



LINUX AUSTRALIA

annual report



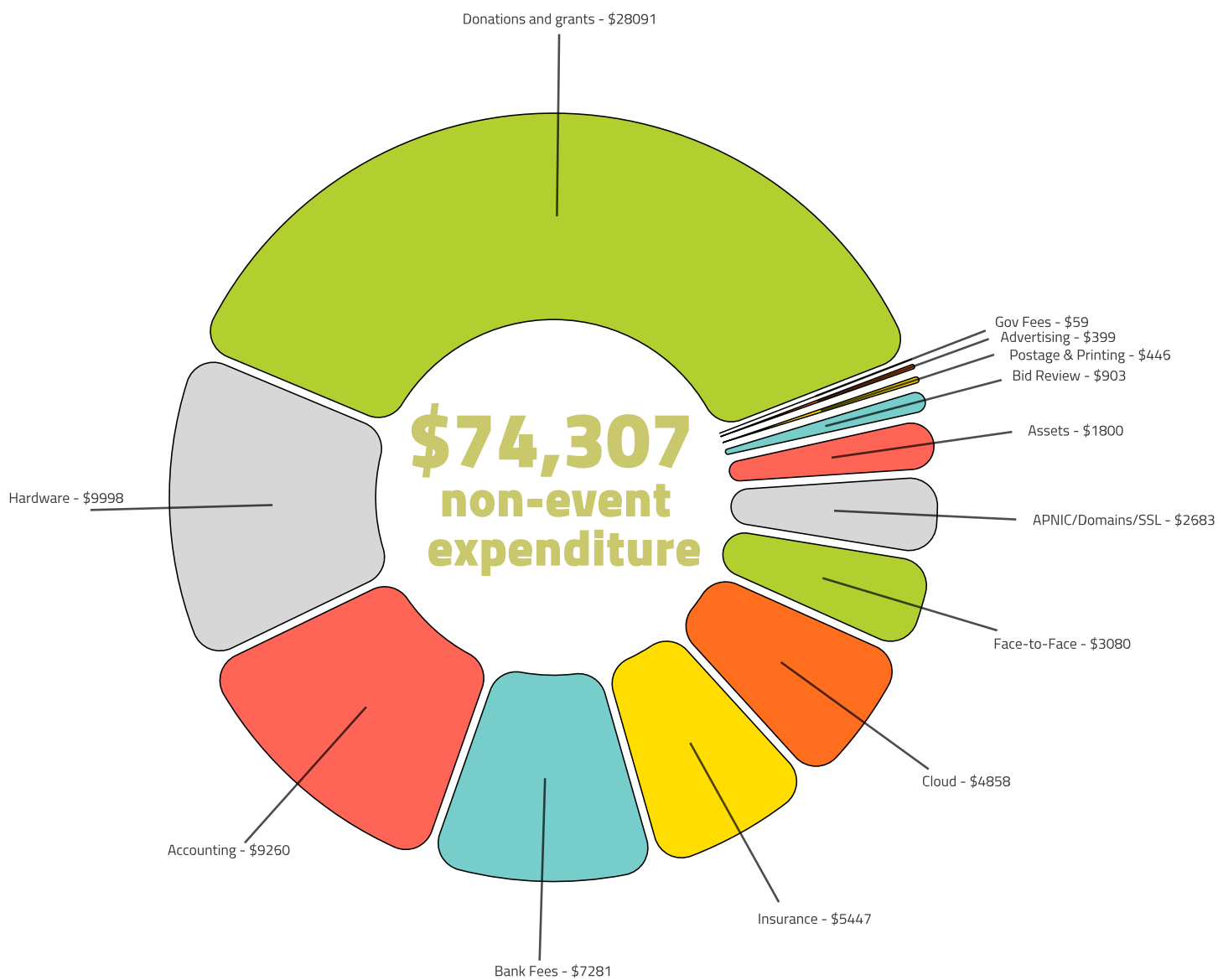


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Left: Kathy Reid, Speaker at linux.conf.au 2020 Gold Coast.3Image by Brett James, CC BY-NC-SA 2.0. Used under Creative Commons with thanks.

About Linux Australia

Linux Australia is the peak body for Open Source communities in Australia. Linux Australia represents thousands of users and developers of Free Software and Open Technologies, and facilitates internationally-renowned events including linux.conf.au — Australasia's grassroots Free and Open Source Software (FOSS) Conference.

Linux Australia is voluntarily bound by the principles embodied by its statement of values and the articles of association, and undertakes to operate at all times in an open, transparent and democratic manner.

Individuals who join Linux Australia directly participate in user communities and online discussions on mailing lists covering a range of topics. The Council regularly posts reports and minutes, and makes personal contact with local Linux User Groups.

Members of Linux Australia participate in subcommittees and special interest groups, organise events or stand for election to the Linux Australia Council.

Linux Australia Members may submit applications for funding for projects relevant or beneficial to the Australian FOSS community under the grants programme. Linux Australia membership is free and anyone can join.

