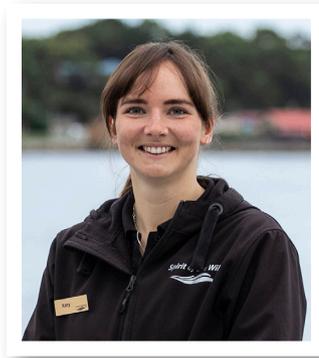


Women in tourism & hospitality TASMANIA

Annual Report Year ending 31st August 2021



“An informal, welcoming, non-judgemental atmosphere to connect.”

“WITH is much more personal - it's easier to approach members to discuss anything related to my business.”

2020-2021 has been a remarkable year for WITH Tas as we strive to provide a platform for all women working within the tourism and hospitality sectors to meet, connect, inspire and be inspired, at a time when it has been more important than ever.

AGM & 11th Birthday celebration at Hadley's Orient Hotel. Our Northern Branch was formalised, we welcomed the new committee and Robyn Moore AM joined us as guest speaker. Robyn has a powerful way with words and was an inspiration for many during Covid-19, livening our spirits during what was a challenging time in so many ways.

Leaders Breakfast at Hobart's new Crowne Plaza. This flagship event is becoming well recognised on the industry's calendar. Over 80 guests heard from our inspiring panel - Emily Briffa (Hamlet Inc), Rachel Power (Waterfalls Café, Mt Field) and Megan Jerrard (Mapping Megan) with MC, Mark Thomas (M&M Communications). Feedback from attendees clearly confirmed that sharing stories of Covid-19 experiences resonated with all.

Merry Xmas and congratulations! At Bright Eyes Café, Brooke St Pier on a glorious summer evening, Christine Chiavassa and her team welcomed us with live music and delicious food. Our 2020 Scholarship presentations were made to:

- Lily Pursell, of Guilford Young College \$1,000 Award - presented by Anne Greentree representing Tourism Tasmania, our scholarship sponsor.
- Caitlin Foale (TasTAFE Student) \$500 Encouragement Award
- Thais Gonsalves Sousa (Frontier Education Student) \$500 Encouragement Award.

The WITH Tas Student Scholarship, now in its 9th year, provides financial and mentoring assistance to young women studying in tourism and hospitality, encouraging professional development and career progression.

In 2021, six high calibre applicants were interviewed, boding well for our industry's future, with outstanding candidate Katy Usher being selected. Katy currently works with Gordon River Cruises, Strahan and has keen plans to eventually gain her Marine Engine Driver qualifications.

Rebecca Payne, studying Tourism VET Cert II at Elizabeth College, impressed the judges with her initiative and received the Encouragement Award.

We thank Tourism Tasmania for their support of this successful initiative again in 2021.

Planning the year. Each January our planning meeting maps our aims and strategies. Our charter was to:

- Provide interesting, informative and enjoyable events, and build other support for our members and industry colleagues.
- Work with industry partners (DST, TICT).
- Develop relationships with other RTOs (WxNW) and industry bodies (Drysdale TasTAFE).
- Strengthen the relationship and collaboration with our Northern Branch.
- Nominate a candidate and work with our Associations College representative, Emily Hopwood, on the TICT Board.
- Refresh and develop our marketing strategy.
- Complete a member/supporter survey.

Garden Party at Grande Vue, Battery Point - our first event for 2021! Over 35 guests thoroughly enjoyed looking through the house and garden, sipping wine and hearing about plans to further develop this luxurious property.

International Womens Day Lunch at historic Woolmers Estate, Longford. WITH was invited to partner with TICT for this annual event with its honest and compelling speakers. This was our first foray into such a sponsorship which included further promotional opportunities in TICT's *Quarterly* publication (circulated at the Tasmanian Tourism Conference and sent to stakeholders).

Drinks & canapes at Vibe. Owner Annalisa Doedens shared the evolution and fascinating stories behind this new property in the heart of Hobart's CBD. Tours of the rooms were also on offer.

Virtual Cuppas return. After 2020's success, WITH offered two Cuppas around the virtual coffee table in 'learn at lunch' style gatherings - *Respect at Work* with Roz Taylor, held in May and *Inclusive Tourism* with Disability Voices Tasmania, in July. We received excellent feedback and will plan more of these – being small and personal they are a convenient and immediate form of connection.

