

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

154 Beach Road, Batemans Bay



HELD ON	Thursday, 21 May 2026 (BOD26.5b)
OPENED	2:57pm
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 16 April 2026 be accepted.

- Noted the upcoming Director Diary Dates.
- **Business Arising** from April 2026 Minutes:
 - 11 Action List items completed.
 - 19 Action List items identified as on hold or in progress.

STRATEGIC DIRECTION

- The AGM updated the Board on current strategic initiatives:
 - Douse Project Management for Master Plan DA
 - CANDOR Town Planning
 - Members 26 Bay Carpark
 - Southern Carpark Bridge to Country Club Drive
 - Flying Fox and Vegetation impacts
 - Eurobodalla Shire Council discussions/meetings
 - Past DA Lodgements
 - Current Course Re-Design criteria
 - Course Restroom facilities x 2
 - Hanging Rock Creek
 - Main Bar Flooring
 - Recent renovation defect maintenance.

STANDING REPORTS

The General Manager Report

- **Land and Property Valuation** is required and a scope of work has been set.
- **Vegetation and the Grey Headed Flying Bat Colony** - The GM presented a high-level chronology of recent events
- **AML/CTF Policy** for Board review and adoption.
- **Residential Tenancy Agreement** – 68 Golf Links Drive for review.
- **AUSTRAC Annual Compliance Report** – lodged.
- **Pennant Player Entitlements** – By-law 12 to be created and endorsed.
- **Cyber Security Awareness training** update.
- **Donation of Hickory Sticks** and the like – A Mr Michael Welsh has donated to the Club, over 200 golf clubs, with some dating back to the late 1890's. We will catalogue and obtain the back story behind each item. Hopefully we can showcase the best of these in our new Golfers Wing Gallery.
- changes to the **Anti-Money Laundering/Counter-Terrorist Financing Policy** requires that Catalina Club identifies, mitigates and manages the ML/TF risks faced as well as ensure compliance with the AML/CTF Act and AML/CTF Rules. The Catalina Club AML/CTF has been presented for Board review and endorsement.

- **NEW Electricity** 12 month Contract agreement from 1 January 27 to 31 December 27.

Assistant General Manager Report

- **Courtesy Bus replacement** – Business Case presented to the Board. After much discussion and careful financial consideration it was decided to reconsider the business case as part of the 27/28 Financial year capex budget decisions.
- **Outdoor Fans** have arrived and are ready for installation on the Terrace.
- **Membership Renewals** commenced 1st May 2026 – going well.
- **GONE FISHING PROMOTION** – Congratulations to golfing member. Clubhouse a bit quieter than expected.
- **2026 Bay Open** – was very successful this year. Netted excellent financial results across all function areas of the Club.

HR Matters - Total Employees 122, Male 65, Female 57.

- **Recruitment** in May welcomed one new Full-time maintenance & Horticultural Level 2 employee. Currently we have an active recruitment campaign in progress for the replacement of a Full time Duty Manager. Human Resources Director analysis of Australia Bureau of Statistics data has noted that current unemployment is sitting at 4.3%, and New South Wales has seen one of the more pronounced falls in job advertising volumes compared with other metropolitan markets. Employee turnover is being driven by limited career development, lack of training, uncompetitive salary, and work-life balance, according to HRD analysis.
- **Learning & Development** – Over 110 hours of structured training delivered.
- **Recognition & Reward** – 30 Years service – Tim Devane and 40 Years service - Wayne Gregory both acknowledged and celebrated. Easter Celebration Gift to team.
- **Workplace Relations** - The Annual wage review conducted by the Fair Work Commission is currently in progress, with the Australian Council of Trade Unions calling for a 5% increase to minimum wages and award wages as of 1 July. The National Employment Standards (NES) that outline minimum employment entitlements for all employees in the national workplace relations system, are currently being reviewed and assessed in relation to the modern workforce.