Our Values

As an organisation, we aim to represent and assist the groups and individuals who make up the Free Software and Open Source communities in Australia. These communities are diverse in many ways, and the groups and individuals which constitute them have many different needs that should be addressed and supported to the best of our ability. In doing so, it is our goal to uphold certain values reflecting the core philosophies around open source technologies. This statement specifies those values which we aim to embody, embrace and promote as an organisation.

These values should inform the strategic direction, activities and decision making of the organisation as a whole.

Open Technology

Linux Australia was founded with a focus on the Linux operating system but quickly evolved to embrace all facets of open technology.

Open technology is a term encompassing openness in source code, standards, formats, licences and APIs. Whether for software sources, documents, hardware designs, images or works of art, we value the use of open licenses to promote the creative reuse of intellectual effort.

Open source makes code available to everyone to study, modify, repurpose and redistribute. We value the innovation made possible by the sharing of openly licensed intellectual effort.

Community

We value the creation, support and maintenance of community around open technologies. This includes private individuals, community projects, other aligned organisations and businesses engaged with open technologies. Communities can be any combination of developers, users or advocates of open technologies. We invite participation in our communities and culture, and welcome newcomers.

Freedom

We value freedom in the use and development of open technologies. This includes freedom of expression within accepted community norms.

We strongly encourage the use of free software and free culture copyright licenses.

We value free access to, sharing of and repurposing of information, in particular that information held by the public sector.

Respect

We value respect for people, for community, and for society. This includes respect for the opinions, ideals and choices of others, for the communities which we create and participate in, and for society as a whole. It is vital that while we uphold our ideals, we respect the ideals of others. We obey lawful restrictions placed upon us, particularly with reference to licencing, copyright and patent law, to the best of our ability.

Diversity

People of all ages, genders, nationalities, ethnicities, backgrounds, abilities and walks of life are part of the communities we serve. We respect and encourage diversity at our conferences, events, and other activities.



About the team

Sae Ra Germaine - President

Sae Ra is a strong advocate for IT and Open Source in the Library industry and is currently serving as Vice-Chair on the board of Internet Australia, President of Linux Australia and is also on several advisory groups driving change towards Open Source. Sae Ra advocates for all things technological in the world of libraries. She is surrounded by books (literally) in a world that desperately needs to move into the digital space. Libraries have a huge role to play in IT, and Sae Ra is determined to help them make the most of it. Sae Ra has also been on the core team for Ballarat LCA 2012, Geelong LCA 2016, was a core organiser of the OpenGLAM miniconf in Sydney 2018 and a core organiser of the GOGLAM miniconf at the Gold Coast 2020.

Jonathan Woithe - Vice President

Jonathan currently works as a programmer, hardware designer, system administrator and research scientist at ATRAD, a small company which develops atmospheric radars. Having been programming since age 8, he first encountered Open Source through Linux in 1992 and has been attracted to the Open Source ethos ever since. He first attended LCA in 2003 and has attended all but one since then as a delegate, speaker or miniconf organiser. Over the years Jonathan has contributed code to a variety of projects such as JACK, the Linux kernel, plplot, Slackware and the FFADO project. He is the current maintainer of the kernel's fujitsu-laptop driver and the FFADO codebase. Jonathan holds an Honours Science degree and a PhD in Physics, although they are regularly placed on a table to give his arms a rest.

Julien Goodwin - Secretary

Julien has been a member of the Australian Open Source community since 2001. He has previously served on the LUV committee for four years, and was part of the linux.conf.au 2008 team. By day he is a Site Reliability Engineer working on internet infrastructure.

Russell Stuart - Treasurer

Russell is a computer programmer, dating back to when universities didn't offer programming degrees and almost back to when the term computers was used to describe a bunch of ladies who were lethally accurate with a pencil and paper. I was there, but only dimly aware when Open Source began life as a little more than an idyllic vision of a few disenchanted students, disregarded as nothing more than a flightful fancy by the drivers of software at the time: academia, corporations and defence. LCA 2002 smitten me with Open Source. Thereafter I've been there making my tiny contributions to the licences, code and community that took it from being ignored, to ridiculed, to anti-capitalist to being the bedrock of software infrastructure.





Joel Addison

Joel is an Enterprise Architect who has been actively involved with the open source community in Australia for more than 10 years. He has volunteered at a number of conferences, including being Conference Director for linux.conf.au 2020 on the Gold Coast and on the Organising Team for LCA2018 and LCA2021. Joel has been a member of the Linux Australia Council in 2020 and is the current President of HUMBUG, Brisbane's open source user group.



Lisa Sands

I currently work for Stats NZ as a design analyst working in the data standards and classifications team, updating and managing our classification tools. I have a BSc in math and stats for which I studied as an "older" student and the university of Canterbury. All while my children were all still at different levels of schooling from preschool to high school.

I am a linux user at home by default as my husband only runs linux on all the home computers. I have been involved in the linux community since I accompanied my husband to my first (his 3rd) conference in Wellington 2010 and I have been volunteering at most LCAs since then. I also put my hand up to be on the core team to organise LCA2019 in Christchurch.

