

ANNUAL REPORT 2021



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 WINSC 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 WINSC held it's 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.

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

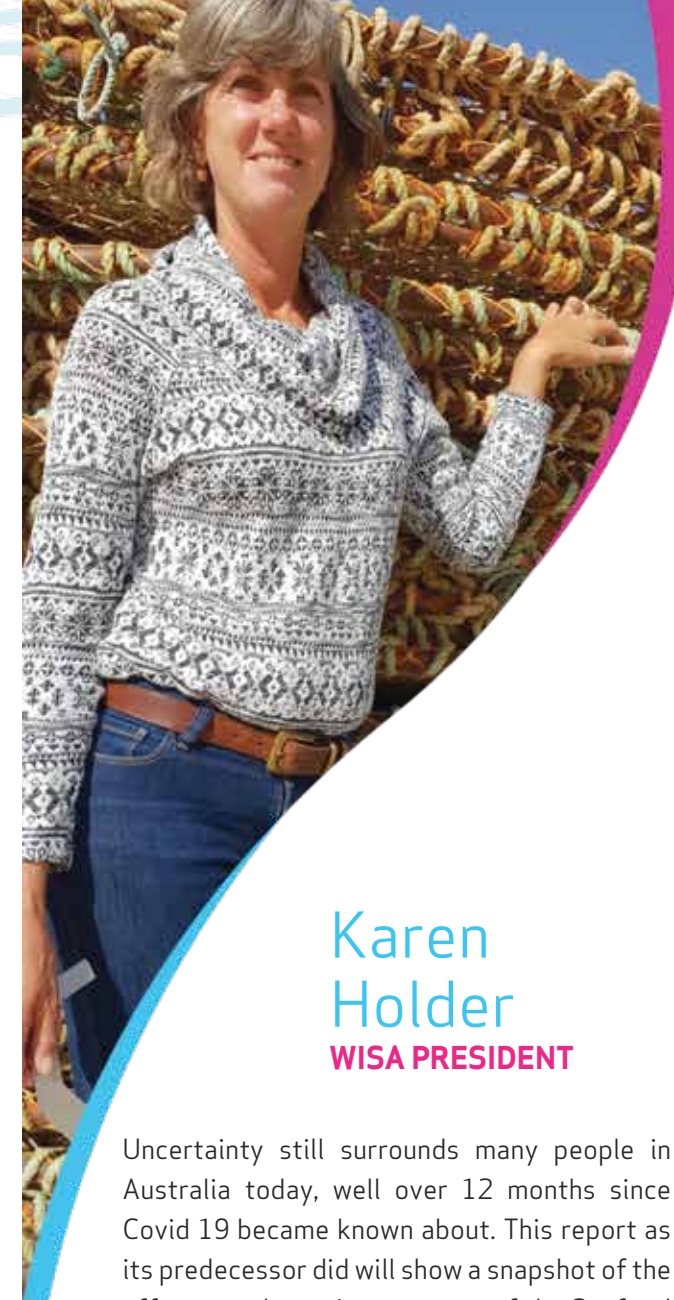
Through the provision of a newsletter and email links, WISA provides support, encouragement and the dissemination of information to seafood women members.

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

Uncertainty still surrounds many people in Australia today, well over 12 months since Covid 19 became known about. This report as its predecessor did will show a snapshot of the effects on the various aspects of the Seafood Industry the Directors are involved in.

WISA is proud that we spread across such a wide range of the industry because of the representation we have.

Alongside dealing individually with the many challenges of our lives the Board has been progressing the move to a Company Limited by Guarantee. One of the important aspects was the representation it would have. You, our members will see in communication that it was agreed to maintain the State and Territory Directors, with the addition of New Zealand and Asia if possible and 2 Directors at Large. All of this will be done against a skills matrix to ensure the Board has adequate coverage of all the areas of this amazing industry.

WISA began to shine the spotlight on Mental health in the seafood industry and I would like to commend the work now being done by Jo Marshall and her team with

the Stay Afloat program. This is making a significant difference to people in the Seafood Industry and I encourage you all to keep up to date via the regular tips and info on Facebook.

We have turned our efforts to the wide topic of Leadership and followed through with a National online screening of "The Leadership" as detailed by our Director Claire Webber. A second C Leaders course is running taking 18 women on an introduction to Leadership, this follows a similar number who participated last year. This is made possible with funding from FRDC and our membership of the National Rural Women's Coalition. The reach of our organisation is such that we had a New Zealander last year and an English woman this year, alongside the amazing Australian women this enables such a wide exchange of views and experiences. It is hoped this program will provide confidence to step into the other programs available or "step up" and reach the potential aspired to.

