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Editors Tasmania

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Editors Western Australia





Image credit: pexels

About IPEd

Branches

Mission

Vision

Our promise to members

Member services



Editing:
words' best practice

The Institute of Professional Editors (IPed) is the professional membership association for Australian and New Zealand-based editors, with more than 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 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 to develop and deliver the initial accreditation exam, held in 2008.

The branches of IPed and their member numbers (active financial) are below.

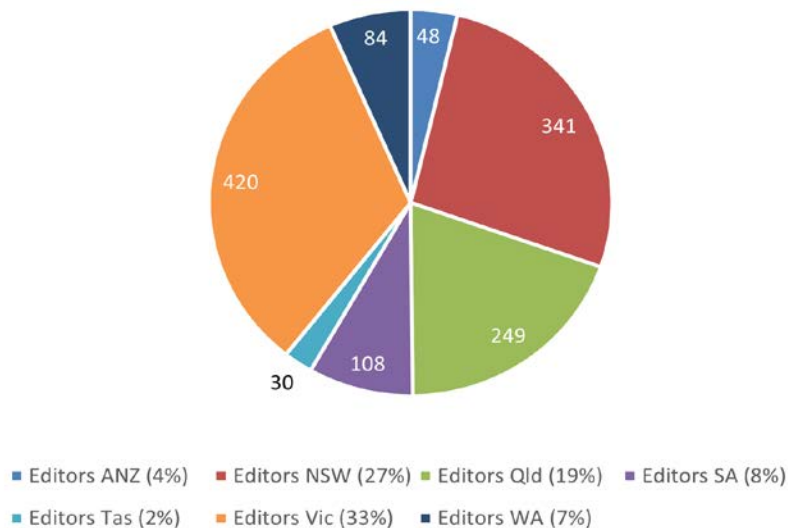
Editors Aotearoa New Zealand	48
Editors New South Wales	341
Editors Queensland	249
Editors South Australia	108
Editors Tasmania	30
Editors Victoria	420
Editors Western Australia	84

This is a total of 1280 active financial members, 10 more than at the same time in 2019.

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 after the membership expiry.

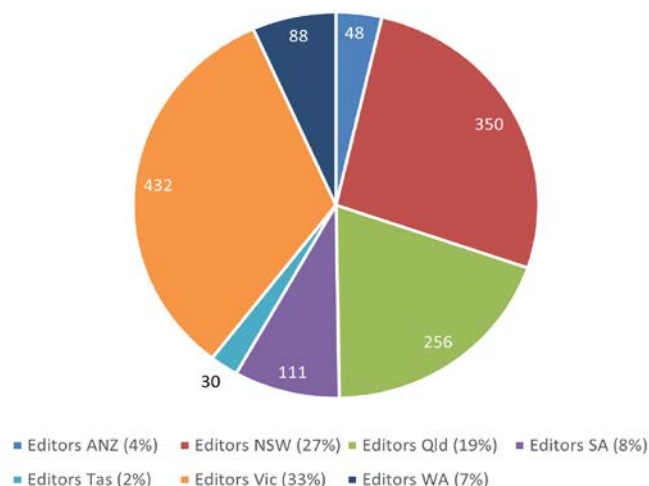
The numbers and percentages of active members at 30 June 2020 are shown in the chart below.

% Active, **financial** members by branch



The total of active members, both financial and non-financial, at 30 June 2020 was 1315 as shown in the chart below.

% Active members (financial and non-financial)





Mission

To advance the profession of editing through training, advocacy and promotion.



Vision

IPEd is the trusted voice of professional editors, shaping communications of the future.



Values

We are:

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

We celebrate our contributions and successes.

Our promise to members

Belonging to IPEd helps you to:



- connect and collaborate with peers, experts and industry
 - develop your professional and business skills
 - accelerate your career
- gain respect as a professional editor
- be part of a supportive community
 - celebrate your profession.

Member services

We deliver on our promise through a range of services:

- 
- professional development events, workshops and networking
 - IPEd conferences
 - advocacy
 - awards and prizes
 - Editors Directory
 - online resources
 - mentoring program
 - professional standards for editing practice
 - accreditation scheme for professional editors
 - member discounts.

Member benefits

- Accreditation scheme
- Awards and prizes
- Newsletter
- Conference
- Editing opportunities
- Editors directory
- Insurance
- Mentoring program
- Member discounts
- Branch network
- Professional development
- Resources



Let's eat Grandpa.
Let's eat, Grandpa.
Commas save lives.

Member benefits

Accreditation scheme

Accreditation enables editors to demonstrate their competence through an onscreen exam and ongoing professional development. Accreditation gives clients and employers confidence in the skills of editors 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 Janet Mackenzie Medal or through the Australian Publishers Association's Beatrice Davis Editorial Fellowship, co-sponsored by IPEd.

IPEd newsletter

IPEd keeps members updated through a monthly newsletter, *Gatherings*.

Conference

The IPEd 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 pay a fee to list their contact details and services they offer in the Editors Directory, linked to the IPEd website.

At 30 June 2020 there were 403 active Editors Directory subscriptions:

- 9 Editors Aotearoa New Zealand
- 112 Editors New South Wales
- 78 Editors Queensland
- 28 Editors South Australia
- 10 Editors Tasmania
- 136 Editors Victoria
- 30 Editors Western Australia

Insurance

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

Mentoring program

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

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
- Chartered Institute of Editing and Proofreading (CIEP) (UK) online courses and conferences
- Editors Canada webinars, online training and conferences
- Editorial Freelancers Association webinars, online training and conferences
- Geoff Hart titles: *Effective onscreen editing*, 3rd Edition, and *Writing for science journals: Tips, tricks and a learning plan*
- IngramSpark
- Macquarie Dictionary and Thesaurus Online
- National Association of Independent Writers and Editors
- PerfectIt
- ProWritingAid
- Rounded
- Your Editing Career Launched.

IPEd branch network

IPEd's seven branches hold events that include guest speakers, panel discussions, professional development workshops and networking meetings. (With COVID-19 restrictions on social gatherings, most events are currently held via Zoom.) The newest and first international branch, Editors Aotearoa New Zealand, was established in 2019 and now has a regular events program.

Professional development

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

Resources

The member-only portal gives members exclusive access to online resources, book lists, articles and member discounts.

CEO's message

- Strategic plan 2020–23
- Advocacy and communications
- Partnerships
- Staffing



Image credit: qimono, pixabay

The second half of the 2019/20 financial year has been tumultuous as COVID-19 gripped the world. IPEd has been in regular contact with our members to provide support and updates.

This included a modified fee payment plan, a freeze on any fee increases in the new financial year and telephone support via our Board Administration and Support Officer, Nicole Mathers.

In the face of the pandemic, IPEd immediately increased our online capacity with Zoom to assist branches and members to connect with each other.

This has meant managing ongoing challenges in continuing to deliver key events such as preparing for the 2020 accreditation exam and planning considerations for the 2021 IPEd conference and beyond.

Strategic plan 2020–23

Presidents and Directors agreed there was still unfinished work from the 2017–19 strategic plan. The Board reaffirmed IPEd's focus for its 2020–23 strategic priorities as continuing work in four key areas:

1. build a strong organisation
2. support a thriving membership
3. deliver integrated professional development
4. promote IPEd as the trusted voice of the profession.

Advocacy and communications

In 2019/20, we continued to work with peak bodies to raise the profile of editors. We conducted the first in a series of member surveys when COVID-19 hit to chart its effect on members of the profession. The Australian Publishers Association has been in discussions with IPEd about employment issues for editors in their development of a Senate submission on the effects of COVID-19 on the publishing sector. We will use the data gained to lobby parliament and stakeholders on issues of importance to the profession.

IPEd wrote to federal Minister for Education Dan Tehan about the proposed introduction of the Job-ready Graduates Package of reforms to higher education. Under those proposals, university fees for students in the areas of the arts, society and culture, law, economics, creative arts and communications will see fee increases of more than 100 per cent. IPEd urged the government to reconsider the proposed fee increases, arguing that education opportunities must remain accessible to students.

Our work on pay rates remains a strong focus for the Pay Rates Working Party (PRWP), which developed benchmark pay scales for Australia editors and is promoting their adoption by publishers, government, business and other clients. The PRWP is now working on rates for New Zealand editors.

IPEd has also been instrumental in creating and promoting the publication of the *Inclusive publishing in Australia: An introductory guide*, through Julie Ganner's work with the Australian Inclusive Publishing Initiative.

