

ANNUAL REPORT

2016-2017

WOMEN'S INDUSTRY NETWORK
SEAFOOD COMMUNITY (WINSC)



OUR LIFE MEMBERS



ANNE WHALLEY



JUNE GILL



GLORIA JONES



JEN SHAW



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
2010	NT	Darwin
2011	VIC	Melb
2011	QLD	Gold Coast
2012	ACT	Canberra
2013	SA	Port Lincoln
2014	ACT	Canberra
2015	WA	Perth
2016	VIC	Melbourne

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WOMEN'S INDUSTRY NETWORK SEAFOOD COMMUNITY (WINSC)

The Women's Industry Network Seafood Community (WINSC) is Australia's peak organisation for women across all sectors of the seafood industry. We strive to be the national voice for women in seafood, bringing together a diverse group of women and providing them with a platform to network, share information and create change for themselves their industry and their communities.

WINSC has a strong history of achievement since its 1996 inception in South Australia and the subsequent founding of the national organisation in 1998. As an organisation, we are committed to enabling seafood women to have the capacity, confidence and connections to ensure their voices are heard: from the boats to the boardroom and the halls of Parliament House.

WINSC'S OBJECTIVES ARE TO:

- » Recognise and enhance the skills of seafood women.
- » Develop effective partnerships with government agencies and other industry stakeholders.
- » Take a professional approach to all activities and relationships with other stakeholders.
- » Create a supportive environment to ensure women of the seafood industry reach their potential.
- » Actively encourage the involvement of women in the seafood industry.
- » Provide community education on all aspects of the seafood industry and
- » Create a positive image of the seafood industry through the promotion of the benefits of the industry to the community.

Traditionally there has been little emphasis placed on the role and contribution of women in the Australian seafood industry. WINSC seeks to change this by taking a practical approach to raising the profile of women involved in the seafood industry and providing access to professional development skills.

We believe that increasing the capacity of seafood women will result in a positive contribution to the industry as a whole.

The organisation provides support, encouragement and dissemination of information to members.

Our members are part of a recognised and dedicated national network that represents the true diversity of the seafood industry in Australia.

STRATEGIC DIRECTION 2015-2020

- » Recognise and enhance the skills of women of the seafood industry
- » Actively encourage the involvement and recognition of women in the seafood industry.
- » Develop positive perceptions of the seafood industry.
- » Encourage strong and effective partnerships with seafood industry stakeholders.

For contacts, membership details, news and coming events visit the WINSC website at www.winsc.org.au

WINSC PRESIDENT LEONIE NOBLE



"The way in which we think of ourselves has everything to do with how our world see us and how we see ourselves successfully acknowledged by the world." – Arlene Rankin

This quote has been behind the change in direction of the board of the Women's Industry Network Seafood Community (WINSC) this past year. There has been a huge focus on the amazing seafood women in Australia through our International Women's Day social and print media profiling project, these profiles have not only resulted in increasing the visibility of the women that work in the seafood community in both Australia and internationally, but also in educating the consumer and other primary Industries of the depth and variety of employment sectors in the seafood industry. As a result of the profiling project, for the first time Seafood women have been included in the 'Invisible farmer' project by the Victorian Museum and highlighted in many peak body newsletters, and have been the focus of many radio interviews nationally and internationally. A wonderful tribute to our truly amazing seafood women.

WINSC also embarked on a renewal process to determine what seafood women in Australia want and need to improve their capacity and their businesses. This started with a survey sent out across Australia, the results threw out some interesting findings that are truly exciting going forward so watch this space.

WINSC has also been involved in the food security space through ensuring we are visible at Primary Industry round tables, government submissions, Ministerial visits and the production of policy platform positions which include the need for government to place a higher priority on the benefits of seafood and protecting the providers of sustainable food to Australian consumers.

This year saw the development of an international seafood women's association, this has resulted in connections across the globe that will have an impact on accessing information going forward and WINSC has integral part to play in this space. For the first time there will be four Australian Women in Seafood speaking at the World Seafood Congress in Iceland in September 2017 and the development at that conference of a recognised session on seafood women internationally.

