

WOMEN IN SEAFOOD AUSTRALASIA

ANNUAL REPORT

2022



womeninseafood.org.au



OUR LIFE MEMBERS



GLORIA JONES



JENNY SHAW



ANNE WHALLEY



JUNE GILL

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Traditionally there has been little emphasis placed on the role and contribution of women working in and with the Australian seafood industry. Many other Australian primary industries, have invested significant resources in advocating for gender equality and developing the capacity of women. Investing in women is shown to improve organisations working conditions, performance and wellbeing of all.

During 1996 and 1997 a group of women associated with the South Australian commercial fishing industry 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 1998, the national Women's Industry Network Seafood Community was formed and incorporated as a Registrable Australian Body in 2000.

In 2016 WINSC hosted a FRDC sponsored workshop entitled 'Providing Pathways for the Involvement of Women in the Seafood

ABOUT US

Industry Development - Shaping a New Community for Seafood, FRDC Project 2016/409'. The findings of this report were then workshopped 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 WINSC held its 20th Anniversary Gala Dinner in Adelaide (where it all began) along with a 'Stronger Seafood Communities' workshop. Twenty women were inducted into the WISA Honour Roll. The new name of our organisation was unveiled, Women in Seafood Australasia (WISA) with plans for the WISA renewal.

In line with the not-for-profit organisations facing more demand for structure, accountability and transparency, increasing public and government expectations, and WISA's planned expansion of activities nationally, WISA transitioned to a new legal structure in 2022. In July 2022, WISA transitioned to a Company Limited by Guarantee, governed by the Corporations Act 2001 and the Australian Securities and Investments Commission (ASIC). In January 2022, WISA also moved from an entirely volunteer-run organisation to employing its inaugural Executive Officer.



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

ABOUT US

WISA has strong partnerships with the agriculture, fisheries and forestry sector women, with support from the Department of Agriculture, Fisheries and Forestry, state/territory governments, peak seafood industry bodies and associations and the Fisheries Research and Development Corporation. WISA work closely with Seafood Industry Australia (SIA) and are partners to the Stay Afloat program which supports mental health and wellbeing in the industry.

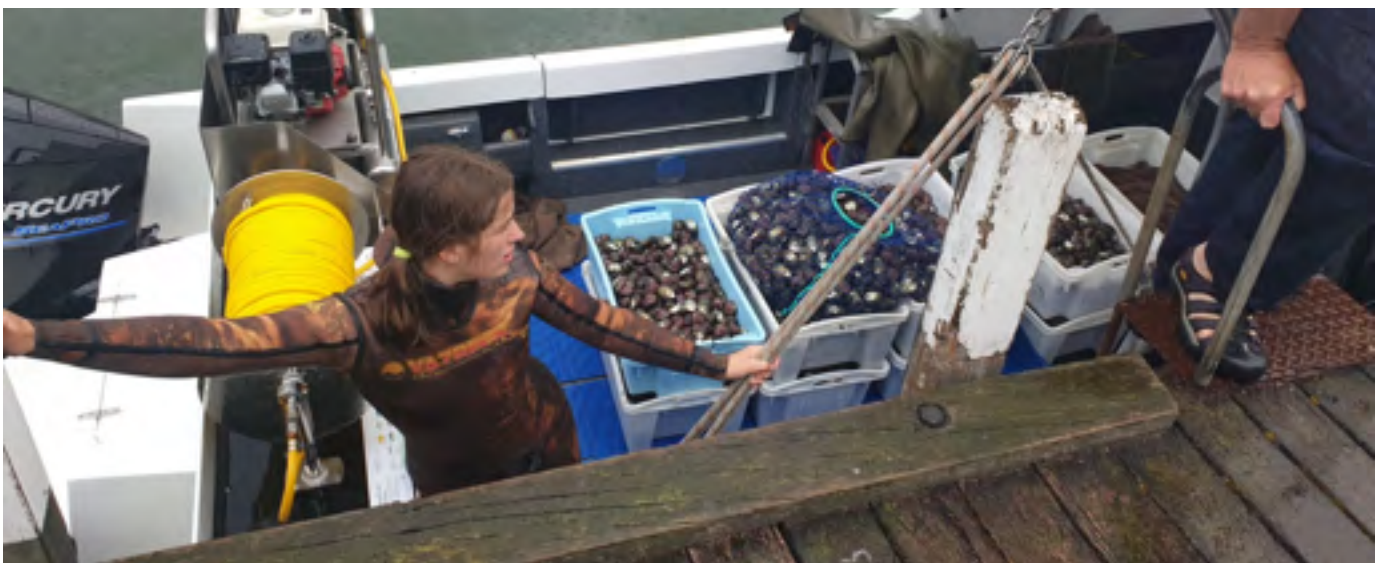
WISA take a practical and grass roots approach to the professional development of women and raising the profile of women involved in the seafood industry. Through WISA communications channels, we provide support, encouragement and the dissemination of information to seafood women members.

