



Romance Writers of

A U S T R A L I A

Annual Report

2022/2023

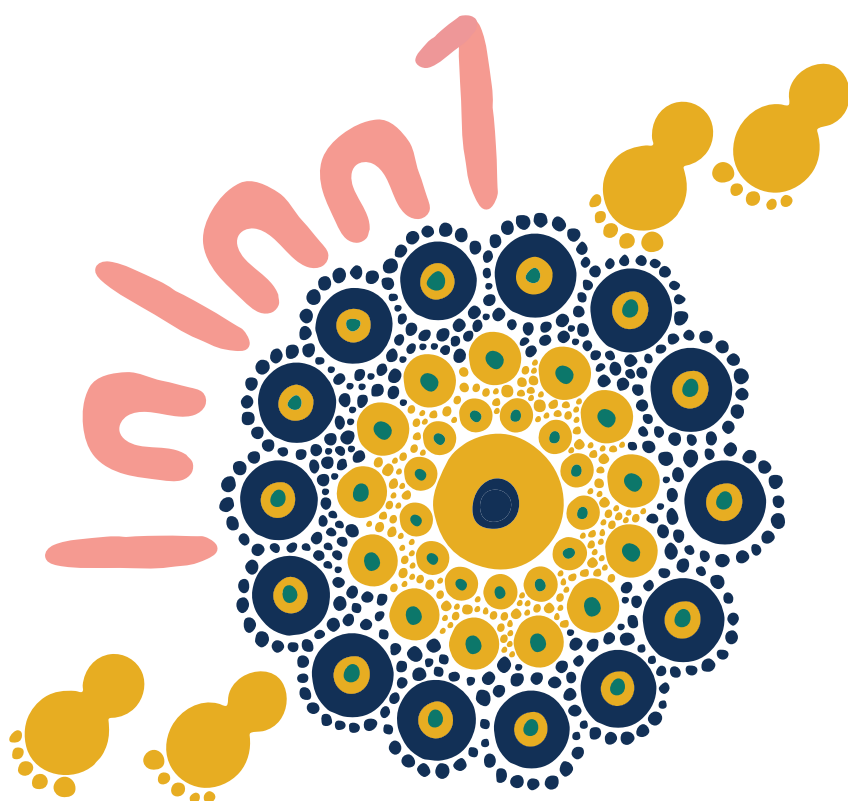
The First Peoples of Australia have a long, 60,000 year history of storytelling. Their stories and experiences are at the heart of this country, and the practice of storytelling continues today.

In the spirit of reconciliation, Romance Writers of Australia acknowledge the Traditional Custodians of country throughout Australia and their connections to land, sea, and community. We pay our respect to all Aboriginal and Torres Strait Islander peoples today.



Art by Simone Briggs,
Gomilaroi Nation Artist.

“Birthplace of Creativity”



Artwork of the birthing cave. This solely represents the centre of creativity and the circular birth place of new beginnings.

This artwork meaning correlates well with the foundations of Romance Writers of Australia.

In each writer’s journey, creativity is drawn from many elements and areas of their life. Metaphorically, this birthplace could be the birth of new ideas for writers.

Romance Writers of Australia is committed to creating a community free from discrimination, where everyone belongs. We respect and celebrate the diversity of our communities, including people of all cultural and faith backgrounds, classes, gender or sexual identities, ages, and abilities.



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Our story

In 1991, eight friends gathered around a kitchen table in suburban Sydney to catch up, talk about their lives, and discuss their writing careers. These inspiring women came together with a shared vision – to build a community around romantic fiction that would inspire and encourage writers.

That dream became the Romance Writers of Australia.

But don't let our cool-but-humble beginnings fool you. Today we have just over 800 members including writers from Australia, New Zealand, Singapore, Fiji, the United States and the United Kingdom. We're well-respected and recognised in the professional publishing arena, with industry business partners across the globe. Our community, contests and events provide the opportunities writers dream of – just like our first Committee did back in 1991.

Our vision is a world where
Australian romance writers
are well supported, highly respected, and professionally successful.

We value

Respect for each other in a safe and inclusive place.

Open, honest, and transparent communication.

Member satisfaction, support, education and promotion.

Acknowledging and celebrating the achievements of our community.

New ideas, innovation, and continual improvement.

Creativity in a place where everyone feels their art is valued.

Ethical practices and good governance.

We'll use strategies like

Using past documents and records as blueprints for corporate governance improvements to build on our strong foundation.

Developing and implementing a Diversity, Equity and Inclusion Strategy to help drive real change for our marginalised communities.

Updating our IT systems and customer service journey to provide an effective and accessible member experience.

Ensuring our service delivery portfolios are adequately resourced while providing recognition and rewards for our hardworking team of volunteers.

Deliver quality services, events, and products that are accessible to the whole RWAus community.

Promoting romance as a genre to news media, through social media, and in face-to-face interactions.

Our objectives are to

Nurture and support writers as they establish, develop and maintain successful careers.

Help writers navigate the world of publishing and provide stepping-stone access to a multitude of industry professionals.

Promote excellence in all subgenres of romantic fiction.

We'll measure success by

Growing our membership by 5% annually with a 70% retention rate.

Maintaining a financially-stable and profitable organisation with room to invest in future programs and initiatives.

Reaching an annual member satisfaction rating of 4 stars or above.



The RWAus Committee

Our Committee is nominated and confirmed at our Annual General Meeting, which is typically held at our annual conference.



