



Institute of
Professional Editors

Institute of Professional Editors Limited

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Institute of Professional Editors Limited

Annual Report 2018–19

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About IPEd

The Institute of Professional Editors (IPEd) is the Australia- and New Zealand-based professional membership association for editors, with approximately 1300 members (active members, financial and non-financial). IPEd exists to advance the profession of editing, and to support and promote editors. We aim to develop a strong organisation that supports a thriving membership by offering professional development opportunities, valuable member benefits and advocacy for the profession.

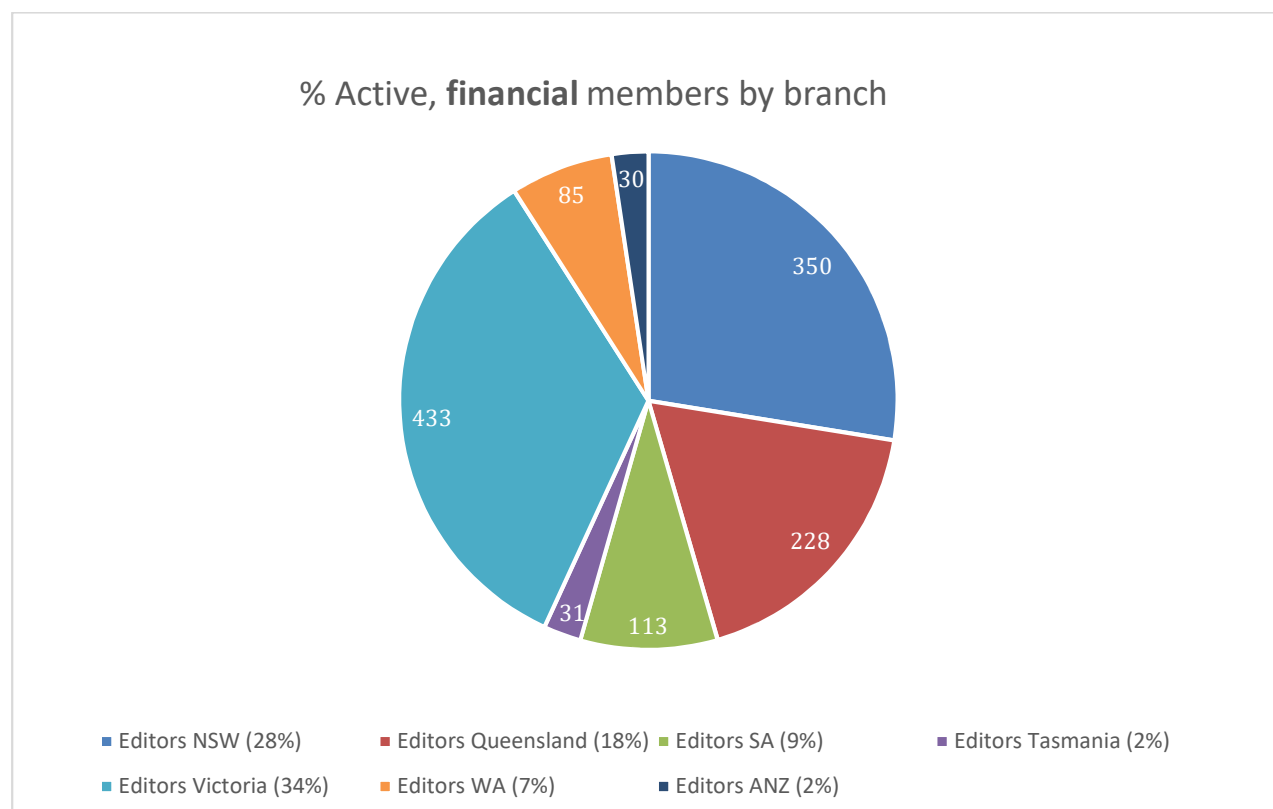
Our members play an important role in content development and publication. They work collaboratively with authors, writers and content creators to help them to get their message across with greater clarity, elegance and insight.

IPEd operates an accreditation scheme that confers the postnominals AE (Accredited Editor) and DE (Distinguished Editor), the latter applying to those so nominated in order to develop and deliver the initial accreditation exam, held in 2008.

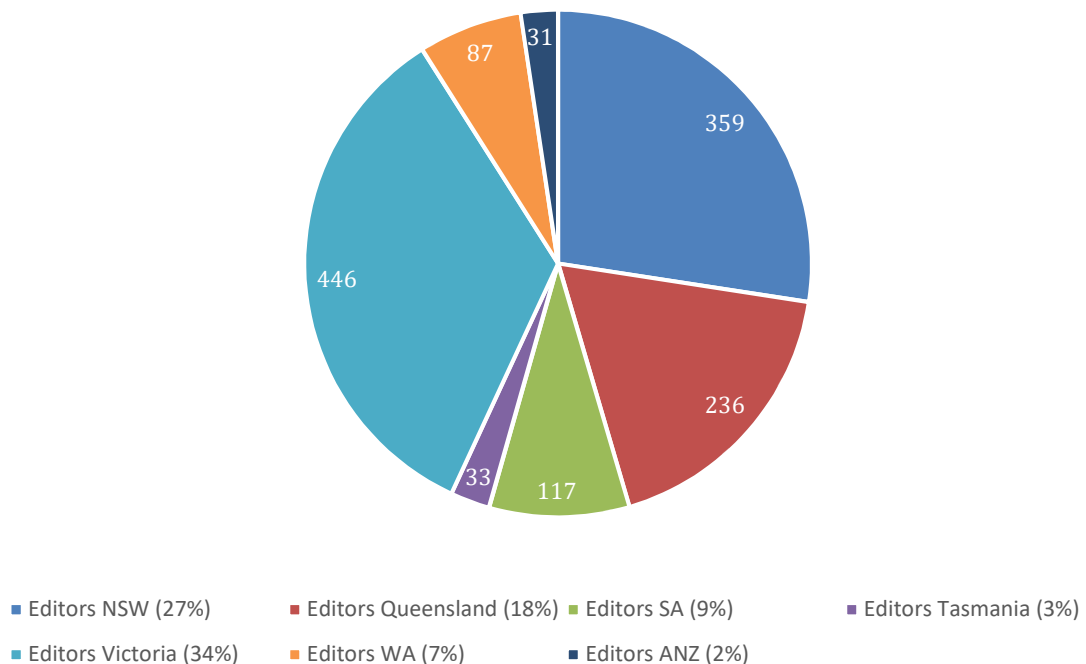
The branches of IPEd and their member numbers (active financial) are:

- Editors Aotearoa New Zealand 30
- Editors New South Wales 350
- Editors Queensland 228
- Editors South Australia 113
- Editors Tasmania 31
- Editors Victoria 433
- Editors Western Australia 85
- Total 1270

Membership of IPEd at 30 June 2019



Active members (financial and non-financial)



Note: Active, non-financial members are those whose memberships have been expired for 30 days or more and who have not yet renewed their subscription but are still within their renewal period. These members become inactive (and non-financial) if their membership fees remain unpaid for more than 90 days since the membership expired.

Vision

IPEd is the trusted voice of professional editors – shaping the future of communication.

Mission

Our mission is to advance the profession of editing.

Values

We are:

- collaborative
- mutually supportive
- adaptable
- inclusive
- respectful
- principled
- committed to excellence.

We celebrate our contributions and success.

Member benefits and services

ACCREDITATION SCHEME

The accreditation scheme allows editors to demonstrate their competence through an onscreen exam and ongoing professional development, offering clients and employers confidence in the skills of an editor they hire.

AWARDS AND PRIZES

Editors can gain recognition for their work through IPEd awards such as the Rosanne Fitzgibbon Editorial Award, the IPEd Prize, the newly introduced Janet Mackenzie Medal or through the Australian Publishers Association's Beatrice Davis Editorial Fellowship, co-sponsored by IPEd.

BRANCH AND IPEd NEWSLETTER

IPEd keeps members updated through a bi-monthly e-newsletter, *IPEd Notes*, and a quarterly CEO's Bulletin. Branches also distribute their own regular magazines or newsletters.

CONFERENCE

The IPEd National Editors Conference is a biennial, three-day event hosted by a branch of IPEd.

EDITING OPPORTUNITIES

Members are notified about permanent, contract and freelance editing opportunities.

EDITORS DIRECTORY

Professional members of IPEd can list their contact details and services they offer in the Editors Directory, linked to the IPEd website.

INSURANCE

Members have access to discounted rates for professional indemnity and public liability insurance.

MEMBER DISCOUNTS

Members can access discounts on the following publications, online courses and services, and events:

- *The Australian Manual of Scientific Style*
- *Books+Publishing* magazine and *Weekly Book Newsletter*
- Cadman Training
- Editors Canada webinars, online training and conferences
- Editorial Freelancers Association webinars, online training and conferences
- Macquarie Dictionary and Thesaurus Online
- IngramSpark
- *Writing for Science Journals: Tips, Tricks and a Learning Plan*
- *Effective Onscreen Editing*, 3rd Edition
- PerfectIt
- ProWritingAid
- Rounded
- The Society for Editors and Proofreaders (SfEP) (UK) online courses and conferences
- Editors Canada conferences, webinars and online courses.

NATIONAL BRANCH NETWORK

IPEd branches in all six states hold branch events that include guest speakers, panel discussions, professional development workshops and networking meetings. Our newest and first international branch, in New Zealand, was established this year and is in the process of establishing their events program.

The IPed MENTORING PROGRAM

The IPed Mentoring Program helps participants, both mentees and mentors, improve their knowledge and skills in a two-way learning experience.

PROFESSIONAL DEVELOPMENT

In addition to the workshops, meetings and events that branches hold, IPed has developed a suite of online professional development options in the form of webinars and videoconferencing for meetings.

RESOURCES

The member-only pages of the IPed website give members exclusive access to online resources, book lists, articles and member discounts.

The Secret Editors Business Facebook group, established by Editors Victoria, is open to all members of IPed and the Canberra Society of Editors. It's a great resource for editors regardless of location, allowing members on both sides of the Tasman and around the globe to speak with each other any time of the day or night, ask questions, confer on professional matters and generally catch up with their industry colleagues in a friendly and supportive environment.

CEO's message

The 2018–19 financial year has been productive, as we continue our work to position IPed into the future. I'd like to share some of our achievements:

- the launch of IPed's first international branch in New Zealand
- an increase in members joining the Editors Directory (ED)
- a more focused board structure in place after constitutional amendments
- successful involvement with peak bodies on matters involving editors and the publishing industry.

Advocacy and education

Advocacy and education have become one of the cornerstones of IPed's work with the launch of our Ambassadors Program in 2017, funded by the Copyright Agency. As many of you, or indeed all of you, know, one of the biggest problems for the editing profession is the lack of understanding about what editors do. This has been the shared experience of editors across the board, whether they work as freelancers or in-house staff for publishing houses, not-for-profits, universities and the education sector, the public service or the corporate sector. To address this, IPed has established a national educational pilot program to educate and inform writers about the profession.

In IPed's article for the second edition of *Books+Publishing* magazine this year, their editor queried if a program like this had ever been done before. Board Chair Kerry Davies, who championed this project from the start, considered this could be the first national initiative of its kind in Australia, or indeed internationally. We are excited and hopeful about the prospects of this pilot program and have high hopes of being able to continue this in the future.

Parliamentary Friends of Australian Books and Writers is an excellent initiative providing a forum for members of parliament to meet and interact with the literary sector and publishing industry on matters relating to the work of writers, illustrators, editors, publishers and booksellers. Co-chaired by Senator Linda Reynolds and Mr Graham Perrett MP, it provides IPed valuable opportunities for political access and assists in the cohesion of a united voice on advocacy. We welcome the opportunity to develop close ties with Mr Perrett and incoming co-chair, Senator Hollie Hughes.

Continuing our advocacy, the Chair of IPed's Standing Committee on Academic Editing, Dr Laurel Mackinnon, wrote to the Australian Council for Graduate Research (ACGR) about the potential issues for editors of postgraduate research theses in the proposed legislation on cheating. This was in relation to the proposed introduction of a bill called the *Tertiary Education Quality and Standards Agency Amendment (Prohibiting Academic Cheating Services) Bill 2019*. The proposed bill states, in part, that it will be illegal to provide 'cheating' services, which are defined as 'completing an assignment or any other work that the student is required to complete as part of the course of study' or 'providing any part of a piece of work or assignment that the student is required to complete as part of the course of study'.

