

# MULGRAVE COUNTRY CLUB

ACN 004 568 610 – ABN 16 004 568 610

## MINUTES OF ANNUAL GENERAL MEETING

HELD IN THE MULGRAVE ROOM

THURSDAY 16 JUNE 2022

The President extended a warm welcome to all members including life members Molly Simpson, Ken Waymouth, Geoff Collins, Ted Vale, Peter Mannix, immediate past President Leon Ross and all meritorious members. The President declared the meeting open at 6.00 p.m.

### 1. PRESENT:

**Board:** P Delaney (President) (PD), J Saunders (Vice President), G. Reid (Treasurer), B. Murphy (Secretary), C Perry (Director), M Waters (Director) and F. Coull (Director)

**General Manager:** K Scarlett (KS)

**Members:** 85 unrestricted members as registered by Corpvote.

### 2. APOLOGIES: The following apologies were received:

Delyth Samuel (Director)	Steve Islett	Morris Le Page
Alan Richards	Edward Carroll	Albie Wiegard
Dennis Jeffery	Joan Jeffery	Glenyce Schumer
Tom Arnold	Valerie Chaney	Jan Burke
Angie Dimasi	Anthony O'Shannessy	Jeanette Milnes
John Page	Graeme Cobbett	

### 3. MINUTES OF PREVIOUS MEETING HELD ON 15 JULY 2021

Moved that the minutes be accepted - John Pilgrim. Seconded by Mik Tuz.  
Carried.

### 4. BUSINESS ARISING FROM THE PREVIOUS MINUTES:

Nil

### 5. REPORTS:

#### 5.1 President's Report:

President Peter Delaney spoke as follows:

Financially this year has been difficult for sporting clubs like ours, with more Covid-19 closures of which the latter has regrettably once again affected our bottom line. Fortunately, our club is in a strong financial position and your Board and senior management team have been working tirelessly behind the scenes to ensure the ongoing sustainability and wellbeing of our Club, its members, and staff.

Our Board make-up had three changes in the last club financial year, with Vice President Alan Richards stepping down, the Board welcomed Fenton Coull to fill a casual vacancy created by Alan's departure. Other changes were Board Secretary Jim Saunders stepping-up to the role of Vice Presidents role and Board Member Belinda Murphy taking on the role of Board Secretary. Alan Richards made an important contribution to the Club and its development over 8 years and has contributed to where our Club to is today.

Financially, regrettably the Club has finished the 2021/2022 financial year in the black with a small loss of \$40,265 (2021 loss \$597,992). The club is trading very strongly at the moment and I am pretty sure that will be reflected in next year's annual report – we are really coming back strongly.

Our Community Sponsorship program continued with direct donations, sponsorships, and a substantial School Scholarship Program to students to assist with their further education where they may be financially disadvantaged. We support 12 Schools and colleges in our immediate area. Since the inception of this initiative, your Club has donated in the vicinity of \$400,000 to that to date.

We were delighted to partner once again with Bendigo Pinewood Bank to support and assist with their community "Pitch Night" where local organisations can come and make a pitch for a share of a sponsorship grant from the pool available which is usually around \$80,000.

Our Club has once again featured in the Community Clubs Victoria annual awards by taking out the 2022 "Best Hospitality Team Award" – congratulations to our amazing staff. Our GM Kerry Scarlett was a finalist in the "Club Manager of the Year Award" and Michelle Fogarty was a finalist in the "Young Team Member of the Year" – another year of industry recognition of our team here at the Club.

It is with sadness that we note the passing of the following members over the last twelve months, we lost some of our good friends and I ask that everyone stand for a moment in memory of our members who have passed. (*One minute silence*) One specific passing I will mention, just a month ago I was in the club on a Friday night and I was having a drink with one of our founding members, Roy Allen 94, he was here with his Carer I believe, he was bright as a button and I was having a great chat with him, but unfortunately 4 weeks later he passed away.

