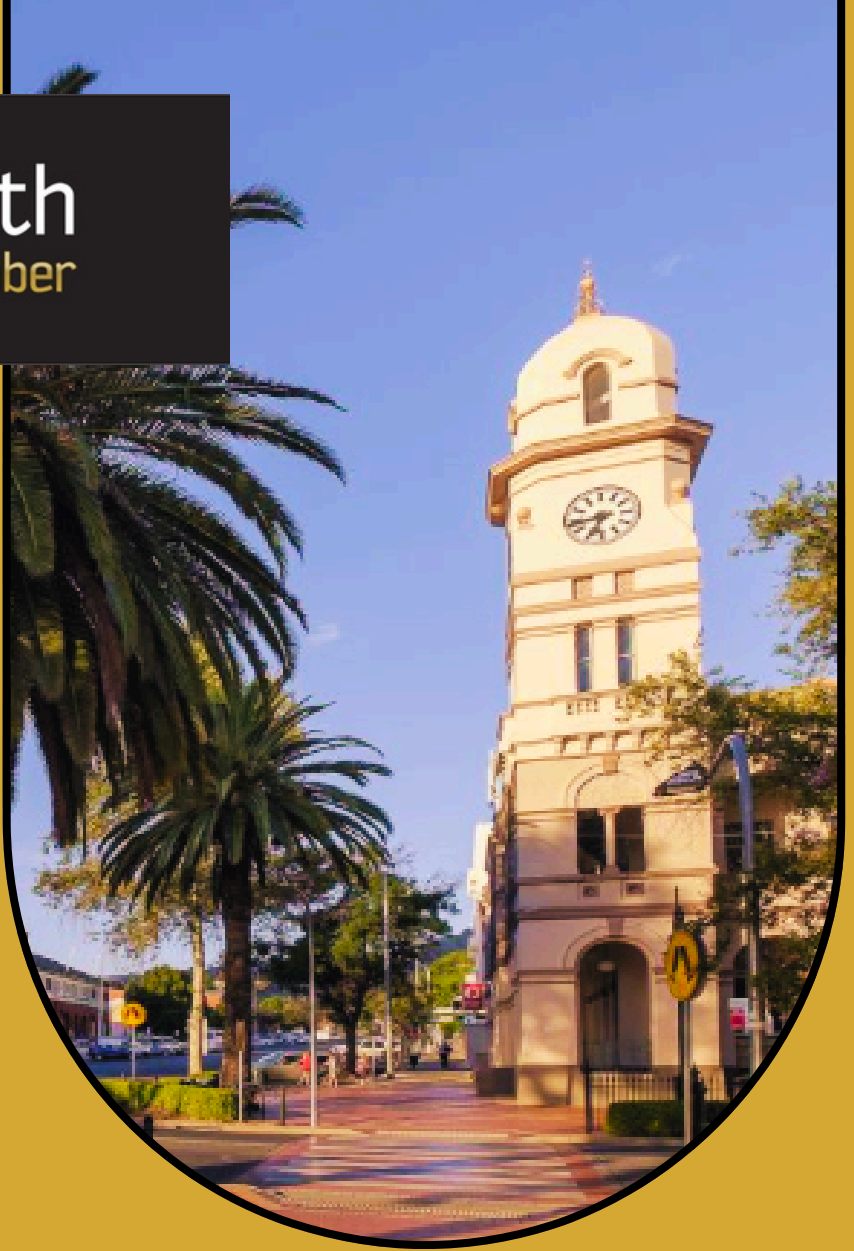




Tamworth
Business Chamber



ANNUAL REPORT 2024-2025

Acknowledgement to Country

Tamworth Business Chamber acknowledges the Traditional Custodians of the land and pays respect to Elders past and present. We also recognise and celebrate the unique, diverse and enduring cultures of Aboriginal and Torres Strait Islander people and communities in NSW.

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President's Message

It is with great pride and sincere appreciation that I present the President's Report for the Tamworth Business Chamber, summarising the key achievements, initiatives and developments of the past 12 months.

A Year of Energy, Impact and Growth

The 2024–2025 financial year has been one of strong performance, renewed focus and deeper engagement with our business community. In an environment marked by continued economic uncertainty, workforce pressures and digital transformation, Tamworth's businesses have shown remarkable adaptability and it has been a pleasure to stand alongside to provide support, advocacy and connection.



We have seen positive momentum across all areas of operation, from rising membership and record event participation to new strategic programs designed to help our local businesses scale and succeed.

Membership and Engagement

Chamber membership has grown over the past year, with more than 380 active members representing a vibrant mix of industries across Tamworth and the region. But just as importantly as the numbers is the quality of engagement.

