RSL
Gympie Sub Branch

MINUTES OF GENERAL MEETING

DATE: 14 June 2026
TIME: 9:00 am, registration from 8:30am
HELD AT: Gympie RSL Club, 217 Mary St, Gympie QLD 4570

OPEN

The Chairman, President Adel Amin, opened the meeting at 0903

VALES AND ODE

Gympie RSL Sub Branch respectfully acknowledged our fallen comrades:

Christopher Baldock	*Garry Pohlner*	*Susan Madden*	*Ronald John Stark*
Stojan Plevcak	*Trevor Morris*	*Warwick Brooks*	*Les Humphrys*
John Nightingale	*Henry Bartczak*	*Peter Carey*	*Maxwell Collins*
Leonie Evans			

The Chair recited the ode.

ATTENDANCE / APOLOGIES

The following attendance was recorded:

- Office Bearers - Adel Amin President, Lindsay Francis Deputy President, Gerard Irvine Treasurer, Robyn Murtagh Secretary, Garry Casey AM, Jan Collins, Adrian Kosh & Craig Coleman
- Members – 45 (including office bearers)
- Visitors/Guests – 1

Apologies were received from Neil Dobson, Brian Trickey, Larry Cook, Helene Milner, Wayne Barber, Lyall Ferguson, Joan Ferguson. Two additional apologies were relayed from members for Peter Bannister and Tanya Easterby.

MOTION: That the apologies listed be accepted.	**Moved:**	Linda Johnson
	Seconded:	Mike Spiller
	Outcome:	CARRIED

DIGITAL RECORDING

The Chair advised that the meeting is being recorded to confirm correctness of minutes. The digital recording will only be kept until the draft minutes of the meeting have been ratified at the next meeting. Once ratified the recording will be destroyed / deleted.

CONFLICTS OF INTEREST

The Chair asked that anyone in attendance declare any conflicts of interest, either now or as matters arise. Mr David Collins declared relationships with board members. The Chair advised that since the last General Meeting conflict of interest requirements were clarified and it is not necessary for spouses to declare a conflict, unless the specific matter being discussed poses a perceived or actual conflict of interest.

PREVIOUS MINUTES

The Minutes of the General Meeting of 29 March 2026 and the Special General Meeting of 1 March 2026 were published on the website prior to the meeting and hard copies distributed and reviewed at this meeting.

MOTION: That the minutes of the previous quarterly general meeting for 29 March 2026 be taken as a true and correct record.	**Moved:** **Seconded:** **Outcome:**	Mike Spiller David Collins CARRIED

Mr Gordon questioned the declaration comment on the Special General Meeting minutes, stating that he did not believe Mr Boucher was given an opportunity to respond to the allegations. Some members commented that Mr Boucher was given the opportunity to respond. The President explained that Mr Boucher was given the opportunity to respond to the reasons that were presented by the Deputy President and that the minutes are a summary of the proceedings.

MOTION: That the minutes of the previous Special General Meeting for 1 March 2026 be taken as a true and correct record.	**Moved:** **Seconded:** **Outcome:**	Wayne Wheaton Linda Johnson CARRIED

The Chair advised that it is possible that the recording of the Special General Meeting may be required if there is any future review of the proceedings. During the 1 March 2026 meeting it was advised that the recording is only retained until the Minutes have been ratified. He requested consideration from the members to approve for the recording to be retained until "no longer required" to assist in any potential review. He also requested that the members consider releasing a copy of the recording to Mr Boucher, who has requested the recording.

Mr Collins suggested that all minutes of meetings could be kept for a longer period, such as 12 months. Secretary advised that it is not appropriate to utilise the recording for any other purpose from what was advised at the relevant meeting, unless approved by members.

MOTION: That the members of the Returned and Services League of Australia (Queensland Branch) Gympie Sub Branch INC approve the audio recording of the Special General Meeting of 1 March 2026 be retained until no longer required and a copy be provided to Mr Boucher.	**Moved:** **Seconded:** **Outcome:**	Ken Chapman Amanda Wolfe CARRIED

BUSINESS ARISING FROM PREVIOUS MINUTES

Communication Information. A "brochure" has not been developed. However, several improvements have been implemented to member communications, including; Improved access to important documents on website, online access to Newsletter, combined Sub Branch communications team, contact details provided in Newsletter. It was acknowledged that there is still issues with emails and the Secretary and Communication Team will do a 'deep dive' to identify why some members are not receiving emails. Improvements to communications remains an ongoing process.