We send our deepest sympathy to their families and friends at this sad time on the loss of their loved one: Kenneth Taylor, Graham Clipstone, John Hamdorf, Daryl Smith, Wendy Hamel, Peter Moore, Ross Gee, Evelyn Gunther, Julian Fitzgerald, Paul Gleeson, Alan Figis, Peter Coughlin, George Phillips, Denis Cahill, Bob Thomas, Kay Earney, Eric Barrand, Brian Wellman, Kenneth Patterson, Ray Steens, Alan Hockman, Dorothy Pearce, Tony Wilson and an original founding member Roy Allen (aged 94).

I would like to express my sincere appreciation to our Board Members for their guidance and support in my second year as your President. We are truly lucky to

have such a broad base of experience and professionalism in the make-up of our Board. I would like to extend my thanks to our GM Kerry Scarlett and her senior management team together with our amazing staff for the excellent job they perform in and around our Club, making it a pleasant experience for our members with their cheerful and positive approach to customer service. I would also like to thank all you members for your ongoing support of the club during our difficult times.

Moved that the President's Report be accepted Allan James. Seconded by Joe Dimasi. Carried.

*(The Presidents Report is available on page 1 & 2 of the Annual Report)*

## **5.2 Treasurer's Report.**

Treasurer Greg Reid spoke as follows:

He was elected last year by the overwhelming majority of two votes, indicating "I have got a feeling if I ever find those two votes I will have to have a serious discussion about why they didn't like me". It has been another challenging year for the club and for its members, especially the indoor sports members. We have a number of headwinds we have to navigate over the next few years. One of the things Peter did just after I joined was nominate me for the Finance and Audit Chair, which took over from the Finance and Strategic Management Committee. We have had six meetings, and I have co-opted or another expression, twisted their arms so to speak, Anthony O'Shannessy and Samantha Winter to join the committee to provide some independent expertise to what we could otherwise provide and they have been a great assistance to date.

One of the things the club is looking at, and partly because of, I guess, the Federal Government overspending in terms of support for the Covid job keeper, etc, was the ATO is looking at the income tax exemption status for clubs like ours. While we are a not for profit, it does not mean we are exempt from tax, we are exempt from tax because our main purpose is to support and promote sport and we need to be able to demonstrate that now and in the future. What the ATO has mandated us from the 1<sup>st</sup> July 2023, is that self-reporting every year will need to be done by clubs. So you will see over the next months, next years, our focus will be more on the promotion and support of our sporting members.

The second thing we are up for, is the payment or the renewal payment of the gaming licence. As most of you will know in 2017 or 2018 I think it was, we tendered for and won the ten year extension of the 105 machine licences that we have. The cost of that to the club will be \$5.7million which needs to be paid from, in theory, 1<sup>st</sup> September this year. Because the State Government has recognised that most clubs cannot pay up front they have allowed or extended if you like, payment terms over seven years. So one of the things that we will be looking to do and one of the motions coming up a bit later, is to vote on essentially taking out a loan with the State Government for that seven year period, there is interest attached but it is at the Commonwealth 10 year Bond rate, which is currently at about 2.88% - could be wrong but it is about that.

Another one we have looked at and I think some of the Sport Section Treasurers have had some unkind words to me about, we have asked for each of the Sports Sections to put a budget together and the intention is that we are saying to report back against those budgets each month for those sports sections. The reason we

did it is because one, to give the sports section more surety that the Board will approve the funding they have put in place, which the Board has done at a recent Board meeting. So I hope that will provide some more security, and perhaps better planning for the sports sections as they move forward that they know funding approval, based on their budget, has already been approved.

One of the other things we have looked to do, which we will also be voting on this, is looking at the auditors. We have had auditors being FGA a very long time, probably longer than some of you have been members for I would expect. Part of the review process is to see whether we are getting the best value from our auditors. What we did was put in a Request for Proposal to five firms, including the existing auditors, three firms came back, we interviewed those three firms and based on a selection criteria and weighting, we came up with a recommendation to the Board which we will be putting to the general meeting a bit later on.

In terms of the Treasurers Report itself, Peter did mention we did lose \$40,000 this year, as compared to about \$598 thousand last year – so it is a vast improvement. But recognise that over a 100 days, especially at the start of the year, and I can't remember which it was Covid lockdown 2, 3, 4, 5 or 6, I think that was as many as they went to – but it was a significant period of time for the club to be not able to operate, and then we still had significant restrictions on numbers involved, and as Kerry will probably allude to a bit later, we have some significant issues with then attracting staff back into the club, and we are not alone in that area.

