



ANNUAL GENERAL MEETING 2025

AGENDA

5.30pm, Thursday 18 September 2025
Hadley's Orient Hotel, Murray Street, Hobart

- 1. OPEN MEETING & WELCOME**
- 2. APOLOGIES**
- 3. CONFIRM MINUTES OF PREVIOUS AGM**
- 4. PRESIDENT'S REPORT**
- 5. FINANCIAL REPORT**
- 6. APPOINTMENT OF AUDITOR**
- 7. ELECTION OF COMMITTEE**
- 8. GENERAL BUSINESS**
- 9. MEETING CLOSED**



ANNUAL GENERAL MEETING

Women in Tourism & Hospitality Tasmania Inc.

5.30pm, Thursday 31 October 2024
Drysdale TasTAFE, Collins Street Hobart

MINUTES

1. OPEN MEETING & WELCOME:

President, Rita Warrener, opened the meeting at 5:30 pm, welcoming everyone to the 2024 AGM and acknowledging, and paying respect to, the Tasmanian Aboriginal Community as the traditional and original owners and continuing custodians of lutruwita/Tasmania and the land on which the meeting was held, and acknowledged Elders past and present.

Special welcome to Karen Phillips, founding committee member of WITH Northern Branch.

2. APOLOGIES:

Diane Rae, Grandvewe Cheeses; Jane Johnston, Travel With a Cause; Anna Donovan, Drive Car Hire; Emily Hopwood, BET; Melinda Anderson, Pennicott Wilderness Journeys; Pam Nicholls, Tourism Brochure Exchange; Mary Brownell, The Rox Hobart; Cally Lyons, Rathmore; Jill Bannon, Jill Bannon Corporate Event Management; Alice van der Woude, On Board Expeditions; Jude Franks, Jude Franks Consulting; Upuli Pathirana, Henry Jones Art Hotel.

3. CONFIRM MINUTES OF PREVIOUS AGM:

Minutes of the previous AGM held on 27 September 2023 were moved as correct by Tania Thompson. Seconded by Aletta Macdonald. *Carried.*

4. PRESIDENT'S REPORT:

President, Rita Warrener, referred members and guests to the detailed report circulated, which provides a clear account of WITH's activities over the past year. Highlights included:

- WITH acknowledges Jill Bannon's exceptional service for the past 14 years, the last five as President and hereby record and thank Jill for her contribution.
- Committee members Aletta Macdonald and Jenifa Dwyer retired during the year. These two casual vacancy positions were filled at the October 2023 committee meeting by Sherene Somerville and Natalie Ellis for the remainder of the term to the end of the 2024 AGM.
- Our flagship event, WITH Industry Leaders Breakfast, held at Henry Jones Art Hotel was again very successful. Sponsorship from THA's Women in Leadership program helped cover the venue costs and professional photographer.
- The 'Connecting' events in March, June and August proved a popular formula with the June Connections event, an informal lunch at Drysdale TasTAFE, to be repeated in the future.
- A partnership with the Migrant Resource Centre was developed for an International Women's Day event supported by a small grant from the Tasmanian Government.
- Arrangements were in place in August for a September reception at Government House to mark WITH's 15 years of service for women within the industry.
- WITH thanks all prize donors for the 2023 fundraising raffle which supported Hobart City Mission's Small Steps program.
- At the February planning session a need for new branding was identified, with branding and website work ongoing throughout the year. A launch is planned at the 2024 Christmas function.
- Transition management for committee required a change of constitution from a one-year term to alternating two-year term. This year two executive and two general committee positions are to be filled and two executive and two committee positions will continue.
- WITH would like to acknowledge the outstanding contribution and shared commitment from the Northern Committee to support women in the industry.
- Rita closed her report by thanking WITH's partners, prize donors and industry members for their support.

Rita moved that the report be accepted, seconded by Margaret Sutherland. *Carried*

5. FINANCIAL REPORT:

Treasurer, Kerry Scambler, presented the financial report as circulated and noted the following key points:

- Memberships received for 2023-2024 and 2024-2025 (in advance) are combined in the Income & Expenses Report.
- Event expenses were higher than last year due to 2024 Industry Leaders Breakfast being a larger event than previous.
- Event expenses vs income disparity is due to THA's Breakfast partnership funds received in the previous financial year.
- Advertising & promotion expenses are higher due to WITH re-branding.
- An additional \$670 was added to the \$2,000 raffle funds to fund two additional screen doors for Small Steps, a total of six doors were funded in total.
- WITH North and South accounts are listed separately and then combined.
- All audited and approved.