I enjoy being involved in the community and meeting all the different people who attend, and catching up with the regulars each year.



Benno Rice

Benno is a software engineer who's worked at pretty much every level of the stack. He's been a FreeBSD developer and core team member, he's written low-level kernel code, he's developed testing frameworks and he's occasionally allowed near the front end (under strict supervision).



President's Report

Yikes! What even is a year?! It feels like just yesterday I was writing the last President's Report. This year started off with great excitement...

The Old Normal

B.C. "Before Corona" we ran some fantastic events and 2 members of our community were recognised for their significant contributions to Australia and our community.

Andrew "Tridge" Tridgell, a valued member of our community was awarded the Medal of Order Of Australia and recognised for his wonderful and dedicated work, contributing to Australia, Open Source and our Community. We are so proud of Tridge!

Jonathan Ozer was awarded the Rusty Wrench at LCA2020 Gold Coast, for his significant contributions to open source both in Australia and Internationally. There are so many things he has accomplished but he has had a great impact on our community and epitomises all that is great about the Open Source community.

The Gold Coast hosted our community's yearly pilgrimage to all things Open Source for linux.conf.au. The Gold Coast team delivered a fantastic conference led by Joel Addison and Ben Stevens. Who would have thought that things would have greatly changed after that conference?

The New Normal

COVID-19: I don't need to say much about it because we have all been hit by this in many different ways.

Linux Australia joined over 50 Academic and Industry experts in calling on the Government of Australia to be more open and transparent in regards to it's new COVID-19 contact tracing app. Suffice to say we succeeded in having the source code published allowing independent technical experts to review, test and scrutinise the code. However there is still a very long way to go. We want to thank the Vanessa Teague, Geoff Huntley, Jim Mussared and the rest of the CovidSafe Analysis team for their hard work and dedication to scrutinise the code on behalf of Australians

Linux Australia saw a dramatic change in the activities of the year. We have gone from running a dozen events face to face to pivoting and running 2 online with one more on the way. PyConline 2020 was born with a dedicated team led by the amazing Leigh Brenecki. We are so thankful and appreciative for all the hard work and dedication that Leigh and her team brought to the PyCon AU Conference.

DrupalGov also moved online with a fantastic turnout. Thank you to Akhil Bhandari and Kim Phan and the rest of the team at Salsa Digital for the amazing conference. The DrupalSouth Steering Committee chaired by Owen Lansbury have been great to work with and we are looking forward to DrupalSouth next year!

For the first time ever (I think), we've had to postpone our flagship conference, linux.conf.au. Due to be held in January 2021 in Canberra, we had to ensure the safety of our volunteers, speakers, our attendees and our community. So we moved Online. How hard could it be?! Linux Australia has had to change up the way that we have done everything, including moving the AGM for the first time to be on a different date to linux.conf.au. Linux.conf.au also moved online with a much shorter turnaround time. Our Session Selection Committee kicked into gear with also a much shorter turnaround time.

There are so many people to recognise with this process. Thank you to Ryan Verner and his AV team for what is looking to be a very slick production and making our keynotes, speakers and the team look good. Thank you to the Session Selection Committee led by Josh Hesketh for their rapid turnaround and dedication to bringing us a deeply technical conference. Thank you to those who have submitted a session or miniconf! We had a better than expected submission rate and without you all submitting we wouldn't have a conference. Thank you to our Sponsors who are sticking with us even with the change of venue.

Most of all thank you to those who put their hands up to be on the Core team with Joel and myself. Most of the team have never met each other face to face and came together to bring what is shaping up to be a wonderful conference. I really do hope to meet you all in some sort of way in the new year.

Now that we have a few events under our belt I think that this paves the way for new formats for our events going forward. I know that from organising our keynotes that we have been able to reach for the stars (literally and just missed out). It's not always easy bringing someone over but live streaming has opened the world to us.

Linux Australia is managing to do all of this whilst still releasing a Grants Program and supporting other events. We have again supported NetThing, an event that brings essential conversations about Internet Governance to the table. We also supported KohaCon and their move to the online space. Please see our Grants and Sponsorships page to see where funding has gone this year.

I personally would like to thank my fellow Council

President's Report - cont'd

Members, Jonathan Woithe, Julien Goodwin, Russell Stuart, Joel Addison, Benno Rice and Lisa Sands. Looking forward to seeing the outcomes of the elections.

This year has been very difficult for all of us. We lost a very valuable community contributor in May, Peter Tonoli, and we have lost countless others in our lives. Our community is precious and we must support one another. It is communities like Linux Australia that have helped keep me going and have had a profound impact on me. Please remember to be excellent to each other. We are all in this together. Stay safe and if Council can help in any way please email us at council@linux.org.au. We are here to serve our community.

Sae Ra Germaine.

B Comp(Hons), Dip TAA.

President, Linux Australia,

January 2021



The ice cream queue at Broadbeach, linux.conf.au 2020 Gold Coast.8Image by Brett James, CC BY-NC-SA 2.0. Used under Creative Commons with thanks.

