



Women in Seafood Australasia
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NOTICE OF 2023 ANNUAL GENERAL MEETING

NOTICE IS GIVEN that the 2023 Annual General Meeting (**Meeting**) of Women in Seafood Australasia (ABN 50 659 675 822) will be held as follows:

Location	Attendance online https://zoom.us/j/99670357466
Date	Tuesday, 31 st October 2023
Time	12.00 – 1.00pm (AEST)

The business to be considered at the Meeting is set out below.

AGENDA

1. Opening Business

- Welcome and observation of a minute's silence for all those lost at sea
- Apologies
- Observers/invited guests
- Draft [Minutes of 2022 AGM](#) - motion to endorse as a true and accurate record

2. President Report (as tabled in Annual Report)

3. Audited 2022/2023 financial accounts (as tabled in Annual Report)

- To receive and consider the financial statements, Directors Report and Auditors Report for the financial year ended 30 June 2023

4. Appointment of Auditor

- Retaining Stevens & Andrew Pty Ltd., South Australia, as auditor

5. Presentation of WISA Strategic Plan 2023-2027 (as tabled in Annual Report)

6. Announcement of Directors

- **Further information about the Voting** can be found [HERE](#)
- **Biographies** of each Director nomination can be found [HERE](#)



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7. Change to Constitution: Special Resolution

- Members resolve the following Special Resolution:

That the executive position of President be renamed to Chair and the executive position of Vice President be renamed to Vice Chair, and the constitution be reworded to reflect this amendment

- **Board Recommendation:** The Board unanimously recommends that members vote 'For' this resolution.

8. Close of meeting



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APPOINTMENT OF PROXY

I _____ (name) of
_____ (address)

being a member of **Women in Seafood Australasia** and entitled to attend and vote on **Resolutions only** at the Annual General Meeting hereby appoint:

The **Chair of the Meeting (mark box with an 'X')**

OR if you are **NOT** appointing the Chair of the Meeting as your proxy, please write the name of the person you are appointing as your proxy below:

as my proxy at the Annual General Meeting of Women in Seafood Australasia to be held **online on Tuesday, 31 October 2023 at 12 noon (AEST)** and at any adjournment of that Meeting, to act on my behalf and to vote in accordance with the following directions or if no directions have been given, as the proxy sees fit. A proxy must be a member of WISA.

Date: 2023

.....
Member's signature

Return of Proxy Form: To vote on resolutions by proxy, please complete and sign the form and return by email to: the President at president@womeninseafood.org.au so that it is received no later than **5 pm (AEST) on Monday, 30th October 2023**.

Proxy forms received later than this time, or in any other manner, will be invalid.



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DIRECTOR VOTING INFORMATION

Eligibility to vote for Directors

All WISA members are entitled to vote. Members who are not financially current at time of voting are not eligible to vote.

Director positions

There are three Director positions open at the 2023 AGM:

- Victoria
- New South Wales
- South Australia

WISA received more than one nomination for New South Wales and South Australia and so will go to members to vote. Victoria received one nomination.

Electronic voting for Directors

To facilitate an easy and convenient means for voting before the AGM, members may vote for Directors using the TrueVote platform. There will not be voting during the AGM.

TrueVote is an independent third-party provider of voting solutions. Further information about TrueVote, including its security and privacy credentials, can be found at: <https://truevote.com.au/>

Electronic voting is easy and can be completed in minutes.

All members will receive email notification by TrueVote when voting opens on 20 September 2023. This will outline the steps required to vote.

Director voting opening/closing

Electronic voting for Directors opens on **20 September 2023**
Voting closes on **29 October 2023 at 5pm (AEST)**

Voting by proxy

Given electronic voting will be activated as of 20 September 2023, voting for Directors by proxy is not required.



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BIOGRAPHIES OF DIRECTOR CANDIDATES

NEW SOUTH WALES: Salma Ebrahim, Renee Pearce, Joy Becker

Salma Ebrahim

I have over 16 years of experience in sales and leadership roles. Exposure to event management, QA, trade marketing, supply chain management, procurement, operations, and a former business owner, Gault&Millau Judge, all pertaining to the food service sector. Through this, I have cultivated a strong network of industry professionals.

