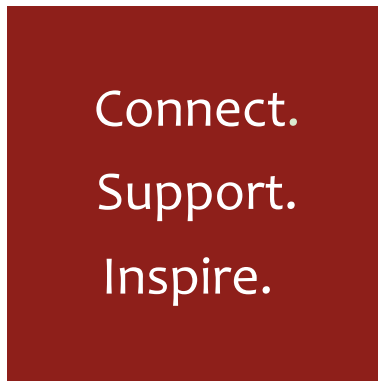




Annual Report

Year ending 31 August 2023



2022-2023 WITH Tas Committee

Executive:

President- Jill Bannon (Jill Bannon Conference Event Manager Tas)

Vice President – Rita Warrener (Tourism Tasmania)

Treasurer – Kerry Scambler (The KS Principle)

Secretary – Danielle Ruiz (Department of State Growth- Tourism)

General Committee:

Aletta Macdonald (Tourism Tasmania and Plan Jam)

Tania Thompson (Frontier Education)

Alice Van Der Woude (OnBoard Expeditions)

Jenifa Dwyer (Gypsy Shack & Annie's Cottage)

President's Report 2022-2023



This has been another year of continued opportunity to connect, support and inspire women working in or engaging with the tourism and hospitality sector across Tasmania.

As a voluntary organisation, overseen by a passionate and dedicated committee, this year also recognises 14 years of WITH Tas contributing to this sector and continuing to make a difference.

WITH EVENTS

September 2022: AGM & 13th Birthday celebration, Deep South Brewing.

We farewelled two of our committee – Mary Brownell and Cally Lyons – and welcomed the incoming committee with new members Aletta Macdonald, Daniella Ruiz and Jenifa Dwyer. Our 2022 Student Scholarship recipient, Eve Wang, spoke with passion about her love for the Tasmanian tourism industry, her passion for food, her desire to create her own small business and what it means to be involved with WITH.

October 2022: Industry Leaders Breakfast, RACV Hobart Hotel.

Our signature event once again put the spotlight on three successful and dynamic hospitality and tourism professionals. In 2022 we welcomed Bernadette Woods (Glen Albyn Estate/Seagrass/Waterline and superyacht, Mustique), Kylie Bell (Compass Hut) and Melinda Anderson (Pennicott Wilderness Journeys) for another inspiring and enlightening panel discussion in conversation with our MC, Hannah Gray. Stories and experiences shared of challenges, opportunities and life in general resonated with a sell-out room.

December 2022: Christmas Celebration & Scholarship Presentation, Telegraph Hotel

The newly refurbished “Tele” and its welcoming team hosted our festive event. The spirit of connection and celebration was high as we made our 2022 Student Scholarship presentation to Eve Wang and the Encouragement Award to Yoana Lemonnier, graduate of Drysdale TasTAFE’s Advanced Diploma in Hospitality, Tourism and Events. The traditional ritual of ‘Mrs Right’ invoked much laughter and the raffle draw produced many happy winners.

June 2023 Connections WITH Drysdale – Lunch and speakers

Over 30 women enjoyed a delicious two-course lunch, catered for by the next generation of hospitality professionals at Drysdale TasTAFE. Offering insights into the migrant experience were four wonderful women - Diana Flores and Darya Kuznyetsova from the Migrant Resource Centre and Kirsten Singleton and Habiba Mohammad Mohsin from the Working Together project. Like all WITH events, conversations were sparked and connections made right across the room.

July 2023: Bicheno Beams – joint event

For the second year, a lively group from across the state gathered to enjoy the festivities of Bicheno Beams. Thanks to Karen Phillips and Kerry Scambler for putting together an action-packed agenda and to the Bicheno community for contributing to a fabulous weekend program and shining a spotlight on the beautiful East Coast.

August 2023: Drinks after work @ Franklin Wharf

A casual get-together for after work drinks welcomed an intimate group of 15 with some new women joining the conversations and making connections. Thanks to the THA for their generous support of this event.

WITH @ EVENTS: WITH Tas was also well represented with tables at the Tasmanian Tourism Awards Dinner and International Women’s Day Lunch.

PLANNING FOR THE FUTURE

In January the new committee held a planning afternoon, to discuss strategy and map out the year ahead. We were extremely grateful to Hadley’s Orient Hotel for generously donating the use of the Boardroom for this session. Discussion focused on:

- Continuing to work closely with WITH North Branch to strengthen and capitalise on opportunities. *Ongoing*
- Ongoing memberships of industry bodies, Destination Southern Tasmania and Tourism Industry Council Tasmania.
- Continuing to develop relationships with RTO’s and industry bodies (e.g. WxNW, Drysdale TasTAFE). *Ongoing*
- Consolidating WITH Tas representation in the Associations College on the TICT Board – Emily Hopwood re-elected for a 2-year term (Apr 23-Mar 25). *Successful*
- Seeking out additional funding to provide further educational opportunities. *Ongoing*
- Further developing regional relationships – East and NW Coast – combining resources. *Ongoing*
- Continuing to offer stimulating and informative opportunities for women to connect, support and inspire. *Ongoing*
- Maintaining and growing mailing list and membership. *Successfully completed and ongoing.*
- Conducting a Member Survey. *Currently underway.*

WITH TAS STUDENT SCHOLARSHIP

Now in its 11th year, our annual scholarship continues to assist a committed, professional young woman to further her tourism/hospitality studies. In 2023 the successful candidate, Upuli Prabhashini Pathirana, was an outstanding applicant, demonstrating her passion, talent and commitment to our interview panel. Upuli has now completed her Certificate III in Hospitality at TasTAFE and started her Diploma on a pathway to Bachelor of Business – Hospitality Management at UTAS.