Secretary's Report

Executive summary

2020 was a very different year for the Linux Australia Council, as due to COVID-19 all of our planned in-person events after LCA2020 were cancelled, with some moving online, lead by PyCon-AU in early September.

Meetings

During 2020, 24 Council video conference meetings were held, with one more expected in 2021 prior to the AGM. Quorum was achieved at each of them, and minutes were produced although have not yet been made public via the website. Action item tracking was changed to make outstanding tasks clearer. A face to face meeting was scheduled for April, however due to lockdowns was cancelled, and was unable to practically be rescheduled.

Membership

We continue to still be learning how best to manage the new membership system, and did not require membership renewals in 2020, instead we extended all memberships. We do not expect to do this again in 2021.

On the 3rd of January 2021 Linux Australia had 730

active members.

A Personal Note

This was my second year both as Secretary, and on the Linux Australia Council, as there is a contested election for Secretary I may or may not be continuing in 2021. I would like to thank all those I have worked with on council, including those on our steering committees running events, and our ever hard working admin team.

Thanks,

Julien Goodwin,
Secretary Linux Australia,
January 2021



at
linux.conf.au
2020 Gold Coast. Image by
Brett James, CC BY-NC-SA 2.0. Used under
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Treasurer's Report

The two line summary of LA's financial year is:

- The auditor says we made a profit of \$0.06, and
- The auditors report was unqualified.

This is what your LA Executive spent directly. All other expenses were incurred by committees, mostly conferences:

Division / Category	2019/20 Budget	2019/20 Actuals	2020/21 Budget
-----	-----	-----	-----
Operating			
Accounting Costs	10,000	9,260	10,000
Advertising & Marketing	1,000	399	1,000
Assets / Infrastruct / Software Devel	0	1,800	0
Bank Fees	5,000	7,281	8,000
Cloud (GitHub, Phone, Video Conf)	2,500	4,858	5,000
Face-to-Face Meetings	12,000	3,080	12,000
Government Fees & Charges	1,000	59	1,000
Insurance	8,000	5,447	8,000
Employee Assistance Program	1,500	0	0
Postage & Printing	1,000	446	1,000
Professional Services (Legal, Accts)	1,000	0	1,000
Rewards and Recognition	2,000	0	2,000
	=====	=====	=====
subtotal of LA Exec expenditure	45,000	32,632	49,000
TechTeam			
Face-to-Face Meeting	7,000	0	6,000
Server and maintenance amelioration	5,000	0	2,000
Fees, APNIC, Domains ,SSL	2,500	2,683	3,000
Hardware (Server, maintenance)	12,000	9,998	0
	=====	=====	=====
subtotal of TechTeam Expenditure	26,500	12,681	11,000
LA Overheads	-----	-----	-----
total	71,500	45,313	60,000
% of income	9.16%	5.81%	
	-----	-----	-----
Grants			
Sponsorship, donations and grants	35,000	28,091	35,000
LCA Steering			
Bid Review	5,000	618	5,000
Chair gifts	1,000	0	1,000
Ghosts LCA Drinks	1,500	0	1,500
Session Selection	5,000	285	5,000
	=====	=====	=====
subtotal of LCA Steering	12,500	903	12,500
-----	-----	-----	-----
Total non-conference expenditure	119,000	74,307	107,500
=====	=====	=====	=====

Treasurer's Report - cont'd

Notable expenditure this year was the \$9K for replacing the mirror servers. COVID prevented us from having the planned executive Face2Face meetings, so that saved us some money.

The P&L of the conferences follows. The format is the same as last year. Briefly:

Aqua highlights conferences that completed operations this year. (Here conference means a single event, not a series of events spanning several years.) These figures cover all years the conference was active, which typically includes the time spent bidding, planning, marketing, ticket sales and so on), so the profit figure is the total profit made by that single event.

Yellow are other organisations that have elected to operate under LA's umbrella. Their numbers are for the 2019/2020 year only.

Red is the LA executives activities, which I covered earlier. Beside that are the zombie conferences - ones that were reported as completed, but had bills and invoices come in afterwards.

Green is the total of all that. The important figure there is the \$49,994, which is the profit from the completed conferences minus all overheads incurred during the year. This is what I say is the LA profit for 2019/2020. The same figure last year was a profit of \$109,262.

Grey is a reconciliation to the Audited figures, which is the nett activity for the 2019/2020 year. The nett activity is a \$0.06 profit. As I explained last year that is misleading as it includes conferences that are in the middle of their income / expenditure cycle. The Auditors corresponding figure for last year was a (\$3,428) loss.

Here are explanations for some figures that may catch a curious or doubtful eye:

- Late income included in "Closed" boosted LCA 2019's profit from \$105,765 to \$116,007.
- LA Interest Received, \$6,538 is the Speakers' Dinner donations for speakers gifts (the classification is locked in by the audit report).
- LA Bank Charges, \$-394 is LA's Zoom subscription (Auditor's classification).
- Future Total Income, \$42,136 is mostly income for DruGov20, moving to next year.
- Future Total Expenditure, -150,338 is made up of deposits for venues that COVID postponed until next year. PyAdI21 (\$89k), LCA22 (\$48k).