IPed's advocacy prompted the ACGR to provide feedback to the Department of Education, requesting that the use of professional editors in accordance with IPed's recently revised, and ACGR-endorsed, *Guidelines for editing research theses* be explicitly exempt from the proposed legislation.

The Group of Eight universities (representing Qld, NSW, Sydney, ANU, Melbourne, Monash, WA and Adelaide universities) also noted this as a potential problem in its submission in response to the proposed legislation.

IPEd was pleased to report that the department confirmed to the ACGR that the proposed legislation (still in draft and subject to ministerial approval) already includes a broad exception to the new offence (at paragraph 114A(4) of the draft Bill) that would mean any assistance or services that are sanctioned or authorised by the university, or a specific office or school of a university (whether in a formal policy or not), or any academic setting assessable work (who might, say, suggest editing services, etc.), are covered by the exception and so will not be captured by the criminal offence or civil penalty provisions of the bill.

IPEd recommended that all editors who provide editing services to postgraduate students closely follow the revised *Guidelines for editing research theses* and, in particular, obtain prior supervisor permission for any editing services provided.

Relationship building has been at the heart of our approach to getting IPEd's voice heard. We have invested our efforts into building relationships with peak bodies to ensure IPEd is at the table when issues that affect the publishing industry are considered. As a result, IPEd was invited to join the Australian Inclusive Publishing Initiative, which launched its introductory guide, *Inclusive Publishing in Australia*, at our May conference. This is an important initiative, allowing editors to be partners in creating publications that are inclusive by design. IPEd's NSW Branch President Julie Ganner was instrumental in spearheading the writing of the guide. Her invaluable contribution has cemented the role of editors in the process of consultation and creation. The Board has agreed to in-principle support for the development of editing standards that build on this guide.

Our ongoing advocacy through the Style Manual Steering Group is discussed below.

The newly formed Pay Rates Working Party (first convened in September 2019) is working through the agenda set out in its terms of reference.

Staffing

A lot of our work would not be possible without the assistance and support of IPEd's Australian office staff:

- Nicole Mathers, Membership Officer and Board Administrator
- Tay Winchester, Corporate Services Officer
- Melanie Sheridan, Communications Officer
- Katrina Potter, Finance Officer

Between the five of us, we make up just under two full-time equivalent staff. We also receive tremendous support from the incredible volunteers who make up IPEd's standing committees, working parties and advisory groups to further IPEd's vision under the strategic plan.

The future

My priorities for the immediate future are to diversify IPEd's income through avenues including corporate partnerships and sponsorship, as well as grant opportunities. Shoring up IPEd's financial stability is the key to longevity and bulletproofing its future.

We have many plans, though our modest resources mean that we can't implement everything as quickly as we would like to. However, I can assure you that our directors, staff and dedicated volunteers are all focused on one thing: delivering the best service we can to our members.

I would like to especially thank our formidable Chair, Kerry Davies, who has been instrumental in guiding IPEd to where it needs to go and to the Board of Directors. I would also like to acknowledge the Finance and Risk Management Committee, whom I spend an inordinate amount of time with (including Kerry), directors Loene Doube and Nick Pilavidis, and Finance Officer Katrina Potter. Lastly my wonderful team – Tay, Nicole, Mel and Katrina – who are an incredible and talented group of individuals to work with.

Karen Lee
CEO, IPEd



Left to right: Standing Committee for Awards and Prizes Chair Ruth Davies AE, Style Manual Steering Group member Kathie Stove DE, IPEd Mentoring Program co-chair Edwin Briggs AE, CEO Karen Lee, Chair of the Accreditation Board and of the Standing Committee for Professional Development Linda Nix AE.

Chair's report

Much of the IPed Board's work during 2018–19 focused on finalising our revision of the IPed Constitution and By-laws (passed at the 2018 AGM), establishing new standing committees, agreeing to new terms of reference for new and existing committees, reviewing policies and our strategic plan and, of course, preparing for and participating in IPed's 9th National Editors Conference, the standout event of the year.

The Board now comprises seven branch-nominated directors and one skills-based director, focused on finance. The Chair of the Accreditation Board also attends Board meetings as a non-voting member.

We welcomed new directors Ilsa Sharp for Western Australia (replacing Stephen White), Nick Pilavidis, for finance, and Anne-Marie McDonald, our first director for the New Zealand branch. They joined Loene Doube AE for South Australia, Owen Kavanagh for New South Wales, Susan Keogh DE for Victoria, Rowena Austin AE for Tasmania and myself for Queensland, as well as Linda Nix AE for the Accreditation Board (replacing Desolie Page AE). This year we also assigned portfolios to directors: Loene Doebe for technology and website (she also worked on this year's member feedback survey); Rowena Austin for sponsorship; and Susan Keogh for membership.

Over the year we held ten board meetings and three strategic planning meetings, as well as our participation in various committees, and held two meetings with branch presidents, who also held a meeting without the board at the national conference.

We were sorry to lose our Company Secretary, Connie Finestone, in November, with other work commitments precluding her continuance. Director Loene Doube took over the formal role, with Membership Officer Nicole Mathers taking up the reins as Board Administrator.

During the year we reviewed IPed's 2017–20 strategic plan at a special face-to-face meeting before the national conference in Melbourne in May, in addition to a regular Board meeting. The IPed conference plenary, IPed Confidential, provided the platform to showcase the work of committees and to launch the Janet Mackenzie Medal, in honour of our dear colleague, who died in September 2018, with Janet's children, Rosie and Sam, in attendance. This is now IPed's highest award, with nominations open until the end of October 2019. We were also able to announce our intention to establish the Janet Mackenzie Educational Trust, drawing initially on Janet's generosity in bequeathing copyright in and royalties from her much-treasured book *The Editor's Companion*, published by Cambridge University Press, with subsequent donations from Janet's partner Al Rozefsky and her brother Jim Mackenzie.

We have continued to establish new standing committees and working parties, to assist with the work to be done under the strategic plan, with input from branch members in touch with member needs and wants. These groups inform the Board in making decisions over IPed's direction and services to members through the operational side of IPed – the staff. Committees are variously branch represented or from across the IPed membership. We are currently also recruiting New Zealand members to all of the committees. The Victorian branch also formed a hard-working committee to manage the 2019 conference.

Below is a quick look at the work of these groups, with more detail provided in following sections.

The Standing Committee on Awards and Prizes first met in October 2018. Terms of reference were drawn up for two new committees – the Pay Rates Working Party (first meeting in September 2019) and the Standing Committee on Partnerships and Sponsorships (ToR now circulated). Terms of reference are still being finalised for a standing committee on conferences and events, to assist future branch conference subcommittees and coordinate other IPEd events.

Our active committees are now (in order of formation):

- Accreditation Board (AB, Chair Linda Nix AE)
- Finance and Risk Management (FRM, Chair Kerry Davies AE)
- Style Manual Steering Group (SMSG, Chair Rowena Austin AE)
- Mentoring Standing Committee (Mentoring SC, Chairs Ted Briggs AE and Elizabeth Manning Murphy DE)
- Standing Committee on Professional Development (SCPD, Chair Laurel Mackinnon ELS)
- Standing Committee on Academic Editing (SCAE, Chair Linda Nix AE)
- Communications Working Party (Comms WP, Interim Chair Ruth Davies AE)
- Standing Committee on Awards and Prizes (SCAP, Chair Ruth Davies AE)
- Pay Rates Working Party (PRWP, Interim Chair Kerry Davies AE)

Committees still being finalised are:

- Standing Committee on Corporate Partnerships and Sponsorships
- Standing Committee on Conferences and Events
- Editing for Accessibility Working Party

The Accreditation Board began gearing up for the eighth accreditation exam, to be held in August 2020, with major procedural and content reviews undertaken.

The FRM continued to develop finance policies and procedures, with Finance Officer Katrina Potter, including cost-saving strategies and a new approach to branch administration and budgeting, as well as establishing legal and financial arrangements and procedures for the New Zealand branch, Editors Aotearoa New Zealand.

The Style Manual Steering Group continued liaising with the Digital Transformation Agency throughout the year on the development of the new edition of the *Style manual*, now also liaising with Macquarie University and Biotext on the development of their joint *Australian manual of style*, a companion to the *Australian manual of scientific style* and future IPEd participation in the StyleHub.

The Mentoring Standing Committee, which was formalised last year, following the nationalisation of the program in 2015, has now drawn up terms of reference, which are currently under review by the Board.

The SCPD is undergoing a revamp to further develop the national training program and new webinars, and the SCAE completed its revision of the *Guidelines for editing research theses*, endorsed by the Australian Council for Graduate Research (ACGR) in May.

The work of the SCPD and SCAE is supported by a grant from the Copyright Agency's Creative Development Fund, assisting the revision of the *Guidelines*, the development of IPEd webinars and the IPEd Ambassadors Program to promote the value of editors to universities, writers centres, writers groups and festivals.

The Communications Working Party also has now drawn up terms of reference, also currently under review by the Board. Its focus is to review branch and IPEd-wide communications and to manage consolidation of branch newsletters and websites, which should be implemented in the not-too-distant future.

The SCAP spent long hours working out the scope and criteria for the Janet Mackenzie Medal (the Mackenzie), managing the second Rosanne Fitzgibbon Editorial Award (the Rosie), and overseeing the IPEd Prize and entering into a revision process for its criteria.

It's again been a busy and productive year, with surprises, challenges, grief and glee along the way, as always.

I am ever grateful to all members of the IPEd Board and its standing committees, working parties and branch committees, past and present. Their hard work and dedication are essential to IPEd's future, and to maintain and improve our service to members. I also thank, on behalf of the Board, IPEd's staff and contractors for their tremendous efforts on our behalf.

I continue to be humbled and honoured to have served on the IPEd Board now for six years and as its Chair for these past four and a half. I hope to continue to serve IPEd and its members well into the future, within and beyond my role on the Board.

Kerry Davies AE

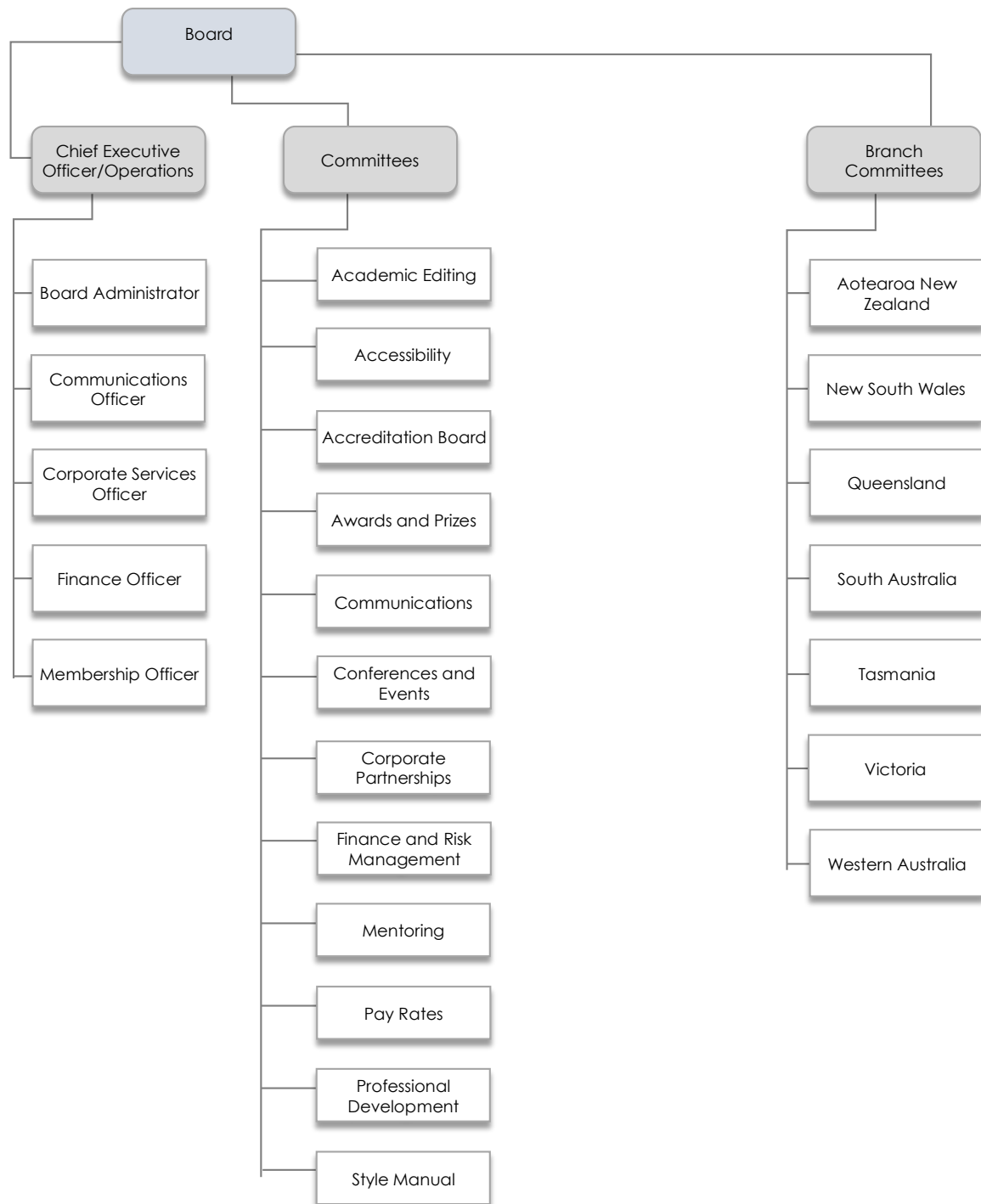
Chair, IPEd Board



Left to right: CEO Karen Lee, Director for Victoria Susan Keogh DE, Director for Western Australia Ilsa Sharp, IPEd Chair and Director for Queensland Kerry Davies AE, Director for South Australia Loene Doube AE, Director Finance Nick Pilavidis.