President's Report 2020 - 2021 (cont'd)



Funding opportunities. In mid 2020, Communities Tasmania and Hydro Tasmania approached WITH to explore how they could support us to facilitate professional, leadership and business development opportunities for women in our sector, from entry-level/early career to mid and more senior leader level. The purpose being to build a more diverse workforce, increase women's representation on boards and committees and provide professional development.

This was an exceptional opportunity for WITH, enabling us to specifically cater for women at various levels of career advancement and particularly targeted towards women in small-medium business.

Funding received from Communities Tasmania's Women in Leadership funding (\$13,000) enabled us to provide the opportunity for three women to complete the Tasmanian Leaders I-LEAD Small Business Course, award one scholarship to complete the AICD Company Directors Course and also assist with the comprehensive Business Masterclass.

Hydro Tasmania's grant (\$5,000) has funded a two day, intensive Face-to-Face Business Masterclass for eleven women from across Tasmania, all at varying stages in their small-medium business growth, and also provided 20 places in a self-paced on-line marketing course, Tourism Tune-Up.

Looking forward. Women in Tourism and Hospitality Tasmania continues to evolve. Our reach and relationships with other key Tasmanian tourism industry bodies continue to grow and develop as we seek to further establish ourselves as a valuable and respected non-profit tourism organisation.

We currently have 1129 followers on Facebook (up from 874) an increase of 29%. Our mailing list continues to grow as we reach 350+ women across the state and we continue to build our membership base at both corporate and individual levels.

After Covid-19-related free and discounted offers, membership fees have been reinstated at previous levels with the new benefits for events. Details at www.withtas.com

2020-2021 Committee - thank you. The Committee has worked tirelessly throughout the year – meeting in person and via Zoom - to provide opportunities to connect, inspire and support. They cannot be thanked enough for their hard work:

Vice President	Rita Warrener (Tourism Tasmania)
Treasurer	Kerry Scambler (The KS Principle/Arm End)
Secretary (Minutes)	Kimberley Odgers (Engineers Australia, Associate WITH Member)
General Committee:	Mary Brownell (Roxburgh House)
	Tania Thompson (Frontier Education)
	Alexandra Bray (NRMA)
	Cally Lyons (Rathmore House)
Student Committee Member:	Caitlin Foale (TasTAFE Drysdale)

A huge thank you to all our members, industry partners, and wider community supporters – without your ongoing backing so much of what WITH does would not be achieved.

We look forward to continuing to connect, support and inspire women in tourism and hospitality in the year ahead.

Jill Bannon

President 2020-2021, Women in Tourism & Hospitality Tasmania Inc.



"Resilience and tenacity of each individual.
Everything is useful regardless if it is negative or positive."

"How many ways the different people tackled the same questions and problems. Honest and open answers."

"Great panel, good timing. COVID wonderful discussion with recovery and resilience. Fantastic women."

"All the aspects, such wonderful real authentic stories that were so relatable in many ways. The whole event was wonderfully organised."



"Loved the talking around the table."

"Such an amazing event, great food and sense of community."

WITH Tas North Report 2020 - 2021



2020 certainly brought unprecedented times to our industry. As a result the committee agreed unanimously to suspend membership fees for the 20/21 year given the recent Covid-19 lockdown situation and the challenges that many of our members were facing.

A newsletter was sent to members updating them on the decision and reconfirming our intention to proceed with the September networking event if circumstances allow.

Fortunately, we were able to hold our evening at the Boag's Beer Lovers Centre, a sit-down event with all Covid-19 procedures in place and our first event experience of life in the Covid-19 world!

Late in the year we were able to hold our very successful Christmas Event at the new Verge Hotel and this was extremely well attended and a great night, catching up with industry colleagues, sharing experiences and enjoying some Christmas Cheer!

February 2021 saw discussions commence with our Southern WITH colleagues with regards working together and an opportunity to combine our resources with some significant funds for scholarships/grants for professional development targeting women in our industry becoming available.



Thanks to the hard work of our Southern Committee, the I-LEAD Program went ahead with two of our Northern members being chosen to participate in this program later in year.

Our March 2021 event was hosted by City Park Café where we enjoyed a beautiful autumn evening and had the pleasure of hearing from Robyn of Dressed for Success.