The difference between the Auditor's \$0.06 profit and the \$49,994 is mostly accounted for by the last figure. The Auditor reduced our profits by these \$150,338 payments. I will include those same expenses in the year the conference's profit is reported, which will be 2021 or 2022, depending on the whims of COVID.

- RUSSELL STUART
Treasurer, January 2021



Above: Welcome to country,
linux.conf.au 2020 Gold
Coast.11Image by Brett
James, CC BY-NC-SA 2.0.
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Linux Australia + Conference P&L for conferences

	Totals for all years the event was active					
	DruHob19	HHckBri20	LCA20	PyAdI20	WCmpPMq19	WCmpSyd19
INCOME						
Conference Registrations	41,990	0	292,563	32,197	2,050	13,252
Donations income	0	0	0	0	0	0
Interest Received	0	0	0	0	0	0
Sales - Miscellaneous	0	0	0	0	0	1,266
Sponsorship - International	10,000	0	5,000	0	2,900	27,746
Sponsorship - Local	90,000	20,045	184,000	28,218	3,682	10,455
<i>Total Income</i>	<i>141,990</i>	<i>20,045</i>	<i>481,563</i>	<i>60,415</i>	<i>8,632</i>	<i>52,718</i>
Expenditure						
Advertising & Promotion	409	0	7,802	30	0	353
AV and Network Equipment	7,959	0	34,888	19,667	0	6,400
Bank Charges	0	48	126	810	0	0
Child Care / Kids Activities	0	0	9,581	0	0	0
Cloud hosting & Storage	0	1,070	907	0	0	0
Conference Accommodation	1,818	0	2,027	0	0	0
Conference Bid Team Review	0	0	136	0	0	0
Conference Performance	0	0	900	0	0	0
Consultants & Accounting	0	0	0	0	0	0
Debrief Meeting	0	0	0	0	0	0
Diversity Program	0	0	1,561	0	0	0
Donations	0	0	15,242	0	0	0
Equipment Write Off	0	0	0	0	0	0
Events Management	0	0	0	0	0	0
Expenses Miniconfs	0	2,559	4,327	0	0	0
Face to Face	0	0	0	0	0	0
First Aid	0	0	0	0	1	0
Food & Drink	3,848	0	-4,710	0	884	437
Foreign Exchange Gains/losses	0	0	1,387	0	0	40
Ghosts	0	0	9,099	0	0	0
Gifts & Presentations	0	187	3,173	144	464	0
Insurance	0	0	130	0	0	0
Merchandise And Schwag	8,367	0	36,912	1,521	0	4,807
Merchant Fees	0	0	200	0	0	4
Motor Vehicle Expenses	0	0	0	0	0	0
Networking Event	0	0	0	0	0	0
NZ Tax	0	0	0	0	0	0
Office Expenses	0	38	15	1,247	13	0
Other expenses	0	0	0	0	0	0
Papers Committee	0	0	4,679	0	0	0
Partners Program	0	0	0	0	0	0
Postage	0	0	1,310	11	0	0
Presentation Materials	0	0	0	0	0	0
Printing & Stationery	3,809	730	829	274	596	261
Server	0	0	898	737	0	0
Software	0	0	0	5,209	0	0
Speakers	8,153	0	59,082	0	0	0
Storage Rental	0	0	0	0	0	0
Subscriptions	0	101	0	0	0	0
Telephone	0	0	0	0	0	0
Third Party Training	0	0	0	0	0	0
Travelling Expenses	106	0	6,904	0	0	0
Venue Catering	4,257	11,375	66,368	0	4,279	16,100
Venue Hire	78,019	0	181,618	455	0	17,620
<i>Total Expenditure</i>	<i>116,744</i>	<i>16,108</i>	<i>445,391</i>	<i>30,104</i>	<i>6,238</i>	<i>46,022</i>
Gross Profit / Loss	25,246	3,938	36,172	30,311	2,394	6,697
Less 6%	16,726	2,735	7,278	26,686	1,876	3,534

