

MEMBERS' HANDBOOK



Australian "Surf Club of the Year" 2022 & 2015

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This handbook is produced to provide members of Mermaid Beach AEME SLSC with useful information on the Club, its facilities and services and your responsibilities as a member. Information is correct as at time of printing for the 2023 / 2024 season.

For further information or comment on the Handbook please contact:

Kate Lawrance

secretary@mermaidslsc.org.au

Membership Categories

To clarify who fits into different membership categories, below is a brief description of each category:

Junior Activities/ Nippers (Junior Lifesavers Program)

The age group for the junior lifesavers is a minimum age of 5 years and up to a maximum age of 13 years (age for a season is calculated as of midnight 30 September).

Active Cadets (13-15 years)

Cadets shall be a minimum age of 13 years and up to 15 years of age on a seasonal basis. Cadet members begin with the training of the Surf Rescue Certificate. The Surf Rescue Certificate is the minimum requirement to become a surf lifesaver.

Active Juniors (15 – 18 years)

Active juniors are those members between the age of 15 and 18 years who hold the Bronze Medallion Award.

Active Seniors

Active seniors are those members over the age of 18 years who hold the minimum requirement of the Bronze Medallion.

Active Reserve

Active Reserve members are those members who have completed eight years of voluntary service.

Members at this level perform a minimum number of patrol hours.

Long Service

A long service member is one who has completed ten years of active service or eight years of active service plus four years of reserve active service. Members in this category shall be exempt from all patrol obligations.

Award Member

Award members are those members who are proficient holders of one of the following awards: Radio Operators, Observers, Resuscitation Certificate, Advanced Resuscitation Techniques, First Aid or Surf Rescue Certificate. Members who have these qualifications can also assist with patrol operations. This category is perfect for members who are keen to help out but do not have the ability to perform the full active requirements.

Associate

An Associate member may or may not hold an award. Associate members shall not have affiliated club voting rights unless elected to office or position.

Life Membership

Life Members of the Club may be elected from the members who have rendered ten (10) years special service to the Club within the area of, or on behalf of, the Club within a period of fifteen (15) years.

Probationary

Any person for the time period between applying for membership and the gaining of an award and/or granting of a formal category of membership

Past Active

A previous active member who has paid membership fees but has not been certified proficient in the season.

Membership Fees

Active Singles	Total
Active Senior	\$150
Active Reserve	\$150
Active Long Service	\$150
Award	\$150
Active Junior/Cadet	\$130
Non-Active Singles	Total
Probationary – new Senior members who want to patrol.	\$200
Probationary – new Junior/Cadet members who want to patrol.	\$175
Associate – members who wanted to be part of the club but who do not wish to patrol.	\$200
Active Families (1 or more members are actively patrolling)	Total
Active Family of 2	\$235
Active Family of 3	\$265
Active Family of 4	\$285
Active Family of 5+	\$300
Non-Active Families (Nipper Families)	Total
Non-Active Family of 2	\$285
Non-Active Family of 3	\$315
Non-Active Family of 4	\$335
Non-Active Family of 5+	\$350
Deduction for a child in U6's and U7's	\$50

Active Member Families / Single: relates to single members who are on the patrol roster or families who have at least one member on the patrol roster.

Non-Active Member Families / Single: relates to single members who are not on the patrol roster and families who do not have any members on the patrol roster.

Deduction for a child in U6/U7's: There is a reduction of \$50 per family from the membership fee for a family who has a child in U6's or U7's

Competition Fundraising

Fundraising is an essential part of the Surf Life Saving culture and offsets a lot of competitive and operational costs within the Club. Money that is allocated to a particular section of the club (eg board, ski, masters, boats) may be used to offset accommodation, travel and uniforms for nominated carnivals and is subject to approval by the Management Committee and/or Surf Sports Committee (refer Subsidies section).

All U14 – Master's Athletes are required to contribute the minimum fundraising requirement per season to offset the high costs of the Club's surf sports program.

Before 1 March each season, all Athletes are required to complete either:

- A minimum of three raffles in the Supporters Club; or
- Raise \$300 in another way and provide these funds to the Club (eg donation, sponsorship, function, collection).



Patrolling at Mermaid.

The club shall be responsible for patrolling the beach in accordance with the 2023/2024 SLSQ Patrol Operations Manual and the Patrol Service Agreement. A copy of these agreements is always kept in the office and member's area.

Patrol Times and Strengths

SLSQ minimum standards state that the club patrol team shall comprise:

- minimum three Bronze Medallion holders
- one of whom shall be designated as the Patrol Captain and hold the Silver Medallion Beach Management award
- 1 x Advanced Resuscitation Technique
- 1 x First Aid
- 1 x IRB Crew
- 1 x IRB Driver

Patrol Uniforms.

All proficient patrolling members will be supplied with an SLSA approved patrol shorts, shirt, red and yellow patrol cap, and wide brimmed hat.

Substitutes

If you are unable to attend your rostered patrol, you must find a suitable substitute.

- The reserve list with basic contact details is available for your reference on the club website and Team App.
- Organise a substitute as early as possible and don't leave it until the last minute.
- Confirm with your substitute within the week prior to your rostered patrol that they will be attending on your behalf.
- If you arrange a substitute, you should notify your Patrol Captain
- If you cannot find a substitute, please contact your Patrol Captain at least 5 days before your patrol.

If you do not contact your Patrol Captain, you will be noted a "no-show" on the patrol log. Any members who have been deemed as a "no-show" twice by your Patrol Captain will be required to discuss the matter with the Club Captain. Penalty make up patrols or temporary loss of competition rights may be imposed as a penalty for repeated "no-shows" until penalty patrols are made up.

Your Patrol Captain has the ability to “excuse” you from Patrol for a satisfactory reason and if the patrol can fulfil the minimum Patrol Service Agreement obligations detailed above.

Members can also contact the Club Captain (Ian Peters), if they have any enquiries regarding Patrols.

Christmas Day Patrol

- Christmas Day patrol is a voluntary patrol and we are required to have the same patrol strength as any other patrol day.
- A roster will be advertised, and we ask that you place your name on the time slots, you’re available, so we can ensure that the entire day has sufficient members on patrol.

Club Captain
Ian Peters

clubcaptain@mermaidsisc.org.au





All Active and Award members are required to complete a Skills Maintenance each season. All required information is on our website under Lifesaving > Skills Maintenance.

Club Skills Maintenance sessions (please attend one):

Sunday: 10 September 2023

Saturday: 7 October 2023

Saturday: 4 November 2023

IRB Crew and IRB Drivers are to register at 6:00am, other awards register at 7:30am for an 8am start.

