

Women in tourism & hospitality TASMANIA

Annual Report Year ending 31 August 2024



Connecting,
supporting and
inspiring women
in our industry
since 2009



2023-2024 WITH Tas Committee

Executive:

- President- Rita Warrener (Tourism Tasmania)
- Vice President – Daniela Ruiz (Carbonhalo)
- Treasurer – Kerry Scambler (The KS Principle)
- Secretary – Mette Dawe (Events Tasmania)

General Committee:

- Tania Thompson (Frontier Education)
- Alice van der Woude (On Board Expeditions)
- Sherene Somerville (Tourism Tasmania)
- Natalie Ellis (State Growth)

Student Committee Member: Upuli Pathirana

In presenting this report and reflecting on the activities of Women In Tourism and Hospitality Tas (WITH) over the past year, I am proud of the achievements of our dedicated voluntary Committee in delivering activities that connect, support and inspire women working in our Tasmanian industry. Some highlights are as follows:

WITH EVENTS

September 2023: AGM and 14th Birthday Celebration, Ball & Chain Restaurant.

The AGM saw the retirement from Committee of Jill Bannon after serving WITH for 14 years, including as a founding committee member and president for the past five years. Robyn Moore, of Power of the Word, also an inaugural member of WITH, provided a fitting tribute to celebrate Jill's significant contribution to our association.

General Committee members Aletta Macdonald and Jenifa Dwyer also retired with the positions becoming casual vacancies subsequently filled by Natalie Ellis and Sherene Somerville at the October 2023 Committee Meeting.

October 2023: Industry Leaders Breakfast, Henry Jones Art Hotel.

WITH's flagship event was once again an outstanding success with 105 people attending. Guest panelists Analiese Gregory (chef and food innovator), Kitana Mansell (palawa kipli), and Sheralee Davis (CEO Wine Tasmania) were guided in conversation by Sarah Clark (CEO Tourism Tasmania) and all generously shared insights from their career journeys. The support of the Tasmanian Hospitality Association's Women In Leadership program is gratefully acknowledged in contributing to the event's success.

December 2023: Christmas Celebration & Scholarship Presentation, Hamlet Café.

Our end-of-year celebration at Hamlet provided an opportunity to highlight the wonderful work of this social enterprise which provides training and employment opportunities for socially disadvantaged people. It was well-attended and enjoyed by all in the festive spirit.

The 2023 WITH Student Scholarship prize was also presented to Upuli Pathirana, studying the Advanced Diploma in Tourism & Hospitality Management at Drysdale TasTAFE. Upuli went on to serve for the year as the Student Member on the WITH Tas Committee and, while now stepping down, Upuli's contribution to Committee has been appreciated.

March, June and August 2024: 'Connecting' events.

This year WITH successfully applied for funding under the Tasmanian Government's International Women's Day Small Grants Program 2024. This enabled us to partner with the Migrant Resource Centre (MRC) to host a networking dinner event in March, bringing clients of the MRC together with members of WITH and industry guests including from the Tasmanian Hospitality Association, Tourism Industry Council Tasmania, Destination Southern Tasmania and the Tasmanian Business Advice Service. Information was shared on training and employment pathways in the industry as well as small business support services available. New connections were made and continued well after the event.

In June WITH hosted another Connections @ Drysdale, a lunchtime event for informal engagement amongst members and guests, while supporting the next generation of hospitality professionals in training at Drysdale TasTAFE.

In late June and late August WITH hosted casual get-togethers at the Alabama Hotel and Hadley's Hotel, where members met and discussed shared interests in an informal setting.

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

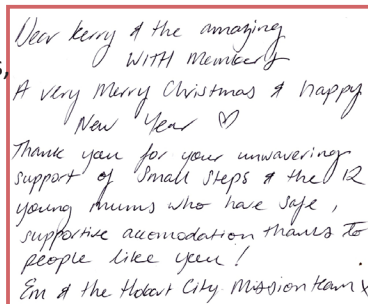
While outside of the reporting period, in August arrangements were being made for a very special celebration. In recognition of WITH's endeavours and longevity as a not-for-profit peer support association for women in our industry, we were honoured in September to be hosted at a Government House reception. Over 80 WITH members and supporters were present including founding president, Sally Deane, who travelled from Queensland to attend.

COMMUNITY ENGAGEMENT

For a third year, WITH continued its support of Small Steps, a life-changing live-in parenting program for young mums and their babies.

Our thanks to generous raffle prize donors, including On Board Expeditions & Above and Beyond Seaplanes, who helped raise over \$2,000 to enable fresh air for four units - screen doors to let fresh air in and keep the bugs out!

