

# Women in tourism & hospitality TASMANIA

## Annual Report Year ending 31 August 2022



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

*“I’m so grateful to WITH for the I-LEAD scholarship,  
because the confidence boost that came from it really  
encouraged me to go forth and do the course,  
as it’s something I might have otherwise  
considered myself not ready for.”*

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



**This has been yet another year of inspiration for WITH Tas as we have continued to strive towards providing a platform for all women working in the tourism and hospitality sectors to meet, connect, inspire and be inspired, at a time when it has been more important than ever.**

**September 2021: AGM & 12th Birthday** at TasTAFE Drysdale. We welcomed the new committee and enjoyed hearing from Dr Allison Anderson, the WITH Tas AICD Scholarship recipient, as she updated us on her Company Director's Course studies. Allison was one of 13 high-calibre applicants for this highly sought-after opportunity. She has since passed the course and is making great use of the considerable knowledge and experience gained.

**October: Leaders Breakfast** at The Old Woolstore Apartment Hotel. This flagship event is well recognised on the industry's social calendar and we were delighted to welcome over 80 guests to hear from our inspiring panel – Jude Franks (Jude Franks Consulting), Ruby Daly (Hellfire Bluff Distillery) and Archana Brammall (Sweetbrew Café, Launceston) with MC, Fiona Breen (Journalist, ABC).

**December: Xmas celebration & 2021 scholarship presentation** at T42. Leo Miller and his team welcomed us on a beautiful summer's evening. Borders were yet to be opened to the wide world, and we enjoyed a convivial evening with delicious savouries and excellent conversations. Our 2021 Scholarship presentations were made to:

- Katy Usher – \$1,000 Scholarship Award, presented by Edwina Morris representing Tourism Tasmania.  
*We thank Tourism Tasmania for their support of this successful initiative in 2021 and continued sponsorship in 2022.*
- Rebecca Payne – \$500 Encouragement Award, funded by WITH Tas.

The annual WITH Tas Student Scholarship, now in its 10th year, provides assistance to young women to further their tourism and hospitality studies, encouraging professional development and career progression.

**January 2022: Planning for the future 1.** Our aims and strategies were mapped out for the year including:

|   |                        |
|---|------------------------|
| On-going memberships of industry bodies, Destination Southern Tas & Tourism Industry Council Tas. | Successfully completed |
| Continue to grow and develop relationships with other RTO's and industry bodies                   | On-going               |
| Consolidate WITH Tas representation in the Associations College on the TICT Board                 | Successfully completed |
| Seek out additional funding to provide further educational opportunities.                         | On-going               |
| Further develop regional relationships – East Coast & NW Coast – combining resources.             | On-going               |
| Continue to offer dynamic and beneficial opportunities for women to connect, support & inspire.   | On-going               |
| Maintain and grow mailing list and membership.  | Completed/ on-going    |
| Maintain representation on the Tasmanian Women's Council  | On-going               |
| Conduct Member Survey.  | On-going               |

**January: Planning for the future 2.** The \$1,300 from our end of year raffle was increased by \$500 from WITH funds for a donation of \$1,800 to Small Steps to purchase two commercial washing machines. This Hobart City Mission program provides a home for young mums aged 18-25 and their children who are at risk of homelessness.

**February: Deck Soiree @ The Rox** - our first event for 2022. Mary Brownell very kindly offered her magnificent, luxury development for this event and we all made ourselves very at home in The Rox's Penthouse, before a guided tour of the remainder of this fabulous new development. Mixing the old with the new with style.

**March: International Womens Day Lunches, Hobart and Launceston.** We partnered with TICT in support of IWD at their annual Collective lunches, themed #breakthebias. This was our second year as sponsor with speaking opportunities at both lunches. We feel this relationship is the perfect fit and look forward to future collaborations

**April: 2022 Student Scholarship.** Our Scholarship was awarded to Eve Wang described by the interview panel as having "an amazingly positive spirit and energy". Eve is studying a Cert III in Commercial Cookery at Frontier Education. The panel also recommended Yoana Lemonnier for an Encouragement Award. Yoana is working towards her dream of being a Sommelier and studying an advanced Diploma in Hospitality, Tourism & Events at Drysdale TasTAFE.