Before you attend a Skills Maintenance session, you MUST ensure:

- You have completed the online registration form to let us know which Skills Maintenance session you intend to come to.
- You have completed the online theory. (Bronze, SRC and ART only)
- You are a financial member. Membership fees for the 2023/2024 season are due by 30th Sept 2023.
- Members who were proficient in the 2022/2023 season are **not required to do a pool swim** before the Skills Maintenance.
- Non-proficient members are required to do a pool swim before the Skills Maintenance. Please download a Pool Swim form from the website and bring it completed to your Skills Maintenance session.
- All members who hold the following awards are required to do a yearly Skills Maintenance. Bronze, SRC, IRBC, IRBD, Radio, ART, First Aid and Observers
- Instructions on how to create your SLSA Members Portal, Skills Maintenance Bulletin and pool swim assessment forms can all be found on our website. <https://www.mermaidslsc.org.au/home/proficiency-information/>
- Online theory: To complete the online theory, please go to eLearning > Log into eLearning > Go to training Library > SLS - Skills Maintenance > Course. Depending on which award you hold you will need to complete the appropriate online courses. E.g. Bronze or SRC and/or ART

Skills Maintenance at other clubs

If you are unable to attend one of the Mermaid Skills Maintenance sessions, notify the office. An 'away' session may then be requested at another club on a date that you can attend.

Surf Sports

The Club provides a wide range of training sessions through professional coaches with the assistance of a number of voluntary coaches. This season, the Club's professional coaches are:

Trevor Gee, Ky Hurst, Bonnie Palmer and Chris Redler.

The training sessions provided cater for people at all levels, but please contact one of our coaches to confirm which sessions are best for you to attend.

The training timetable for the season can be found on the Surf Club website Surf Sports page, Member's Facebook Page, Team App or the noticeboard in the craft area.

Competition Fundraising

Fundraising is an essential part of the Surf Life Saving culture and offsets a lot of competitive and operational costs within the Club. (See page 3, Competition Fundraising)

More information regarding competition fundraising and how to become involved in surf sports can be found in the Surf Sports Handbook.

Members can also contact the Surf Sports Director (Penny Burgess), a coach or member of the Surf Sports Committee if they have any enquiries regarding Surf Sports.

Surf Sports Director:

Penny Burgess

surfsports@mermaidslsc.org.au



Nippers

Welcome to the 2023 - 2024 Nippers season at Mermaid Beach AEME SLSC. Whether this is your first time at Nippers, or you are a returning member, this is your guide on how your family can have fun and participate at Nippers.

At Mermaid, our junior activities program (“Nippers”) aims to provide an environment where our junior members learn essential surf safety and awareness skills with a focus on fun, encouraging participation and a healthy and safe beach lifestyle. At Mermaid, we are known to be a very family community focused club, however, we also cater for competitive families with great surf sports training available.

Throughout the season our junior members will learn surf safety skills (including how to identify rips) and surf sports skills, such as body surfing and negotiating the surf on a Nippers board. Activity days also include the beach disciplines of flags and beach sprints. At Mermaid our primary focus is to make the Nippers experience fun and enjoyable for all participants and their families.

Our objective is to promote personal development, leadership skills and improve the self-confidence of our junior members by setting realistic and attainable goals and challenges. We encourage competition but recognise that not all junior members are disposed to the rigors of competition. We aim to strike a balance between nurturing and encouraging the competitive urges in our junior members and at the same time providing a welcoming environment and a full program for those members who are less inclined to participate in the competitive side of surf lifesaving.

All our members who run our Nipper program are volunteers. Nippers is a great opportunity for you as a parent to be actively involved with your child as a volunteer in roles such as assisting age managers, water safety, BBQ duty or officiating. We would love for everyone to get involved.

Wishing you a fun, safe and enjoyable Nipper’s season.

Junior Activities Director’s

Matt Clayworth

junioractivities@mermaidslsc.org.au



IMPORTANT DATES 2023/2024 Season

First day of Nippers	Sunday 8 October 2023
Christmas Break up from Nippers	Sunday 17 December 2023
First day back from Christmas Break	Sunday 7 January 2024
Last day of Nippers	Sunday 17 March 2024

SUNDAY AT NIPPERS

The **first day of Nippers** will be Sunday 8 October 2023
Please assemble in Ken Mansbridge Park (opposite Club) by 8.35 am
for an **8.45am start** on the beach. Nippers will finish between 10.00am
– 10.45am (with younger age groups usually finishing first)

All children **MUST** be signed in by a guardian before nippers start. You also need to sign out before leaving Nippers. You will notice banner flags from Under 6 – Under 14. Please meet at your age group flag, to meet your Age Manager for the new season.

Early in the season, we will make sure that all our children complete their surf proficiencies (listed below) before they can participate in water-based activities. This is a requirement of Surf Life Saving Qld (SLSQ) and it is to ensure a safe environment for our Nippers program.

If surf or weather does not permit us to swim in the water, we will have beach activities instead. If the beach is closed there will be no Nippers for that day. We use Team App to update members if Nippers is cancelled, so please make sure you have access to Team App.

Every week we run a BBQ. This is a great way to meet other families at the end of nippers, so we encourage you to get involved in both the BBQ roster to assist with the BBQ and stay behind after nippers to mix with other families.

Parents as Volunteers

Nippers are run by parent volunteers. It is essential for everyone to get involved for Nippers to be a huge success. We need help with Water Safety, Officials, First Aid or BBQ Duty. The club will provide you with all the information and training you need to fulfil your role. Why not take the opportunity to sign up and do your bronze course and start actively patrolling? Further opportunities of upskilling as an IRB Crew and IRB Driver will not only provide you with the best seat in the house during

competitions however, fulfill our clubs water safety requirements and enable our kids to compete at carnivals.

Please speak with your Age Manager or one of the Junior Activities Committee for more information on how you can get involved.

PROFICIENCIES

Junior Pool Proficiencies

It is essential that Nippers have completed their pool proficiencies before they participate in any Nipper activities on the beach. The distances are listed for each age group on the following pages.

Surf Proficiencies

There are additional surf competency tests for our Under 8 – Under 14 Nippers, and these will take place at the beginning of the season. The requirements are set out for each age group below.

Pool Proficiency Dates

We have set 2 pool swim proficiency sessions for 2023/2024 Season at the **Surfers Paradise State School Pool, Isle of Capri.**

Sunday 27 August, 2023: 10.30 till 11.30am

Saturday 9 September 2023, 11am till 12pm

If you are unable to attend this session, please get your swim coach to sign off on your current pool proficiency (*the form can be downloaded from our website*)



NIPPERS AGE GROUPS

UNDER 6 Age Manager – TBA

Born between 1 October 2017 – 30 September 2018

Cap colour – Yellow

Flotation - Back or front float for a minimum of 5 seconds, recover to stand.

Submersion - Submerge to retrieve an object from the bottom of the pool with hands (e.g. dive ring)

Propulsion - Push and glide from the pool wall (distance 1-2 m), recover to stand

Continuous Skill Sequence - Wade through water (5 m) float on back or front (5 seconds) recover to stand, submerge to retrieve an object from the bottom of the pool with hands, recover to stand.

Surf Education Module: Surf Play 1

Children participating in the U 6 age group must always have a parent/guardian accompanying them.

UNDER 7 Age Manager – TBA

Born between 1 October 2016 – 30 September 2017

Cap colour – Green

U7:

Flotation - Back or front float for a minimum of 5 seconds, recover to stand.