Governance and management

IPEd Organisation Chart



IPEd is governed by a Board comprising one nominee from each branch and our first skills-based appointed Director. Directors of the company serve two-year terms. Retiring councillors are eligible for re-election for a maximum of three consecutive terms. The role of the Board is to manage the business and affairs of IPEd, as per the Constitution and the Corporations Act.

Directors during the period covered by this report were:

- Anne-Marie McDonald – Aotearoa New Zealand (appointed May 2019)
- Owen Kavanagh – New South Wales
- Kerry Davies AE – Queensland
- Loene Doube AE – South Australia
- Rowena Austin AE – Tasmania
- Susan Keogh DE – Victoria
- Stephen White – Western Australia (resigned November 2018)
- Ilsa Sharp – Western Australia (appointed November 2018)
- Nick Pilavidis – Finance (appointed May 2019)

Until constitutional changes came into effect in December 2018, two non-executive directors also served on the Board, representing key standing committees as follows:

- Desolie Page AE, Chair – Accreditation Board (resigned December 2018)
- Ted Briggs AE, Co-Chair – Mentoring Committee

Linda Nix AE, Accreditation Board Chair, who succeeded Desolie in the position, continued to attend Board meetings in a non-voting capacity.

Kerry Davies continued as Board Chair for the year. Connie Finestone resigned as Company Secretary for IPEd in November 2018, with director Loene Doube taking up the Company Secretary role in a formal capacity and Nicole Mathers providing secretariat support to the Board.

Standing Committees operating (and newly formed) during the year were:

- Finance and Risk Management
- Accreditation Board
- Mentoring
- Professional Development
- Academic Editing
- Awards and Prizes – new

Working parties operating (and newly formed) during the year were:

- Style Manual Steering Group
- Communications Working Party
- Pay Rates Working Party – new

IPEd's AGM was held on 31 October 2018 via Zoom videoconference with 28 members and staff in attendance. A total of 69 votes were received online (SurveyMonkey), by email or by proxy, with one member voting at the meeting. All were confirmed by the tellers as eligible voting members (two additional members voted on SurveyMonkey but did not give their names and therefore cast invalid votes).

Following extensive consultation with branch committees and members, the members of IPed approved amendments to the IPed transitional constitution (special resolution, 97% in favour) and by-laws (ordinary resolution, 98% in favour), and the formation of a branch in New Zealand (special resolution, 94% in favour). The members also approved an increase in membership fees (ordinary resolution, 62% in favour). Fees during 2018–19 were:

Membership category	Fees to Dec 2018	Fees from Jan 2019
Professional	\$180	\$225
Associate	\$135	\$165
Student	\$65	\$80
Corporate		
2–3 editorial staff	\$360	\$450
4–6 editorial staff	\$720	\$900
7–10 editorial staff	\$1260	\$1575

Note: Discounted subscription levels remained unchanged. These are currently: concession-card holders (\$65), retired and temporary leave (\$85) and members under personal or financial hardship (\$65).

The AGM was followed by a member plenary session where the IPed Chair and CEO presented an update of the three-year strategic plan for IPed and opened the floor for questions. Many thanks to all who attended or participated in the AGM.

IPed's volunteer workers were covered by its Association Liability, Voluntary Workers Personal Accident and Public Liability insurance policies.

Finance and Risk Management

The Finance and Risk Management (FRM) Committee assists the IPed Board to fulfil its corporate governance and statutory responsibilities in relation to financial reporting, internal control, risk management and audit functions. Members of this committee at 30 June 2019 were Kerry Davies AE (Chair), Director Loene Doube AE, Finance Director Nick Pilavidis and CEO Karen Lee.

This report has been prepared prior to completion of the financial audit and therefore may differ from figures presented at the AGM.

Overall, income and expenditure from branch events (meetings and PD) and accreditation renewals each produced small surpluses totalling \$18,533. Any surplus from accreditation renewals supports the development and staging of the next exam. Other sources of income were membership fees (\$182,679), Editors Directory fees (\$14,729), Copyright Agency funding (\$9407) and IPed webinars (\$3615). A total of \$2765 was received as royalties for Janet Mackenzie's title *The Editor's Companion*, bequeathed to IPed by Janet, which IPed has decided to direct towards a future educational trust, and donations from her family. These funds have been put into a reserve fund until the trust can be set up.

The 2019 national conference recorded operating income of \$218,711 and expenditure of \$214,217, producing an operating surplus of \$4494. Additional cost to IPEd for staff and branch president attendance and Board meeting expenses was \$7041, and for Board and Accreditation Board travel for face-to-face meetings prior to the conference, including strategic planning, \$6819.

The FRM Committee undertook a detailed budget review in the third quarter of the financial year, resulting in reductions in staff and honoraria expenses, as well as Board and staff professional development expenses (travel and external conferences), which have been further reduced for the new financial year.

Some costs associated with the continuing development of the new structure, policies, systems and processes remain identified as national development costs, to be expended against unreserved society and branch donations, in order to use those finite funds appropriately in these first few years. These included some contractor, staff and recruitment costs, and strategic planning.

IPEd financial statements

The audit of financial statements for the year ended 30 June 2019 is near completion and the statements will be presented at the AGM to be held on 11 November 2019.

Operating statement

Income for the year increased from \$496,000 to \$520,000 (a milestone; (revised from final audited statements to \$81,848)), driven by membership fees, accreditation renewals and conference income. However, expenditure also increased, from \$454,000 to \$602,800 (revised from final audited statements to \$601,848), driven by higher costs for the conference and for general finance and administration, including the membership system. IPEd ended the year with an operating deficit of \$82,857 (revised from final audited statements to \$81,848; 2018 operating surplus \$42,104), due largely to these expense increases. This deficit was forecast early in the financial year and was proactively managed by the Board and management, reducing costs where possible, including reduced staffing.

Of total expenditure, \$10,341 (revised \$10,596) was for branch-approved expenditure from branch reserves (much of it to subsidise conference attendance), therefore not impacting the retained surplus. Additionally, branches approved \$39,511 to be transferred from branch reserves to the retained surplus. Retained earnings at the end of 2017–18 was \$20,212, which, when the 2019 deficit and transfers from reserves were deducted, gave a total retained deficit at 30 June 2019 of \$17,407 (revised \$15,633). National development cost (costs associated with development of IPEd in 2018–19) was \$45,320.

At the 2018 AGM members approved a resolution to increase membership fees from January 2019. The July 2018 Professional membership fee was \$180, increasing to \$225, Associate membership \$135, increasing to \$165, Student membership \$65, increasing to \$80, and Corporate membership at various fee levels (ranging from \$360 to \$1260) depending on editorial staff number, with proportionate increases (\$450 to \$1575). All figures noted here are GST inclusive. Discounted subscriptions for concession holders and retired members remained unchanged.

The Board approved honoraria for 2018–19 of \$6000 to the IPEd Chair, although at the request of the Chair this was reduced to \$4620. Other board members received \$150 in the first quarter of the financial year, and \$120 in quarters 2–4 in appreciation of the significant services they

provided during the financial year. The Accreditation Board and IPed Board approved an honorarium of \$6000 to the Accreditation Board Chair and \$150 for Accreditation Board delegates, reducing to \$120 for quarters 2–4. Honoraria were also approved for Chairs of IPed standing committees and working parties, and for members of standing committees supported by funding from the Copyright Agency. Some Chairs and committee members declined these payments.

Balance sheet

The bank balance at 30 June 2019 was \$259,337. At that date IPed had receivables of \$33,116 mainly due from the conference organiser. Expense prepayments were \$9838. There were non-current assets of \$7815 (accreditation exam database and direct membership set-up). Total IPed assets were \$310,259 (revised \$311,522).

At financial year end, IPed had liabilities of \$210,052 (2017: \$162,112), including deferred income of \$146,823.

At financial year end, members' equity totalled \$100,461 (revised \$101,470) reduced from \$183,318. This comprises \$115,103 branch reserves (revised \$114,338), \$2765 Janet Mackenzie reserved funds and \$17,407 (revised \$15,633) retained losses.

Budget for financial year 2019–20

The 2019–20 budget was approved by the Board at its 17 June meeting. The budget includes cost-saving strategies as identified during the FRM review, including proportional branch budget allocations for administration costs, and a 2.4% increase to membership fees from 1 January 2020. An operating surplus of \$2444 has been budgeted. All efforts will be made to improve IPed's financial position over the year.

Branch budgets have been submitted by most branches and will be submitted for Board approval when all have been received.

Communications

As part of the three-year strategic plan, a strong focus of IPed communications in 2019 was redevelopment of the iped-editors.org website. Significant work was done early in the year researching options and costings, with the aim of achieving the following key goals:

- **Mobile-first, dynamic design:** With year-on-year growth in mobile traffic consistent since records began and, with Google increasingly penalising sites not designed for mobile, a mobile-friendly website is essential for IPed to remain relevant within the Australian publishing landscape.
- **Security:** Google also penalises insecure sites. IPed's new website should have inbuilt SSL certification and be seamlessly integrated with our database, protecting editors' and their authors' data security.
- **Consistent branding to reflect IPed's current structure:** In 2016, six Australian state-based societies of editors became branches of IPed. Yet as of 2019, each branch still ran its own website, with its own branding, causing confusion to the public about where to seek information, and what the relationship between the national body and the state branches is. IPed's new website should create a single public point of contact and a consistent national brand.
- **Updated Editors Directory:** The current platform for the Editors Directory (ED) has several limitations that cause frustration for members and confusion for clients. Among these are the inability of members with listings to link from another site to their information (or for IPed to link from our list of Accredited and Distinguished Editors to their listing); the user-unfriendly presentation of search criteria; and lack of a keyword search. An updated ED should improve authors' access to editorial services and help bolster quality within the Australian publishing industry.
- **New blog and forum platforms:** A blog is desired to serve as an accessible information hub, for members and for authors and publishers, while a forum will allow our members improved interaction with colleagues and the ability to ask questions and solve problems on behalf of their clients. We see this being of particular value to members not keen on using the Facebook Secret Editors Group.

During this research phase, the scope of the project expanded to incorporate redevelopment of IPed's website *and* of its database management, when we realised that a single-source database management system that can handle all of the above, in addition to email capabilities, multiple mini-sites – for instance, unique websites for conferences and branches – and full member relationship management would best serve IPed's needs.

We researched several such organisations and had meetings with two: Member Evolution and Advanced Solutions International. Both organisations have extensive experience with NFP member-based associations but we settled on Member Evolution, and submitted a grant application to the Australia Council in the hope of securing funding. This application was unsuccessful, but we continue to explore other options. In the meantime, branch pages have been created on the national website to unify IPed's branding and presence.