Books+Publishing magazine featured the editing profession in the November 2019 issue of its 100-year anniversary special series. It was a valuable opportunity to highlight the importance and value of editing. IPEd CEO Karen Lee was interviewed for an article.

Partnerships

IPEd was pleased to finalise a working partnership with Biotext–Macquarie through their publication of the *Australian Manual of Style* and further development of the StyleHub.

Staffing

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

- Nicole Mathers, Board Secretariat and Administration
- Tay Winchester, Corporate Services Officer
- Kate Tilley, Communications Officer
- Erin Rundle, Finance Officer.

Between the five of us, we make up two full-time equivalent staff. I am fortunate to work with the most professional and wonderful group of people – Tay, Nicole, Erin and Kate. Thank you.

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.

I would like to especially thank our outgoing Chair, Kerry Davies, for her formidable intellect and kindness, and our incoming Chair, Ruth Davies, for her insight and energy.

Karen Lee
IPEd CEO



Chair's report

A polar bear is standing on a vast, flat, and icy landscape under a clear blue sky. The bear is facing left, and its white fur contrasts with the pale blue and white of the ice. The ground is covered in snow and ice, with some darker patches visible.

I keep reading
between the lines.

Goodman Ace

As for everyone across the world, for IPEd this last year has had two distinct periods: business as usual in the last half of 2019 and then a time of great uncertainty and change in the first half of 2020 due to COVID-19.

IPEd's two signature events, the accreditation exam and the conference, have both been affected. Everyone working on the exam has had their plans changed and changed again. Planning for the Hobart 2021 conference continues to respond to the new circumstances.

People have had to be resilient. We couldn't do this without the dedication of the IPEd Board, staff and contractors, standing committees, working parties and branch committees. These are skilled, committed people working and volunteering to support our members. Some of the ways we have done this are by holding the membership fees at their current level and by providing updates about how the rapidly changing government policies affect editors in Australia and New Zealand.

I joined the IPEd Board as Editors Queensland Director in November at the AGM, and Kerry

Davies AE, the past Editors Queensland Director and IPEd Chair, became a skills-based Director and continued as Chair until May, when I accepted the nomination to become Chair. I'd like to thank Kerry for her vision, dedication and diplomacy, as well as her steady hand over five years of being Chair and her generosity in staying on to ensure there has been a good handover period.

The Board also welcomed Russell Noakes for New South Wales (replacing Owen Kavanagh), who also took over the role of Company Secretary from Loene Doube AE; Rachel Wheeler AE for Western Australia (replacing Ilsa Sharp); and Renée Otmar DE for Victoria (replacing Susan Keogh DE). We joined existing members Rowena Austin AE for Tasmania, Nick Pilavidis for finance, Anne-Marie McDonald for Aotearoa New Zealand, Loene Doube AE for South Australia, and Linda Nix AE for the Accreditation Board.

Rachel Wheeler ended her term in February (since replaced by Catherine Macdonald AE) and Rowena Austin in March.

The work that started in 2018/19 to reduce expenses and increase revenue paid off in 2019/20. By the end of the year, IPEd had a closing retained surplus of \$27,935 compared with a retained deficit last year of \$15,633. This is a stronger position with a much-appreciated financial buffer for unpredictable times such as we have seen in 2020.

The Board has also developed our strategic plan for the next three years and supported standing committees and working parties to improve advocacy for and representation of IPEd members. One new working party is the Accessibility Initiative Working Party, which will support editors in addressing accessibility issues faced by readers with a print disability.

We developed an Affiliates Policy that formalises relationships with other organisations so we can further promote and advocate for the editing industry. Independently of this policy, we have created a Memorandum of Understanding with Biotext–Macquarie, which will provide quality resources for editing and communication professionals. As part of the MoU, IPEd will collaborate on the further development of the Biotext–Macquarie StyleHub and, under a separate commercial agreement, act as distributors for the *Australian manual of style (AMOS)* due to be launched in the second half of 2020.

One much-needed area of advocacy has been in remuneration for editors. The Pay Rates Working Party found that a fair rate for editors is between \$60 and \$160 an hour to support a sustainable business and be compensated for their education and skill levels.

All Australian editors have been looking forward to the new style manual, developed by the Australian Government's Digital Transformation Agency, and IPEd has had a member on the advisory board for the new product. By the end of the financial

year we had secured a contract to have an IPEd expert panel review the new manual, one of just four such reviews. The new manual has a different audience from its predecessor, the beloved 6th edition, being focused on government writers, but it promises to become an integral part of our arsenal.

As part of consolidating costs and moving to an IPEd-wide identity, the Communications Working Party developed, with our new Communications Officer Kate Tilley, a single newsletter for IPEd members and other interested recipients. *Gatherings* is distributed monthly. The group has also been working on moving to a single website by auditing and archiving the material on each branch website.

In this year between conferences, a small group of past and present conference convenors conducted a research project to better direct the IPEd conference strategy. As a result, IPEd will seek to appoint a Conference Director to the Board, to continue to have conferences biennially and to have them at the same time each year.

To end on a celebratory note, the Janet Mackenzie Medal, launched at the 9th IPEd Editors Conference in Melbourne in 2019, was awarded for the first time. The deserving recipient was Elizabeth Manning Murphy DE, author, editor, trainer, mentor and business consultant. Elizabeth is an honorary life member of IPEd and the Canberra Society of Editors.

Ruth Davies AE
Chair, IPEd Board



Governance and management

- Organisational chart
- Board
- Finance and risk management
- Communications

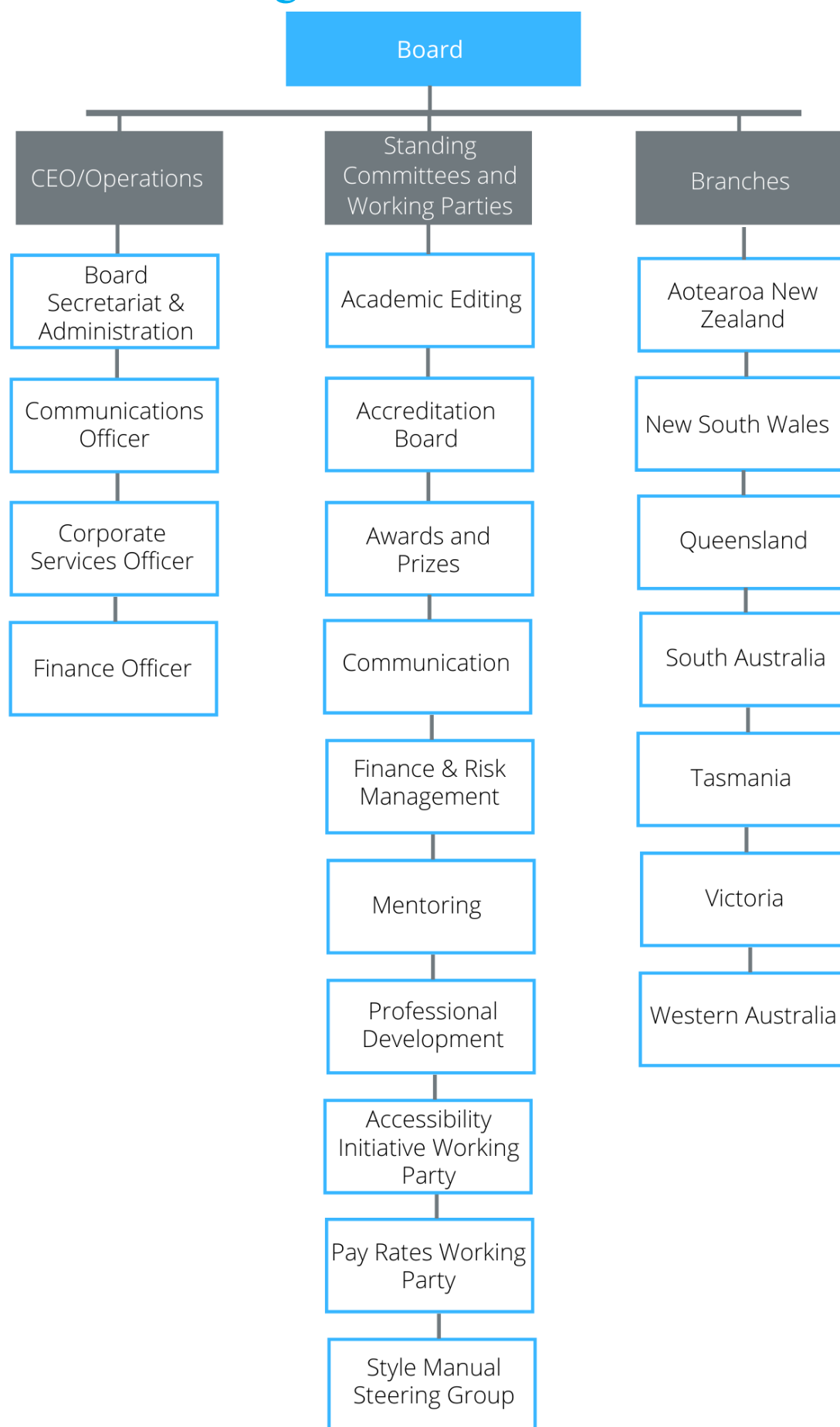


A woman
was hit by a bus
walking on the road

The image shows a yellow toy school bus on a light blue surface. A blue line connects the word 'bus' in the sentence to the toy bus. The phrase 'walking on the road' is circled in blue.

Nouns and their modifiers should stay close.

Organisational chart



Board

IPEd is governed by a Board comprising one nominee from each branch and additional skills-based Directors. Directors of the company serve two-year terms. Retiring Directors 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, in accordance with the IPEd Constitution and the *Corporations Act (2001)*.

Directors during the period covered by this report were:

- Anne-Marie McDonald – Aotearoa New Zealand (appointed June 2019)
- Russell Noakes – New South Wales (appointed December 2019)
- Ruth Davies AE – Queensland (appointed November 2019 and took on role of Chair in May 2020; replaced Kerry Davies AE as Branch Director)
- Loene Doube AE – South Australia (appointed in April 2014)
- Renée Otmar DE – Victoria (appointed January 2020 to replace Susan Keogh DE)
- Rachel Wheeler AE – Western Australia (appointed October 2019 to replace Ilsa Sharp; resigned February 2020)
- Nick Pilavidis – Finance (skills-based; appointed April 2019)
- Kerry Davies AE – skills-based from November 2019.

Linda Nix AE, Accreditation Board Chair, continued to attend Board meetings in a non-voting capacity.

Kerry Davies stepped down as Board Chair in May 2020. Director Russell Noakes was appointed as the Company Secretary role in a formal capacity with 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.

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

- Style Manual Steering Group
- Communications Working Party
- Pay Rates Working Party.

IPEd's Annual General Meeting (AGM) was held on 11 November 2019 via Zoom with 30 members and staff in attendance. Members voted on accepting the minutes of the 2018 AGM, confirmation of Director appointments, acceptance of financials and the annual report. A total of 47 votes was received online (via SurveyMonkey), by email or by proxy, with six members voting at the meeting. All were confirmed by the tellers as eligible voting members. The AGM was reconvened on 25 November 2019 due to a delay in receiving the financial audit. Twenty-one members attended, of whom 18 were eligible to vote. Eleven of those voted online while the remaining seven voted at the meeting.

The AGM was followed by a member plenary session at which 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 on both dates.

Finance and Risk Management

The Finance and Risk Management (FRM) Committee assists the IPEd Board to fulfil its corporate governance and statutory responsibilities about financial reporting, internal control, risk management and audit functions.

FRM members at 30 June 2020 were Board Chair Ruth Davies AE, Director Kerry Davies AE, Finance Director Nick Pilavidis, Finance Officer Erin Rundle, Director and Company Secretary Russell Noakes and CEO Karen Lee.

The full-year results indicate a very strong surplus driven by membership, branch professional development (PD) and meetings and IPed PD, along with a strong control over expenses.

Overall, income and expenditure from branch events (meetings and PD) each produced small surpluses totalling \$15,128. Other sources of income were membership fees \$203,119, Editors Directory fees \$16,681, joining fees \$6049, accreditation \$9864 and IPed PD \$7316. A total of \$953 was received as royalties for Janet Mackenzie's title *The Editor's Companion*, bequeathed to IPed by Janet and 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.

Financial statements

The audit of financial statements for the year ended 30 June 2020 is completed and the statements will be presented at the AGM on 2 November 2020.

Operating statement

Income for the year was \$339,354. This was driven by membership fees, branch events and IPed PD. We received \$24,000 in JobKeeper payments, which offset staff salaries and a \$10,000 cash flow boost that offset our third-quarter BAS.

Total expenditure for the year was \$291,074. Expenses are significantly lower than budgeted, by 10.20 per cent. Branch meetings and branch PD are the main drivers with branches adapting to online meetings and PD due to COVID-19. IPed ended the year with a surplus of \$47,969 against a budgeted deficit of \$1265.

The Board approved honoraria for 2019/20 of \$6000 to the IPed Chair and an additional \$500 for the incoming Chair. The Accreditation Board and IPed Board approved an honorarium of \$6000 to the Accreditation Board Chair. Honoraria were also approved for chairs of IPed standing committees supported by funding from the

Copyright Agency. Some chairs and committee members declined these payments. In view of the need for continuing financial prudence, no other members of the Board, Accreditation Board, standing committees and working parties received honoraria.

Balance sheet

The bank balance at 30 June 2020 was \$332,663 (2019 \$259,338). At that date IPed had receivables of \$0.00. Expense prepayments were \$12,029. Total IPed assets were \$349,879.

At 30 June 2020, IPed had liabilities of \$200,440 (2019 \$210,052), including deferred income of \$164,106.

At 30 June 2020, members' equity totalled \$149,439 (2019 \$100,461). That comprised current year earnings of \$47,969, \$114,693 in branch reserves, \$6811 in Janet Mackenzie reserved funds less \$4401 transferred from retained earnings to reserves and \$15,633 in retained losses.

Budget for FY 2020/21

The 2020/21 budget was approved by the Board at its meeting on 25 May 2020. The budget includes cost-saving strategies as identified during the FRM review, including proportional branch budget allocations for administration costs. An operating surplus of \$32,368 has been budgeted. The surplus ensures a buffer to the uncertainty that COVID-19 presents to the 2020/21 financial year, specifically our ability to hold in-person events and the 2021 conference. All efforts will be made to improve IPed's financial position over the year.

Branch budgets have been submitted by all branches and approved by FRM.

Insurance

During the 2019/20 year, IPed's volunteer workers were covered by its association liability, voluntary workers personal accident and public liability insurance policies.

Communications

Gatherings

With the help of the Communications Working Party (CWP, the now Communications Standing Committee), IPEd released its first monthly IPEd-wide newsletter in April 2020, and it was named *Gatherings* from the May issue. (The name was selected after CWP members voted on a range of suggestions from members.)

Gatherings contains news, events and items of interest for members across all seven branches. *Gatherings* has taken shape over the months since its launch, being refined into a quality product, thanks to member and CWP feedback.

It now has a masthead, an established structure and format and a production schedule.

Since April 2020, each month, a call for content is issued to branches and the chairs of standing committees/working parties, the Communications Officer (CO) manages the newsletter content, liaises with the volunteer proofreaders, uploads content to the website and email template and distributes the newsletter to all members. The CO also contributes to the content for *Gatherings*.

COVID-19 communiqués

Seven communiqués about COVID-19 have been distributed to members to provide information and support tailored to the challenges they are facing.

The communiqués contained information about government assistance (particularly for freelance members), JobKeeper, and opportunities for members to receive support beyond financial needs.

Social media

IPEd used its social media presence as a resource for communicating with members and non-members and for sharing posts of interest.

Social media statistics:

- At 20 January 2020, IPEd's Facebook page following was 1111, and by 30 June it had risen to 1165.
- IPEd's Twitter page welcomed 32 new followers from January to June 2020.
- Over the same period, IPEd's LinkedIn page gained 142 new followers.
- During that time, IPEd posted or shared on Facebook 37 times, LinkedIn 33 times and Twitter 34 times.

Website

Information on the website is continually updated. We are seeking ways to create a more user-friendly platform for members and non-members. An Australia Council grant application was prepared in the hope of achieving funding to transform the website into a more modern, user-friendly format. Unfortunately, the application was unsuccessful.

The CO regularly uploads news posts, issues of *Gatherings* and COVID-19 communiqués to the website for members to easily access at any time.

Website statistics from 20 January to 30 June 2020:

- IPEd's top performing pages included the Home page (8525 views), Editing courses (4373 views) and Find an Editor (4279 views).
- The majority of website viewers was based in Australia, followed by the United States and Canada and New Zealand.