Submersion - Back or front float for a minimum of 5 seconds, recover to stand.

Propulsion - Push and glide from the pool wall, kick (distance 2-3 m) recover to stand

Continuous Skill Sequence - Wade through water (5 m) float on back or front (5 seconds) recover to stand, submerge to retrieve an object from the bottom of the pool with hands, recover to stand.

Surf Education Module: Surf Play 2

Children participating in the U 7 age group must always have a parent/guardian accompanying them.

UNDER 8 Age Manager – TBA

Born between 1 October 2015 – 30 September 2016

Cap colour – Club cap

Flotation - Back or front float for a minimum of 5 seconds, recover to stand.

Submersion - Back or front float for a minimum of 5 seconds, recover to stand.

Propulsion - From the pool wall, swim on front any stroke (20 m) followed by swimming underwater (2-3 m)

Continuous Skill Sequence - Swim on front through water any stroke 20 metres, followed by back or front float (5 seconds) followed by submerge to retrieve an object from the bottom of the pool with hands. (do not recover to stand in between each task)

Competition Evaluation: Run-Wade-Run - 25m-25m-25m

Surf Education Module: Surf Aware 1

UNDER 9 Age Manager – Chris Forrest

Born between 1 October 2014 – 30 September 2015

Cap colour – Club cap

Flotation - Front to back float or back to front float – 5 seconds on each side.

Tread water and / or sculling for a minimum 1 minute.

Submersion - Submerge to retrieve an object from the bottom of the pool with hands (e.g. dive ring)

Propulsion - Survival breaststroke and/or sidestroke and/or back sculling for minimum 50 m

Continuous Skill Sequence - Swim on front through water using a combination of breaststroke, sidestroke, freestyle for 50 m followed by treading water and/or sculling for a minimum 1 minute, followed by submerge to retrieve an object from the bottom of the pool with hands. (do not recover to stand in between each task)

Competition Evaluation: Minimum 150m open water swim (competition course distance as per competition manual)

Surf Education Module: Surf Aware 2

UNDER 10 Age Manager – Mark Anderson / Chantelle Al-Kahil

Born between 1 October 2013 – 30 September 2014

Cap colour – Club cap

Flotation - Front to back float or back to front float – 5 seconds each side.

Tread water and / or sculling for a minimum 1 minute.

Submersion - Submerge to retrieve an object from the bottom of the pool with hands (e.g. dive ring)

Propulsion - Swim on front through water any stroke for 25 m followed by survival breaststroke and/or sidestroke and/or back sculling for minimum 50 m

Continuous Skill Sequence - Swim on front through water using a

combination of breaststroke, sidestroke, freestyle for 50 m followed by tread water and/or sculling for a minimum 1 minute, followed by submerge to retrieve an object from the bottom of the pool with hands. (do not recover to stand in between each task)

Competition Evaluation: Minimum 150m open water swim (competition course distance as per competition manual)

Surf Education Module: Surf Safe 1

UNDER 11 Age Manager – Rachael Baffari / Kyle Eden

Born between 1 October 2012 – 30 September 2013

Cap colour – Club cap

Flotation - Front to back float or back to front float – 5 seconds on each side. Tread water and/or sculling for minimum 2 minutes.

Submersion - Submerge to perform forward or backward roll underwater, recover to the surface, retrieve an object from the bottom of the pool with hands (e.g. dive ring)

Propulsion - Swim on front through water any stroke for 50 m followed by survival breaststroke and/or sidestroke and/or back sculling for minimum of 50 m

Continuous Skill Sequence - Swim on front through water using combination of breaststroke, sidestroke, freestyle for 50 m followed by tread water and/or sculling for a minimum 2 min, followed by submerge to retrieve an object from the bottom of the pool with hands. (do not recover to stand in between each task)

Competition Evaluation: Minimum 288m open water swim (competition course distance as per competition manual)

Surf Education Module: Surf Safe 2

UNDER 12 Age Manager – Luke O'Connor

Born between 1 October 2011 – 30 September 2012

Cap colour – Club cap

Flotation - Front to back float or back to front float – 5 sec each side. Tread water and/or sculling for minimum 3 minutes.

Submersion - Submerge to perform forward or backward roll/somersault underwater, recover to the surface, retrieve an object from the bottom of the pool with hands (e.g. dive ring)

Propulsion - Swim on front through water any stroke for 100 m followed by survival stroke(s) breaststroke and/or sidestroke for a minimum 50m

Continuous Skill Sequence - Swim on front through water using a combination of breaststroke, sidestroke, freestyle for 100 m, followed by tread water and/or sculling for minimum of 3 minutes, followed by

submerge to retrieve object from the bottom of the pool with hands. (do not recover to stand in between each task)

Competition Evaluation: Minimum 288m open water swim
(competition course distance as per competition manual)

Surf Education Module: Surf Smart 1

UNDER 13 Age Manager – Sarah Stanley / Belinda Nielsen

Born between 1 October 2010 – 30 September 2011

Cap colour – Club cap

Flotation - Front to back float or back to front float – 5 sec each side.

Tread water and/or sculling for minimum 3 minutes.

Submersion - Submerge to perform forward or backward roll/somersault underwater, recover to surface, retrieve object from bottom of pool with hands (e.g. dive ring)

Propulsion - Swim on front through water any stroke for 100 m followed by survival stroke(s) breaststroke and/or sidestroke for minimum 50m

Continuous Skill Sequence - Swim on front through water using a combination of breaststroke, sidestroke, freestyle for 100 m, followed by tread water and/or sculling for minimum 3 minutes, followed by submerge to retrieve an object from the bottom of the pool with hands. (do not recover to stand in between each task)

Competition Evaluation: Minimum 288m open water swim
(competition course distance as per competition manual)

Surf Education Module: Surf Smart 2 & Resuscitation Award

UNDER 14 Age Manager – James Bell / Trent Smith

Born between 1 October 2009 – 30 September 2010

Cap colour – Club cap

Flotation - Front to back float or back to front float – 5 sec each side.

Tread water and/or sculling for minimum 3 minutes.

Submersion - Submerge to perform forward or backward roll/somersault underwater, do not recover to surface, retrieve object from bottom of the pool with hands (e.g. dive ring).

Propulsion - Swim on front through water any stroke for 100 m followed by survival stroke(s) breaststroke and/or sidestroke for minimum 100 m.

Continuous Skill Sequence - Swim on front through water using combination of breaststroke, sidestroke, freestyle for 200 m, followed by tread water and/or sculling for minimum 3 minutes, followed by forward or backward roll/somersault underwater, recover to surface, followed by submerge to retrieve an object from the bottom of the pool with hands (do not recover to stand in between each task).

Competition Evaluation: Minimum 288m open water swim
(competition course distance as per competition manual)
Surf Education Module: Surf Rescue Certificate (SRC)

ADDITIONAL NIPPER TRAINING

All U8's to U14's is welcome to join in Nipper Training sessions. To be able to join in the training, you will need to be:

- A financial member of our club,
- Have completed your age pool swim, attended an ocean session and had the coach sign you off on your Run Swim Run (see Junior Proficiencies section for distance relevant for each age group)

NB: We suggest new members and members who are not confident on the board to start by attending the training session at the lake and discuss any concerns you may have with the coach.