**President and
Marketing Manager**

Louisa West



**Vice President and
Events Manager**

Rachael Johns



**Treasurer and
Contests Manager**

Jacinta Peachey



**Secretary and
Hearts Talk Editor**

Jan MacNally



**Diversity, Equity,
and Inclusion
Manager**

Jack Bridges



**Relationships
Manager**

Jem McCusker



**Member Services
Manager**

Dannielle Line



**Professional
Development
Manager**

Vacant



**Information
Technology
Manager**

Vacant



General Member

Miranda Harvey

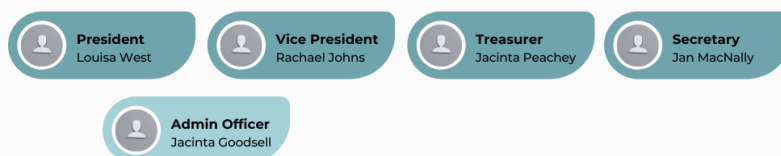


General Member

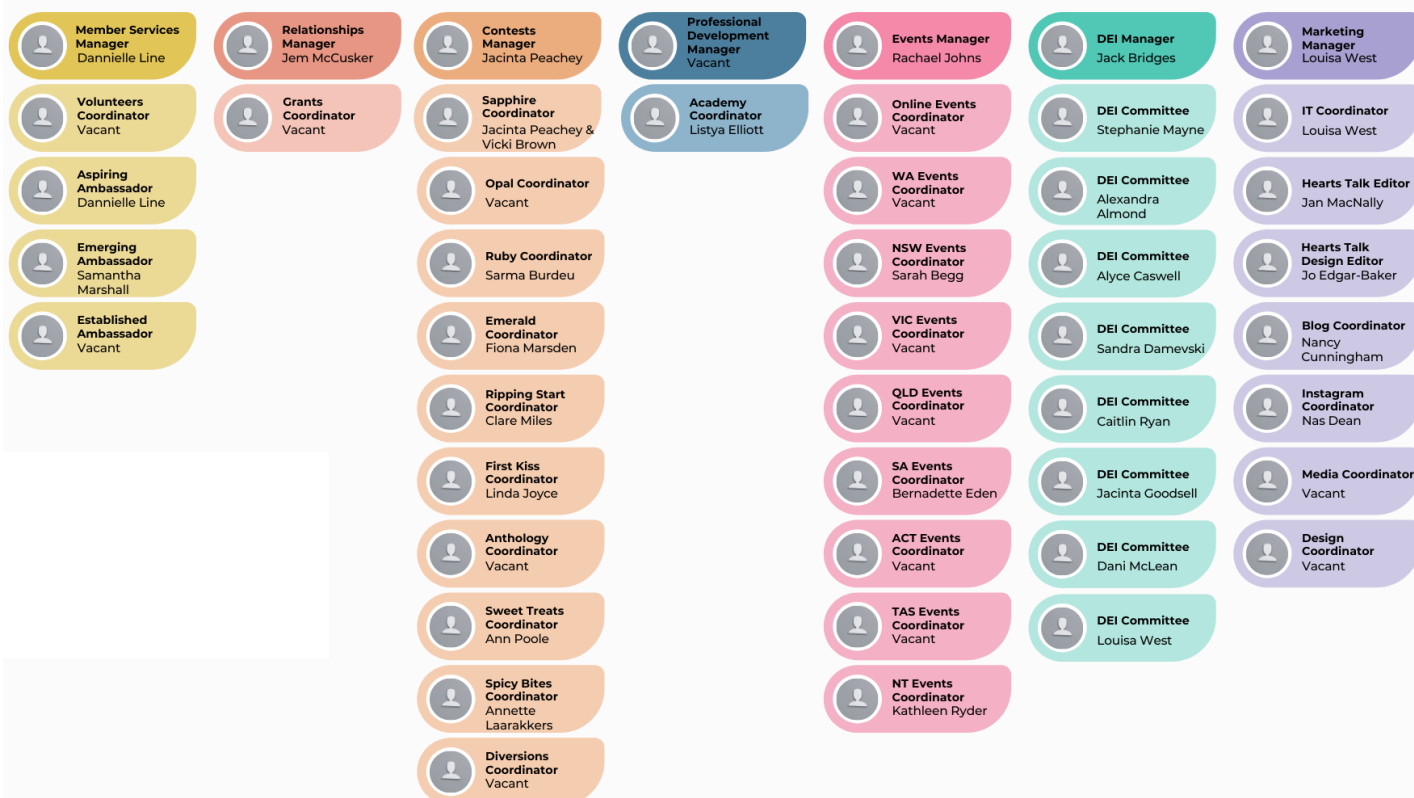
Dani McLean

Our organisation

EXECUTIVE COMMITTEE



COMMITTEE AND PORTFOLIO VOLUNTEERS



Outgoing Committee Members

Thank you to Tracey Rosen, Wendy Davies, Bridie Smith, Kim Lambert, Julie-Anne Carter, Miranda Harvey, and Jan MacNally, who all so generously gave their time and expertise to the organisation and concluded their terms on Committee in 2023.



Executive summary

President's report

Being the President of a national organisation is a big responsibility. It requires patience and persistence as you navigate the crazy balance between corporate business and home-grown community—often while balancing multiple meetings a week and mountains of emails that come in faster than they can be dealt with.

I took on the Marketing portfolio in September 2022 with excitement to be stretching my legs in my old professional stomping ground, so to speak. As a Marketing and PR professional for over 15 years, it felt amazing to give back to the organisation and join a Committee full of people I respected and admired. And then, when several Committee members stepped down after being at the helm for several years, I became the President, IT Manager, and Professional Development caretaker as well.

But I wasn't the only one who held multiple busy and demanding positions this year. Rachael Johns managed the roles of Vice President and Events Manager; Jacinta Peachey took on the tough duo of Treasurer and Contests Manager, and Jan MacNally stepped up into Secretary while also being the editor of our Hearts Talk magazine. This was a strategic decision by the Committee in order to make sure the organisation and all its portfolios were in the best place possible before recruiting for new Committee members. It resulted in many challenges but ultimately we feel it was worth it when we look at our resilient Committee, the ideas we have for the future, and the passion we each hold that will help us make them a reality.

