

Annual Report

Year ending 31 August 2026



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

2025-2026 WITH Tas Committee

Executive

President - Rita Warrener, Tourism industry professional (retired) | **Vice President** - Daniela Ruiz, Carbonhalo
Treasurer - Lucia Alvarez, Tourism Tasmania | **Secretary** - Mette Dawe, Tasmanian Hospitality & Tourism Academy

General Committee

Tania Thompson - Brighton College | Sherene Somerville - Tourism Tasmania
Natalie Ellis - Tourism Industry Council Tasmania | Danielle Fontane - Wombat Designs

Student Committee Member: Sharlie Lawrence, Guildford Young College

Ex Officio Youth Member: Rosie Bird, Tasmanian Wild Seafood Adventures

President's Report 2025-2026



At the heart of WITH Tas remains our purpose - connecting, supporting and inspiring women in tourism and hospitality. Through the year we continued to create opportunities to bring people together, share experiences and build valuable industry connections.

In reflecting on the activities of Women in Tourism & Hospitality Tasmania (WITH Tas) over the past year, I am proud of the diverse range of activities delivered and the collaboration achieved by our volunteer management committee.

WITH EVENTS

September 2025: North + South casual networking, Oatlands

The year began by bringing members of our northern and southern groups together in Oatlands. It offered a great opportunity to strengthen connections across our association in a relaxed setting and learn more about local tourism. A sincere thank you to our Northern branch, particularly Karen and Debbie, for organising this enjoyable gathering.



September 2025: AGM & Hadley's Art Prize exhibition

Our AGM on 18 September at Hadley's Orient Hotel combined the formal business of the association with a tour of the Hadley's Art Prize exhibition, providing everyone with expert insights into one of Hobart's leading cultural events. Thank you to Hadley's for hosting us and to curator Amy Targett for guiding us through the art exhibition.

October 2025: Industry Leaders Breakfast, Wrest Point

Three women again brought inspiration to our popular flagship event. Thank you to Alison Horswill, Curly Haslam-Coates and Tory Ross who generously shared career insights and different perspectives on leadership and working in this industry. Thanks also to our MC, Sarah Kingston Clark. We gratefully acknowledge support from Hospitality Tasmania's Women In Leadership program which again contributed to the success of this important industry event.

November 2025: WITH Christmas event, Callington Mill Distillery at MACq 01

We celebrated year's end in a relaxed, festive atmosphere. Highlights included the 2025 WITH Tas Student Scholarship prize presentation to Sharlie Lawrence of Guilford Young College, for her enthusiasm and commitment to pursuing a career in our industry and then the always gleeful traditional 'Wright Family Christmas' with Margaret Sutherland.

March 2026: TICT's Tourism Collective International Women's Day luncheon

WITH Tas hosted two tables at the annual Tourism Collective luncheon. Members enjoyed being part of this popular event, joining industry colleagues in recognising the contribution and achievements of women across Tasmania's visitor economy and hearing from acclaimed journalist Leigh Sales in conversation with TICT Chief Executive Officer, Amy Hills.

April 2026: Networking at Bird in Hand restaurant @ Royal Tasmanian Botanical Gardens

WITH Tas was delighted to host the first industry event held at the venue. An evening combining casual networking with the experience of a new hospitality offering at one of Tasmania's best-known visitor attractions proved very popular.

June 2026: WITH Tas Connections @ Drysdale

We returned to the Drysdale restaurant for the annual WITH Tas Connections lunch. These casual events remain an important part of our calendar, providing an accessible way for members and industry colleagues to meet, exchange ideas and build connections, while supporting the next generation of hospitality professionals in training at TasTAFE.

August 2026: 'Meeting in the Middle', Ross & Oatlands

Following our earlier successful gathering, members came together again for a 'Meeting in the Middle' excursion. Taking in Ross and Oatlands, the day combined networking with experiencing tourism offerings in Tasmania's Midlands, while further strengthening connections between north and south. Thanks again to Debbie and Karen for organising this event.

SUPPORTING

Giving back. Funds raised through our 2025 raffle enabled a \$2,000 donation to the Hobart Women's Shelter towards the refurbishment of accommodation for women escaping domestic violence.

We thank the industry businesses that generously donated prizes - Hadley's Orient Hotel, Pennicott Wilderness Journeys, Blundstone Boots, Apartments on Fraser Bicheno, the Hope & Anchor Restaurant & Bar, Brighton College registered training organisation, Bangor Vineyard Shed, the Cascades Female Factory and Wilkography photographs.