**May: WITH Connections @ Drysdale Lunch.** To support our next generation of hospitality professionals in training, this inaugural event, subtitled Ladies who Power Lunch, was more than just a meal – it offered a thought-provoking and idea generating discussion from Amy Currant and Mary Dwyer of Impact Solutions (an award-winning consultancy specialising in executive leadership and development of team culture) sharing insights from their careers, observations of challenges and opportunities and ideas of what we can do to support each other.

**Training opportunities 1.** The WITH Tas committee decided the residual training funding (balance of State Government 2021 funding) be allocated to two I-LEAD Tourism & Hospitality Program scholarships. Three high calibre candidates were received resulting in the Committee agreeing that WITH would fund a third. This gave two women the opportunity to do this outstanding course free of charge and assisted the third with travel expenses. The recipients are Nicky Macdonald (North), Alex Sumner (East) and Nita Walker (King Island).

**Training opportunities 2.** With training funds remaining from a Hydro Tasmania grant in 2020-2021, we were fortunate to secure three one-hour marketing sessions each for five participants with industry specialist, David Inches. This customised marketing coaching was considered particularly useful for time-poor industry professionals.

Participants were: Emma Azon-Jacometti (TICT), Susan Richman (The Sebel Launceston / Bluestone Bar & Kitchen), Esther Palmer (Roslyn 1823), Keline Fabre (Raida Hospitality Group, St Helens) and Alice van der Woude - (Tasmanian Boat Charters/Onboard Expeditions).

**Research project.** In partnership with Allison Anderson (Episteme Consulting) and Aletta Macdonald (Plan J.A.M. Consulting) WITH undertook to conduct a research project, to build a clear understanding of the challenges and inequities facing women in our industries. A Sub-Committee was formed to oversee this project with preliminary works completed and a detailed Project Plan shared amidst peak tourism industry bodies. Feedback on the Plan has been received and is being considered by the Research Sub-Committee, with the next steps to be determined.

**July. Bicheno beams on WITH Tas.** A small group from South and North journeyed East to Bicheno to join in the festivities of Bicheno Beams. The various activities were curated by Karen Phillips (former TICT dynamo and founding WITH member) with organisational assistance from Kim Woolley (WITH North) and Kerry Scambler (WITH Treasurer). This was an informative, fun and engaging experience so planning is underway to ensure a similar gathering in 2023.

**In conclusion.** 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 1,401 followers on Facebook (up from 1,129) an increase of 25%. Our mailing list continues to grow as we reach over 411 women across the state (up from 350) an increase of 18%.

We continue to build our membership base at corporate, individual and student levels for industry participants with associate memberships also offered for those not directly involved in the tourism and hospitality sectors but wanting to stay connected.

**2021-2022 Committee - thank you.** The Committee has again worked tirelessly this year to provide an opportunity for women in our industries to meet and connect. As a passionate group of volunteers, the Committee cannot be thanked enough for their hard work and on-going commitment to inspire, motivate and inform.

|                                  |  |
|----------------------------------|--|
| <b>Vice President:</b>           | Alexandra Bray, NRMA Expeditions (to June 2022)  |
| <b>Treasurer:</b>                | Kerry Scambler, The KS Principle   |
| <b>Secretary:</b>                | Rita Warrener, Tourism Tasmania  |
| <b>General Committee:</b>        | Mary Brownell, Roxburgh House<br>Tania Thompson, Frontier Education<br>Cally Lyons, Rathmore House<br>Alice van der Woude, Onboard Expeditions |
| <b>Student Committee Member:</b> | Caitlin Foale, TasTAFE Drysdale (to Feb 2022)  |

**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 2021-2022, Women in Tourism & Hospitality Tasmania Inc.

*“Loved all the aspects, such wonderful real authentic stories that were so relatable in many ways.  
The whole event was wonderfully organised.”*





## WITH Tas North Report 2021-2022

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In September 2021, we welcomed members and guests to Launceston landmark, Peppers Silo, with special guest speaker, Hon. Jane Howlett MLC, Minister for Women.