We've worked hard to show you who we are, not just as officers of the organisation, but also as writers and people. We've striven to be recognisable, accessible, and to communicate in open and transparent ways. I could list any number of things I've done in my role as President this year, however, it just wouldn't be a true reflection of the way the Committee consults, collaborates, and implements our ideas and projects.

It's safe to say it's been a massive year for RWAus in many ways. The following pages will outline the challenges and successes across each portfolio for the 2022/23 year. I invite you to celebrate another incredible year of RWAus with us.



Louisa West
President

2023 Highlights

Fostered a collaborative,
growth mindset
culture within the Committee

Started a review of the
organisation's Constitution
and **Code of Conduct**,
and began work on a
Griveance Policy

Organisational rebrand
working with a
First Nations Artist

Two new contests
(Diversions anthology,
Opal Award (mentorship-
based prize)

Reduction in contest
entry fees and introduction
of **prize money** for
some contests

Reestablished the
Member Services
portfolio and recognised
**Diversity, Equity, and
Inclusion**
as a new portfolio

Developed and approved a
**Diversity, Equity and
Inclusion Strategy**.

Sourced
new sponsors
and strengthened existing
partnerships

Began the process of building a
new website
to allow for better service
delivery and access to
information

Treasurer report

Jacinta Peachey

One of the challenges for the Treasury this year was ongoing issues with Commonwealth Bank. After many attempts to correctly list the Directors of the organisation, we're still working with the bank to resolve these issues. Once settled, it's our intention to move the organisation's banking business to Bendigo Bank, which holds our operational transaction accounts. This will result in a much smoother banking process and easier transitions for the changing of Committee members.

Following on from that, we've been reviewing all bank accounts to ensure we're being financially responsible and operating within best practice guidelines. We also realised that some line items had been accidentally allocated to various accounts, so we're working on adjusting those. There have been some superannuation issues with regards to payments not being cleared by the ATO and others not being paid. We're working through rectifying these administrative oversights.

Going forward, the Committee intends to hire a professional book-keeper to support the Treasurer in streamlining the reconciliation process.

Summary

The Academy loss is because of a significant increase in operating costs late in the year, while the large increase in net profit is largely due to advance ticket sales for the Sydney conference.

A Profit and Loss statement and balance sheet are available at the end of this report. An audited financial report will be available in due course.



Secretary report

Jan MacNally

Throughout the year, the Secretary has provided support in the form of drafting and circulating agendas, sending out meeting invitations to committee members and guests, recording minutes, identifying actions to be followed up, providing minutes from previous meetings, responding to incoming and outgoing correspondence, filing documents, and working with the executive committee on decision-making, and other operational matters.

We developed a new and comprehensive position description for the role, and identified the need for historical documents and processes to be consolidated into a Secretary manual, which will greatly assist in better business continuity. This is likely a process that will be undertaken across all portfolios in the coming year.

When new Committee members come on board, it gives us the opportunity to test and improve our systems. We recognised the need for IT training on Google Accounts, Drive, and Google-based apps to provide the Secretary (and indeed all Committee members) easy access to the corporate document library, emails, and more. This project will be discussed at our upcoming Strategy and Planning meeting in September.

Diversity, Equity, and Inclusion

Jack Bridges

Significant work has been done this year to establish Diversity, Equity, and Inclusion (DEI) as a priority across the organisation. It's important that DEI is seen as an integral part of RWAus, collaborating with the core Committee and driving projects to help effect change.

The Committee moved to make the DEI Chairperson, Jack Bridges, a full core Committee member and to recognise DEI as a portfolio. This will result in an integrated presence for DEI at the outset of the decision-making process, which can then circle back to and provide a voice for the DEI sub-Committee.

Our annual member survey included DEI questions that resulted in some thought-provoking discussion and brainstorming. Thank you to everyone who shared their thoughts on accessibility issues in RWAus in particular. Our DEI Strategy was workshopped, developed, and approved by the core Committee and is due to be released soon—thank you to Alexandra Almond for leading this project. This year, there has also been DEI input into the development and implementation of RWAus' annual conference, leading to increased accessibility resources for members.

We'll continue to analyse and implement changes to our resources and the annual conference based on feedback from the member survey to improve accessibility. This will involve collaborating with the IT Coordinator, Professional Development Manager and Events Manager and their teams. We're also planning to increase support for members from marginalised groups through identifying and removing barriers to accessing organisational resources.

We'll work hard to identify opportunities for and implement meaningful changes to the organisation's Constitution and Code of Conduct, while also developing a Grievance Policy and a Reconciliation Action Plan.

Relationships

Jem McCusker

This year we focused on connecting with sponsors to seek feedback about their experience with RWAus. This resulted in us undergoing a full review of our tiered sponsorship packages and inclusions. One of the main challenges has been working out what our inclusions should be to ensure our stakeholders are getting value for money. This has resulted in boutique packages tailored specifically to meet the needs of our stakeholders.

After a review, we decided our current 'umbrella-style' approach (where all inclusions fell under one banner) wasn't providing the right return on investment for our stakeholders and created barriers for them accessing key audiences. We're now planning to take a collaborative and seasonal approach to our inclusions and packages, ensuring they flow well and enable us to partner successfully with stakeholders. Now our lifecycle is ever evolving to ensure stakeholders, our membership and readers are part of the same cycle both inside and outside of the conference.

One of the additional inclusions we have created is the new Reader Event, commencing in 2024. This event will allow our stakeholders to participate in the VIP cocktail hour with readers, have a number of their authors participate in the event, and most importantly, connect authors with readers for a book signing and photo opportunities.

We're also investigating the possibility of paid advertising for sponsors and other business partners in our Hearts Talk magazine, as well as continuing acknowledgement at our conference in the form of placement on our LED screens, conference printed program, and at our Gala Awards Dinner.



This year we were able to engage and partner with sponsors that hadn't worked with us in a while, resulting in higher annual sponsorship revenue. In turn, this has meant we could provide some really exciting offerings to the membership.