Seafood women want to be more visibly active and involved in the industry. Gender-specific groups aid the initial development of networks, and create a safe learning environment and

advocacy space. 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. Therefore, WISA seeks funding to support WISA operations and projects to provide valuable outcomes for seafood women. However, gender inequality is not only about 'fixing women'. Women in our industry experience barriers at all levels and it is WISA's aim is to create a more inclusive industry that values, supports and listens to women. To do this we need industry to get behind WISA and champion our work. WISA believe a more inclusive and diverse industry improves working conditions, performance and wellbeing of all.

WISA is a not for-profit, independent, productive organisation and network. It is managed by an Executive Committee and controlled by a National Board of Directors.



PRESIDENT REPORT

HEIDI MUMME AND KAREN HOLDER

Forming, Storming, Norming, Performing and Adjourning – the stages of development for groups as defined by Bruce Tuckman.

The forming was WINSC - Women's Industry Network Seafood Community born from WIN Women's Industry network in South Australia at a national conference in 1998. It can be said those early stages of development were experienced as the group became a National Body and sought to determine the roles it would have.

So many people have been part of the process. Board Directors past and present, members past and present, supporters who have championed the work of WINSC / WISA and a particular mention of the Life Members- June Gill, Gloria Jones, Anne Whalley and Jenny Shaw. Whilst not honoured as Life Member but inducted onto our Honour Role special mention must be given to Charmain Wait who took on roles at the beginning of WINSC and maintained her connection with SAWIN for its entire life. QWIN and SAWIN were incorporated State bodies who were wound up in the 2010s-2019 as change beset the commercial industry particularly and this was a reflection of that change.

In 2019 a reset took place that had begun under Leonie Noble with the 20th Anniversary celebrations held in Adelaide. This saw the announcement of a name change where WISA - Women in Seafood Australasia was formally presented and launched. The scene was set, and the Board embarked on the process of a new constitution and transitioning to become a CLG, Company Limited by Guarantee. This process has cemented the group as a National Board whilst retaining the important element of state

representation with a Board member from each State and embracing diversity with Independent Directors.

The hard work has culminated, and it is time for the performing to occur and see WISA become a platform for Women in the Seafood Industry to stand up, be included and counted.

The next stage is being led by Heidi Mumme as the current President of WISA taking over from Karen Holder in November 2021 at the AGM.

Karen Holder, our immediate past President, has left some enormous shoes to fill after steering WISA into the amazing position we are in today. I am very grateful for all her guidance moving into this role and while still a Board member, I would like to acknowledge all the work Karen has done during her time as President, building the strong foundations for us to continue and develop enabling us to deliver more opportunities for our members.

A significant step for WISA this year has been the finalisation of transitioning the organisations structure to a Company Limited by Guarantee. This has been a challenging process driven by two Board members in particular, who have been instrumental in setting WISA up for a fantastic future. I would like to thank Linda Williams and Barbara Konstas for their tireless efforts in seeing this transition to fruition. Along with this transition, the appointment of WISA's inaugural Executive Officer – Dr Kirsten Abernethy – is going to continue to drive WISA forward in leaps and bounds. Kirsten's passion, knowledge and dedication to women working in the seafood industry has already had a significant impact on the Board and our members and I look forward to the year ahead

PRESIDENT REPORT

The past 12 months have again had their ups and downs for industry because of the ongoing impacts of COVID, reforms and other changes impacting various levels of the industry. However, industry is battering down the hatches and weathering the unpredictable storm, along the way building greater resilience and displaying initiative and innovation. WISA is proud to contribute as a piece of this puzzle by supporting and developing the women within our industry

WISA has had a busy and exciting 12 months with our member numbers reaching their highest level in the organisations history. Our reach is extending far and wide and we encourage and welcome men and women involved in all sectors of the seafood industry to join our growing network.

With so many highlights this year, here is a snapshot:

- After a very successful inaugural C-leaders program in 2020, a second fully subscribed program was run in July 2021. The aim of this program was to develop and enhance skills of women working in the seafood industry to be used within business and the boardroom as well as in everyday life.
- International Women's Day (IWD) – #breakthebias – WISA hosted an amazing webinar series titled 'Inspiring Women' through the month of March. You can still watch here: https://www.youtube.com/channel/UCyALLhOrtKj5MN_7dgfuYbg
- World Fisheries Congress 2021 – Dr Kirsten Abernethy presented the initial research findings of the project she has been working on for WISA "Understanding the levels of women's involvement in the seafood sector and barriers to increase participation" plus WISA hosted an online exhibition pod to maximise the visibility of the amazing range of women in seafood.

- WISA collaborated with the FRDC Seafood Industry Safety Initiative in a pilot project to capture industry safety stories to increase and improve safety culture within industry.
- WISA in partnership with the Tasmanian Seafood Industry Council and Affectus provided a facilitated workshop and networking event in Hobart as part an initiative through the Department of Primary Industries, Parks, Water and Environment to support leadership training to promote 'more women on Boards' policy.
- WISA's research lead by Dr Kirsten Abernethy, through funding from FRDC, "Understanding the levels of women's involvement in the seafood sector and barriers to increase participation" is in its final stages with research findings to be presented at Seafood Directions (SD22) in Brisbane this September. WISA 'understands this work has only just "cracked the tip of the iceberg" and has submitted a number of grant applications in the hope to progress this work further.



Karen Holder

PRESIDENT REPORT

- WISA continues to support of the National Stay Afloat Program, recognising the impact mental health has on the entire industry. As part of this program, WISA were the recipients of recent Stay Afloat resilience grants enabling events to be hosted in Hobart, Darwin and Melbourne.

Looking forward into the not-too-distant future, WISA is excited to be having a strong presence at Seafood Directions 2022 being held in September this year. With the support from state governments, WISA is delighted to be supporting 13 bursary recipients at the conference.

WISA has a jam packed program hosting:

- a "Breaking the Barriers" workshop in collaboration with Affectus
- a "Communicating with Impact" workshop brought to you by Honey & Fox Pty Ltd
- WISA AGM
- A panel session
- The sold out Power-Up breakfast with guest speaker Annabal Crabb which is going to be a highlight of the conference I am sure.

Finally, I would like to thank the tireless efforts of our amazing Board over the last 12 months. Your dedication, passion and support is greatly appreciated and as we move into the next year I look forward to working with you and continuing the WISA journey. As part of the transition to a CLG, two of our long term Directors at Large will be stepping down from the Board and I would like to take this opportunity to acknowledge and especially thank Linda Williams and Jayne Gallagher for their time and commitment to the Board. Your knowledge of industry and leadership has contributed significantly to the organisation, and we wish you both well for the future.

Supported by



WISA Seafood Directions 2022 Bursary holders



EXECUTIVE OFFICER REPORT KIRSTEN ABERNETHY



I started working for WISA as Executive Officer in January this year and it has been a busy and wonderful year so far. I would like to thank the WISA Board, who have all been so supportive of me and worked hard with me to get where we are nine months later. The depth and breadth of knowledge held within WISA's 24 year history is a resource not many in the seafood industry have the privilege of.

One of the most exciting things this year has been to see WISA's membership increase by 68% since 2021, and our network continues to grow. We welcome our new members and look forward to delivering even more benefits next year. Our members (women and men) are really engaged in developing opportunities for women and building a fairer and more diverse industry, across all sectors.

Industry leaders are also supportive of WISA and our mission. This year, we have built on our relationships and gained financial and in kind support and encouragement from every State and Territory government agency, the FRDC, as well as industry organisations, small and large.

WISA's priority this year has been to secure funding to ensure a sustainable future for WISA, while at the same time deliver more to our members.

Research from WISA's FRDC project (2018-174) conducted in 2021-22 underpins WISA's pending grant proposals. At least 25% of the seafood industry workforce is women with the number declining by 20% since 2006. While there are incredible organisations that embrace diversity, women involved in our research identified that our industry has systemic and cultural barriers common to other male dominated industries. Only 15% of senior leaders in seafood are women and one third of women say the industry culture excludes them. We also now know that over 20% of women experience sexual harassment which impacts women's careers and safety. While still ensuring WISA deliver development opportunities to seafood women, WISA are also seeking to make seafood workplaces more attractive for women to thrive in. This requires a whole of industry approach.

So far this year WISA has engaged in three main programs to support and recognize seafood women.

For International Women's Day WISA hosted its 'Inspiring Women' webinar series in March, diving into conversation with women from seafood and the agriculture community in Australia. 408 people attended across seven events and we chatted all things seafood and women including taboo topics, sharing secrets of success (& failure), and what it is like to become a leader.

EXECUTIVE OFFICER REPORT

Continuing WISA's partnership with the Stay Afloat program supporting industry's mental health and wellbeing, WISA hosted events in Darwin, Hobart and Melbourne in July and August. Jo Marshall, the Stay Afloat Program manager joined our WISA network with the aim of events being to build resilience through better connections. Programs like Stay Afloat are at the core of what WISA stands for, which is a community of support and connection. We are happy (and relieved!) that Stay Afloat is continuing beyond its pilot phase, through securing federal government funding for the next two years. Watch this space as we plan more local events together in all States and Territories.



Thank you to our WISA Friends for your support: Queensland Government, Tasmanian Government, NSW Government, Victorian Fisheries Authority, PIRSA, WA DPIRD, NT Government, FRDC, Ornatas, Humpty Doo Barramundi, Geraldton Fishermen's Cooperative, Western Zone Abalone Divers Association, Tuna Australia, Professional Fishers Association, Seafood & Maritime Training, Kansom, Fox Abalone, The Fish Girl



Melbourne Seafood Centre Stay Afloat event

WISA will be highly visible at Seafood Directions in Brisbane this year. WISA awarded bursaries to 13 amazing and diverse seafood women to attend, supported by all of the State and Territory government agencies. WISA members put their hands up to be mentors/buddies to the bursary holders, to create a supportive experience. Building connections and relationships is what we do, and it has been great to have such enthusiastic support. WISA are also delivering two workshops and a panel session. We are holding two networking events, one co-hosted with Affectus, and of course WISA's Power Up breakfast. Building on previous Power Ups, this year we sold out very quickly, with Annabel Crabb as our speaker a big draw. Thank you to FRDC and our 10 industry sponsors for your support!

Although I've only been in the job for 9 months, I feel like I have learned so much already from our network and the WISA Board. There is really nothing else like WISA in the industry, which is thanks to 24 years of women giving their time to develop this organisation and network.

SA DIRECTOR KAREN HOLDER



South Australia no longer has a peak industry body and whilst there was a project investigating how this could look for the future- no decision has been made. Consequently for 2022 there has not been an annual dinner or Seafood awards - this is a disappointment as for many years South Australian Women's Industry Network took on this role.

One event to fill the gap was the inaugural Seafood on Spencer Festival. First slated for 2020 it was cancelled for both that year and 2021. The event was held in 2022 at Port Broughton on 2nd April and promised an immersive and unique culinary experience of local seafood with cooking demonstrations and the local fishing boats accessible for visiting. Some 1200 people attended the event which is already planning for bigger and better in 2023.

For the post-harvest sector Sara Violante from Seafood Works Newton provided an update – "During Covid we as a business had to think outside of the box to help see us through the uncertainty. Seafood Works started offering a home delivery service. This proved to be very successful and popular with our customers as they still got to enjoy fresh local seafood and it ensured our staff kept busy. Meal kits and value-added products plus lots of targeted social media and calls checking in with our regular customers kept us in the post-harvest sector moving. Unfortunately, we saw a very opposite side happening in our wholesaler area with the poor restaurants, pubs and Cafes we supply struggle."

The Oyster industry was just getting into full swing following a couple of years of hardship with POMS when they were hit by devastating news in early September that cases of *Vibrio Parahaemolyticus* had been detected in affected oysters. The issue was confined to Coffin Bay growing area and a total halt to harvesting was implemented alongside a recall of product purchased as fresh or frozen from September 4th to November 16th. The industry was able to resume harvesting in time for the important Christmas season.

The SA Premiers Food and Beverage awards 2021 was a major success for seafood with KIN Seafood taking out Innovation in Business and Primary Producer > 15FTE, Yumbah Aquaculture > 15FTE Primary Producer and Dinko Tuna Sustainability award. I was able to attend and it was great to see Seafood so highly visible in the Food awards.



NT DIRECTOR SAM NOWLAND



Reflecting on the last 12 months, there has been a sense of optimism in the Top End about moving ahead with the rebound phase after a very tough few years.

A study into the viability of processing locally caught seafood in Darwin has found that significant opportunities exist. The NT Seafood Council is leading investigations into the best approach and options to turn the concept into a reality.

A significant milestone was achieved, to aid further collaboration between Traditional Owners, Land Councils and the seafood industry, with the formation of the Aboriginal Sea Company. Which will see Land Council's working together to deliver an entity with the ability to enter into commercial enterprises and engage in commercial activity.

WISA co-ordinated two 'Free Coffee for Mental Health' Stay Afloat events with Darwin's Trusted Advocates Michael O'Brien, Fran Davis and Toni Hedditch. We had a fantastic turnout of seafood people, connecting and chatting about mental health in our industry. Local mental health first aid courses for the seafood community are being held frequently, if you are interested please contact Stay Afloat Australia or a Trusted Advocate.

This year the Atlantis 2022 NT Seafood Industry Awards celebrated winners across seven categories who have been recognised locally for excellence. NT Winners are now in the running for the equivalent National Award, held at Seafood Directions in September 2022.