One of the things we did do was reduce the bank borrowings. It was \$2 million at the start of last financial year, we have paid those \$2 million back to Westpac and we have the facility currently sitting there and again one of the resolutions a bit later, is to get the approval to renew that facility at the current terms or similar terms. Just really as a security, as a back-up, in case monkey virus comes through, or Covid 13 comes through – whatever else – and also to be able to fund any of the infrastructure plans that we are looking at taking on over the next two or three years.

GR thanked the management, and the staff in particular, and also our volunteers, in particular the sporting volunteers as they put in a lot of time and effort and for some they seem to be afforded little reward, but it is certainly appreciated at Board level.

GR indicated what he wanted to do was put together a power-point or slide presentation but unfortunately wasn't able to use it tonight. GR outlined he wanted to make it easier to understand what the financial numbers look like because it is a different format to last year, the reason for that is the Australian Accounting Standards Board has mandated that the format that we were previously using, which was Special Purpose Financial Statements, is no longer able to be used from 1 July this year. What the Board has elected to do is take an earlier adoption for that, the benefit of that is that we don't have to re-state prior years results which would added considerable more time and effort to having to produce what we have now.

GR indicated, in layman terms, is in terms of the money that comes into the club, for every \$100 of revenue, \$10 comes across the bar, \$18 comes across from the food and catering, \$64 comes from the gaming machines, and about 2% comes from the sporting sections and our members. In terms of what the club spends,

\$10 is spent on the supply of food and beverages, \$28 is for wages and labour costs, \$15 is for the depreciation and amortisation, which is the allocation of cost over time for the fixed assets, \$20 is to the State Government for gaming tax, \$20 is for general expenses, maintenance, security, phone, gas, electricity, and \$3 is for our sports members facilities.

Just touching on the Sports Section costs which most of you are involved with I think – 67% of our cost relate to lawn bowls, 19% of our costs is squash and racquetball, 10% is tennis and 4% is for our golf members. GR indicated the net cost per sports member, net costs after we contribute the sports facility fees, pennant registration fees – our golf membership is \$198, which we contribute to if you like, tennis \$141, our squash members we pay \$15 per member, and our lawn bowler members \$812 per member. I think the moral to that story is we need more squash players playing lawn bowls!

GR wanted to touch on the infrastructure builds. Just to remind everyone where that money comes from that gaming revenue generates. For the last decade, in 2013 the number 2 bowling green \$260,000, the club building extension in that year \$9.6 million, 2014 was the plating room and café \$270,000. 2015 was the club building upgrade and reception foyer upgrade, with just over \$1.1 million. 2018 was the terrace upgrade of \$1.5 million, 2019 was the carparking and replacement of tennis courts \$390,000. 2020 was the gaming room and café renovations of just over \$1.1 million. 2021 was the Bistro and Panorama room renovations of \$1.8 million and this year bowling green number 1, which I think most of the bowlers seem to be very happy with, \$244,000. So the total of that over the decade is \$16.3 million.

Any questions of the Treasurer – no questions from the floor.

*Moved that the Treasurer's Report be accepted Mick Crawley. Seconded by Marguerite Lee. Carried.*

*(The Treasurer's Report is available on page 11 & 12 of the Annual Report)*

### **5.3 Manager's Report.**

Manager Kerry Scarlett gave the following report:

Unfortunately, due to the COVID-19 pandemic, the club endured another very challenging year with no profit recorded. The 2021/22 year was even more disruptive than the previous year. With staff having to endure a total of six lockdowns over two years, it proved too much for many, with little to no government assistance available in the last year. The Club distributed each time we were locked down, all it's perishable food to staff in need as well as supported them with Coles/Myer gift vouchers. I particularly thank the half dozen or so managers and staff who banded together, putting their hands in their own pockets to support their fellow workmates in times of need. Together we purchased food, fruit, vegetables, and toiletries and set up the café as a supermarket for staff struggling, to come and help themselves. It was organised in a respectful manner and their gratitude was overwhelming. Consequently, this resulted in many of our staff including sadly, long term staff exiting the hospitality industry and gaining work elsewhere in industries that weren't subject to lockdowns. Our industry is now fractured, both state-wide and nationally with severe staff shortages.