Over the next twelve months, our aim is to strengthen our existing relationships and cultivate new ones with industry business partners that bring lasting benefit to the sponsors, organisation and membership. We're also planning to actively recruit for a Grants Officer volunteer to ensure we are accessing key funding opportunities. Having an additional revenue stream will also help us to secure excellent presenters and reduce costs to our members.

Our Sponsorship initiatives in 2022/23 showcase the power of collaboration and shared values. We remain committed to making a positive impact within our community while building lasting relationships with our stakeholders.

We express our sincere gratitude to our esteemed sponsors, who support our journey to promote excellence in romantic fiction.

Member Services

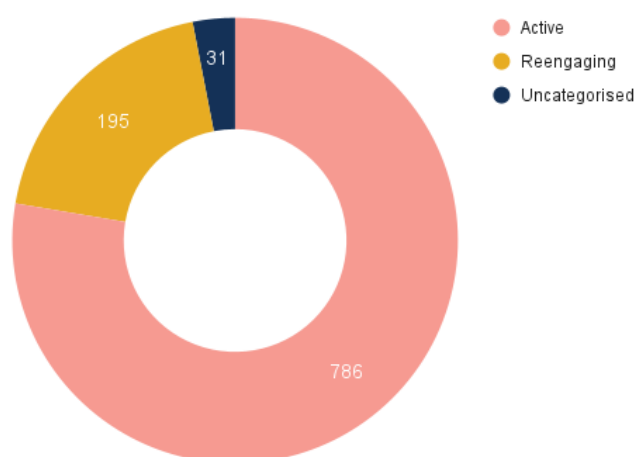
Dannielle Line

This portfolio has been overseen by various members of the previous committee since 2021, when stewardship of the portfolio was passed to the RWAus Administration Officer. We decided at our Strategy and Planning session in March to reinstate a Manager for this key portfolio.

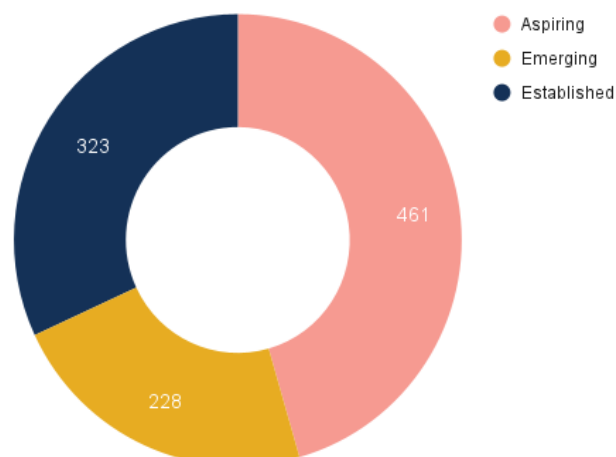
As with our other portfolios, we've been working hard to improve our governance and service delivery in this area. We're currently in the process of revamping the New Member Booklet and associated documents, with a view to being able to launch this by the end of 2023.

We'll continue to ensure our membership information is easy to follow and accessible for our diverse and growing community. Maintaining our connection with members will encourage them to engage with us and provide the feedback we need to remain agile as an organisation and seek continuous improvement based on the needs of our membership.

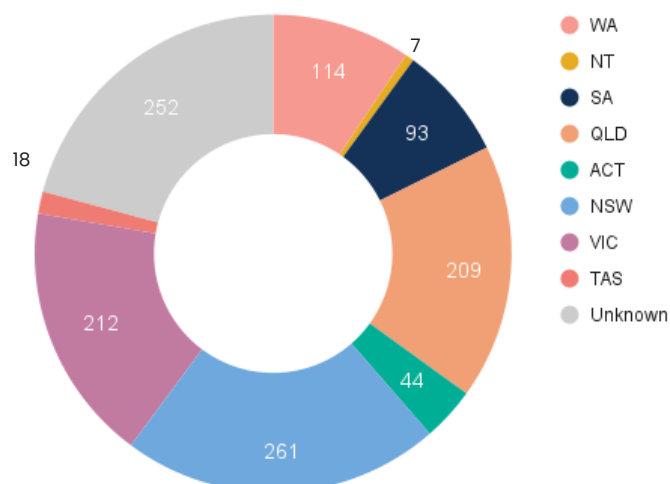
Member numbers



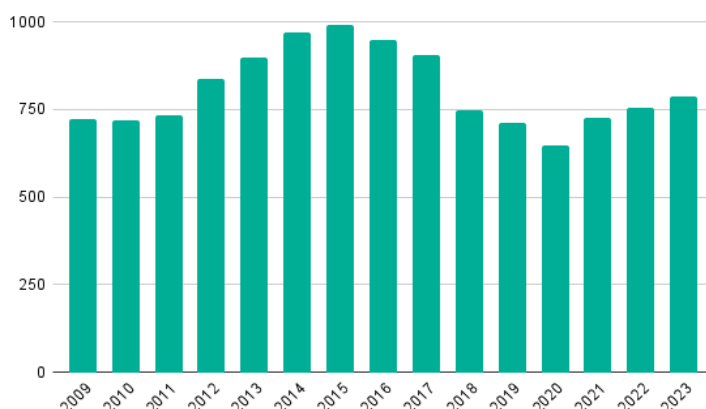
Member categories



Member locations



Historical memberships





Our volunteers

Managing and supporting our volunteers is also a huge part of the Member Services portfolio. We've revived the Volunteers Hangout Facebook group to encourage and support our current volunteers while proving they are an integral and valued part of our organisation.

We started the year with \$90.49 in our Members Assistance Fund and actively raised \$535 for the cause. This enabled us to support one recipient with \$525 in funding to attend the 2023 conference, leaving \$100.49 in the Fund as we head into 2024.