We've seen a rise in participation, feedback and member driven ideas, clear signs that businesses view the Chamber as a trusted platform for connection and growth.

Business After 5 (BA5)

Our Business After 5 events have continued to go from strength to strength this year. Run and refined by our Chamber Connect committee, the BA5 series has evolved into a seamless, professional and well-attended monthly touchpoint for our business community.

Averaging over 93 attendees each month, BA5 provides a dynamic space for businesses to network, share ideas and build real connections. This year, we also introduced Member Spotlights during BA5 events, giving new members an opportunity to introduce their business to the community and make meaningful early connections.

Key Programs and Initiatives

2025 Quality Business Awards

The 2025 Quality Business Awards were a hit again this year with over 870 guests attending one of our biggest-ever celebration of business excellence in Tamworth. We also received the highest number of nominations in the event's history, reflecting both the scale and diversity of our local business community



President's Message

The evening was more than an awards night. It is a celebration of resilience, innovation and community pride. It remains one of our most powerful platforms to elevate the stories of local businesses and champion the individuals and teams driving our region forward.

Scaling Up Program

This year also marked the launch of our Scaling Up Program, developed to support established businesses as they navigate growth, leadership development and operational scale.



Delivered through high-impact workshops, the program attracted a diverse group of participating businesses, many of whom have already reported measurable changes in clarity, structure and performance. With such strong feedback, we plan to grow the program further in 2026 and ensure that more of Tamworth's businesses are equipped to thrive long term.

Ignite Initiative – Launching Early 2026

Looking ahead, we're thrilled to announce the upcoming launch of the Ignite Initiative; a new Chamber Connect-driven program aimed at early-stage entrepreneurs and emerging businesses, to support them to power their businesses to success.

Set to launch in early 2026, Ignite will provide access to mentorship, marketing resources, networking and a full 12-month Chamber membership to selected participants. Designed to support new businesses in their critical first years, the program will also encourage innovation, strengthen leadership skills and help participants integrate into the wider business community.

We're confident Ignite will become a cornerstone of our business development offering, nurturing Tamworth's next generation of entrepreneurs and reinforcing our commitment to a thriving, inclusive business ecosystem.

Shop Local Campaign

Our Shop Local campaign this year delivered record-breaking results, a strong testament to the power of community-driven promotion.

The campaign attracted over 18,000 entries and saw more than \$1.2 million in receipts submitted. This year we went back to the future with paper entries, wide-reaching media exposure and strong retailer participation across the region.

We feel that this campaign not only boosts short-term retail activity but reinforces the importance of choosing local all year round. We thank all participating businesses and sponsors for their support and collaboration.



President's Message

Advocacy and Representation

This year, the Chamber continued to be an active voice in local and regional advocacy, engaging with Tamworth Regional Council, state representatives and industry bodies on key issues affecting our members.

Focus areas included:

- Infrastructure investment and revitalisation of commercial precincts
- Workforce development and housing solutions
- Support for tourism and the local events economy
- Streamlining compliance and reducing red tape for small businesses



Through these efforts, we assist in overcoming barriers to cultivate a business environment that fosters sustainable growth, confidence and innovation.

Challenges and Opportunities

While 2025 has brought many wins, we remain mindful of the challenges that still face our members.

Labour shortages continue to affect a wide range of sectors. We are working with education providers and government bodies to explore long-term skills development strategies.

Digital capability and cybersecurity have emerged as growing concerns, particularly for small businesses. We are exploring new initiatives to provide training and support in this space.

Looking Ahead

As we move into 2026, our focus will be on building momentum, broadening our impact and delivering value where it matters most.

Key priorities include:

- Expanding the Scaling Up and Ignite programs to provide targeted support for both early-stage and scaling businesses.
- Enhancing communication, engagement and feedback loops with our members, ensuring that their voice continues to guide our direction.

Gratitude

To our Board of Directors, thank you for your guidance, support and unwavering dedication to the Chamber's mission.

To our Chamber staff, your professionalism, adaptability and behind-the-scenes work make every initiative possible.



President's Message

And to our members, thank you for being the lifeblood of this organisation. Your trust, engagement and passion continue to inspire everything we do.

In Closing

The Tamworth Business Chamber remains committed to being a trusted advocate, a powerful connector and a reliable partner for business in our region.

Together, we are building a stronger, smarter and more resilient Tamworth.

Yours in business,

Dave Errington
President
Tamworth Business Chamber



Treasurer's Report - 30 June 2025

On behalf of the Board of Directors of the Tamworth Business Chamber, I am pleased to present the Treasurer's Report for the financial year ended 30 June 2025.