Not much in the way of capital expenditure for the last year, for obvious reasons. We replaced the dishwasher in the café, four hot water service units, and the battery in the power conditioner. We purchased two new computers, a new random number generator tablet, new kitchen printer and three new defibrillators with oxygen. One being a replacement as well as the Club contributed additional funds required to build the new synthetic surface on Green 1.

In the last 12 months we purchased 9 new gaming machines and had 16 game conversions updating approximately 20 percent of our gaming floor.

We have installed a cybersecurity program working off the Governments Essential Eight Benchmark. It is a Managed Endpoint Detection and Response solution with next generation security for workstations and servers and is significantly more intelligent and capable of identifying and preventing security solutions. Sentinel One has been deployed on all workstations and servers. It has a 24 x 7 security team monitoring our infrastructure around the clock and is working well.

Unfortunately, all shows had to be cancelled throughout the year, together with Mulgrave Melodies, free bingo, buy in poker, trivia, yoga, Friday Family nights and Sunday night children's entertainment. I'm happy to report that most of this entertainment has been reinstated in 2022.

Mulgrave Country Club continued and is proud to support local schools, charities, sporting clubs and individuals in the local community, with just over \$121,400 donated in the last twelve months. We are proud of our association with Wavecare, donating \$2,000 per month to assist funding their counselling services to the community. I note the total isn't as high as previous years due to the Covid-19 lockdowns enforced upon us.

Once again, it was an extremely tough year for us all. It's been very difficult to manage all the restrictions, vaccination requirements, QR Code registration as well as the usual liquor licensing requirements just to get members, patrons, and staff through the door. There have been many irate people to deal with and I commend and thank our receptionists and meet and greet staff for their professionalism and strength when dealing with these issues.

The Community Clubs Victoria Awards was held virtually in November 2021 with many staff in attendance. We were successful in winning Best Hospitality Team which was a huge boost to all staff after such a difficult year.

I thank and am extremely grateful to our team of staff, particularly my assistant, Danielle Keele, Annette and Ida, here tonight for all the help and support they've put in across all operating areas of the club.

Thank you to our members for your friendship, encouragement and understanding throughout the year.

Finally, special thanks go to Peter Delaney (President), and the Board. I thank you all for your support over the past (rough) twelve months.

*Moved that the Manager's Report be accepted Liz Saunders. Seconded by Leon Ross. Carried.*

*(The Managers Report is available on page 3 of the Annual Report)*

## 5.4 Board Committees

PD indicated that he meant to mention, is at the start of the year he created some new committees that he thought would take the club forward. There was too much work being generated just for the Board – so we created a new committee structure:

*Finance and Audit Committee* is chaired by Treasurer Greg.

*Sporting Sections Committee*, which was an existing committee, Belinda chairs.

*Governance, Risk and Compliance Committee* chaired by Fenton Coull. The reason for this particular committee - gaming and hospitality is the most highly regulated business that you can be in and we just wanted to make sure that our compliance and governance was spot on and we didn't expose the club to any unfortunate fines or things that we might have been innocent of or weren't aware. That committee is working very well.

*Strategic Planning Committee* chaired by our Vice President Jim Saunders. The role of that committee is to plan for the club for the next 5, 10 and 15 years, which is short, medium and long term and they have some pretty exciting things on the whiteboard that will be announced at the appropriate time.

*Community Engagement & Membership Committee* chaired by Delyth Samuel is the last committee, their sole role is to engage with the community and to promote and market our membership. The Board made the decision prior to membership this year to reduce the cost of membership to \$20, this has had a big impact and we have a lot of new members coming through the door which is a good move.

## 5.6 Appointment of Life Membership

PD invited the immediate past Treasurer, Jeff Riddle, to come up. PD outlined that Jeff has been a terrific supporter of the club, has been on the Board for ten plus years, had been the club Treasurer. Jeff has been the Chairman of the Golf Section and also Chairman of the Finance and Strategy Planning Committee. Jeff has spent ten years hard labour on the club and is now enjoying his retirement. At a recent Board meeting it was determined Jeff should be bestowed life membership.

