

# Newsletter

PUBLISHED BY THE INSTITUTE OF CHARTERED ACCOUNTANTS

DECEMBER 2025. THIS PUBLICATION IS NOT FOR SALE

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## A NOTE FROM THE CEO



WILLIAM MANDISODZA

Fellow members, students, and partners,

As we close 2025, I'm inspired by the momentum our community has built—across learning, professional standards, and service to the nation. In December, hundreds of aspiring professionals completed their examinations, including 399 candidates for the APC and 218 across PSPA Levels 1–3—a strong signal of the talent pipeline strengthening our profession.

This year, we continued embedding the CA of the Future framework—placing digital fluency, ethical leadership, and sustainable value creation at the heart of our training ecosystem and workplace readiness. Our accredited training offices and members are helping lead this transition, ensuring ICAZ remains relevant and resilient.

We also deepened our sustainability agenda through engagements with PAAB and fellow PAOs, clarifying the accountant's role in robust sustainability reporting and assurance for Zimbabwe. And we brought our voice to national dialogue at the CZI Post Budget Breakfast, contributing to informed, forward looking economic discussions.

Member service remains central to our mission. You can now download your Letter of Good Standing directly from the ICAZ portal; and through our Welfare Fund and partnerships, we've expanded practical benefits—including complimentary funeral cash cover—designed to support you and your families.

Looking ahead, please add your voice to the **Member Feedback Survey** to shape the 2026–2029 Strategy (deadline: 12 January 2026) and share your story in the #ICAZMyStory campaign ahead of Chartered Accountant Day (11 January; submissions by 30 December 2025). Your participation will help guide priorities and celebrate the impact of our members.

Thank you for your commitment to integrity, excellence, and public trust. On behalf of Council and the ICAZ team, I wish you a restful festive season and a purposeful start to 2026. See you at our flagship events in the New Year.

**William T. Mandisodza**  
CEO, ICAZ



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# Season's Greetings MESSAGE

As we approach the close of 2025, I extend heartfelt appreciation to all ICAZ members, partners, and stakeholders for your unwavering support and dedication throughout the year. Together, we have continued to advance the accounting profession with integrity, innovation, and a shared commitment to excellence.

The year 2025 has been one of progress and reflection. A time to consolidate our gains while embracing new opportunities presented by technology, collaboration, and thought leadership. It has been encouraging to see our members continue to make an impact across diverse sectors, driving professionalism and ethical leadership at every level.

Each of you has played a valuable role in shaping the ICAZ story - one of resilience, relevance, and growth. On behalf of the ICAZ Council, the Presidium, and staff, I wish you and your loved ones a joyous festive season and a restful holiday.

May 2026 bring renewed purpose, prosperity, and continued success as we build on the solid foundation we have laid together.

Wishing you a blessed and fulfilling New Year!

**Emmanuel Mudefi**  
ICAZ President



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# Departmental Updates



## Education & Training

### Examinations Concluded as Hundreds of Future CAs Step Forward

The Institute of Chartered Accountants of Zimbabwe (ICAZ) has wrapped up its December 2025 examination session, with a significant turnout of aspiring professionals demonstrating their readiness to advance in the accounting field.

A total of **399 candidates** sat for the rigorous Assessment of Professional Competence (APC), while another **218** undertook the Public Sector Professional Accountants (PSPA) examinations across Levels 1, 2, and 3. The exams, held at designated venues in Harare and Bulawayo, proceeded smoothly, reflecting both the candidates' preparation and ICAZ's commitment to maintaining a seamless examination process.

"We are inspired by the dedication and focus shown by all candidates," said an ICAZ representative. "These examinations represent a crucial milestone in their professional journeys, and the strong participation signals a bright future for the profession—both in the private and public sectors."

As the scripts move to marking, the Institute expresses confidence in the candidates' performances and looks forward to announcing the results in the coming weeks. The entire ICAZ community stands in support of these future leaders, eagerly awaiting their entry into the next phase of their careers.