Looking to the future, the World Aquaculture Conference 2023 is coming to Darwin. With the Australian government recently recognising the need to support a strong future for Australian aquaculture, WA2023 is a timely event to bring international and national stakeholders to present, exchange ideas and progress sustainable industry development.



Darwin Stay Afloat event

VIC DIRECTOR BARBARA KONSTAS



Every year I procrastinate as what I shall write as Victorian Director, treasurer and member of our great organisation. Alas, this year is no different!

From a Victorian perspective, sadly we saw the closure of the Port Phillip Bay net fishery, and so the Victorian seafood consumer will miss out on access to a myriad of species that net fisheries offer. The pilchard, whitebait and anchovies will be especially missed.

This year, the Victorian seafood industry undertook a consumer awareness survey and found that out of the population that took part, the majority of Victorians purchase or order seafood regularly (80% at least once a month), 61% percent had a preference for Australian seafood and furthermore 23% indicated a preference for product from Victorian fishers/producers. This research, alongside other recent Victorian research is informing an upcoming consumer engagement strategy in Victoria.

The Melbourne Seafood Centre has actively supported and ensured that the Victorian industry has continued to operate in the recovery process of the Covid19 pandemic. As part of that support, the market held a successful Stay Afloat event recently, and look forward to hosting another networking event later in the year.

I would like to acknowledge and thank our previous and past President Karen Holder and retired Board members, who without your support WISA would not be here today.



Melbourne Seafood Centre & WISA Stay Afloat event

TAS DIRECTOR

HEIDI MUMME



While WISA has had an exciting 12 months, it has been a busy year in the Tasmanian seafood industry. I am very excited to announce that WISA membership in Tasmania has increased by more than 50% this year. It is fantastic to see so many new members coming on board from all sectors of industry. I encourage both men and women within all sectors to reach out and learn more about the opportunities WISA is providing for its members!

Mental Health has been a focus for WISA for a number of years and it is great to see the national roll out of the Stay Afloat program through Seafood Industry Australia. This year I took part in one of the mental health first aid training courses available for industry members through this great initiative. Recognising the warning signs, understanding when someone may need some help and how to assist in getting that help is great knowledge to have so if this interests you I encourage you to jump on line and register your interest in this training or simply to find out more.

I would also like to acknowledge the ongoing work of TSIC and Rural Alive and Well (RAW) with the Tasmanian based Stay Afloat initiative continuing to promote mental health and through funding from the State Government, RAW has employed a second dedicated Stay Afloat Seafood Outreach Officer – Mark Wright. Together Mark and Chris Claridge are a huge asset in supporting the mental health needs of Tasmania's seafood industry. Please reach out to these amazing advocates if you or anyone you know is in need of some assistance.

Tasmania has such an amazing and diverse seafood industry with abalone, oysters, rock lobster and finfish being major contributors to the State's

economy. To assist in promoting the seafood industry, TSIC has invested in multiple initiatives including the EatMoreSeafood campaign and The Tasmanian Seafood Trail which is now live and showcases local industry through a self-drive seafood trail. It is a digital tool for consumers, tourists and businesses to engage with the seafood industry past, present and future. Check it out @ <https://www.seafoodtrails.com.au/>

The 8th Tasmanian Seafood Awards were held at The Long House, Hobart in October 2021. It was a fantastic night celebrating industry diversity and achievements, congratulations to all the award winners who are now in the running for the national awards at Seafood Directions 2022 in September.

In May, with TSIC, WISA and Affectus, I was fortunate to facilitate a grass roots leadership workshop for Women in Seafood thanks to a grant provided to TSIC from the Department of Primary Industries, Parks, Water and Environment. The workshop was attended by 13 women across sectors and was a great opportunity to meet new women in industry and create new connections.

There has also been significant movement in the government space with a renaming of the Department of Natural Resources and Environment Tasmania and the release for public consultation of the Tasmanian Rock Lobster Rule Review, the Draft Aquaculture Standard and the 10 year Salmon Plan.

After reflecting on the past year, we now look forward to the next – new initiatives, new members, new opportunities and a busy schedule. I am excited to see what I will be reflecting on this time next year and what achievements from women in industry we will be celebrating.

NSW DIRECTOR JESS MCINERNEY



The NSW seafood industry has continued to be battered by the ups and down of COVID-19, felt the full force and impacts of floods and persistent natural disasters. However, optimism begins to shine through as borders stay open, face-to-face events and conferences return and the calendar begins to fill with exciting events like the Taste of NSW Seafood festivals.

This year has been an exciting one for WISA as we welcomed our first employee, Executive Officer Dr Kirsten Abernethy.

Kirsten has been a friend of WISA and the commercial seafood industry for years. Now, she continues this through an action-packed first 12-months. Kirsten oversaw the delivery of our International Women's Day "Inspiring Women" webinar series, and continues to hit the ball well out of the park. We are so lucky to have Kirsten in the role, congratulations on a stellar first few months.

WISA also completed the transition to a Company Limited by Guarantee, I would like to extend my thanks to the Board for their handwork achieving

this goal and make particular mention of Linda Williams and Barbara Konstas for their tireless effort. This change will see the departure of Linda Williams and Jayne Gallagher from the WISA Board, and I would like to thank them for their help and support. You have both been avid supporters of women in the commercial seafood industry. I look forward to welcoming new Board members to fill their positions, and join us on the WISA journey.

It's been wonderful to watch the series of WISA and SIA Stay Afloat events rollout around the country. The mental health and wellbeing of our industry, our colleagues and our friends is so important. Congratulations to the WISA team who led successful events and started life changing conversations. If you, or someone you know, needs help please take a look at the resources available at www.stayafloat.com.au or call a support line. The hardest conversations to start, are often the most important ones to start.

I look forward to seeing everyone at the WISA PowerUp Breakfast being held as part of the Seafood Directions Conference 2022.



DIRECTOR AT LARGE CLAIRE WEBBER



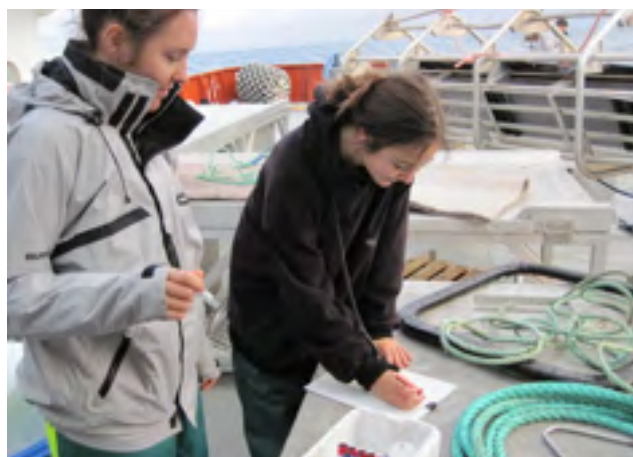
As a group we have a collective vision for this organisation, and within that collective are individualised versions of how WISA may look and operate as we modernise.

Aligning aspirations, communicating well with each other, and remaining open minded have been an important part of the growing process. We aspire to increase memberships, host more functions and events, whilst continuing in unwavering support of the seafood industry, particularly to the inspiring and hardworking women who choose this fabulous industry to pursue a career.

Having the Executive Officer to support the Board of Directors has enabled things to happen that were previously less achievable via volunteer power alone. The organisation is certainly coming to life again post pandemic!

Mental health and supporting families who have lost loved ones at sea remain key focus areas of WISA. The 'Stay Afloat' program, rolled out Nationally through Seafood Industry Australia, has had an impact on our members across the country through first aid training, understanding when something is wrong, what to do (or not to do) and who to ask for help. WISA recognises that unique pressures from working in the seafood industry can impact on people's mental health. Resilience and wellness are often achieved through support of colleagues, friends, family and mental health professionals. If you or someone you know might need some guidance or support, you can contact us at WISA anytime, or visit www.stayafloat.com.au.

Thank you to past Directors and members for creating and nurturing this organisation, as it continues to develop grow, I will look forward to opportunities to interact and learn alongside new directors and our remarkable members.



DIRECTOR AT LARGE LINDA WILLIAMS



It has again been a challenging year in many ways. Face to face meetings have slowly appeared on the agenda, however Zoom is very much still part of our lives here in WA given the travel required to the Eastern States and the time taken out of the working week. Why travel thousands of kilometres just for an hour meeting? Crazy! So easy to jump online and I think we have all become accustomed to this way of communicating.

I am so glad to advise you that the new 'WISA' company has been formally registered as an Australian Company. On 21 July 2022 notice was given from the Corporate Affairs Commission South Australia that the Association (WINSOC) would be dissolved and the property along with the rights and liabilities of the Association would become the property and rights and liabilities of Women in Seafood Australasia Ltd. It was a huge relief to at last have everything finalised as it wasn't as straightforward as first envisaged. The new WISA company limited by guarantee is now operational and I look forward to seeing the organisation flourish under its new banner. A lot of my time during the past year has been working on this transition, the new constitution was a huge job but we got there in the end.