PD presented Jeff with his life membership badge and certificate.

## 6. APPOINTMENT OF AUDITOR FOR THE YEAR 2022/2023.

PD outlined that the club had a new voting system and all members had received a copy of the Annual Report via email and the elections would be digital. And the voting tonight will be digital. PD declared that the voting is now open for the members on the ordinary and special resolutions that are going to be discussed. Members attending the AGM were provided with a live vote card when they registered tonight and members can now vote using their mobile device using the live video card. If you have closed this, please use the sms link that was sent to you when you registered to open it. If you have been issued with a paper voting card, I would ask that you hold up the card when the vote's been taken and they will be collected from you. Voting on all resolutions will close one minute after the last special resolution has been announced.

The first formality is the appointment of our auditors. Treasurer Greg advised we have changed auditors. It is quite a prudent business practice to change your auditors from time to time, so there is no complacency, so the club has appointed a new auditor, item 6 on the agenda is the appointment of the auditor for the financial year 2022/2023.

PD then referred members to their phones and voting cards to vote on that particular motion. PD advised there would be a short break to allow members to vote. PD then advised the voting will be collected at the end of the meeting once all the resolutions had been decided.

The resolution being:

*“That, subject to the consent of the Australian Securities & Investments Commission to the current auditor resigning, to appoint SW, having consented in writing and been duly nominated in accordance with Section 328B(1) of the Corporations Act 2001, as Auditor of the Company.”*

## **7. ELECTION OF OFFICE BEARERS**

### **7.1 Returning Officer’s Report**

Kerry Scarlett, Returning Officer, provided the following report:

There was only one nomination for the position of Vice President and accordingly I declare that Jim Saunders has been elected for a further term of 2 years.

There are three directors who retire at this time, Michael Waters, Colin Perry and Belinda Murphy. There were four nominations for the position of director. We had 2364 unrestricted members eligible to vote, with 2155 voters contacted by email and the other 209 contacted with a postal ballot pack. We received 615 formal online ballots and 65 formal postal ballots totalling 716 votes. The number cast represents 30% of those eligible to vote.

After counting the votes, where Michael Waters received 631 votes, Colin Perry received 522 votes, Belinda Murphy received 644 votes and Ivor Marshall received 351 votes, I declare that Michael Waters, Colin Perry and Belinda Murphy elected for a further period of 2 years.

I thank Ivor Marshall for standing.

## **8. GENERAL BUSINESS:**

### **8.1 Proposed changes to Constitution**

PD outlined the next business for discussion is the approval for the Constitution changes which have been forwarded to everyone electronically and also the mark-up of the Constitution was forwarded. In order to do this process, the changes were not done by the club per say, we engaged with our peak body the Community Clubs Victoria, they put us in contact with a firm called Wisewould Mahony who specialises in club Constitutions, and we have their representative, Ben Hibbert, who I would like to welcome here tonight. This is a company that operates out of Collins Street, they have been in business for 160 years, they are trusted by the Victorian Government, families, businesses and individuals. The hospitality and gaming business is the most highly regulated business you can operate and it is essential that our Constitution is compliant with the various requirements and State regulations. Our Constitution was born in 1961, and



obviously things were different then, there have been a lot of changes been made to bring it up to date to today's standards. One of the issues that is included in the proposed changes in the Constitution that has caused a few grumbles, was to reduce the quorum number from 75 to 40. As a bit of back ground on that, I have been in the club 40 years and we have always struggled to get a quorum at the AGM, as we just scraped over tonight too. I telephoned a few of our local clubs, the GM at the Knox Club – their quorum at an AGM is 30 people. The Dandenong Club is the board plus 20. The Glen Waverley RSL AGM quorum is 15, so the strange thing about AGMs is if there is nothing controversial – no one turns up, if you had something controversial, you would fill the club. Ben's original recommendation was to have the quorum at 30. The Board thought that was a bit light so we increased it to 40.

PD asked if there were any questions or issues anyone would like to ask about the recommended Constitution changes.

