



September 2025

ClubED

Bite-Sized Learning

CEI Monthly Newsletter



Club Education Institute

Bite-Sized Learning newsletter — September Edition.

Navigating the Registered Club Regulation 2025: Strategic Implications for Boards and CEOs

This month, we explore the Registered Club Regulation 2025 (the Regulation) through a practical lens, using a real-life scenario to illustrate how boards and CEOs can comply with the requirements under the Regulation.

Case Study: Riverbend RSL & Valley Heights Sports Club Amalgamation

Background:

Riverbend RSL is considering amalgamating with Valley Heights Sports Club to expand its community reach and consolidate resources. As negotiations begin, the board and CEO must navigate the new regulatory landscape to ensure compliance and strategic alignment.

Key Regulatory Changes & Strategic Implications

1. Employee Entitlements in Amalgamations *Clause 9(2)(d)*

The board of Riverbend RSL must ensure the memorandum of understanding for

Intelligence is the ability to
adapt to change.

Stephen Hawking

amalgamation includes how the parent club will protect the leave and entitlements of employees from Valley Heights Sports Club.

Strategic Impact:

A club must ensure that as part of any memorandum of understanding they are entering for a club amalgamation, the protection of leave and entitlements for child club employees must be included.

2. Board Appointments and Eligibility *Clause 26(2)(b)*

Riverbend RSL can now appoint two directors who have a skill set that the board may not currently have for a maximum of three years, but do not meet the eligibility criteria outlined in the Club's constitution.

Strategic Impact:

This flexibility allows for a club board to bring in a maximum of two board-appointed directors with targeted expertise such as finance, legal, or community engagement onto the club board. A club must meet other

requirements in the Regulation for the appointment of two directors, such as member notification of the appointments within 21 days.

3. Volunteer Secretary Provisions

Schedule 1, Clause 4

Riverbend RSL may appoint a volunteer secretary to fulfill the position of secretary, provided a formal agreement is in place, reviewed by an independent and qualified advisor and approved by the club board.

Strategic Impact:

A club can now have a volunteer secretary, given there is a written agreement that outlines responsibilities, reimbursement conditions and termination provisions of the agreement that has been reviewed by an independent advisor.

4. Executive Contract Transparency-

Clause 10(d-f)

Riverbend RSL must disclose information about the top executive roles, responsibilities, and termination provisions that have been entered into within the Club's reporting year. Riverbend RSL must also disclose the aggregated remuneration of all top executives within the reporting year.

Strategic Impact:

A club must prepare the required provision of information for members under the Regulation for member transparency. A club board and top executives must ensure these disclosures are accurate and provided to members when requested and in-line with the Regulation.

5. Financial Reporting Adjustments

Schedule 1, Clause 11

Quarterly financial statements are only required upon member request for a period of up to five years prior. Amalgamated clubs like Riverbend and Valley Heights should prepare individual quarterly statements where practicable.

Strategic Impact:

A club must ensure that they are retaining quarterly financial statements for a period of up to five years and providing these to members when requested.

Action Points for Directors and CEOs

- Review governance policies to align with new eligibility and appointment rules
- Update amalgamation frameworks to include employee entitlement protections
- Establish clear agreements for volunteer secretaries with legal review
- Enhance executive reporting to meet new transparency standards
- Audit financial systems to ensure readiness for member-requested reporting.

The Riverbend RSL case study highlights how the **Registered Club Regulation 2025** is more than a compliance update — it's a strategic opportunity. These changes reflect a broader push for transparency, flexibility, and member engagement. Boards and CEOs must proactively adapt their governance and planning practices to remain credible and compliant.

For more information on the changes, please review [this ClubsNSW Circular](#).

Upcoming CEI Seminars Round 2 are commencing:

Topics:

- Evolve or Fade: Strategies to Secure Your Club's Future
- Refinance Wisely: Timing, Techniques, and Tactics to Save

Upcoming Courses

To find out more about Mandatory Director Training, professional development courses and Club Education Institute seminars and courses, please click [here](#).

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