Results will be communicated officially via ICAZ channels in due course.



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## Departmental Updates (Continued)



### Technical & Standards

#### **Building Together, Leading Tomorrow: ICAZ Drives Sustainability Forward**

As the Institute of Chartered Accountants of Zimbabwe, we are proud to announce a powerful step forward in our mission to empower the profession. We are thrilled to see key organizations nominate their members to participate in our PAFA/ICAZ Sustainability Capacity-Building Courses.

This isn't just another training program—it's a movement we are building together. We believe in equipping our members with practical sustainability skills that drive real change. When our members lead with knowledge and integrity, they don't just transform their organizations—they uplift our entire community.

We see sustainability as the future of responsible leadership, and we are committed to ensuring our members are at the forefront. This initiative reflects our dedication to providing tools that matter, learning that lasts, and a profession that leads.

We want to hear from you. Tell us how your organization is embracing sustainability. Share your story with us—because when we learn together, we grow stronger together. Engage with us, and you could be featured in our updates or join upcoming opportunities. This is just the beginning. We are here to support, to build, and to lead—with you.

#### The CA of the Future Framework: Where We Are Now

The evolution of our profession is ongoing. As we continue forward under the CA of the Future competency framework, it's important to recognize how this shift is reshaping not just individual careers, but the entire training ecosystem.

The framework, which moved the profession beyond pure technical proficiency, now integrates digital acumen, ethical leadership, and sustainable value creation as foundational pillars. For aspiring CAs, this means training is more personalized—allowing them to align their pathway with their unique strengths and the demands of a modern practice.

But this transformation doesn't stop with trainees. Accredited Training Offices play a crucial role in bringing this framework to life. By embracing these updated competencies, training offices do more than comply—they actively prepare the next generation of CAs to lead with integrity, think integratively, and operate digitally from day one.



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## Departmental Updates (Continued)

### Technical & Standards

This isn't just about adapting to change; it's about leading it. When training offices embed these principles into their programs, they help ensure the profession remains relevant, resilient, and respected.

Together—as members, trainers, and institutions—we are not just keeping pace with change. We are defining it.

To explore how your training office can align with the CA of the Future framework, visit the ICAZ website or contact [technical@icaz.org.zw](mailto:technical@icaz.org.zw).



IAASB RELEASES

## New Illustrative Reports

FOR ISSA 5000:  
GENERAL REQUIREMENTS FOR  
SUSTAINABILITY ASSURANCE  
ENGAGEMENTS

Supporting High-Quality  
Sustainability Assurance

Explore the reports and learn more: [www.iaasb.org/ISSA5000](http://www.iaasb.org/ISSA5000)



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## Departmental Updates (Continued)



### Membership & Registry

#### Support Your Fellow Members: The ICAZ Welfare Fund

##### To All ICAZ Members,

The ICAZ Welfare Fund is a simple, powerful way for our community to support one another. This fund is designed by members, for members—and you can contribute without paying anything extra.

##### How does it work?

Simply move your existing personal or business insurance policies through the ICAZ Group Insurance Scheme (via ZimSelector.com, our financial services partner). A portion of your premium will then go directly into the Welfare Fund—at no additional cost to you.

##### What does the fund do?

Together, we mobilise resources to provide real support where it's needed most:

- **Funeral Assurance:** Members receive free funeral cash-back policies to help cover final expenses.
- **Educational Grants:** Assistance is given to promising students struggling to stay enrolled.
- **Hardship Support:** The fund helps members facing tough times, such as emergency medical costs or financial hardship.

This is more than just a fund—it's our commitment to each other. By participating, you strengthen our profession and uphold the spirit of integrity and mutual care.

##### Interested? Ready to redirect your policies?

Contact ZimSelector for guidance.