Building lasting relationships is a hallmark of my approach, grounded in professionalism, charisma, and collaboration. By leveraging my two main passions, being food and human interaction, my energy and devotion creates positive experiences for those I encounter.

With a customer centric focus to over deliver on service expectations, supporting growers, producers, and farmers, advocating for their vital contributions, and bridging the gap to tell their stories in a strategic way that captures the audience.

I'm passionate about serving as a Director on the WISA Board because I wholeheartedly believe in WISA's purpose to empower and support women in their professional journeys. A purpose that requires strategic thinking, authenticity, and determination.

Having witnessed the transformative impact of mentorship and advocacy firsthand, I'm committed to contributing my skills and experiences to further this cause.

I aspire to champion initiatives that foster professional growth for all that want to succeed with intent, meaning and purpose.

The value I can add would be felt industry wide, not for my own self merit but to empower those that don't yet feel seen or heard.

My mantra;

T – Trust the process // I – Intent // M – Memorable, leave a positive impression, make an impact // E – Education and growth

The skills and contribution I will bring to the WISA Board are:

- Sales and Leadership Expertise
- Industry Knowledge (B2B and B2C)
- Networking and Relationship Building
- Strategic Vision for Growth
- Advocacy for Women in Seafood
- Bridging Industry Gaps
- Fostering Gender Equality
- Collaborative Spirit



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Renee Pearce

I am a results driven industry professional with over 15 years working in the Australian seafood and fishing sector. Current business owner of The Fish Shoppe, a retail business specializing in sustainability caught and harvested, Australian and New Zealand quality seafood. Current fishing industry consultant.

I am interested in becoming a WISA Director to contribute my skills to assisting with promoting and acknowledging women in seafood businesses.

The skills and contribution I will bring to the WISA Board are:

- Business management;
- Government relations;
- Stakeholder engagement and consultation;
- Regulatory environments;
- Networking and relationship management;
- Industry Membership management and retention;
- Retail management and customer service;
- Internal and external reporting, including financial reporting, procedure and policy development;
- Project management;
- Fishing industry knowledge;
- Strong leadership, organisational and time management skills;
- Excellent understanding of governance;
- Team building and mentoring; and,
- Excellent communication skills.



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Joy Becker

I am an Associate Professor of Aquatic Animal Health and Production at the University of Sydney. I hold a Bachelor of Science in Zoology from the University of Western Ontario (Canada) and a Doctor of Philosophy in Fish Health from the Atlantic Veterinary College (Canada).

Fish are my passion! My teaching and research program centres around various fish species and their preservation in natural habitats, aquaculture settings, and as companion animals. I specialize in researching aquatic pathogens that threaten wild populations and investigating pathogen transmission between farmed and wild fish. My expertise spans cold to tropical waters, freshwater, brackish, and marine environments, encompassing a diverse range of fish species with both conservation and economic significance. My research program has a strong industry focus on “real world” problems faced by fish farmers.

I have an energetic determination to make meaningful contributions to society through research and teaching that will promote the sustainable production of fish whilst limiting the impact of diseases. My career goal is to establish and mentor a collaborative network of innovative scientists that share a goal to find industry-relevant solutions to global problems in aquaculture through education and research.

This is vital for human and animal health and for food security as there is an ever-widening gap between the global demand for seafood and the limited supply from the wild fisheries. I use my research as a way to connect with students and relate theoretical content to real world problems.

I am recognized as a national leader in aquaculture and fish health and disease as an expert media adviser. Increasing scientific literacy in the public and inspiring young people to get into STEM subjects is a passion of mine. I am regularly asked for interviews on topics related to fish (e.g. National Carp Control Plan, NSW fish kills; with 5-8 requests pa; as recent as March 2023). I have contributed numerous interviews for local and national tv (SBS, ABC, 7 News), radio (ABC, The Conversation Hour) and print media (Sydney Morning Herald, The Land, ABC). As an example, an interview with ABC news regarding the fish kills in western NSW in March 2023 was shared and broadcasted on 241 international media outlets.

Further, to encourage kids to study STEM disciplines, I have appeared on children’s tv show (Channel 7; Get Clever) and have hosted high school student groups in my lab for university open days.