Social media and email communications

Elsewhere, IPed's email and social media communications continued to grow. With 2019 being a conference year, a significant focus of these communications was on the 9th national editors conference, *Beyond the Page*, held in Melbourne in May. A new Facebook

page was established for the conference, in addition to the dedicated conference Twitter account established by Editors Queensland ahead of the 2017 conference.

This account – deliberately not tied to a specific year so that it can be used for all conferences – had around 120 followers when handed over to the IPed national office late in 2018; following the 2019 conference, that number had increased to 248 followers, leaving it in excellent shape for #IPedConf21 in Tasmania.

The conference account, and #IPedConf19 hashtag, proved especially popular for live tweeting during the conference, creating a lively, engaging and informative stream of content – for those attending or otherwise:



Activities for the Year

Accreditation

Board membership and support

The Accreditation Board (AB) comprises delegates appointed by each IPed branch. Each delegate must be an Accredited Editor (AE) or Distinguished Editor (DE).

Our first delegate from the new Aotearoa New Zealand branch joined us in May 2019. The current branch delegates are:

- Helen Bradford AE – Aotearoa New Zealand
- Linda Nix AE – New South Wales
- Desolie Page AE – Queensland
- Jo Vabolis AE – South Australia
- Vicki Nelson AE – Tasmania
- Katie Lawry AE – Victoria
- Catherine Macdonald – AE Western Australia.

Ted Briggs AE remains on the AB in an informal capacity as our liaison with the Canberra Society of Editors (CSE) and for his wealth of experience with the exam.

As a relatively new Chair, I hope to build on the good foundations established by our previous Chair, Desolie Page, and Ted Briggs before that. The Chair's job is made that much easier with the support of the current AB members, who are an enthusiastic and hard-working group of volunteers.

Finally, I gratefully acknowledge the invaluable support provided by IPed staff, especially Tay Winchester but also Nicole Mathers, Katrina Potter, Melanie Sheridan and Karen Lee, each of whose services the AB calls on from time to time.

Number of AEs and DEs

The number of AEs has increased steadily to 334 as at the start of 2019 (see Figure 1). This number does not represent the total number who have passed the exam, because not all editors renew their accreditation (see 'Accreditation renewal' below).

In addition to AEs are the 26 DEs – those editors who are not eligible to sit the exam because of their involvement in exam development, and were granted the postnominal DE in recognition of their work and experience. (There will be no new DEs: as DEs retire, this postnominal will eventually disappear.)

The total number of current AEs (334) plus DEs (26) represents 23.7% of combined IPed and Canberra Society of Editors membership.

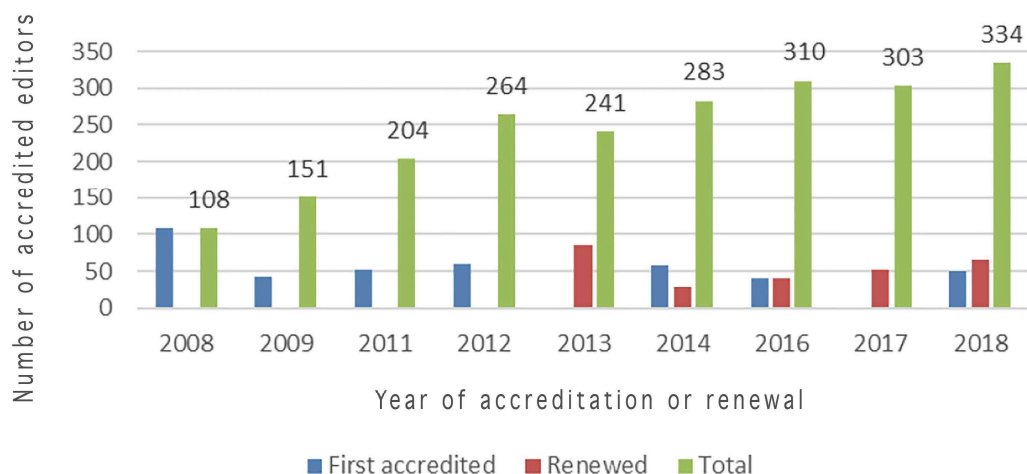


Figure 1. Growth in number of Accredited Editors, 2009–2018

Source: Accreditation and renewal numbers taken from the AE database kept by the Accreditation Board, collated with exam results data (see Figures 2 and 3 below).

IPEd Strategic Plan

As part of the IPed Strategic Plan, the AB investigated the feasibility of expanding the accreditation scheme to cover advanced and specialist accreditation and submitted two reports in 2018 to the IPed Board. Our main recommendation, which was accepted by the IPed Board, was that such expansion should remain on the table but is not feasible at present.

In particular, we discovered that the current accreditation program is not as widely accepted nor understood, even among AEs, as it should be, and that our limited resources are better spent on improving and promoting the current scheme.

The AB will continue to explore options for expanding the scheme such that specialist and advanced accreditation can be implemented when the time is right. We also continue to explore ways to improve access to accreditation.

Procedures manual update

Another major project is the overhaul of the AB's procedures manual. Desolie Page AE is spearheading this project, which we aim to complete before the end of 2019.

Accreditation exams

An enormous amount of work goes into developing the accreditation exam: writing the exam, running a trial exam, proofing and formatting exam documents, managing registrations and answering queries, administration and invigilation on exam day, marking and distributing results, providing feedback to those who failed and certificates to those who passed.

While some honoraria are paid, most of this work is unpaid. The AB thanks all exam volunteers for their excellent and hard work, and hopes that many will help again with the 2020 exam.

Despite our reliance on so many volunteers, there are also significant costs involved. The change to onscreen exams has meant some lower administrative costs, such as postage and printing costs for the exam materials, although these costs cannot be entirely eliminated. These savings have been negated by the technological costs involved in holding an onscreen

exam. Finding a way to cover the various costs while keeping exam fees reasonable is an ongoing challenge for the AB.

2020 exam

The date for the next accreditation exam is Saturday 15 August 2020 and development work is already in progress. This exam will be the first to be held in New Zealand, as well as in the usual Australian locations.

2018 exam

The 2018 accreditation exam was held on Saturday 19 May 2018. This was the second onscreen exam – the first was in 2016 and the previous exams were all on paper. A total of 87 candidates – 70 IPED members, 2 CSE members and 15 non-members – sat the exam, 50 of whom passed. This pass rate of 57% is an improvement on the 2016 pass rate and not that different from previous years (see Figure 2).

Exam analysis

After each exam, the AB analyses the data and exam team reports to identify improvements and any areas of concern. For the 2019 IPED conference, we also decided to analyse the exam and renewals data over the last 10 years to identify trends. The results were presented on our poster at the conference and are shown in Figure 1 above and Figures 2–4 below.

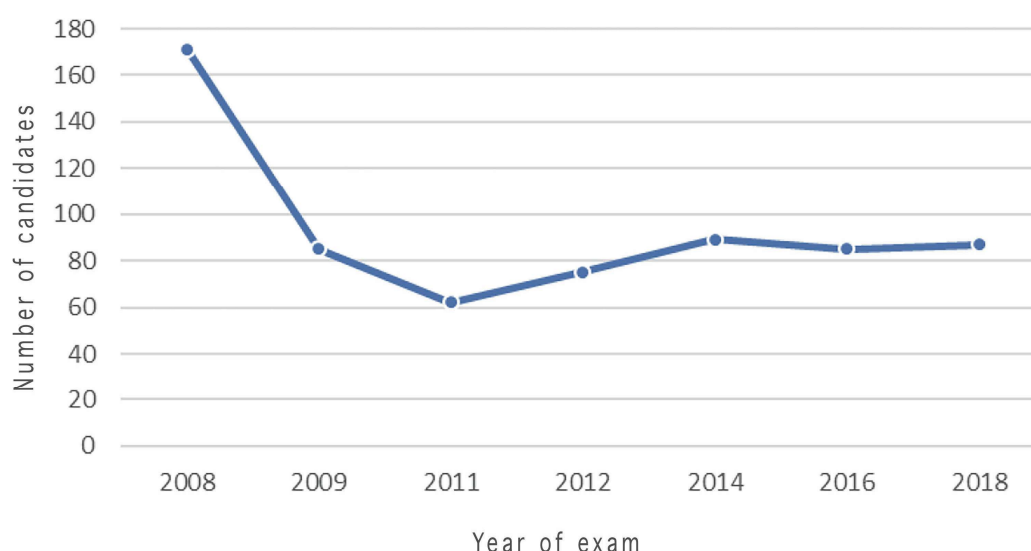


Figure 2. Number of candidates sitting each accreditation exam, 2009–2019

Source: Exam registration data for 2014–2016. Candidate numbers for 2008–2012 were taken from IPED Annual Reports <http://iped-editors.org/About_IPEd/IPEd_Council/Annual_reports.aspx>.

Figure 2 shows that the number of candidates in 2008 was much higher than in later years, probably because this was the first ever exam. After an initial drop in candidates, the number has stabilised at a level between 80 and 90. The number of candidates sitting the exam represents 4–6% of combined IPED and CSE membership.

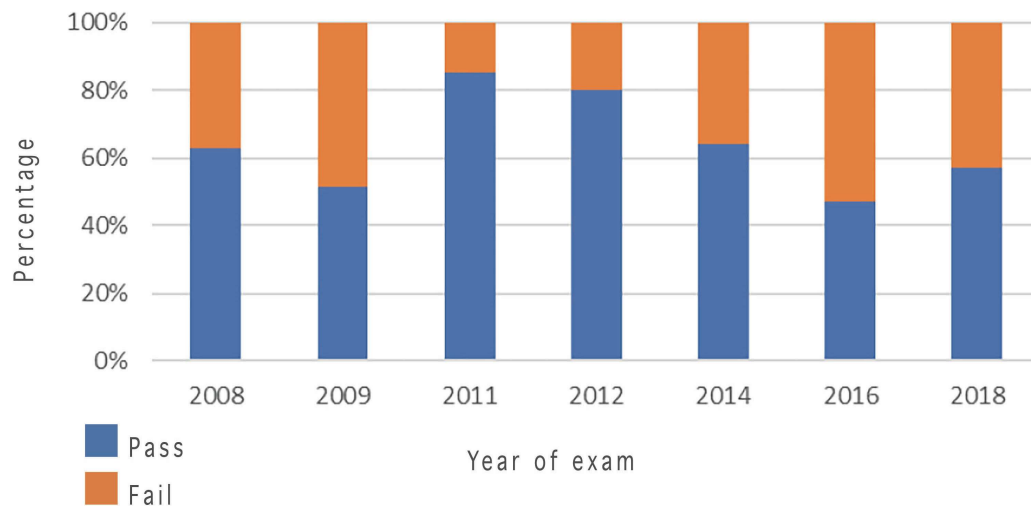


Figure 3. Pass and fail rates for each accreditation exam, 2009–2018

Source: Exam results data for 2014–2016. Exam results for 2008–2012 were taken from IPEd Annual Reports <http://iped-editors.org/About_IPEd/IPEd_Council/Annual_reports.aspx>.

The average pass rate is 64% but this is misleading since the graph in Figure 3 shows wide variation in the pass rate from exam to exam. For example, 2011 had the highest pass rate: 53 of 62 candidates (85%). The lowest pass rates were in 2016 (40 of 85 candidates, i.e. 47%) and 2009 (43 of 85 candidates, i.e. 51%). Although a possible reason for the low rate in 2016 is that this was the first onscreen exam, no reason is apparent for 2009.

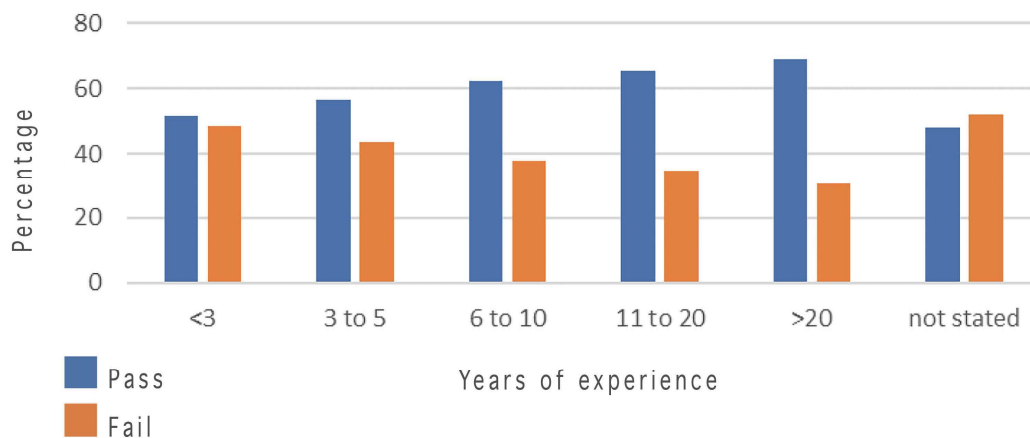


Figure 4. Pass rates by candidate years of experience, 2008–2009, 2014–2018

Source: Candidate registration data for examinations held in 2008, 2009, 2014, 2016 and 2018.

Notes:

- Data was not available for examinations held in 2011 and 2012.
- Number of years is self-reported by candidates, not independently verified. Candidates are asked not to include years spent in training or education, only experience working as an editor.

Figure 4 shows a clear correlation between years of experience and pass rates. That is, a candidate with more years of experience working as a professional editor is more likely to pass than a candidate with fewer years of experience. However, it is clearly possible for candidates of all levels of experience to pass, if they have the right preparation, knowledge and skills.

The final finding from our data analysis is that the AB needs to get better at keeping data, as we were unable to gather enough data to do a more detailed analysis. We identified three factors that hindered data gathering:

1. Before 2016, registration and exams were on paper, which meant decentralised storage and destruction of records once the appeal period for the exam had passed.
2. Before amalgamation of the state societies into the national organisation IPed, exam records were not kept in a central, secure place.
3. The separation of registration data from exam results data, for reasons of confidentiality and impartiality in marking, make it impossible to match candidate profiles to candidate results.

The first two issues are no longer a factor, as everything is now digitised and stored centrally by IPed, rather than on branch or local computers. The third remains a factor but we will look at ways to improve our data storage and analysis without compromising security or privacy. We hope that in another 10 years, the AB will have much better data to do a thorough quantitative and qualitative analysis.

Accreditation renewal

Our analysis of renewal data shown in Figure 1 revealed the following:

- Renewal of accreditation rates range between 74–88%, with the highest renewal rate in 2017 (for editors accredited in 2012) and the lowest in 2014 (for editors accredited in 2009).
- The average rate of non-renewal is 21%.
- There is no apparent link between year of accreditation, pass rate for that year and rate of renewal for that cohort.

In 2018, our first-ever cohort of accredited editors, those who first attained accreditation in 2008, were invited to renew their accreditation for a second time (85 of the 108 AEs renewed their accreditation in 2013). In 2018, 66 of these 85 AEs successfully applied for renewal.

In 2019 we held our first joint renewal process, for editors who were first accredited in 2009 and renewed in 2014, and editors who were first accredited in 2014. At the time of writing, applications had just closed and assessment was in progress. However, based on applications received, it looks like we will maintain our average renewal rate of around 80%.

Dr Linda Nix AE

Chair, IPed Accreditation Board

Ambassadors Program

The Ambassador program was funded by the Copyright Agency, through its Creative Fund, for a two-year period covering calendar years 2018 and 2019. The purpose of this national educational pilot program is to educate and inform writers about the profession.

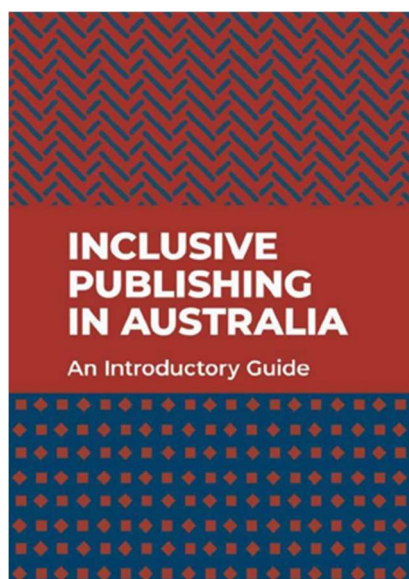
In the first year, the project allowed us to provide support to our standing committees to:

- develop and delivering an innovative online learning platform, via the Standing Committee on Professional Development (SCPD), which launched three webinars in 2018
- substantially revise the existing guidelines on thesis editing to reflect current practice and ethical requirements, and develop resources to inform clients about the

role of editors in thesis and other academic editing. This has been done through the Standing Committee on Academic Editing.

In 2019, the project has focused on recruiting a group of enthusiastic ambassadors, as well as developing new relationships and consolidating existing partnerships with up to 30 university campuses, 20 libraries and 10 writers centres. We began rolling out the educational program in the second half of the year, with an extension now granted until June 2020.

Karen Lee
IPEd CEO



Australian Inclusive Publishing Initiative

In November last year I represented IPEd at the third annual meeting of the Australian Inclusive Publishing Initiative (AIPI). This cross-sector forum was launched in 2016 to foster a collaborative, consultative and consensus-based approach to tackling accessibility problems in Australia. Its membership has now expanded to include representatives of the publishing industry, authors, agents, editors, designers, indexers, libraries, copyright organisations, disability associations, government and accessible-format providers. The aim of the AIPI is to increase access to published material for people living with print disabilities in Australia.

One of the priorities we identified at the meeting was to complete and publish the two guidelines on inclusive publishing and copyright exceptions for readers with a print disability that we had begun researching the previous year. Another was to create a website for the AIPI that could house these publications and, eventually, a knowledge hub for exchanging ideas and information about accessibility best practice.

Following the meeting, I was asked by the Australian Publishers Association (APA) to research and write the guidelines for publishers, based on an earlier draft by members of the Round Table on Information Access for People with Print Disabilities. The initial draft had addressed some of the issues faced by readers with a print disability, but a complementary perspective was now needed from someone who worked in the publishing industry and was familiar with publishers' workflow practices as well as the aims of the AIPI.

In addition to writing the publishers' guide, the APA tasked me with coordinating publication of both it and the copyright guide, in time to launch them at the IPEd and Round Table conferences in early May. As editors are notoriously bad at checking their own work, I engaged the very capable Lilla Wendoloski AE to copy edit the guides, while designer Hugh Ford created a wonderful set of tactile covers and an appealing interior featuring fonts appropriate for readers with low vision.

It was a race to the finish but, with the assistance of other AIPI participants including IPEd member Agata Mrva Montoya of Sydney University Press, we managed to publish both guides in hard copy, and also finalise the new AIPI website, just in time for their respective launches.

The resulting publications, *Inclusive Publishing in Australia: an introductory guide* and *Making content accessible: a guide to navigating Australian copyright law for disability access* are available for free download in EPUB, PDF, Word, digital braille and DAISY formats from the [AIPI website](#).

The ultimate aim of the AIPI is for all books published in Australia to be ‘born accessible’. This means embedding accessibility into every stage of the publishing workflow, including the editing process. As awareness of this issue grows, publishers are likely to begin including accessibility requirements in their standard editorial briefs. I hope *Inclusive Publishing in Australia* will provide a first step in helping editors prepare for this development.

Julie Ganner AE

IPed representative, Australian Inclusive Publishing Initiative

Awards and Prizes

In order to raise the profile of editing and editors, and recognise excellence in the field, IPed supports several awards and prizes.

Janet Mackenzie Medal

IPed has developed a service award called the Janet Mackenzie Medal – the Mackenzie – that is given to an outstanding professional editor who has lifted the standard of the editing profession and/or given exemplary service to IPed. The Mackenzie is IPed’s highest award, with the inaugural award to be presented in 2020.

The award honours Janet Mackenzie DE (1947–2018). Janet was an Honorary Life Member (and founding member) of Editors Victoria and served IPed in many capacities over many years, including as a member of the first Standards Working Group, 1998–2001, and most recently on the Style Manual 7th Edition Steering Group, a current working party of IPed, from which she resigned only weeks before her death in September 2018.

The award consists of a medal, an electronic rendering of the medal to be used by the recipient and Honorary Life Membership of IPed (if the recipient is not already an HLM). Any member of IPed can nominate another member. Nominations will be called for and awarded annually, with the inaugural winner to be announced in March 2020, at which time the recipient will receive the electronic rendering of the medal, and a presentation of the medal to be made at the 10th IPed National Editors Conference in 2021. IPed reserves the right to not award the Mackenzie if no suitable nominations are received.

Rosanne Fitzgibbon Editorial Award

The winner of the 2017–2018 Rosanne Fitzgibbon Editorial Award – The Rosie – was Julia Carlomagno for her editorial work on Briohny Doyle’s narrative nonfiction book *Adult Fantasy* (Scribe).

The judges were author Marian Halligan and editor Leonie Tyle. ‘Carlomagno supported Doyle every step of her writing journey and helped the author grow into a mature writer who has gone on to become the voice of her generation,’ the judges said. She ‘demonstrated a thoroughness and consistency throughout the project. Working with the author after each chapter was completed and then arranging the work structurally when it was completed.’

The award recognises excellence in editing and honours Rosanne Fitzgibbon, a founding member of the then Society of Editors (Queensland) in 1990. Rosie, as she was known, was

also a Distinguished Editor, as recognised by IPed, and winner of the inaugural Beatrice Davis Fellowship in 1992.

‘It is validating to have an award that acknowledges editors, and the value that editors bring to a work,’ Ms Carlomagno said. David Golding, senior editor at Scribe, said, ‘Julia is a fantastic and sensitive editor. She developed a short piece – an essay about the work of a marriage celebrant – into an accomplished book that speaks to our times.’

The Rosie was awarded at the 9th IPed National Editors Conference gala dinner on 10 May 2019. Submissions for the next Rosie Award will be called for late in 2020.



Left to right: Rosanne Fitzgibbon Editorial Award winner Julia Carlomagno, Standing Committee for Awards and Prizes Chair Ruth Davies AE and IPed Patron Roly Sussex at the gala dinner.

IPed Prize

As part of IPed’s mission to support and foster research in editing and publishing (as part of its broader mission to enhance the profession), we sponsor an annual prize of \$250 for an essay or paper written as part of the requirements for a postgraduate degree in editing, publishing or another discipline that permits a focus on editing.

IPed’s Board reviewed the recommendations made by the 2018 IPed Prize judging panel and agreed not to award the prize in this instance. The award is now going through a review so that it aligns better with the assessment tasks students are being asked to complete and will next be offered for a work completed during the 2020 academic year.

Beatrice Davis Editorial Fellowship

The Beatrice Davis Editorial Fellowship recognises and rewards the contribution of book editors to Australian writing and publishing. Applicants should have at least five years’ editorial work experience in quality Australian fiction and non-fiction, in either adult or children’s publishing. Named in honour of one of Australia’s finest literary editors, Beatrice Davis, this prestigious fellowship allows an editor to spend 10 weeks in the editorial department of a publishing house or houses in the United States or the United Kingdom.

In 2019, the fellowship has been sponsored the Australian Publishers Association, IPEd and the Australian publishing industry.

Ruth Davies AE

Chair, Standing Committee on Awards and Prizes

Communications Working Party

In line with the Strategic Plan 2017–20, the Communications Working Party (CWP) was formed to continue improving communication between IPEd and its members, and between IPEd and the public. The Marketing Plan provides more detail, setting out specific tasks such as having a single IPEd website, developing blog policies and guidelines and streamlining communications that are currently duplicated, such as branch newsletters.

The working party's focus in 2018–19 was on providing information to support a grant application to develop a new website. As that bid was not successful, the focus has changed to continuing to use what we have and moving to a streamlined IPEd-wide site. At the Presidents Meeting at the 9th IPEd National Editors Conference in May, there was particular focus on the need to also move ahead with a streamlined IPEd newsletter incorporating news from all branches.

Additionally, although the CWP had been formed in 2018, no Terms of Reference had yet been written. With the need to move quickly, the working party was reinvigorated, and we welcomed two members from the new Aotearoa New Zealand branch.

The CWP comprises website and newsletter officers from all branches. Current members are:

- Marja Stack – Aotearoa New Zealand
- Joan Gladwyn – Aotearoa New Zealand
- Elisabeth Thomas – New South Wales
- Ruth Davies AE – Queensland (interim Chair)
- Julia Sudull – Queensland
- Glenine Hamlyn AE – Queensland
- Lauren Bevilacqua – South Australia
- Elizabeth Spiegel AE – Tasmania
- Bridget Blair AE – Victoria
- Catherine Macdonald AE – Western Australia

The CWP's new Terms of Reference divides the scope of work into these areas:

Website

- incorporating the current branch websites into a single IPEd website
- managing content migration and development.