Email: [customerservices@zimselector.com](mailto:customerservices@zimselector.com)

Mobile: +263 78 569 0772

Tel: +263-0242-480817 | VoIP: +263 8688003101



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## Departmental Updates (Continued)



### Membership & Registry

#### **A Special Benefit for Our Members: Your Complimentary Funeral Cash Plan**

As a valued member of ICAZ, we are pleased to announce an exclusive benefit added to your membership. Through our partnership with ZimSelector.com and Old Mutual Funeral Services, you now receive a Complimentary Funeral Cash Plan—at no extra cost—as part of your ICAZ Professional Indemnity Insurance subscription.

#### **What does this mean for you and your family?**

Your loved ones will receive a once off cash benefit of up to USD 500 in the event of your passing. This is our way of helping your family manage funeral costs with dignity and ease, during a difficult time.

#### **It's simple and automatic.**

Your cover is renewed each year alongside your ICAZ Professional Indemnity Insurance—no extra forms, no extra payments.

#### **Want more cover?**

You have the option to increase your benefit amount or add family members to the plan. Just complete the proposal form you received or contact ZimSelector directly using the details below.

#### **Need to know more or extend your cover?**

Contact ZimSelector for guidance.

Call: +263 8688 003101 / +263 777 5713867

Email: [customerservices@zimselector.com](mailto:customerservices@zimselector.com)

Website: [www.zimselector.com](http://www.zimselector.com)

This is one of the ways ICAZ continues to support and protect our members—beyond the office, and into what matters most.



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## Departmental Updates (Continued)



ICT & Infrastructure

# Download

Your Letter of Good Standing **Anytime.**

You can now instantly download your Letter of Good Standing through our upgraded self-service portal. This new feature gives you full control, allowing you to access your documents securely, efficiently, and on demand.

Steps to  
**DOWNLOAD**  
the Letter from the ICAZ Portal



1. **Log in** to the ICAZ Portal using your credentials.
2. **Navigate** to your profile on the left-hand side of the dashboard.
3. Click on **“Download Letter of Good Standing”** to initiate the download.

Access it here: [www.icaaz.org.zw](http://www.icaaz.org.zw)



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## Departmental Updates (Continued)



### Finance & HR

#### Wrap Up the Year Paid Up & Ready to Celebrate!

The festive season is here—a time for joy, relaxation, and fresh starts. Before you switch to holiday mode, take a moment to ensure your ICAZ membership is fully paid up. Close 2025 with peace of mind, and step into 2026 with your professional standing secure and your benefits fully active.

Three easy ways to settle your subscription:

**1. Paynow – Quick & Local:**

[Click here to pay instantly.](#)

**2. PayPal – For International Ease:**

Email [debtors@icaz.org.zw](mailto:debtors@icaz.org.zw) to receive your secure payment link.

**3. Direct Bank Transfer – Choose Your Currency:**

**USD Account**

Bank: CBZ Bank  
Account Name: Institute of Chartered Accountants of Zimbabwe  
Branch: Wealth Management (6115)  
Account No: 04423151320042  
Swift Code: COBZZWHAXXX

**ZAR Account**

Bank: FNB Bank  
Account Name: Institute of Chartered Accountants of Zimbabwe South Africa Chapter (PTY) LTD  
Branch Code: 250655  
Account No: 62779252685

**GBP Account**

Bank: HSBC BANK  
Account Name: ICAZ-United Kingdom and Ireland Branch  
Branch Code: 40-02-44  
Account No: 32417642  
Swift Code: MIDLGB22XXX

Please include your membership number as the payment reference.

Let's end the year on a confident note—so you can enjoy the festivities knowing everything is sorted. Here's to a joyful season and a bright, prosperous New Year!



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## Events & Engagements

This section highlights ICAZ's active participation in key industry events, strategic collaborations, and chapter activities throughout the year. It showcases engagements with national bodies like PAAB and CZI, celebrates vibrant year-end gatherings across ICAZ chapters and student communities, and details outreach efforts to promote accountancy in high schools. The section also provides a preview of major ICAZ events planned for 2026.