The commercial fishing industry Australia wide has its challenges, one door closes and another seems to open. WA has its fair share of issues on the horizon including new and extended marine parks, exclusion zones in marine parks, the growing recreational sector, impacts of oil and gas seismic activities, ocean wind farms, environmental activists, the list goes on. New workplace health and safety laws have now come into effect and everyone involved in the industry has to be aware of the requirements for fear of huge penalties if something happens.

The rock lobster industry Australia wide is still recovering from the disruption to the China market. Although inroads have been made here in WA it will take time to develop markets and the trust of the buyers. Nothing will replace the live China market and other countries have jumped into the space left by Australian lobster. Whether we ever get back into the market only time will tell. It's now a challenge for fishers to stay viable and it is very important that our peak bodies engage with programs like 'Stay Afloat' and use the resources available to them in order to monitor how people are coping and whether they need help in navigating through these difficult times. With rising interest rates and fishing costs, low beach prices, plus the cost of living skyrocketing it is becoming more stressful for families to meet their budgets. It's encouraging to know that there is help and programs available to those who need it.

With borders now open and COVID an everyday part of life it's great to see face to face gatherings such as conferences back on the agenda. The WISA Power Up breakfast at Seafood Directions looks to be a huge success with guest speaker Annabel Crabb a fantastic draw card. I know a lot of planning has gone into the presence of WISA at this event and wish everyone well. I will not be attending this year and in some respects am sad but as I said in my report last year I am stepping down from the Board. It's been a wonderful experience working with so many fantastic ladies but there are so many younger women coming forward due to the growth of WISA into a purposeful and powerful organisation that it's time for me to retire. I wish everyone the very best and look forward to staying in touch as a member of WISA. Thank you all for being so supportive and inspiring, I've enjoyed the ride. All the best!

DIRECTOR AT LARGE JAYNE GALLAGHER



"So long and thanks for all the fish"

As I will be stepping down from the WISA Board at the AGM in September, this is my final report as Director At Large. My focus in the past 12 months has been to support WISA in several areas, including:

- making the transition to a new company and governance structure
- creating a position for and recruiting a paid part-time Executive Officer
- providing input to funding proposals to deliver much needed initiatives to support and promote the role of women in Australia's seafood industry
- planning and organising WISA activities at Seafood Directions 2022
- contributing ideas to build WISA membership and deliver benefits to those members

Each one of these is a step in the plan to ensure a stable and well supported organisation, now in its 25th year, delivering value to its members.

As I reflect on my time on the WISA Board, I am immensely proud to see that one of my early initiatives - WISA Power Up Breakfast at Seafood Directions has now become a must attend event. The next one, at Seafood Directions 2022 with guest speaker Annabel Crabb is sold out. I really hope that you were able to get your ticket in time!

While we have come some way in promoting and recognising the role of women in the seafood industry it is very disappointing to learn how difficult it still is for us to participate effectively.

So, while I might be leaving the board it isn't goodbye!

I remain absolutely committed to supporting WISA as we all have a large amount of work to do to create a safe and productive workplace where the contributions of everyone is valued and recognised appropriately.

If you are at Seafood Directions 2022 please come and say hello.



*International Women's Day 2022
Inspiring women webinar series
The line up!*

REFLECTING ON 25 YEARS

It is 25 years since a group of South Australian women from the commercial fishing industry got together and formed the first organisation that gave a voice to women in the Australian seafood industry. Here are some memories from the journey we have been on since then.



REFLECTING ON 25 YEARS



TREASURER REPORT

BARB KONSTAS

As Treasurer, I am pleased to present the audited financial statements for the year July 1st 2021 to August 15th 2022, for Women's Industry Network Seafood Community T/A Women in Seafood Australasia (WISA). This past year, WISA has received funding from the Fisheries, Research and Development Corporation as part of Project 2018-174, with which WISA held its International Women's Day 2022 Webinar Series and has partially funded WISA's activities at Seafood Directions include the Breaking the Barriers Workshop with Affectus and the sold-out Power Up breakfast. WISA also received generous support from every State and Territory for our Bursary program, sponsorship from eight organisations, small and large, and in-kind donations from a further three. This shows that the industry and government are really behind WISA activities and growth and are keen to show support for the women in our industry. WISA also received funding from the Community Resilience Grant program offered through Stay Afloat. To all of our supporters, we offer our thanks and deepest appreciation.

This year WISA had an annual budget of just over \$100k, which provided a positive net financial position of just over \$35k. This is the product of good financial management as well as close monitoring of expenses over the entire financial year.

By adopting a rigorous approach to understanding and proactively managing our accounts we have endured for more than 20 years as the sole national organisation supporting Australian women in seafood.

It is pleasing to note that all projects fell within their budget and that the organisation achieved its forecast outcomes and expenditure for the year ended 30 June 2022.