The Australian seafood community also saw the development and launch of Seafood Industry Australia, a timely step toward a united industry future and WINSC are proud to say they were part of the implementation committee in the run up to the launch.

As President of WINSC I also hold a position on the National Rural Women's Coalition (NRWC) board as Vice President, Membership of this board allows WINSC to increase our networks and educate other sectors about the Seafood Industry. It provides WINSC an additional voice for industry through input into federal government policy and allows the voice of the seafood industry and the women that work within them to advocate the issues we face to a wider audience including the Federal and State governments that seem to have forgotten that seafood is a major source of income for Australia and a major primary industry player.

As you can see the past year has been a busy one for the board, you will be able to read more about the work that each director does in their individual reports in the pages to follow. The work that we do is ongoing and strategically important in planning for the recruitment of next generation of seafood women.

On that note I would like to thank my board, it has been a privilege to work alongside seafood women who show such passion and knowledge of their industries and the belief in acknowledging and increasing the value of the contribution to industry that seafood women bring.



SA DIRECTOR KAREN HOLDER

I have a number of roles working alongside my husband in our Wildcatch Blue Swimmer Crabs Fishing business in Adelaide, South Australia. This is matched with various industry involvements with SAWIN (South Australian Womens Industry Network) - the State based association feeding to WINSC and SABCPFA (South Australian Blue Crab Pot Fishers Association). I am the proxy for the SAWIN seat at SABFAC (South Australian Boating Facilities Advisory Committee) and active member of WFSA (Wildcatch Fisheries SA)

Earlier in 2017 along with 18 other inspirational Women in Primary Production from around Australia I attended a one day workshop in Melbourne to hear Simon Sinek speak about how people and organisations can follow on from his inspirational book and TED talk "Start with why". The companion speaker to him was Peter Docker who talked about Leadership culture.

One of those inspirational women was involved with the Invisible Farmer project and wanted to see Seafood Women included particularly those whose profiles had been featured for IWD (International Womens Day) 2017 on social media in the campaign run by WINSC. I was instrumental in having Catherine Forge speak to the Board and now WINSC is a supporting partner of this project which is creating histories, capturing stories and enabling learnings about the diverse, innovative and vital role women have in primary production.

In South Australia the industry peak body Wildcatch Fisheries SA has specifically focused on providing opportunity to its members and this has led to a grant to investigate and trial a Community Supported Fishery model. The grant was announced at the Farming Together Forum held by the Farm Co-operatives and Collaboration Pilot Program. The forum held in Adelaide, SA on 6th June 2017 was attended by 200 people and included speakers from a variety of co-operative models and applications.

Following with the theme of the Community Supported Fishery was attendance at a talk sponsored by PIRSA (Primary Industries Regions

South Australia) and FRDC (Fisheries Research and Development Corporation) from Joshua Stoll, Network Founder and Steering Committee Member of Local Catch and Walking Fish based in North America. The Wildcatch Fisheries SA model and trial will be based on the American experience. It seeks to supply ultra-fresh premium seafood direct to local consumers via a weekly share system to create new economic benefits and foster a better understanding between those involved in commercial fishing and those consuming the product.

WINSC involvement on the Board of NRWC (National Rural Womens Coalition) had me attending the Food Security Roundtable held in Melbourne over the 2 days of 16th and 17th May. A real opportunity to start discussion and form policy areas on this very important topic for the community in general and reinforced with a powerful talk from the CEO of Foodbank Brianna Casey who had astounding statistics around the food insecurity for vulnerable Australians. For the Seafood Community the topic of Food Security also includes food fraud and food waste both topics that were part of the discussion from WINSC member Clare Winkel who as an International Food auditor definitely raised the awareness of exactly what food fraud can and does look like during her speaking time at the forum.