ICAZ, led by Chief Executive Officer William Mandisodza, participated in a strategic engagement with the Public Accountants and Auditors Board (PAAB) and fellow Professional Accountancy Organisations (PAOs) as part of the Sustainability Roadmap process for Zimbabwe.

The session focused on strengthening the national sustainability roadmap, which is being developed to guide the country's transition toward more robust sustainability reporting and assurance practices. During the engagement, ICAZ contributed to refining and clearly defining the accountant's role in sustainability reporting and assurance, ensuring that the profession's voice is well represented in shaping Zimbabwe's sustainable future.



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## Events & Engagements (Continued)



ICAZ participated in the Post-Budget Breakfast Meeting hosted by the Confederation of Zimbabwe Industries (CZI), where industry leaders explored key themes shaping the 2026 National Budget. With the Minister of Finance and Economic Development, Professor Mthuli Ncube, in attendance, the dialogue provided a platform for insightful economic reflections.

Representing the Institute, CEO William Mandisodza and Technical Director Nyasha Chakuma CA(Z) contributed ICAZ's perspective, reinforcing our role in national policy conversations. The engagement highlighted ICAZ's ongoing commitment to championing informed dialogue and supporting a forward-thinking, sustainable economic agenda.



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## Events & Engagements (Continued)

### ICAZ Chapters Light Up the Year: Event Highlights

ICAZ wrapped up the year with dynamic engagements across our chapters and student communities. In November and December, members from Mashonaland, Matabeleland, Manicaland, Botswana, South Africa, and Namibia came together for year-end events celebrating achievements and strengthening connections. Mashonaland and Matabeleland chapters also hosted gold tournaments, where members enjoyed a round of golf before joining the celebrations. Our Chartered Accountants Student Society marked the year with memorable gatherings for students in Mashonaland and Matabeleland, nurturing the next generation of accounting professionals.



Harare Students Year End on Old School Theme



Mashonaland Year End Members Event in High School Theme, Back where it all began



Harare Members Year End Golf Day



Bulawayo Members Year End Golf Day



## Events & Engagements (Continued)

### ICAZ Chapters Light Up the Year: Event Highlights (Continued)



Matabeleland Year End Members Event in High School Theme, Back where it all began



Bulawayo Students Year Event



Manicaland Family Fun Day



South Africa Members Year End Event

## Events & Engagements (Continued)

### ICAZ Chapters Light Up the Year: Event Highlights (Continued)



Botswana Chapter Year End Members Event at Lily's House Gaborone



Canadian Chapter Virtual Social & Financial Wellness Year End Event



Ireland Chapter Christmas Lunch at Fire Steakhouse, Dublin



Namibia Chapter Year End Event with the President

## Events & Engagements (Continued)

### Promoting Chartered Accountancy in High Schools

We continued inspiring the next generation of accountants by engaging high schools across the country to showcase the Chartered Accountancy profession and our mid-tier designations. Sessions were led by Women Chartered Accountants Network Chairperson, Tatenda Muronda, at schools in Manicaland including Mutare Girls High School and Ellis Gledhill High School. In Matabeleland, we reached St. Columbus High School, Bulawayo Methodist High School, Maranatha Adventist High School, Nketa High School, Sizane High School, and Milton Boys High School. We also celebrated the successful launch of our mid-tier designations in Bulawayo, opening new pathways for aspiring accountants.