The WITH Committee then added a further \$670 to fund a total of six doors which were very much appreciated.



*Dear Kerry & the amazing WITH members
A very Merry Christmas & Happy New Year! ♥
Thank you for your unwavering support of Small Steps & the 12 young mums who have safe, supportive accommodation thanks to people like you!
Em @ the Hobart City Mission team x*



LOOKING TO THE FUTURE

The WITH Committee met in early February to plan the year's calendar of activities and explore strategic opportunities.

A fresh look for WITH. This initiated work that has been ongoing throughout the year, including a refresh of the WITH brand and logo and accompanying update of the WITH website. We are excited to report this is almost complete and will be revealed at the WITH end-of-year celebration. Huge thanks to Alice van der Woude and Dani Ruiz who have led this work for their consideration, time and effort contributed to this significant project.

Next gen support. Another priority was continuing WITH's support of the next generation of tourism and hospitality professionals through the annual WITH Student Scholarship. In March/April several talented applicants were interviewed by our panel and ultimately two prizes were awarded: the 2024 Student Scholarship recipient is Ardelia Hadiwidjaja of Frontier Education, and the Encouragement Award recipient is Lakmi Hansika of Drysdale TasTAFE, who will receive their prizes at our end of the year function.

Thank you to Tourism Tasmania for its continued sponsorship of the Student Scholarship prize which has enabled the Committee to award a second prize.

Transition management. Changes to the WITH Constitution last year formalised the introduction of two-year terms by split rotation of the management committee with half of positions open for appointment each year. This will assist with continuity of business operations and retention of expertise, by ensuring a combination of experienced Committee Members supporting newly appointed members. The Student Committee member position remains as a one-year term.

THANK YOU

I extend my appreciation and thanks to my fellow 2023-24 Committee Members (see cover) who have given freely of their time and expertise to ensure the successful delivery of activities this year.

In particular I acknowledge the significant contribution that retiring committee member, Kerry Scambler, has made in her roles of Treasurer, web administrator and membership coordinator – huge thanks to you, Kerry.

Also to our colleagues at the WITH Northern Branch – thank you for the shared commitment to connect, support and inspire women in the tourism and hospitality sectors.

Finally, to our members, industry partners and prize donors for our fundraising – a sincere thank you for your ongoing support which enables WITH to deliver an annual program of activities for, and on behalf of, women in our industry.

With best wishes for the season ahead.

Rita Warrener

President 2023-2024, Women in Tourism & Hospitality Tasmania Inc.

2023 Industry Leaders Breakfast



"All speakers and MC were really excellent - exactly what I wanted from this event."

"So inspiring!! I'm a big fan of Analiese but now of Sheralee and Kitana as well. I'm looking forward to the next one."

"Individual experiences & lessons are always good to hear & learn from. The networking opportunities are invaluable & fabulous!"



WITH Tas North Report 2023-2024



WITH Tas North is now in its 14th year of networking, connecting, supporting, inspiring... and having fun!

We have enjoyed a combination of interesting places and experiences over the last 12 months starting with our September networking event being held at WillFit Golf Launceston, an indoor facility using the latest in indoor golfing technology, a little challenging but lots of fun!

Tamar Valley Resort was the venue for our Christmas event which was, as always, well supported with a great night had by all at the new Splash Golf experience where we helped trial this new innovative attraction.

We offered opportunities for our members with VXT (Visitor Experience Training) and successfully saw two courses delivered - *Developing New Team Leaders and Supervisors* and *Conflict Resolution*. Feedback on both was excellent and we look forward to working with other organisations including THA and Women in Leadership.

Our main event for the year was a sold-out evening at Stelo at Pierres Launceston. Hosted by WITH North in conjunction with the THA, it highlighted the Women in Leadership 2024/2025 Program which offers scholarship opportunities for emerging leaders, networking professional development events and showcasing inspiring stories from women in leadership roles. Guest speakers, Sarah Courtney and Lauren Johnson (co-owner and Manager of Stelo at Pierres) were truly inspirational, sharing their leadership journey experiences with everyone. Paul Seaman, General Manager for Peppers Silo Hotel Launceston was the MC for the evening. The event was well supported by all in the industry including several local male General Managers happy to support for the event and program.

Thanks to our dedicated Northern committee members for the past 12 months, and a special thank you Kathy who is taking on a new role and Marcel who has moved to Hobart to further her career.

Thank you so much to everyone for your support and here's looking forward to the next twelve months.