Kerry moved that the report be accepted, seconded by Sherene Somerville. *Carried*.

6. APPOINTMENT OF AUDITOR

WITH Treasurer, Kerry Scambler, advised that the WITH Tas Committee has the option to appoint an auditor at any time deemed necessary, however, in the interests of transparency and governance, Kerry moves that we make this appointment at the AGM with members present. Should the situation change, the Committee will advise members. The appointment we make today carries through to next year's AGM.

Kerry moved that Gillian Waldie is reappointed as auditor for 2024-25. Seconded by Natalie Ellis. *Carried*.

7. ELECTION OF COMMITTEE

The President handed over to Margaret Sutherland, who reported that nominations were called for positions on the WITH Management Committee for 2024-25. With the number of nominations received not exceeding the number of positions available, no vote was required. The committee was announced as:

President: Rita Warrener (Tourism Tasmania)

Treasurer: Carmen Bold (Destination Southern Tasmania)

General Committee (2):

Sherene Somerville (Tourism Tasmania)

Natalie Ellis (Department of State Growth)

Student Committee Member: Vy Dinh, Australian Ideal College

WITH Tas Committee to appoint Danielle Fontane (Wombat Designs) to the casual vacancy resulting from the resignation of Alice van der Woude, effective from the 5 November 2024 committee meeting. Danielle to serve for the remaining one year of Alice's initial two-year term to the end of the 2025 AGM.

Tania Thompson continues for the second year of her two-year term.

8. GENERAL BUSINESS

The WITH Management Committee's Planning Meeting is scheduled for February 2025, the Committee encourages all members to contact any of the Committee members with inputs and ideas.

Karen Phillips of the WITH Northern Branch reports that the Northern Christmas event will be at Hollybank Treetop Adventures on 3 December 2024. The event will be promoted via WITH channels.

The winner of the Industry Leaders Breakfast survey entries was announced – congratulations Lauren Cameron.

In closing proceedings President, Rita Warrener, thanked retiring committee members Upuli Pathirana, student representative; Alice van der Woude, who led the WITH Tas rebranding work; and Kerry Scambler for her significant contribution over many years in the roles of Treasurer and, simultaneously, web administrator and membership coordinator.

9. MEETING CLOSED 5:54 pm

Annual Report

Year ending 31 August 2025



rm Community Club

*Connecting, supporting and inspiring
women in our industry since 2009*

2024-2025 WITH Tas Committee

Executive:

President- Rita Warrener, Tourism Tasmania

Vice President – Daniela Ruiz, Carbonhalo

Treasurer – Carmen Bold, Destination Southern Tasmania (to Jul 25)

Secretary – Mette Dawe, Events Tasmania

General Committee:

Tania Thompson, Brighton College

Sherene Somerville, Tourism Tasmania

Natalie Ellis, State Growth

Danielle Fontane, Wombat Designs

Student Committee Member: Vy Dinh

President's Report 2024-2025



It has been another rewarding year for Women in Tourism & Hospitality Tasmania (WITH Tas), marked by milestone celebrations, strong industry engagement, and new opportunities to connect with our members and the wider tourism and hospitality community.

WITH EVENTS

September 2024: Government House Reception marking WITH's 15th anniversary.

We began the year on a high note with this very special reception, graciously hosted by Her Excellency the Governor of Tasmania. This was a proud moment in celebration of the journey of our organisation and the many members and supporters who have contributed to its growth and success.

October 2024: Industry Leaders Breakfast, Franklin Wharf.

Our flagship event welcomed speakers Dr Margo Adler of Beaker Street Festival, Jane Sawford of Overeem Whisky Distillery and Anna Terry of The Truffle Farm, three women with very diverse backgrounds and experience. Together with MC Fiona Breen, they shared insights and inspiration aplenty (and laughs!) with 100+ guests. The support of Hospitality Tasmania's Women In Leadership program is again gratefully acknowledged, contributing to the event's success.

October 2024: AGM and 15th Birthday Celebration, Drysdale TasTAFE.

This event provided a valuable opportunity for members to hear about the achievements and events of the past year and connect with members and industry colleagues. The venue was chosen to continue our support of students.