In the coming year we'll be on the look-out for a Volunteers Manager, who'll work closely with the Member Services Manager to develop volunteer programs and incentives to further reinvigorate and improve this space. We'll also be updating our volunteer register, completing governance requirements, and actively recruiting for our volunteer team.

Contests

Jacinta Peachey

We’ve had some big changes within the Contests portfolio this year, starting with financial analysis once again indicating a return of revenue on Contests and a discussion around feedback provided in the annual Member Survey.

As a result, we’ve reintroduced prizes for Ripping Start, First Kiss, and Emerald Award, commencing in the 2024 contest season. We also conducted a review of our contest entry fees and decided to lower them, bringing RWAus in line with the offerings from other national and international writing contests.

We’ve also added two new contests to our line-up. The Diversions anthology contest will include stories including diverse characters from diverse authors, and will be coordinated by Jack Bridges and Stephanie Mayne, from our Diversity, Equity and Inclusion sub-committee. After much consideration, we also decided to respectfully retire the Valerie Parv Award and introduce our new Opal Award. This contest is open to unpublished authors Australia-wide and offers mentoring opportunities to the top three finalists with genre-specific established authors in the spirit of the heartfelt and generous contribution Valerie made to our members for so many wonderful years.

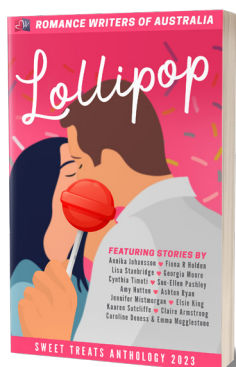
A challenge presented itself via JotForms. Many of our forms were outdated and needed reviewing, which required a bit of a learning curve. Thankfully, our Contest Manager, Jacinta Peachey, was up for the challenge! This means Contests is now more self-sufficient in the behind-the-scenes operations of contests, making for a significantly reduced reliance on IT to progress the contest schedule.

We started the year lacking in Contest Coordinators, which resulted in a recruitment and training campaign. Not all of the current coordinators will be staying on for the 2024 contest season, so we’re welcoming Fiona Marsden, Annette Laarakkers, Bernadette Eden, Jack Bridges, Stephanie Mayne, Sarma Burdeu, Renae Black, Rebecca Heath, Sydney Mumby and Ashton Ryan to Contest Coordinator roles. We’ve also recruited a Judge Coordinator.

Contest Coordinators 2023

Contest	Coordinators
The Sapphire Award	Vicki Brown and Jacinta Peachey
The Emerald Award	Fiona Marsden
The Ruby Award	Sarma Burdeu
Ripping Start	Claire Miles
First Kiss	Linda Joyce
Sweet Treats	Ann Poole
Spicy Bites	Annette Laarakkers

Our thanks go to Vicki Brown, Clare Miles, Ann Poole and Linda Joyce, who are stepping down from their Coordinator roles. It was a pleasure to work with these dedicated people, and we're grateful for all the work they have done for us during their volunteer tenures.



Moving into the 2024 contest season, we'll be reintroducing judge training to ensure our judges can put their best foot forward while providing quality feedback to entrants. We'll be updating our scoresheets to include better guidelines, and more inclusive language.

In terms of volunteers, we're aiming to recruit a dedicated Anthology Coordinator and continue to provide a high level of support to existing portfolio volunteers. We're also keen to improve contest promotion through a number of avenues, including the new RWAus website, Hearts Talk magazine, and social media while increasing our reach to potential entrants from outside of the membership.



Events

Rachael Johns

The primary focus for Events this year has been organising the Sydney conference. This is the first year our external events company, Will Organise (WO), has managed the conference for us and they have been a real asset to our organisation. WO has expertly handled all registrations, travel, accommodation, merchandise and much more, leaving the Conference Team and RWAus Committee to focus on sourcing quality speakers and curating an exciting program. WO were also successful in securing a \$25,000 grant from Accelerate Sydney Business Events Fund, making their fees almost entirely cost neutral to RWAus.

Last year at our Fremantle conference we held our annual raffle and introduced the concept of a silent auction, raising \$5,333 for DV Assist. All proceeds from this year's silent auction will go to our charity, Got Your Back Sista; a fantastic organisation that provides support and assistance for those experiencing domestic violence. The proceeds from our raffle will be donated to the RWAus Members Assistance Fund.

Historically, RWAus has sourced a state-based conference volunteer team to organise and manage the conference each year. For the first time in 2024, we won't have a state-based volunteer team and have elected to use WO as our conference secretariat instead. Not only will this alleviate the stress of running a large-scale event for members who then don't generally have time to enjoy the conference themselves, it'll also allow RWAus to take advantage of WO's expertise and extensive supplier network.

We've also recognised a need for more State-based events and programs. We're actively recruiting for State Event Liaisons to help coordinate and attend social, educational, and promotional events across the country. Things like writing retreats for various membership cohorts will bring us together as a community more often and in ways that support and inspire our members. We're also developing a plan to launch a program of online events, and are investigating online options and better accessibility in general for future conferences.

'All That Glitters' - Sydney 2023

320

Conference
delegates

318

Cocktail party
attendees

267

Gala dinner
attendees

190

Friday workshop
delegates



Adelaide 2024

Next year's conference will be held at the perfectly located and visually stunning Stamford Grand Hotel in Glenelg, South Australia from 16-18 August. Our international speakers and workshop presenters are already locked in, and we're looking forward to a value-packed program that will excite and inspire!

We'll have two full-day Friday workshops, plus an academic stream delivered in partnership with Flinders University and the Assemblage Centre

for Creative Arts. We'll also have a Harlequin keynote speaker as part of our foundation partnership (as we celebrate 50 Years of Mills & Boon!), an indie author keynote speaker and a VIP international keynote speaker, which we're funding through sponsorship opportunities and the sale of tables and tickets to our inaugural RWAus book signing.