Thank you to everyone who purchased tickets, enabling WITH Tas to make a practical contribution to this important community organisation.

President's Report 2025-2026 (cont'd)

Supporting the next generation. The WITH Tas Student Scholarship remains one of our key initiatives, providing encouragement, industry connections and financial support to a young woman undertaking tourism or hospitality studies in Tasmania.

In May we were delighted to announce Cerys Phillips as the 2026 scholarship recipient and look forward to witnessing her professional growth in the industry.

Thank you to Tourism Tasmania for their award sponsorship and support of this initiative.

Our 2025 Scholarship recipient, Sharlie Lawrence, joined the Committee as our Student Member in 2026. We also welcomed Rosie Bird as an Ex Officio youth representative.

Our aim for both was to provide valuable exposure to association management and business practices and building industry connections. The Committee too benefited from fresh, younger perspectives in discussions and organising activities.



2026 Scholarship Winner
Cerys Phillips with Susan Leake

REPRESENTATION & COLLABORATION

We value the opportunity to contribute to broader industry discussion and representation.

Our nominee to the Tourism Industry Council Tasmania Board, Anna Terry of The Truffle Farm Tasmania, continued into her second year as a director. Anna is a strong representative not just for WITH Tas but for the agritourism sector and regional Tasmania as well.

Our appreciation goes to our industry partners, event hosts, speakers, prize donors and supporters whose direct and in-kind contributions enable WITH Tas to continue delivering activities on behalf of our members and industry colleagues.

THANK YOU

WITH Tas's strength comes from the people who give their time, enthusiasm and expertise to support it - volunteers all.

I conclude my term as WITH Tas President extending my sincere thanks to our Management Committee for their dedication through the year; to our members for continuing to support our activities; and to our WITH North colleagues for their collaboration and shared commitment to connecting, supporting and inspiring women in our industry.

Together, we continue to build connections, create opportunities and support women in our industry.

Rita Warrener

President 2025-2026, 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:

- Membership payments usually span two financial years as many are paid in advance.
- Events other refers to those not hosted by WITH but attended in a group (eg Collective), usually cost-neutral.
- WITH Events in advance refers to 2026 THA/WIL Breakfast partnership payment received in this financial year for event in next financial year. Likewise, venue deposit paid in this financial year for event in next.

Executive, 2025-2026, Women in Tourism & Hospitality Tasmania Inc

2025 Industry Leaders Breakfast



"Well done to you and the team for delivering yet another interesting, insightful and diverse panel discussion."

"It was wonderful to attend the recent WITH Breakfast at Wrest Point...another superb event curated by you and your Fabulous Committee."



*"Who doesn't love a waterfront breakfast?
A huge thank you & congratulations to WITH Tas for such a fabulous event! Our team left feeling inspired, determined and ready to smash goals! (& very full!)"*

WITH Tas Northern Branch Report 2025-2026



Women in Tourism & Hospitality Tasmania (Northern Branch) continues to thrive as a network dedicated to connecting, supporting, and inspiring women across our northern Tasmania tourism and hospitality community.

Over the past 12 months, we have enjoyed a fantastic range of events across Northern Tasmania, bringing together members and guests in welcoming and engaging environments.

We kicked off the year in September with our “Meet in the Middle” high tea at The Kentish Tasmania, bringing together members from north and south.

In November, we enjoyed an informal networking evening at Bar Urbane, where we were fortunate to hear from guest speaker Alina Bain, CEO of the Launceston Chamber of Commerce.

Our Christmas celebration at Peppers Silo Launceston was a wonderful opportunity to celebrate the year together, while our March gathering at Martini’s Cocktail Lounge welcomed familiar and new faces to our growing network.

Our final event for the year at The Tea Equation Cellar Door was a standout, with members and guests enjoying a unique tea blending experience, delicious refreshments with plenty of time to connect and share experiences in a relaxed setting.

A sincere thank you to our Northern Committee for your ongoing dedication, enthusiasm, and hard work in making these events possible. Thank you also to our Southern Committee for your continued encouragement and support throughout the year.

Finally, thank you to all our members and guests who attended our events and contributed to another successful year. I look forward to another year of connecting, supporting and inspiring the wonderful women in Tasmania’s tourism and hospitality industry.