Stipend. Last meeting, the board was requested to see if a Stipend is appropriate and if so how much. Stipends and honorariums relate to monetary payments and the board are not receiving or seeking any sort of remuneration. So, no, a Stipend is not appropriate. It was acknowledged that before 'amalgamation' the board did have an honorarium. The matter that has been previously raised relates to 'casual hospitality', for the board to receive a meal when working in the Sub Branch or when hosting visitors or VIPs. Similar to how volunteers receive a voucher for a meal and some staff also receive meals when on duty. Further investigation may be required to define casual hospitality and the process for meals for Directors or visitors.

DVA Information Session. Ms Easterby requested (by email) feedback on the information session held at the VSC. 46 Attended and we received very positive feedback.

Correspondence In/Out. Ms Easterby requested (by email) further discussion on this topic that was raised by Mr Collins at the last meeting. Mr Collins advised that some time ago a document was provided which listed all the correspondence in and out. The board review correspondence in and out, on behalf of member, at monthly governance meetings.

VSC Management and Recruitment. Ms Easterby requested (by email) feedback on this item that was discussed at the last meeting. Ms Lauren Mann has been appointed the Team Leader. We have just completed recruitment for one Compensation Advocate and two wellbeing advocates (on full time and one part time).

Naming of Training Room. A poll was distributed to members to vote on the suggested names for the function room (training and bingo room) located on the 2nd floor of the RSL Club. 55 responses were received, which included a number of additional suggestions. The top three suggestions were – Diggers Room, The Light Horse Room and The Southern Cross Room. Through a show of hands, members in attendance voted for each room with a motion being presented for the name preferred by the majority.

MOTION: That the members of the Returned and Services League of Australia (Queensland Branch) Gympie Sub Branch INC approve the 2nd Floor training room to be called "The Southern Cross Room".	**Moved:** Adrian Kosch **Seconded:** Wayne Wheaton **Outcome:** CARRIED

REPORTS

President: The President of Gympie RSL Sub Branch presented his report, noting the following key points

- CEO Recruitment is progressing. A sub-committee has been appointed to manage the recruitment, chaired by Director Craig Coleman. Initial assessments have been completed and some interviews are being conducted in the coming week.
  - Director Coleman responded to questions.
- Commemorations planning is underway, with the next major commemoration being Vietnam Veterans Day, 60th anniversary, on 18 August. Remembrance Day commemoration will be held in Normanby Hill Remembrance Park. Other activities will be advertised in due course.
- District General Meeting, main point for our Sub Branch was the rate for reimbursement of vehicle expenses.

MOTION: That the members of the Returned and Services League of Australia (Queensland Branch), Gympie Sub Branch INC receive and accept the Presidents report.	**Moved:** Adel Amin **Seconded:** Shane Murtagh **Outcome:** CARRIED

Treasurer: Members were provided with the Quarterly Financial Summary, Cash at Bank, detailed VSC profit and loss statement and the audited project funding for Memorial Park project. Additionally, the following table was presented:

Cash on hand: $1,484,967

Loan Redraw Available: $1,180,000

	Q3 FY26 Feb–Apr	Q3 FY25 Feb–Apr	YTD FY26 Jan–Apr	YTD FY25 Jan–Apr
Gross Revenue	$3,859,209	$3,891,243	$5,303,257	$5,325,981
Gross Profit	$3,412,996	$3,471,786	$4,700,789	$4,754,579
Employment Costs	$1,457,992	$1,367,422	—	—
EBITDA	$83,922	$292,505	$211,210	$466,456
EBITDA %	2.2%	7.5%	4.0%	8.8%
Net Profit / Loss	($182,257)	($2,141)	($142,939)	$69,198

The Treasurer highlighted the following key points:

- Gaming Revenue down, payouts have increased
- Cost are rising and with flat revenue we need to be focused on the market and impact
- Cash on hand clarified and we have sufficient funds to continue to operate
- Summarised the expenditure for Memorial Park project and a copy of the audited report was provided to members. This project has now been finalised.
- Lisged the funds that have been provided to community organisations and events
- Seeking feedback from the CFO and Venue Manager on specific issues that may need to be addressed
    - Increase in employment expenses and has requested a workforce review
    - workers compensation which has also risen, need to review and ensure we have a safe working environment.
    - Gaming promotions significant expenditure, whilst revenue is down
    - Review annual budget, with board review of any discrepancies
    - Setting some clear targets
- Ms Mattingly asked if Street Rally was a worthwhile sponsorship. No - there were some issues and the A/CEO will provide further feedback.
- Mr Chapman asserted that the board are too focused on the club and not veterans. A detailed P&L was provided for the VSC to demonstrate the expenses directed towards veterans. The income from the Club supports the ability for the sub branch to run a VSC

The Treasurer declared that the Returned Service League of Australia (Queensland Branch) Gympie Sub Branch Inc is solvent and these are reasonable ground to believe that it will be able to pay it's debts as and when they become due and that the accounts as presented be accepted.