As if all that wasn't already exciting enough, we can reveal that tickets will be ready to go on sale for Adelaide at the launch of the 2024 conference! We'll also be opening expressions of interest for workshop, panel and roundtable submissions, and expressions of interest for authors tables at the book signing. The full program will be revealed in early 2024.

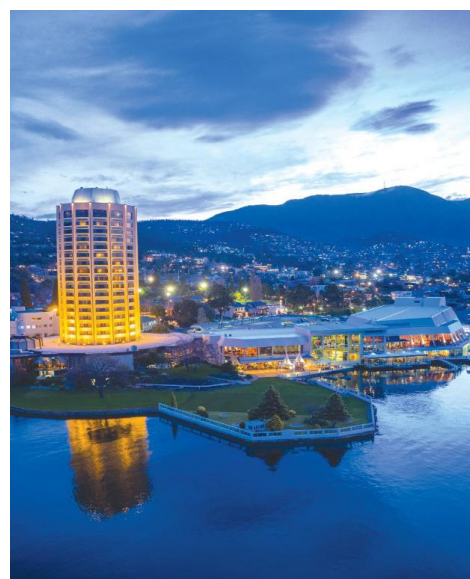
Planning is already well underway for another fabulous conference in Adelaide—we hope to see you there!

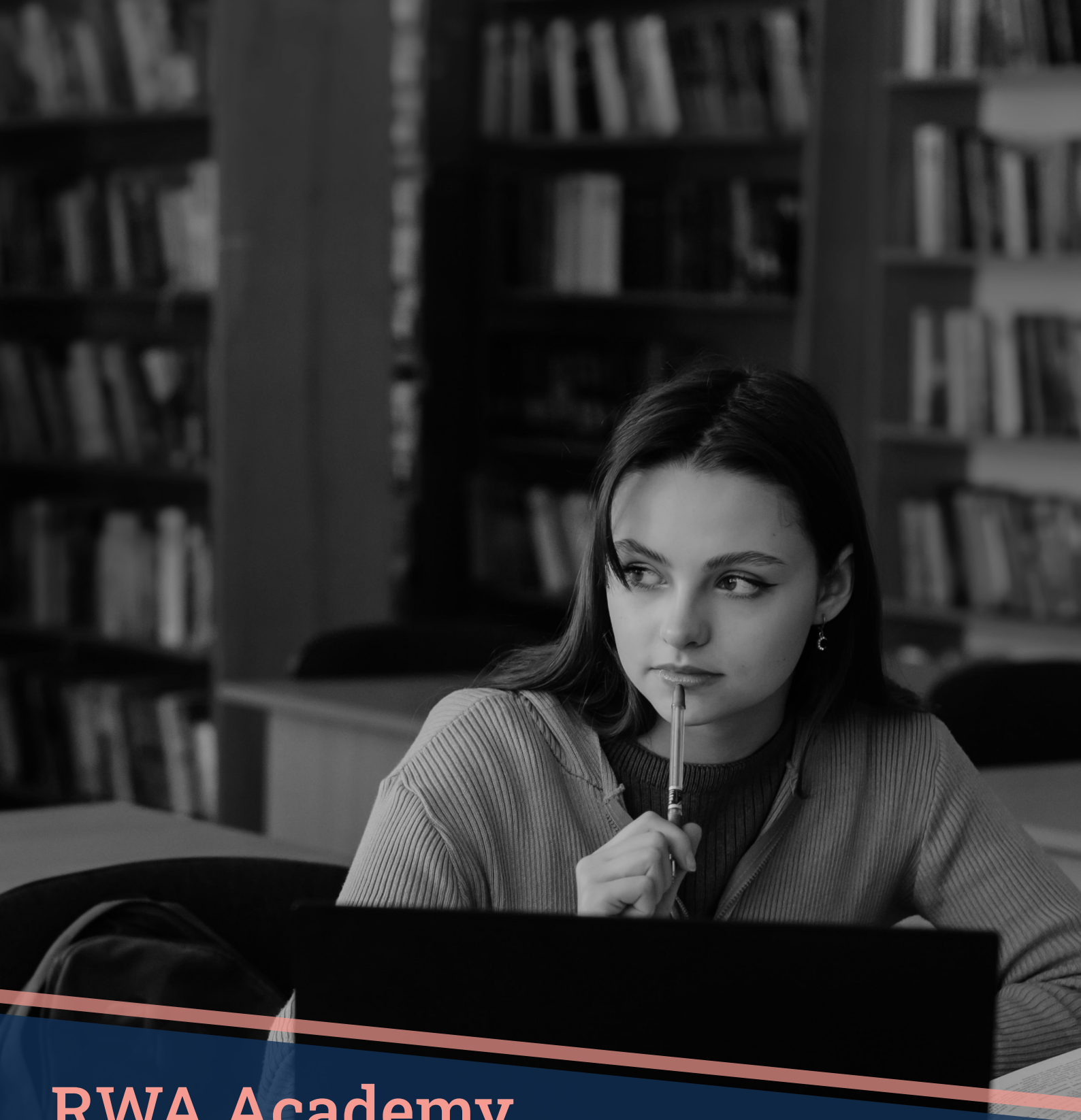
Hobart 2025

We're thrilled to announce that for the very first time in RWAus history, we'll be hitting up the Apple Isle! That's right, our 2025 conference will be held at the stunning Wrest Point Hotel in Hobart, Tasmania, from 21-24 August.

After attempting to source more affordable locations than Victoria and New South Wales, Tasmania came in at the best value for money by far, while also providing multiple accommodation options on site to suit a range of budgets.

There are also incredible tourism options for Tasmania, including the quirky Museum of Old and Modern Art (MOMA), fluffy Tasmanian Devils, and the breathtaking Aurora Australis, which will be in its peak viewing season!





RWA Academy

This year, the Academy made a significant loss because of a number of factors including high course platform costs midway through the financial year, and a need to implement a strong and targeted marketing campaign, both internally and externally. The portfolio will be receiving a deep-dive focus at the Committee's Strategy and Planning session in September, as we find a way forward to reinvigorate this important service.