CARNIVALS

Nippers participate in a variety of carnivals during the season designed to enhance their surf skills and confidence. The carnival schedule and relevant entry and nomination information will be available on this page ahead of these events.

The entry fee for most carnival is \$12 per child, per day. To compete in a carnival, you will need to complete the **Online Form** for the carnival that you wish to enter. You will also need to inform your age manager of the events you have entered. **Please note:** if you are late with entries, there will be additional costs associated.

For each carnival, we require **IRB Driver and Crew**, 1:10 Water Safety, 1:10 Officials and First Aid. If your child wishes to compete in carnivals, your team manager will look for volunteers for assistance in one of these areas.

COMMUNICATION

The Mermaid Beach Team App is the main source of communication for Nippers. We encourage all our families to download this app.

www.teamapp.com

Also like and follow our Members Only Facebook page

(Mermaid Beach AEME SLSC Members)

as well as the Nipper page on our website for the latest carnival information. <http://www.mermaidslsc.org.au/home/>

Junior Activities Team 2023/24 Season

The Junior Activities Team are responsible to manage and develop junior activities to achieve club objectives and comply with SLSQ requirements.

Junior Activities Committee

Junior Activities Director – Matt Clayworth

Nipper Secretary – Carly Fritsch

Nipper Team Manager U11 to U15 – Liz Van Hooven

Junior Surf Sports Coordinator – Marcus Dore

Other Committee Members

Nipper Team Manager U8 to U10 – Chris Forrest

Gear Steward - TBC

Water Safety Coordinator – Murielle Pronk and Mark Foster

BBQ Coordinator – TBC

Nippers Coaches

Bonnie Palmer, Chris Redler



Member Development

What does Member Development mean to us?

Quite simply, it means giving opportunities and direction to anyone who request it!

Mermaid members are involved in a verity of different areas. Whether your interests are in lifesaving, sports, administration, socialising, education or youth development, there is opportunity for you, and we welcome your interest and input.

The Member Development Team organises a variety of activities such as fun skills and fitness sessions, social movie nights, participating and supporting in various areas of the club, days exploring new places and overnight stays.

We are always looking for member input and are the go-to team to get your Mermaid event or initiative off the ground.

We have a passion for leadership, and we have many opportunities for all members to learn and build on their abilities as young leaders. Many of our members have participated in programs such as youth excellence or leadership excellence, community services and water safety programs. Members also can attend national, state and branch level camps and activities.

We are here to help you in any and every part of the club, whatever your goals may be, and most importantly, improving the club its members.

Member Development Director: Kyle Bartlett and Bella Danaher

Contact us at youth@mermaidslsc.org.au

Feel free to visit our webpage to learn more:

<https://www.mermaidslsc.org.au/home/member-development/>

Sunday Morning Handicap Surf Race

The Handicap Surf Race is a great Mermaid tradition and is **held each Sunday morning of the patrolling season. Members are to start to arrive at 7.30am and be registered by 8:00 am for a 8:15am start.** The swim is a **fun club activity** that is open to all able members – Seniors, Juniors & Associates.

The rules for the race competition are listed below. Generally, the race should extend to about 12 to 14 minutes maximum from 'GO' therefore covering a distance of 400 to 600 metres.

The Rules:

1. The Handicap Surf Race is run each Sunday morning of the patrolling season – First Sunday patrol in September through to last Sunday patrol in April.

NB: The Handicap Surf Race is not run on the day of our Club Championship, as members are encouraged to participate.

2. The event can consist of a run/swim/run or swim/run/swim or depending on surf conditions, a longer swim and distances determined so that the event will last between 12 & 14 minutes.

3. Swim start time is 8:30am. This is to ensure the swim is finished prior to 9am and participants can attend other club activities that follow eg Water Safety, Junior Activities

4. To participate, you must **arrive by 7:30am** to register before **8:00am** and be given your handicap time.

5. The Surf Swim Sub-Committee appointed by the Surfs Sports Committee will be responsible for regulating the Sunday Surf Swim.

6. Places are assigned down to fifteenth position and points are allocated as follows:

a. Every member who participates in the surf swim receives a point irrespective if they complete the course.

b. Members on patrol on the morning of the swim are also assigned a point as they have to provide water safety for the participants as well as maintain their patrol duties for the public.

c. Members who cannot participate because of SLSC commitments in sanctioned events also receive a point. This is done via **written notification to the Surf Swim Co-ordinator with supporting documentation.** This includes doing any proficiencies or awards.

d. The swimmer who places first is assigned 16 points (15 for winning + 1 point for participating) and so on to the swimmer who places 15th who is assigned 2 points (1 point for 15th place + 1 point for participation).

Please note that points for placing in the top 15 are only awarded to proficient members; non-proficient members will only receive time penalties and a point

for participation. All members proficient from the previous season will be deemed proficient until the last Club proficiency in December.

7. Handicap times are determined at the start of each season by the Surf Swim Sub-Committee and adjusted manually for the first two swims. From the third swim the times are adjusted as outlined;

Each week, Handicap times are adjusted according to placing as follows:

1 st – 3 rd	-	1:00 increase
4 th – 6 th	-	0:45 increase
7 th – 9 th	-	0:30 increase
10 th – 12 th	-	0:15 increase
13 th – 15 th	-	0:00 increase
16 th – 20 th	-	0:15 decrease
21 st – 30 th	-	0:30 decrease
31 st – 40 th	-	0:45 decrease
41 st or above	-	1:00 decrease

8. Power Play is a strategic bonus system:

- The bonus for regularly competing has taken the form of a strategy that swimmers may use at their discretion. The swimmer can have their handicap reduced dependent on the number of races competed in.
- Every 4 races swum equals a 15 second reduction in the handicap.
- The new handicap is the handicap for the day and the new base for the calculation of future handicaps.
- The competitor must notify the Surf Swim Co-ordinator 15 minutes prior to the start of the race.
- Please note this Power Play can only be taken once during the season.

9. There will be a time penalty of 15 seconds for each swimmer who hasn't competed in the last 4 weeks and for each subsequent 4 weeks.

10. In the spirit of the Handicap Surf Race, each swimmer must swim to their best ability. If not, penalties may apply as decided by the Surf Swim Sub-Committee.

11. Weekly Prizes

1 st	Breakfast at Mermaid Beach SLSC
2 nd	Coffee and Cake at Mermaid Beach SLSC
3 rd	Coffee at Mermaid Beach SLSC

Fundraising

Our club has annual operating expenses in excess of \$750,000. Approximately 30% of this expenditure is funded by Supporters Club Donations, membership fees and government grants. For the other 70% of the expenditure we are very dependent on the generosity of donors, providing value to our sponsors and the commitment and involvement of members in fundraising activities.

Donations – Donations assist in enabling the provision of services by the club and are fully tax deductible. Members are encouraged to promote donations to our Club from individuals or businesses they have contact with.