WISA has committed to a presence at the virtual event that will be WFC2021 where we have secured a booth thanks to an Australian Federal Govt Business grant. The pivoting of the event to virtual has necessitated some strategy changes however it is still the aim of WISA to use this opportunity to maximise the visibility of the amazing range of women in Seafood. I am excited that we will have Dr Kirsten Abernethy present her 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 increased participation. Kirsten has been interviewing women and last I heard was blown away by the information she was gathering.

Where we are now seeing for the first time a mixed relay at the Olympics showcasing both men and women in the same race. It is more important than ever to raise and maintain the visibility and skills of all women in our amazing industry. This needs to be underpinned with opportunities and information which is the primary aim of the FRDC project we are working on - Understanding, supporting and promoting effective participation by women within the Australian seafood industry.

WISA is a not for profit with a Board and I would like to thank the Board who have worked tirelessly this year.



**Karen
Holder**
SA DIRECTOR

It has been a bittersweet year for SA Seafood with the closing of the State Peak Industry Body- Wildcatch Fisheries SA Inc. There is some hope on the horizon from a FRDC funded workshop held in early July to look at the options which will hopefully produce some outcomes that lead to an effective voice for industry. SAWIN had a seat on the Wildcatch Council until it too was disbanded, the hope in the future is for a similar level of voice and involvement for women. A real sadness from this is the Seafood awards held bi-annually appears to be a casualty at least in the short term- hopefully next year they can be resurrected.

Covid in SA has been fairly benign in effects apart from 2 short lockdowns. Seafood is an essential service so goes on regardless for most sectors. Prices have been, for many, better than average when they can reach the market although the industries reliant on international trade have been significantly negatively affected and have had to turn to domestic markets and rejig their marketing strategies.

The large Oyster industry was just starting to get back on track following the decimation of POMS (Pacific Oyster Mortality Syndrome) when COVID hit last year. This also meant many changed marketing strategies and turned to online and direct sales.

A cool summer for SA meant some fisheries saw changes in normal catches and patterns particularly crustaceans and the tuna harvested for the ranching. There is evidence of climate change having an effect on species but little real scientific data to provide definitive information to help decision making and build into management plans.

Marine scale fishery reform took place over much of the last 12 months with voluntary buy back and now implementation of quota for newly recognised Tier 1 fisheries, all of which is still a work in progress but never without much angst.

The World Fisheries Congress 2021 has now changed to an online format as all of Australia grapples with the Delta variant of Covid.

SA has an annual fun run "City to Bay" and under the Stay Afloat Community Resilience grants I am getting a group together to walk in their PFDs, bright orange T Shirts and generally use the opportunity to engage the industry to have conversations about mental health and the positive impacts exercise can have. I look forward to reporting that this was a success.



**Samantha
Nowland**
NT DIRECTOR

The NT experienced its first lockdown since the start of the COVID pandemic last year. Although the seafood industry is an essential service and many of the businesses that make up and support the industry were able to operate in some form, everyone has felt the impact.

Darwin was one of the lucky communities chosen to pilot the Stay Afloat Australia mental health pilot program by Seafood Industry Australia, supported by WISA. As part of the Stay Afloat pilot program industry, primary health networks, community leaders and trusted industry advocates have been provided with training and resources to assist in better identifying and responding to mental health issues affecting industry participants. Darwin's Trusted Advocates have been trained to provide a listening ear and help navigate possible professional support services, if appropriate. In the NT, these heroes are;

- Michael O'Brien the Operations Manager at Australia Bay Seafood,
- Toni Hedditch a second-generation commercial fisher who has recently opened a retail outlet attached to the family business, and
- Fran Davis a respected veteran of the Darwin industry.

More information on the program can be found here; <http://www.stayafloat.com.au/focus-communities-darwin/>. Further to this, mental health first aid courses for

the seafood community are being held across the country and seventeen people completed a course held in Darwin on 26 and 27 May 2021.

To increase understanding and respect for Aboriginal Australians and their cultures, The NT Seafood Council have developed education resources and training material in relation to improving the understanding of the relationships between fisheries legislation, Sea Country, Land Rights and Sacred Sites; <https://www.ntsc.com.au/content/access-sea-rights-sea-rights>.

Following a review of the actual or potential impacts of seabed mining (seabed mining reports) the NT Environment Minister announced her intention to prohibit seabed mining in the NT under the provisions of the Environment Protection Act 2019.

This year the Atlantis 2021 NT Seafood Industry Awards are being held on the 25 August 2021. The Awards will bring 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.





**Meaghan
Dodd**
QLD DIRECTOR

Sitting from the home office not knowing what update to provide...Yes, the pandemic is still causing havoc, another year of the ongoing Queensland fisheries reform process and personally the loss of one set of grandparents has been devastating. In this environment, technology has made it very convenient to hold meetings now, but who else feels they have met their quota for Zoom and Teams meetings at the moment? Or even, not getting through the actions list that come out of each virtual meeting when you already late for the next one... With all the challenges faced, the feeling of being isolated or overwhelmed and not knowing which spot fires to put out first, I am blown away by the strength and the resilience of the industry to keep going. Don't forget you are doing an amazing job!!!