Manicaland High School Career Guidance



Manicaland High School Career Guidance



Matabeleland High Schools Career Guidance



Matabeleland High Schools Career Guidance

## Events & Engagements (Continued)

### Mid-Tier Designation Launch in Matabeleland.



## ICAZ Major Events Calendar 2026



**Chartered Accountant (Zimbabwe) Day**  
11 January 2026

**World Forum of Accountants (WOFA 2.0), India**  
30 January – 1 February 2026

**PSPA Results release**  
6 February 2026, 12:00hrs

**Assessor Training**  
19-20 February, 0900HRS -1500HRS CAT

**PSPA(Z) Workshop**  
March 2026

**Charity Golf Day, Chapman Golf Club**  
10 April 2026

**WeCAN annual Event**  
29 May 2026

**Public Sector Convention**  
3-5 June 2026

**Vimbiso Half Marathon**  
June 2026

**Initial Assessment of Competence**  
23-25 June 2026 OmniContact

**CASS Seminar**  
15 July – 19 July 2026

**Winter School Elephant Hills, Victoria Falls**  
30 July - 2 August 2026

**Sustainability Breakfast, Manicaland**  
20 August 2026

**ZCTA Graduation**

**Sustainability Conference**  
1-2 October 2026



# Winter School

— 2 0 2 6 —

**Elephant Hills, Victoria Falls**

**30 July - 2 August 2026**

Save  
the  
Date

email [winterschool@icaz.org.zw](mailto:winterschool@icaz.org.zw) for registrations



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## Interview with **CHIEDZA MUSHAWATU**

General Accountant (Zimbabwe), GA(Z)

### What inspired you to choose this profession?

Honestly, I joined the profession straight from my advanced level qualification and initially what drew me to it was fascination. I was fascinated by the idea of learning and working at the same time. However, the one-month vacation I did at KPMG whilst waiting for my A-level results really opened my eyes to the importance of the accounting profession in businesses. I view a strong or competent accounting division as a strong foundation to a company because without it, there is a very high chance of that business collapsing. So, after being exposed to that realization, I had a strong desire of wanting to be a part of that strong foundation and wanting to contribute to a company's survival in this ever changing economy.

### Could you briefly share your journey to your current role?

My path started in auditing at KPMG(Zimbabwe) doing my five year-articles. It was intense! I was thrown into a fast-paced world dealing with all sorts of clients at a young age, especially as we grappled with complex reporting standards in a highly inflationary environment. It was a very demanding and difficult time which I am grateful for as it shaped and prepared me for the world to come. The world as we know it waits for no one so it's either you pick up the pace to keep up with it or you are left behind. After my articles with KPMG, I left the firm shortly after and joined a consultant company as an independent contractor. I am still working in that role and have used my previous knowledge and gained more experience in it as I get exposure to different industries in companies all over world and it always feels fulfilling to know that my contribution is part of a bigger scheme of things that ensure that whichever company I work on is still functional at the end of the day.



### Where do you see yourself in the next decade?

Over the next ten years, I really hope to become a respected voice within the ICAZ and the wider Zimbabwean business scene. My goal is to dive into entrepreneurship using my knowledge in accounting as a base where possible in my start ups. I am also currently pursuing a doctorate in business administration as an add on to my current qualifications to assist in this diverse journey. I hope that being a successful women entrepreneur will also influence more young women into the field of accounting as I have also been influenced by voices and successes of those before me the likes of Emilia Chisango just to mention one. I am also keen on mentoring younger people coming up in accounting here in Zimbabwe and beyond.

### What contributions do you hope to make to the ICAZ community? Are there areas within the profession you'd like to see improved?

I'm hoping to contribute a lot by getting involved in mentorship in my individual capacity and also through active participation in WeCan



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## Interview with **CHIEDZA MUSHAWATU (Continued)**

outreaches and ICAZ programs. One big area I think needs improvement is connecting what we learn in school with the practical skills needed to thrive in Zimbabwe's unique economy. I really believe we need to focus more on teaching entrepreneurial and innovative skills to our accounting graduates.

### **In your view, what are the biggest challenges facing the accounting industry today?**

I think the biggest challenges we're facing are how quickly technology is changing everything and trying to operate in complex, unstable economies. Here in Zimbabwe, issues like our currency problems, handling inflation accounting and the lack of proper debt markets make financial reporting tough. These things force us to be super adaptable while remaining ethical. We constantly have to learn new skills, like data analysis and managing risk, to stay on top of things.