wrapped up in 2020

Figures for current year only							Previous Years	Future Years	Audited
DruSteer	IWS	LUV	WP-Aust	LA	Closed	Total			
0	0	0	0	0	4,776	386,828	-5,600	0	381,228
0	0	0	0	1,036	0	1,036	0	0	1,036
0	0	0	0	6,538	0	6,538	0	0	6,538
0	0	0	0	0	0	1,266	0	0	1,266
0	0	0	2,780	0	0	48,425	-16,646	14,500	46,280
0	0	0	0	0	0	336,400	-130,091	27,636	233,945
0	0	0	2,780	7,574	4,776	780,493	-152,337	42,136	670,292
0	0	0	0	399	0	8,994	-7,682	0	1,312
0	0	0	0	243	0	69,157	-1,546	0	67,611
0	0	0	0	394	0	1,378	-47	188	1,519
0	0	0	0	0	0	9,581	0	0	9,581
0	0	0	0	4,700	0	6,677	-661	0	6,016
0	0	0	0	0	0	3,845	-1,818	0	2,027
0	0	0	0	0	0	136	-136	0	0
554	0	0	0	0	0	1,454	0	0	1,454
0	0	0	0	8,048	0	8,048	0	0	8,048
0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	1,561	0	0	1,561
0	0	0	0	10,289	0	25,531	0	0	25,531
0	0	0	0	1,800	0	1,800	0	0	1,800
0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	6,886	-2,559	0	4,327
0	0	0	0	3,080	0	3,080	0	0	3,080
0	0	0	0	0	0	1	0	0	1
0	0	0	2,591	618	0	3,668	-80	0	3,588
0	0	0	0	1,603	-704	2,325	-140	0	2,185
0	0	0	0	0	0	9,099	-7,535	1,313	2,878
0	0	0	0	16,029	0	19,998	-187	0	19,811
0	0	0	0	4,160	0	4,289	0	0	4,289
0	0	0	0	0	0	51,608	-8,367	0	43,241
0	0	0	0	5,280	0	5,484	0	0	5,484
51	0	0	0	0	0	51	0	0	51
0	0	0	0	0	0	0	0	0	0
0	0	0	0	3	0	3	0	0	3
0	0	0	0	59	0	1,372	0	0	1,372
0	0	0	0	1,212	0	1,212	0	0	1,212
0	0	0	0	0	0	4,679	-4,679	0	0
0	0	0	0	0	0	0	0	0	0
0	0	0	0	446	0	1,767	-900	0	867
0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	6,498	-651	0	5,847
0	0	0	0	12,438	0	14,073	0	0	14,073
0	0	0	0	0	0	5,209	0	9,680	14,889
0	0	0	0	0	0	67,235	-5,258	0	61,976
0	0	0	0	0	0	0	0	0	0
0	0	0	0	158	0	260	0	0	260
0	0	0	0	0	0	0	0	0	0
441	0	0	0	0	0	441	0	0	441
365	0	0	0	1,572	0	8,947	0	1,873	10,819
0	0	0	106	1,773	0	104,259	-11,850	0	92,408
0	0	0	182	0	0	277,894	-164,447	137,285	250,732
1,410	0	0	2,879	74,307	-704	738,499	-218,545	150,338	670,292
-1,410	0	0	-100	-66,733	5,481	41,994	66,208	-108,202	0
6% gross income				46,830					
LA without Grants				-50,704					

Sponsorship, Grants and Donations

During the 2019-2020 financial year, Linux Australia continued its support of the Open Source and Open Hardware communities through its grants program, donations and sponsorships. Grants and sponsorships totalled a little over \$16,000 while donations were slightly above \$10,000.

Ampache project: \$3,600

Post-Project Report
2020/11/09



POST-PROJECT REPORT

The Ampache update project using the grant received by Linux Australia has been completed. Below I will discuss the outcomes of the original objectives from the initial grant application.

1. Status of project objectives

- Hardware 100%
- Software 100%
- Marketing 100%
- Development 100%

Marketing will continue using the remaining budget over the next few months as we continue to advertise the project to users.

2. Project performance and Impact

The biggest improvement to the Ampache project has been the attraction of new contributors to the project. The additional resources and options available to contribute have grown the active community by 50% from 2019 and by over 400% from 2018.

Over a 15 year lifetime on GitHub, Ampache has had 100 unique contributors to the project. As of this report, there have been 21 active contributors during the project period. For a project that was considered dead in early 2019 we have shown that it is possible to rebuild a community and generate interest in older software projects.

All software, hardware and marketing purchases have allowed the project to increase engagement with the software community and promote itself as an active and vibrant project.

3. Lessons Learned

As a single developer it was important that the project did not overshoot it's goals and I found it difficult during the initial stages to balance expectations with time. Engagement with the community was not considered as part of the project but should have been noted as a project item.

Autopilot API for Gravity Challenge: \$3,000

A detailed report of this project was included in Linux Australia's 2018-2019 Annual Report. It is mentioned here as the grant was awarded in late November 2019 and was funded in the 2019-2020 financial year.



Gnome Foundation Patent Troll Defence Fund: \$5,000.00



In late 2019, a patent troll filed suit against GNOME for alleged infringements in the Shotwell image management application. The Patent Troll Defence Fund was established to contribute to the defence of Shotwell. While this action was connected to a specific claim, the Gnome Foundation intended to send a clear message to others who might be tempted to target Open Source software in this way: that Open Source is not to be treated as a soft target, the community will defend its rights and will work towards the invalidation of baseless patents. Software patents continue to create unnecessary stress throughout the open source community, and by supporting this effort Linux Australia was helping to address the problem.

The case was settled favourably for our community in May 2020: Open Source software can no longer be sued for any patent held by the plaintiff.



NetThing 2020 sponsorship: \$3,000

NetThing (<https://www.netthing.org.au/>) is a recently established annual community conference focusing on Internet Governance in Australia.