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



Oatlands/Ross, Bar Urbane & Tea Equation



WITH Tas Inc. accounts for year ended 31 August 2026

INCOME & EXPENSES REPORT

	WITH North		WITH Tas		CONSOLIDATED	
	2025-2026	2024-2025	2025-2026	2024-2025	2025-2026	2024-2025
INCOME						
Admin						
Advertising & promotion			\$125.00	\$1,149.15	\$125.00	\$1,149.15
Events - other			\$2,100.00	\$3,495.00	\$2,100.00	\$3,495.00
Events - WITH	\$2,950.00	\$1,550.00	\$6,828.00	\$5,790.00	\$9,778.00	\$7,340.00
Events - WITH in advance			\$3,200.00	\$3,200.00	\$3,200.00	\$3,200.00
Fundraising			\$2,364.93	\$2,024.88	\$2,364.93	\$2,024.88
Industry memberships - WITH			\$123.00		\$123.00	\$0.00
Insurance			\$212.00	\$206.77	\$212.00	\$206.77
Interest			\$0.00		\$0.00	
Membership 2025-2026	\$1,045.00	\$130.00	\$3,945.00	\$195.00	\$4,990.00	\$325.00
Membership 2026-2027		\$715.00	\$875.00	\$2,255.00	\$875.00	\$2,970.00
Student Scholarship			\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
Training and Development						
Total Income	\$3,995.00	\$2,395.00	\$20,772.93	\$19,315.80	\$24,767.93	\$21,710.80
EXPENSES						
Admin			\$228.96	\$715.09	\$228.96	\$715.09
Advertising and Promotions	\$166.25	\$1,397.53	\$533.50	\$1,857.09	\$699.75	\$3,254.62
Bank Fees	\$2.50		\$8.80	\$13.20	\$11.30	\$13.20
Donations				\$500.00	\$0.00	\$500.00
Events - other			\$2,100.00	\$3,780.00	\$2,100.00	\$3,780.00
Events - WITH	\$2,918.67	\$2,167.12	\$8,393.00	\$8,568.70	\$11,311.67	\$10,735.82
Events - WITH in advance			\$2,400.00	\$1,617.00	\$2,400.00	\$1,617.00
Fundraising - raffle & donation			\$2,081.40	\$2,086.46	\$2,081.40	\$2,086.46
Industry memberships	\$123.00		\$818.00	\$790.00	\$941.00	\$790.00
Insurance	\$212.00	\$206.77	\$424.00	\$413.54	\$636.00	\$620.31
Membership transfers (to Nth)			\$130.00	\$45.00	\$130.00	\$45.00
Memberships 2025-2026			\$85.76	\$40.97	\$85.76	\$40.97
Memberships 2026-2027			\$21.92	\$4.89	\$21.92	\$4.89
Student Scholarship			\$1,000.00	\$1,500.00	\$1,000.00	\$1,500.00
TOTAL EXPENSES	\$3,422.42	\$3,771.42	\$18,225.34	\$21,931.94	\$21,647.76	* \$25,703.36
NET INCOME	\$572.58	-\$1,376.42	\$2,547.59	-\$2,616.14	\$3,120.17	-\$3,992.56

ASSETS & LIABILITIES

	WITH North		WITH Tas		Consolidated	
	2025-2026	2024-2025	2025-2026	2024-2025	2025-2026	2024-2025
ASSETS						
Bank Account	\$9,674.05	\$9,101.46	\$8,909.46	\$6,361.87	\$18,583.51	\$15,463.33
TOTAL ASSETS	\$9,674.05	\$9,101.46	\$8,909.46	\$6,361.87	\$18,583.51	\$15,463.33
LIABILITIES						
Student Scholarship payable	\$0.00	\$0.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
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	\$4,200.00	\$4,200.00	\$4,200.00
NET ASSETS	\$9,674.05	\$9,101.46	\$4,709.46	\$2,161.87	\$14,383.51	\$11,263.33

NOTES:

- * Adjustment to the 2024-2025 consolidated expenses. Figures presented for both North and WITH Tas income and expenditure were correct in the previous annual report however a formula omission in the consolidated figures has been corrected in the report above. The adjustments represent an increase in total expenses of \$1,666.89 and resultant net income of -\$3,992.56 (was -\$2,325.67).
- For transparency, WITH Tas Inc. chooses not to claim an exemption from external audit under the Associations Act.
- Once approved by members at the AGM, this annual/financial report is lodged with the Department of Justice.
- 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 2026

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 2026.

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 2026.

Gillian Waldie

Gillian Waldie
BCom, CPA, FIPA

Dated 22nd September 2026