The National Seafood Industry Leadership Program - Port Lincoln 2020 Cohort, which I'm participating in, managed to complete the second residency in May on the Gold Coast, with a fabulous visit to the Gold Coast Fishermens Co-op and the industry dinner. This was my first REAL in-person event with other REAL people for the year - it was good feeling connecting again!

WISA supported CQUniversity's application for "Collaborative STEM thinkers: Developing female entrepreneurs in rural and regional schools", to build on their 'Women in Agri-Tech' project and although they were not successful this time, we have created a new connection to support the younger generation into science and hopefully seafood. This is critical for the new generations to obtain the necessary skills for the industry's future and for the current generation to have solid succession plans.

Although the foreseeable future is still going to be challenging, don't forget that you are not alone in this and please reach out to me or someone you trust to have chat, grab a coffee or even hold virtual 'happy hour'!

Now, taking a virtual leap across the pond Kiwi style, we have a few words from our member Donna Wells (Finest Kind) who also has a very relatable update:

Greetings, fellow members. Who would have known two years ago at Seafood Directions in Melbourne what was coming ahead of us? Our last face to face gathering for a still unknown time, as we come to terms with the new now. Bearing in mind, we are extremely fortunate in NZ to have open access, concerts and sport in our bubble and some were lucky enough to get in a trip across the ditch while the borders were open. In this case, we received a Sydney Fish Market visit in Nelson from Gus, Greg and Matt in early June, before Matt headed back quickly as Melbourne was preparing for another lockdown.



The effects of covid cannot be understated, as we pivot and pirouette to an uncertain future, governed by new rules, jabs and constantly moving goal posts. The last 18 months have been an unprecedented time for all industries and have required flexibility and constant reviewing of systems to adapt and survive. Covid 19 has tested systems to the limit, identifying vulnerabilities and opportunities to respond, adapt and build resilience. It has impacted on both the public and private sectors and these uncertain conditions will be with us for some time to come.

Business continues in this environment, where systems are challenged, supply chains are broken and under pressure at every link.

The New Zealand seafood industry is under pressure on all fronts. Whilst being deemed an Essential Industry, we continue to be challenged environmentally and find no real support at Government level. It's really tough out there, for everyone.

Overall, Covid has had the effect of increased prices, food, freight, wages, real estate, transport and travel - if you can!

In June, the Fed's (New Zealand Federation of Commercial Fishermen) held their annual conference in Dunedin and it was a very nice feeling to have everyone back in the room after so long.

It is great to see WISA stepping up and increased visibility around membership and the C-Leaders programme by way of Zoom and a panel session earlier this month. Keep up the awesome mahi and I look forward to more updates.



**Jessica
McInerney**
NSW DIRECTOR

It's been a big year for the Australian seafood industry, with the rolling COVID lockdowns and restrictions impacting our main export and foodservice markets, and the ongoing trade-rift causing a downturn in the China market. The NSW seafood industry has felt the full force of these, along with the impacts of floods, drought and fires.

2020, and now 2021 has been a year of buzzwords like "pivoting", virtual meetings and adapting on the fly. The importance of support networks and organisations like WISA cannot be understated in these times. While we, as commercial seafood producers, are a resilient bunch, most importantly we are a connected industry that pulls together to support one another in times of need.

We've been fortunate to see the WISA backed Stay Afloat program, being run by Seafood Industry Australia, commence in Newcastle, NSW as one of three focus communities covered in the pilot program. Broader supports and interactive sessions were delivered around the state and country, with mental health first aid training and interactive seminars held along the Northern NSW Coast and at Sydney Fish Market. As a whole, the program has had more than 500 interactions with industry members in the three communities over the short time it has been in place. This not only shows great engagement from industry, but that the program was very clearly needed.

I would like to thank the WISA network for their amazing support and engagement in the program, and the steering committee representatives who have ensured its success. It has been wonderful to see so many Community Resilience Grant events funded under the program held right around the country. We know the community bonds of seafood communities are strengthened when we come together, and when it comes to mental wellness we're all in it together.

The first whole-of-industry marketing campaign was launched under Great Australian Seafood, and while the domestic retail market has been overheated in some parts, the campaign has been a wonderful opportunity to provide support to sectors in need - many of which are based right here in NSW. This has brought the industry to a level playing field with other ag commodities like beef, eggs and pork. Something the industry has aspired to for sometime.

Finally, I would like to thank the WISA Board, WISA members and the broader Australasian seafood community for welcoming me into my first board position.