### **Female representation in ICAZ remains low compared to men. Why do you think this is, and what steps can be taken to change the status quo?**

While the ICAZ Council has done and continues to do amazing work reaching gender parity, we still see challenges for women climbing the ladder in the profession. I believe low female representation comes down to historical biases and also the struggle to balance work and family life. To keep changing things, we need to continue proactive policies, building strong support systems for young female accountants, and also push for fair workplace practices, especially around parental leave and flexible hours.

### **Which skill do you believe is most critical for finance professionals to master?**

For me, I believe the single most important skill is combining data analysis with great communication. You can have all the data in the world, but if you can't translate those complex numbers into a clear, compelling story for people outside of finance to understand, it's useless. That skill turns an

accountant into a real business partner, which is essential for making smart decisions in today's world.

### **Many young Zimbabweans feel economically marginalised. Do you think the odds are stacked against youth in the country?**

Yes, absolutely. Young people here in Zimbabwe face huge hurdles like high unemployment, money issues that stop them from getting proper education or starting businesses and an education system that sometimes doesn't encourage new ideas enough. It feels like the odds are stacked against them. But their resilience and entrepreneurial spirit, especially online or in the informal sector, shows incredible potential to overcome those barriers if they get the right support. I am grateful for the movements which continue to be established to assist young people from disadvantaged backgrounds with education like the Vimbiso Scholarship fund as these help in trying to change some odds.

### **What is the most valuable lesson you've learned in your career?**

The most valuable lesson I've learned is that integrity and flexibility are everything, especially when things get tough. Keeping your ethical compass straight is crucial for building trust that lasts. Economies change, tech evolves, rules shift, but a strong moral code and the willingness to adapt and learn ensure you remain relevant and make a positive impact.

### **Do you have a guiding principle or business motto that you live by?**

My guiding principle is: "If opportunity doesn't knock, build a door". This is my compass which always reminds me that I need to be proactive in all that I do because life will not just happen for me if I do not take charge of it.





## Opportunities & Calls to Action

### Call for Submissions:

#### Share Your #ICAZMyStory for Chartered Accountant Day 2026!

Celebrating over a century of excellence, integrity, and impact! As we approach ICAZ Chartered Accountant Day 2026 (11 January) we are launching the #ICAZMyStory campaign to showcase the heart of our institute: YOU, our members. Tell us what the CA badge and our 108-year legacy mean to you.

We invite every member—from our pioneering seniors to our dynamic new qualifiers—to share what the CA qualification and the ICAZ community mean to you. Your story is our story.

#### Selected testimonials will be featured

- On our official ICAZ website and social media channels.
- January Newsletter
- The next issue of “The Chartered Accountant Magazine”

#### How to Participate

1. Take a good photo (professional headshot or at work or wearing the ICAZ Blazer).
2. Write your 50-word story OR record your short video.
3. Email both your photo & story/video to: [victorg@icaz.org.zw](mailto:victorg@icaz.org.zw)  
Deadline: 30 December 2025

#### Choose 1 prompt & answer in 50 words or a 30-60 second video

1. What did becoming an ICAZ Member allow you to achieve personally?
2. Share a time when the ICAZ network made a real difference for you.
3. How have you used your professional skills to make an impact in your community?
4. What does being part of an Institute founded in 1918 mean to you?
5. What's your one key piece of advice for a student starting their journey towards ICAZ Membership today?



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## Help Us Improve & Plan Ahead: Member Feedback Survey

We want to hear your feedback on two important fronts:

1. How are we doing? Share your satisfaction with current ICAZ services, events, and support.
2. Where should we go next? Provide your input to shape the ICAZ 2026–2029 Strategy.

Your insights will help us improve today and plan for tomorrow.

Please take a few minutes to complete this survey by 12 January 2026.

[Click here to begin](#)



Thank you for helping us serve you better and build a stronger future together.