Media releases

IPEd regularly distributes media releases to mainstream and specialist publications to spread information about IPEd's projects and achievements. The CO has been gradually building the database to extend our reach across additional media outlets.

From 20 January to 30 June, four media releases were issued to a broad range of contacts about the Editors Directory update, the accreditation scheme, the new Board Chair appointment and the MoU with Biotext–Macquarie.

Job alerts, member updates

In support of members, the CO regularly distributes updates, job alerts, surveys and special event notices to keep members informed of potential opportunities to further their professional development.

Logos

Branch logos were developed to ensure consistency of branding across Australian and New Zealand branches.

As an example of the new logos and in recognition of our new branch we have included the Aotearoa New Zealand logo below.



Kate Tilley
Communications Officer

Activities for the year

- Accreditation Board
- Ambassadors Program
- Australian Inclusive Publishing Initiative
- Communications Working Party
- Mentoring Standing Committee
- Pay Rates Working Party
- Standing Committee on Academic Editing
- Standing Committee on Awards and Prizes
- Standing Committee for Professional Development
- Style Manual Steering Group



Woman without her
man is nothing.
*Woman: without her,
man is nothing.*

Correct punctuation can avoid gender wars.

Accreditation Board

Accreditation Board (AB) members are volunteer delegates appointed by each IPEd branch and, on occasion, special members recruited for their expertise. Each member must be an Accredited Editor (AE) or Distinguished Editor (DE). In 2019/20, the AB delegate members were:

- 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 (to May 2020)
- Susan Pierotti AE – Victoria (from August 2020)
- Catherine Macdonald AE – Western Australia
- Ted Briggs AE is a special member and AB's liaison with the Canberra Society of Editors.

The report below outlines the AB's main activities in the past year, but does not cover everything we do, and there is not space to mention everyone involved. But we acknowledge the many volunteers and staff who support our work and extend our sincere thanks to each of them.

2020 accreditation exam

Our focus has been developing and administering the 2020 exam. In March, when travel and other restrictions went into force in Australia and New Zealand because of the COVID-19 pandemic, preparations were well-advanced for holding the exam in August. By the end of March we decided to postpone the exam, and in May announced the new date of 5 December 2020. At the time of writing, we expect the December exam to go ahead in most city venues; we are also working on contingency plans to provide alternative arrangements for those unable to travel to a designated venue or in the event of further lockdown.

Standardised exam preparation workshops

Previously, IPEd branches have organised exam preparation workshops for their members. While these past workshops have worked well enough, disparities in duration, focus and content meant not all exam candidates received the same level of preparation. To address the disparities, the AB commissioned a standardised exam preparation syllabus for use in branch workshops. The syllabus was distributed to workshop presenters in March 2020.

When all branch workshops were cancelled because of the pandemic, the AB immediately held Zoom workshop training to assist presenters in taking the syllabus online. Most of the larger branches initially decided to reschedule their workshops for September. In the meantime, the AB ran an online workshop series on behalf of the Aotearoa New Zealand, Tasmanian and Western Australian branches, restricting attendance to people from those areas and those unable to access a branch workshop. This turned out to be good practice as one by one the other branches decided against rescheduling their in-person workshops. (The exception was CSE whose in-person workshop using the AB's standardised syllabus went ahead at the end of August.) The AB's second online workshop series, open to all, was held in August and September.

Accreditation renewal

In late 2019, AEs who were first accredited in 2009 and renewed in 2014, and AEs who were first accredited in 2014, were invited to renew their accreditation. An AE from a previous round also applied (AEs who miss their round may apply in the next year). In early 2020 we advised 69 applicants of their successful renewal. The overall renewal rate was 78 per cent. The two main reasons given for non-renewal were 'leaving the profession' and 'retirement'.

Open forum on accreditation

We invited members and the public to a free, open forum on IPEd's accreditation scheme, held via Zoom on Sunday 15 March 2020. About

100 people registered for the forum although only 60 or so attended on the day. The one-hour format involved 25 minutes of presentation by AB members on different aspects of the scheme, with 35 minutes of open question time. It was an informal, friendly session, with many good questions asked and answered. We hope to hold an open forum annually so that members and others can find out more about accreditation, as well as get to know the AB members.

Dr Linda Nix AE
Chair, IPEd Accreditation Board

Ambassadors Program

The Ambassadors Program, funded with assistance from the Copyright Agency Cultural Fund, has enabled IPEd members to speak to aspiring authors, the public and university students about the role of editors and how they can assist.

Fifteen presentations were held in the 2019/20 financial year, with nine academic and six general sessions at the following organisations:

- Australian National University (ANU), Crawford School
- Artstate, Tamworth
- Notre Dame, Fremantle
- Edith Cowan, Mt Lawley
- Edith Cowan, Joondalup
- Fellowship of Australia Writers, Tasmania
- Writers Centre Victoria
- University of Western Sydney, Parramatta campus
- University of Western Sydney, Kingswood campus
- Libraries ACT, Gungahlin Library
- Griffith University, Nathan campus
- Griffith University, Gold Coast
- University of Technology Sydney (UTS)
- Waverley Library, NSW
- Bellingen Readers & Writers Festival.

Due to COVID-19, our Ambassadors have pivoted to online sessions. The feedback from participants has continued to be very positive, and we hope to be able to continue this program in future and examine issues specifically related to the profile of editors compared to communications and PR personnel.

Australian Inclusive Publishing Initiative

On 1 November 2019, Julie Ganner, IPEd Australian Inclusive Publishing Initiative (AIPI) representative, represented IPEd at AIPI's fourth annual meeting at Barangaroo in Sydney. The purpose of the meeting was to assess progress on projects developed at the previous meetings, consolidate the lessons of the past three years and set plans for the next 12 months on how to increase access to published material for people living with print disabilities in Australia.

The 2019 forum agreed on strategic goals, including forging internal collaborations and external partnerships, building and supporting the creation of publishing standards on accessibility, educating the publishing sector and seeking further funding for AIPI projects.

A new direction set by the forum was to encourage the uptake of inclusive publishing practice by recruiting accessibility champions across the publishing industry. As the leading voice of the editing profession in Australia and New Zealand, IPEd is well placed to become such a champion. We began this process in 2019 with the publication of *Inclusive Publishing in Australia: An introductory guide*, which IPEd was instrumental in creating and promoting.

IPEd's Style Manual Steering Group has advocated for increased coverage of accessibility issues in the forthcoming digital edition of the Australian Government *Style Manual*. The Digital Transformation Agency has already made some adjustments to the draft manual because of our

preliminary feedback, and we will continue to monitor its coverage once the website goes live.

Another goal set by the 2019 AIPI forum was the establishment by the professional associations, including IPEd, of working parties to create information resources, standards and training for their members. IPEd began the first stage of inclusive publishing training in December 2019 with an introductory webinar for editors, which is now available on the IPEd website.

Following this, IPEd drafted the terms of reference (ToR) for a new Accessibility Initiative Working Party, to research and create standards, resources and training on editorial practices that address the needs of readers with a print disability. The IPEd Board has now approved the ToR and, while COVID-19 has inevitably slowed us down a bit, we look forward to forming an expert group in 2020 so we can continue our progress with this important work.

Communications Working Party

The work of the Communications Working Party (CWP) in 2019/20 was to finalise its terms of reference and consolidate the various IPEd branch newsletters and websites to reduce duplication in content, branding and cost. During the period, the CWP members were:

- Ruth Davies AE – Queensland (interim Chair) and Christine Atkinson as incoming Chair from June
- Melanie Sheridan (IPEd Communications Officer, September–October) and then Kate Tilley (IPEd Communications Officer, from February), IPEd Newsletter Editor Marie Pietersz (February–May)
- Marja Stack and Joan Gladwyn – Aotearoa New Zealand
- Elisabeth Thomas – New South Wales
- Julia Sudull and Glenine Hamlyn AE – Queensland
- Lauren Bevilacqua – South Australia, replaced by Mike Lim AE in December

- Elizabeth Spiegel AE – Tasmania
- Bridget Blair AE – Victoria
- Catherine Macdonald AE and Anna Locke – Western Australia.

The main work during July–December was finalising the terms of reference (completed in January), clarifying what our existing website could do and starting to plan the move to consolidate web text and newsletters. We decided to focus on the newsletters first and spent some time planning and seeking feedback from branches about the purpose, audience format, frequency and style of the newsletter.