We gratefully acknowledge the support of Tourism Tasmania in sponsoring this program for the third year in 2022.

PARTNERSHIP OPPORTUNITIES

In March, WITH began discussions with the THA to identify partnerships to deliver meaningful and effective leadership training with support and funding through the THA's Women in Leadership program. We saw this as a strategic step in evolving some of our flagship events – in particular the Industry Leaders Breakfast. In June, an agreement was signed for the THA's sponsorship of the Breakfast and we look forward to partnering with them on October 18.

Likewise, we continue to identify opportunities to collaborate with TICT in sponsoring the International Women's Day Lunch – an event we believe provides synergies between our organisations.

We also continue to seek out additional funding opportunities to support women in our industry.

TICT BOARD REPRESENTATION

In April, Emily Hopwood was re-elected to the TICT Board, as nominee for WITH Tas in the Associations College (representing member-based industry and sectorial associations active in the tourism industry and visitor economy).

This is the third term of WITH representation on the TICT Board and Emily's reappointment is confirmation of the important role WITH Tas plays in representing women across the tourism and hospitality sectors in Tasmania.

Thank you to all TICT members who voted for Emily, recognising her experience, expertise and passion for diversity across our industry. Congratulations Emily and thank you for your support of WITH Tas - we look forward to working with you through the remainder of your two-year term.

COMMUNITY ENGAGEMENT

In March, WITH added to funds raised from our raffle enabling a donation of \$3,000 to Small Steps, a live-in support program for young mums and their babies, established by the Hobart City Mission. The funds were used to purchase much-needed large capacity dryers, easing one aspect of a busy young mother's life.

WITH intends to continue this vital support in the coming year with a raffle to be announced shortly.

IN CONCLUSION

WITH Tas continues to evolve. Our reach and relationships with other key Tasmanian tourism industry bodies continues to grow as we seek to further establish ourselves as a valuable and respected non-profit industry organisation.

At the conclusion of the 2022-2023 financial year FY we have 1,474 Facebook followers, 478 LinkedIn connections and 442 contacts on statewide mailing list. We also continue building our membership at corporate and individual levels.

The 2022-2023 Committee (see cover) represents an impressive cross-section of the tourism and hospitality sector and I thank them for their hard work and support over the last twelve months. We have met monthly, alternately via Zoom and in person at Hadley's Orient Hotel, who we thank for providing the Gallery space for us.

I also thank the Northern Branch for their continued commitment to our shared ethos of connecting, supporting and inspiring.

Finally, a HUGE thank you to all our members, industry partners, prize donors, and the wider community and 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 2022-2023, Women in Tourism & Hospitality Tasmania Inc.



"All great, thank you for putting all of the hard work to organise the breakfast. Attendance attests to your efforts :-)."

"A great panel with varied and interesting experiences to share. Hannah was an excellent MC too. Like the organised seating to encourage networking and meeting new faces."

WITH Tas North Report 2022-2023



In October WITH North celebrates 13 years of networking, connecting, supporting, inspiring and having fun!

It's always a challenge to find a good function venue with a difference but Functions Co-ordinator Kathy Alford, has taken on the challenge and certainly arranged a mixture of interesting places.

Christmas Celebration at Mudbar. A stunning evening outside saw everyone enjoying the festive season mingling under the beautiful Launceston sky. The secret Santa gifts are always popular!

Boag's Brewery, March. Our first event for 2023 was exceptional, first a tour to discover the magic that is brewing and be mesmerised by the bottling line. Then it was a beer tasting, delicious pizzas and the always inspiring Kim Seagram AM – enough to heighten all the senses, including excitement, with her Ferment Tas update.

Hogs Breath Café, May. THA's Women in Leadership (WIL) program Chair, Sarah Courtney, launched this new initiative to support women in the hospitality industry into leadership positions and furthering their careers. We look forward to working with WIL in the future. An evening of introductions, discussions and of course, fun followed!

Bicheno Beams in July. Everyone had an incredible time, immersed in Bicheno's best with an action-packed itinerary from Friday to Sunday, featuring the amazing Bicheno Beams. Huge thanks to Bicheno Penguin Tours, East Coast Nature World, Waubs Harbour Distillery, Lobster Shack, Pop-up Picnics Tasmania, Bicheno History Walks and in particular Karen Phillips and Kerry Scambler for putting together another memorable experience.

