



# Royal Brighton Yacht Club

## The Sailors' Club

### Commodore's Half Yearly Report

The General Committee acknowledges and thanks the Club Members for the loyalty and support through arguably one of the most difficult of years. The challenges all organisations faced through the pandemic shutdown was unequalled and we can report that to date, thanks to the conservative approach the finance committee adopted and the sound strategic management from Hannah and support of the staff, we are actually better placed now than a year ago, before the pandemic took hold.

The General Committee is in no mood for relaxing responsible management but with membership up and with boat storage on the marina and hardstand up the storm clouds are lifting and calmer waters are appearing on the horizon. Additional to these positive signs Hannah and the finance committee have further tightened controls and operations resulting in the hospitality operations now contributing significantly to the Club's financial strength. The challenges of COVID are still real but with vaccines and improved health management, there is confidence within the country of economic recovery. We can report with belief that the Club is well placed to cope with even more disruption, which hopefully will not eventuate.

The goal for the next six months is to develop Strategy documents for all areas of the Club, for the next 1, 3, 5 and up to 10 years. Guided by the 2020 Strategy Plan developed by Niesje Hees and Steve Ingram, the plan is to document where the Club is NOW set the GOALS for the future and then work out the ACTIONS and STRATEGIES needed to reach those GOALS. Examples are: the Sailing Committee has already had a think tank, brainstorming meeting to identify goals. Next step is to document the actions and strategies to make it happen. Club Assets: we are developing an integrated asset register that is compatible with the MYOB accounting software. From that the plan is to create a detailed maintenance program.

We have also initiated an ongoing continuous Occupational Health and Safety strategy program. Draft Organisational Charts are another part of detailing what the Club is now, and what that has highlighted is the incredible value that volunteers make in the operation of the Club. It is totally appreciated and how much our wonderful volunteers mean to the culture of who we are and how much you all contribute to make the Club run.

The Membership highlight is that we have now passed last year's total membership and thanks mainly to the Vice Commodore and Treasurer we have returned to interviewing all new members, which has given great insight into how the Club is perceived, what new members are looking for in joining and what skills that have been recruited. Additional to the new members, a major focus is now for the General Committee is membership engagement that is, what can the Club do for you.

Major Projects: we have already commissioned the refurbishment of the showers in the men's change room. The highest priority is the dredging of the boating channel between the dog beach and the marina, we are in serious discussion with Parks Victoria, Bayside City Council and the responsible government ministers. It will happen this winter. We are also working on the planned solar power installation and redoing the front garden which will hopefully include a circular driveway for safe access for disabled, elderly and brides.



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As covered by the Auxiliary report, after consultation with all those past members who have given great service for the Club, the current members are looking to change their role to Toward Cleaner Sailing to improve and minimise the Club's environmental footprint. On Behalf of the General Committee, we would like to give our thanks to the significant contribution that the Auxiliary and all its members over the 90 years since the founding by Dorothy Linacre about 1930. So much was achieved developing Junior sailing through the great work of fund raising and events that has established the strong youth and junior sailing.

*March 2021*  
*Peter Strain, Commodore*

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### **Sailing Report - Half Yearly Report**

What a season it has been. Covid has definitely provided many challenges. The success story of the season is participation is up. It is great to see members enjoying the sport of sailing in all its forms after many months of lockdown.

The start of the season saw cancellation for most events, either from Covid or uncooperative weather. Non aggregate racing was allowed to the relief of many from the last week of October. This allowed us to get out on the water under masks to enjoy the freedoms we had all probably taken for granted up until the pandemic.

Finally, come the end of November we could have racing with spinnakers, and aggregate racing began. Our own George Mac regatta had a great list of entrants eager for a sail, but sadly this time weather saw it abandoned without a race. Opening Day was squeezed into the first half of the season - late December and enjoyed by many.

Over Christmas the ORCV Rudder Cup was the only ocean race that went ahead. Congratulations to our only finisher – Blue Water Tracks, with Cartouche retiring.

Even the Cock of the Bay race format was adapted to allow it to go ahead. 18 entrants from RBYC. A great turnout and a fun race started in light air and finishing under magnificent sailing conditions in Mornington. Stand out performances by BKT JAMHU 3<sup>rd</sup> in DIV1 IRC, AMS & My Happy Place 3<sup>rd</sup> in DIV3 PHS. Special mention to the Commodore and It's a Privilege for a 1<sup>st</sup> in the DIV4 OMR.

