



fish eye

the world through our eyes

## Fishy Business

### We're always learning and growing

Over the past year, we've been moving slowly and focusing on learning (one of [our core](#) values). We've been cleaning up our internal operations, and growing Fishadelphia into an organization that can be sustained. When Talia embarked on this [bold idea back in 2017](#), there was much that she didn't know about running a business, not to mention a CSF. We intentionally revisited some of our favorite activities this past year so we can have a better idea of how they'll fit into Fishadelphia going forward, such as the dock trip, staff retreat, and community events.

Furthermore, our team is building their skills. This fall Talia completed the [Santander](#)

[Cultivate Small Business](#) program, a speedy mini-MBA for food entrepreneurs and her final growth plan for Fishadelphia won us \$10,000! Meanwhile, Omi has been delving into Python in order to build us a more customized technical system that actually meets our needs. Victoria has been improving her understanding of business finances and helping us sort out our balance sheets. Tasha's moved into managing our seafood orders, and is learning to let go of hands-on packing part of our seafood. Harmony is leaning into marketing and thinking about systems to hold and manage our customer data.

It's been a bit uncomfortable to spend so much time in uncharted waters, but seeing the possibilities is also exciting. We have big plans for the future, and we're going to get there through putting in the work, one step at a time.





## Our holiday sale is underway!

Our [2023 Holiday Sale](#) is underway with limited edition merch on our website. We have two new designs, available as t-shirts, tote bags, and stickers! Plus, if you buy more than one of the same type of item (eg. two stickers), you automatically get 10-20% off your purchase. Buying our merch and sharing the word about Fishadelphia is a great way to support us financially, especially if you don't live in the Philadelphia area. So treat yourself or someone you know to Fishadelphia merch!



## Upcoming Events

We have exciting things planned for next year! Obviously, we'll be bringing super fresh (and ethically sourced) seafood to Philly, but we're also planning some other fun as well. Starting in February, we'll be holding a recipe contest for our Fishadelphia fans. Does anyone remember when we used to hold ["Great Philly Fish Off"](#) competitions on social media? We're bringing back a new, re-envisioned version—keep an eye out for the rules and prizes coming soon.

## Updates from Youth Club

Our Youth Club has been doing some great things this fall! Our [Director of Youth Programming, Tasha](#), has led the group of high school students in discussions about financial literacy, land acknowledgement, and local food. The students talked about running a business, focusing on supply chains and community organizing. We also had two great interns working with the youth club, Marika and AJ. They are both students at Haverford College, and they both expressed how wonderful and meaningful it was. Throughout the semester, we worked to build a strong community with the students and involve them in some of the day-to-day workings of Fishadelphia. We're excited to start up again in the new year! Below, see Michelle, Megan, and Siqi working on dogfish facts and drawings.



## Saying Bye to Zahkeem and Ruben

We said goodbye to two of our staff members this fall! [Zakheem](#), who started out in our youth club at Gratz, is moving on to work with the Power Corps. Zakheem has been so important to us and our community, and we are so grateful for the time he spent with Fishadelphia. And [Ruben](#), who is crucial to our packing team, is on parental leave to take care of his new baby! We are missing them both, but also excited about the great things

they are doing.



## Intern spotlight

Students from Bryn Mawr and Haverford have been working hard this semester in Talia's praxis class, *Fish and Community!* We have an amazing group who have been helping out with packing, youth club, our Ardmore fishstand, and more! Special shout out to Amy Tse, who presented about the [inclusion report](#) she helped to create over the summer at the American Fisheries Society Mid-Atlantic Chapter annual meeting in Wilmington, DE. We are also super grateful for [Wynn and Max's help with the packing team](#), and Marika and AJ's help at youth club!



## Shifting our packing to Alt Kitchen in Kensington

Since leaving the Gratz culinary suite last spring, our intrepid packing team has been working at the FDR Park clubhouse. We love working out of FDR Park, with its beautiful and relaxing environment; and the FDR staff are always generous and kind. (If you remember, we also had [our summer staff retreat there!](#)) We're so grateful to have been working in such an idyllic location for so long.

Yet we're also extremely excited to announce our upcoming move to [AltKitchen in Kensington!](#) This state of the art industrial kitchen will be much better suited to the needs of our packing team, especially as we aim to increase our efficiency and understand what's needed for us to grow—and one day have our own permanent space. And as it turns out, Kensington is [Tasha's](#) neighborhood, and we're excited to spend more time in north Philly again.

# Repping Fishadelphia Nationally

We were invited to represent Fishadelphia at two funders' conferences this fall: Connect 2023 (through the Schmidt Family Foundation group) in LA, and the USDA Community Food Program Directors' meeting in New Orleans. These gatherings offered us a chance to step out of the weeds and reflect for a minute, and also meet other groups doing inspiring work, such as [Minorities in Shark Sciences](#), [Black Women in Ecology, Evolution, and Marine Science](#), and the new [Dorchester Food Co-op](#), plus reconnect with old friends like [Working Landscapes NC](#)! Below, check out the picture of Talia Young, Grace Ha, Jyotika Virmani, and Victoria Oh at the conference.



## Meeting up with NAMA

The [North American Marine Alliance](#) (NAMA) is an important organization working for equitable and sustainable fishery industries. We got to connect with our friends and colleagues (including our own [feini](#), who is now their media coordinator) at NAMA when they came to town for a retreat! We're so grateful for NAMA's leadership and advocacy for

fishing communities and looking forward for more connections and collaborations in the future.

## What's Swimming? What we're reading, watching, and listening to

In Canada, [indigenous fishermen once celebrated a national court decision](#) that recognized their right to fish in the Atlantic. However, nearly 25 years later, they continue to receive push back from both federal fisheries officers and commercial fishermen. Read [here](#) to learn about this struggle, which communities are impacted, and the legal and social movements that are happening to protect indigenous rights.

[Check out this video](#) about equity and wellbeing in fisheries! Made by [Coastal Cultures Research](#), a community-based nonprofit based in Alaska, the video discusses power dynamics, indigenous philosophies, and food sovereignty in fishing communities.

[This video by Sereia Films](#) showcases a day in the life of a few commercial fishermen while they discuss some problems that they face as an industry, both on land and in the ocean.

[Read here about clambers up and down the Jersey shore](#) (including a clammer who graduated from Haverford College). The clambers work with the James T. While Depuration Plant in Highlands, New Jersey — a relationship that has been up and down over time.

And finally, an [alternative history novel](#) about a Black and Indigenous uprising in the newly-formed United States. This book tells a story of resistance and adventure in the early years of the country.

## Get in Touch

If you have neat things to share with the Fishadelphia network, whether it's a project you're working on, an event, or a call to action, we'd love to hear from you at [hello@fishadelphia.com](mailto:hello@fishadelphia.com), or respond to this email. We're always looking to spotlight community members and share things that you're proud of and care about!