The 2020/21 financial year saw WISA focus its priorities on rebuilding from within and renew our organisation to provide good foundations for the future. This year we saw the final implementation of those priorities. We have now transitioned and become a company limited by guarantee, Women In Seafood Australasia Ltd.

With this renewal has come opportunity and our membership has progressively grown. It has been quite remarkable for a volunteer organisation and when I first joined about 10 years ago had just 50 women and a small budget of 30K.

Congratulations and thank you to our previous and past President Karen Holder and retired Board members, who without your support we would not be here today.

BALANCE SHEET

Women's Industry Network Seafood Community Incorporated
As at 15 August 2022

15 AUG 2022

Assets

Bank	
Cheque Account	179,758.56
Total Bank	179,758.56
Current Assets	
Accounts Receivable	(65.73)
VISA – Prepaid Credit Card	2.05
Total Current Assets	(63.68)
Total Assets	179,694.88

Liabilities

Current Liabilities	
Accounts Payable	7,886.00
GST	1,797.46
Rounding	3.46
Total Current Liabilities	9,686.92
Total Liabilities	9,686.92

Net Assets

170,007.96

Equity

Current Year Earnings FY 2022/23	3,018.21
Current Year Surplus/Deficit	(10,239.72)
Historical Balancing	50,794.75
Retained Earnings	126,434.72
Total Equity	170,007.96

PROFIT AND LOSS

Women's Industry Network Seafood Community Incorporated
For the period 1 July 2021 to 15 August 2022

1 JUL 2021 – 15 AUG 2022

Trading Income

Activities Income	4,500.00
Community Resilience Grants	(1,440.91)
Corporate Sponsorship	10,045.91
Donations	4.00
FRDC Funding Income	40,000.00
Keep Cups/Badges	13.64
Membership In Advance	120.00
Memberships	1,975.81
Scholarships-Bursaries	64,000.00
Stripe Fees Reimbursement	17.76
Total Trading Income	119,235.75

Gross Profit

119,235.75

Other Income

Interest Income	26.19
Total Other Income	26.19

Operating Expenses

Advertising & Promotion	300.00
Affiliation Memberships	1,000.00
Bank Charges	3.28
DAFF Funding Grant	(3,518.54)
Dues & Subscriptions	57.00
FRDC-Project EXP 2018-174	76,559.76
Insurance	2,490.58
Legal & Accounting	1,151.55
Power Up Breakfast Expenses	(172.19)
Printing	630.00
Stripe Fees	17.59
Website Expenses	2,468.96
Total Operating Expenses	80,987.99

Net Profit

38,237.95

STATEMENT BY THE BOARD & INDEPENDENT AUDIT

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 period 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:

1. Present fairly the financial position of Women's Industry Network Seafood Community Inc as at 15 August 2022, and its financial performance for the reporting period ended on that date.
2. At the date of the 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:


Philippa
Director


Greg Andrew
Director

Dated this 26th day of August 2022

STEVENS & ANDREW
Certified Practising Accountants Director: Greg Andrew CPA

26 August 2022

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

Dear Ms Konotas,

Re: Audit Clearance Letter to the Board 2021/22

We are pleased to confirm completion of the annual Women's Industry Network Seafood Community Inc (WINSOC) audit as per the requirements of the Constitution for the period 1 July 2021 to 15 August 2022. 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 taxation 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 note that WINSOC has now been dissolved and that the property of WINSOC now becomes the property of Women in Seafood Australasia Ltd, and that the rights and liabilities of WINSOC now become the rights and liabilities of Women in Seafood Australasia Ltd.

It is my understanding that Women in Seafood Australasia Ltd (registered in May 2022) is likely to be classified by ASIC as a 'small company limited by guarantee' for the 2023 financial year given that it will be a company limited by guarantee for the whole of the financial year, is not a deductible gift recipient, and its revenue for the financial year would be less than \$250,000.

As a 'small company limited by guarantee' Women in Seafood Australasia Ltd would be exempt from having to prepare a financial report under the Corporations Act, and the requirement to notify members of annual reports, unless it was directed to do so by ASIC or by at least 5% of members. There is also no requirement for an annual audit of the financial statements. The constitution of Women in Seafood Australasia Ltd makes no reference to the preparation of an audited financial report.

Stevens & Andrew Pty Ltd ABN 29 223 983 054
117 Glen Osmond Road, Eastwood NSW 2122
Telephone: 0411 662 990
Email: gregandrew@stevensandrew.com.au

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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,



Greg Andrew
Director



WISA would like to thank the Melbourne Seafood Centre for sponsoring the production of the 2021-22 WISA Annual report



womeninseafood.org.au