NetThing 2020 was able to expand on the success of NetThing 2019, to continue to pursue its goal of reinvigorating, connecting and equipping the internet governance community of Australia. Despite the challenges of 2020, NetThing pivoted to a blended delivery style with a fully accessible, online conference, face-to-face panel sessions in Queensland, and a Day 2 "Unconference", which had open sessions. Session topics included "Truth and trust online", "Emerging Technologies and the future of the Internet", and "Cybersecurity". All events were able to remain free, the volunteer Steering Committee expanded, and we had the highest attendance yet.



The Steering Committee was incredibly grateful to once again be able to work with Linux Australia as an event partner.

KohaCon Sponsorship: NZ\$ 2,500

KohaCon is the annual conference of the Koha Software Community (<http://koha-community.org/>). Koha is an Open Source integrated library system which is used around the world. It brings Open Source software to a significant number of people who may not otherwise encounter it. Linux Australia's sponsorship of this event contributes to the growth of our community and supports an important piece of the Open Source ecosystem.

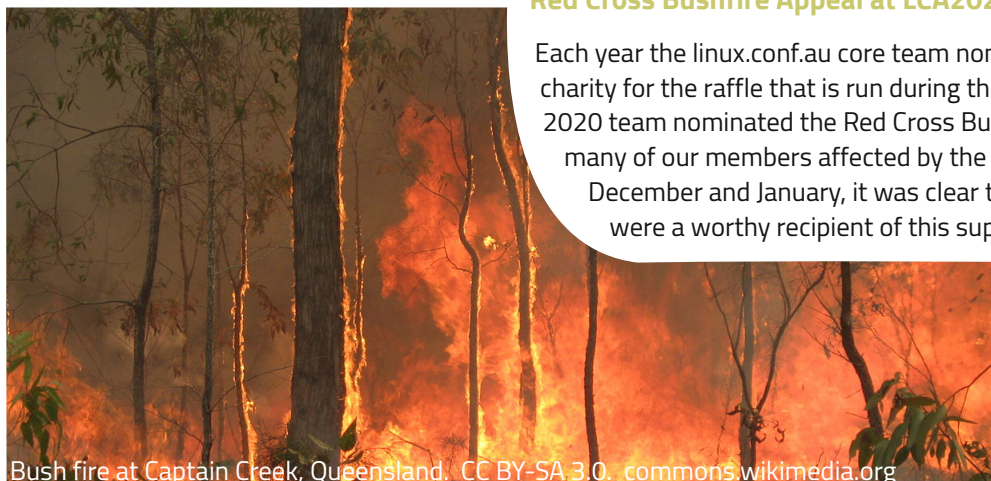
Room rental for a resident psychologist at LCA2020: \$318

The BlueHackers team crowd-funded for a psychologist to be present at linux.conf.au Gold Coast 2020. Linux Australia was able to complement this with funding for a consultation room located in the conference centre. The provision of this service was greatly appreciated with all sessions across the week being booked.

Red Cross Bushfire Appeal at LCA2020: \$10,000

Each year the linux.conf.au core team nominates a preferred charity for the raffle that is run during the conference. The 2020 team nominated the Red Cross Bushfire Appeal. With many of our members affected by the bushfires in December and January, it was clear that the Red Cross were a worthy recipient of this support. Linux

Australia matched delegate donations up to \$10,000.



Bush fire at Captain Creek, Queensland. CC BY-SA 3.0. commons.wikimedia.org

Linux Australia events 2020

In 2020 we auspiced several events.

linux.conf.au 2020 Gold Coast

In January 2020, linux.conf.au welcomed over 560 delegates to the sunny Gold Coast for the first time. LCA2020 focused on security, privacy, and ethics, which have become a big focus for everyone with the rise of big data and IoT-connected devices. Across the week delegates attended 12 Miniconfs, 80 talks, and eight tutorials, as well as endless conversations about open source technologies in the hallways, in cafes, and along the beach.

Beyond the official conference program, there were many social events for delegates to enjoy: the Penguin Dinner at the Gold Coast Convention and Exhibition Centre, Speakers' Dinner at the Skypoint Observation Deck at Q1 Tower Surfers Paradise, and the Professional Delegates Networking Session at the QT Hotel. LCA2020 was also the first conference to hold the Women of Open Technology Working Breakfast, which offered a forum to discuss equal participation in the technology industry.

The week came to a close, like any event on the Gold Coast should, with speakers and delegates enjoying ice cream on the beach. Thank you to the conference organising team and sponsors for making LCA2020 a reality.



Photo top right
linux.conf.au 2020
web page.
Remainder
linux.conf.au event
photos by Brett
James, CC BY-NC-
SA 2.0.



pyconlineau

PyConline 2020

The eleventh, and most unprecedented, PyCon AU morphed into an exciting, virtual, very online conference in the form of PyConline AU 2020. The organising team were extremely conscious of creating a fun, safe, and educational environment where the Python community in Australia could come together online. PyConline AU was not just a playlist of talks — a great deal of work was done to deliver a community event that everyone can participate in and enjoy.

The conference schedule was slightly shorter this year, running over three days instead of five. The first day continued to be dedicated to Specialist Tracks, with five topics selected: Science, Data and Analytics, Security and Privacy, DjangoCon AU, Education, and DevOps: Learning from Failure.