The Board has continued to exercise careful financial management throughout the year, ensuring that the Chamber remains focused on both responsible governance and strategic growth. This year's result marks a turning point for the Chamber, achieving a surplus of \$818 after four consecutive years of operating deficits.

This year's surplus has been driven by growth in membership subscriptions and event ticket sales, reflecting strong member engagement and the quality and relevance of the Chamber's events.

Cost management continues to be a key focus and maintaining a disciplined approach to expenditure across all programs. The updated profit and loss format, with costs now reported according to the events or activities to which they relate, is an example of this disciplined approach providing a more informed view of performance.

Whilst the result is modest, we are now starting to see the benefits of the investment made in prior years through our internal review and organisational change process, initiatives that have strengthened the Chamber's internal systems and laid the foundation for the long-term.

Chamber continues to recognise the need to rebalance its income sources to ensure ongoing financial resilience, particularly in response to the declining market for corporate sponsorships. Like many organisations, Chamber has experienced a reduction in sponsorship income which reflects the broader market as businesses exercise caution around discretionary spending.

But while sponsorship income remains an important source of income, moving forward, adjustments have been made to membership subscription rates, to better align the value of member benefits, and to reduce Chambers reliance on corporate sponsors.

The Chamber's financial position remains sound, with cash assets of \$204,337, comfortably exceeding liabilities and providing a strong platform for the year ahead. This stability enables the Chamber to continue investing in programs and initiatives that support local business and drive regional prosperity.

Our thanks go to our outstanding team, Kate Spradbrow and Kate Davidson, for their dedication and commitment in delivering on the Chamber's objectives throughout the year.

We also extend our appreciation to our members and sponsors for their ongoing support and engagement, which are central to the Chamber's continued success.

Again, this year Roberts + Morrow have performed a review of the accounts and have prepared the financial statements included as part of the annual report. I'd like to thank Carolyn Cooper and her team for their efforts.

Yours in business,
Martin Howes
Director / Vice President



Departing Directors



Caroline Lumley



Mary Ryan-Garnett



Martin Howes



Monty Maguire

We extend our sincere gratitude to departing directors Caroline Lumley, Mary Ryan-Garnett, Monty Maguire and Martin Howes for their valuable contributions to the Tamworth Business Chamber.

Caroline and Mary rejoined the Board for a short time, bringing back their experience, perspective and dedication to supporting the Chamber's initiatives and strengthening our business community. Monty and Martin have each completed three-year terms, offering steadfast commitment, strategic insight and strong advocacy for local business growth.

Their collective efforts have contributed greatly to the Chamber's success and continuity and we thank them sincerely for their leadership, service and support of the Tamworth business community.





Shae-Anne Kachel



Stephanie Smith



Mick Gee



Alex Little

It's been a huge year for Chamber Connect, with plenty of momentum, new faces, and exciting developments across the board.

Business After 5 Success

This year, we hosted seven highly successful Business After 5 events, each offering valuable networking opportunities in a relaxed and friendly setting. These events have become so popular that all host spots for 2026 are already booked out and we're now taking Expressions of Interest for 2027.

Business After 5 Hosts for 2024/2025 :

- November - Southwell Property
- February – UNE
- March – CBA
- April – Powerhouse Motorcycle Museum
- May – Ibis Styles (co-hosted with Careers Network)
- June – Department (co-hosted with NBN Co)
- July – Everingham & Solomons
- September – Viatek
- October - Formline
- November - Energy Co

We're thrilled with how these events have evolved, not only as a space for professional networking but as genuine opportunities for connection, collaboration and community. Committee Developments.

This year saw a revamp of the Chamber Connect Committee, welcoming some new and enthusiastic members and some of our original members have stepped up into new positions, bringing both experience and fresh energy to the team:

- Shae-Anne Kachel – Chair
- Steph Smith – Vice Chair
- Mick Gee – Secretary
- Alex Little – Committee Member



Their contribution has brought fresh perspectives and energy to the group, helping us shape the next chapter for Chamber Connect.

We'd like to sincerely thank the committee members who have stepped down this year for their time, input, and commitment. Their contributions have been greatly valued and have helped strengthen the committee's foundations moving forward.

- Josie Grady
- Edwina Carrigan
- Dale McDonald
- Miller Lloyd
- Rebeka Bianca
- Sam Rutley
- George Powell
- Maddy Hubbard
- Natalia Montoya

We are actively recruiting for additional committee members. If you know someone within your business who would be a great fit, please reach out directly to one of the committee members for more information.