Recently I had the honour of attending the Graduation of 16 amazing women from Primary Production, including two fisheries women who had completed a 12 month Stepping into Leadership program run by Ag Excellence Alliance and sponsored by PIRSA. Most recently I attended the launch of SIA (Seafood Industry Australia) held in Adelaide and launched by Senator Anne Ruston

Currently I am on the organising committee for the upcoming SA Seafood awards to be held on the 11th August and the complementary Best Fish and Chips SA launch at the City beach Volleyball courts in the sand featuring catering by Simon Bryant on 14th July.



VIC DIRECTOR & TREASURER BARBARA KONSTAS

Its been a busy year for me in my dual role as Victorian director and newly elected Treasurer. I have taken over this role from recently retired life member, Anne Whalley, who held the position for over 10 years. I thank Anne for her assistance, patience and dedication, especially in the critical hand over phase!

We have been busy in Victoria. In September 2016, we had the honour of hosting WINSC's annual conference. Our theme of Sustain Support and Supply was a conduit to educate those who attended to understand the challenges in which all levels of the seafood supply chain face to get our marvellous product to the consumer. Those who attended especially enjoyed the presentations given by key note speakers Hilary McNevin freelance food writer and chef Katie Marron of Melbourne restaurant Miss Katies Crabshack.

Leading up to International Women's Day in March this year, I helped promote and raise the profile of the women of Victoria who work in our industry. The social media platforms of Facebook, Instagram and Twitter created an easy avenue and forum to bring outsiders in to our industry to see a day in the life of ...

Over the past year we also saw the culmination of 2 years hard work to formulate a peak body for our industry. Seafood Industry Australia. As a WINSC member and business representative I am proud of the work, that I and many others dedicated to help get this initiative to becoming

a success story. Congratulations and a big shout out to Victoria Papacosta, NSW member, who has been elected as the inaugural Chair. Also congratulations to Victorian member Belinda Wilson whose skills in law and love of the seafood industry will help cement a bright future for our new peak body.

Along with 4 other members from WINSC, I attended a forum held by National Rural Women's Coalition. The roundtable was instigated to develop a national policy on Food Security and to bring to the fore front this issue has regional remote and rural families. Our industry was well represented at this forum and helped create a link between farmers and fishers.

In July, I was invited back to participate in the judging of the seafood category at the Australian Food Awards. The seafood category, came on line for the first time last year, and is a fantastic promotion and recognition for our industry. Hosted by the Royal Agricultural Society of Victoria winners are announced in September at the Royal Melbourne Show. So stay tuned to hear who is voted in the Best in Show for seafood.

I am looking forward to seeing you all at Seafood Directions in Sydney in September 2017.



WA DIRECTOR & SECRETARY LINDA WILLIAMS

My first year on the WINSC Board has flown and although I feel that I am still learning the ropes the satisfaction I have gained by putting myself out there is immense. It has been a great privilege to be able to meet and work alongside such influential and passionate seafood women (and men) in my very short time on the Board. Their enthusiasm and dedication to an organisation that has been in existence for nearly 20 years is amazing.

I joined the Board at a very exciting time for WINSC, a renewal process (funded by FRDC) will pave the way for a new and rejuvenated WINSC which will better connect with its members and future members. This is a work in progress and I am eagerly looking forward to the transformation later in the year.

The International Women's Day (IWD) social media blitz was a great success and I am hoping that more WA women will come on board next year, it was truly amazing to see so many profiles of women in seafood from around the State being shared on the social media platform. I was happy with the WA response but next year we will do better!

Being involved in the West Coast Rock Lobster Fishery in WA for almost 40 years it has been thought provoking to understand the plight of fisheries in other States (especially those small inshore generation fisheries) that are constantly under threat from closure to recreational take and the stress and disruption that it brings to family businesses and ultimately the health and wellbeing of those involved. It's devastating for those families.

I am pleased to say that the Western Australian Fishing Industry Council (WAFIC) has committed to a three year \$750,000 investment into a new southern regional sector body (Southern Seafood Producers (WA) Association). This investment will assist producers in forming a new model for sectoral representation for the metro Perth region to the South Australian border. The new sector body will include around twenty- one southwest and south coast community based fisheries and will also include

the existing abalone industry sector. Joining together across multiple fisheries and regions will bring a far more powerful voice to the table and shape the way forward for this new body. I am very much looking forward to seeing how this new body evolves over the next year or so, if successful it could provide a template for future representation of fisheries across Australia. Small operators will have a voice at last.