My first year has flown by, and although I'm still learning the ropes, the satisfaction I've gained through my involvement in WISA has been immense. It's a great privilege to be able to work alongside such an influential, inspiring and supportive group of people who, like me, are passionate about advancing the interests of women in the Australasian seafood community. Once COVID is behind us, I look forward to meeting each and every one of you in person.



Heidi Mumme
TAS DIRECTOR

Adaptability, flexibility and resilience are words that are becoming part of our everyday language as a result of the shifting world we are becoming more accustomed to.

With COVID still affecting our lives daily, the challenges and impacts on industry and businesses are ongoing. Hardships are still being faced by all sectors throughout the seafood industry and it is so important for us all to support our local businesses. Have you purchased seafood off the back of a vessel or gone to your local markets to support local producers and suppliers? If the answer is no, then you should - In my experience you won't look back!!

Reflecting on the last 12 months, they have again been difficult and challenging in so many ways. The continual rearranging of diary dates, the lack of opportunity to meet face to face, postponements, restrictions, and lockdowns. During this time, WISA has been working hard to increase the visibility and value of this fantastic organisation, the only one of its kind supporting and promoting women in the seafood industry. WISA has taken the opportunity to commence some exciting research, with funding from FRDC led by Dr Kirsten Abernethy that will help us understand the levels of women's involvement in the seafood sector and barriers to increased participation. I am really excited to hear about the progress of this research as part of the upcoming World Fisheries Congress in September.

On a state level, Tasmania has such an amazing and diverse seafood industry contributing to the state's economy. However, our fishers are hurting and facing increasing challenges with the ongoing impacts of COVID. Support is needed for our industry to ensure we still have one to be a part of in the future.

Although times are tough, there are some good news stories which are increasing the visibility of our fantastic industry. In last years report I highlighted

TSIC's **"EATMORESEAFOOD"** campaign promoting "Eat More Seafood - Buy Local Support Your Community" which was extremely successful in raising the profile of the seafood industry. As part of that campaign, late last year a digitised interactive seafood trail promoting where to buy and eat Tasmanian seafood along with industry awareness information was launched <https://www.seafoodtrails.com.au/>. The site highlights shops, farm gate producers, where to eat, history, photos, events and so much more. I encourage everyone to take a look at the site. With other initiatives such as TSIC's Working on Water Schools Program and the Tasmanian Smart Seafood Partnership hosted by NRM South working in partnership with TSIC, plus the amazing, ongoing work of the Stay Afloat program, the seafood industry in Tasmania has great supporting initiatives in place.

In particular, I am looking forward to the upcoming Tasmanian Seafood Industry Awards on 8th October that will showcase the diversity, resilience and strength of the Tasmania seafood industry.

Personally, COVID has meant further postponements to the National Seafood Industry Leadership Program, which I work on as part of the Affectus team, but we are learning to adjust, adapt and be flexible. I continue to work with the FRDC Seafood Safety Initiative Committee and am a Board member of Seafood and Maritime Training in Tasmania. I am also looking forward working with both the Tasmanian and Victorian Research Advisory Committees (RACs) as Chair to identify and develop research priorities for sectors within the seafood industry in both jurisdictions.

Over the coming year I look forward to building the profile of WISA not only in Tasmania, but nationally and continue to highlight the diversity of women who work within the amazing seafood industry.

I would encourage you all during these challenging times to jump on opportunities whenever they present themselves, continue to check in on your mates, pull together and support each other in any way you can.



Justine Arnold
WA DIRECTOR

Western Australia has been fortunate to not have prolonged outbreaks of COVID-19 over the past 12 months compared to the east coast of Australia. In the regions where I am located we have been spared the impact of lock-downs and having to wear a mask in public, having to adapt to scanning into every business that you visit using the Safe WA App.

With no face to face events taking place over the past 12 months either, we have had to settle into the virtual world a little more, with frequent zoom webinars and meetings. I think this has been helpful as most of the webinars usually I could not attend, either due to work commitments or travel constraints.

The aquaculture industry, which I was involved in became a casualty of COVID-19 and ceased farming product for a period of 12 months. Due to this, I was able to step into a role with WISA as the Admin and Communications Officer. I stepped down as the WA Director in January 2021 to fulfill this position without any conflicts.

It was very rewarding to work with WISA, the ability to raise the profile of the organisation, increase member communication and modernizing the behind-the-scenes cogs and wheels that make everything turn. There was increased communication with WISA members through newsletters and social media engagement.

WISA 2021/22 Members should have all received their membership certificate and badge. WISA encourage members to pop this badge on your email signature or on your LinkedIn profile, as a badge of honor to be apart of the WISA network.

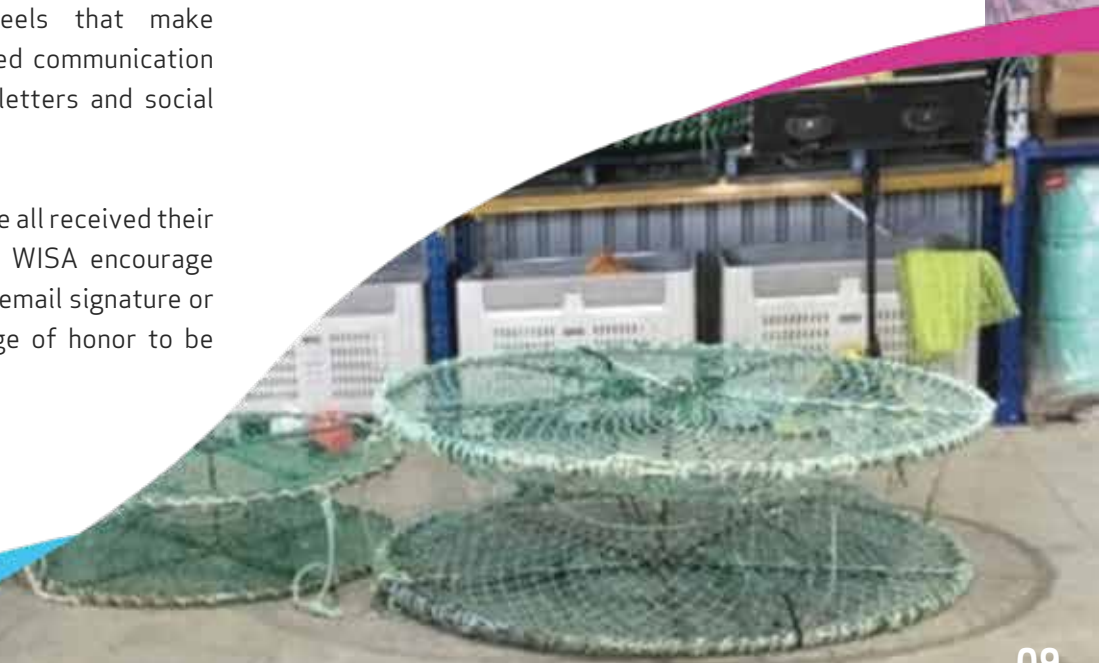
I assisted with the organization of International Women's Day celebrations in March this year. With the theme **#CHOOSETOCHALLENGE** what better way to celebrate than with a screening of 'The Leadership' documentary, a thought provoking and insightful film.

There was an in person screening held in Port Lincoln and a virtual screening held online. There was a National Q&A panel held over Zoom that WISA put together to discuss the film, its themes and how these affect our panelists. WISA were lucky enough to secure Jill Briggs from Affectus to facilitate the discussion between panelists Dr Kate Brooks, Molly Christensen and Claire Webber (who also hosted an in person discussion Port Lincoln).

I am personally so proud of the overwhelming response WISA received from members and non-members to participate in the second C-Leaders Pathways course this year - we had to turn people away. This screams to me the need for basic leadership training in the first instance, with women in the industry looking for basic, leadership training.

There is the potential for a medium level leadership program to be developed to follow on from the C-Leaders course, which would lead into the higher level leadership programs already available but highly competitive, such as the National Seafood Industry Leadership Program and the Australia Rural Leadership Program.

I look forward to seeing where WISA has moved to in another 12 months!





Linda Williams
DIRECTOR AT
LARGE

Another year has come to a close, again a year of challenges and uncertainty due to COVID and the China trade disruptions affecting the Australian seafood industry.

Western Australia has pretty much kept its border closed with strict quarantine protocols in place leaving very small windows of opportunity for travel outside of WA.

Whilst we have been relatively safe from lockdowns here in WA it has meant that face to face meetings outside of the State have not been possible and Zoom is still a focus of our everyday lives.

The International Conference and Workshop on Lobster Biology and Management, scheduled for October 2020 in Fremantle, was again postponed until October 2022.

As a member of the steering committee I am confident that we made the right decision as the majority of attendees travel from overseas and I very much doubt that international travel will be up and running by October 2021 let alone 2022. With international travel forecast for 2023 it is still doubtful that a full face to face conference will go ahead, we shall see!

The China trade disruption has hit the Australian rock lobster industry and abalone industry very hard. The Western rock lobster industry bounced back in mid 2020 after the COVID outbreak, only to be brought to its knees in November due to the China trade dispute.

Exports ceased to China due to changes in their border inspection protocols, leaving lobster on airport tarmac and Chinese buyers left with no option but not to buy.

Since then it has been a scramble from all avenues to work out how we can sell Australian lobster into other international markets and push more product into the local market. The local market is small and cannot absorb the quantities of lobster caught by fishers, the international market will take time to build and is not prepared to pay the high price that China was prepared to pay. Australian lobster is easily substituted by New Zealand, Canadian, American, Mexican etc. lobster all of whom are reaping the benefit of Australian lobster not being imported into China.