We have recently enjoyed our mid-year networking evening at Mad Apple Café, a funky CBD location where we met with and heard from the recipients of the I-LEAD Scholarships, Gabriella Conti, and Kirsten Bach along with Tasmania Leaders Business Manager, Simone Hackett.

Our annual Student Sponsorship was suspended for 2020/2021 however in 2022 we hope to work with the Beacon Foundation to identify opportunities to continue with our Sponsorship and mentoring with young women aspiring to join our industry.

We look forward to a bigger and brighter 2021/2022 and the opportunity for Women in Tourism and Hospitality to become stronger as a statewide industry group.

Kim Woolley

WITH North Committee Member

Treasurer's Report 2020 - 2021

This year added some complexity to our volunteer Committee's workload. The funding received from the Tasmanian Government and Hydro Tasmania not only required us to facilitate the various development/training opportunities but to administer the grants and funds responsibly as well.

The Committee has the option of appointing an auditor through any financial year and due to the funding and our increasing level of professionalism, this was done. Given we are not-for-profit, it is also a way of demonstrating transparency to our members, industry and government agencies.

Given the formalisation of our Northern Branch, the financial information and status of our incorporated association as a whole is now being reported.

This has been a transformative year for WITH Tas, collaborating closer with our Northern Branch and managing the funding and training opportunities as well as continuing our enjoyable task of bringing women together for informative and social occasions. I look forward to seeing what 2021/22 will bring.

Kerry Scambler

Treasurer, Women in Tourism & Hospitality Inc.

WITH Tas Inc. accounts for year ended 31 August 2021

INCOME & EXPENSES REPORT

	WITH North	WITH Tas	Consolidated
	\$	\$	\$
INCOME			
Events - WITH	\$2,605.00	\$9,240.00	\$11,845.00
Events - other		\$1,911.00	\$1,911.00
Fundraising		\$1,196.00	\$1,196.00
Interest	\$1.52		\$1.52
Membership	\$1,025.00	\$3,355.00	\$4,380.00
Student Scholarship		\$2,000.00	\$2,000.00
Training and Development		\$20,745.00	\$20,745.00
TOTAL INCOME	\$3,631.52	\$38,447.00	\$42,078.52
EXPENSES			
Admin Expenses		\$219.76	\$219.76
Advertising and Promotions	\$33.00	\$2,977.98	\$3,010.98
Bank Fees		\$14.40	\$14.40
Donations	\$50.00	\$1,000.00	\$1,050.00
Events- WITH		\$7,526.30	\$7,526.30
Events - other	\$2,473.75	\$990.00	\$3,463.75
Fundraising expenses		\$77.77	\$77.77
Insurance	\$174.43	\$174.42	\$348.85
Memberships		\$80.22	\$80.22
Industry memberships		\$589.25	\$589.25
Sundry Expenses		\$25.00	\$25.00
Scholarship		\$2,000.00	\$2,000.00
Training and Development		\$13,219.75	\$13,219.75
TOTAL EXPENSES	\$2,731.18	\$28,894.85	\$31,626.03
NET INCOME	\$900.34	\$9,552.15	\$10,452.49

ASSET & LIABILITIES

	WITH North	WITH Tas	Consolidated
	\$	\$	\$
ASSETS			
Bank accounts	\$8,452.31	\$14,386.48	\$22,838.79
TOTAL ASSETS	\$8,452.31	\$14,386.48	\$22,838.79
LIABILITIES			
Training funds committed		\$7,160.00	\$7,160.00
Student Scholarship payable		\$1,500.00	\$1,500.00
TOTAL LIABILITIES	\$0.00	\$8,660.00	\$8,660.00
NET ASSETS	\$8,452.31	\$5,726.48	\$14,178.79

NOTES:

- Audit:** WITH Tas Inc. can claim an exemption from external audit under the Associations Act.
- This financial report:** is lodged with the Department of Justice.
- GST:** WITH Tas Inc is not registered for GST.

Auditor's Report

**Women in Tourism & Hospitality Tasmania Inc
INDEPENDANT AUDITORS REPORT
FOR THE YEAR ENDED 31st August 2021**

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 2021.

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 an 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 2021.



**Gillian Waldie
BCom, CPA, FIPA**

Dated 12th September 2021