

NORTH SHORE BRIDGE CLUB.
MINUTES of COMMITTEE MEETING held through Zoom
at 5pm Tuesday 15th December, 2020.

1. Attendees: David Fryda (Chairman), David Hudson, Les Grewcock, David Hagley, Graham Murray & Maryann Russett.

Apologies: Elana Kohn & Mike Prescott

Also in attendance: Gary Barwick. (RealBridge Manager).

2. Approval of Minutes: The Minutes from the Thursday 19th November 2020 Committee Meeting were approved.

3. President's Report: David Fryda welcomed Gary Barwick and thanked him for joining the team at such short notice. He then provided an update on the health of Mike Prescott and John McIlrath and all wished them both well and healthy recoveries. DFr provided details of GB's online responsibilities and contract and clarified that Sue Crompton, with help and policy direction from David Hudson, will now be coordinating all F2F current and future sessions. GB was requested to forward the original signed agreement/contract to DHa for secretarial file purposes. DFr attended the initial Monday afternoon F2F session at EL on Mon 14th December and asked other committee members to endeavour to attend F2F sessions when they could possibly do so.

4. Property Sub Committee: CW Replacement: DFr clarified that the club is still very much interested in the 8 Thomas St Chatswood site and we await the first phase investigation by professional consultant Tim O'Reilly. For the contracted expenditure of \$1200 (previously approved) services will include an assessment of the building code, non compliance areas, a coordination meeting, a revision of the review and a red pen mark up of plans. The sub committee is also speaking to town planners. A check should be made in relation to the possibility of the Thomas St building holding a strata title. The possible minimum timeframe for occupancy could well extend to around a 6-month period.

Short Term Options: The review of and negotiations with North Ryde RSL Club continue and an update is to be provided. This venue is to be considered as a short-term option only. A CW occupancy and opening for a short-term period was not considered viable due to safety concerns within the building. Another short-term option at The Cove Tennis Centre was also considered as a possibility and DFr will follow up and review.

5. Treasurer's Report: The Treasurer's detailed financial report had been previously circulated and the net surplus was noted and approved. The surplus emanated from principally JobKeeper support, Government incentives and member donations. Because of the uncertainty of activity in the new year, the planned reduction in the JobKeeper allowance and its cessation in March 21, it was agreed not to complete an annual budget for the present time. This will be reviewed at the March 21 committee meeting in the hope that a budget for the remainder of 2021 could be presented by April. The Treasurer was asked to present a Cash Flow forecast for the April – June 2021 quarter.

6. RealBridge Operational Report:

a) RealBridge online update. Gary Barwick advised that he has had a suitable handover, has most admin issues under control and may now concentrate on the members and RealBridge operational factors. GB noted that he has great concern about connectivity. General discussion indicated the committee's concern about the noticeable reduction in table numbers and the decline in members playing online. GB is to analyse how a suitable training environment, possibly through video, may be set up for our members. He will also find a fix for the online partnership issue.

b) Xmas / New Year holiday schedule: Noted and published through the website and newsletter.

c) Member Incident/complaint. GB related an incident that occurred when he was directing the RealBridge session 10am Monday 15th Dec session. After suitable briefing and discussion it was resolved that DHa, as the club secretary, will advise the member concerned of receipt of the complaint and that the committee has decided to commence action under the auspices of item "11. Disciplining of Members" within the club's constitution. GB is to brief RealBridge directors of the incident so that they are aware of developments.

7. Other Sub committee Reports:

a) Transition to the new normal. DHu provided input that F2F open sessions at EL now include Monday pm and Thursday am & pm. Attendance numbers will continue to be monitored and Tuesday & Friday may next to be introduced. DHu will review the introduction of Rookie & Restricted F2F sessions in the new year. Following discussion it was resolved to continue with the larger tables for the present time. NSWBA and state government advice during the COVID-19 period will continue to be monitored with continued ongoing review. GB was also asked to review attendances at RealBridge sessions with the possibility of a consolidation process of some sessions.

At 6:40pm Gary Barwick left the meeting.

b) Staff salaries/remuneration. LG is to investigate the impact on staff of the January reduced JobKeeper subsidy and also the impact in March when the subsidy is expected to cease. Additionally, LG and the subcommittee is to provide a recommendation on the proposed payment levels to staff in the new environment. Staff are to be kept well informed of developments

c) Member communication. Further discussion about the outcome of the member survey is to be held at the zoom meeting presentation, 4pm Wed 30th Dec 20.

d) Membership retention for 2021. DHa clarified that the reduced \$50 2021 annual subscription promotional level will be available until end February. It is then to return to the current \$70 level. The fee is to be automatically deducted from members' PP accounts during the first week of January. DHa was asked to ensure follow up activity occurs with those members who have not joined by late Jan/early Feb with a view to maximizing member retention in the forthcoming year.

e) Training & teaching. DHu indicated that there may be a remuneration issue within this area and will talk to LG and return with further comments, update and recommendation.

8. Other Matters:

a) 5% F2F PP discount. The 5% PP discount was not made available for online RealBridge table fees. The suggestion to withdraw the discount for F2F table fees was discussed and it was resolved to keep it in place for the present time. This decision and facility, which was introduced as an incentive for members to join the PP system, is to be reviewed midyear 2021.

b) RealBridge Thursday night tournament schedule. The short term John McIlrath suggested tournament schedule, conditions and fees were discussed and agreed upon. DFr is to liaise with Ronnie Ng to request his assistance to manage these events in MP's absence.

c) 2021 planned congress schedule. John McIlrath has finalised next year's congress schedule and has provided NSWBA with details. The events to be held at EL have been supplied to EL for booking agreement.

d) Introduction of Tournament Committee. The suggestion from John McIlrath to introduce a tournament committee was approved. It was agreed that DHu will speak to Kevin Davies about makeup and implementation.

e) Website issues. From the outset it was acknowledged that our webmaster, Leo Goorevich, does a fantastic job in managing the site. However, with lessons learnt from MP's medical episode and leave, it was agreed that the club must have a suitable fallback and back up position for the webmaster. The meeting agreed to discuss the plan to allow Gary Barwick immediate access to the website and to then have a complete review of the site and management of it in the new year.

f) Staff membership fees. A staff member had suggested that the annual club membership fee (\$50 for 2021) be permitted to be deducted from the individual's pre tax income. The suggestion was discussed but it was agreed not to introduce the policy to permit salary sacrificing to the club. DFr will advise the individual accordingly.

g) John McIlrath Invoice. John McIlrath has tendered an invoice for work performed and it was approved for immediate payment. The committee is most appreciative of John's expertise and recent assistance during this difficult period.

9. a) Mike Prescott employment agreement and contract discussions. DFr advised that these discussions have now been held over until MPs return to good health.

b) MPs return to the workplace. Much discussion took place about Mike's return to work and of paramount importance to the committee is his current and future health. Obvious concern was highlighted about his prior workload and hours spent in performing his duties. It was noted that Mike has previously pushed back on earlier committee attempts to move some of his workload and responsibilities. DFr agreed to prepare comments on a possible restructure of duties which will consider MP's wellbeing, suitable succession planning and back up. This will be circulated for the committee's review prior to discussion with MP.

Next meeting through Zoom at 5pm Wednesday 27th January 21

The meeting was closed at 7:15pm.

Approved by President David Fryda.

Date: