



SEAFOOD  
DIRECTIONS  
2019  
CELEBRATING  
AUSTRALIAN  
SEAFOOD

INDUCTEES

Dawn Jor

Greg Jenk

Jim Mena

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# ANNUAL REPORT 2020

WOMEN IN SEAFOOD  
AUSTRALASIA (WISA)



Women in Seafood Australasia

# OUR LIFE MEMBERS



**ANNE WHALLEY**



**JUNE GILL**



**JEN SHAW**



**GLORIA JONES**

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## ABOUT US

Traditionally there has been little emphasis placed on the role and contribution of women in the Australian seafood industry. Many other Australian primary industries, most notably dairy and grains, have invested significant resources in developing the role and skills of women. This has resulted in the more effective use of what was an untapped resource, in developing the industry.

During 1996 and 1997 a group of women associated with the commercial sector of the fishing industry (the 'seafood industry') in South Australia began working together to address the situation. This resulted in the formulation of the South Australian Women's Industry Network (SA WIN).

In February of 1998, SA WIN hosted a Fisheries Research and Development Corporation (FRDC) sponsored workshop entitled 'Capitalising on the Talents of Women in the South Australian Fishing Industry', FRDC Project 1997/348. One of the results of the workshop was the development of a four-point Action Plan for future operations of the network so that it might best serve the needs of the seafood industry nationally. In June 2000, the national Women's Industry Network Seafood Community was formed and incorporated as a Registrable Australian Body.

In 2016 WINSO hosted a FRDC sponsored workshop entitled 'Providing Pathways for the Involvement of Women in the Seafood Industry Development - Shaping a New Community for Seafood, FRDC Project 2016/409'.

The findings of this report were then workshopped at an 'Implementation Workshop' held in Melbourne in early 2018. This resulted in a commitment to 'make the change happen' and work towards a more dynamic and appealing organisation, culminating in a new logo and name, Women in Seafood Australasia (WISA).

In October 2018 WINSO held its 20th Anniversary Gala Dinner in Adelaide (where it all began) along with a 'Stronger Seafood Communities' workshop. The highlight of the Gala Dinner was the keynote speaker, Gil Hicks a survivor of the London bombings, and the induction of 20 women into the WISA Honour Roll. The name of the organisation was unveiled, Women in Seafood Australasia (WISA) and the organisation will move on into the new era.

The name of the organisation was unveiled, Women in Seafood Australasia (WISA) and the organisation will move on into the new era.

**Today, WISA is the only national organisation in Australia which represents the women of the seafood industry. It provides a unique network role in un tapping a valuable resource of Australia.**

Through the provision of a newsletter and email links, WISA provides support, encouragement and the dissemination of information to seafood women members.

WISA has developed strong partnerships with the agriculture, fisheries and forestry sector women with support from the Rural Industries Section of the Department of Agriculture, Fisheries and Forestry, state/territory governments, and peak seafood industry bodies and associations. WISA are working closely with the newly formed Seafood Industry Australia (SIA) especially in the mental health and wellbeing space of the fishing industry. WISA takes a practical approach to professional development of skills, by raising the profile of women involved in the seafood industry.

Seafood women want to be more visibly active and involved in their industry. Gender-specific groups aid the initial development of confidence, build trust and create a safe learning environment. Experiential learning increases the likelihood of long-term change.

Increasing the capacity of seafood women will result in a positive contribution to the industry as a whole. In order to maximise opportunities for seafood women, WISA seeks funds made available to support operational funding and project monies which will provide a valuable outcome for seafood women and support the operation of the network.

WISA is a not for-profit, independent, productive network. It is managed by an Executive Committee and controlled by a National Board of Directors. It aims to enhance the role of seafood women involved in this network for the benefit of the seafood industry.



**Karen  
Holder**  
WISA PRESIDENT

The annual report is traditionally presented to members at the AGM in a physical setting to include a member meeting and some presentations. We were supposed to be at the World Fisheries Congress in Adelaide enveloped in amazing activities, presentations and networking, as we all know this is not the case for 2020!

In late January the WISA Board spent time participating in an AICD (Australian Institute of Company Directors) 1.5 days of Governance for Not for Profits when evidence of Coronavirus was beginning to emerge. Jayne Gallagher a Director at Large who has both spent significant time and has contacts in China showed us photos of bare streets, I didn't really comprehend the visuals having not been there. The impact on the Rock Lobster industry was emerging and we thought it would be a bit like SARS and confined to export oriented activities.

The impact has been so much more dramatic and far from over.

IWD (International Women's Day) continues to be major opportunity to raise the profile of Seafood Women and we again ran a successful campaign this year utilizing social media. The theme #Each for Equal was personified by photos of women holding their arms in an equal's pattern. Having the Board together in January provided the best photo opportunity for a group photo of all of us together doing the equals sign. This hopefully provided a platform for others to take inspiration and it was great to see so many photos of women demonstrating the diversity of our Seafood Community on both Facebook and Instagram.

Looking back, we did have Seafood Directions in Melbourne last year. WISA hosted the Power Up breakfast for 70 people as a ticketed event with a moving presentation from Anthony Hart who detailed his life since being a suicide survivor and the Program he has developed to help people have improved mental health outcomes. This presentation was extremely personal as Anthony's wife was present for the first time to hear him speak because they both felt confident in the environment WISA provided. The second speaker was Lukina Lukin, principal of Dinko Tuna Port Lincoln. Lukina spoke as a Woman in Seafood about her experience leading up to and now running the company.

As part of the breakfast we ran the first activity associated with the FRDC two-year funding project titled Understanding, supporting and promoting effective participation by women within the Australian Seafood Industry. This comprised of information delivery and a small-scale exit survey to help inform

the project. This was just the beginning with a number of milestones completed in the past year.

- Completion by the Board of the AICD Governance for Not for Profits and mini strategic planning workshop in a Face to Face setting.

- Appointment of Dr Kirsten Abernethy, Sea Change Consulting to develop research methods for a census project that is seen as a critical scoping study to provide some quantitative data on women in the seafood industry and a qualitative map of their roles. Preliminary findings have been prepared and it is very exciting to have Kirsten present to our AGM about this important project and the future research.

- Development and delivery of the first of two C leaders online leadership programs. This program took 13 women through 6 webinar sessions designed to develop and enhance leadership skills. One of the sessions was dedicated to hearing first hand from 4 women with different roles and in different stages of their leadership journey who provided presentations and then participated in a Q and A time. The course was delivered via a partnership with the NRWC (National Rural Women's Coalition) of which WISA is a member organisation. A report for evaluation has been completed and will inform the second course.

I look forward to the next year of this project where we will have the findings from Dr Abernethy's research, deliver another C leaders course, continue the pathway to a high functioning organisation, grow the membership and profile of Women in Seafood and hopefully convene in Adelaide in 2021 to engage and hear the final results of the research. WISA is pleased to be partnering with SIA (Seafood Industry Australia) by helping develop and champion the Mental health Pilot program being delivered by SIA over the next 2 years. WISA Director Barbara Konstas is on the steering committee with the three regions chosen Darwin, Newcastle and Lakes Entrance to be the pilot communities as just one of the strands of this project. To see the Mental health needs of industry finally recognised and elevated to a level to have this funding is vindication of the work of many including Dr Tanya King who was one of the first to shine a light directly on the issue.

I would like to thank the current Board for their time and effort and whilst there are a number of positions up for election 2 of those are from resignations. After many years we say Good bye to Dr Tanya King as a Director at Large and whilst a much shorter time frame equally as valuable Kelly Seagrave has "defected" to Eggs Australia and therefore had to give up her position of NSW Director after just one year. We wish them both the very best for the future.



**Karen Holder**  
SA DIRECTOR

As detailed last year SAWIN is not a formal organisation but this does not mean the support for Women in Seafood in South Australia falls away, nor the information flow about our local seafood community.

In what seems an eternity ago in July 2019 the South Australian seafood sector and allied people joined together at the National Wine Centre for an evening of celebration and networking for some 150 people. The SA Seafood awards were announced by the all-female compere team of Adelady's and seafood was the centre of attention with a great evening had by all. Thanks to Wildcatch Fisheries SA for taking up the baton and organising this amazing event.

SA was until January wrapped up in the various arrangements for World Fisheries Congress in October 2020. Earlier this year following the impacts of coronavirus the announcement was made to postpone to September 20<sup>th</sup> -24<sup>th</sup> 2021 when we hope SA will be buzzing with the event which was planning to fan out to the regions with side trips planned.

The effects of coronavirus were varied across the seafood sector with freight a major contributor to success, or not, of seafood producers and suppliers. Local production and freight was able to continue with food production considered an essential service. Some hiccups occurred domestically but in general freight has continued enabling producers to reach markets both intra and interstate. International freight has been an ongoing challenge.

Management decisions have resulted in a total closure of fishing for the iconic species Snapper due to a depleted resource. This closure applies to both Professional and Recreational fishers. Adding to the angst of inshore marine scale fishers is the finality of a reform package which has loomed for many years and is now a reality, the current Government has put aside funds for this reform. Seafood on Spencer a planned Seafood Festival in the regional area of Port Broughton on Good Friday had to be postponed until 2021. This inaugural festival has the hallmarks of a great opportunity to profile the value of the seafood industry to the local area and beyond.

SA has managed to remain fairly open for business and restaurants and businesses pivoted to the many new arrangements. In many cases this has seen an increased demand for local seafood and as people are being kept at home in SA it is hoped the consumption of local available seafood continues.



**Samantha Nowland**  
NT DIRECTOR

Northern Territory's fisheries and aquaculture industries harvest a diverse variety of species, more than 200 commercial fishing licences and 190 registered fishing vessels operating in 15 different wild harvest and aquaculture fisheries. In 2017/18 the industry contributed \$136 million dollars (total GVA) to the NT economy with an additional \$22 million GVA generated indirectly to the rest of Australia. The Northern Territory seafood industry currently contributes approximately 3% of the total GVA contribution from the commercial fishing, aquaculture and processing to Australia.

The 2019/20 year started with a celebration of excellence at the NT Seafood Council's, Seafood Industry Awards. The Awards brought industry, government and the hospitality sector together to celebrate the passion, dedication and leadership of the many Territorians who work hard to bring seafood products to the plates of consumers. The Awards were followed by the National Seafood Industry Awards, where the Northern Territory business Paspaley Pearling Company was awarded the National Safety Award for developing and delivering a training program which provides a safer working environment in its remote farming locations.

Amy Kirke, a Darwin-based PhD student and marine biologist, was awarded the NT 2020 AgriFutures Rural Women's Award. This is Australia's leading award acknowledging and supporting the essential role women play in rural industries, businesses and communities. She will use the Award to deliver an outreach program titled the Science Totally Roadshow; a simulated, interactive fishing game educating school children on all things sustainable fishing.

COVID-19 has hit the world hard and although the NT has been relatively lucky, with a total of 34 people recovered and no current active cases, all businesses small and large have felt the impact. For the NT

seafood industry this includes the closure of exports and slowing of domestic markets, disruption to supply chains and significant and prolonged uncertainty. The NT seafood industry was already faced with an ongoing labour shortage and many businesses rely on employing overseas workers. Businesses have had to change the way they work, with many forced to reduce staff and rely on JobKeeper. Adaptations of the industry include retail shops implementing social distancing and strategies, such as new home delivery options, to maintain service and safety to consumers.

Border controls for the NT may be in place for years and the long-term impacts of COVID-19 are yet to come.

The Territory Economic Reconstruction Commission has been formed to provide advice to the Chief Minister and Cabinet on accelerating the Territory's economic rebound and positioning the Territory for growth. They have produced a first report which recommends the Territory Government focus on significant growth across five main sectors, one of which is agribusiness. A final report will be released in November 2020.

Ending on a more positive note, the NT is getting set for a La Niña event this wet season, with BOM reporting a 70% chance of it developing. This would mean much needed rain for our marine and estuarine ecosystems, on which our seafood industry relies.





**Meaghan  
Dodd**  
QLD DIRECTOR

It has been a tough twelve months in Queensland with the ongoing reform process causing frustrations, white spot returning and throw in a good dose of a pandemic with significant impacts on markets just in time for the Chinese New Year not to happen. 2020 has been the year of resilience, adaption, rewriting business strategies and zoom meetings! We can't underestimate the impacts of mental health on individuals, families and communities when dealing with such significant challenges. I want to say, I'm here for a chat and a check in!

The Queensland Government assistance package has provided over \$7 billion in relief and support, although only \$660,000 was directly for the commercial fishers affected by COVID-19. There have been other general grants including assisting small business, digital, entrepreneurs, growth and innovation.

Although the outlook has been challenging, there are some successes with: AMSA completing safety management workshops, great catch seasons including the prawns and crab, and other businesses have used this time to build foundations and work on innovations, waiting for the right time to for markets and the economy to open back up..

It should also be mentioned, the Coroners Court of Queensland findings of joint inquest in relation to the tragic eight deaths from FV Cassandra and FV Dianne were released 29th August 2019. We will always have the families and communities impacted in our thoughts. The full report can be found here: [https://www.courts.qld.gov.au/\\_data/assets/pdf\\_file/0008/624176/cif-fvdianneandfvcassandra-20190829.pdf](https://www.courts.qld.gov.au/_data/assets/pdf_file/0008/624176/cif-fvdianneandfvcassandra-20190829.pdf).

Taking a leap across the pond Kiwi style, we have a few words from our member Donna Wells from Finest Kind: The fishing industry here is seen as an essential service and huge steps have had to be implemented to keep our work places and staff safe. It has been like a re-set.

This, however, has not stopped the orchestrated attacks on industry from the green and environmental organisations, which will see many of our fishermen lose their livelihoods when proposed set net bans come into effect around New Zealand on 1 October – unless legally challenged; as well as the compulsory on-board camera legislation being introduced by the Government. We appear to suffer from any real lack of support, as an industry, at Government level. Do you have a sense of déjà vu – where have I heard this before? Hard to believe we were all there enjoying Melbourne at #SD2019. Stay safe and healthy everyone. See you on the other side.

For a little about me as the newest member of the board: My journey started in Hervey Bay with WINSC as the 2009 Professional Development Scholarship winner, excited to head to London for the 9th Annual Value-Added Seafood Conference, to reconnecting with the women at the 2019 Breakfast Start-up in Melbourne as WISA and now as a board member since October 2019. I am the owner and founder of Intuitive Food Solutions and we help the seafood industry improve its operational performance and profitability through project management, training and solving your business challenges. I bring global knowledge and experience from fish farming through to retail and associations, all of which forms part of what I can deliver for WISA.

We might have seemed a bit quiet at WISA, but we are busy in the background modernising our foundations and especially how COVID-19 has changed out practices. Going into next year I'm excited to implement these changes, grow the connections in Queensland and to give back to the seafood community that support through my younger years in the industry!



**Kelly  
Seagrave**  
NSW DIRECTOR

To start, I would like to thank the WISA community for the warm welcome to the board. Working alongside such a dedicated and accomplished group of women has been a career highlight for me and I feel fortunate to have experienced the true power of women in leadership. Reflecting on the past year, it is important to celebrate the achievements of the industry while we also acknowledge the immense challenges and hardships faced by many of our peers.

In July 2019, the New South Wales seafood industry celebrated the Seafood Excellence Awards at the Australian National Maritime Museum. The awards recognise and reward the seafood industry's top achievers and showcase the Australian seafood industry, its value to the economy, its professionalism, and its commitment to supplying some of the finest seafood in the world to local, national and international markets.

It was great to see the success of women being recognised with Alex Tucker being awarded Highly Commended Young Achiever Award from FV Little River for showing great maturity for her age and being committed to learning different aspects to trawling and fishing industry. Kate Barclay from University of Technology Sydney received the Research Development and Extension Award for her work in a two-year project aimed at evaluating social and economic contributions of wild catch fishers on NSW coastal communities.

On 21 November, the NSW seafood industry celebrated World Fisheries Day at the 'Friends of Seafood' event at NSW Parliament House, co-hosted by The Hon. Adam Marshall, MP (Minister for Agriculture and Western New South Wales), along with Ms Jenny Aitchison, MP (Shadow Minister for Primary Industries). The event aimed to connect the seafood industry with parliamentarians while celebrating NSW seafood and the hard-working people that supply it.

In contrast to celebrations, parts of the seafood industry had been feeling the ongoing effects of low rainfall and higher temperatures which impacted estuarine productivity. Coupled with bushfires, the impacts on production and supply from some regions from eastern Australia were really being felt particularly during the lead up to Christmas.

The impact of COVID-19 was first being felt in early February for regions and seafood businesses that benefit from Chinese tourism when the travel ban was put in place during the peak holiday season. In Sydney, auction sales of species such as Mud Crab and Rocklobster that typically peak in price during Chinese New Year, softened due to poor patronage of restaurants and cancellations of Chinese New Year celebratory events. In a period when fishers and suppliers from around Australia were facing uncertainty and other markets are being impacted or shut down in response to COVID-19, Sydney Fish Market auction was permitted to continue to operate and extend itself to make the auction available and accessible to all suppliers to ensure their product had a place to be sold.

The NSW Government injected funding into the state's seafood industry through a variety of grants and relief packages across the financial year. The first was the Supporting Seafood Future (SSF) grants program that was launched to boost the value of the NSW seafood industry by offering up to \$1million dollars, for seafood businesses to build marketing and promotion capabilities with the purpose of increasing consumption of seafood and drive the value of NSW seafood.

On June 30, Ministers Adam Marshall and Melinda Pavey announced a \$9 million relief package for the state's seafood industry. The assistance package includes \$4 million in fee waivers for professional fishers as well as \$500,000 in rent relief for fishing cooperatives located on Crown land, amongst other benefits for aquaculturists, charter boats and seafood businesses.

I would like to congratulate the WISA board and the wider WISA community for all your support, accomplishments and contributions to the industry, and particularly for the courage and resilience you have all demonstrated during another challenging year.



**Heidi Mumme**  
TAS DIRECTOR

The past 12 months have seen some extreme highs and lows.

Bushfires to COVID-19. Who would have thought we would be faced with catastrophic bushfires across the country followed closely behind by COVID-19 resulting in lockdown, working from home, home schooling, restaurants and bars closed, non-essential shops closed, export markets shutdown, border closures and event cancellations everywhere? I don't think there is anyone who would have predicted this at the start of 2020.

The reality of COVID and its full impacts will not be known for some time, the consequences on businesses, organisations and the economy. However, we do know COVID-19 has resulted in accelerated, unprecedented change. The unconventional is now conventional. The seafood industry, like many others, has been hit hard by COVID-19 and now more than ever it is important that we support local businesses. There are unfortunately far too many businesses who have been unable to sustain the impact of COVID and its restrictions and a timely reminder for us all to be looking out for each other.

Although the last 12 months have been difficult in so many different ways, WISA has been focussed on expanding our networks and membership base and commencing some exciting work to benefit the industry.

Seafood Directions was held back in October 2019 with WISA hosting a sold out Power-Up breakfast.

Guest presenters Anthony Hart, a suicide survivor and Lukina Lukin, Managing Director of Dinko Tuna had the audience completely captivated by their stories. This breakfast also presented the perfect opportunity to launch WISA's new project titled "Understanding, supporting and promoting effective participation by women within the Australian seafood industry". There are multiple components to this work however I am most excited about the delivery of the online C-leaders program and the census project to capture the participation of women in the seafood industry and the diverse roles they play.

On a state-based note, the Tasmanian seafood industry, like the rest of the country has seen some extreme setbacks this year as a result of COVID-19. Wild catch fishers, aquaculture, processors, retail and hospitality, no sector within industry has been unaffected by the fall in seafood prices, international market shutdowns and other closures and restrictions. However, with the re-opening of restaurants and access to exports markets easing, there are signs of recovery which is fantastic to see.

Tasmania has such an amazing and diverse seafood industry with abalone, oysters, rock lobster, finfish (in particular salmon and trout) being major contributors to the states economy. To assist in promoting the seafood industry, TSIC has invested in multiple initiatives. The EatMoreSeafood campaign is in full swing with 6 buses promoting the "Eat More Seafood - Buy Local Support Your Community" messaging combine with social media and the development of a digitised interactive seafood trail promoting where to buy and eat seafood along with industry awareness information. The Tasmanian Seafood Trail has a planned launch of October 2020 - watch this space!!

I would also like to acknowledge the ongoing work of TSIC and Rural Alive and Well (RAW) with the Stay Afloat initiative continuing to promote the issue of mental health in the seafood industry and through funding from the State Government, RAW has employed a new dedicated Stay Afloat Seafood Outreach Officer - Chris Claridge. Chris has a long working history in the seafood industry and will be a huge asset in supporting the mental health needs of Tasmania's seafood industry. Personally, COVID has meant the National Seafood Industry Leadership Program, which I work on as part of the affectus team, has been postponed this year which is disappointing for all involved, but we are looking forward to getting it back on track as soon as we are able to. I continue to work as a member of the FRDC Seafood Safety Initiative Committee and am now a member of Seafood and Maritime Training in Tasmania. I look forward to building the profile of WISA in Tasmania and continuing to highlight the diversity of women who work within the amazing seafood industry.

I would encourage you all during these challenging times to continue to pull together and support each other in any way you can. Support your local businesses including your seafood industry **#EastSeafoodAustralia** and take time to look after yourself and your loved ones.



**Justine Arnold**  
WA DIRECTOR

I don't think Australians are going to forget the year 2020 anytime soon and the disruption caused to the nation by COVID19. We have endured changes to the way we live with self-isolating and social distancing becoming the norm. I can say it's been a rollercoaster of emotions for me and my family here in Western Australia.

2020 has been a year of 'reactive management' for most in the Australian Fishing Industry. We have had to react to changes and adapt the way we do things. The Western Rock Lobster Industry was impacted by COVID-19, with product exports to China abruptly stopping overnight in January. The industry has been unstable ever since, product prices were at an all-time high before the virus hit, fishermen were then achieving half this price several months later and now there is a massive price range for the different size grades. The WA Government have now changed laws in efforts to support Rock Lobster Fishermen, allowing up to 100 lobster per fishing trip to be sold from the 'back of boats'.

When the Australian nation closed down in March 2020, Aquaculture companies around Australia and the globe were impacted by the abrupt lock down. Businesses have had to adapt, with the closure of restaurants and food services, I have seen some WA businesses that moved swiftly to take up the challenge - creating 'cook at home' packages for consumers to purchase and create alongside chefs via video link.

We are now seeing the Australian community supporting local businesses, I am hopeful that this is a change that is here to stay.

The WA Government have been supportive of the Seafood Industry, in April 2020 announcing a Seafood Industry Stimulus Package that defers government related fees in the Seafood Industry to 2021. In August 2020 the WA Fisheries Minister announced \$57.7 million for the Great Southern Recovery Plan hoping to drive investment and jobs in the region, with \$700,000 committed to the Albany Shellfish Hatchery along with \$2 million expansion on the current Albany Shellfish Hatchery and another \$1.3 million to establish locations for shellfish along the South Coast. In August 2020 they committed to increase the spend from \$7 million to \$10 million on a Fin-Fish Nursery that is being built in Geraldton.

WISA have been working hard behind the scenes these past 12 months, kicking off with a sold out Power Up Breakfast at Seafood Directions Conference in October 2019, the launch of the new WISA Website, Directors undertaking Governance training with the Australian Institute of Company Directors focusing on what WISA can do as a Not-For Profit moving forward, another successful International Women's Day campaign with Seafood Industry members around the nation striking the #eachforequal pose, being involved in the Seafood Industry Australia Mental Health Pilot Program, and finally with the FRDC funding WISA have started the process to complete a census on women and their roles within the Seafood Industry and we have seen our first cohort of graduates through the C-Leaders program.

**I am proud of the achievements of WISA over the past 2 years I have been involved as a Director with the organisation and I am excited to see what WISA can achieve in the next 2 years.**





**Linda Williams**  
DIRECTOR AT LARGE

I can't believe that it is report time again, another year on and oh boy what a year!

I would like to say how grateful I feel to be part of the WISA Board, a group of passionate and dedicated ladies who tirelessly and unselfishly give of their time and knowledge in their already hectic world. Times have certainly been challenging but being part of such a wonderful network brings us all together in order to support each other.

The whole world has been greatly impacted by COVID-19 and I wonder if we will ever return to the life we used to know. The uncertainty is unknown, in the words of CS Lewis: 'You can't go back and change the beginning, but you can start where you are and change the ending'.

This has proved to be true during the pandemic, challenges can also foster opportunities and innovation that wouldn't normally occur given the normal day to day routine. I believe this to be so valid within the seafood industry, it has forced many to rethink their operations and change some of the old ways, I hear for the better!

How many times have I heard 'I'm all Zoomed out'!! Well get used to it, what a fantastic way of keeping in touch and saving costs and travel time on meetings Australia wide, especially when you live in WA.

On reflection, the year started well, I attended the WA Seafood Awards held at the Esplanade Hotel in Fremantle. The food was amazing, different chefs at multiple stations cooking local WA seafood. It certainly was a feast and our local seafood was showcased to the highest standard. The award winners went on to represent WA in the National Seafood Industry Awards (see below).

In August, I attended the Trans-Tasman Rock Lobster Conference in Queenstown, New Zealand. Such a spectacular venue, mother nature even managed an earthquake tremor one evening. I have never experienced a tremor before and oh yes the bed did shake!!

The conference, as always, was well run and well received. It was great to see so many young faces there as part of industry bursaries and I feel confident that their interest will only grow as they attend more events and their interest grows.

I attended Seafood Directions 2019 and of course the WISA AGM which was held the day before SD2019 opened. It was pleasing that WA fared so well at the National Seafood Industry Awards winning 4 out of the 12 awards.

- Mendolia Seafoods - Environment Award
- Fins Seafood - Small Business Award
- Paspaley - Safety Award
- Justine Arnold - Young Achiever Award

Also honoured at the event held at Melbourne's South Wharf Boat Builders Yard were three West Australians, Dr Jenny Shaw, Greg Jenkins and Jim Mendolia, who were inducted into the National Seafood Industry Hall of Fame.

A very proud day indeed for all from WA and well deserved to all of the award winners.

FRDC has always been a keen supporter of WISA and in late 2019 we learned that we had been successful in securing funding for our project 'Understanding, supporting and promoting effective participation by women within the Australian seafood industry'.

A comprehensive and wide ranging understanding of the current levels of engagement of women in the seafood sector will provide a valuable and ongoing resource to the wider seafood sector to increase women's engagement and participation.

The first online C-leaders development program commenced in June and we were delighted at the interest shown. This program has been co-ordinated by the National Rural Women's Coalition who run their own online E-leaders program. The C-leaders program has been adapted for the seafood industry and feedback so far has been positive. For those that missed out there will be another program in 2021. This

is such a great way of learning, in the comfort of your own home with none of the costs and hassles. It is especially useful for those who live and work in remote areas and those with young families.

The New Year saw things running smoothly, the new season had started well for the WA rock lobster fishery and catches and prices were high. Rumours had started re the virus in China and then on Friday 24 January all intake of product was suspended until further notice.

This was unprecedented and everyone was in a state of shock wondering what it all meant and what the future held. Thanks must go to bodies like the Seafood Trade Advisory Group, Seafood Industry Australia, West Australian Fishing Industry Council, Geraldton Fishermen's Co-op for their tireless efforts in what was a very difficult period. What they achieved in a very short space of time for the seafood industry is amazing and the Government's response with assistance packages I am sure were only negotiated through the persistence of the bodies involved.

Markets in China have re-opened but prices are below pre COVID-19 prices at this point in time, hopefully things will slowly improve, however with passenger flights very scarce I very much doubt that beach prices will 'ump back to the highs we are used to in the short term.

Thankfully we are fishing and selling product again. On a more positive note the WA Government's commitment to develop a State Aquaculture Strategy is being fulfilled through the development of an Aquaculture Development Plan for Western Australia. The foundational elements of the Aquaculture Plan and the set of priority actions ensuing from it will support growth of, and investment in, the WA aquaculture industry.

The State Government has already invested in marine fish and hatchery development and in Aquaculture

Development Zones. The final draft Aquaculture Development Plan can be found at: [http://www.fish.wa.gov.au/Documents/Aquaculture/aquaculture\\_development\\_plan\\_draft.pdf](http://www.fish.wa.gov.au/Documents/Aquaculture/aquaculture_development_plan_draft.pdf)

Congratulations to Heather Brayford, DPIRD Sustainability and Biosecurity Deputy Director General, who was acknowledged for her outstanding public service to legislative reform and policy development in Western Australia, receiving a Public Service Medal as part of the Queen's Birthday Honours list. As a dedicated and respected leader at the Department of Fisheries WA for many years the honour was truly deserved and humbly received.

The Western Australian Fishing Industry Council (WAIFC) has seen some changes since my last report. John Harrison resigned mid year and Alex Ogg was appointed as CEO, Alex has now resigned and we await the appointment of a new CEO. I would like to take this opportunity to wish both John and Alex all the best for the future and 'hope to see you around'. Two well known names who over the years have contributed much to the seafood industry in many ways. WAFIC is working with all WA sector bodies to address the issue of stronger resource access rights and industry is looking forward to some positive progress on this issue later in 2021. WA is privileged to have a peak body working collaboratively with all sectors delivering a cohesive voice to Government. There's still a long way to go before we can be confident of the long term recovery of our fisheries, however there are positive signs that some companies and fisheries are already looking outside the box. It's been a difficult and stressful time for many but if we all work together and support each other we will get through this difficult period.

**I look forward to 2021 and again working with the wonderful people involved in WISA. Stay safe and healthy everyone!**





**Barbara Konstas**  
VIC DIRECTOR

September 2019 was a time of celebration. All the hard work of organising Seafood Directions 2019 came together at the MCEC. I was on the SD2019 organising committee representing the Melbourne Seafood Centre who were major sponsors of the event. Some serious networking and information exchange occurred, and the final dinner function really showcased local seafood.

WISA Directors met in Adelaide for 1.5 days to undertake Governance for Not for Profits course. This course was really beneficial for the Board and myself in the role of WISA Treasurer. Not only was it lovely to meet up with the Board in a different setting (very hot in January in Adelaide) but it helped to clarify the processes and opportunities for the Board.

The announcement of funding in the 2019 Federal budget for a 2 year mental health initiative for the Seafood Industry delivered by SIA was the realisation of a number of years of lobbying on this issue. Given my involvement in this area for some time I was appointed to be the WISA representative on the steering committee. It is very satisfying to see this program coming together under the direction of Jo Marshall who has extensive experience in this area.

During the first COVID-19 lockdown I was able to continue working in Victoria because Seafood was an essential service. The second lockdown was relatively business as usual although lobbying was required to enable the Melbourne Seafood Centre to remain open when many food production and distribution centres were closing. A case of COVID-19 at the centre was handled quickly and efficiently with resources from SIA (Seafood Industry Australia) and a testing station at the Melbourne Seafood Centre set up to help with contact tracing. This resulted in the issue being solved seamlessly and with minimal impact.



**Jayne Gallagher**  
DIRECTOR AT LARGE

Well 2020 certainly has been a year like no other. Just over 12 months ago I was in Penang at the World Seafood Congress together with Leonie Noble (previous WISA President) and Dr Jenny Shaw (WISA Life Member) talking about the role of women in global fisheries. We were talking about the need to have data on where the women are and what roles they play. There was vigorous discussion about ensuring women are involved in decision making processes no matter where they are in the world. A particularly important discussion given the large number of small fisheries and small fisheries businesses. At the time we were talking about digitisation of the seafood industry and how if that was widely adopted and accessible then how that might change our world.

Little did we know what was about to happen! During 2020 we have seen significant market disruption and great changes in the way we work, communicate and interact with each other. These are providing interesting opportunities as well as challenges for all.

I sincerely hope you are all well and that you are managing as best you can. It is times like this that we all need to remember to be kind and have respect for each other. We don't know what is going on in other people's lives, what they are dealing with and how well they are managing, so let's work together to make our combined world a bit better.

WISA itself is also going through some changes - these will be announced over the next few months and I would love to see everyone in the seafood industry getting behind this great organisation as we roll into 2021 and beyond - our new normal whatever that is!



**Tanya King**  
DIRECTOR AT LARGE

I am a maritime anthropologist with a life-long professional dedication to the fishing industry, and not a member of the fishing industry. As such, my contributions reflect my academic role at Deakin University. I've been honoured to stand beside WINSC members this year on the Board and hope to contribute more to the organisation in the coming years, albeit in a reduced role. A combination of factors, primarily a practical reduction in support by my employer for service to industry (despite the rhetoric), has meant that I need to step back from my Board role. This isn't a direct criticism of the tertiary sector, but a reflection on the neoliberal imperatives driven from the Commonwealth level, to which universities are compelled to respond. This is no more evident than in the passing of the Job Ready Graduates package in the Senate in October. Of course, COVID-19 has been a huge impediment to us all, and some more so than others. What a year.

I will continue to be available and involved on targeted projects both through WISA and other organisations in this wonderful industry. I have skills, such that they are, and I am happy to apply them where they may be of most effect. Please don't hesitate to get in touch. I do wish to make a point about WISA and the Board, one that is not unconnected to my own departure. The FRDC funded course with the Australian Institute of Company Directors early in the year helped me to understand more clearly that the Board is just one component of a strong organisation. I thank the WISA Executive for doggedly championing this training, and FRDC for seeing merit in funding our attendance. There are substantive, directive and impactful roles for many more women and men to effect change in the industry through WISA. Board members can't drive every issue themselves. The Board is made up of volunteers who contribute significantly more in time (the greatest gift), resources, expertise and passion, than they recoup in an annual flight, fruit platters and terrible coffee. The Board is strong and smart, built on a rich history, enjoys widespread esteem, and is getting better all the time. However, there are only so many hours in the day. So if you have a pet project, a particular issue you feel passionately about, a set of skills you think could be used to enhance or expand what WISA already achieve, or you just want to be involved... somehow (but you're not sure how)... then

give Karen or your state representative a call. As the industry becomes more professional, and requires a greater range of proficiencies, engagement and participation with a peak body is a wise (WISA?) and strategic career move and one that will benefit the whole industry.

**Sustainable Fishing Families** - Publications are forthcoming from the FRDC-funded project, Sustainable Fishing Families: Developing industry human capital through health, wellbeing, safety and resilience. The project report can be found here. A paper has been submitted for peer review to the international journal, Fish and Fisheries. The title of the paper is: "What We Signed Up For": Modern Uncertainties, Traditional Risks and Mental Health among Commercial Fishers. Publication is pending peer review.

**Gippsland Lakes photography project** - I continue to be involved with a beautiful project to document the last ten professional Gippsland Lakes fishers, in Lakes Entrance (led by Lynda Mitchelson-Twigg). The End of an Era: Acknowledging the socio-cultural history and contribution of Australian small-scale fisheries, is funded by the FRDC (Project number 2018-181), Deakin University, Melbourne University and National Library of Australia. Because of COVID-19 the exhibition has had to be postponed, but the artwork and interviews have all been completed and the exhibition looks to launch early next year. Stay tuned for more updates on the project, including timing, in an upcoming FRDC FISH Magazine. The exhibition is also due to be presented at the (now) 2021 World Fisheries Congress in Adelaide, plus is in the pipeline for a freely available e-book featuring multi-media representations of Australian small-scale fishing operations, produced by the Too Big To Ignore international network of small-scale fishers, run from Memorial University in Canada.

Here's a sneak peak:



Image Credit: Andrew Twigg Gippsland Lakes Commercial Fisherman  
Photo by Leigh Henningham



# Seafood Directions WISA Power Up Breakfast

Women in Seafood Aust

POWER UP

Frid

Melbo



# BALANCE SHEET

Women's Industry Network Seafood Community Incorporated  
As at 30 June 2020

|                                      | 30 Jun 2020    | 30 Jun 2019   |
|--------------------------------------|----------------|---------------|
| <b>Assets</b>                        |                |               |
| Bank                                 |                |               |
| Cheque Account                       | 105,287        | 31,428        |
| Term Deposit 0425                    | 11,068         | 7,190         |
| Term Deposit 7903                    | -              | 5,602         |
| <b>Total Bank</b>                    | <b>116,355</b> | <b>44,221</b> |
| Current Assets                       |                |               |
| Accounts Receivable                  | 1,848          | 66            |
| Visa - Prepaid Credit CARD           | 2              | 21            |
| <b>Total Current Assets</b>          | <b>1,850</b>   | <b>87</b>     |
| <b>Total Assets</b>                  | <b>118,205</b> | <b>44,308</b> |
| <b>Liabilities</b>                   |                |               |
| Current Liabilities                  |                |               |
| Accounts Payable                     | 2,250          | 52            |
| GST                                  | 6,066          | 2,321         |
| Rounding                             | 4              | -             |
| <b>Total Current Liabilities</b>     | <b>8,319</b>   | <b>2,373</b>  |
| Non-Current Liabilities              |                |               |
| B Konstas - Loan to WINSC            | -              | -             |
| <b>Total Non-Current Liabilities</b> | <b>-</b>       | <b>-</b>      |
| <b>Total Liabilities</b>             | <b>8,319</b>   | <b>2,373</b>  |
| <b>Net Assets</b>                    | <b>109,886</b> | <b>41,935</b> |
| <b>Equity</b>                        |                |               |
| Current Year Earnings                | 67,951         | (29,449)      |
| Current Year Surplus/Deficit         | (10,240)       | (10,240)      |
| Historical Balancing                 | 50,795         | 50,795        |
| Retained Earnings                    | 1,380          | 30,828        |
| <b>Total Equity</b>                  | <b>109,886</b> | <b>41,935</b> |