Social media

- implementing Marketing Plan models for how IPEd social media and branch social media accounts should meet the requirements of IPEd.

Newsletters

- proposing a new form of IPEd newsletter, newsletter management and distribution
- investigating mechanisms for such a newsletter that includes branch content.

Blog

- developing blog policies and guidelines
- developing content schedules
- sourcing content for a blog to be started on the existing member-only section of the IPEd website as well as on the public site to meet the needs of different audiences and IPEd's marketing requirements.

Ruth Davies AE

Interim Chair, Communications Working Party

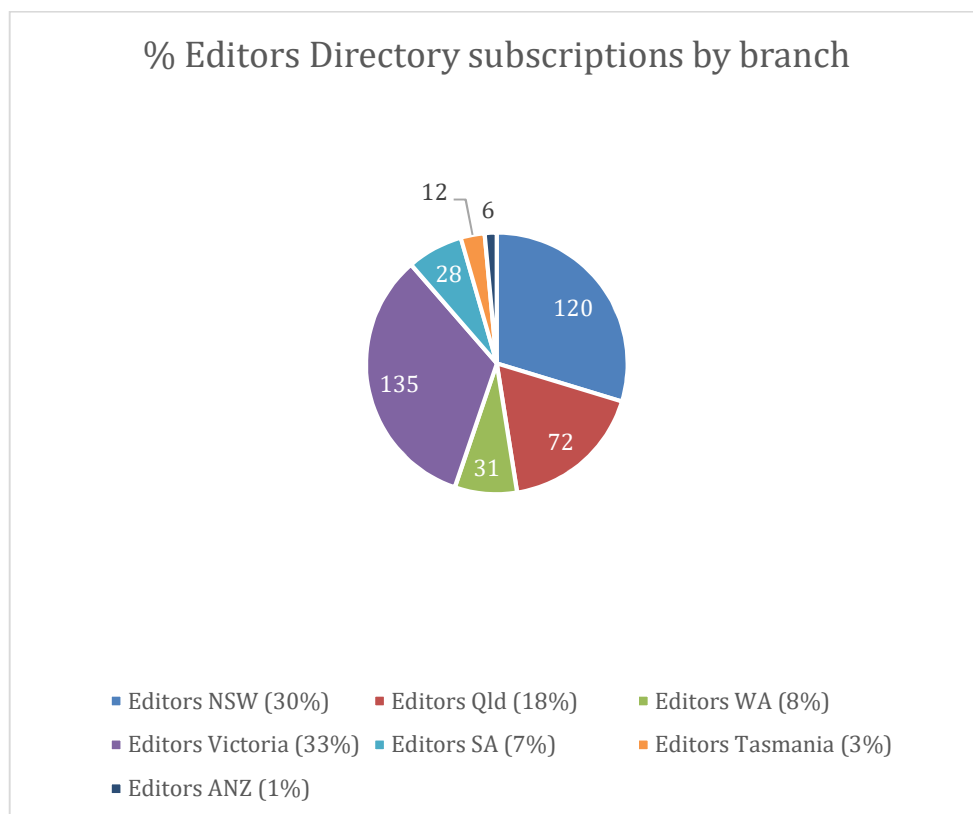
Editors Directory

In our most recent member survey, responses to questions about the Editors Directory (ED) showed that:

- 63.35% of respondents who had a listing said it had increased work opportunities
- 56.02% believed it had actively promoted their business.

At 30 June 2019 there were 404 active, financial Editors Directory subscriptions:

- 6 ANZ
- 120 NSW
- 72 Qld
- 28 SA
- 12 Tas
- 135 Vic
- 31 WA



IPEd logo

IPEd has refreshed the standard company logo, with the new look now incorporating our full name for easier recognition as part of our branding:



We also introduced a series of new member logos, which provide professional recognition for members while increasing IPEd's industry recognition as our members become brand ambassadors whenever or wherever they use the logos:



National conference

IPEd's 9th national conference was held 8–10 May 2019 at the Pullman Melbourne on the Park. The conference theme of *Beyond the Page* showcased current professional practice and research, emerging trends in editing and publishing across platforms as well as across the range of professional roles and modes in which editors contribute to the publishing process.

The conference attracted 352 delegates, including 296 full registrations, 23 day registrations, 24 complimentary registrations and 49 workshop participants. Twenty-two delegates donated \$830 to IPEd in the course of registering for the conference.

The welcome reception was hosted on the first night, following workshops and professional photography. IPEd was thrilled to be joined by Sarah Runcie from the Australian Publishers Association and Vision Australia's Anthea Taylor to launch the AIPi's *Inclusive Publishing in Australian: An Introductory Guide*.

After an Acknowledgement of Country, Susan Keogh DE (Editors Victoria President), IPEd Board Chair Kerry Davies AE and IPEd CEO Karen Lee officially opened the conference, followed by a welcome to Melbourne from councillor Jackie Watts OAM and welcome addresses from Dr Angela Savage, director of Writers Victoria, and IPEd Patron Roly Sussex OAM. Susan Butler AO, former editor of Macquarie Dictionary, then delivered the first keynote address.



Left: IPEd Patron Roly Sussex, keynote speaker Susan Butler, CEO Karen Lee, Chair Kerry Davies AE, and Directors Loene Doube AE and Susan Keogh DE at the opening ceremony. Right: IPEd CEO Karen Lee opens the conference. Photos by Students in RMIT's Certificate IV and Diploma of Photography and Photo Imaging program.

This kicked off an exciting two days of programming under seven themes:

- Academic editing
- Ethics in editing and OHS for editors
- Marketing your editing business for success
- Professional practice and professional development
- Editing for accessibility
- Editing across platforms and trends in ICT
- Editing within and across genres.

Additionally, poster presentations on a variety of topics and themes were available for delegates to view throughout the conference, with guided tours offered during lunch breaks.

Further keynote addresses were presented by Michael Williams, director of The Wheeler Centre for Books, Writing and Ideas; Dr Katherine Bode, Associate Professor, Literature and Textual Studies, Australian National University; and Penny Modra, co-founder of The Good Copy. Guest presentations were provided by Adjunct Professor Michael Webster, Chair of the Small Press Network, reviewing 2018 book sales in Australia; and Grant McAvaney, CEO of the Australian Copyright Council.

The gala dinner was held in the heritage-listed Myer Mural Hall, with a theme of Melbourne Noir a la mode encouraging attendees to don their finest 1920s-style outfits. Diners were

entertained by guest speaker Tony Wilson, an author and humorist, while writer, satirist and broadcaster Fiona Scott Norman MCd and DJd the event. IPEd Patron Roly Sussex presented author Julia Carlomagno with the Rosanne Fitzgibbon Editorial Award (The Rosie), for her work on Briohny Doyle's *Adult Fantasy*.

In keeping with the focus on excellence, IPEd Chair Kerry Davies officially launched the Janet Mackenzie Medal on the final day of the conference, with Janet's daughter, Rosie, and son, Sam, in attendance.

Melanie Sheridan AE

Conference Communications Officer

The IPEd Mentoring Program

The IPEd Mentoring Program (previously known as the National Mentoring Program) helps participants, both mentees and mentors, improve their knowledge and skills in a two-way learning experience. The program brings benefits to the editing profession by increasing members' skills. This, in turn, helps safeguard the reputation of the profession as a whole.

Since the inception of the program, some 75 mentorships have been conducted. At any one time, there are about 10 mentorships in progress. Two workshops for mentors were held during the year.

The IPEd Mentoring Standing Committee oversees development and administration of the program. The Committee consists of branch mentoring coordinators and is jointly chaired by Ted Briggs AE and Elizabeth Manning Murphy DE.

Local coordinators were:

- Geoff Dawson AE – ACT (to May 2019)
- Kate Horgan – ACT (from May 2019)
- Shannon Kelly – New South Wales
- Gail Tagarro AE – Queensland
- Adele Walker AE – South Australia
- Sheelagh Wegman AE – Tasmania.
- Maryna Mews – Victoria
- Michèle Drouart AE – Western Australia

The Committee met four times during 2018–19. It moved to quarterly meetings from the beginning of 2018.

Edwin Briggs AE

Co-chair, IPEd Mentoring Program

IPEd Standing Committee for Professional Development

Background and membership

I joined the SCPD as Chair in February 2019, at which time the committee had been without a Chair for several months and a number of members had recently resigned. My first task was to reinvigorate committee membership. Since only one remaining member was a branch professional development (PD) officer, a recruitment drive seemed a good opportunity to reestablish lines of communication with branches in regard to PD.

As of June 2019 we have nine people participating in the SCPD either as full committee members or as branch liaison members. All IPed branches are represented – including the new Aotearoa New Zealand branch – and two members represent regional interests instead of a branch. The current committee members are:

- Susi Bailey – Aotearoa New Zealand
- Rob Rowe – New South Wales
- Lorraine Page – Queensland
- Nicki Markus – South Australia
- Ann Hughes – Tasmania
- Maryna Mews – Victoria
- Catherine Macdonald – Western Australia
- Julia Maurus (Cairns, Qld) and Linda Nix (Armidale, NSW) – regional members.

We've also established direct lines of communication with the Standing Committee for Academic Editing, overseas editing associations such as the Society for Editors and Proofreaders in the UK and Editors Canada, and the Accreditation Board (Linda Nix and Catherine Macdonald are on both committees). Terms of reference and objectives
My second task as the new Chair is to ensure that the SCPD is meeting its terms of reference. Our objectives under these terms are:

1. To develop a national PD framework with short-term and long-term programs designed to implement IPed's Strategic Plan, including:
 - developing mechanisms for delivering PD at scales from local to national
 - supporting branch PD training
 - maintaining a national PD register
 - identifying pathways for career progression and aligning the PD framework to facilitate this.
2. To seek to ensure that branch and national PD programs complement and support national aims and initiatives, including the *Australian standards for editing practice*, accreditation, other IPed standing committees and the National Mentoring Program, as appropriate.
3. To develop guidelines for the procurement, delivery and pricing of PD training.
4. To advise on national PD policy reflecting the primary objective to deliver equitable, cost-effective PD programs for all IPed members.

The first objective, the national framework, is probably the toughest, not least because it includes several sub-objectives. While some work has been started in this area, there is much to be done. The recently reestablished lines of communication with branch PD officers and other IPed committees will go some way to ensure we are meeting some of these sub-objectives, as well as the second and third objectives.

The fourth objective, the IPed PD policy, is one that we have only just begun working on. The first draft of the policy was submitted earlier this month to the IPed Board for comment. We are aiming to release the final policy later this year.

Planned projects

In 2017 and 2018 the SCPD investigated the feasibility of providing webinars as a form of online professional development. To this end, the 2018 accreditation exam was used as the focus for these webinars. The SCPD developed and held three webinars, two on preparing

for the accreditation exam, and one on style sheets. These webinars were not without teething and technical problems, but overall were regarded as a success.

The SCPD is now working on developing several more webinars focused on core editing topics, as defined by the *Standards* and tested in the accreditation exam, as well as on popular editing topics, such as:

- starting a freelance editing business
- practical markup and author queries in Word
- copyright.

We are also investigating ways to:

- help branches take workshops to regional centres (e.g. in partnership with regional organisations such as writers centres)
- deliver training online as self-paced learning modules
- lower costs of holding face-to-face workshops
- facilitate sharing of workshop and seminar content among branches as well as online.

Dr Linda Nix AE

Chair, Standing Committee for Professional Development

IPed Standing Committee on Academic Editing

The IPed Board instituted the Standing Committee on Academic Editing (SCAE) to develop a program of activities that support editors in academic publishing, and to review and report on the context and state of play in academic publishing for members of IPed. The standing committee began in November 2017, with Dr Renée Otmar HLM DE (Editors Victoria) as Chair. Dr Laurel Mackinnon ELS (Editors Queensland), became Chair in early 2019.

The committee has gained and lost several members since late 2017. The current membership, as at June 2019, is as follows.