Initial: ____________

MOTION: That the members of the Returned and Services League of Australia Queensland Branch, Gympie Sub Branch INC receive and accept the Treasurer's report.	**Moved:** Gerard Irvine **Seconded:** David Collins **Outcome:** CARRIED

Acting CEO: Daniel Ferguson, Venue Manager presented the Acting CEO report and made the following key points:

- The Club is continuing to trade pretty well, especially given the cost of living squeeze
- Employment expenses are about to increase
- Gaming – ranked 19th in all of Queensland. We have a good turnover and very good rate of machine usage.
- Food and Beverage still well supported but largely flat revenue. Due to review pricing for beer and spirits as has not been reviewed for 2 years
- Focused on continue to review expenses (as raised by Treasurer)
- Old VSC on Nash Street council have approved for this to be a new Radiology centre and we will need to monitor the RSL parking
- Rally sponsorship was $25k essentially a marketing expense. We were hoping to recoup some or all of this expense through the sales of food and beverages on site. However, we actually lost money due to issues with the way the access was restricted. We have written to organisers highlighting our concerns.
- HR. Further to VSC staffing that President mentioned, the VSC Manager has not been replaced. We have also not replaced the Training Officer and the People and Culture Officer positions, who recently resigned.
- Repairs and Maintenance. Air Conditioner in the Dolly is very old and not able to be repaired. Also need to replace a cooler in the kitchen and provide additional fridge and freezer space (utilising stairwell space) for the kitchen. POS system needs to be upgraded, current provided has increased fees to an unreasonably high level. Gaming room chairs need to be replaced.
- Acknowledged the Long Service of Inga Hunter who has worked in the Club for 25 years!

Members presented some questions for the A/CEO.

Mr Collins asked about the sign in policy. Currently visitors do not need to sign in during the day, but visitors after 8pm need to sign in. Mr Collins requested that the board review the policy. Another member was concerned about the behaviour of some guests (swearing), dress rules (thongs, working attire) and was concerned about the age of guests attending the gaming room.

Action: Review Sign-In policy for the RSL Club and provide further training and implementation of the dress and behaviour standards.

MOTION: That the members of the Returned and Services League of Australia Queensland Branch, Gympie Sub Branch INC receive and accept the Acting CEO's report.	**Moved:** Shane Murtagh **Seconded:** Linda Johnson **Outcome:** CARRIED

Veteran and Charitable Objects Report:

Grants, Sponsorship and Raffles. Following a request from members for more information on where are funds are spent a slide was presented with information on Community Grants, Sponsorships and Community Raffles that have been approved in 2026 (to date) – noting that some of these expenses actually a marketing expense, others are charitable donations to clubs or individuals in the community. Raffle funds are directly obtained from the sales of raffle tickets and are not actually a donation – wherever possible we try to support raffles for community or veteran based charities.

A question was raised regarding Gympie Turf Club. The Chair (and Treasurer) explained that this is a marketing activity and all RSL members have free entry to the races. Additionally, we have a function where we sell tickets to RSL members to attend at a significant cost reduction.

Treasurer further expanded on other benefits for Veterans wellbeing highlighting some expenses for this year to date. Coffee and Chat $18k, Veteran mateship meals $13k, Volunteer meals $5k, volunteer hours over 3196 which equates to over $127k of free time they have given us, Anzac Day commemoration for the whole community $69k, wellbeing programs $8k, wellbeing activities $2k. The revenue to fund these activities comes directly from the club and meets our charitable requirements as detailed by the ACNC.

Mr Chapman was concerned that we are donating to some organisations that are not charities. The board explained that we support our local community. We advertise ourself and support community organisations (we are charitable – in accordance with our objects). Additionally, we spend significant funds to support veterans through the VSC and other wellbeing activities. The Sub Committee has a stringent policy to support decision making regarding expenditure on our charity and community programs, which aligns with the ACNC requirements.