Director of Golf - Course Report & Statistics – March 2026

April 2026 – 7,067 – Average 236 players per day

April 2025 – 6,808 – Average 227 players per day

Financial YTD 2026 – 68,436 – 225 players per day

Financial YTD 2025 – 64,227 – 211 players per

- Yet another busy month but not quite the same financial result as 2025. Easter was noticeably slower.
- compared to last year with 182 less rounds across the 4 days. I can only put it down to the interest rate squeeze and also the price of fuel, which at the time was increasing dramatically.
- While actual golfing numbers saw a slight downturn, the number of people choosing to drive Carts increased, or at least held firm.
- Social Member play remained solid over 9 holes, however saw a good upward trend for 18 hole play, another sign of the growing Membership and the popularity golf has at present.
- Members Competition over 18 holes remained largely steady, however with 5 Thursdays in 2026, as well as the growing popularity of Ladies Monday and the Veterans events, there was substantial growth in the 9 hole space.
- Driving range continues to show consistent growth. The introduction of the larger baskets has also seen a greater volume of play through the Driving Range.
- The Ladies had their Foursomes Championships in April once again. Numbers held firm compared to last year which was pleasing.
- Our Par 3 Championships finally filled out the course this year. In previous years we have managed quite strong fields, but like most events, it was at capacity with 130 players on the day.

Juniors, Cadets & AGF Junior Girls

- Junior Golf concluded Term 1 and School holidays filled a large proportion of April.
- Numbers across each of the 3 days continues to be strong. Wednesday regularly sees 30 attending and the last Thursday of the month saw 13 Juniors play holes on the Thursday night. We have a great band of Juniors and the comradery amongst them all is great to see.
- Preparations are under way for the NSW Junior Championships, held jointly between ourselves and Moruya.
- Prior to this we have our Junior Open which has around 30 entries so far. I am led to believe we will have representation from a couple of Sydney Clubs who are bringing their Junior Squads down to play the Open.

Looking Forward

- Legacy and Lions Club Charity will run their charity days together this year on Sunday June 21st. We have 6 groups already booked in and looking to have a capacity field for these 2 well know charities in town.
- Entry forms for Senior Open & Junior Open are circulating and entries starting to roll in.
- Club Championships will commence in early May, with both Men's and Ladies champions to be crown within the month. Our Junior Championships will once again be held over the 2 consecutive weekend in June, the first round coinciding with the Junior Open.
- Ladies Veterans Open day entries are also out with completed forms already being received

Superintendent Report

- **COURSE:** The Course Presented well leading into the Bay open with reduced soil temps slowing growth significantly. Mitch, Wayne and I headed to Mollymook to observe the installation of Capillary concrete and will be installing a trial Bunker on the 15th LHS green bunker. The Surround Bunker on the 15th has been successfully removed.
- **GREENS:** Greens received an application of gypsum early in the month to flush any sodium buildup in the profile and for Plant health. An application of fungicide was made to treat Curvaleria in a few greens and prevent dollar spot and Fusarium. Greens were running around 12 feet for the Bay open with a lack of rain assisting us to maintain firmer than usual greens for the event.
- **WEATHER & IRRIGATION:** 21mm of Rain fell in April with irrigation used sparingly on greens and occasionally on Fairways and tees where tree encroachment increases moisture loss in turf surfaces. It has been a very Calm April with no storm damage and very little cleanup required due to wind.
- **GARDENS:** Our Horticulturalist Adam has been away recently on Parental leave, and we are absorbing his role as required until he is back full time. He will be working alternating weeks until they bring their little baby Heide home.
- **WILDLIFE:** Corella damage has reduced significantly however increased Kangaroo damage has been observed with the slower growth rates.
- **ARBORIST:** Arborists have been in twice with some storm damage and tree lifting occurring.

Marketing Report

- April was a strong trading period across all core revenue streams, with Easter and ANZAC Day once again proving to be the key demand drivers and reinforcing Catalina's position as a leading regional destination venue.
- Restaurant performance was particularly strong, supported by high demand across key service periods and effective destination messaging that positioned Catalina as the preferred alternative to travel. Strategic regional marketing and strong food and beverage storytelling contributed to sustained momentum across the month.
- Bar trade followed a similar pattern, with well-executed Easter programming and ANZAC Day activation delivering clear gains in visitation and spend. The combination of entertainment, value positioning, and premium experience helped strengthen engagement across multiple customer

segments, while operational adjustments improved flow and overall guest experience during peak periods.

- Clubhouse activity continued to evolve, with digital membership tools gaining traction and simplifying the customer journey.
- Golf remains a standout growth pillar, with exceptional demand for major tournaments and increasing interest in participation pathways, particularly within women’s golf. The sell-out success of flagship events reflects Catalina’s growing reputation beyond the immediate region and strengthens its positioning as a competitive and premium golfing destination.
- Digital performance continues to strengthen, with sustained growth in engagement and reach across platforms. Importantly, traffic patterns show increasing intent-driven behaviour, with guests actively seeking information, events, and repeat engagement opportunities.