In February, the new IPEd Communications Officer joined the CWP and we began testing a newsletter format, then employed a Newsletter Editor. The first IPEd-wide newsletter was distributed in April, with the name *Gatherings* selected in May. We brought production of the newsletter back under the remit of the Communications Officer for June. Member feedback has been incorporated into each issue and the newsletter has been very well received.

In the meantime, we began the process of auditing branch websites to ensure all content would be either archived appropriately or moved to the IPEd website. Some branches have developed a wealth of material going back many years, and we have been careful to ensure the historical record is not lost. Branch newsletters, for example, have been archived with the National edeposit scheme, in compliance with legal deposit requirements. Staff also were working on getting the best from our website, finding new ways to make it work better for members.

As these two projects came to an end, the CWP started to collect the list of tasks that it could continue with in the longer term. As a result, we began a discussion about an ongoing role for CWP as a standing committee and started to draw up new terms of reference to submit to the Board at the start of the new financial year.

Ruth Davies AE
Interim Chair, Communications Working Party

Mentoring Standing Committee

The IPed Mentoring Program helps participants, both mentees and mentors, improve their knowledge and skills with professional advice and feedback from experienced editors.

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.

The Mentoring Program is for editors at all levels, for example:

- editors entering the profession
- editors preparing for accreditation
- people returning to the profession after time off
- editors with any level of experience who want to brush up their skills or move into a new area of editing.

Training is provided for mentors. In 2019/20 one workshop was held, in October. A second workshop planned for April was postponed because of COVID-19.

At the start of 2019/20 eight mentorships were in place. During the year, five new mentorships were started and six ended.

The 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.

During 2019/20 we were delighted to welcome Ralph Watson as the inaugural coordinator for Editors Aotearoa NZ.

Local coordinators were:

- Kate Horgan – ACT
- Shannon Kelly – New South Wales
- Gail Tagarro AE – Queensland
- Adele Anderson AE – South Australia

- Sheelagh Wegman AE – Tasmania
- Maryna Mews – Victoria
- Michèle Drouart AE – Western Australia (until February), currently vacant
- New Zealand – Ralph Watson (from April).

The committee met four times during 2019/20.

A review of the mentoring program is scheduled for the latter half of 2020. The review will examine how IPed can better support and promote the program, including bringing its administrative systems under IPed's umbrella.

Edwin Briggs AE and Elizabeth Murphy DE
Co-chairs, IPed Mentoring Standing Committee

Pay Rates Working Party

The members of the Pay Rates Working Party (PRWP) during 2019/20 were:

- Kerry Davies AE – Queensland (Chair)
- Anne-Marie McDonald – Aotearoa New Zealand (from November 2019)
- Sally Asnicar – New South Wales
- Rhonda Daniels AE – New South Wales
- Mark Letchford – Queensland
- Andi Jones AE – Victoria (until April 2020)
- Marisa Wikramanayake – Media, Entertainment and Arts Alliance (MEAA) (from October 2019).

The much-anticipated PRWP first convened in September 2019, meeting monthly until June. The terms of reference were to 'review current freelance and in-house editorial pay rates with a view to setting IPed recommended rates, or ranges of rates' so they would 'reflect not just existing rates but what editorial rates should be, at a minimum, in comparison with other like professions and workplaces, recognising required skills, IPed accreditation and continuing professional development, business requirements and payment timeframes for freelancers, and in-house working conditions'.

Subsequent analysis by the PRWP established that a more workable aim, initially for self-employed editors, was to establish a range of fair pay rates, rather than recommended rates, required to sustain a long-term, viable business, at a range of skill levels and experience.

The PRWP considered various reports and notes on the topic of appropriate pay rates accumulated by IPEd members since 2004. Also considered were rates in similar industries, the Book Publishing Award classifications, past IPEd survey results, enterprise bargaining agreements for specific publishing houses attained through the MEAA, and job advertisements to illustrate current in-house salaries.

By January the PRWP had drafted text pertaining to fair pay rates for self-employed editors for the IPEd website, which, after further work by the PRWP, was approved by the IPEd Board in May and published on IPEd's website in June, in two parts. The hourly rates and supporting information are presented on the public website, in the 'About editing' section, for use by editors (members and non-members) and prospective clients. Additional information and resources for members are in the members-only section, under 'Resources for editors'.

Ongoing work for the PRWP includes compiling parallel information specific to New Zealand members; promoting the fair freelance pay rates to members and potential clients, including publishing houses, independent authors, universities, and corporate, education and government sectors; developing appropriate questions for use in the next IPEd members survey; compiling a salary and rates tracker for the IPEd website; and considering in-house salaries and working conditions.

Kerry Davies AE
Chair, Pay Rates Working Party

Standing Committee on Academic Editing

The Standing Committee on Academic Editing (SCAE) has been operating since November 2017 and membership has changed over time. Members at June 2020 were:

- Liz Atkinson – Victoria, joined May 2019
- Charlotte Cottier AE – Queensland, original member
- Rhonda Daniels AE – New South Wales, original member
- Anne Hamilton-Bruce – South Australia, joined September 2019
- Ilsa Sharp – Western Australia, original member.

The Chair, Laurel Mackinnon from Queensland, an original member, stepped down in May 2020.

Activities in 2019/20

The committee's revised Guidelines for editing research theses were released in April 2019, and work in 2019/20 built on this achievement.

Chair Laurel Mackinnon held an IPEd webinar on thesis editing and the revised Guidelines in November 2019 with more than 50 attendees and questions from the audience. The webinar is available on the IPEd website for paid viewing.

Following the release of the revised Guidelines, SCAE developed the first items in a set of resources for academic editors, intended for the members-only section of the IPEd website. The resources cover common issues in plagiarism, verb tense, and quotes and agreements. Drafts have been reviewed by the IPEd board and the resources are expected to be available on the IPEd website by the end of 2020.

During 2019–20, the federal government's *Tertiary Education Quality and Standards Agency Amendment (Prohibiting Academic Cheating Services) Bill 2019* was revised following stakeholder consultation. It formally became law on 3 September 2020. The explanatory memorandum notes that 'for example, while

editing of a student's work by a third party might be prohibited by institutional policy, it would not be prohibited by the Bill so long as it didn't represent a substantial part of the work'. It also provides several examples of assistance that are not academic cheating services.

Plans for 2020/21

The university sector, a major source of work for academic editors, is facing change and uncertainty in 2020/21 and beyond from both the COVID-related impact of fewer international students and the government's restructure of fees by discipline. With uneven impacts across universities, disciplines, staff type and teaching and research, there are likely to be opportunities for academic editors. SCAE is reviewing the original terms of reference to identify future work plans, including developing additional resources for academic editors and highlighting the skills of academic editors, and expects to call for a committee member from New Zealand.

Dr Rhonda Daniels AE
Member, Standing Committee on Academic Editing

Standing Committee on Awards and Prizes

To raise the profile of editing and editors, and recognise excellence in the field, IPEd supports several awards and prizes through its Standing Committee on Awards and Prizes (SCAP). The 2019/20 committee has comprised Ruth Davies AE (Chair), Kerry Davies AE, Pamela Hewitt AE, Carol Goudie, Stephanie Holt AE (resigned January 2020) and Rebecca McCallion AE (resigned June 2020).

The Mackenzie

In 2019, IPEd developed the Janet Mackenzie Medal – the Mackenzie – a service award 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 and honours Janet Mackenzie DE (1947–2018). Janet was an Honorary Life Member (HLM) and founding member of Editors Victoria and served IPEd in many capacities over many years.

The inaugural medal was awarded in 2020, to Elizabeth Manning Murphy DE. Elizabeth is principal of Elizabeth M Murphy & Associates and an author, editor, trainer, mentor and business consultant. She is an HLM of IPEd and the Canberra Society of Editors (CSE), a CSE past president and a CSE committee member.

Elizabeth and Janet knew each other well and worked together as members of another IPEd group that developed the accreditation exam in 2007. Elizabeth said she was honoured to be the inaugural winner of the Mackenzie Medal. 'Janet was an inspiration to me and many other editors. She was a great editor and a writer of distinction. I miss her; we all do,' she said. Elizabeth's acceptance speech was delivered via video because of physical distancing requirements during the COVID-19 pandemic. Two versions of it are here: Short version (2 mins 55secs); Full version (4 mins 56 secs).

The Rosie

The Rosanne Fitzgibbon Editorial Award – the Rosie – is an award that 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. The Rosie is awarded every second year, with the most recent one being awarded at the 9th IPEd Editors Conference in Melbourne in 2019 and the next to be awarded at the 10th IPEd Editors Conference in Hobart in 2021.