Sponsorship - Where the Club provides something in return for moneys provided to the Club (e.g. advertising on equipment or around the Club area) this is called sponsorship. A range of sponsorship opportunities are available which provide great positive exposure to a sponsor.

For any details regarding Club Sponsorship Packages or donations please contact our Community Engagement Manager - Michael Dalton on 0411 864 133 or email cem@mermaidslsc.org.au

QLD Lifesavers Appeal – is an annual fundraising initiative by Surf Life Saving Queensland. The appeal is pivotal in ensuring that volunteer surf lifesavers have the necessary equipment, training and resources to continue safeguarding our state's beaches and provides a valuable avenue for Surf Life Saving to highlight the services we provide to the community.

The main aim of the QLD Lifesavers Appeal is to highlight Surf Life Saving's urgent need for funding and to encourage the community and corporate sector to answer Surf Life Saving's call for help. The appeal will run for the month of October 2023 and it will be an online appeal.

Nipper BBQ - The Nippers run a BBQ every Sunday morning during the season which is a great fundraiser for the Club. Nipper parents are encouraged to assist when their age group is rostered on and the support of any Club members is appreciated.

Supporters Club Raffles – Raffles in the Supporters Club are held regularly and contribute greatly to the Surf Sports area of the club.

Other Fundraising Activities – Many other fundraising activities will be held throughout the year including the **Sportsman’s Lunch, Surf and Turf Race day, Golf Day, Ladies Lunch** and other events. Everyone is encouraged to either participate and encourage others to participate in the fundraising events of the club.

If you have a fundraising idea, please contact the Community Engagement Manager for discussion – cem@mermaidslsc.org.au

Recording of Fundraising Activities – Money collected from all fundraising activities is to be delivered to the office together with a fully completed cash collection form.



Supporters Club

Welcome to Merlina's

- Free Club Membership to surf club members with discounted meals and drinks.
- Kids Play area and kids Eat Free Monday nights.
- Enjoy Coffee and Cake made in house.
- Members Draw, Parmi Night & Moster raffles Thursday nights.
- Open for Breakfast, lunch, dinner.
- Open Monday till Thursday: 10am till late
- Friday till Sunday: 8am till late
- Available for private parties and functions.

For bookings and enquiries please call us on 55753211.



Club Rules

General

- Members are to comply with Club standards, rules, regulations, and policies.
- Members are not to bring the Club into disrepute.
- Members are to treat Club facilities and equipment with respect.
- Facilities and equipment are for the use of members, visiting SLS clubs and the public who have a hire agreement with us.
- Members are to comply with the responsibilities of their membership or office in the Club.
- Members are responsible for security of their own gear left at the Club.

Bunk Rooms

The Club maintains a male and a female bunkroom for use by members. These bunk rooms are subject to statutory fire regulations regarding the number of occupants and the procedures for use. Whilst the bunkrooms are predominantly for the use of Mermaid Beach AEME Surf Life Saving Club members occasionally the Club receives requests for use of the bunkrooms from other clubs visiting the Gold Coast. The Club policy is to always provide support to other clubs if possible, within the fire regulations and without disadvantaging Mermaid Beach AEME SLSC members.

Current Fire Regulations restrict the number of bunks in each bunk room to:

- Male bunk room - eight
- Female bunk room - six

More than this number of members are not permitted to stay overnight in the bunk rooms unless specifically approved.

Club members over the age of 18 wishing to use the bunkrooms are to:

- Register their name in the book located in the members area prior to staying
- Advise the office of their stay
- Comply with Club Rules at all times

Club members under the age of 18 are not permitted to use the bunk rooms without:

- Parental/Guardian consent
- Child and Youth Protection Risk Assessment being completed in accordance with procedures for Child and Youth Protection.
- Activity Supervisor and chaperones appointed and being in attendance
- At least one chaperone is required for each gender using the bunkroom.

Club members are not to enter the bunk room of the opposite sex.

Family groups can apply to the President or Secretary for approval to share one bunk room, instead of needing to utilise both bunk rooms. If approved appropriate notices and signage are to be displayed.

Only club/SLSA members are to stay in bunk rooms (SLSA members are to be approved by Management or Executive Committee, as per procedure 10-Use of Bunk Rooms.)

Please sign attendance book in training room. Patrolling members for that weekend have priority.

- No wet clothes to be left in bunk rooms.
- Bunk rooms are for overnight stays only, not semi-permanent or permanent residence
- Sheets or a cover must be used on mattresses.
- No excess water use in showers.
- Members to treat facilities with respect and clean up after themselves.
- Members staying in bunk room to be aware of location of fire extinguishers and exits. See Office Staff
- No tampering with firefighting equipment.
- No washing of surf craft in showers.
- If fire alarm sounds, vacate building quickly through the nearest exit to assembly point.
- No alcohol to be consumed in bunk rooms.
- No smoking in building.
- Please report any problems of concerns to the office.

Member's Area

- Members using the kitchen & members area are to leave them clean & tidy.
- Members are to wash and dry all kitchen items used.
- No bikes in member's area (use bike racks provided).
- No boards in member's area (use board racks or craft area).
- Please report any problems or concerns to the office.
- Members to secure area if last to leave.

Training Room

- Do not enter the training room unless dry and free of sand.
- Members wishing to use the training room for their own private use may do so after approval from the Management Committee. Please discuss with office staff for guidance
- Members using the training room to leave it clean and tidy.
- No bikes, boards or craft are to be stored in the training room.
- Please report any problems or concerns to the office.
- Members to secure area if last to leave.

Management Committee 2023/2024

RESIDENT: Paul Mann

Vice President - Phil Chipman: Club House Development
Vice President – Andrew Moore: Lifesaving



DEPUTY PRESIDENT: Chris Barron



ADMINISTRATION: Secretary: Kate Lawrance

Administrator - Jo Briody
Business Administrator - Lee Murphy
Community Engagement Manager - Michael Dalton
Registrar – Emily Jayne-Brown
Grievance Officer - Tony White
Volunteer Coordinator
Communications Officer –



FINANCE: Treasurer: Joe McCabe

Assistant Treasurer
Fundraising Coordinator



SURF LIFE SAVING: Club Captain: Ian Peters

Club Vice-Captains - Mark Foster, Ian Tannahill
IRB Captain
First Aid Officer - Kylie Bade-Peters
Radio Officer - Troy Buchanan
Gear Steward
Patrol Captains



SURF SPORTS: Surf Sports Director: Penny-Anne Burgess

Senior Team Manager - Liz Van Hooven/ Graham Reid
Masters Team Manager - Ann Donnelly-Marshall
Boat Captain – Martin Fletcher
Craft Captain - Dale and Sandy Penman
Coaches – Trevor Gee, Ky Hurst
Sunday Surf Race Coordinator – Richard Jones
Club Officials