With the election of a new Labor Government in March the WA Department of Fisheries has now become part of the new Department of Primary Industries and Regional Development. The consolidated Department is part of the State Government's commitment to create a more efficient public service. We can only wait and see what the future holds during the transition phase over the next 12 months but at present it is 'business as usual'.

The new Aquatic Resources Management Bill completed its passage through WA Parliament in November 2016 with an implementation date of January 2019.

Consultation with Industry during the next 18 months will be ongoing and Aquatic Resource Use Plans will be drawn up during this time ready for the January 2019 implementation date of the new Act. An area in each fishery that requires close attention to 'get it right'.

I hold a number of Industry roles - Director/ Chair of Finance WRLC (Western Rock Lobster Council), WA Research Advisory Committee member and WAFIC (Western Australian Fishing Industry Council) Building Community Support Sub-Committee member. I am looking forward to attending the WA Seafood Awards in Fremantle on 3 August, the Trans- Tasman Rock Lobster Congress in Hobart from 23 to 25 September, Seafood Directions in Sydney from 27 to 29 September and of course the WINSC breakfast at Seafood Directions and the WINSC AGM on Friday 29 September.

I look forward to becoming more involved in WINSC next year and meeting a lot more people along the way.



QLD DIRECTOR MARGARET STEVENSON

Queensland fisheries and therefore women involved in the Queensland Seafood Industry have faced a significant number of issues ever since I took on the role of Queensland Director. From the State government's "Green Paper" reviewing Fisheries management at the end of 2016 to this year's ongoing outbreak of White Spot Disease in wild catch and farmed prawns, (the source of which has been traced to imported prawns) the threat of listing for the Hammerhead shark as an endangered species potentially threatening the livelihoods of Queensland net fishing families; ongoing commitments by the state government to implement more net free zones to follow those implemented in 2015 and Marine Park reviews as well as the more recent release of the Queensland Sustainable Fisheries Strategy 2017-2027 as a result of a consultation process at the end of 2016. WINSC submitted a submission into that process on behalf of the women involved with the Queensland seafood industry in consideration of the extensive impacts of government decisions upon wild harvest fishing families and those women employed in land-based seafood processing, wholesale and retail establishments also affected by government policies.

These Queensland seafood women were also offered the opportunity of participating in WINSC's International Women's Day project to profile women involved in some aspect of the industry during March. While many did not participate, it did provide an opportunity to highlight some of the women involved in the industry and some of the vital roles they play in every day industry functioning and events. These women contribute so very much to the success of the industry in spite of the challenges they face.

At the present time we are gearing up for the annual series of Seafood Festivals in our particular region, beginning with the very popular and successful Hervey Bay Seafood Festival run by Elaine Lewthwaite and Michelle Fuchs and their dedicated band of merry helpers, and followed up by a new Festival to be held at Bundaberg Port for the first time this year and then the annual Tin Can Bay Seafood Festival. Such events would not be as successful as they are without the dedicated efforts of seafood industry women.