- Rhonda Daniels AE – NSW (original member and member of Guidelines Pod)
- Olivia Wroth – NSW (joined May 2019)
- Laurel Mackinnon, Chair from 2019 – Qld (original member and facilitator of Guidelines Pod)
- Charlotte Cottier AE – Qld (original SCAE member and member of Guidelines Pod)
- Davina Dadley-Moore – Vic (original member)
- Elizabeth Atkinson – Vic (joined May 2019)
- Ilsa Sharp – WA (original member and member of Guidelines Pod)

The SCAE plays a significant role in implementing IPed's strategic plan, including leadership in articulating the role of the editor in academic writing and publication, and other matters of concern or interest for academic editors.

Current committee members are professional editors and IPed members who specialise in providing editorial and related services to the academic and publishing sectors. Although members are drawn from branches to facilitate organisation-wide consultation, they are not appointed to represent their branches and instead contribute to the overall interests and objectives of IPed.

The original objectives of the SCAE were:

- to develop and lead a program of activities that support career development for editors in academic editing, with short-term and long-term initiatives and activities designed to implement the priorities outlined in the IPEd Strategic Plan (2017–20)
- to establish mutual understanding with universities and other stakeholders on the role of the editor in academic publishing
- to explore the desirability of an accreditation for academic specialisation and to liaise with the Accreditation Board about this possibility
- to explore the feasibility of producing a recommended rates card for academic editing.

The SCAE's activities in the past year (September 2018 to June 2019) include the following.

Scoping paper

Written by the Scoping Pod, the paper *Scope of academic editing* was submitted to the Board in March 2018 and revised and resubmitted in September 2018. This paper forms the basis of one of the training documents for the IPEd Ambassadors.

Thesis editing guidelines

After a critical review of the former *Guidelines for editing of research theses* and input from the Board in 2018, the revised *Guidelines* were finalised by the Pod and then endorsed by the Australian Council for Graduate Research (ACGR). The revised *Guidelines* were released in April 2019, and IPEd members were notified of the release in IPEd Notes 29 April, which included a brief introduction to the revised version.

Other SCAE activities

- The SCAE asked the chair of the Standing Committee for Professional Development (SCPD) whether there are any joint projects we can work with them on. The SCAE has been asked to consider providing a webinar on the revised Guidelines for editing of research theses to discuss the changes and the actual guidelines for those not familiar with them. The SCAE has agreed, and this activity is planned for the future.
- Continuing with Option 5 in the Options paper (about the future of the Guidelines), the SCAE plans to develop resources for academic editors, starting with case studies.
- SCAE member Rhonda Daniels has joined IPEd's Pay Rates Working Party (PRWP).
- Following publicity about the Tertiary Education Quality and Standards Agency Amendment (Prohibiting Academic Cheating Services) Bill 2019, the SCAE Chairperson wrote to the ACGR expressing concern about the potential that academic editors could be considered to be in breach of such legislation. The ACGR indicated that it shared our concerns and took these to the relevant government agencies. Both the ACGR and IPEd missed the 30 June deadline for submissions, but the Group of Eight's (Go8) submission specifically mentioned the need to exclude external editing of doctoral thesis where that work is approved by the university. The Go8 submission can be viewed at: <https://go8.edu.au/go8-submission-tertiary-education-quality-and-standards-agency-amendment-prohibiting-academic-cheating-services-bill-2019>

Laurel Mackinnon PhD, ELS

Chair, Standing Committee on Academic Editing

Style Manual Steering Group

The members of the Style Manual Steering Group (SMSG) during 2018–19 were:

- Geoff Dawson AE – Canberra Society of Editors (CSE) (resigned August)
- Cathy Nicoll AE – CSE (appointed August. Stood aside in May due to conflict of interest. Resigned July 2019).
- Julie Ganner AE – New South Wales
- Kerry Davies AE – Queensland (Chair until August)
- Ruth Davies AE – Queensland
- Kathie Stove DE – South Australia
- Rowena Austin AE – Tasmania (Chair from August)
- Janet Mackenzie DE – Victoria (resigned August)
- Philip Bryan AE – Victoria (appointed September)
- Ilsa Sharp – Western Australia

The SMSG continued to liaise with the federal government’s Digital Transformation Agency (DTA), which is managing the development of the seventh edition of the *Style manual*. The SMSG exists to lobby the DTA for a comprehensive, standard reference work for best-practice editing and writing standards, and to involve AEs or DEs in the development process.

During 2018–19 the SMSG met several times and DTA gave us two presentations on its planning process. To assist DTA in this, IPed surveyed its members to find out how we use the *Style Manual* and to gather suggestions for content. AEs Wendy Monaghan and Annie Ellis suggested this activity and provided a template. Hundreds of editors responded and Ruth Davies AE compiled the results. The IPed survey was sent to DTA in July and was warmly received.

In December 2018 the DTA published a request for tender for services to develop stage 1 of the seventh edition. The tender was awarded to Canberra-based company Ethos CRS, which has since appointed former SMSG member Cathy Nicoll AE to lead the project.

In May 2019 Rowena Austin met DTA representatives in Canberra to discuss IPed’s possible role as a member of the Style Manual Advisory Board. DTA has since extended this invitation to IPed.

In July, Rowena represented SMSG at a meeting with Biotext and Macquarie University about their joint venture (JV) to develop the *Australian Manual of Style* and the StyleHub web portal. IPed is now discussing possible joint activities with the JV.

The SMSG was saddened by the death of former member Janet Mackenzie DE in September 2018. Janet was a long-standing SMSG member and the group drew on her considerable editing and committee experience to make a valuable contribution. She is missed.

Rowena Austin AE

Chair, Style Manual Steering Group

Branch Reports

Editors Aotearoa New Zealand

Tēnā koutou katoa — Greetings, everyone!

The committee of Editors Aotearoa New Zealand (EdANZ) is delighted to present its first contribution to the IPEd Annual Report.

In the 10 months since IPEd approved the formation of a New Zealand branch, NZ IPEd members have laid the foundation of a national organisation to encourage, nurture and advocate for print and digital editors.

The formation of a committee came after over 12 NZ members attended the Melbourne Conference in May. This provided an opportunity to become acquainted face to face, bridging the gap of hundreds of kilometres that separate many of us. Out of these enhanced relationships came the beginnings of the committee.

Committee

The following members comprise the committee:

- President – Caroline Simpson
- Vice president – Ralph Watson
- Secretary – Bella Mae
- Budget officer – Elizabeth Beattie
- Training officer – Susi Bailey
- Social media coordinator – Marja Stack
- Website coordinator – Joan Gladwyn
- Newsletters – Sue Barclay
- Events manager – Imogen Coxhead
- Ex-officio committee members are:
 - IPEd Board director – Anne-Marie McDonald
 - Accreditation Board delegate – Helen Bradford AE

Achievements

Establishing channels for authentic communication has been a primary focus.

- A Facebook group now enables the committee to communicate directly with members, while they can use it to interact and raise issues.
- Our webpages have gone live.
- We are producing a newsletter.

Plans

Apart from completing current projects, we will be:

- hosting the accreditation exam next year for the first time in NZ
- identifying and coordinating training events at local and regional levels
- representing IPEd and advocating for editors in print and online publishing forums
- undertaking our first public events in each of the main centres.

Challenges

The NZ branch cannot be a clone of its Australian counterparts. Organisations in NZ are subject to constraints and obligations that differ in some respects from those applying to

the Australian branches. Discussions with IPed on this score are ongoing. Moreover, we cannot 'copy and paste' the great models of organisation that IPed and its Australian branches have provided. Our branch is starting from scratch.

Some branch-specific practices have developed over time. We Kiwis often don't understand how these have come about. Some will be sound practices that we will want to emulate. Others might perhaps be 'overkill', at least where we are now. We have a lot to learn.

In summary, the challenge is to establish the Aotearoa New Zealand branch as IPed's presence here, while taking account of the differences in national identity, government and geography.

In conclusion, we are very grateful for and appreciative of IPed's support for a NZ branch. IPed's message and energy inspired those of us who went to Melbourne. The model we saw there inspires us to pursue IPed's vision on this side of the Tasman: to advance the profession of editing — in Aotearoa New Zealand.

Caroline Simpson

President, Aotearoa New Zealand branch

Editors NSW

Our branch committee is like the proverbial duck on the river – the picture of ease and tranquillity on the surface, but with lots of frenetic paddling going on below to keep us afloat and pointing in the right direction!

In the past 12 months, Editors NSW has held seven member meetings, two social dinners, six professional development workshops and a full-day seminar on ethics in editing. Supporting these activities, we published 11 editions of *Blue Pencil*, featuring a write-up of each month's meeting and the seminar presentations, a feature on committee discussions, details of coming events and other useful information. We also surveyed our members to learn more about their professional development needs and interests, the results of which will inform our plans for future events.

All these achievements were possible only because of our tireless branch committee: vice president Zoë Hale, secretary Sally Asnicar, budget officer Russell Noakes, newsletter editor Elisabeth Thomas, workshops coordinator Lilla Wendoloski AE, meetings coordinator Caroline Birch AE, member liaison officer Katrina Gibson AE, IPEd director Owen Kavanagh, Accreditation Board delegate Linda Nix AE and Mentoring Program delegate Shannon Kelly. Our thanks also to Susie Pilkington and Robin Appleton for supporting the committee by volunteering to (respectively) write for and proofread *Blue Pencil* each month.

The benefits of belonging to a unified organisation become clearer each year too, as we see a steady rise in the number of industry events and discussion forums to which IPEd is now invited. Last September, Sally Asnicar gave a presentation on the work of editors at an Australian Society of Authors workshop, while in November I attended the annual Australian Inclusive Publishing Initiative forum convened by the Australian Publishers Association. In May I was invited to represent IPEd at the Australian Book Industry Awards, where I met representatives from the Copyright Agency, Writing NSW and a number of publishers, all of whom are becoming increasingly aware of and interested in our work.

Besides advocacy, one of our priorities is to better cater for those outside the Sydney metro area, and a new regional and suburban editors' lunches program was created to help address this. We've been delighted with the response: in the past 12 months, lunches have been hosted in Armidale, Bellingen, Dorrigo, Gosford and Coffs Harbour, as well as diverse areas of Sydney. It's a great way for members to meet others who live and work nearby, especially those who are unable to attend regular member meetings in the city. It's also easy to organise: just choose a venue and date, and book a table; the committee does the rest. We hope others will consider giving this a try in the future, to help us break down some of the geographical barriers to participation so that more members can feel included.

Another new initiative we have recently introduced is to contact each new member as they join our branch, letting them know about the support and services we offer. We hope this personal touch will help them feel welcome and also encourage them to come along to events, as we all know how intimidating that first interaction can seem. The opportunity to network with colleagues is an important benefit of belonging to a members' association – especially in a profession like ours, where we often work in isolation – and we aim to help our members engage with each other in every way we can.

Julie Ganner AE

President, Editors NSW

Editors Queensland

I'd like to thank everyone who has been involved in keeping Editors Qld running smoothly this year.

The Editors Qld management committee executive was made up of me as President, Ruth Davies AE Vice-President at large, Kerry Davies AE Budget Officer and IPed Director, Glenine Hamlyn AE Web Editor and Executive member, and Charlotte Cottier AE Secretary.

Other committee members through the year were Julia Sudull as both *Offpress* Editor and Web Admin, with proofreading support from Josephine Brown AE; Patrice Shaw and Tamyka Bell have looked after EdsQ's social media; Lorraine Page joined the committee late last year as Training Officer taking over from Jenny Mathers; and I looked after events until March when Jacqueline Ross and Lee Ellwood stepped in to share the role, with catering support from Robin Bennett. Claire Heath also joined the committee recently as Freelance Networking Coordinator. Desolie Page AE was Accreditation Board delegate, chairing until December 2018, Gail Tagarro AE was Queensland's Mentoring Coordinator and Lisa Hill coordinated the Sunshine Coast group. In addition, several members contributed content to *Offpress*, including branch meeting speaker reports and summaries of different presenters and streams at the IPed conference.

Editors Queensland is an extremely thrifty branch (thanks in no small part to having the IPed Chair as our Budget Officer!) and we ended the year \$1700 under budget on administration costs. Our professional development workshops also brought in a profit of around \$1100 and branch meetings around \$250, largely due to increased meeting attendance since we switched venue. Here's a summary of our events:

The **July** branch meeting speaker was poet and poetry editor Ross Clark, who had us all giving it a go with our red pens. In **August** we had a panel discussion on accreditation at the ABM and held a marketing workshop with Brett Osmond. Our **September** guest speaker was novelist Kathy Hoopmann who talked about writing for children who may feel like they don't fit in, and for cats who don't care if they fit in or not. In **October** in lieu of a guest speaker we held a Secret Editors Business session and had a surprising turnout of fresh and returning attendees. Peter Riches provided a workshop on building your editing toolkit. Our end of year dinner in **November** was held at The Ship Inn at South Bank and we were joined by a member who lives in Finland, so that was a lovely bonus.

