



The Fishermen and Scientists
Research Society

ANNUAL REPORT

2014/2015

Congratulations to
Eugene O'Leary on being
inducted into the
*Atlantic Canada Marine
Industries Hall of Fame*



The Fishermen and Scientists Society would like to recognize Michel Soucy's fabulous fishing boat photos (& buoys) on the cover.



Michel Soucy Photography - Cheticamp
michelsoucy.com

Professional Photography services located in Cheticamp, Nova Scotia,
which include portraiture and event photography, copy & restoration
as well as custom local printing services.

MESSAGE FROM THE PRESIDENT

I would like to thank everyone for coming.

The FSRS has seen its share of ups and downs this past year, but with a new outlook and some belt tightening we are persevering. As president, I've tried to listen and to represent the views of fishermen and scientists as well as the FSRS staff who all care deeply about the long-term sustainability of the Maritime coastlines, our livelihoods, our way of life, and of course, of the FSRS.

I hope our collaboration between scientists and fishermen continues. And serves as a model for others.

In closing, I'd like to thank my fellow Board members for their support and commitment, as well as all the volunteers who help make our work possible.

Respectfully submitted,
Ken Snow



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WHO ARE WE? WHAT DO WE DO?

The FSRS is a not-for-profit organization consisting of fishermen, scientists and oceans enthusiasts.

We work to promote the long-term sustainability of our Maritime marine ecosystem and of our marine fisheries resources.

We do this by fostering cooperation and collaboration between fishermen and scientists.

Our work contributes directly and indirectly to the economic, environmental and social prosperity of the Maritime's coastal and rural fishing communities.

FSRS Staff 2014



Photo 1 by A Barnett; from left to right: Shannon Scott-Tibbetts; Monica Finley, Shaun Allain; Tricia Pearo Drew; Jennifer Dagley.

BOARD OF DIRECTORS

Name	Position
Ken Snow	President
Eugene O’Leary	Vice-President
Wilford Smith	Treasurer
James Gray	Secretary
John Levy	Past President
Bill Bond	Director
Hubert Boutilier	Director
Josh Fricker	Director
Garnet Heisler	Director
Peter Hurley	Director
Jean Lavallée	Director
Chief Alex MacDonald	Director
Craig Nickerson	Director
Hilda Russell	Director
Angelica Silva	Director



Photo 2: Directors Garnet Heisler and Wilford Smith

EXECUTIVE DIRECTOR

Dina Desveaux came aboard the FSRS last summer. She's a fisherman's daughter, a teacher and the former education manager of UNICEF Canada.

Dina cares deeply about social justice, the environment and our marine ecosystem's sustainability. She believes maintaining a robust fishery that contributes to (local) food security should be a larger priority at all levels of government, educational institutions and society.



Dina BELIEVES IN A FUTURE where a decent living wage can be earned in rural parts of the Maritimes remain feasible.

Dina BELIEVES IN A FUTURE where fishermen gain much more respect for their work.

Dina BELIEVES IN A FUTURE where the FSRS will be recognized for the amazing work that we do.

MESSAGE
FROM THE
EXECUTIVE
DIRECTOR

Dear FSRS Friends,

The theme for 2014 can be summed up in one word:
TRANSITION!

After 20 years with the FSRS, Patty King retired and I came aboard. The first mandate the Board of Directors gave me sounded like this: Finances, funding, and yes, frugality!

After meeting with staff, I met the Board in July and came out with a somewhat revised mandate: Focus on finances, improve communication, and give the FSRS a more stable structure to move forward.

And, in spite of major challenges, we're so fortunate to have a committed staff that goes above and beyond. Due to funding cuts, we were sadly forced to say goodbye to Shaun and Jen. Monica left on her own to pursue a career with DFO, but Anne Cheverie came back and quickly made herself at home.

To the fishing communities of the Maritimes: I hope the FSRS will visit you in the near future so that we can find out more about your local projects and explore ways to assist you, or collaborate with you on goals we have in common.

This year, I'm excited to continue the work we started, but also about new ventures—if you haven't done so yet, please consider becoming a member, or making a donation, or volunteering on a committee, or responding to a survey...