Our goal is for the RWAus Academy to be a profitable, respected and well-known source for courses that assist our membership and draw in external learners due to the quality of our courses and the accessibility of presenters and content.

Professional Development

Louisa West and Listya Elliott

With a late start and the resignation of the Professional Development Manager, Julie-Anne Carter, this portfolio went into maintenance mode for the remainder of the financial year. The biggest challenge for Professional Development has been learning how to use the new Teachable platform, and passing that knowledge onto presenters and course attendees.

As we look to the future, we'll be providing clear direction and support for portfolio volunteers, ensuring each person has their own role to play in the success of the Academy, which will happen under the guidance of the Professional Development Manager. We're planning to undertake a full review of Academy financials, including software licensing costs, presenter payments, and the provision of a marketing budget, while redeveloping the Academy sub-brand to bring it in line with new RWAus branding.

Information Technology

Louisa West

The IT portfolio has largely also been in maintenance mode this year as we planned to move to improved systems and processes and needed to wait for those projects to progress. We provided ongoing IT support to the Committee, volunteers and membership, including manually processed 97 lapsed membership renewals.

We've been experiencing stability issues with the website for some time, which are currently ongoing as we await the delivery of a new website. We conducted a comprehensive plugin audit and removed unnecessary plugins to improve website performance. This included the cancellation of unnecessary programs and subscriptions to free up budget funds.

We updated documentation, records and systems while also tightening security measures across the board. We reviewed Google Accounts, discontinued any that weren't being actively used, and updated all accounts to reflect current account holders.

To strive for better online integration, we investigated new and improved platforms for both the website and our online mailing list. Our new website will shift to Shopify, providing best-practice options for website hosting and support with an emphasis on smooth, accessible user experiences. We also sourced apps for future community engagement that will integrate with Shopify seamlessly.

Our mailing has been migrated to MailerLite, including the set up of a new member welcome automation and consistently branded marketing templates. We also consolidated the active member cohort within MailerLite and created split groups for communication targeted for active members, members who need to be reengaged, key business partners, and library partners to foster more effective e-marketing and communication.

In 2024, we'll be recruiting for an IT Coordinator, who will work within the larger Marketing portfolio rather than operate as an independent Committee member. IT documentation will need to be reviewed and updated, and the organisation's Google Account will need to be migrated to our new domain while still providing general IT support across all levels of the organisation.

Marketing

Louisa West

Our Marketing focus this year has been on firstly consolidating and improving our branding to reestablish a strong connection with our members, sponsors, and other external stakeholders. After a mini-rebrand to bring us back into alignment, we sourced an external provider, Marketing Together (MT), to design a new logo and brand for RWAus directed by Committee Member Dani McLean. In consultation with the Committee, MT also engaged a First Nations artist to create bespoke Indigenous art to represent RWAus. An example of this beautiful art is at the front of this document.

This approach was carried through to a refresh of our Hearts Talk (HT) magazine, in consultation with editor Jan MacNally and design editor Jo Edgar-Baker. HT is emailed to all active members on the first of each month, with an average open rate of 56.4%. With the roll-out of our new externally-sourced branding, we're hoping to complete a full redesign of HT and increase its exposure, both within the membership and with our sponsors. We're also keen to explore the possibility of paid advertising within the magazine itself.

We also reinstated a monthly e-newsletter, aimed to provide members with a round-up of news from across the organisation. With an impressive average open rate of 67.7%, we'll also be conducting a rebranding exercise and looking at ways to improve the content.

We successfully boosted member engagement online with a series of scheduled, branded posts in the RWAus Facebook community group. We'll be investigating the possibility of increasing our presence on Facebook and Instagram through the use of a scheduling program, and ways to break into TikTok.

Branding goals moving into 2024 will include reorganising the RWAus Canva account to include a comprehensive brand hub complete with easy-access assets, setting up design templates to maintain brand integrity, and ease of use for our volunteers. We'll also be moving to rebrand our corporate document library.

A new website is currently under development, projected to be delivered by late 2023. In addition to being an online home for our brand, the website will provide a hub for our community to come together, with exciting new initiatives and products on offer. It'll also be a space to acknowledge and engage our external stakeholders, while providing key information on RWAus' service deliverables.

The commencement of our Library Outreach Program saw us contact 178 public libraries across New South Wales, presenting them with a digital library pack that included printable posters, conference event flyers, and social media shareables. This program will be rolled out in phases, with South Australia the next state to be reached out to, due to proximity of our 2024 conference. We also underwent a membership reengagement campaign, manually assisting members who didn't know they had lapsed and recapturing members who had left but wanted to reinstate their membership.

In the following year, we're aiming to develop and implement a Marketing Strategy paired with a dedicated portfolio budget to enable Marketing to assist across all portfolios, including event delivery, stakeholder engagement, membership drives, and corporate responsibility initiatives. We'll be aiming for greater visibility in news media, including but not limited to press releases in local and national newspapers, editorial pieces in print and online magazines, and appearances on radio, television, podcasts and at key events. We also have several key volunteer positions to fill, and will begin recruitment shortly.

Administrative support

Jacinta Goodsell

Over the course of the year our administration officers worked collaboratively, taking on projects such as tracking our membership database, completing a stocktake and clear out of merchandise inventory to enable us to utilise collateral for conferences, sales, and giveaways.

Unfortunately, during the year we realised the level of administrative work available couldn't sustain two administration officers. We would like to take this opportunity to thank Renee Jorgensen for her contribution to RWAus, and wish her all the best for the future.

The remaining focus was on providing customer service to our members, handling incoming queries and official correspondence, and working to reorganise the administration officer email inbox and Google Drive.

Lastly, the biggest goal identified is for comprehensive training for our administration officer, Jacinta Goodsell, and education for her around the roles of Committee portfolios. This would make it easier for her to provide administrative assistance across all areas of the organisation, and utilise her skills more effectively.