Most regattas both state and national have been cancelled. To those that did get to sail congratulations for getting to an event that went ahead and for your results. Persistence is the key here.

Participation in Sunday morning programs is encouraging under the circumstances. Disappointingly the Stonehaven Cup was postponed until next year. We are looking forward to an uninterrupted season where we can build on the hard work of previous seasons and continue to build our junior and youth fleets.



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Wednesday keelboat sailing both afternoon and twilight has seen fantastic fleets enjoying great weather and close racing. It is great to see so many members enjoying the club on this day. We trialed Wednesday racing through January, it was great to see so many boats joining in. We shall pencil this in the calendar for future seasons.

This season has seen the creation of Thursday OTB twilight sailing. A great success with many sailors honing their skills and enjoying the social side with dinner afterwards.

Thanks to all members for getting involved and making RBYC such a vibrant place to be.

Most importantly I would like to thank all our volunteers, race management team and staff who have worked diligently to ensure RBYC's club programs have gone ahead and given our members a chance to enjoy sailing. For this we are extremely grateful.

*March 2021  
Brett Heath, Club Captain*

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### **Rescue Boat Report - Half Yearly Report**

Over the last six months there has been intermittent use of the Rescue Craft at RBYC. This has given the volunteers time to undertake necessary work on the vessel and associated equipment.

Peter Reid has been repaired and a new radio fitted to the vessel. The Murray C, which was damaged is now being repaired by the same boat builder (Melbourne Inflatable Boat Centre) who repaired Peter Reid.

The two-tiler steer Rhibs are on the mark and have now been advertised to the public.

I would like to thank the "working group" for their hard work – Peter Austin, Paul Jackson, Glenn Ferguson and Paul Pascoe.

*March 2021  
Murray Cowdell*

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### **Membership Half Yearly Report**

#### **Membership as a Key Pillar of our Strategy**

Membership is a core focus into the future and was described accordingly in our Strategy Document, with the following aim.

- Members feel recognised as members
- Members of all ages and interests value their membership
- Members feel comfortable as part of the RBYC community and proud to be part of it



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2020 was a challenging year for the club with Covid 19 restrictions coming and going limiting many club activities. So it's very pleasing to report that our club membership numbers have increased by almost 2%. It's clear that the club has increased its community connection.

Members of General Committee who have conducted membership interviews have noted that there is a lot of enthusiasm and a range of skills in our new members who are keen to get involved.

Applications for membership have been strong across the categories with several new boats in the marina, reflecting a renewed enthusiasm for joining the club given travel and leisure restrictions that mean people are enjoying being closer to home.

Total member numbers as of 31st December 2020 are 1413 compared with 1388 at end December 2019. An increase of 25 members – 1.8% - the positive trend continues throughout 2021.

The percentage across membership categories compared to last year are similar;

Membership Category	Dec 2019	Dec 2020
Senior Members	31%	32%
40, 50, 60 Year Members	7%	7%
Crew & Crew Plus	13%	12%
Intermediate	6%	6%
Youth/Jnr	11%	9%
Gym	5%	4%
Iceberger	5%	6%
Social	19%	21%
Other (inc absentee)	3%	3%

There are still some areas of potential growth in membership. For example 76% of current members are Male and only 24% Female. There is also room for growth in younger members – currently 28% of our members are under 50 (There are roughly 50 members we don't have DOB for).



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The Membership committee welcomes input from all members and now our normal activities have resumed we are keen to run a feedback survey of members in conjunction with the Inclusion and Diversity Advisory Committee as identified in our strategy.

The challenge of increasing the number of crew members continues. The Sail Pass makes it easier to sign-up online or on mobile without the need to visit the sailing office, as well as motivating regular crew to join, but we still need skippers to encourage their crews to join up.

Membership needs to work co-operatively with RBYC sailing programs run by the Sailing Office. Our reputation for training and coaching is one of the features that new members mention when asked why they chose to join the club.

Likewise the marketing of our marina has successfully resulted in several new memberships, including powerboat owners, who are very welcome to our club.

Gym members, Icebergers and Social members continue to enjoy our waterfront location and make a substantial and energetic contribution to our club.

Many local residents who have been attracted by our open-door policy in the café have joined the club, appreciating our facilities and inclusiveness as well as our sailing programs. The new normal of Covid safe activities has created a golden time for many clubs including ours, with members enjoying catching up with old friends and making new ones and getting out on the water again.