IPEd Prize

As part of IPEd's mission to support and foster scholarship 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. SCAP has conducted a thorough review of the prize in 2019/20, surveying course coordinators of editing programs and expanding the criteria so the award aligns better with the assessment tasks students are being asked to complete. Due to the rapidly changing situation in the first half of 2020, the review was finalised ready for semester II, 2020, and will be offered for student 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.

At the end of 2019, the fellowship was awarded to Radhiah Chowdhury, of Penguin Random House. Ms Chowdhury's research, titled *It's hard to be what you can't see: Diversity Within Australian Publishing*, asks about the backgrounds of the publishers and editors who make the decisions about what to publish, the editors who work on books, making important decisions about the ways stories are told and how representation of diverse voices can be amplified locally. While the events of this year have prevented the recipient from travelling, she has been able to conduct interviews.

In 2020, the fellowship was sponsored by the Australian Publishers Association and the Australian publishing industry. IPEd funds the recipient to present the research results at the IPEd conference.

Ruth Davies AE
Chair, Standing Committee on Awards and Prizes

Standing Committee for Professional Development

In 2019, the focus of the Standing Committee for Professional Development (SCPD) was first on revitalising committee membership and connecting with IPEd branches, and then on meeting our objectives under the committee's terms of reference, including:

- developing professional development (PD) policies
- updating and maintaining the IPEd-wide PD register
- delivering IPEd-wide webinars
- developing guidelines for the procurement, delivery and pricing of PD training.

Our first policy, the IPEd-wide PD policy, was finalised and approved by the IPEd Board in October 2019. Policy work is of course ongoing. Catherine Macdonald AE coordinated the update of the PD register, working with branch PD officers and developing a system to keep it updated.

In November and December 2019 we delivered live webinars on, respectively, thesis editing and accessibility (inclusive publishing). In March 2020 we delivered another webinar, 'Tour of the accreditation exam documents'. Recordings of these three webinars, and of previous webinars, are available for purchase from the IPEd website.

The process of delivering these webinars resulted in standardised pricing, contracts and procedures for webinars.

The support of Nicole Mathers was invaluable, and we doubt we'd have achieved much without her. Ambitiously, perhaps, several other projects were started in 2019.

Due to her competing responsibilities as Accreditation Board chair, Linda Nix AE stepped down as SCPD Chair, and handed the reins to the new Chair, Amanda Müller AE, in May.

Looking ahead, we are establishing four webinars to be presented in 2021. We will also release

some help sheets for the use of Zoom by hosts, presenters and users.

A collective annual program of PD should be formed by the end of the year that will inform members about what PD events are taking place in the future across the branches and through IPEd.

Following the recent annual branch meetings, we have welcomed several new members onto the committee, so please get to know your branch representative and let them know about PD items you would like to see and to give feedback.

Dr Linda Nix AE, former Chair, and Dr Amanda Müller AE, current Chair

Style Manual Steering Group

The members of the Style Manual Steering Group (SMSG) during 2019/20 were:

- Rowena Austin AE – Tasmania (Chair until retiring from SMSG June 2020)
- Kerry Davies AE – Queensland (Chair from June 2020)
- Julie Ganner AE – New South Wales
- Ruth Davies AE – Queensland
- Kathie Stove DE – South Australia (until May 2020)
- Mike Lim AE – South Australia (from May 2020)
- Philip Bryan AE – Victoria
- Ilsa Sharp – Western Australia (until September 2019)
- Cathy Nicoll AE – Canberra Society of Editors (CSE) (until July 2019)
- Geoff Dawson AE – CSE (returned, from May 2020).

In July 2019, the Federal Government's Digital Transformation Agency (DTA), which is managing development of the seventh edition of the style manual, appointed Canberra-based Ethos CRS as project manager for its scoping and content development. The company completed its contract in June 2020.

In August 2019, the DTA invited IPEd to nominate a representative to an advisory board for the revised edition, along with four others, the purpose of which was to 'provide a final decision on contentious rules and guidance that cannot be agreed upon by the authors of the 7th edition'. The SMSG in September called for expressions of interest (EOIs) in the role from among AEs and DEs. Eight candidates submitted EOIs and a representative was appointed to the position in October.

A private beta version of the *Style Manual* had been in limited circulation for some months when, in May 2020, the DTA invited IPEd to submit a quotation for an expert review of a further revised public beta version, alongside three other organisational reviewers. It was made clear to the SMSG that the revised edition was squarely focused on government users, particularly website authors, and that the scope of the review was to be confined to the revision as a 'minimum viable product', with future iterations to respond to further user feedback.

The SMSG held six meetings in May and June, largely to discuss the revision work to date and the nature of the forthcoming review of the public beta version, which was released on 30 July. Again the SMSG called for EOIs from AEs and DEs among IPEd members. (Another four meetings were held during July and August, during which time six submissions were considered, a review team – Edwin Briggs AE, Vicki Snowdon AE and Ilona Wallace AE – was appointed, the review conducted and the report submitted to the DTA.)

The DTA is now examining the four expert reviews in terms of (in the DTA's words):

- reviewing the page-by-page feedback for the changes we can take in prior to going live
- reviewing the 'global' feedback for changes we can [include] in future iterations
- looking at the content gaps and doing more user research around the topics that were out of scope for the minimum viable product.

The DTA was scheduled to release the revised live version on 24 September, after which the SMSG will resume meetings to consider the style manual's placement as a suitable revision of the 6th edition.

Kerry Davies AE
Chair, Style Manual Steering Group

Branch reports

Editors Aotearoa New Zealand

Editors New South Wales

Editors Queensland

Editors South Australia

Editors Tasmania

Editors Victoria

Editors Western Australia



Image credit: kaboompics, pexels

Editors Aotearoa New Zealand



The first full year of our branch did not go as intended. It went even better, and we have a certain virus to thank for that.

This time last year we were still grappling with the need to look after all our members when we ran events. Merging the traditional model of in-person events with streaming to remote attendees required equipment, venues and people who knew what they were doing.

Our first foray was the professional development workshop, 'Making Your Business Work for You', in February 2020. What we learnt from this was that it was not just New Zealand editors who had been crying out for streamed PD opportunities. We had a large number of offshore editors join us, even though the timing must have been off-putting.

Plans to run further in-person events were interrupted by the country shifting to alert level 4 in March. Our Wellington editors' catch-up was cancelled and our Canterbury editors' speaker lunch was postponed to later in the year.

IPEd provided our branch with its own Zoom account and we put it to good use. Paula Wagemaker entertained us when she was interviewed for our speaker meeting in April. We ran regional Zoom catch-ups in May and specialty-themed Zoom catch-ups in July, again welcoming Australian editors to our events. In August we ran a Zoom Q&A session for new editors in New Zealand. As a first for us, this was recorded and listed for sale after the event.

In between the various alert levels, we managed in-person catch-ups for Auckland editors in September and December 2019, and March and June 2020, and for Wellington editors in August and November 2019 and July 2020. Changing contact tracing requirements meant we moved to booking on the IPEd website for these free events. This reinforces to non-member attendees the part EdANZ plays in organising these events, making our brand stronger. Perhaps as a result of this, our membership numbers have almost doubled from where they were a year ago.

It is obvious that the first half of 2020 has drawn IPEd's branches closer together and made our members aware of the many professional development opportunities and speaker events now available to them. We are excited by changes discussed in the Standing Committee for Professional Development that will see the branches working together to make a more coherent schedule, and we are keen to play our part in that. Also, in the coming months, we will revisit our popular Zoom catch-ups. Alert levels permitting, we hope to organise some more in-person catch-ups and to host the accreditation exam in early December.

Another focus has been the legal and financial side of establishing the branch. We were informed in December that we were successfully registered

on the NZ Companies Office overseas businesses register. With our registration information in hand, we approached a bank to open an account.

About seven months later, after being hampered by summer holidays, extensive requirements for documentation, lockdowns, branch closures, bank staff redundancy and anti-money laundering legislation, we withdrew our application. Happily, TransferWise was keen to do business with us, and our members now have the option of paying through that platform.

Some happenings have been and gone. We produced three issues of our own newsletter before the amalgamation of branch newsletters into *Gatherings*. Our committee structure was changed so our committee members, who were all new to their roles, would feel less isolated and more supported. All committee meetings are held on Zoom and it was important we felt unified and able to work together. We welcomed and farewelled a handful of committee members (Anna Thomson, Sue Barclay, Imogen Coxhead and Heather Woods), and our Board Director, Anne-Marie McDonald, shifted to a committee role.