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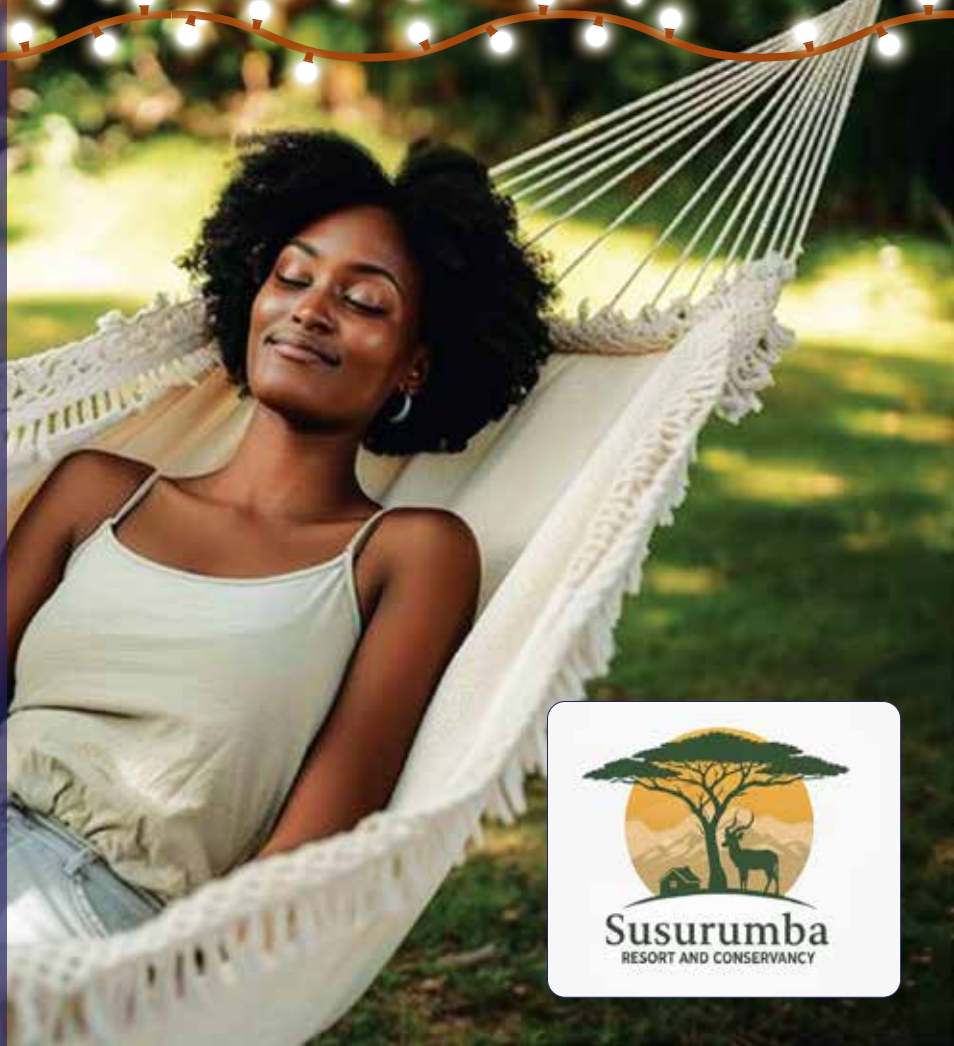
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# Newsletter

Published by The Institute of Chartered Accountants of Zimbabwe

**Treat Yourself  
This Festive  
Season:**

**20% Off** at  
**Susurumba  
Resort**



Unwind and celebrate the holidays with an exclusive getaway made just for ICAZ members. Enjoy 20% off accommodation and holiday packages at the beautiful Susurumba Resort and Convention Centre.

Whether it's a festive family vacation, a year-end retreat, or a special celebration, this is the perfect time to relax, recharge, and reconnect.

**To book your holiday discount:**

Email [susurumbatravel@gmail.com](mailto:susurumbatravel@gmail.com) and mention your ICAZ membership.

Make this festive season unforgettable—book your escape today!

**[Click here to discover more member benefits!](#)**



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## Appendix

ICAZ In The Media:

[Click Here](#)



Annual Reports:

[Click Here](#)