# PROFIT AND LOSS

Women's Industry Network Seafood Community Incorporated  
As at 30 June 2020

|                                 | 30 Jun 20      | 30 Jun 19       |
|---------------------------------|----------------|-----------------|
| <b>Income</b>                   |                |                 |
| 20th Anniversary                | -              | 16,954          |
| Activities Income               | 909            | -               |
| Donations                       | 560            | 4,431           |
| FRDC Funding Income             | 106,000        | (2,539)         |
| Membership In Advance           | -              | 60              |
| Memberships                     | 7,895          | 1,912           |
| Miscellaneous Income            | -              | 3,000           |
| Power Up Breakfast              | 8,645          | -               |
| Stripe Fees Reimbursement       | 2              | -               |
| <b>Total Income</b>             | <b>124,011</b> | <b>23,817</b>   |
| <b>Gross Profit</b>             | <b>124,011</b> | <b>23,817</b>   |
| <b>Plus Other Income</b>        |                |                 |
| Interest Income                 | 252            | 295             |
| Raffle Ticket Sales             | -              | 6,275           |
| <b>Total Other Income</b>       | <b>252</b>     | <b>6,570</b>    |
| <b>Less Operating Expenses</b>  |                |                 |
| 20th Anniversary Expenses       | -              | 40,426          |
| Affiliation Memberships         | 4,000          | -               |
| Bank Charges                    | 10             | 7               |
| FRDC Funding Expenses           | -              | 13,550          |
| FRDC-Project EXP 2018-174       | 41,220         | -               |
| Insurance                       | 1,522          | 2,223           |
| Legal & Accounting              | 982            | 604             |
| Miscellaneous Expenses          | 150            | 84              |
| Power Up Breakfast Expenses     | 4,665          | -               |
| Printing                        | 887            | 286             |
| Stripe Fees                     | 13             | -               |
| Teleconferencing                | 40             | 95              |
| Website Expenses                | 2,824          | 2,562           |
| <b>Total Operating Expenses</b> | <b>56,313</b>  | <b>59,836</b>   |
| <b>Net Profit</b>               | <b>67,951</b>  | <b>(29,449)</b> |

# STATEMENT BY THE BOARD & INDEPENDENT AUDIT REPORT

**WOMEN'S INDUSTRY NETWORK SEAFOOD COMMUNITY INC**  
Statement By The Board

The Board has determined that Women's Industry Network Seafood Community Inc is not a reporting entity.

The Board has determined that this special purpose financial report should be prepared in accordance with the accounting policies of Women's Industry Network Seafood Community Inc.

In the opinion of the Board, the financial statements comprising the Profit and Loss Statement and Balance Sheet:

- Present fairly the financial position of Women's Industry Network Seafood Community Inc as at 30 June 2020, and its financial performance for the year ended on that date.
- At the date of this statement there are reasonable grounds to believe that Women's Industry Network Seafood Community Inc will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:

*[Signature]*  
President

*[Signature]*  
Treasurer

Dated this 5<sup>th</sup> day of SEPTEMBER 2020.

**STEVENS & ANDREW**  
Certified Practising Accountants Director: Greg Andrew CPA

14 September 2020

Attn: Barbara Konstas  
Treasurer  
Women's Industry Network Seafood Community Inc.

Dear Ms Konstas,

**Re: Audit Clearance Letter to the Board 2019/20**

We are pleased to confirm completion of the annual Women's Industry Network Seafood Community Inc (WINSFC) audit as per the requirements of the Constitution for the 2019/20 financial year. An audit of this nature involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement. We can provide feedback in relation to our observations made during the audit.

No significant issues were identified during the audit and we are satisfied that the organisation has discharged its statutory obligations, especially in relation to meeting funding body, incorporation regulator and taxonomic requirements. We are satisfied that sufficient cash has been set aside to cover the organisation's liabilities and that cash is appropriately controlled.

While no matters came to our attention during the course of our audit which in our opinion required reporting, this letter does not necessarily represent a comprehensive statement that no weaknesses or errors exist or that improvements could not be made. We cannot, in practice, examine every activity and procedure, nor can we be a substitute for the board's responsibility to maintain adequate controls over all levels of operations and their responsibility to prevent and detect irregularities, including fraud.

We thank you for your assistance in ensuring that the audit process ran smoothly. Should you have any questions in relation to the above matters, please do not hesitate to contact us.

Yours sincerely,

*[Signature]*  
Greg Andrew  
Director

Stevens & Andrew Pty Ltd ABN 29 123 381 059  
117 Glen Osmond Road, Cotham SA 5963  
Telephone: 0811 002 990  
Email: gregandrewsdirector@outlook.com

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# CONFERENCE DATES

| Year | State | City/Town  |
|------|-------|------------|
| 2000 | ACT   | Canberra   |
| 2001 | QLD   | Brisbane   |
| 2002 | TAS   | Hobart     |
| 2003 | WA    | Perth      |
| 2004 | SA    | Hahndorf   |
| 2005 | NSW   | Sydney     |
| 2006 | QLD   | Brisbane   |
| 2007 | VIC   | Melbourne  |
| 2008 | TAS   | Hobart     |
| 2009 | QLD   | Hervey Bay |

| Year | State | City/Town    |
|------|-------|--------------|
| 2010 | NT    | Darwin       |
| 2011 | VIC   | Melb         |
| 2011 | QLD   | Gold Coast   |
| 2012 | ACT   | Canberra     |
| 2013 | SA    | Port Lincoln |
| 2014 | ACT   | Canberra     |
| 2015 | WA    | Perth        |
| 2017 | NSW   | Sydney       |
| 2018 | SA    | Adelaide     |
| 2019 | VIC   | Melbourne    |



**MELBOURNE  
SEAFOOD CENTRE**

*wholesale fish market*

WISA would like to thank  
**Melbourne Seafood Centre** for  
sponsoring the production of the  
2019/2020 WISA Annual Report.



## Women in Seafood Australasia

PO Box 430 Pt Adelaide SA 5015  
[www.winsc.org.au](http://www.winsc.org.au)

#eachforequal