*March 2021*

*Cath Hurley, Marnie Irving, Paul Jenkins*

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### **Auxiliary Half Yearly Report**

The RBYC Auxiliary had signalled to the outgoing General Committee at the 2019/2020 AGM in September 2020 that, due to significant changes to the Club, it was timely to reconsider the ongoing role and function of the Auxiliary.

The RBYC Auxiliary was established in 1930 by Dorothy Linacre, wife of then Commodore John Linacre to raise funds to support junior sailing at the Club. At the time women could not become members and the auxiliary provided a means by which women could participate and contribute to club social life, volunteer effort and the junior sailing program, and the Club gained immeasurably from their enterprise and resourcefulness. However it was a very different world.

Ninety years later women have full membership rights and participate in all levels of the Club. Also junior sailing is well established as core business of the Club and built into annual programs and budgets, and its operations are not dependent on fund raising. Furthermore, Club facilities such as the kitchen were available to members for fund-raising activities from sausage sizzles to Oaks Day lunches and everything in between; such is no longer the case in a larger commercial organisation with modern-day corporate responsibilities.



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The incoming General Committee invited the Auxiliary to review its role, and the recommendation has been made that the Auxiliary be formally dissolved, and its core function – fund raising for junior sailing – be reallocated as appropriate. This recommendation has been informed in discussion with former Auxiliary members.

Following this recommendation the General Committee moved the following motions at the February meeting:

- 1. Auxiliary as a group can now be formally ended. History to be acknowledged and announced at Half Yearly AGM.*
- 2. Auxiliary funds will now be moved to the Yachting Foundation till further determination. Buoyed up funds with a caveat to be set aside for Charitable – Junior Sailing activities. Details to be determined later by GC.*

*Auxiliary fund-raising activities can be assigned to other groups within the Club – aligned to their purpose. (e.g. Membership and Sailing sub-committees)*

The next steps will be to research the governance with respect to the Auxiliary to establish the correct process within the Club rules, and formalise this recommendation at the AGM in September.

The current Auxiliary members are interested to establish a new group with an environmental focus and the General Committee has supported this, as follows:

*Proposed new group- Environmental -Sustainability focus. Suggested Name – Toward Cleaner Sailing. Membership of new group to be inclusive of Club categories and diversity.*

As Chair of the outgoing Auxiliary, I would like to acknowledge the significant contribution made by the RBYC Auxiliary throughout the 90 years of operation, the legacy for junior sailing and the enterprise and resourcefulness of its members in a very different era, in particular

- Developing a role for women in Club life at a time of only male membership
- Supporting a junior sailing program
- Raising significant funds via a comprehensive event calendar
- Building club relationships, membership and camaraderie through volunteer effort and social functions

There is much to learn from past achievements, and I hope this will be acknowledged throughout the Club.

The Auxiliary September 2020 to March 2021 has been limited in operations due to the COVID shutdown, but maintained regular meetings and conducted a successful Christmas pudding sale raising \$870.00. I would like to thank the members for maintaining interest and support throughout the lockdown and role discussions, and look forward to the transition to a group with an environmental focus.



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March 2021

Susie Strain, Auxiliary Chair

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## Inclusion & Diversity Advisory Group Half Yearly Report

### 1. Inclusion & Diversity Advisory Group

This group has several new members, including a change of Chair (with the former Chair Kal Raghunathan elected to General Committee), a new external advisor and two youth members.

- Niesje Hees (Chair)
- Marike Koponnel (external advisor)
- Wayne Seaward (incumbent member)
- Roger Jepson (incumbent member)
- Lallie Leckie (new member)
- James Provis (new member)

Members are committed to supporting the key aim of the group;

*The aim is to provide guidance and recommendations to the Club as to how an environment can be created where people regardless of their gender, age, culture, ethnicity, disability, generation, or sexual identity feel welcome, safe and supported to work and participate in the Club.*

At the same time, the group is focused on supporting specific aspects of the Strategic Pillars:

#### Shared Values

- Shared Respect in the enjoyment of our waterfront location.

#### Membership

- Members feel comfortable as part of the RBYC community and proud to be part of it.

#### Community

- A valued element of the community.

### 2. Current Initiatives Underway

- A survey to members has been designed in conjunction with the Membership sub-committee and General Manager and will be issued to all categories of members during March. This will collect demographic data as well as member feedback.
- A Notice of Motion has been submitted for the 2021 AGM, with a proposal to expand the eligibility of members to stand for General Committee, with the aim of improving diversity over a shorter timeframe than would be possible under the current rule.



