



COMMODORE'S CORNER

An information bulletin from the Commodore Ian B. Clyne | Issue 3 | Thursday January 26th, 2012



Dear Members,

On behalf of the Executive Committee I wish all of our members a happy, healthy and prosperous 2012.

As the Annual General Meeting is now Scheduled for Monday 13th of February I think it is appropriate to give you an update of the major areas of interest and challenges that face The RPYC.

CLUB HOUSE

Carpet - Finally has been installed and has made an immediate positive impact in terms of the ambience of the club.

Restaurant – Continues to be a point of major focus and discussion. Some positive improvements have occurred in terms of food quality and service. The restaurant capacity, design and efficiency is a major impediment to improving members services. The kitchen has had the final installation of new equipment & a complete clean out & reorganization over the Xmas break, & is a significant improvement versus its condition in early 2011.

Staffing - is another area needing constant review as the market for the good staff is very competitive with hotels and restaurants competing to attract the best staff. By definition this means staff cost will continue to increase because our 3,600 members demand a certain quality of service. These costs have to be passed on to our members through the clubs products and service pricing.

The club has recently recruited Tony Santiago as our new Operations and Marina - Maintenance Manager, with immediate positive results. A large number of long overdue maintenance problems are now being dealt with.

Communication – This is an area members can justifiably criticize however the Clubs existing email system was simply old, outdated & inadequate. The General Manager is currently finalizing the installation of a new email system. This will hopefully address our long standing problem

of insufficient email capacity. Improved communication with members is a vital component in improving the clubs overall efficiency & member services.

Car Park - Such a simple deliverable however very little progress. New drawings have been done and we have two companies that have indicated that they will help us finally put parking lines in place. It is in the lap of the gods but there is an effort to get basic parking lines painted in the very near future.

BUILDING COMMITTEE

A new building committee has been put in place and a number of meetings and discussions have taken place. The building committee has been made responsible to review all building activities as proposed by the club.

Given the Kitchen/ Restaurant challenges the "club house" is its primary focus. A revised design option is under consideration along side the original plan, the new option may be more cost effective, and quicker to complete.

One of the outcomes of the recent review was to create a separate project to review the power infrastructure and demands of the club and marina. Significant investment is urgently needed in this area and a full report is due for completion by the end of January 2012. Additional electricity and water access is needed for "D" finger and potential "B" and "E" finger.

The club's proposed ships chandlery is down to the preferred bidder who is finalizing their final refined proposal. Should the developer agree to proceed, & the final proposal approved by the committee, it would then be submitted to FAB for approval. A final decision on this project should be taken before mid year.

MARINA

"D" Finger: Construction of the marina pontoons is now 80% completed in New Zealand. The first containers should arrive in POM on the 12th March, with dredg-

ing commencing shortly thereafter. Piling and the construction of "D" Finger will then take approx 8 - 10 weeks. Additionally work will also commence on the major upgrade of A B & C Finger walkways, new Power & water Pedestals etc. All Pillons on A B & C, & the Gantry, & petrol dock are being repaired & painted, C & B are already completed.

Proposed extension "B" Finger & new "E" Finger: The Executive Committee has agreed to go to members to ascertain the level of "Serious" interest in constructing a minimum of 20 new berths on the end of the existing "B" Finger. These Berths & the 3 remaining "D" Finger berths not previously available for sale are (subject to member interest) being considered for sale (subject to final Executive & FAB approval after member interest is quantified & the final business plan is completed in terms of costing, viability etc).

Official RPYC Forms will soon be available requiring interested members to complete a berth acquisition form, provide a K5,000 deposit (refundable if project is cancelled or applied as part of the initial 1st payment (20%) if project is approved & proceeds). Interested members must indicate length of berth required: either 12meters, 15m, 18m, 20m, 22m, 24m, and provide boat dimensions if available & other information as requested.

Closing date for the initial expressions of interests with deposit is Friday 17th of February.

Based on receiving serious, confirmed interest, the committee will finalize the business plan to ensure financial viability of the project & then if viable obtain committee approval & Financial Advisory Board (FAB) Approval.

The object is to have the construction 100% self funding.

The timeline is driven by Bellingshams already being in POM to construct 'D' Finger & hopefully if the project is viable continuing immediately to construct the extended 'B' Finger & visitor, short term dock which is "E" Finger.

This is an ambitious timeframe however if real member interest is achieved could mean it may be possible to have the marina "B" and "E" Finger extensions completed by end of Q3 this year.