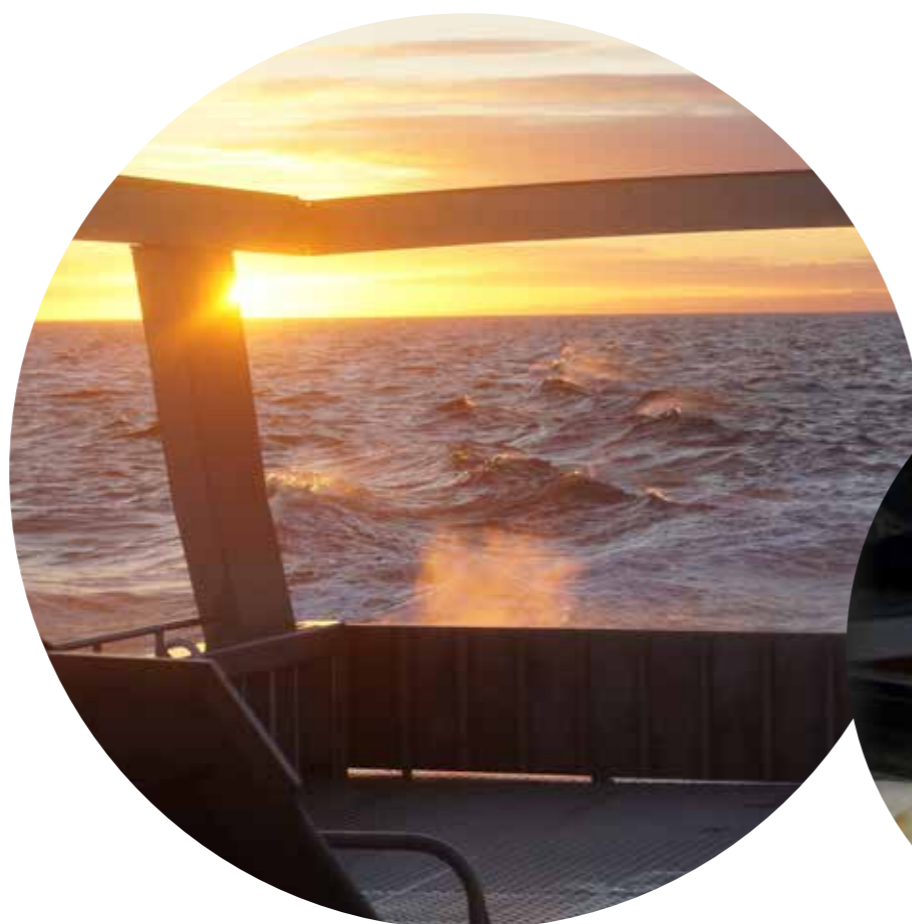
NSW DIRECTOR MARY HOWARD

Aiming for Membership Growth: I have increased participation and networking with the Women in Seafood across NSW. The Reform of the Wild Catch sector has been demanding.

Working with Industry and Fishing families: The NSW Reform and Fisheries Business Structural adjustment program continues to distress 100's of commercial fishers. Following the delivery of a STATE Petition, an inquiry was sought and held in 2016, The Chair of the Committee gave the minister the tick of approval to proceed with the share trading before final submissions were received in accord to the deadline set. Fishers have now participated in share trading in the open market, in the subsidised market and now some in a fixed market as DPI match some participating fishers whose businesses were not matched in the subsidised trading! Historic active fishers are stressed, the mental anguish that has been inflicted is intolerable and unfair. The cost to the industry is in the millions of dollars as they try to regain their catch history that has been shared across their fisheries just to regain their jobs.

The NSW Wild Caught sector are demonised by government policy over and over again with every restructure, review, reform, restriction that publicly applies as a solution the states sustainability of its fish resources. 85% of seafood consumed in NSW is imported. Political Discrimination of the wild harvest commercial fishing industry must be stopped.

National Petition: This year I sent a petition to the House of Representatives Canberra on behalf of the NSW seafood industry. There needs to be more recognition of the loss of local seafood that occurs every time a government removes active commercial fishers, there were less than 1100 commercial fishers in NSW at the start of 2017 and there will be less than 900 by December. Many of the fishers who have gone from the industry are active fishers.



NT DIRECTOR MARIANNE ST CLAIR



NT Rural Women's Award 30th March, 2017.

It was great to see the award again being hosted at Parliament House. The year Kate Peake won the award for her work around sustainable water use. Kate had previously been the Executive Officer for the NT Horticulture Association. Dr Milo Bristow and Mrs Helen Guyupul were the other finalists. Mrs Helen Guyupul was clearly the crowd's favourite with her wellness programs based at Elcho Island.

WINS (NT) Dinner Wednesday 5th April, Vietnamese Saigon Star, Darwin.

