolution.

RESOLVED that the Management Reports as presented be accepted.

SUB COMMITTEES

- Workplace Health & Safety Committee - noted
- Vets Golf Committee Minutes – March & April noted
- Ladies Golf Committee Minutes – noted

RESOLVED that the Sub Committee reports/minutes be accepted.

CORRESPONDENCE INWARD/OUTWARD

IN	ClubGRANTS – Cyclist request for support
IN	ClubGRANTS – Aqua Aerobics request
IN	Lions Club & Legacy Charity Day - supported
IN	J. Cameron (team member) sponsorship request - supported
IN	Centaur capillary concrete quote
IN	Global Turf capillary concrete quote (Better Billy)
IN	ESC Flying Fox monitoring report
LATE IN	BNMA – existing electrical load upgrade advice
LATE IN	Email from member re another members business
LATE IN	Identity Furniture proposal for Sports Bar furnishings - supported
LATE IN	Main Bar flooring replacement quote - supported
LATE IN	Email from new member regarding cart access
OUT	Response to member re suggestion to implement concessional fees

It was resolved that Inward and Outward correspondence be accepted as presented.

PAST PERFORMANCE

RESOLVED that Management accounts for March 2026 be accepted.

RESOLVED that the Financial Performance Report & Statutory Lodgements for March 2026 be accepted.

Gaming Reports – Noted.

Membership Reports - RESOLVED that all applications for March 2026 membership be accepted as presented.

Governance & Compliance

RESOLVED that all compliance reports be accepted.

GENERAL BUSINESS

- **Junior Golfing member** – Board approved Mason Fardell #9271 promotion to Junior Golf member.
- **Pennant Teams expectations & behaviours** – After management and Club Captain meeting with Men’s Team Captains a draft copy of recommendations was provided to the Board which included what the Pennant Teams can expect from the Club i.e. uniforms, travel re-imburement, accommodation etc, Player Code of Conduct, team numbers and competition suggestions to be made to the Zone, including not to include Professional Golfers in teams. The draft document will be established for all **Catalina Club Pennant Teams** and taken to the GOC before returning to the Board for review and endorsement.
- **Reciprocal Golf Club usage during Course redesign** – to be considered further however we are looking to ensure that the availability of the course is ensured primarily for our members. No decision was made at this time.

- **Membership Renewal & Trade Promotion** – Another \$20,000 (\$10k, \$5k and 5 x \$1k) promotion this year with an additional incentive for those that have uploaded the digital membership.
- **Membership Fees communication to members** - The wording to clarify to members the return to 5-day membership i.e. the trial had not been successful re increased Sunday member patronage. Other incentives to be considered.
- **Anzac Day wreath laying ceremony** – R. Gercken, Vice President will lay the wreath in President’s absence.
- **Mobile scooter & Golf** –there is a mobile scooter that is always parked adjacent to the entrance of the gaming area which does not leave any room to pass when people are seated in the area. There is also a member that is parking his golf cart trailer in the incorrect space. AGM to follow-up on both issues.
- **Bunkers on weekends** – Club Captain to consider in a local rule for fairway bunkers, due to kangaroo damage, mainly on weekends when grounds personnel are unavailable, to address the problem of bunkers in disorder.
- **Par 3 Championships** –this year had record entries and was met with very positive feedback.
- **Trivia** –there were 85 people for the previous week. This is really getting traction.
- **Happy hour** – a suggestion of a ‘Happy Hour’ was made. The GM advised that our prices are already the best in the Bay. Management also advised that we do already have promotional programs in place on a monthly basis, and a superior **Catalina Rewards Loyalty Program** in relation to other venues. However, promotional event such as buy one get one free Cocktails or similar on a Sunday afternoon may be considered as an incentive to bring in patronage. Management to further consider opportunities.
- **Out of Bounds 1st hole** – GG&C Chair commented that the out of bounds near carpark needs to be marked up better.
- **Kangaroo numbers** – it was noted that the numbers are increasing again with the number of joeys now on the course. Management to submit another application to address the situation.
- **Miller St sign** – A questioned was asked whether there is a sign at Miller St as there were a number of people come on to the Course and play a few rounds of golf without contacting the Golf Shop. The AGM advised that there is a sign in place however they will monitor activity there further.
- **Cutlery & Crockery** – The GM advised the Board that all new crockery and cutlery has now arrived for our 1920 Restaurant.

MEETING CLOSED: 5.17pm
NEXT MEETING: Thursday, 21st May 2026 @ 3pm Board Room

MEMBER SUGGESTIONS

Suggestion	Referred to	Action
For the Club to sponsor employee Jaylah.	Mitch	Mitch responded and provided some clarity on the Clubs support of the employee
Request for Mahjong group to have football game volumes turned down in main lounge	Mitch	Responded and requested a catch up to discuss a path forward

GROSS INCOME, EXPENDITURE & NET RESULT GRAPH