As an industry we can only keep working on developing new markets and new products and hope that fishers can survive the lower prices and uncertainty of the years ahead. Perhaps one day direct export to China will resume but in the immediate future we have to look at diversification and much less return for our product. How quickly circumstances can change, from pots of gold to ?

I believe that working together will get us through, thanks to SIA, WAFIC, STAG, GFC, State and Federal Governments and others, too many to mention, who have all worked tirelessly during this very challenging period to keep product moving and fishers fishing.

I think the below quote from Darryl Hockey, CEO of WAFIC, sums it up for me:

'The only constant that we have in our industry is that we continually face never-ending challenges from every direction. While the weather and markets can change, the broader challenges of resource access and security just keep on coming. WAFIC is doing what it can to address these key matters but we also need the help of the fishermen and crew as important ambassadors who can set a positive example every single day in everything that we do. As an industry, the only chance we have for a healthy future is if we pull tightly together'.

On a cheerful note, WISA has gone from strength to strength over the past 12 months.

Membership has grown and participation in the C-leaders online program has been keenly contested. WISA has become more active in the communication space and more women in the seafood industry are becoming aware of the organisation.

Preparations for the Power up breakfast at the World Fisheries Congress in September 2021 are well under way, hopefully it will all go ahead as planned.

My main focus at the present time is drafting a new constitution for WISA enabling the association to transition to a Company Limited by Guarantee (CLG). This is long overdue with the current constitution well out of date.

Transitioning to a CLG will better serve WISA as a national body, at present the association is incorporated in South Australia which has its own set of rules and the requirement of some members to reside in SA. Its taking a little longer than anticipated but as a Board we want to get it right. Once we have a finalised draft members will have ample time to comment and provide input.

To finish off I would like to say how honoured I have been to serve as a Director on the WISA board. So many talented women in the seafood industry. Strong, dedicated, driven, passionate are only a few adjectives to describe them. They have spurred me on over the years to believe in my ability, particularly in my industry which is still very much a male dominated industry. I am proud to say that I was the first (and only) female elected member of the Western Rock Lobster Council board and first female Chairperson. I sincerely hope not the last but it is difficult to earn the trust of members, however I truly believe that female representation on the board is sorely missing.

Reluctantly I am not going forward to the new WISA, it's time for new, younger board members to take up the challenge and drive the company forward. I have met so many wonderful people during my time with WISA but it's time to step down now.

I wish the new WISA all the best and look forward to still being a part of the company as a member and watching the company grow as more women in the seafood industry become empowered to take up the challenge and put themselves forward for leading roles.

Take care.



Barbara Konstas
VIC DIRECTOR

I have the honour of residing in Melbourne, according to media reports, will have the dubious honour to be under the longest lockdown restrictions practically in the world. This fact alone is fatiguing, and has taken its toll, however I am fortunate to work in an industry that is considered essential and can leave home to go to work each day.

At the Melbourne Seafood Centre trade has continued, in mid-2020, we have managed a small Covid outbreak, which fortunately did not continue to spread. When an outbreak does occur, communication is the key, all stakeholders are informed and briefed daily on updates. Fortunately, we reached out to Seafood Industry Australia, whose expertise in this department, assisted our management team whilst we concentrated on other important tasks and led to minimal business disruption and ensured the continuity of supply. I was involved with the World Fisheries Committee and maintained this role when it was changed to 2021 although it was challenging to cross across the international dateline for meetings with the Northern Hemisphere often being held in the evenings- not easy when the market starts at 5.00am. It was disappointing that the event moved to virtual, however results from the take up ensured it was success.

I sit on the board of SIV (Seafood Industry Victoria) and have taken on additional duties alongside the independent Chair, this whilst a new EO is appointed, and a new strategic direction set. I also sit on the board of SETFIA, the South East Trawl Fishing Industry Association, whose members include fishers, quota owners and sellers in the south east trawl fishery. The association works to build a common culture of environmental stewardship, self-management and improved safety practices on the water.

The success of the Stay Afloat program under Seafood Industry Australia and managed by Jo Marshall is the culmination of a huge amount of work. I was personally involved in this from the beginning and sit on the committee which advises Jo on a regular basis. We have had many positive outcomes and the mental health training sessions being a great success.

As the Victorian director of WISA and its treasurer, I can say that I am proud to be involved over the past 4 years and have also given back to an industry that has given so much to me. Stay safe, and lets us hope that by 2022 we can move back to our normal lives and COVID will be relegated to the past.



Jayne Gallagher
DIRECTOR
AT LARGE

Well, what a challenging 12 months it has been for everyone! I like many people have been separated from my family for far too long and I am eagerly awaiting the promised opening up of our borders. The business and personal challenges for me, like everyone else, are just too numerous for me to mention.