The committee itself will be stable moving into 2021. Our wonderful volunteers, Susi Bailey, Elizabeth Beattie, Joan Gladwyn, Bella Mae,

Anne-Marie McDonald, Marja Stack and Ryn Yee, all plan to stand again for the coming year. Helen Bradford AE is also staying on as Accreditation Board delegate. Ralph Watson is stepping back from the limelight and has offered to be a helper in the background. We are grateful for continuing to benefit from his keen mind and dry sense of humour. These people have all worked tirelessly to get the momentum going in our branch and I cannot say how appreciative I am of their efforts. Of our committee, some people also give their time to represent the branch on the Standing Committee for Professional Development, the Communications Working Party, the Pay Rates Working Party and the Mentoring Board.

This coming year we will continue to focus on creating benefits for members, and we will move into promoting IPed and our branch within the industry. Who knows what the coming year will bring, but we look forward to sharing it with our IPed-wide editing colleagues.

Caroline Simpson
President, Editors Aotearoa New Zealand

Editors New South Wales



For the past three years, the maximum time allowed as president, Julie Ganner AE was as she put it ‘driving the EdNSW bus’.

At our Annual Branch Meeting in August, Julie described the previous 12 months as ‘the bumpiest part of the road so far’, a sentiment I think we all share, and thanked our ‘fabulous committee of volunteers, who have all pitched in to help us adjust to the changes around us and within IPed’.

Last year, the EdNSW committee was President Julie Ganner, Professional Development (PD) Coordinator and Vice-President Robert Rowe, Secretary Sally Asnicar, Budget Officer and IPed Director Russell Noakes, Newsletter Editor Elisabeth Thomas, Meetings Coordinator Caroline Hunter, Member Liaison Officer Katrina Gibson AE, Website Coordinator Chris Cowan, Accreditation Board Delegate Linda Nix AE and Mentoring Program Delegate Shannon Kelly. Thanks also to Susie Pilkington and Robin Appleton for supporting the committee by volunteering to (respectively) write and proofread *Blue Pencil* each month. And we were fortunate to be joined in early 2020 by Sara Kitaoji AE in the roles of Social Media Coordinator and Meetings Support.

In 2019/20, EdNSW held seven member meetings and one social dinner. Because of Caroline’s desire to increase regional member involvement in the traditionally Sydney-based member meetings, wearing a PD propeller hat and goggles I worked closely with Caroline to run three trial hybrid meetings using Zoom at the physical venue. Just as we thought we were getting the hang of things, interference arrived in the tiny yet nasty form of COVID-19. So, in April we went full Zoom. Since then, thanks to Sara’s indispensable work with Caroline, all our monthly member meetings have been held on Zoom.

Pre-COVID, we held one in-person PD workshop before having to postpone another. We had also planned to run a branch accreditation exam preparation workshop at UTS, which due to physical distancing became economically unviable, so we handed the workshop to the IPed accreditation team who had already developed a Zoom workshop. Our future plans include developing innovative approaches to Zoom workshops, which we hope will provide PD opportunities in parallel to our in-person

workshops once they again become possible. Also, we are looking at ways to organise and support more physical social events in smaller, local groups (when safe again) and to develop free online social events, which some other branches are already doing.

Newsletter Editor Elisabeth, who was ably supported by member meeting transcribers Catherine Heath AE and Pam Faulks AE, has managed closing of our long-standing *Blue Pencil* to move to the IPEd newsletter. In the interests of legacy, the whole collection of *Blue Pencil* has been placed with the National Library's edeposit (NED) scheme.

COVID-19 was certainly a disruption but, on the upside, it has pushed us more quickly into using

the available technology, such that we have now permanently shifted our NSW branch committee meetings to Zoom, with the obvious benefit that remotely located committee members can attend. We hope this will make it easier for new members to join us on the committee in support roles to share the volunteer load and, in future, as full committee members.

Robert Rowe
President, Editors NSW

Editors Queensland



At our last Annual Branch Meeting (ABM), membership was 238. On 30 June we had 256 members. Renewals are currently coming in so there are still some members to renew.

The past year has been a strange one. I don't think we've heard the word 'unprecedented' so much. Although it's difficult to remember a time before COVID-19 became a household name, there was in fact a time when people gathered in person and picked from the same plate of food.

We kicked off the financial year with a highly personal presentation by Kris Olsen talking about the process of writing her family history. In August we had our ABM with guest speaker Mary-Rose MacColl talking about the challenge of being a writer who alternates between fiction and non-fiction. September speaker Kylie Pappalardo gave us a refresher in copyright, and Laurel Mackinnon provided professional development for those interested in academic editing. Sam Berner, from AUSIT, talked about editing in translation in October. In November, children's author Kayt Duncan discussed her journey into inclusive publishing, Leonie Tyle delivered a fiction-editing workshop, and we wrapped up the year with dinner at Caravanserai.

We probably should've seen the portents when our January picnic got rained out (except for Ruth, who didn't see the cancellation but did find a muddy patch of sunshine to eat in). Nevertheless, we persisted. This year is the 30th anniversary since the Society of Editors Queensland was formed and, although that organisation no longer exists, it's a big achievement that we continue.

Our first successful events for the year were guest speaker James Lambert talking about his career in lexicography and a workshop from Kylie Fennell on DIY editing websites. That was followed by Edwina Shaw in March sharing her stories from the Bjelke-Peterson era.

And then things got a bit squiffy with WHO declaring the pandemic and everyone being told to stay home. It didn't actually occur to us that it was an option to not have any speaker events until the world righted, so we adapted and moved on, by which I mean our amazing events team Lee Ellwood and Ian Mathieson adapted and overcame the barriers and expanded our reach.

Judy Gregory kindly agreed to be our Zoom guinea pig with her presentation on the value of plain language and the process she took with Logan City Council's website. We were thrilled to have virtual attendees not only from other parts of Queensland, but across the country.

May speaker Jeni Lewington drew a geographically diverse crowd for her talk about editing with a disability. Graphic designer Tricia Head also attracted a wide online audience for her presentation on how designers and editors can work together. We didn't manage our alternative picnic date in June, due to lockdown, but we did open up a modest new revenue stream by selling the Zoom recordings online.

It's hard to believe 2020 managed to top the horrendous bushfires that continued from September through the new year but, as I recently discovered, it's the year 'irregardless' made it into the dictionary. It will be a while before anyone uses the phrase 'hindsight is 20/20' without a moment of misunderstanding.

We take silver linings wherever we can find them though. Our move to Zoom opened our events from being accessible only to those in Brisbane to anyone within IPEd and even non-members as far as Canada. We've been able to attend events hosted by other branches as well. It's bizarre that it has taken a global health crisis to prompt a move to technology that has been around for years.

And Zoom events have also consistently generated income, not only because we have more attendees, but also lower costs. We finished the financial year with a healthy surplus of \$2963.

The executive committee for the past year has been me, Christine Atkinson, as President, Ruth Davies AE as Vice-President, Kerry Davies AE as Budget Officer, Charlotte Cottier AE as Secretary and Glenine Hamlyn AE as Executive Member (and as Website Editor). In that time, we've seen a seamless transition at the IPEd level of Kerry stepping down as Chair and Ruth stepping up. We have also been fortunate to have Lorraine Page as Training Officer, Claire Heath as Freelance Coordinator, Gail Tagarro AE as Mentoring Coordinator, Robin Bennett on catering, Desolie Page AE as our Accreditation Board representative, Lisa Hill as Sunshine Coast coordinator, Patrice Shaw on Facebook and Tamyka Bell on Twitter and Affiliates Officer, Julia Sudull as Web Admin and Newsletter Editor, and our resilient and committed events team Lee Ellwood and Ian Mathieson.

Thank you all for your dedication to EdsQ and to IPEd.

Christine Atkinson
President, Editors Queensland

Editors South Australia



EdSA had a good finish to 2019 with a couple of weekend workshops and a fun networking night, rounding out the year with our traditional Christmas dinner.

Then 2020 began with another well-received social breakfast to coincide with the start of Writers Week at the Adelaide Festival and a few informal gatherings at cafes in and around the city. However, COVID-19 soon put an end to in-person events, and since March we have all been adapting to meeting online.

One huge advantage of the move to online meetings is that we can welcome members from all IPEd branches to our events and SA members can virtually visit other branches. We had a very positive response to two finance and tax events with Lauren Thiel in the middle of the year. There have also been a few book club nights, which have been a nice way to stay connected, meet new people, and get a great variety of book recommendations. Given the current restrictions around in-person events and the uncertainty caused by COVID-19, the branch committee has decided to continue with online events for the foreseeable future.