NIPPERS: Junior Activities Director: Matt Clayworth

Junior Secretary – Carly Fritsch
Junior Surf Sports Coordinator – Marcus Dore
Nipper Team Manager U11- U15 – Bec Emery
Nipper Team Manager U8 - U10 – Chris Forrest
Junior Fundraising Coordinator
Water Safety Coordinator – Murielle Pronk and Mark Foster
Nipper Coaches – Bonnie Palmer and Chris Redler.
Gear Steward
Age Managers



EDUCATION: Chief Training Officer: Ian Tannahill

Assistant Training Officer – Melinda Gerry
Instructors – Ian Tannahill, Richard Jones, Melinda Gerry,
Chris Sealy, Greg Moreton, Jason Green, Emily Reynolds
Assessors – Chris Sealy, Melinda Gerry, Greg Moreton



**MEMBER DEVELOPMENT: Member Development Director:
Kyle Bartlett and Bella Danaher**

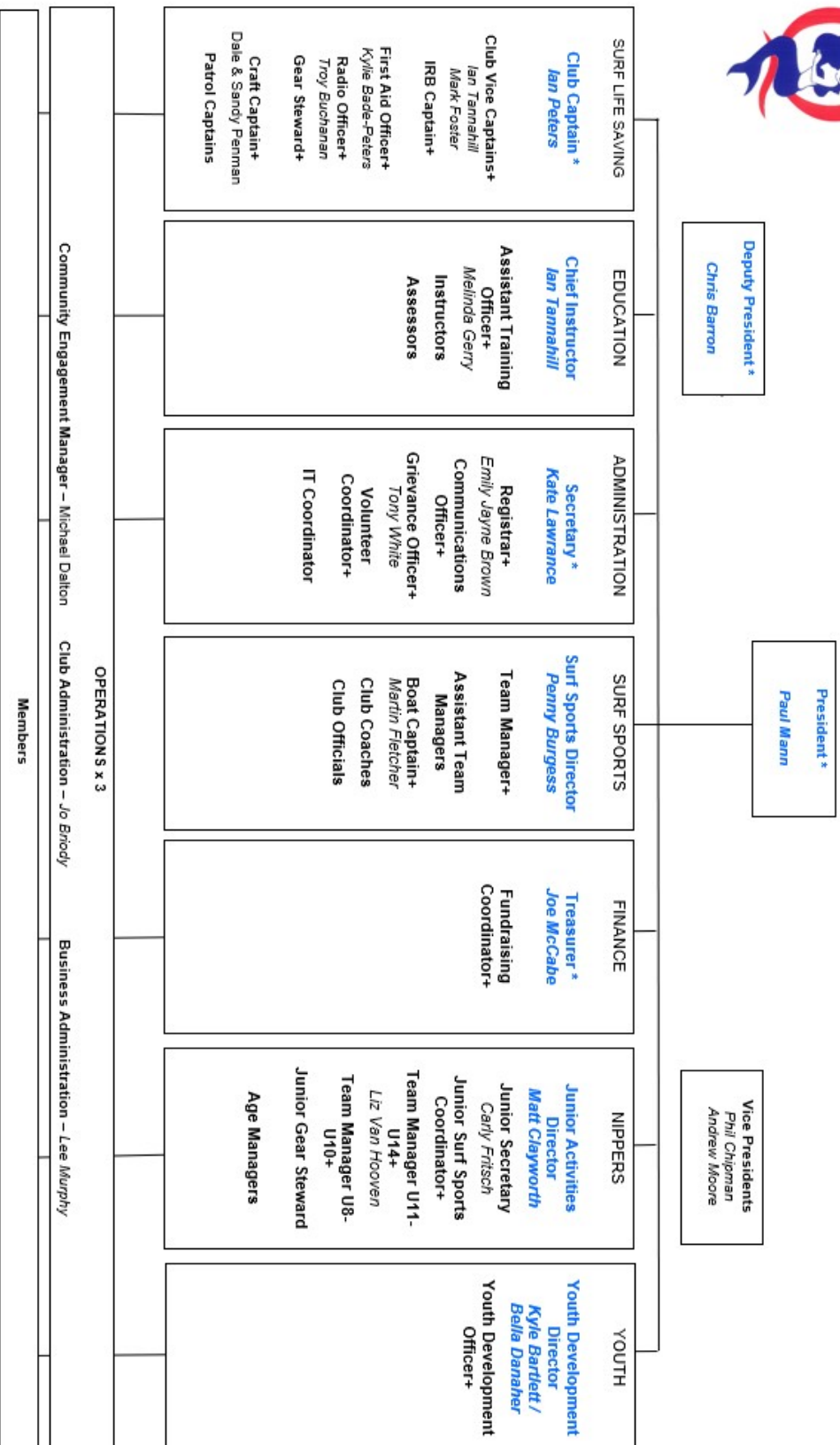
Youth Development Officer



Club Structure



MERMAID BEACH AEME SLSC ORGANISATION



Club Communications

Communications between Club members, Club officers, South Coast Branch and Surf Life Saving Queensland are critical to the proper functioning of and harmony within the Club.

The Club receives significant communication material, predominantly by email to the Secretary or Administrator. Communication of this information to Club officers will generally be by one of the means described below.

Email

The primary means of communication to Club officers is email, with following generic email addresses being used:

executive@mermaidslsc.org.au- Executive Committee

management@mermaidslsc.org.au- Management Committee

officers@mermaidslsc.org.au- all Club Officers, Patrol Captains, Coaches and Age Managers.

The Secretary and/or Club Administrator will distribute emails to the relevant Club officers at least twice per week for action.

In exceptional circumstances, an email may be sent to all members where information cannot be included in the Mermaid's Tale or time frames are critical. Any information sent to members directly by email will be from a trusted source and approved by a member of the Executive Committee.

Mermaid's Tale

Will be sent to all members once per month. All content of the Mermaid Tale is to be approved by a member of the Management Committee before it is distributed to members.

Website

The official Club website is: www.mermaidslsc.org.au. The majority of this website is available to the public, however Members have access to Policies and Procedures, Proficiencies, Surf Sports, Youth Development and Nippers.

Team App

Is an integral part of effective communication with our large and diverse membership. Daily communication with members is to be via Team App.

SMS Message

The Telstra-sponsored SMS messaging service has come to an end, and it is now a service that SLSA is paying for. Therefore, the office will only send text messages that are for time-critical messages.

Social Media Pages

Social Media such as Facebook and Instagram are to be used mainly for celebration stories. The Facebook page is administered by the Secretary and closely monitored for any inappropriate postings. Please advise any inappropriate postings.

Notices

Some information may also be provided on notice boards. Notices will generally be a secondary source of information with the primary source being the means described above.



Code of Conduct for Members



All Club members are expected to comply with the Surf Life Saving Queensland Code of Conduct (below) and Club Rules (refer to Club House section).