Winter Wellbeing Program. The activities approved for the veterans Winter Wellbeing Program was presented to members.

Veterans Service Centre Report.

- Recruiting for compensation and wellbeing advocates
- Currently have 35 volunteers, with 5 new additions
- VSC layout reviewed to support veteran access to activities and social connection
- Information session to be held on 29 July, by a Social Worker from Little Haven who will be discussing enduring power of attorney, health directives and statements of choices.

The following data was provided for the period January – May 2026

- 3,193 Volunteer Hours
- 17,365 Volunteer Kilometres travelled
- 146 Advocacy appointments
- 139 Wellbeing appointments
- 490 Wellbeing connection calls
- $1,390 provided for direct welfare assistance

MOTION: That the members of the Returned and Services League of Australia Queensland Branch, Gympie Sub Branch INC receive and accept the Veteran Services Centre report.	**Moved:** **Seconded:** **Outcome:**	Jennifer Mattingly Wayne Wheaton CARRIED

GENERAL BUSINESS

State Congress. Feedback and direction was sought by members on the motions and voting to be conducted on their behalf at the State Congress being held on 20 June 2026, with the following outcomes:

- Motion 12 supported

- Board Skills Based Position – Megan Olding
- Deputy President Position – Cherisa Pearce

The following General Business agenda items were submitted by email from Ms T Easterby. However, Ms Easterby was not in attendance to clarify her questions or position on various matters.

- General Meetings – frequency and location. The Chair advised meetings are currently held quarterly in either the RSL Club or the VSC. A number of members expressed a desire for ALL meetings to be held in the club, due to ability to connect socially for a meal afterwards, and the acoustics are better in the Club. This was supported by a majority show of hands.
- Organisation Chart – three pillars. The chart was displayed and no questions posed. Without additional context from Ms Easterby no further discussion was held.
- Combined Newsletter and Survey Feedback. The Chair advised that we had received very positive feedback from the new combined newsletter, which reflects a better use of resources and provides one source of information for veteran social connection activities and information.
- Sponsorship and Grants. Covered in the Veterans and Charitable Objects report
- Museum Collection and Retention Policy. Policy was signed in February and will be added to our important documents so members can access it.
- Gympie and Widgee Fallen Soldiers Memorial Park Conservation Management Plan. This plan is accessible from the Gympie Regional Council website. No questions were posed and without a specific question from Ms Easterby no further discussion was held.
- Details of Grant funding for Memorial Park Project. Refer to the audited report provided.
- RSL Club Carpark Mural. Ms Easterby expressed concern in her email, regarding the "rainbow" colour of the hands. Members in attendance advised they did not have any concerns with the mural and did not feel it was appropriate to raise issues that appear to be biased and not consistent with RSL or Defence values.

Mr Chapman requested information on the groups that are supported by the Gympie RSL Sub Branch and how are members advised of their activities. The two main groups include the RSL Choir and following receipt of this agenda item, the next newsletter will be advertising their next performance. We also support some groups such as a Bowls team and Golf team.

A member questioned if RSL was doing anything to advocate for veterans in relation to the recent budget reduction in DVA allied health payments. The chair advised District has already raised this issue with State who are advocating on our behalf. This will be discussed at the State Congress. The National President has also made a statement in relation to this.

Mr Gordon asked for a "previous employee" to be reinstated given she received a payout following a unfair dismissal proceeding. We are not legally able to discuss this matter with our members.

Mr Collins requested that the recordings of meetings be held for 12 months. The secretary advised that previous recordings can only be used for the purposes as described at the relevant meeting – ie to assist in writing the minutes. Once the minutes are endorsed at the next meeting, that is the approved minutes – we couldn't just change the endorsed minutes.

Action: Secretary to look into ability to retain recordings for 12 months.

DUE DILIGENCE

The Gympie RSL Sub Branch is satisfied that this meeting was conducted in accordance with the Constitution of the Sub Branch and that the positions formulated and resolutions passed are consistent with the furtherance of the objects of the League and otherwise satisfy its obligations to superintend and conduct business of the Sub Branch pursuant to its Constitution.

Initial: ____

NEXT MEETING

The next general meeting will be held on 20 September 2026.

CLOSURE

The Chair thanked everyone for their attendance. There being no further business, the meeting was declared closed at 11:28am

Proofread and approved by the Chairman for distribution:

Chairman Adel Amin ________________ Date: 22 July 2026

Verified as a true and correct record:

Chairman Adel Amin ________________ Date: 20 September 2026