The contributions of retiring committee members Kerry Scambler, Alice van der Woude and student member, Upuli Pathirana were acknowledged. Special thanks were extended to Alice for her work on the re-branding project and Kerry for her significant contribution over eight years, serving as Treasurer together with other roles.

December 2024: Christmas Celebration & Scholarship Presentation, Royal Yacht Club of Tas.

We finished the year with a fun event, bringing members and friends together in a relaxed and festive atmosphere.

A highlight was the drawing of the 2024 raffle, with funds raised earmarked for hospitality training for clients of the Migrant Resource Centre. Thank you to all our prize donors, whose generous support ensured the raffle was a success.

The 2024 WITH Tas Student Scholarship prize was presented to winner Ardelia Hadiwidjaja and the Encouragement prize to Lakmi Hansika, who both successfully completed VET qualifications in commercial cookery. We extend our thanks to Tourism Tasmania who, for several years, have continued to sponsor the WITH Tas Student Scholarship prize.

'Connecting' events.

Throughout 2025, WITH Tas continued to focus on providing accessible and welcoming networking opportunities for members and industry colleagues. Informal gatherings were held at DoubleTree by Hilton in March, the 'Connecting at Drysdale' luncheon in May, and at Crowne Plaza in August. Also in March, twenty WITH members and friends attended the Tourism Industry Council Tasmania's Tourism Collective lunch, recognising women's contribution to tourism and hospitality as part of International Women's Day celebrations.

SUPPORTING

Training opportunities. The 2024 raffle raised \$2,000 and together with a \$500 contribution from WITH Tas, \$2,500 was donated to the Migrant Resource Centre Tasmania. In August 2025, with the support and collaboration of the Tasmanian Hospitality and Tourism Academy, 14 clients from MRC undertook the 'Introduction to Housekeeping' course, providing them with a pathway to employment.

Next generation. In May we were pleased to announce the recipient of the 2025 WITH Tas Student Scholarship as Sharlie Lawrence, a Year 11 student at Guilford Young College, who is undertaking Tourism VET studies and plans to pursue a career in the industry.

REPRESENTATION & COLLABORATION

TICT Board representation. We were delighted to have Anna Terry of The Truffle Farm elected to the Tourism Industry Council Tasmania board as WITH's nominee in the Associations College. This continues the legacy that WITH's previous nominee, Emily Hopwood (formerly of the West Coast Wilderness Railway and now at Business Events Tasmania) leaves and we extend our sincere thanks to Emily who served for two terms.

Showcasing WITH Tas. In July, we proudly collaborated with Hospitality Tasmania's Women in Leadership program at the Tasmanian Tourism Showcase. Sharing a booth allowed us to raise awareness of our organisation, promote membership, and demonstrate the value of our industry connections to a broad audience.



Rita Warrenner, Debbie Kelleher & Karen Phillips

continued ...

President's Report 2024-2025 (cont'd)

A NEW LOOK

An exciting milestone was the unveiling at the Christmas event of the new WITH Tas brand and logo. The refreshed identity reflects the growth and maturity of our organisation while staying true to our founding purpose of connecting, supporting, and inspiring women in Tasmania's tourism and hospitality industry.

THANK YOU

None of the above would be possible without the commitment of our volunteer Committee, the enthusiasm of our members, and the support of our industry partners.

Together, we continue to create opportunities for women to connect, learn, and thrive in Tasmania's tourism and hospitality sector.

I would like to extend my sincere thanks to everyone who has contributed to another successful year and to our colleagues at the WITH Northern Branch for your shared commitment and collaboration.

Rita Warrener

President 2024-2025, Women in Tourism & Hospitality Tasmania Inc.



Financial Notes 2024-2025

In line with our commitment to transparency and good governance, as well as being prepared for possible funding opportunities, a professional audit has again been carried out. Other explanatory notes are:

- Funds received for last two membership *periods* each around \$4,800. (NB some are paid in advance.)
- Advertising & promotion higher due to re-branding including new website, banners and business cards.
- WITH TAs events income less primarily due to \$2,000 grant received last year for MRC Int Women's Day event.
- 2024 Breakfast event partnership payment received and venue deposit paid in previous f/year hence expenditure seeming much higher than income. 2025 Breakfast venue part deposit has also been paid and Hospitality Tas WIL partnership payment received this financial year with the event held in 2025-2026 f/year.