RESOLVED that the Management Reports as presented be accepted.

SUB COMMITTEES

- Workplace Health & Safety Committee - noted
- Vets Golf Committee Minutes – May noted
- Grounds, Greens & Cats Committee Minutes – Noted
- Golf Operations Committee Minutes - Noted
- Ladies Golf Committee Minutes – noted

RESOLVED that the Sub Committee reports/minutes be accepted.

CORRESPONDENCE INWARD/OUTWARD

IN	ClubGRANTS – Batemans Bay Employers of Christian Education Teachers
IN	ClubGRANTS – Solar Project for Community Radio
IN	ClubGRANTS - 2026-27 WIRES MSC Storage Costs
IN	ClubGRANTS - From Museum to Must-See: Driving Local Tourism
IN	ClubGRANTS - South Coast Open 2026
IN	ESC Flying Fox monitoring report
IN	Quotes for alleged golf ball damage
IN	Email from member on behalf of private matter with another member
IN	Asahi CUB Insights and Trends Presentation 2026
IN	Email from member re hospitality issues with visiting pennant players
IN	Courtesy Bus Business Case
IN	Renovations Defect List
IN	Dr Holland Community letter of recognition for W. Gregory
IN	Dr Holland Community letter of recognition for Catalin Club re pontoon extension
IN	AUSTRAC Annual Report
IN	AML/CTF Catalina Club Policy
IN	Choice Energy – ACTEWAGL analysis

IN	Kruse and Clayton Draft Agreement
IN	Residential Tenancy Agreement
IN	Legal response re Biodiversity Conservation Act 2016
OUT	Member suspension letter
OUT	Letter re 30 years Service to Tim Devane

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

PAST PERFORMANCE

RESOLVED that Management accounts for April 2026 be accepted.

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

Gaming Reports – Noted.

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

Governance & Compliance

RESOLVED that all compliance reports be accepted.

GENERAL BUSINESS

- **Current Lift Inadequacy** – The Chair advised there is a member that is complaining about the current lift. The questioned was asked should we continue to wait for the Golf Wing renovation which will likely be some time, or do we do something now? Management are looking at pulling the lift construction out of the Club Masterplan DA and making it a standalone project, if feasible.
- **Friday afternoon Sports Bar Team resourcing** – The Chair advised that there is a resourcing shortfall on Friday afternoons in servicing the main bar, rather than team being allocated solely to the Platinum Lounge. Management are looking at the specific resourcing.
- **Oaks Ranch Development** – The GM wanted to notify the Board on the new 9-hole golf course and housing development.
- **Board Oversight training for AML/CTF** – The GM advised that this is set for 17 June 2026 from 3pm – 4pm.
- **Needle Disposal containers** – Confirmation that the needle Disposal containers can be found in the ambulant cubicle in every restroom.
- **Driving Range mats** – A question was raised if the driving range mats are staying? The AGM advised that they should be regularly moved to protect the grass however, they will stay during the winter months. A discussion was had regarding a more permanent solution. This was rejected due to the likely cost to installation given the pending new driving range development.
- **Feedback on Stableford for Club Championships** – it was unanimously agreed that all feedback was positive and numbers were better than the previous year.

MEETING CLOSED:

6.16pm

NEXT MEETING:

Thursday, 18th June 2026 @ 3pm Board Room

MEMBER SUGGESTIONS

Suggestion	Referred to	Action
Vaping in the Toilets and requesting Management to Act	Mitch	Have advised all Duty Managers and Security to conduct regular sweeps throughout the restrooms
Meals weren't served to liking (Luke Warm)		
Wrote in regarding another members personal situation	Mitch	Responded with thanks and mentioned my position with respect to privacy.
Disappointing food experience with respects to the Clubs Oyster presentation	Mitch/Atick	Responded with thanks and referred to Atick to resolve
Thanking several of the Clubs team for continuing to provide great experiences	Mitch	Responded with thanks and Celebrated the team.
Raised that Men's showers were in disrepair due to vandalism	Mitch	Responded with thanks and rectified

GROSS INCOME, EXPENDITURE & NET RESULT GRAPH