What strikes me though is that despite these challenges we have been learning to adapt and adapt quickly. We now take the cancellation of an event in our stride and move what we can online. Moving in and out of lockdown and pivoting businesses to serve consumers in different ways has become the norm. Australia's seafood businesses have ridden that roller coaster ride and we have seen changes in consumer behaviour, here and internationally, that are providing growth opportunities for businesses who can respond to that changed demand.

WISA too is changing. Just before COVID19 struck in a big way the WISA Board met in Adelaide (January 2020) where we decided to change the way the organisation was structured so that we could focus on, and provide more value to, our members. Work has continued towards achieving this change and a new look Board will soon be appointed, with some new member focused initiatives in the wings. We will also shortly be recruiting an Executive Officer to work with the Board on achieving their vision.

I will be stepping down from the WISA Board during 2021/2022 when the new Board is appointed. I will still be an active member promoting and highlighting the important role that women play in our seafood industry and helping other women to realise their potential. I encourage others to join too – for an investment of less than the cost of one coffee per month you can support WISA to support the women in our industry to achieve great things.

To all my friends and colleagues I wish you well as we try to navigate ourselves, our families, and our businesses out of the pandemic and look forward to the time when we can catch up in person.



Claire Webber
DIRECTOR
AT LARGE

Women involved in the seafood industry are incredibly resilient. One of the reasons I became involved with WISA was to gain a deeper understanding and appreciation of the challenges we face and our ability to navigate and grow from the experiences we share. This group of women supports each other and will push forward on issues that concern members, such as workplace gender bias. For this reason, it was rewarding to host a screening of *The Leadership* in Port Lincoln on International Woman's Day, 8 March 2021.

The in-person event was held at the Port Lincoln Hotel, where 22 locals attended the documentary screening. The film reports on the flagship voyage of *Homeward Bound*, a transformational leadership initiative for women in science, technology, engineering and mathematics (STEM). It explains the complex issue of gender disparity, whilst documenting the experiences of 76 women in STEM during an intense oceanic journey into Antarctica. If you haven't seen it, I highly recommend you do. Following the screening there was an in person roundtable and de-brief, where the critical issues raised in the film were discussed.

The discussion also focused on what attendees might do to continue momentum for greater equity in seafood and other sectors.

Engaging with WISA members is always very interesting, and being on the Board has enabled me to have a wider reach. Connecting our members to each other is something the Board will strive to do more consistently, and please never hesitate to contact me if you have something you want to discuss.

Some information on female participation in South Australian seafood industry leadership roles: An independent report on Diversity in Agribusiness submitted to the Minister of Primary Industries and Regions South Australia (in draft Dec 2020) noted data that revealed there was better representation of females amongst South Australian CEOs and Executive Officers when compared with the national average, at 44% - with a notably higher figure for the fisheries and aquaculture sample. The same report also highlighted that within peak agribusiness bodies in SA, 22% of board members were females – with lower representation in the fisheries, aquaculture and forestry boards surveyed – and that only 6% of chairs were females.

Such data reaffirms that continuing to encourage female leadership within the seafood industry is incredibly important. WISA are well placed to support women in the seafood sector to be successful, have fulfilling careers at their highest potential within this extraordinary industry.



The End of an Era

WISA would like to share the story of the Gippsland Lake commercial fishermen.

Beginning in the 1870's, the Gippsland Lake commercial fishery in eastern Victoria ceased on the 1st April 2020. The small-scale commercial fishery formed the basis of the largest fishing community in Victoria, Lakes Entrance.

The fishery was closed by the Victorian State Government as part of its 'Target One Million' plan to grow recreational fishing. But this 2018 election promise also spelled the end of an era for many family fishing businesses, specifically the remaining ten licence holders, many of them 'generational' fishermen whose families had commercially fished the lakes for decades. They pulled in their nets for the last time on the evening of March 31, 2020.

The End of an Era project was formed to acknowledge the contribution and socio-cultural history of Australia's oldest small-scale commercial fishery, before the memories and stories disappear with the community and the licence holders, with funding provided from the Fisheries Research and Development Corporation to enable project leaders to pull all the information together.

The project collected oral histories and photographs of the fishermen. The photographs of the fishermen were captured before the closure by a team of photographers, Leigh Henningham, Donna Squire and Geoff Stanton.

- The oral histories are housed within the National Library of Australia - A Oral History Collection here: <https://nla.gov.au/nla.cat-vn8052122>

- The photographs were to be displayed in exhibitions around Melbourne and travel around Australia starting in April 2020, but due to COVID-19 restrictions the exhibitions were delayed until 2021, with several cancelled. Plans to develop an online version of the exhibition are underway, so keep your eyes peeled for more information on this.