Significant progress has been made by the Marina Committee in regard to Insurance, and Boat Maintenance. The majority of the boat owners have acted responsibly and ensured that their boats are operable and insured. A small number have been issued a "show cause" and have or will be required to attend an Executive Meeting to explain why they have not as yet fulfilled their legal requirements under the Marina lease and club guidelines.

Failure to meet the clubs boat regulations may result in the suspension of the member and the potential cancellation of the occupancy lease agreement.

Currently 182 boats have full insurance cover (only 100 in July 2011), 22 are non current & being actioned.

169 Boats have passed Maneuverability Tests (ignored in recent years), 22 under repair & 10 no action by owners (show causes are now being issued to ensure these members meet their lease obligations to the club).

Deloitte - Strategic System and Planning Review (November 2011)

Given the vastly increased demands on the club's administration and system the Executive Committee requested Deloitte to undertake a comprehensive review under two headings:

- (1) Organizational Environment**
- (2) Operational Systems.**

The following is a high level summary of their findings:-

(1) Organizational Environment

- Massive growth in membership in recent years (800 to 3,600) 90% of whom could be considered social members.
- This rapidly growing membership is directly impacting the governance of the club and our capacity to meet the service demand.
- Committee is facing really difficult choices not least in defining the RPYC itself and future directions.

- This lack of clear strategy affects the overall management of the club.

- Staff retention is a very serious issue.

Recommendation: RPYC should immediately develop a new medium term strategy plan to define our aspiration, chart our future directions and specific actions to seek member support. Process should be wide ranging, constructive with a spread of thinking and ideas to ensure a robust outcome with member ownership that would transcend the annual life span of the executive committee appointments.

(2) Operational Systems

Operational processes generally achieve their intended ends, but suffer from labour intensive input, duplication, lack of integration, timelines and transparency, and incapacity to easily and regularly provide sound, responsive MIS.

- Most immediate impediment to improvement is the overall IT system software and network design,
- Limited staff training in use of software and low end of functionality, critical lack of integration and inadequate IT Network and connectivity.
- Other operational Matters. This is a clear functional weakness in various areas especially restaurant and marina management system.

Recommendations: RPYC should immediately upgrade all IT systems, software, and network and significant increase its functional IT capacity. This will reduce cost complexity and duplication of all process, enable quicker and better decision making across the organization.

(Note: Estimated investment is in excess of K500,000. Two software solutions are now under final review.)

General Observation from the Report

- Clubs demographics of members has changed considerably with many differing nationalities and increase number of Papua New Guinean members,
- 90% of members could be defined as "Social members"
- Some 200 members only could be considered sporting members who have differing levels of commitment to the original origins and mandate of the club.

- These differences have become a source of friction in the club as various interest groups struggle to define the true nature of the RPYC.

- Governance model of the RPYC through the rules of association have not altered for many years with various areas being inconsistent with contemporary demands and operational needs of the current club.(Basically the club needs a new constitution reflective of the demands of a far bigger club with greater operational and management demands).

- Decision making is largely reactive and aimed at the day to day needs of the club versus Strategic needs.

- Poor Member Behavior Marina Occupants. The rules governing the occupancy of the berths by boat owners has been "more honored in the breach than in the observance" by some members, for some time. This is a quite serious requirement for boat owners to meet certain regulations e.g. current insurance, boat maneuverability, fire extinguishes etc. The transfer of berthing rights from one party to another has not always been in accordance with The Rules of The Club or The Occupancy Agreements covering this important area of the clubs responsibilities, creating division and even enmity between members.

'The committee has been attempting to address these matters with some vigor, but it appears to have been a challenging process.'

The report was independently compiled however clearly highlights that The Club needs a medium term strategy. Our current Articles of Association are no longer appropriate to what is now a Club with a multi million kina turnover. The voluntary nature of the club has historically operated cannot cope with the service demands of the 3600 members and the Marina. The major system of the club like many areas needs a comprehensive and urgent upgrade.

SPORTS CLUBS

Sports Club Meeting – Monday 6th February at 6pm in the RPYC Boardroom. – As per RPYC rules the Vice Commodore is convening a meeting of those members interested in the various sporting clubs to establish committees & programs for 2012.

PNG Yachting & Boating Association,
- Tamzin Wardley, President

Sailing Division,
- Bonnie Lakey, Captain Sail

Port Moresby Game Fishing,
- David Doig, President

Konedobu Kanu Klub,
- Michael Bai, President

POM Sub Aqua Club (POMSAC),
- Bourke Wagenaar, President

Port Moresby Ski Club,
- Jason Pini

It is a new year so we encourage all members to become involved in the aquatic and sporting activities of the RPYC.