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- Additional initiatives to ensure young people and the broad spectrum of members feel welcome and engaged are under discussion and will be further developed in conjunction with the sub-membership committee, and using feedback from members.

March 2021

Niesje Hees, IDAG Chair

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## Brighton Icebergers Subcommittee Half Yearly Report

COMMITTEE MEMBERS	Peter Strain, Hannah Catchpole, Ria Bleathman, Jack Hawkins, Mel Kemp, Clifford Hayes & Kerry Watson
MEMBERSHIP	Total Iceberger Membership for 2020-2021 – 138 Members  This includes: <ul style="list-style-type: none"><li>• 25 Senior Members (21 Male &amp; 4 Female)</li><li>• 3 Crew/Crew Plus Members (all Male)</li><li>• 25 Gym Members (23 Male &amp; 2 Female)</li><li>• 85 Iceberger Members (69 Male &amp; 16 Female)</li></ul>
COMMUNICATIONS	The Iceberger Newsletter is circulated on a fortnightly basis. Professionally produced by Ria Bleathman since January 2020 it is informative, quirky and well received.  The website, Brighton-Icebergers.org.au has been refreshed and expanded courtesy of Peter Grose. Its content includes swimming events, courses and distances. In future the website is expected to be integrated into the broader RBYC website.
UPCOMING EVENTS	Sunday 21 <sup>st</sup> March 2021–Beyond Blue Swim & Fundraising Auction Friday 28 <sup>th</sup> May 2021 – Trivia Night





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March 2021

Kerry Watson, Iceberger Committee

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### **RBYC Assets Report March 2021**

#### **RBYC Assets Strategy**

Preliminary work has begun on developing an asset management system, which will be eventually integrated into the Club's accounting system. A number of members and sub committees will be recruited, to assist in populating the database to ensure we capture all of our assets. Once complete management will be able to develop a maintenance program to keep on top of maintaining and prioritising the Clubs assets. The Assets program will also greatly assist in improved budgeting for expenditure.

Occupational Health and Safety program has begun and will be further developed through ongoing review to achieve best practice.

#### **Compliance**

Statutory and scheduled maintenance records have been sighted and are in order and up to date.

#### **Dredging the Eastern Channel**

RBYC and Parks Victoria are currently in ongoing discussions regarding having the Eastern Channel dredged this winter. An announcement will be made to members as soon as an outcome is reached.

#### **Marina Lease**

Formal application for the renewal of the seabed lease under the marina with Parks Victoria submitted in July 2019. Discussions with Parks we have been advised that the application has been upgraded to "Direct Negotiation ". Commercial Compliance management advised that the leasing team would be in contact soon to progress.

#### **Assets**

##### **Attenuator**

- Through rod replacement and bolt tightening ongoing. Four bays now complete and remaining bays less weathered and to be check though this year.
- Rub collars being made and ongoing replacement this year.
- Bolt tightening around the rest of the marina ongoing.

##### **Marina**

- Mooring lines and cleats checked and in good order.
- Lights monitored and replaced as necessary.
- Ramp to Harry T re-bolted to hardstand now secure and safe.
- Wooden slats to the marina access ramp need replacing.



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- Bird droppings continuous battle, however bunting use looks promising

### Hardstand

- Entrance Gate being repainted, medium term may need replacement with stainless gate.
- New Vertical fenders to the hardstand working well and recently scraped.
- Trolley wheels for hardstand boats replaced as required.
- Securing rails need replacing.
- Annual hardstand clean-up needed again.

### Race Tower

- Ongoing maintenance to the Race Tower has been hampered due to Covid
- Roofing repairs have been completed
- Structural steelworks to be sandblasted and painted
- Upstairs floor to be sanded and sealed
- New lining boards partially completed
- Floor joists have been repaired
- Window require new bearings.

### Clubhouse

- Refrigeration rebuild of the cool room and freezer have improved capacity, efficiency and energy savings.
- Ongoing replacement of lighting with energy saving LEDs ongoing.
- Analysis and review of air-conditioning to look at efficiency and energy savings.
- Review of solar power installation, currently being re assessed.
- Planning to redesign the front garden and include a circular driveway.
- Renovation of the men's changeroom showers commissioned and work to begin March 22nd. Works expected to be completed in four weeks.
- Repair of the concrete surface outside the gym.
- Carpet re stretching in function areas scheduled.

*March 21*  
*John Mooney, Vice Commodore*