Our Christmas function at Bluestone Bar & Grill was very well attended. After hearing from guest speaker, Emilie Donovan, CEO of VXT (Visitor Experience Training), festive glasses were raised and many lively conversations enjoyed.

Unfortunately the planned March event was cancelled but come June, we had a very enjoyable networking event, hosted by Mandy Shepherd, General Manager of Theatre North, with a behind the scenes at Launceston's iconic Princess Theatre. Members thoroughly enjoyed the opportunity to explore and learn some of the secrets and inner workings of our much loved majestic theatre.

We then worked with our southern colleagues on a joint event on the East Coast in July to coincide with Bicheno Beams which was a great success.

Membership has been steady regardless of the challenges we have faced during the year and we look forward to regrouping and planning for 2023 and this includes working on our Statewide event at Bicheno 28/29 July 2023.

Women in Tourism & Hospitality Tasmania North celebrates 12 years in October this year and we look forward to a birthday on Tuesday 18 October. Members and guests from around the state are welcome to join this event.

Our very popular Christmas celebration is scheduled for Tuesday 6 December and we look forward to again welcoming members and guests to this event at Mud Bar & Restaurant.



*Christmas celebration Dec 2021, Bluestone Bar & Grill, Launceston*

*Kim Woolley*

WITH North Committee Member

## Treasurer's Notes 2021-2022

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This year saw all training funds received in 2021 fully expended, and WITH Tas contributing to extend the opportunities available to women for professional development. The State Government grant was also successfully acquitted.

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

Following the formalisation of our Northern Branch in September 2020, the financial information and status of our incorporated association as a whole is now being reported.

This has been another busy year for WITH Tas - collaborating with our Northern colleagues and managing training opportunities as well as continuing our enjoyable task of bringing women together to inform and connect in social and educational settings. I always look forward to seeing what the next year will bring for our vibrant organisation.

*Kerry Scambler*

Treasurer, Women in Tourism & Hospitality Inc.

### INCOME & EXPENSES REPORT

|                            | WITH North        |                   | WITH Tas           |                    | CONSOLIDATED       |                    |
|----------------------------|-------------------|-------------------|--------------------|--------------------|--------------------|--------------------|
|                            | <u>2021-2022</u>  | <u>2020-2021</u>  | <u>2021-2022</u>   | <u>2020-2021</u>   | <u>2021-2022</u>   | <u>2020-2021</u>   |
| <b>INCOME</b>              |                   |                   |                    |                    |                    |                    |
| Admin                      | \$11.90           |                   |                    |                    |                    |                    |
| Events - WITH              | \$2,160.00        | \$2,605.00        | \$8,336.69         | \$9,240.00         | \$10,496.69        | \$11,845.00        |
| Events - other             |                   |                   | \$4,456.00         | \$1,911.00         | \$4,456.00         | \$1,911.00         |
| Fundraising                |                   |                   | \$1,380.00         | \$1,196.00         | \$1,380.00         | \$1,196.00         |
| Interest                   |                   | \$1.52            |                    |                    |                    | \$1.52             |
| Membership                 | \$900.00          | \$1,025.00        | \$5,655.20         | \$3,355.00         | \$6,555.20         | \$4,380.00         |
| Student Scholarship        |                   |                   |                    | \$2,000.00         | \$0.00             | \$2,000.00         |
| Training and Development   |                   |                   | \$814.00           | \$20,745.00        | \$814.00           | \$20,745.00        |
| <b>Total Income</b>        | <b>\$3,071.90</b> | <b>\$3,631.52</b> | <b>\$20,641.89</b> | <b>\$38,447.00</b> | <b>\$23,713.79</b> | <b>\$42,078.52</b> |
| <b>EXPENSES</b>            |                   |                   |                    |                    |                    |                    |
| Admin                      |                   |                   | \$189.25           | \$219.76           | \$189.25           | \$219.76           |
| Advertising and Promotions | \$67.93           | \$33.00           | \$3,134.00         | \$2,977.98         | \$3,201.93         | \$3,010.98         |
| Bank Fees                  |                   |                   | \$14.80            | \$14.40            | \$14.80            | \$14.40            |
| Donations                  |                   | \$50.00           | \$1,800.00         | \$1,000.00         | \$1,800.00         | \$1,050.00         |
| Events- WITH               | \$1,989.50        |                   | \$9,741.22         | \$7,526.30         | \$11,730.72        | \$7,526.30         |
| Events - other             |                   | \$2,473.75        | \$2,245.50         | \$990.00           | \$2,245.50         | \$3,463.75         |
| Fundraising expenses       |                   |                   | \$85.76            | \$77.77            | \$85.76            | \$77.77            |
| Insurance                  | \$175.00          | \$174.43          | \$175.00           | \$174.42           | \$350.00           | \$348.85           |
| Memberships                |                   |                   | \$136.30           | \$80.22            | \$136.30           | \$80.22            |
| Industry memberships       |                   |                   | \$746.00           | \$589.25           | \$746.00           | \$589.25           |
| Sundry Expenses            |                   |                   |                    | \$25.00            | \$0.00             | \$25.00            |
| Student Scholarship        |                   |                   | \$1,500.00         | \$2,000.00         | \$1,500.00         | \$2,000.00         |
| Training and Development   |                   |                   | \$9,332.00         | \$13,219.75        | \$9,332.00         | \$13,219.75        |
| <b>TOTAL EXPENSES</b>      | <b>\$2,232.43</b> | <b>\$2,731.18</b> | <b>\$29,099.83</b> | <b>\$28,894.85</b> | <b>\$31,332.26</b> | <b>\$31,626.03</b> |
| <b>NET INCOME</b>          | <b>\$839.47</b>   | <b>\$900.34</b>   | <b>-\$8,457.94</b> | <b>\$9,552.15</b>  | <b>-\$7,618.47</b> | <b>\$10,452.49</b> |

