



THEEWATER SPORTS CLUB

BOARD DIRECTORS' MEETING MINUTES

DATE	Friday 6 June 2025	TIME	19:00	FACILITATOR	Grant Ekermans Chairman
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PRESENT

Grant Ekermans - Chairman
Clinton Dante - Vice Chairman, Food and Beverage and Human Resources Futures?
Lloyd Lomas - Caravans, Cabins and Camping
Michelle Marais - Finances
Robert Hicks - House and Grounds
Neil Ashton – Water Sports, Information Technology and Security
Mariëtte Ekermans – Events and Marketing
Bruce Kelly - Trustee
Stuart Brown - Trustee
Carol Booth - Trustee
Francois le Roux - General Manager
Julie le Roux - Board Secretary (in absentia audio)

1. WELCOME

The Chairman welcomed the attendees. He expressed excitement at the prospect of the club having a dedicated amount of Capex to spend on projects to take the club forward. This was not the case in the past. There have been membership resignations due to the increase in fees. The focus of the meeting is to discuss where the club is currently and where it is going in future.

2. APOLOGIES

None

3. ACCEPTANCE OF AGENDA

The attendees approved the agenda.

4. ADOPTION OF BOARD DIRECTORS' MEETING MINUTES – FRIDAY 14 MARCH 2025

The Minutes of the previous Board Directors' Meeting were proposed by Neil Ashton, seconded by Lloyd Lomas and adopted.

5. MATTERS ARISING FROM BOARD DIRECTORS' MEETING MINUTES – FRIDAY 14 MARCH 2025

- 5.1 The H&G Com will get prices for the self-catering cabins project and ensure that it gets underway.
- 5.2 The Water Sports Committee is to develop a policy document for reciprocity agreements with other clubs. The draft reciprocity agreement will be approved at the next Board meeting.
- 5.3 The Events Committee is to please cater for teenagers' events in future, e.g. maybe a silent disco?
- 5.4 The Human Resources Committee is to implement performance management of General Manager – Stan Wallace has designed a scale for evaluation.
- 5.5 The Water Sports Committee is to provide feedback on their updated water users regulations, swimming areas and platforms.
- 5.6 The Water Sports Committee is to provide feedback on their development water sports initiative as community development is a requirement of our DWS lease. The club needs to be more culturally inclusive.
- 5.7 The IT Com needs to focus on the Club's internet and the need to control the network internally, installing a fibre backbone between the Gate House and Club House.

6. BOARD DIRECTORS' AND TRUSTEES' RESPONSIBILITIES

- 6.1 The Chair went through the document that the Board Directors and Trustees are required to sign. He emphasized the need for adherence to the Strategic Plan, Site Development Plan and good corporate governance. All Committees need to work together to implement these plans.
- 6.2 The Chair went through the existing Department of Water and Sanitation lease. The Club maintains a close relationship with the DWS Regional Manager in order to stay abreast of developments within DWS that may have an impact on the Club. The Chair appealed to all committees to go ahead with their plans and not wait for the new DWS lease.
- 6.3 The Chair appealed to Board members to respect the GM's time, especially over weekends and evenings.
- 6.4 The Chair emphasized the need to keep all discussions held within Board meetings confidential at all times.

7. FUNCTIONING OF THE BOARD

- 7.1 The CMASA Board Management document suggests a committee structure to get work done at the Club as opposed to individual Board members doing all the work – which became very onerous for Board members. This also ensures that individuals do not have too much decision-making power. The Club belongs to members and not individuals.
- 7.2 A discussion arose surrounding possibly changing the Constitution to include the Futures Committee as a statutory committee as the committee needs to submit a Strategic and Site Development Plan at every AGM. Tony Largier has been proposed as Chair of the Futures Committee.
- 7.3 Board Directors need to be mindful of ensuring continuity by finding new prospective directors for when Directors step down from the Board.
- 7.4 Committees are to provide guidance to Management and assist where required. Implementation is the Club staff's responsibility.
- 7.5 The Trustees are the Board's "guardian angels", who guide the Board in adhering to the Constitution as well as mediating between members and the Board should decisions be made to discipline members, for example.
- 7.6 The Board will decide which "key" committees are necessary for each year e.g. the F&B Com is needed this year but may not be needed in future years.
- 7.7 The Chair of a committee does not need to be on the Board but needs to feed back to the Director of the committee.

7.8 HR Committee documents (performance appraisals) need to be turned into operational procedures.

7.9 Committees do not have an “end of life”. A clause in the Constitution may need to be amended to allow for this. It allows for continuity within the club. Members stay on committees until they choose to resign. Only Board directors need to be voted in every year.

7.10 Committees need to recruit new members and may need to ask individuals to join. The Club will also send out an appeal for members to join the various committees.

7.11 The issue of communication across the club needs to be discussed at the next Board meeting. The Marketing Committee could possibly assist with this.

8. FUNCTIONING OF THE COMMITTEES

8.1 Committees need to meet as needed but guard against all meeting in the week before the Board meeting.

8.2 The CCC Com proposed a by-law amendment at the AGM. These terminology changes to include “movable mobile cabins” were approved at this meeting.

8.3 Capex expenditure was approved at the AGM for several projects - F&B improvements (R 105 000), Estate House repairs (R 300 000), Wi-Fi improvements (R60 000) and a new point of sale system (R 70 000), Conservation – bladder net for the dam (R 10 000). The Board has approved this expenditure.

8.4 A member has offered to manage the Estate House building project and contribute towards the funding of materials. The Board approved this arrangement.

8.5 Each committee is to work within their budget and compile a list of items to be included in future budgets. This is dependent on the cash flow budget, which will be determined by the Fin Com.

8.6 The Fin Com needs to ensure that Capex is ring-fenced as members pay their fees – either in full or via debit order.

9. DATES FOR NEXT BOARD MEETINGS

- 25 July 2025
- 26 September 2025
- 21 November 2025
- 30 January 2026
- 27 March 2026
- 17 April 2026
- 16/17 May 2026 – AGM weekend

10. GENERAL

A discussion arose surrounding the process involved in repairing the subsidence of the Estate House. Two building contractor quotes will be obtained. A member has volunteered to oversee the project and pay for the building materials used. The GM and his family will stay in a wendy house which will be repurposed elsewhere in the club after the completion of the project.

11. CLOSE

The Chairman thanked Board Directors and Trustees for attending the meeting.