You make all of this possible...

Our amazing volunteers are at the heart of everything we do.

Thanks to the following incredible people, who help RWAus to be the best it can be.

Louisa West	Alyce Caswell	Pam Sewell	Sara Hartland
Rachael Johns	Sandra Damevski	Bernice Greenham	Tanya Nellestein
Jacinta Peachey	Caitlin Ryan	Shelley Findlater	Caylee Tierney
Jan MacNally	Jacinta Goodsell	Imke Mohr	Amy Andrews
Jack Bridges	Sandra Antonelli	Sarah Begg	Pam Collins
Jem McCusker	Novalee Swan	Penelope Janu	Ebony McKenna
Dannielle Line	Samantha Marshall	Cathleen Ross	Bernadette Eden
Miranda Harvey	Elizabeth Rolls	Ella Sweetland	Eleni Konstantine
Dani McLean	Vicki Brown	Lucy Lever	Savannah Blaize
Tracey Rosen	Sarma Burdeu	Erin Moira O'Hara	Sue Price
Wendy Davies	Fiona Marsden	Clyve Rose	Catherine Geurds
Bridie Smith	Claire Miles	Jan MacNally	Lisa Stanbridge
Kim Lambert	Linda Joyce	Jo Edgar-Baker	Michelle Somers
Julie-Anne Carter	Ann Poole	Nancy Cunningham	Eliza Renton
Stephanie Mayne	Annette Laarakkers	Nas Dean	
Alexanda Almond	Listya Elliott	Sharyn Swanepoel	

If your name isn't on this list and should be - please forgive us and email Louisa at president@romanceaustralia.com so it can be fixed.



Conclusion

As we recover from the challenges faced during the Covid-19 pandemic, RWAus emerges in a strong position to consolidate our legacy and future-proof our organisation. Our membership is resilient, creative, and supportive. We have a passionate and dedicated Committee who are eager to see innovation, improve service delivery, and continue to raise the profile of our beloved romance genre.

Our connections with our business partners and other industry professionals are stronger than ever, and burgeoning as we seek new and exciting ways to collaborate. Lastly, we have more people writing romance than ever before. They bring their unique perspectives, world-views, and ideas to our community, making it a rich and nurturing space where excellence is not only acknowledged—it's celebrated.



Profit and Loss

Romance Writers of Australia For the year ended 30 June 2023

2023

Trading Income

Anthology Income	2,692.39
Conference Merchandise & Sundry revenue	604.90
Conference Registrations	142,200.29
Conference Sponsorship/Advertising & Promotions	22,500.00
Contest Income	20,082.61
Freight Charged	57.25
Interest Income	1,572.81
Memberships	88,340.91
RWA Academy Revenue	2,952.09
Total Trading Income	281,003.25

Cost of Sales

Book Milestone Pins	11.00
Conference Accomadation	7,546.36
Conference Catering costs	8,625.45
Conference Flights & Travel	15,159.54
Conference Venue Hire	71,005.47
Conference Workshops	14,212.10
Conference, Audio Visual	28,037.51
Conference, Merchandise Purchased	1,277.27
Conference, Sundry Expenses	3,111.57
Conference_ Merchant Fees	380.07
RWA Academy Expenses	6,374.68
Total Cost of Sales	155,741.02

Gross Profit **125,262.23**

Operating Expenses

Anthology Expenses	3,188.32
Audit - Financial	1,817.00
Bank Fees	241.42
Committee Travel & Accommodation Expenses	10,569.95
Contest Expenses	788.90
Governance & Committee Meetings Costs	1,645.34
Insurance	5,992.17
Interest Expense	70.86
IT Software Subscriptions	14,000.28
Mail,Postage,Freight & Courier Expenses	2,237.88
Marketing	2,500.00
Merchant Fees with GST	641.50
Office Expenses	219.06
PayPal & GST Free merchant Fees	2,701.40

	2023
Stripe Fees	699.54
Superannuation	3,854.46
Wages and Salaries	36,909.11
Work Cover Insurance	181.82
Xero subscription	630.03
Total Operating Expenses	88,889.04
Net Profit	36,373.19

Balance Sheet

Romance Writers of Australia As at 30 June 2023

30 JUN 2023

Assets

Bank

Bendigo Bank - Debit Card...569	1,239.79
Bendigo Bank -Transaction Account ...528	109,093.42
CWA Account (4124)	29,235.88
CWA Online Saver (7296)	2,993.14
CWA -RWA TERM DEPOSIT	172,645.90
PayPal	194.51
Stripe AUD	870.11
Westpac Will Organise Pty Ltd	107,620.10
Total Bank	423,892.85

Current Assets

Inventory	8,080.91
Prepayments	110,943.65
Purchased Fuel gift Cards for Volunteers	720.00
Total Current Assets	119,744.56

Fixed Assets

Computer Equipment	2,859.90
Less Accumulated Depreciation on Computer Equipment	(2,859.90)
Less Accumulated Depreciation on Office Equipment	(891.84)
Office Equipment	891.84
Total Fixed Assets	-

Total Assets	543,637.41
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Liabilities

Current Liabilities

Accounts Payable	6,050.00
Conference Revenue in Advance - Advertising Package	1,320.00
Conference Revenue in Advance - Ticket sales	177,595.30
Grant Received - Revenue in Advance	12,500.00
Group Grants Fund	595.10
GST	13,108.66
Members' Assistance Fund	100.49
PAYG Withholdings Payable	550.00
Rounding	0.02
Superannuation Payable	1,485.67
Total Current Liabilities	213,305.24

Total Liabilities	213,305.24
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Net Assets	330,332.17
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Balance Sheet

30 JUN 2023

Equity

Current Year Earnings	36,373.19
Retained Earnings	293,958.98
Total Equity	330,332.17

**Romance
Writers of**



AUSTRALIA