A few of us got together to catch up for dinner and discuss the "WINSC Make-over". Carmel Ball gave us an update on the Darwin Fish Markets. Rachael Ciesiolka updated us on her new seafood restaurant. It was great to catch up with Leanne Laddow as we had not caught up for some time. Everyone encouraged Rachael to submit an application for the NT Seafood Awards – which she had done. We wish her the best for her new Seafood Restaurant and the Seafood Awards.

Communications Issues and access to Telehealth.

The NBN has not successfully solved all our communications issues but we are seeing some improvements. Work is being done to expand access for more health services via telehealth. Providing more support and services for improved health and well-being is recognised as a key issue for rural, regional and remote people. Many of these issues were addressed at the recent B4BA Forum VI held in Fremantle: <http://broadbandforthebush.com.au/presentations-2017/>

I was able to secure \$37k to fund attendance at the B4BA Forum for people from n-f-p organisations.

Regional, Rural and Remote Communications Coalition.

This group was formed to address communications issues in the bush and includes organisations such as NFF (host organisation), Broadband for the Bush, Agforce, ACCAN, Cotton Australia, ICPA, National Rural Health Alliance, CWA and the NRWC recently joined as a member. I attend most of these meetings which are held every 2 weeks: <http://broadbandforthebush.com.au/regional-rural-remote-communications-coalition-canberra-visit/>





DIRECTOR AT LARGE TANYA KING

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. 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.

Sustainable Fishing Families - This year has been dedicated largely to conducting an FRDC-funded project called Sustainable Fishing Families: Developing industry human capital through health, wellbeing, safety and resilience. The project has two parts.

- 1 Workshops - The first involves the development of a series of health and wellbeing literacy workshops, modelled closely on the Sustainable Farming Families model that has been operated for over a decade by the National Centre for Farmer Health, in Victoria. We've successfully run one of three of the pilot workshops, with fishers from Victoria and South Australia.
- 2 Survey - The second part of the project is a national survey on the health and wellbeing of those in the fishing industry. The results are currently being finalised and will be available for distribution in the coming months, including at Seafood Directions.

Media - One of the key outputs of this project is the media attention for the industry which may be generated. Upon deployment of the survey (roughly around Easter), we were able to garner some media interest, nationally. Given the striking results of the survey (based on preliminary indications), there is significant opportunity to garner more media attention for the important health-particularly mental health-issues facing those in the fishing industry.

MARE (People and the Sea) conference - In July I attended a conference dedicated to social science research on fishing communities, and promoted the Australian industry, building networks and sharing ideas. On this basis, Dr Katia Frangoudes has asked me to write a history/status of WINSC for an upcoming book she's editing on women in global fisheries.

International Women's Day - Participated in the excellent 'photo profile' initiative.

Board member of Seafood Industry Victoria - Promoting issues relevant to women in the seafood industry, including those relating to how women's voices are heard (or marginalised) in this largely male-dominated industry.



DIRECTOR AT LARGE JAYNE GALLAGHER

And so ends another busy year!

2016/2017 has been a year of continual growth - for me, for my business and for WINSC. Most of my work has been behind the scenes helping to write proposals for funding and working on the WINSC renewal process.

The WINSC renewal process has been epic! Following our workshop at the WINSC Conference in September 2016 we developed a survey to find out

- what people's attitudes to women in the seafood industry are,
- what roles women currently play,
- what our stakeholders think of WINSC and
- how WINSC can work better to meet the needs of its current and potential members

We received more than 350 responses to our survey, which was a fantastic response, which has enabled us to identify key trends and some great ideas of what WINSC can and should be doing to ensure that we support women to not only have an input to industry wide debates and discussions but also to have impact on them.

I facilitated a discussion at the Board meeting in May to work out how we can take all the great ideas forward and what our priorities should be. As with any renewal process this is a continually evolving process so you will start to see some differences in the way we are organized and the way we operate over the next 12 months. More about this process will be coming out in the next few months.