Members and all people involved in any way with SLS will:

- a) Respect the rights, dignity and worth of others—treat others as you would like to be treated yourself.
- b) Be ethical, considerate, fair, courteous and honest in all dealings with other people and organisations.
- c) Be professional in, and accept responsibility for your actions.
- d) Be aware of and follow—at all times—SLS' standards, rules, policies and procedures and promote those standards, rules, policies and procedures to others
- e) Operate within the rules and spirit of the sport, including the national and international guidelines that govern SLS.
- f) Understand the possible consequences of breaching the codes and/or this policy.
- g) Report any breaches of the codes or this policy to the appropriate PPA
- h) Refrain from any form of abuse, harassment, discrimination and victimisation towards others
- i) Raise concerns regarding decisions of PPA through the appropriate channels and in a timely manner.
- j) Provide a safe environment for the conduct of activities in accordance with any relevant SLSA policy.
- k) Show concern, empathy and caution towards others that may be sick or injured.
- l) Be a positive role model to all.
- m) Respect and protect confidential information obtained through SLS activities or services; whether individuals and/or organisational information
- n) Maintain the required standard of accreditation and/or licensing of professional competencies, as applicable to the role(s)
- o) Ensure that any physical contact with others is appropriate to the situation and necessary for the person's skill development.
- p) Refrain from intimate relations with persons over whom you have a position of authority
- q) Agree to abide by the codes.
- r) Maintain a duty of care towards others.
- s) Be impartial and accept the responsibility for all actions taken.

Person in Position of Authority (PPA):

PPA include everyone who holds a position of authority in SLS, whether paid or unpaid, and includes, but is not limited to, all SLS Entity Individual Members. For the avoidance of doubt, PPA also includes Child or Young Person (CYP) who may hold a position of authority in SLS over other CYP.

Disciplinary Procedures

In accordance with the provision of the Club Constitution and By-Laws members of the Club are subject to Club Rules, SLSQ Codes of Conduct and Club, SLSQ and SLSA policies and procedures. Members are also expected to uphold the objectives and values of the Club.

If any member breaches any of these requirements, they may be subject to disciplinary measures. Members who have a complaint that another member has not followed these rules, Codes of Conduct, policies, procedures or values, may refer this complaint to the Club Captain or President. A disciplinary action flow chart (Procedure 12) is available on the Club website.

Generally, complaints of a serious nature must be formally submitted in writing.

Disciplinary measures may involve:

- Discussion with Club Captain
- Discussion with President
- Apology (written/verbal)
- Additional Club tasks
- Restriction of Privileges
- Fine
- Suspension
- Referral to Judiciary Committee
- Referral to Management Committee
- Termination of membership
- Expulsion

Grievance Procedures

Occasionally members will have grievances over circumstances in the Club. The first step to resolution in any grievance situation is to approach the other person yourself [if possible] with the goal of resolution [rather than winning]. The second step is to involve the Grievance Officer whose role is to gather relevant information from those involved and work towards a fair and impartial outcome.

At times the Grievance Officer may consult with a fellow grievance officer or Club Officers of the relevant group [i.e. age managers, Surf Sports Director etc]. Whilst the aim is to restore harmony, at times, because of the nature of human beings, this will not be possible. However, the core and non-negotiable values of human dignity, worth and respect will be expected no matter the outcome.

A flowchart on the process to be followed for grievances within the Club is available on the website (Procedure 08). This describes the steps that members and other Club officers should take in accordance with SLSQ and SLSA policies if lodging or hearing a grievance.

Members should understand that Grievances do not replace the normal Club disciplinary processes designed to deal with breaches of discipline or Club Rules. In the first instance if a member believes that there has been a breach of discipline by another Club member that they wish to be actioned this should be reported to the Club Captain or President. Refer to Disciplinary Procedures Section on page 29.

Club History

During the latter half of 1945 soldiers from Watercraft Workshops, Australian Electrical and Mechanical Engineers (AEME), Bulimba Brisbane, established a Surf Life Saving Club on the Gold Coast. This new club was named the A.E.M.E. Surf Life Saving Club and it existed for two seasons until the Queensland Government changed the name of the area patrolled by the club from Los Angeles Beach to Mermaid Beach, on the 11th September 1946. At this stage the club decided to change its name to the Mermaid Beach AEME Surf Life Saving Club. (The AEME being retained as a reminder of the club's founders.) The area drew its name from the "cutter" Mermaid the ship used by explorer John Oxley to chart the Tweed, Gold Coast, and Moreton Bay areas in 1823.

A number of craftsmen at the Watercraft Workshops, Bulimba, were encouraged to participate in swimming and lifesaving activities by Craftsman Tom Sneyd. Before the war Tom Sneyd was an active life saver with the Stanwell Park SLSC in New South Wales. With the encouragement of Major C. Ware and the support of Alan Kennedy, from Surf Life Saving Queensland, the foundation for a new surf club was established. With equipment provided by the Army Amenities Fund and Surf Life Saving Queensland weekend training commenced and members initially travelled from Brisbane by Army vehicles with rations provided by the Mess. Accommodation was in tents and eventually a clubhouse was built, out of "scrounged" material, on the beach front at Ocean Street. The group was fortunate to gain the services of Corporal Horrie Armstrong, a former captain of the City of Perth S.L.S.C., as Chief Instructor. The first Bronze Medallion Squad all qualified on Christmas Day 1945.

The Club moved to its current location in 1952 with the current building being opened on 2 February 1973.



1st Bronze Squad. 23 Dec 1945

36



1st Club House. 1948

The Structure of Surf Life Saving

Surf Lifesaving plays a vital role in the Australian community, both on and off the beach. It is our shared mission and driving force to **save lives, create great Australian's and build better communities.**

Surf Life Saving in Australia is run by **Surf Life Saving Australia (SLSA)**. SLSA looks after all areas creating policies and procedures to be followed on a national basis.

SLSA provide support for Lifesaving (volunteer) and Lifeguard service (paid) with the provision of awards and training. Beach safety is also promoted by SLSA with various public awareness and training programs. In the field of competition SLSA is responsible for creating the rules under which all competition is conducted. It also maintains accreditation records of all competition officials and coaches.

Our State Centre, **Surf Life Saving Queensland (SLSQ)**, works in conjunction with SLSA with responsibilities at a state level. Management of state activities is in the hands of SLSQ, who maintain Awards and provide training and education for Queensland members as well as a Queensland lifeguard service. The many committees in SLSQ make recommendations to SLSA on all matters that are governed by the national body. SLSQ also runs a funding body (Lifesaving Foundation) which runs art unions, and coordinates the annual door knock, duck race etc.

Queensland and New South Wales have so many clubs, that to effectively run the state, these clubs have been divided up into branches. Our branch is the **South Coast Branch Surf Life Saving Queensland (SCB)**. It consists of Point Lookout, Coochiemudlo Island, Southport, Northcliffe, Surfers Paradise, Broadbeach, Kurrawa, Mermaid Beach, Nobbys Beach, Miami, North Burleigh, and Burleigh Heads Mowbray Park surf lifesaving clubs.