WISA would like to acknowledge the fishermen and their families that generously gave their time through a very tough period of their lives:

Arthur Allen, James Casement, Micha Davey, Ross Gilsenan, Mathew Jenkins, Rob Jenkins, Gary Leonard, Harold Leonard, Frank Mitchelson, Harry Mitchelson, Mary Mitchelson, Kevin Newman, Leigh Robinson, Peter Tabone and Andrew Twigg.

Mary Mitchelson, an inaugural WISA Hall of Fame member and her brother-in-law Frank are no longer with us, WISA would like to dedicate this article to both Mary and Frank. May their contribution and memory live on through these beautiful images.

Huge acknowledgement to Lynda Mitchelson-Twigg, Dr Nikki Henningham, the three photographers - Leigh Henningham, Donna Squire and Geoff Stanton and consultant's Dr Tanya King and Dr Kirsten Abernethy for their time and commitment to capturing the importance of the Gippsland Lake fishermen's legacy and increasing public understanding of the contribution of small-scale fisheries in Australia.



Mary Mitchelson, Lakes Entrance, June 2019



Frank Mitchelson, Lakes Entrance, June 2019



Gary (right) and Harold Leonard, Lakes Entrance, June 2019



Gary Leonard, Lakes Entrance, June 2019



Prawning



A cool morning on the lake



'Boots at work'



'Mitchelson fishermen hauling the nets'

GIPPSLAND FISHERS

FRDC Project No 2018 - 181

This body of work was driven by Lynda Mitchelson-Twigg, Thank You.
All images are copyrighted & cannot be reused without
authorisation from the photographers

BALANCE SHEET

Women's Industry Network Seafood Community Incorporated
As at 30 June 2021

	30 Jun 2021	30 Jun 2020
Assets		
Bank		
Cheque Account	120,465	105,287
Term Deposit 0425	11,191	11,068
Total Bank	131,656	116,355
Current Assets		
Accounts Receivable	5,413	1,848
Visa - Prepaid Credit CARD	2	2
Total Current Assets	5,416	1,850
Total Assets	137,072	118,205
Liabilities		
Current Liabilities		
Accounts Payable	1,100	2,250
GST	4,234	6,066
Rounding	4	4
Total Current Liabilities	5,338	8,319
Non-Current Liabilities		
B Konstas - Loan to WINSC	-	-
Total Non-Current Liabilities	-	-
Total Liabilities	5,338	8,319
Net Assets	131,734	109,886
Equity		
Current Year Earnings	21,848	67,951
Current Year Surplus/Deficit	(10,240)	(10,240)
Historical Balancing	50,795	50,795
Retained Earnings	69,331	1,380
Total Equity	131,734	109,886

PROFIT AND LOSS

Women's Industry Network Seafood Community Incorporated
For the 12 months ended 30 June 2021

	Jun-21	Jun-20
Income		
Activities Income	688	909
Donations	909	560
FRDC Funding Income	33,000	107,500
Memberships	6,309	7,895
Power Up Breakfast	-	7,145
Stripe Fees Reimbursement	7	2
Total Income	40,913	124,011
Gross Profit	40,913	124,011
Plus Other Income		
Interest Income	161	252
Total Other Income	161	252
Less Operating Expenses		
Affiliation Memberships	1,000	4,000
Bank Charges	(6)	10
Dues & Subscriptions	210	-
FRDC-Project EXP 2018-174	15,354	41,220
Insurance	1,542	1,522
Legal & Accounting	1,016	982
Miscellaneous Expenses	-	150
Power Up Breakfast Expenses	-	4,665
Printing	-	887
Stripe Fees	20	13
Teleconferencing	-	40
Website Expenses	90	2,824
Total Operating Expenses	19,226	56,313
Net Profit	21,848	67,951

STATEMENT BY THE BOARD & INDEPENDENT AUDIT REPORT

CONFERENCE DATES

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:

1. Present fairly the financial position of Women's Industry Network Seafood Community Inc as at 30 June 2021, and its financial performance for the year ended on that date.
2. 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:

President

Treasurer

Dated this 13 day of August 2021

STEVENS & ANDREW

Certified Practising Accountants

Director: Greg Andrew CPA

16 August 2021

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

Dear Ms Konstas,

Re: Audit Clearance Letter to the Board 2020/21

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 2020/21 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 regulatory 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 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

Stevens & Andrew Pty Ltd ABN 29 323 382 029
117 Glen Osmond Road, Eastwood SA 5063
Telephone: 0411 602 990
Email: gregandrew@stevensandandrew.com

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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

Year	State	City/Town
2011	VIC	Melbourne
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
2020	VIC	Melbourne



MELBOURNE
SEAFOOD CENTRE

wholesale fish market

WISA would like to thank
Melbourne Seafood Centre for
sponsoring the production of the
2020/2021 WISA Annual Report.



Women in Seafood Australasia

PO Box 430 Pt Adelaide SA 5015

www.womeninseafood.org.au

#ChooseToChallenge