Remember, there are four staff and more than 500 of you. This is the year YOU will decide the future of the FSRS!

Respectfully submitted,
Dina Desveaux

EXECUTIVE SUMMARY

FSRS MEMBERSHIP: 519 (up from 507)

More than 50% of our members are fishers; other members are made up of scientists, students, harvesters and industry representatives as well as oceans enthusiasts.

SCIENTIFIC PROGRAM COMMITTEE – Report on all of our projects delivered as part of the annual conference. The report will be posted on our website in the following weeks.

COMMUNICATIONS

Communications Committee

Newsletters

- o 4 issues – March, June, October and December
- o We are in the process of switching to 100% on-line subscriptions to reduced mailing and printing costs further.

Web Site (www.fsrs.ns.ca)

Web site is more user-friendly and visually appealing, but there is room for improvement - slated in the 2015 work plan.

Ocean 11 Program

Award Ceremony was held at BIO on World Oceans Day.

Events/Outreach

Annual Conference, Truro, NS. - February 14-15, 2014

Meet & Greet, BIO, Dartmouth, NS – June 24 & July 25th

STEERING COMMITTEE

Governance & Policy: Introduced governance and several policies to provide a solid structure for the FSRS to move forward.

Strategic Visioning – The transition “committee” set up to assist with Patty’s retirement and Dina coming on board as the new executive director has been working on a three-to-five year plan.

BUDGET HIGHLIGHTS

Highlights Revenue/Expenses	Actual 2014	2013
Revenue	\$467,160	\$587,788
Expenses	\$506,416	\$666,721
*Deficiency of Revenues over Expenses	\$(39,256)	\$(78,933)
Highlights Assets/Liabilities	Actual 2014	2013
Capital Assets	\$241,247	\$279,713
**Liabilities HST Liability ERASED in 2014!	\$(11,660)	\$(136,515)
Invested in Capital Assets	\$5,556	\$6,568
**Net Assets	\$229,587	\$143,198

* Good news: Despite a year of transition with dual salaries overlapping during training & rescinded funding, we reduced our deficiency by \$39, 677, or more than half. The 2015 working plan includes erasing this deficiency.

**Great news: Due to our HST liability being aborted, we have increased our net assets by \$86,389.

WORK PLAN

2015

FINANCES: The plan ahead is to raise revenues back up to break the \$500,000 mark. The expense reduction levels of the 3rd and 4th quarters are not sustainable, but the overall annual expenditures are. The goal is to see our deficiency of expenses over revenue to be in the black by next year. This goal includes going to the membership to discuss membership dues and/or fees for the conference.

COMMUNICATIONS:

Communications will be a focus in 2015. Our plan is look at building capacity by building on our community outreach, both in person and on social media (e.g. the possibility of starting a Facebook page based on the hiring potential, in turn, based on funding). We'd like to start a working group for the next year's annual conference under the umbrella of the Communications Committee. Our quarterly newsletter will go fully on-line. We will also explore potential collaborations to restore the funding loss of the educational outreach part of our work. Lastly, we want to look at the value of our website to our members and explore how it might better answer to your needs.

STAFF RETENTION: The FSRS sadly had to see staff reductions in 2014, but with our fiscal house in order, we intend to start rebuilding our capacity and investing in the core staff we do have.

NOMINATIONS & ELECTIONS

1. Scientific Program Committee Chair
2. Communications Committee Chair
3. Executive Officers
4. Directors at Large



As we part ways for now, I want to encourage you to think about the future of the FSRS and your role in it. I'd also like you to think about a question I've been asking myself since I started in this position of leadership:

How can the FSRS continue to support the long-term sustainability of our Maritime Marine Ecosystem and those who depend on it, EFFECTIVELY?

Here are some of the answers I've come up with so far:

- Establish a clear focus of goals we all agree on, in order to improve & shape the FSRS vision
- Communicate our focus, our relevance, and our critical role to all Maritimers
- Continue providing high-quality data in the most cost-effective manner that links our research to the needs of Maritime communities
- Use credible and transparent processes that involve the people and communities we serve.
- Raise awareness about the vital work that we do with our current and potential funding partners.

I welcome your ideas!
THANK YOU!