The branch has finished the year in a positive financial position and thanks go to Budget Officer Adele Anderson for doing an excellent job of guiding the committee on budgetary matters. As we do not plan to hold any events in person for the time being, this has helped reduce our venue expenses. Instead, we hope to be able to have more free events, like the book club, via Zoom and transfer paid workshops and guest speaker events to an online format until we can resume in-person

activities. The branch committee is working hard to find ways of facilitating opportunities for social as well as professional interactions, which we appreciate are not the same online. We also hope greater online opportunities will make it easier for rural and regional members to attend our events.

As with everything else, committee meetings have been held online since March. In addition to my role as Branch President, the EdSA committee for the past year has been (in no particular order): Adele Anderson AE (Budget Officer), Jane Oliver (Secretary), Jo Vabolis AE, Melanie Dankel, Angela Brennan AE (part of the year), Loene Doube AE, Lauren Pitman and Mike Lim AE. With a new committee about to be formed at the time of writing, I will no longer be Branch President when you read this, but I am very much looking forward to what the new committee will bring in the coming year.

Thank you to everyone who has contributed to the South Australian branch over the past year and thank you to those who have volunteered to join the branch committee or serve the branch in other ways in the year ahead, especially those who have volunteered for the first time. Your willingness to give your time and skills is much appreciated.

Lauren Bevilacqua
President, Editors South Australia

Editors Tasmania



The year can best be described as ‘interesting times’. We have maintained our active membership at 32 members – two Honorary Life Members, 10 associates and 20 professional members.

We had a small number of social and professional events, including a pre-Christmas lunch at Ross and our now-traditional mid-year book chat. A planned copyediting workshop had to be cancelled due to COVID-19 restrictions, but we managed a virtual workshop on social media with Rachel Edwards. On the plus side, the move to Zoom has given us all access to professional development and social meetings organised by other branches.

The committee has consisted of:

- Elizabeth Spiegel AE (President)
- Liz Charpleix (Budget officer)
- Sheelagh Wegman (Secretary)
- Alex Sutherland
- Susan Scott
- Vicki Nelson AE (Accreditation Board delegate) and Rowena Austin AE (former IPed Board Director) were ex-officio members of the committee.

During the year, we welcomed two additional volunteers, Sabine Borgis and Melita Eagling. We meet monthly (currently via Zoom).

I'd like to thank everyone on the committee for their work. Sheelagh, who has served on the committee for more than a decade, has decided to step down from her role as secretary but remain a committee member. Rowena resigned this year, and Vicki will resign from the Accreditation Board after the 2020 exam in December.

Conference progress

The pandemic has thrown all our plans into disarray. It is possible we will need to move to a fully virtual conference, but we remain hopeful we will be able to run an in-person conference. In that event, we expect to offer some degree of remote access, either in real time or in the form of recordings.

We have engaged four keynote speakers and have received proposals for presentations and workshops. We successfully applied for a grant from the Copyright Council's Cultural Fund to cover some of the keynote speakers' costs.

The IPed Board has resolved to appoint a Conference Director to the Board and to bring more of the administration work of organising IPed conferences in-house. While this has yet to be formally implemented, IPed admin staff have provided substantial support to the conference committee and the Board, particularly in relation to exploring options for a virtual or hybrid conference.

Budget

EdTas continues to run events at break-even – 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.

Elizabeth Spiegel AE
President, Editors Tasmania

Editors Victoria



Despite a tumultuous year, in 2019/20 Editors Victoria has been highly active.

In the latter part of this term, the COVID-19 public health measures forced the shift to more online activity, enabling us to offer more to regional members. We would like to thank the entire committee who have generously volunteered their time to make the magic happen.

Susan Keogh DE served as President until February 2020, having made significant and energetic contributions to IPEd for many years. Dr Sharon Lierse served as Secretary until the end of 2019. Over the committee's full term, Budget Officer Marnie Hannagan managed the finances effectively, reporting the branch made a profit of \$1700 and did not use any of its reserve funds of \$62,000. Communications Officer Bridget Blair contributed to the massive task of converting the website and newsletter into IPEd-wide productions, as well as managing, with the assistance of subcommittee members Michaela Skelly and Giovanna D'Abaco, our social media, website and newsletter offerings. Events Officer Marie Pietersz, Sally McInnes and, until her resignation, Susan Keogh organised a range of speaker meetings, including new venues for face-to-face meetings, before switching to online speaker meetings. Additionally, thanks to Marie for her energy and enthusiasm as Newsletter Editor.

Freelance Affairs Officer Susan Pierotti AE arranged freelance lunches then switched to hosting Zoom networking events, which have been especially welcomed by regional members. Professional Development Officer Maryna Mews, together with Michelle Manly, Claire Kelly AE and

Jane Fitzpatrick AE, produced a program of four in-person training workshops, followed by one online course in June. Claire Kelly also initiated the Student Adviser position on committee.

In ex-officio roles, we appreciated the support and input of Dr Renée Otmar DE, past President and Victorian IPEd Board member; Katie Lawry AE, Accreditation Board representative; and Donna Quinn, who became Administrative Officer in October 2019. Student Advisers Clare Miller and Rebecca Fletcher ran several highly successful Zoom networking meetings for editing students.

We look forward to continuing a range of online events for the duration of COVID-19 restrictions. Given expertise developed and benefits discovered, we are likely to continue to offer some such online activity in the future, alongside in-person networking, training and events.

We hope to further mark our 50th year, as appropriate.

Jane Fitzpatrick AE (above left)
Vice-President, Editors Victoria
Stephanie Holt AE (above right)
Incoming President, Editors Victoria

Addendum:

During drafting of the EdVic content for the Annual Report, the words expressing our recognition of Michelle Manly's time as secretary from February to July 2020 unfortunately ended up on the cutting room floor. We acknowledge and thank Michelle for her significant contribution.

Editors Western Australia



After a challenging few years for EdWA, things have started looking up following a temporary ‘freeze’ on branch activities that allowed time for members to meet and discuss how we wanted to proceed.

Ilsa Sharp stepped down as President and my thanks go to her and the committee who did their best to keep events running as the branch found its feet again.

Before the pandemic shut down face-to-face interactions, the Café Society met in October, and a Christmas lunch was held in Northbridge. A branch meeting on ‘Concerns of an Editor’ brought together emerging and experienced editors to discuss barriers to entering our profession and how they can be overcome. A team of volunteers represented EdWA at the highly attended Fremantle Press ‘Business of Being a Writer’ seminar as part of the Perth Literature and Ideas Festival. There we appeared alongside writing centres to talk to budding authors about the role of editors in their publishing journeys.

As we move into the 2020/21 financial year, we have new and returning committee members and a renewed vigour to deliver events and opportunities. Returning committee members are Cheryl Bettridge AE, Michèle Drouart AE, Jan Knight, Lerae Rowney, Catherine Macdonald AE and me. New committee members are Kiara Cramer, Jill Lindsay, Angela Rogerson AE and

Catherine Schwerin. Informal meetings during the branch shut-down period provided suggestions for the committee to follow in the coming year, with members expressing a desire for increased professional development and networking opportunities as well as greater advocacy for our profession.

It’s our desire to see a return of workshops and seminars that can be held in person, while also making use of the online format that has become so prominent during the pandemic, allowing for regional, interstate and international members to join the experience.

In the interests of advocacy and improving membership, we aim to improve our web presence over the coming year. We will take advantage of IPEd-wide initiatives, such as the Ambassadors Program and the introduction of a Director for Membership, while also working to maintain a specific Western Australian profile.

We are looking to catalogue our members’ specialties, strengths and weaknesses to not only provide links for people with specific interests but also to help us plan professional development

opportunities that use our network where possible. We plan to approach WA writing centres to arrange workshops and events, while also seeking ways to strengthen our relationships with the universities, government and corporate entities with whom our members work.

There is a lot of work to do, but I am confident we can do it and the enormous amount of support I have received so far is indicative of just how much we can offer to our colleagues in WA and across

IPEd. I invite members to contact me at any time to share their ideas, requests, thoughts and feedback.

It is a very great pleasure to be among my peers and join this committee, and I look forward to the year ahead.

Jess Gately
President, Editors Western Australia

This Annual Report was updated on 26 October 2020 with finalised figures after completion of the audit.