### ASSET & LIABILITIES

|                             | WITH North        |                   | WITH Tas          |                    | Consolidated       |                    |
|-----------------------------|-------------------|-------------------|-------------------|--------------------|--------------------|--------------------|
|                             | <u>2021-2022</u>  | <u>2020-2021</u>  | <u>2021-2022</u>  | <u>2020-2021</u>   | <u>2021-2022</u>   | <u>2020-2021</u>   |
| <b>ASSETS</b>               |                   |                   |                   |                    |                    |                    |
| Bank Account                | \$9,291.78        | \$8,452.31        | \$5,928.54        | \$14,386.48        | \$15,220.32        | \$22,838.79        |
| <b>TOTAL ASSETS</b>         | <b>\$9,291.78</b> | <b>\$8,452.31</b> | <b>\$5,928.54</b> | <b>\$14,386.48</b> | <b>\$15,220.32</b> | <b>\$22,838.79</b> |
| <b>LIABILITIES</b>          |                   |                   |                   |                    |                    |                    |
| Training funds committed    |                   |                   |                   | \$7,160.00         |                    | \$7,160.00         |
| Student Scholarship payable |                   |                   | \$1,500.00        | \$1,500.00         |                    | \$1,500.00         |
| <b>TOTAL LIABILITIES</b>    | <b>\$0.00</b>     | <b>\$0.00</b>     | <b>\$1,500.00</b> | <b>\$8,660.00</b>  | <b>\$1,500.00</b>  | <b>\$8,660.00</b>  |
| <b>NET ASSETS</b>           | <b>\$9,291.78</b> | <b>\$8,452.31</b> | <b>\$4,428.54</b> | <b>\$5,726.48</b>  | <b>\$13,720.32</b> | <b>\$14,178.79</b> |

#### NOTES:

- Audit:** For transparency, WITH Tas Inc. chooses not to 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.

**Women in Tourism & Hospitality Tasmania Inc**  
**INDEPENDANT AUDITORS REPORT**  
**FOR THE YEAR ENDED 31<sup>st</sup> August 2022**

***Report on the financial report***

I have audited the accompanying accounts of the Women in Tourism & Hospitality Tasmania Inc for the period ending 31<sup>st</sup> August 2022.

***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 31<sup>st</sup> August 2022.



**Gillian Waldie**  
**BCom, CPA, FIPA**

Dated 25<sup>th</sup> September 2022