RPYC SAILING DIVISION

The 2011 season was successfully concluded with the "Annual Sailing" presentation evening "Pirates of the Coral Sea" held on the 26th of November.

Sailing Division's 2012 Committee will be elected at their AGM to be held at 6pm on Thursday 9th February in the RPYC Lounge area. We congratulate Bonny Lakey on being re-elected Captain Sail in 2012.

Sailing Division Awards for 2011:

Junior Sailor of the Year: Rose- Lee Numa
Most improved Sailor: Rob Sajko
Captain Sail Award: Rob Collocot
Sailor of the Year: Steve Fielder
Yachtsman of the Year: Brian Boon
David Purdy Award: Rob Lane
Club Champion: Andrew Rose, Racketeer
Hobie Champion: Baksy Navu Charlie & Markson Charlie

Special mention and thanks to Andrew Rose, Leigh Ramsdale and Graham Numa for their effort in supporting sailing Division in 2011.

PORT MORESBY GAME FISHING CLUB

The 2012 PMGFC Tournament Calendar has been concluded Sunday January 22nd Moore Printing Ladies and Junior Competition, Saturday and Sunday February 18th and 19th BSP, Trukai and PNG Motors "Yellow fin Competition" please contact John Robinson or Captain Fish for ore details.

Gym - A new 1 year gym management contract has been awarded to McNash, who have been working very hard to come up with a range of classes & fitness activities for members. All members are invited to attend the launch of the 2012 Fitness Program and meet the new Gym Management on Sunday 20th January at 2pm in the RPYC Gym, located on the ground floor. Gym membership and training timetables are available from reception.

POMSAC - Continues to attract new members interested in enjoying the magnificent diving in PNG. POMSAC AGM Saturday 28th January 2012 on the RPYC Balcony 6pm Start. Members interested in diving or snorkeling are invited to attend, and also find out about the usage of POMSAC which is available for day trips to the surrounding islands.

Konedobu Kanu Klub - also continues to seek interest in new members. The Christening of the Kanu Fleet took part on Sunday 15th of January, so we are looking forward to a successful 2012 Kanu season. The club invites interested members to the ramp every Tuesday and Thursday at 5:15pm to express your interest to learn how to paddle this year.

Port Moresby Ski Club - have built a brand new Pontoon for 2012. The perfect setup for an active Sunday morning down at the Pearl Farm followed by a BBQ. President Jason Pini, has confirmed the Port Moresby Ski Club's AGM - RPYC Boardroom on Wednesday 1st of February 6pm.

Search and Rescue - We would like to sincerely thank all the volunteers who gave up their valuable time to support this very necessary and worthy endeavor. We very much hope that more members will offer their time for 2012. The new sub-committee for 2012 with the Vice Commodore as Chairman are, Craig Fergusson, James LeBlanc, Chris Prince, Manfred Ruzsicka and Jeremy Syme.

Social - 2011 was a great year for the club socially. From the Commodores Ball, TO the "Yachty Review" to the Christmas and New Years functions. They were all very successful and well appreciated by our members. We sincerely thank Fiona Speedy, Stuart Honey, Gary Denman, Brian Combs and the many other volunteers who helped organize these events. Special thanks also to the General Manager Tim West and Ashish Tripathi Food and

Beverage Manager, plus the staff for their efforts in delivering these memorable events.

2012 ANNUAL GENERAL MEETING MONDAY FEBRUARY, 13TH 2012

Once again the RPYC AGM is fast approaching. Nomination forms are available at the reception. From the 31st of January. Nominees must be "Full" members. I would encourage as many members as possible to put up their hands for committee position. The RPYC needs and should encourage as much member interest and participation as possible.

I sincerely thank the 2011 Executive Committee for their efforts and support in 2012. Real progress was made albeit slower in terms of implementation than hoped (highlighted in the Deloittes Report), however real progress was achieved with some very difficult issues addressed.

The club is facing considerable challenges; it is becoming a very large entity whose governance needs to continue to improve. We need a Strategic approach with defined future goals & deliverables, verses a day to day reactionary approach which is our recent approach.

Irrespective of member views of the positives or negatives of the 2011 year, please understand & appreciate the enormous amount of time & effort that committee members have volunteered to try to support the club in achieving our goals. Please give the committee members the respect they deserve, you are all free to stand at the AGM should you believe changes need to be made.

As always actions speak louder than words.

MEMBERSHIP RENEWAL

Please ensure all memberships are renewed by the 31st of January & Car Stickers correctly displayed, or as per the Rules of Association access to the club will be denied.

Ian B. Clyne
COMMODORE