Following a world-wide search, I was named co-founding Editor in Chief of the international peer reviewed journal [Aquaculture, Fish and Fisheries](#) published by Wiley (2021-current). The scope of the journal is intentionally broad, and we have a particular focus to support multi-disciplinary approaches, female authors, and authors from developing countries. AFF has published 10 issues, listed on the Directory of Open Access journals. To support the development of early career academics, with my co-editor in chief, we have established a junior editorial board to provide editorial experiences and mentoring.

I am recognized as a University leader in agriculture and food. Today, there are no female professors in agriculture and food in the School of Life and Environmental Sciences. Looking



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more broadly across the University of Sydney (ranked 19th in the world), there are only 2 female professors in this area!

I want undergraduate and post graduate students and the community to see women as senior leaders in agriculture/primary production and food teaching and research programs. I make sure that I am visible to prospective high school and undergraduate students by attending open day and by teaching across Years 1 to 3 and to the community by engaging with media.

Women are a third of the agricultural workforce in Australia, although the true contribution is estimated to be higher because of the substantive amount of unpaid work provided by women (ABARES).

My application for the WISA board is highly motivated by these goals:

- My goal is to empower women to move past supportive roles to take on decision-making positions in agriculture/primary production to bring diversity and equality to our rural economies.
- My goal is to support and inspire more girls and women to get involved in fisheries and aquaculture as their career, sport, and special interest area! I do this by being visible and present.

I am nominating for the NSW position because I feel that my strengths are:

- Experience in governance and ensuring compliance across various codes of practice
- Facilitating shared goals of colleagues to advance the organization
- Affinity for administration and well-refined organizational skills
- Superior skills in data analytics and project management
- An international research leader in my discipline
- From my reputation as an international/national research leader, I am a high-level advisor to and for the Australian government for matters relating to exotic aquatic diseases threatening our fishery sectors.
- Experienced in sitting on national scientific committees and representing USYD on a national research initiative (e.g. One Basin CRC)
- Effective oral and written communicator with simple clear messages
- Experienced in operational WHS requirements to conduct diverse research activities from international fieldwork to working with tightly regulated pathogens and chemicals to ensuring ethical compliances



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SOUTH AUSTRALIA: Katherine Heldt, Claire Webber

Katherine Heldt

For the past 6 years, I have been working as a researcher for the South Australian Research and Development Institute and have experience in teaching, theoretical and applied sciences, and outreach education. I have a passion for female sport and skill development. Some of my recent training has been graduating from the National Seafood Industry Leadership Program, mentoring for the Turn the Tide Program, and attending a stock assessment model workshop.

It is an exciting time in the seafood industry as we continue to develop and adapt in changing environments. I believe that WISA's 4 priorities of engage, inform, capacity build and governance are key in progressing into the future. I have the skills and experience to provide input into projects and activities that will improve the visibility of seafood women in Australia. Being a recent mother, I am also realizing the importance of these 4 priorities more than ever.

I am highly experienced in knowledge and information transfer and am dedicated to improving the seafood industry for all. My experiences in government, academic institutions and outreach education have enabled me to become a leader and to develop key skills such as active listening, establishing and working with teams, aligning projects with key priorities and delivering complex projects involving multiple sectors within time-frames. My contributions to WISA would involve improving engagement and capacity building, particularly in regional and remote areas.



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Claire Webber

Claire is Executive Officer of the South Australian Sardine Industry Association and is from Port Lincoln SA. Claire has a passion for seafood industry advocacy and representation, and this passion extends to the support and promotion of women working in the industry.

She has 13 years experience working as a Research and Liaison Officer in the Southern Bluefin Tuna industry, and 5 years experience working full time on commercial fishing vessels in Australia and New Zealand. Starting at sea as an observer in 2005, Claire has worked on orange roughy, mackerel, tuna, swordfish, squid, hoki, prawn, whiting, and deep-sea vessels across trawl, purse seine, pelagic and demersal long line wild catch vessels. She has a Bachelor of Administration (Marine Resources) from the Australian Maritime College (Tasmania) and a Diploma of Aquaculture. Claire participated in the National Seafood Industry Leadership Program in 2012 and was the recipient of the Australian National Seafood Industry Young Achiever Award in 2015.