Executive, 2024-2025, Women in Tourism & Hospitality Tasmania Inc

2024 Industry Leaders Breakfast



"The speakers were exceptional, lots of interesting information given freely with humour for good measure. The whole event was worth getting up a little earlier than usual for."

"Enjoyed all of it, particularly the range of speakers. Loved it."

"I have always found the three female guest speakers inspiring and motivating..such positive role models."



WITH Northern Branch Report 2024-2025



WITH Tas North is celebrating its 15th year of networking, connecting, supporting, inspiring and having fun!

Over the past 12 months, we've enjoyed a wonderful mix of venues and experiences.

We began in September 2024 at the Boathouse Centre, Launceston, where members and guests caught up over coffee with a view. Our guest speaker, Natalie Waters from Delamere Vineyards, Pipers Brook, entertained us all — and the sparkling bubbles were a definite hit!

Our Christmas event at The Sebel Launceston was, as always, well supported and full of festive cheer. Thank you to Jayne and her team for looking after us so well. The evening was followed by the Dark Side of Launceston walking tour "Launceston by Foot." Even as locals, we discovered so many new stories about our city - a big thank you to Roz and Madi for hosting. Highly recommended!

The festive gathering also saw the Northern unveiling of the new WITH branding which has featured at our events since. Congratulations to the WITH Tas committee for their work in developing this fresh new look for our organisation and its implementation with the website and marketing material.

In March, several of our North members attended the Women in Leadership Charity Cocktail Party at St Lukes Launceston. Guest speaker Christine Finnegan, CEO of the Tasmania JackJumpers, shared her inspiring journey — an evening rich with leadership, networking, and impact.

May saw us gather at the Blue Social Eatery, Launceston, hosted by our very first scholarship recipient, Estelle Boersma, who made everyone feel welcome and treated us to delicious food. Our guest speaker, Maddie Lawrence, Leader of Marketing and Communications at the Queen Victoria Museum and Art Gallery, providing fascinating insights into current exhibitions and upcoming events.

A heartfelt thank you to our Northern Committee members for their dedication over the past year.

Thank you all for your support — here's to another exciting year ahead!

Kim Woolley

President, WITH Tas Northern Branch

WITH North Committee

President: Kim Woolley, McDermotts Coach Group

Secretary: Karen Phillips, Apartments on Fraser Bicheno

Treasurer: Kathryn Summers, TasVillas Group

Committee: Helen Davis, Office of Senator Wendy Askew

Ann Pettit, Matson's Hospitality Group

Ruby Hardman, Peppers Silo Hotel

Debbie Kelleher, Tourism Brochure Exchange

WITH Northern Branch



WITH Tas Inc. accounts for year ended 31 August 2025

INCOME & EXPENSES REPORT

	WITH North		WITH Tas		CONSOLIDATED	
	2024-2025	2023-2024	2024-2025	2023-2024	2024-2025	2023-2024
INCOME						
Admin						
Advertising & promotion			\$1,149.15		\$1,149.15	
Events - WITH	\$1,550.00	\$3,278.00	\$5,790.00	\$8,946.00	\$7,340.00	\$12,224.00
Events - other			\$3,495.00	\$2,112.00	\$3,495.00	\$2,112.00
Events - WITH in advance			\$3,200.00	\$3,200.00	\$3,200.00	\$3,200.00
Fundraising			\$2,024.88	\$2,024.93	\$2,024.88	\$2,024.93
Insurance			\$206.77	\$196.00	\$206.77	\$196.00
Interest						
Membership current f/y	\$715.00	\$1,440.00	\$2,255.00	\$3,350.00	\$2,970.00	\$4,790.00
Membership in advance	\$130.00	\$840.00	\$195.00	\$2,555.00	\$325.00	\$3,395.00
Student Scholarship			\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
Training and Development		\$131.00				
Total Income	\$2,395.00	\$5,689.00	\$19,315.80	\$23,383.93	\$21,710.80	\$29,072.93
EXPENSES						
Admin		\$135.50	\$715.09	\$556.17	\$715.09	\$691.67
Advertising and Promotions	\$1,397.53	\$244.29	\$1,857.09	\$1,826.00	\$3,254.62	\$2,070.29
Bank Fees			\$13.20	\$14.40	\$13.20	\$14.40
Donations			\$500.00	\$2,670.00	\$500.00	\$2,670.00
Events - WITH	\$2,167.12	\$3,317.91	\$8,568.70	\$13,370.25	\$10,735.82	\$16,688.16
Events - other			\$3,780.00	\$2,100.00	\$3,780.00	\$2,100.00
Events - WITH in advance			\$1,617.00	\$500.00		\$500.00
Fundraising - raffle & donation			\$2,086.46	\$124.30	\$2,086.46	\$124.30
Insurance	\$206.77	\$196.00	\$413.54	\$186.69	\$620.31	\$382.69
Memberships current f/y			\$40.97	\$167.86	\$40.97	\$167.86
Memberships in advance			\$4.89	\$62.86		\$62.86
Membership transfers (to Nth)			\$45.00	\$150.00		\$150.00
Industry memberships			\$790.00	\$939.00	\$790.00	\$939.00
Sundry Expenses					\$0.00	\$0.00
Student Scholarship			\$1,500.00	\$1,000.00	\$1,500.00	\$1,000.00
Training and Development		\$2,372.25			\$0.00	\$2,372.25
TOTAL EXPENSES	\$3,771.42	\$6,265.95	\$21,931.94	\$23,667.53	\$24,036.47	\$29,933.48
NET INCOME	-\$1,376.42	-\$576.95	-\$2,616.14	-\$283.60	-\$2,325.67	-\$860.55