Looking Ahead

We've also reintroduced a new/old initiative that's gaining great traction and we're excited to see how it develops over the coming year. The team has several creative ideas in the works, and we can't wait to share them with you all soon.

As always, our goal is to keep the Business After 5 events and Chamber Connect initiatives fun, friendly and inclusive, while continuing to deliver genuine value to the Tamworth business community.

We'd like to extend our sincere thanks to the Chamber Board, the operations team and the wider Tamworth business community. Your ongoing support, energy, and engagement make Chamber Connect what it is, a friendly, vibrant and valuable network for local businesses. We look forward to continuing to grow, connect and celebrate our business community together in the year ahead.

Chamber Connect Chair
Shae-Anne Kachel



Calendar of Events 2024-2025

Chamber ramped up our action in 2024-2025 and delivered 35 separate events that included 10 Business After 5 networking events, 4 Leadership Forums and the 12-week Shop Local Campaign, adding more value, opportunities and networking events to everyone's calendars.

July 12 2024 - State of the Region - presentation by Katrina Paterson from .id (informed Decisions) about the State of the Region economic dataset

July 15 2024 - 2024 Quality Business Awards Sponsors Launch - a celebration and thank you to all of the 2024 Quality Business Awards Sponsors

23 July 2024 - State of the State Leadership Forum - Kevin Anderson MP and Sean Hovey Qube Logistics at Tamworth Jockey Club.

31 July 2024 - Our very first Business After 5 Networking event at Apollo Engineering

22 August 2024 - Meet the Candidates for the Local Election

28 August 2024 - Business After 5 #2 at PRD Real Estate

06 September 2024 - 2024 Quality Business Awards

25 September 2024 - Business After 5 #3 at Acacia Park Business Centre with Inland Technology and GJ Gardner Homes Tamworth

October Small Business Month

8 October 2024 AI4me & my biz Workshops hosted by UNE Tamworth

15 October 2024 Grant Ready Workshop with Active Admin and Business Solutions

29 October 2024 Crime Prevention Breakfast with local Oxley Police District Crime Prevention Unit

30 October 2024 - Business After 5 #4 at Bluedog Fences

02 November 2024 - Chamber Connect Long Lunch at Bendemeer Hotel

13 November 2024 - State of the Nation Leadership Forum with Barnaby Joyce MP and Commonwealth Bank at the Powerhouse Tamworth by Rydges

26 November 2024 Annual General Meeting and Christmas Party at Ibis Styles Tamworth

27 November 2024 Business After 5 #5 at Southwell Property

26 February 2025 Business after 5 #6 at UNE Tamworth



Calendar of Events 2024-2025

05 March 2025 State of the City Leadership Forum with Mayor Russell Webb and TRC Executive Team at Tamworth Jockey Club

26 March 2025 - Business After 5 #7 at Commonwealth Bank

23 April 2025 - Meet the Federal Candidates (State)

30 April 2025 - Business After 5 #8 Powerhouse Hotel by Rydges

7 March 25 - 20 July 2025 - Think Local Shop Local Campaign (Launch, 10 weekly draws and a major key draw)

28 May 2025 Business After 5 #9 Ibis Styles and Career Advisors Network

25 June 2025 Business After 5 #10 at Dpartment with NBN Co.

Calendar of Events 2025

And continuing on with momentum for 2026 Tamworth Business Chamber held another 10 events with plenty more on the way for the remainder of 25-26.

23 July 2025 - State of the State Leadership Forum - Kevin Anderson and Mark Sleimann PRD at West Leagues Club

30 July 2025 - Business After 5 #11 Everingham and Solomons

05 September 2025 - QBA

24 September 2025 - Scaling Up Program Day 1

24 September 2025 Business After 5 # 12 - Viatek

Small Business Month 2025

2 October 2025 - AI and the Future of work in Tamworth Hosted by UNE

14-15 October 2025 Scaling Up Program Day 2 & 3

30 October 2025 Regional Media Matters at UNE with Creating Focus, Rhythms Digital, NDL, 88.9FM and Win Television

30 October 2025 Business After 5 #13 Formline Group who also celebrated their 30th Anniversary



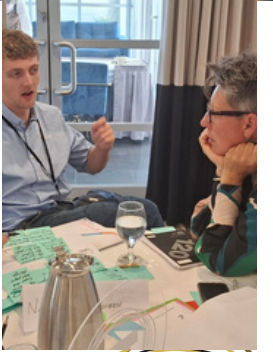
Thank you to our 2025-2026 Corporate Partners



Thank you to our 2025-2026 Event Partners



Event Gallery



Event Gallery