Claire sits as Vice Chair on the Boards of OceanWatch Australia and is currently the Vice President of Women in Seafood Australasia. Working across science, government and industry, Claire's goal is to facilitate productivity, discussion and cooperation between industry stakeholders. Claire describes herself as a long-term advocate for women in seafood, increasing acknowledgment, visibility, training opportunities and valuing the women in our workforce.

I am eager to re-nominate for the WiSA Board, as it is an exciting time to be part of an organisation that will make a big difference to the participation of women in the seafood industry following the establishment of the new WiSA entity, recent growth in membership and the T3 grant funding received and the programs being executed by WiSA.

I am committed to offering my time and expertise to further the continuous success of WiSA. I possess historical insights into the organization, share professional camaraderie with fellow Board Members and the Executive Officer, and bring specific skills in the areas of communication and a deep understanding of the dynamics of the broader seafood industry. My practical knowledge encompasses policy, aquaculture, and wild catch operations. I demonstrate proficiency in financial analysis, possess a genuine grasp of governance principles, and am well-equipped to actively contribute to shaping WiSA's strategic direction for both the short and long term.



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VICTORIA: Stephanie Kaparos

Stephanie Kaparos

Stephanie has an innate understanding of business. Growing up in a family of entrepreneurs, who have been running a market leading business for 35 years, she has developed impeccable commercial instincts, a continuous improvement mindset and insight in to how to help reinvent a company multiple times over, against any market force.

Stephanie has over fifteen years of Seafood industry experience and has served as CEO of Clamms Seafood since 2019. She has been responsible for leading Clamms through its most important challenges and opportunities, in a complicated economic environment and during a global pandemic.

In addition, Stephanie has served on the board of directors of Seafood Industry Australia (SIA) since October 2021 and with Melbourne Seafood Centre (MSC) since May 2022.

Her experience with Clamms, SIA and MSC as well as her MBA degree, allows her to bring a wealth of practical experience in operations, finance, team building, leadership, project management, marketing, technology, innovation, sales, governance, advisory and risk minimisation. Stephanie has successfully led and managed Clamms' leadership team and provided advisory to the Directors, setting strategic direction and providing the resources and support required for successful and efficient structure and operations. She has been central to Clamms' most significant regulatory, operational and financial events.

WISA is an inspiring organisation and one that I am incredible passionate about being part of. The empowerment and recognition of women in the Seafood industry are not only important for gender equality but also vital for the sustainability and growth of the industry, which I so deeply care about.

I bring a unique combination of skills, experience and qualifications that I believe will be an asset to the WISA board and it is these that have prepared me to be in a position to contribute meaningfully and positively to the organisation's strategic goals.

I have been inspired by WISA, witnessing the progress made with raising the profile of and supporting the women in the seafood industry across Australia. I am excited about the opportunity to serve as a Director on the WISA board and to represent the state of Victoria, contributing my skills, experiences, and energy to help WISA further achieve its strategic goals in creating and building engagement opportunities for women in the industry, providing effective communication, platforms to improve the capabilities of women that work in the industry and to aid in improving the visibility of women in seafood.

As a CEO of a Seafood wholesaler, processor and distributor, I have gained extensive leadership experience in the Seafood Industry. My role has allowed me to develop a deep understanding of the challenges and opportunities within the sector. I bring to the board a wealth of industry knowledge that will be invaluable in shaping WISA's strategic initiatives.

My MBA has equipped me with strong analytical and strategic thinking skills. It is these skills that will allow me to contribute to WISA's development and implementation of effective



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strategies for achieving its strategic goals. I believe in the importance of aligning our goals with measurable outcomes to drive meaningful change within the seafood industry.

I am currently pursuing the Directors Course with the Australian Institute of Company Directors, which has provided me with insights in to best practices in corporate government and whilst sitting on a board of directors. This course will enable me to contribute to the board's decision making processes while focusing on transparency, accountability and ethical leadership.

As a representative of the State of Victoria on the WISA board, I am dedicated to ensuring the specific needs and opportunities of our State are well represented and addressed, closely collaborating with stakeholders.

I am confident that my leadership experience, educational background, ongoing governance training and dedication to the industry will allow me to make a significant and positive contribution to the WISA board, I look forward to the opportunity to support the organisation.



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2022 WISA ANNUAL GENERAL MEETING MINUTES

Sofitel Hotel, 249 Turbot St, Brisbane.