Leon Ross: commented on the proposed change to the quorum number. To reduce the number from 75 to 40 is an absolute retrograde step. If we can't get 75 people out of a voting membership in excess of 2,000 people, I think it is pretty poor and it reflects pretty poorly on the Board who don't make the AGM attractive enough to attract at least 75 members. As far as I am concerned it was something that you have tried to sneak in there and I don't think it is necessary. If you are happy with it, I would like to make a motion to amend that change.

PD invited Ben Hibbert, from Wisewould Mahony, to speak. He explained that it was a question for all of you to consider for yourselves but we are the solicitors for CCV and for a lot other members of CCV and getting quorum to attend meetings is becoming an increasing problem for many community clubs and it's not an uncommon thing for quorums being reduced in rule changes at the moment to reflect that. I would note there is no change to the notice requirements, there is no change to the requirements for the meeting to be 21 days after the notice is given. Most clubs, and yours is no different, have an opportunity to appoint proxies to vote on any issues that you feel strongly about if you genuinely can't make the meeting. But it is an increasing problem, it's happening more often for many clubs, that the people that care about the issues turn up at the meeting, but the meeting can't go ahead, the resolution can't be put, as they haven't reached quorum on the night. I think that is pretty rough on the people who have attended as they have to come back a second time but as I said that is something for you guys to consider.

PD sought clarification from Leon of his motion. Leon moved the following motion that the proposed changes to the Constitution be made as originally outlined, but have the following wording added to the motion, "*with the exception of Section 48.3*" which related to the quorum numbers. Namely, no changes to the Constitution on quorum numbers. Seconded by Mick Crawley.

A vote of hands was undertaken for and against Leon's motion. After counting, there were 29 votes for and 34 against. The motion was defeated.

PD then clarified that he was now seeking members to vote via phone and ballot paper for and against the motion to the presented changes to the Constitution, namely:

*'That the Constitution of Mulgrave Country Club Inc. be modified by making the amendments marked up in the copy of the Constitution watermarked "Proposed changes for 2022 AGM" given to members with this notice of Annual General Meeting, and tabled at the Annual General Meeting'.*

## **8.2 Renewal of Loan Facility**

PD advised that the Board had to go to the members with any transaction of this nature. All that was being asked is permission to renew it so that we can have that \$3million facility and asked that members vote on this resolution.

*"That Mulgrave Country Club renew or seek a similar loan facility as the current facility of \$3m. The purpose is to provide additional finance, if required, to fund further development of infrastructure facilities for both sporting and members needs over the next two years".*

## **8.3 Gaming licence renewal**

PD advised the last item to be voted on is the members authority permission to renew our gaming licence, that is:

*"That Mulgrave Country Club undertake the option to pay by instalments over 7 years for the balance due of \$5.468m, being \$781k per annum plus interest, effectively creating a loan arrangement with the State of Victoria."*

After the completion of voting, a short break was then taken whilst Corpvote collected voting cards and undertook electronic and manual counting of votes.

## **Results of Voting**

PD advised the voting result on the resolution 6 to appoint new auditors was 99% of those voting supported that resolution - resolution passed.

PD advised that the voting result on the resolution to confirm the appointment and election of office bearers – 100% vote in favour.

PD advised the voting result on the special resolution to alter the Constitution – we require 75% for that to occur under our Constitution, and we achieved 83% to support that- so the changes to the Constitution are approved.

PD advised the voting result to the special resolution to renew the loan facility was 100%.

PD advised the last item, the gaming licence renewal was 99%.

So I am happy to advise that all the recommendations and resolutions have been passed by you at the AGM.

PD thanked our friends from Corpvote for introducing and assisting with this new voting system.

## **9.0 Other Business.**

PD mentioned he would like to share the profile of the age of our members. Some of the young kids in the area think this is an elderly citizens club – well according to the numbers they are correct. 54% of our members are aged over 70, 23% of our members are between 60-69, in a nutshell 77% of our members are 60 and over, so there is a strong message there that we have to make some changes to

the club and attractiveness to people under 40, 11% of our membership is under 40 and that is quite concerning. The Strategic Planning Committee have a number of initiatives on the drawing board but nothing has been approved, we are still working through it, but one of the things that would probably be attractive would be to create a nice sports bar with pool tables and things like that for the younger generation to come in, big screens for the races and football, rugby and things like that – nothing has been decided, it is just things we are considering down the track – it is just part of Jim's Strategic Planning Committee to investigate.