We started 2019 with a picnic at the city botanic gardens in **January**. In **February** Patrice Shaw and Kirsty Ogden presented a workshop on building alliances for self-publishing. At the member meeting we had nibbles and networking and each shared a piece of good news at our new venue, New Farm Library Hall. **March** guest speaker Laurel Mackinnon drew a huge crowd and spoke knowledgeably about academic editing as both an editor and academic. In **April** we had a freelance lunch in Milton and a great member meeting talk from lawyer, activist and writer Paul Richards, joined by his editor Kerry Davies. We skipped the member meeting in **May** as it was the same week as the IPed conference in Melbourne. Our **June** speaker was our own Belinda Pollard, a very well attended session on editing personal trauma stories and how to protect yourself from vicarious trauma, which she also presented to the Melbourne conference.

Christine Atkinson

President, Editors Queensland

Editors South Australia

Our PD program has been busy as usual, with five workshops, seven member meetings and a Writers Week breakfast, pretty good for a small branch, and a credit to our hard-working PD subcommittee.

We have adopted a quarterly timetable for our newsletter, ...*the Word*, instead of bi-monthly, and a rotating editorship. The result: outstanding, fresh, informative, interesting newsletters. ...*the Word* remains one of the most highly valued offerings of Editors SA.

EdsSA used a portion of our reserved funds to support members to attend the 2019 national conference, awarding three bursaries. The bursary for an Accredited Editor was awarded to Ilona Wallace. Two bursaries for emerging editors were awarded to Annette Northey and Lauren Bevilacqua. All members who attended the conference, numbering 17, were offered a subsidy of \$150.

We have effective, self-motivated subcommittees for most tasks and all activity planning; this lightens the workload of the committee as a whole.

Big achievement: Editors SA, a small branch, has one or more active contributing members on most national standing committees and working parties.

Our committee has a low turnover, with most members willing to contribute for a few years, and build their expertise and experience.

Loene Doube AE

Outgoing President, Editors SA

Editors Tasmania

This has been a steady-as-she-goes year, rather than a particularly productive or exciting one. Early in the year, we changed our name to Editors Tasmania, to align ourselves with the other branches of IPEd. We have a new logo, thanks to Alex Sutherland, and a new-look website.

We have maintained but not increased our active membership at 33 members – 2 Honorary Life Members, 3 students, 8 associates and 20 professional members. We had a small number of social and professional events, among them Sue Scott's fascinating account of managing the publication of a family history and Doro Forck's explanation of the process by which CCAMLR speed-edits conference proceedings.

More than a dozen members attended the Melbourne conference in May, where we launched the next conference, Editing on the Edges, which we will be hosting in June 2021.

We have already confirmed the conference venue (the Hotel Grand Chancellor), established our branding (thanks to Poco People), distributed flyers and fridge magnets and published a website (which is in need of more blog posts).

The 2019–20 committee consists of:

- Elizabeth Spiegel AE
- Liz Charpleix AE
- Sheelagh Wegman AE
- Alex Sutherland
- Susan Scott AE
- Vicki Nelson AE

We continue to run events on a break-even basis – those that make a small profit are balanced by those that run at a small loss. Committee members are reimbursed for expenses incurred on behalf of the branch but not otherwise paid.

Earlier this year, IPEd asked all branches to release some of their reserve funds; we agreed to a donation of 25%, bringing our reserve funds down to \$7776.

Elizabeth Spiegel AE

President, Editors Tasmania

Editors Victoria

Your branch committee, like the IPed board, has worked hard over the last 11 months. We have tried several initiatives and brought other concerns to an end.

I'm going to start with endings. The most significant conclusion for the past committee has been the formal winding up of the remnant 'Editors Victoria Inc.' as a separate organisation. While this may not seem very important, it marks the conclusion of Victoria having its own individual editors' organisation, and the end of what has been a long transition into becoming IPed. Charles Houen, the Secretary of Editors Victoria and then the Victorian branch, fittingly took charge of this final chapter, as it marked his final contribution as a committee member. Charles was instrumental in our transition from Editors Victoria Inc. to becoming the Victorian branch of IPed, and in the formation of IPed as a whole. (The name 'Editors Victoria' does live on as the name of our branch.) Charles made a significant contribution as both Treasurer and Secretary over many years before he decided to end his time on the committee last November; we have all benefitted from his work.

Charles was not the only departure from the committee. Margie Beilharz edited her last newsletter for the branch in April, and will be stepping down as our Communications Officer. Margie has also served us all for a number of years, in one of the most public roles we have. And also the most stressful – just imagine the pressure of editing something that will be read by more than 400 editors! Margie too will be much missed, and we thank her for her contribution.

Our final departures from the committee are Sally Holdsworth, A.J. Collins AE, Danielle Vecchio and Helen Efthimiou. Sally and A.J. served on the Events subcommittee and helped greatly in greasing the wheels so that our events ran smoothly before they resigned (Sally late last year and A.J. earlier this year), while Dani and Helen leave us having worked on the Communications subcommittee. The members of the branch's subcommittees, while not receiving or necessarily wanting the profile that the portfolio officers have, are a vital part of our organisation. We simply could not do the work that our committee needs to do without them. I am sure you will join me in thanking Sally, A.J., Helen and Danielle for their efforts.

So much for endings! I'd like to cover some of the new things we tried this year. One of the first was towards the end of last year, when we ran our first Book of the Year awards, with Markus Zusak's *Bridge of Clay* our inaugural winner. I hope these awards continue.

Probably the most visible innovation has been our trialling of new venues. The Events subcommittee, headed by Marie Pietersz, is committed to finding venues that not only offer the best value for money but also provide better accessibility for all members. It is likely that events will continue to rotate between different venues, with the idea being that if one or two locations are harder for you to get to, others will be more convenient – although this, of course, is something for the next committee to decide. As 232 people attended our seven events over the past 11 months, the new venues were apparently convenient for a number of you! We managed to hold the same number of events in the last 11 months as the previous committee held over a year, and also the same number of freelance lunches, organised by our Vice-President, Susan Pierotti AE. I have to say, with some sadness, our endeavour to hold a regional literary lunch in Kyneton failed to get off the ground, but I'm sure the next committee will look at other options for providing more services to our substantial number of members living outside metropolitan Melbourne. On the other hand, our networking event for in-house editors was very well received.

We held fewer professional development sessions this year – just eight – but with good reason: there was this little thing called the IPEd conference happening in Melbourne, incorporating a full professional development program. It is a tribute to our PD team – Maryna Mews, Jane Fitzpatrick AE, Claire Kelly AE and Michelle Manly AE – that they were able to produce a program that attracted a total of 174 participants, an increase of more than 25 per cent on those who professionally developed themselves in the previous year. I think they deserve our thanks.

We also have the PD team to thank for another initiative: student representatives to the committee, to help keep this large group of our membership in our plans.

And then there are the things that have just kept rolling along ... Marnie Hannagan, our Budget Officer, has moved invoices smoothly along the payment path, and overseen our budget process for next year. Sharon Lierse has stepped into the Secretary's role and is keeping the committee much better organised than it was under the Acting Secretary (ahem, me) after Charles's departure. Susan Pierotti, our Vice-President, has not only organised freelance lunches but taken on the amorphous job of scoping our branch history project. My thanks to all of them.

The Communications team – Margie Beilharz, Bridget Blair AE, Helen Efthimiou and Danielle Vecchio – have kept us all up to date, informed and entertained, through the newsletter, the Victorian website and social media. Again, I'd like to thank them.

I haven't yet mentioned the biggest achievement for the year – our hosting of Beyond the Page, the IPEd conference. As I've said before, while I'd love to take the credit for the conference, I can't: not one bit. All the kudos goes to Renée Otmar DE and her organising committee, and if you were one of the hundreds – and I mean that literally – who attended the conference, the gala dinner or the workshops, I'm sure you'll agree that high praise is indeed deserved. In connection with the conference, I'd like to mention Nicole Mathers, who was our branch Administration Officer until December, but who provided administrative support to the conference team as a volunteer. One final thank you to Renée, Nicole and the rest of the conference team.

Susan Keogh DE

President, Editors Victoria

Editors Western Australia

The past year has not been an easy one, as accurately predicted by our much-missed outgoing President Stephen White last year – yet, despite all the hurdles littering our path, the committee has managed to produce several popular and stimulating professional development (PD) events for members' meetings in alternate months, interspersed with our Café Society socials.

However, we have at last solved a few niggling issues. One such has been our 'homelessness', banished with the confirmation of regular bookings for Mount Lawley Senior High School as our regular members' meeting venue, thanks to the energies of Events Coordinator Chloe Stam and committee member Cheryl Bettridge AE.

Another has been the inconvenience of committee meetings being held at a physical location. We recently initiated online videoconferences for our monthly committee meetings, thus doing away with the need to book any venue, and at the same time making it possible for any EdWA member to serve on the committee 'remotely' regardless of where they live.

Members' hunger for solid PD sessions has been palpable. Examples of this hunger were seen at events such as our Winter Seminar (25 August 2018) on the ingredients for a *Good Editor*, followed on 19 November 2018 by a lively discussion of *The Good Enough Editor*, organised by Stephen White; the *Finessing the Style Sheet* event (17 September 2018) organised by Acting Vice-president Michèle Drouart AE, who also spearheaded the ambitious and successful seminar *What fiction writers and editors can learn from genre fiction* on 13 April 2019, featuring Kate Cuthbert of the Harlequin Australia imprint Escape Publishing, at the lovely Subiaco Theatre Gardens. Other meetings have explored topics such as ESL and Plain Language.

The Kate Cuthbert event, bringing fiction writers and editors together, was a key part of the committee's general drive to network across other similar communities, such as writers, publishers, indexers and government or corporate editors.

IPEd's 9th national editors' conference titled *Beyond the Page*, and hosted by the Victoria branch in Melbourne, 8–10 May 2019, naturally was among the year's highlights. We were delighted with the big turnout of WA attendees, disproportionate to the WA branch's small membership compared with other states – our 12 or so WA representatives amounted to more than 10% of our branch's total membership.

On the national level too, it was good to see WA branch member Rachel Wheeler AE appointed as one of IPEd's Ambassadors, with a brief to introduce IPEd's work to WA universities and writers groups. EdWA members have also benefited from the revised and consolidated *Guidelines for editing research theses* on the IPEd website posted by the Standing Committee on Academic Editing and its Guidelines Pod on which I am serving. Hopefully you will also benefit from possible recommended pay rates for editors that IPEd may report on in the near future. IPEd has also signalled its intention to grow membership, not least by adding our first overseas branch, New Zealand, in early 2019.

A much-deserved tribute was paid during 2019 to one of our longest-standing members, Jan Knight, who joined our committee in 2009. Despite considerable health challenges, Jan has hardly ever missed a meeting. She has been made an Honorary Life Member of IPEd, joining another EdWA veteran, James Hansen, who is also an 'HLM'.

Some three years after the restructuring transition into IPEd, our branch still needs to understand better that we are IPEd and IPEd is us. The tyranny of distance makes this difficult for some of us.

The branch has continued to suffer from high turnover among key committee members. Key positions are President, Budget Officer, Secretary, Events Coordinator, Communications Officer and *Bookworm*/Newsletter Editor. Only two of those were sure to be filled as we approached the branch ABM – thank you, Budget Officer Lerae Rowney and *Bookworm* Editor Catherine Macdonald AE! We will miss Vicki Taylor who ran our website for a while; Tracy Piper and more recently Marnie Bell, who both admirably filled the Secretary's role; Chloe Stam, our first Events Coordinator, who demonstrated just how important this position is.

Volunteering admittedly can be demanding, but serving on the Editors WA committee brings the rewards of insight into how IPEd and the editing community are thinking and operating across the branches, and into who are the movers and shakers in that community; committee work broadens horizons for new and younger editors beyond the editing nuts and bolts, revealing the bigger picture of professional theory, principles and ethics.

Ilsa Sharp

President, Editors WA