Other activities I have been involved in are:

1. The International Women's Day promotion where we tweeted, posted and shared the profiles of the many wonderful talented women working in our industry. The reach of that exercise was amazing with people all over the world tweeting and reposting. Thanks to Leonie for leading this project I was so proud to have been involved in. Now we need to keep the momentum alive so I am working on an e-book that we hope to launch at Seafood Directions 2017 to be held in Sydney from the 27th to the 29th of September.
2. The Seafood Directions 2017 Organising Committee where, as we have decided not to hold our own WINSC Conference this year, I was tasked with ensuring that the program included issues important to our members.
3. The "Power Up with WINSC" breakfast which is to be held on the Friday morning of the Seafood Directions conference (29th of September) with an amazing lineup of speakers and participants it promises to be a thought provoking event - challenging the status quo!
4. The World Seafood Congress Organising Committee where I have worked to ensure that the role of women in seafood is highlighted as an international issue - particularly as the blue economy grows globally. With the role of women taking on an international dimension we will be profiling the work of WINSC and our members at that event. Leonie Noble (WINSC President) and Jen Shaw (WINSC life member) will be part of a special international panel to discuss how women can have a greater role in seafood internationally.

I look forward to what 2017/2018 will bring and helping to profile the increasing role that women are playing in shaping the future of our industry.

FINANCIAL STATEMENTS

PROFIT & LOSS STATEMENT 1 July 2016 to 30 June 2017

INCOME	
Badges	23.18
Conference Sponsorships	1,386.37
Donations	43.00
Interest Income	297.13
FRDC Funding Income	32,500.00
Memberships	3,035.48
Scholarships	90.91
Sundry Income	504.55
Total Income	\$37,880.62

EXPENSES	
Advertising & Promotion	1,500.00
Affiliation Memberships	3,000.00
Conference reimbursements	2,263.68
Dues & Subscriptions	210.00-
FRDC Project Expenses	11,322.73
FRDC Scholarships	1,500.00
Insurance	2,073.50
Legal & Accounting	172.31
Membership Badges and Scarves	102.73
Miscellaneous Expenses	45.45
Postage & Shipping	42.27
Printing	2,269.00
Teleconferencing	95.00
Travel & Accommodations	12,399.75
Website Expenses	816.00
Total Expenses	\$37,392.42
Net Profit/(Loss)	\$488.20

BALANCE SHEET As of 30 June 2017

ASSETS	
Bank Accounts	
Cheque Account	17,377.78
Term Deposit -0425	6,901.29
Term Deposit -7903	5,375.76
Total Liabilities	\$29,654.83

LIABILITIES	
Accounts Payable	3,300.00
GST Liability	2,617.45
B Konstas- loan to WINSC	19.00
Net Assets	\$23,718.38

EQUITY	
Current Year Earnings	488.20
Retained Earnings	23,230.18
Total Equity	\$23,718.38



AUDIT

Daphne R. Gobell
ABN 75 960 040 782

PO Box 195, MILANG SA 5256

Phone : (08) 8537 0517

Email : daffers12@bigpond.com

13th August, 2017

Women's Industry Network Seafood Community
5 Martin Street
BUNDABERG QLD 4670

Re: Financial Records for year ended 30th June 2017 - Audit Statement

I have examined the financial records for the association and make the following verification statement as per reporting requirements of the *Associations Incorporation Act*.

The financial records show that the association has bookkeeping processes in place to adequately record the association's income and expenditure and dealings with its assets and liabilities as per reporting requirements.

I have performed an audit on the financial records of the association and find that the accounts produced by the accounting system to be an accurate recording of the transactions, based upon the supporting documents provided by the association.

In my opinion the financial reports as produced by the accounting system, present a true and fair record of the financial position of the association.

Yours faithfully,

Daphne Gobell MIPA

 **IPA** INSTITUTE OF PUBLIC ACCOUNTANTS



WOMEN'S INDUSTRY NETWORK
SEAFOOD COMMUNITY (WINSC)

PO Box 430 Pt Adelaide SA 5015
www.winsc.org.au