PD indicated that there had been no special request or questions raised in the 21 days prior to the meeting that is normally required but if anyone had any questions or comments of himself or the Board, now is the opportunity to raise them.

Ray: You mentioned the new green, but there was no mention that the new green was a donation to the club.

PD explained that it wasn't actually a donation, he explained that the Southern Indoors Bowls Club in Hawthorn Road near Glenhuntly Road, fell on hard times and they actually owned the freehold to the property which was worth a fortune where it was located down there, and as a result under the liquidation of the club the funds were divided to bowling clubs who had members who were members there. Some of the clubs in Caulfield got millions from it, we here at Mulgrave were lucky to have 4 regular players here, including Fay Dunn who was actually a former president of the club and our club received \$137,000 in cash on the condition that it had to be used for the bowls section for a bowls facility. Colin Perry did a lot of work on that in arranging it as we had to jump through a lot of hoops to get it, as we had gaming and other sports here, we weren't truly a bowls club which was what their intention was – but eventually Colin satisfied the requirements, we got our \$137,000 and we contributed to the bowling green, the club put the rest in.

Laraine Pile: Would there be any way we could call that the Fay Dunn green?

PD: It has already been called the Founders Green. Laraine indicated it was different to what it used to be and that it would be a nice thing while she was still alive as she puts so much work into the club and bowls. PD indicated that it would be taken into consideration and discussed at the next Board meeting and we would get back to her.

Ian Wood: What was happening with keeping the TAB open more frequently as it has been closed quite a lot?

PD: I will get GM Kerry to respond to that. We have a serious staffing problem in the club, right now we are probably 35 staff under our normal operating numbers. Of the staff we have recruited, in normal circumstances a lot of them wouldn't be employed, but we are very desperate. Our staff are still going through a fair bit of training and I would ask you for your patience and indulgence if you have any unfortunate experiences with the new staff members.

KS: The TAB is particular difficult to keep open. We lost all our staff, bar one, Robin and she is in here tonight, but she can't work 7 days a week. We lose money in the TAB, even when we are open 7 days, and anyone who works in the TAB with the right licensing we need to put them in areas of the club that actually

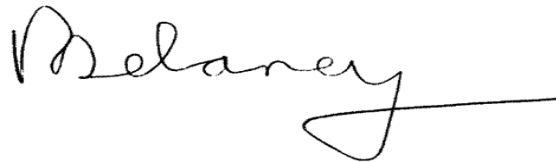
make some money- we can't afford to let them go into the TAB which isn't making money. We still aren't open to full capacity by any means, our Members is shut more often than not, we are dealing with short staff and a lot of sickness, every week we are still dealing with staff that are coming down with Covid and that's a week out straight away, and the flu – it is very challenging - and every day is difficult. On average, and Danielle is spending a fortune on dying her hair doing the rosters – it is impossible! So bear with us, we are getting better – we are at almost 75% capacity with our shows and we are taking more in the Bistro with our bookings. Staff we are getting are raw – they haven't worked in hospitality before and it takes weeks of training to get them to the stage where they are not mentoring up with someone –and that takes time too, so I just ask that you understand we are doing our best with what we have got. We haven't shut our doors, we have kept our doors open every single day. We have kept our Bistro opened every single day. There are a lot of pubs around here that haven't - for many weeks and months they had only their gaming rooms and sports bars opened, no Bistro. We think it is important to keep the Bistro going so that you can get out and communicate with your friends and family – we have done that and succeeded in that and I am proud of that. (*Applause*)

There being no further questions the meeting was closed at 7.16 p.m.

Declared that these minutes are a true and accurate record of proceedings.

**BELINDA MURPHY**

**SECRETARY**

A handwritten signature in black ink, appearing to read 'Pete Delaney', with a long horizontal flourish extending to the right.

**PETE DELANEY**

**PRESIDENT**