WITH North Committee

President - Kim Woolley
Secretary - Karen Phillips
Treasurer - Kathryn Summers
Functions - Kathy Alford
Committee- Helen Davis,
Ann Pettit and Marcel Kerrison

Kim Woolley

President, WITH Tas Northern Branch



Treasurer's Notes 2022-2023

WITH's commitment to transparency and good governance, as well as ensuring preparedness for possible funding opportunities, has again resulted in a professional audit of our annual accounts. Of note:

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

This is my last year on the WITH Tas Committee and I consider myself extremely lucky to have met and worked with an amazing group of women over the last eight years. I'm looking forward to seeing WITH Tas continue to evolve and flourish. You'll also still see me attending events South and North as a WITH member!

Kerry Scambler

Treasurer, Women in Tourism & Hospitality Inc.

INCOME & EXPENSES REPORT

	WITH North		WITH Tas		CONSOLIDATED	
	2023-2024	2022-2023	2023-2024	2022-2023	2023-2024	2022-2023
INCOME						
Admin			\$0.00	\$175.00		\$175.00
Events - WITH	\$3,278.00	\$2,465.56	\$8,946.00	\$10,852.08	\$12,224.00	\$13,317.64
Events - other			\$2,112.00	\$1,726.00	\$2,112.00	\$1,726.00
Fundraising			\$2,024.93	\$2,607.00	\$2,024.93	\$2,607.00
Interest						\$0.00
Memberships (2024+2025)	\$2,280.00	\$1,385.00	\$5,905.00	\$4,820.00	\$8,185.00	\$6,205.00
Student Scholarship			\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
Training and Development	\$131.00				\$131.00	\$0.00
Total Income	\$5,689.00	\$3,850.56	\$19,987.93	\$21,180.08	\$25,676.93	\$25,030.64
EXPENSES						
Admin	\$135.50		\$556.17	\$679.00	\$691.67	\$679.00
Advertising and Promotions	\$244.29	\$99.00	\$1,826.00	\$662.98	\$2,070.29	\$761.98
Bank Fees			\$14.40	\$13.60	\$14.40	\$13.60
Donations			\$2,670.00	\$3,000.00	\$2,670.00	\$3,000.00
Events- WITH	\$3,317.91	\$1,813.51	\$13,870.25	\$8,598.88	\$17,188.16	\$10,412.39
Events - other			\$2,100.00	\$1,726.00	\$2,100.00	\$1,726.00
Fundraising expenses			\$124.30	\$129.88	\$124.30	\$129.88
Insurance	\$196.00	\$175.00	\$382.69	\$175.00	\$578.69	\$350.00
Memberships (2024+2025)			\$380.72	\$96.67	\$380.72	\$96.67
Industry memberships			\$939.00	\$894.00	\$939.00	\$894.00
Sundry Expenses					\$0.00	\$0.00
Student Scholarship			\$1,000.00	\$1,500.00	\$1,000.00	\$1,500.00
Training and Development	\$2,372.25				\$2,372.25	\$0.00
TOTAL EXPENSES	\$6,265.95	\$2,087.51	\$23,863.53	\$17,476.01	\$30,129.48	\$19,563.52
NET INCOME	-\$576.95	\$1,763.05	-\$3,875.60	\$3,704.07	-\$4,452.55	\$5,467.12

ASSETS & LIABILITIES

	WITH North		WITH Tas		Consolidated	
	2023-2024	2022-2023	2023-2024	2022-2023	2023-2024	2022-2023
ASSETS						
Bank Account	10,477.88	\$11,054.83	\$8,978.01	\$9,457.61	\$19,455.89	\$20,512.44
TOTAL ASSETS	\$10,477.88	\$11,054.83	\$8,978.01	\$9,457.61	\$19,455.89	\$20,512.44
LIABILITIES						
Student Scholarship payable	\$0.00	\$0.00	\$1,500.00	\$1,000.00	\$1,500.00	\$1,000.00
Sponsorship rec'd in advance (THA)	\$0.00	\$0.00	\$3,200.00	\$3,000.00	\$3,200.00	\$3,000.00
TOTAL LIABILITIES	\$0.00	\$0.00	\$4,700.00	\$4,000.00	\$4,700.00	\$4,000.00
NET ASSETS	\$10,477.88	\$11,054.83	\$4,278.01	\$5,457.61	\$14,755.89	\$16,512.44

NOTES:

1. For transparency, WITH Tas Inc. chooses not to claim an exemption from external audit under the Associations Act.
2. 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 2024

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 2024.

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 2024.

Gillian Waldie

Gillian Waldie

BCom, CPA, FIPA

Dated 27th October 2024