Tuesday, 13th September 2022

8:30 – 9:15am (AEST)

1. Opening Business

Members Present:

Heidi Mumme (President), Claire Webber (Vice President), Sam Nowland (Director), Jess McInerney (Director), Barbara Konstas (Treasurer & Secretary – Online), Kirsten Abernethy (Executive Officer), Catherine Sayer, Craig Fox, Donna Wells, Claire Van der Geest, Umar Nguyen, Manue Daniels, Karen Olver, Jill Briggs, Dawn Jordan, Dianne Baldock, Nancy Trieu, Kate Lamason, Karen Miller, Savannah Philip, Jessica Schwarze, Maixence Williams, Conchita Milburn, Jacky Cartwright, Stephanie Sutcliffe, Jo Lane, Natalie Manahan, Julii Tyson, Taylor Henderson, Samantha Mahlook.

Apologies: Karen Holder, Jayne Gallagher

Meeting opened at 8.30 by President Heidi Mumme

- The President welcomed all Members and thanked them for their attendance.
- The Chair acknowledged the Traditional Owners of the lands on which members were meeting today and made respects to Elders past, present and emerging.
- A minute's silence was held for all those lost at sea.

Confirmation of AGM Minutes from 18th November 2021

The Minutes of the meeting were confirmed as true and correct.

Moved – Jessica McInerney

Seconded – Sam Nowland

CARRIED

2. Reports adopted as tabled in Annual Report

- The President read her report from the 2022 Annual Report. Special mention was made of:
 - WISA's renewal and transition to a Company Limited by Guarantee, including special thanks to all the women who have led WISA to this moment – Karen Holder, Leonie Noble, and founders/life members June Gill, Gloria Jones, Anne Whalley, Jenny Shaw and Charmain Wait. The current WISA Board including Linda Williams and Barbara Konstas, were thanked for finalising the transition to WISA's new organisational structure. Appointment of WISA Executive Officer
 - WISA WLDP successful grant funding from the Office for Women, Prime Minister and Cabinet.



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- WISA's 2021-22 highlights, including: C-leaders program in 2021; International Women's Day 2021 WISA Webinar series; World Fisheries Congress 2021; WISA collaboration with the FRDC Seafood Industry Safety Initiative; partnership with TSIC, Affectus and DPIPWE delivering leadership training to support more women on boards; finalisation of WISA's research project (FRDC), "Understanding the levels of women's involvement in the seafood sector and barriers to increase participation"; WISA's partnership and support of the National Stay Afloat Program.
 - WISA's strong presence at Seafood Directions 2022, including: supporting 13 bursaries; Breaking the Barriers workshop, Communicating with Impact workshop, Panel session, Power Up breakfast with Annabel Crabb, Networking drinks with Affectus NSILP alumni. Recognising the support of partners and sponsors.
 - The tireless efforts of the WISA Board including Linda Williams and Jayne Gallagher (stepping down)
- The Finance Report and Audited Report was delivered by the President

The President and Finance Reports were accepted as printed in the 2022 Annual Report.

Moved - Claire Webber

Seconded – Jess McInerney **CARRIED**

3. Appointment of Auditor

The meeting agreed to retain Stevens & Andrew Pty Ltd. as auditor

Moved – Dawn Jordan

Seconded – Sam Nowland **CARRIED**

4. 2022/2023 Membership fees

The meeting agreed that Membership fees remain at the same price of \$60 + GST **CARRIED**

5. Declaration of Directors

- The President informed members the following Directors retain their positions:

Heidi Mumme	President and Tasmania Director
Claire Webber	Vice President and South Australian Director
Barbara Konstas	Treasurer/Secretary and Victorian Director
Sam Nowland	Northern Territory Director
Jessica McInerney	New South Wales Director
Karen Holder	Independent Director (12 months)

- WISA confirmed election of the following Director positions:

Claire Van der Geest	ACT Director
Umar Nguyen	Queensland Director
Manue Daniels	Western Australia Director



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- The Australasia Director position is vacant
- One Independent Director position is vacant
- Jayne Gallagher and Linda Williams stepped down as Directors now the CLG transition process has been finalised
- WISA member Jill Briggs moved a vote of thanks to the WISA team

Meeting Closed at 9:15 am

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Heidi Mumme (President)

13 September 2022