ASSETS & LIABILITIES

	WITH North		WITH Tas		Consolidated	
	2024-2025	2023-2024	2024-2025	2023-2024	2024-2025	2023-2024
ASSETS						
Bank Account	\$9,101.46	\$10,477.88	\$6,361.87	\$8,978.01	\$15,463.33	\$19,455.89
TOTAL ASSETS	\$9,101.46	\$10,477.88	\$6,361.87	\$8,978.01	\$15,463.33	\$19,455.89
LIABILITIES						
Student Scholarship payable	\$0.00	\$0.00	\$1,000.00	\$1,500.00	\$1,000.00	\$1,500.00
Sponsorship rec'd in advance (THA)	\$0.00	\$0.00	\$3,200.00	\$3,200.00	\$3,200.00	\$3,200.00
TOTAL LIABILITIES	\$0.00	\$0.00	\$4,200.00	\$4,700.00	\$4,200.00	\$4,700.00
NET ASSETS	\$9,101.46	\$10,477.88	\$2,161.87	\$4,278.01	\$11,263.33	\$14,755.89

NOTES:

1. For transparency, WITH Tas Inc. chooses not to claim an exemption from external audit under the Associations Act.
2. Once approved by members at the AGM, this annual/financial report is lodged with the Department of Justice.
3. WITH Tas Inc is not registered for GST.

Auditor's Report

Women in Tourism & Hospitality Tasmania Inc
INDEPENDENT AUDITORS REPORT
FOR THE YEAR ENDED 31st August 2025

Report on the financial report

I have audited the accompanying accounts of the Women in Tourism & Hospitality Tasmania Inc for the period ending 31st August 2025.

The Management Committee's Responsibility for the Financial Report

The Committee is responsible for the preparation and fair presentation of the special purpose financial report and information contained therein. This responsibility includes establishing and maintaining internal control relevant to preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; making accounting estimates that are reasonable in the circumstances

Auditor's responsibilities

My responsibility is to express an opinion on the financial report based on my audit. No opinion is expressed as to whether the accounting policies used are appropriate to meet the needs of the committee. I conduct the audit in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the accounts are free from material misstatement.

My procedure includes examination, on a test basis, of evidence supporting amounts and other disclosures in the accounts, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with Australia Accounting Concepts and Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) (where applicable), and statutory requirements so as to present a view which is consistent with my understanding of the Associations financial position and the results of its operations and cash flows.

The financial report has been prepared for the purpose of fulfilling the Committee's financial reporting under the Constitution. I disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the committee, or for the purpose other than that for which it was prepared.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Independence

In conducting my audit, I have complied with the independence requirements of the Australian professional ethical pronouncements.

Audit Opinion

In my opinion the financial reports prepared for Women in Tourism & Hospitality Tasmania Inc are in accordance with the accounting policies and reflect a true and correct view of transaction that occurred year ending 31st August 2025.

Gillian Waldie

Gillian Waldie
BCom, CPA, FIPA

Dated 14th September 2025