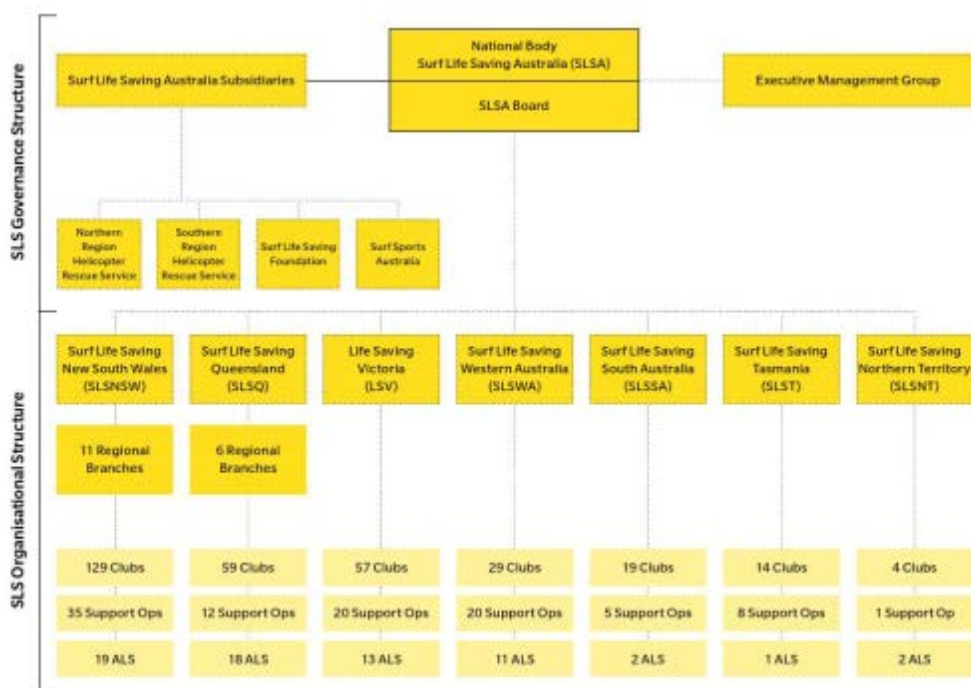
To the north we have Sunshine Coast Branch, and to the south Point Danger Branch.

The branches manage the day to day activities within their area, and act as a communication link to SLSQ. Many committees and Branch Officers make recommendations to SLSQ. On matters relating to their members, Clubs are represented on branch committees by club officers such as the Junior Activities Director, Club Captain and the Chief Instructor.

Assessors and Competition Officials are members of the board of lifesaving or surf sports. The Club President is a councillor and represents the club at Branch Council Meetings.

SLSQ also runs regional offices (e.g. the Gold Coast Regional Office in West Burleigh) to act as central point of contact for government in the regions and to assist branches. Generally, the professional staff utilised by Branches are employed and managed by the SLSQ Regional Office.

All communication from members must be through the club, who may then refer it to Branch, who in turn may send it on to SLSQ, should the matter need to go higher it would be sent to SLISA. To preserve this communication model, it is included in each organisation's constitution. Each season the Club is required to affiliate with South Coast Branch, Surf Life Saving Queensland and Surf Life Saving Australia.



Many surf clubs in Queensland run Supporters Clubs who are affiliated with the respective Surf Life Saving Club and donate profits to the Surf Life Saving Club to assist in funding Club activities, services and facilities.

Mermaid Beach AEME SLSC is a surf lifesaving club built from a strong foundation; its members. We are a family orientated club that provides an environment that values mateship, equality and fun whilst developing lifelong skills

Strategic Plan 2021-2031

In 2021 the club revised our Strategic Plan that describes our Vision for the future (until 2031), our core Values (those principles or behaviours that we value in our Club), our Mission, Goals and Objectives. There are also annual targets or performance indicators that help us track our progress towards our goals and vision.

All Club members are expected to understand and work towards the achievement of this Strategic Plan described on the following pages.

Vision:

A club for members and the community that delivers world class pathways in all aspects of surf lifesaving while embodying our core values.

Values:

1. Trust, Honesty, Loyalty
2. Respect, Equality
3. Fun
4. Welcoming, Inclusive, Encouraging
5. Strive For Excellence
6. Community, Care
7. Service, Teamwork

Mission: To provide a range of world class programs to encourage and develop all members to ensure zero preventable deaths on Mermaid Beach

<i>Club Goals</i>	<i>Club Objectives</i>
<i>Surf Life Saving</i>	
1.0 Provide excellent Surf Life Saving Services to Mermaid Beach	1.1 Provide opportunities to enhance fitness and level of life saving skill of active members
	1.2 Provide high quality surf lifesaving equipment
	1.3 Establish and man patrols with 100% redundancy above minimum award levels.
	1.4 Meet the requirements of our patrol service agreement.
	1.5 Achieve Zero Preventable Deaths at Mermaid Beach
<i>Surf Sports</i>	
2.0 Achieve excellent results in all areas of surf sports	2.1 Attract and retain surf sports athletes through high quality coaching, equipment and support
	2.2 Encourage and recognize surf sports participation and results
	2.3 Provide competition opportunities in a wide range of competition categories

	2.4 Provide a pathway for junior activities athletes to transition into senior surf sports
Member Development	
3.0 Provide pathways for youth to become senior members	3.1 Promote maximum youth involvement in existing Club surf sports and surf life saving programs.
	3.2 Coordinate and promote maximum attendance at SLSQ Youth Development and YEPS activities.
	3.3 Conduct high quality and challenging Youth Development activities in compliance with current policies and procedures.
4.0 Increase, retain, recognize, mentor and support members	4.1 Increase membership base
	4.2 Encourage and reward volunteer participation and involvement
	4.3 Enhance pathways and opportunities for members to achieve their goals within surf life saving

Nippers	
5.0 Provide a high-quality junior activities program that provides a pathway to retention as youth members	5.1 Plan, coordinate and conduct effective and enjoyable junior activities for all age groups on Sunday mornings during season
	5.2 Identify and develop potential athletes through effective coaching and skills development for nippers

Administration	
6.0 Provide administrative and communication services that enhance the performance of all parts of the Club	6.1 Maximum use of technology to enhance administration and communications
	6.2 Provide efficient and effective administration systems to support members
	6.3 Provide excellence in customer service and communications for members
	6.4 Implement best practice governance to achieve full compliance
7.0 Enhance Club profile and attractiveness	7.1 Enhance Club profile in community and media
	7.2 Develop and maintain relationships with compatible organisations and affiliated bodies
	7.3 Maintain existing Club house and Supporters Club facilities
	7.4 Upgrade Club House and Supporters Club facilities to sustain Club future growth

Finance	
8.0 Provide sufficient funds to support Club objectives, activities and growth	8.1 Enhance profit from fundraising activities in all functional areas of Club
	8.2 Attract and retain sponsors
	8.3 Maximize revenues from Grants and government subsidies
	8.4 Promote and support Supporters Club to enhance revenues
	8.5 Maximise profits and alternative revenue streams
	8.6 Enhance savings to facilitate Clubhouse development

Thank you to our Major Sponsors



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07 5575 3668

surfclub@mermaidslsc.org.au

www.mermaidslsc.org.au

*2022 Australian
Surf Club of the Year*

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Surf Club

Mermaid's
Restaurant
Bar Gaming
Kids Room

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