New booking platform. Humanitix was introduced with a donation for each ticket made to children's charities.

Thank you to our hard-working and dedicated Northern committee members for the past 12 months.

President - Kim Woolley | Secretary - Karen Phillips | Treasurer - Kathryn Summers
Functions - Kathy Alford | Committee - Christine Pritchard and Helen Davis

Plus, a thank you so much to everyone for your support and here's looking forward to the next twelve months.

Kim Woolley

President, WITH Northern Branch



Treasurer's Notes 2022-2023

The WITH Tas Committee'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.

This year's accounts are relatively straightforward mainly covering events and administration and marketing costs as no training/professional development opportunities arose.

In March WITH Tas contributed a further \$500 to funds raised in the 2022 raffle which enabled a donation of \$3,000 to Small Steps which was greatly appreciated.

I hope to be part of the dedicated team of women on the WITH Committee again in 2023-2024, and look forward feeling connected, supported and inspired for another year.

Kerry Scambler

Treasurer, Women in Tourism & Hospitality Inc.

*Thank you
for choosing
to raise money to help our
families at Small Steps with
appliances needed.*

Paige, Harper & Millie,
Small Steps residents



INCOME & EXPENSES REPORT

	WITH North		WITH Tas		CONSOLIDATED	
	<u>2022-2023</u>	<u>2021-2022</u>	<u>2022-2023</u>	<u>2021-2022</u>	<u>2022-2023</u>	<u>2021-2022</u>
INCOME						
Admin		\$11.90	\$175.00			\$11.90
Events - WITH	\$2,465.56	\$2,160.00	\$10,852.08	\$8,336.69	\$13,317.64	\$10,496.69
Events - other			\$1,726.00	\$4,456.00	\$1,726.00	\$4,456.00
Fundraising			\$2,607.00	\$1,380.00	\$2,607.00	\$1,380.00
Interest						\$0.00
Membership	\$1,385.00	\$900.00	\$4,820.00	\$5,655.20	\$6,205.00	\$6,555.20
Student Scholarship			\$1,000.00		\$1,000.00	\$0.00
Training and Development				\$814.00	\$0.00	\$814.00
Total Income	\$3,850.56	\$3,071.90	\$21,180.08	\$20,641.89	\$25,030.64	\$23,713.79
EXPENSES						
Admin			\$679.00	\$189.25	\$679.00	\$189.25
Advertising and Promotions	\$99.00	\$67.93	\$662.98	\$3,134.00	\$761.98	\$3,201.93
Bank Fees			\$13.60	\$14.80	\$13.60	\$14.80
Donations			\$3,000.00	\$1,800.00	\$3,000.00	\$1,800.00
Events- WITH	\$1,813.51	\$1,989.50	\$8,598.88	\$9,741.22	\$10,412.39	\$11,730.72
Events - other			\$1,726.00	\$2,245.50	\$1,726.00	\$2,245.50
Fundraising expenses			\$129.88	\$85.76	\$129.88	\$85.76
Insurance	\$175.00	\$175.00	\$175.00	\$175.00	\$350.00	\$350.00
Memberships			\$96.67	\$136.30	\$96.67	\$136.30
Industry memberships			\$894.00	\$746.00	\$894.00	\$746.00
Sundry Expenses					\$0.00	\$0.00
Student Scholarship			\$1,500.00	\$1,500.00	\$1,500.00	\$1,500.00
Training and Development				\$9,332.00	\$0.00	\$9,332.00
TOTAL EXPENSES	\$2,087.51	\$2,232.43	\$17,476.01	\$29,099.83	\$19,563.52	\$31,332.26
NET INCOME	\$1,763.05	\$839.47	\$3,704.07	-\$8,457.94	\$5,467.12	-\$7,618.47

ASSET & LIABILITIES

	WITH North		WITH Tas		Consolidated	
	<u>2022-2023</u>	<u>2021-2022</u>	<u>2022-2023</u>	<u>2021-2022</u>	<u>2022-2023</u>	<u>2021-2022</u>
ASSETS						
Bank Account	11,054.83	\$9,291.78	\$9,457.61	\$5,928.54	\$20,512.44	\$15,220.32
TOTAL ASSETS	\$11,054.83	\$9,291.78	\$9,457.61	\$5,928.54	\$20,512.44	\$15,220.32
LIABILITIES						
Student Scholarship payable			\$1,000.00	\$1,500.00	\$1,000.00	\$1,500.00
Sponsorship rec'd in advance (THA)			\$3,000.00		\$3,000.00	
TOTAL LIABILITIES	\$0.00	\$0.00	\$4,000.00	\$1,500.00	\$4,000.00	\$1,500.00
NET ASSETS	\$11,054.83	\$9,291.78	\$5,457.61	\$4,428.54	\$16,512.44	\$13,720.32

NOTES:

1. For transparency, WITH Tas Inc. chooses not to claim an exemption from external audit under the Associations Act.
2. This 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 2023

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 2023.

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 2022.

Gillian Waldie

Gillian Waldie
BCom, CPA, FIPA

Dated 24th September 2023