Saturday was the main conference track, with two keynote speakers, Heidi Waterhouse and Sean Brady, bookending a fantastic lineup of presentations. The schedule for Sunday consisted of the regular development sprints, augmented with social activities to let our delegates wind down with some fun, games, and competitions.

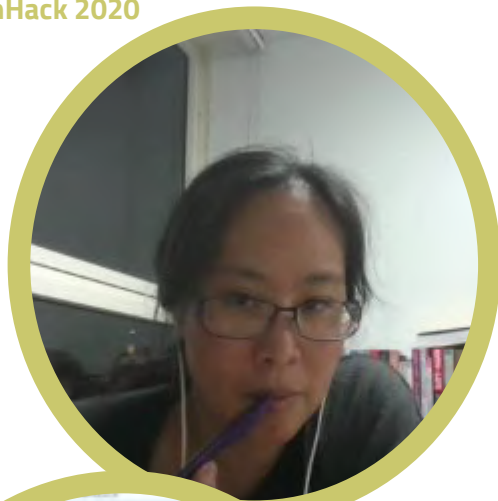
A big thank you to Leigh and her team for their hard work and dedication to completely change the structure and planning of the conference in a few short months. We could not have done this without tireless effort from our AV team, who designed a completely new setup for streaming talks to our online conference venue and onboarded all of our speakers to deliver high quality presentations for everyone.





HealthHack

HealthHack 2020



HealthHack is a hackathon designed to bring together problem owners in health and allied health settings, together with designers, developers and other specialists, to advance public health outcomes.

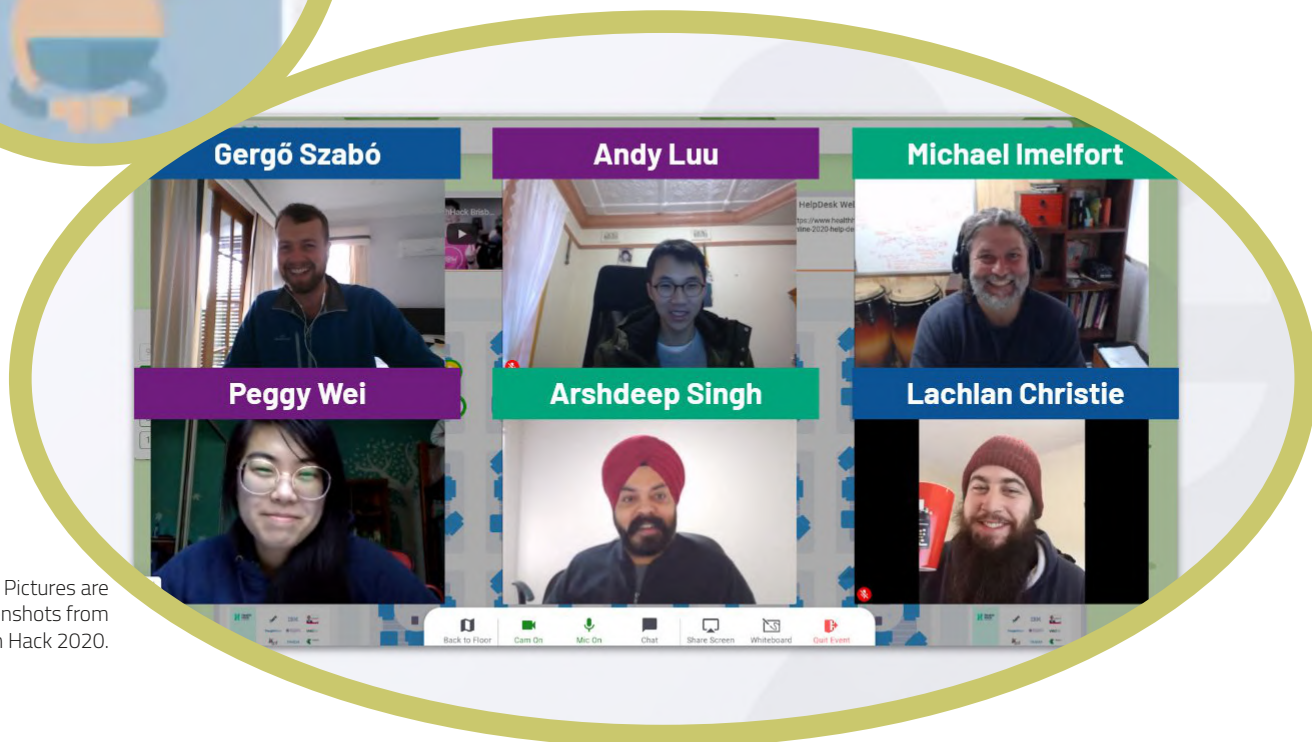
HealthHack ran another successful event in 2020. We decided to run HealthHack entirely online for the first time, due to the COVID-19 crisis. Our event peaked at 120 attendees and they completed 7 projects.

IBM provided us with an enterprise version of Remo Cloudtheater to host the event in. Slack also provided us with their enterprise version for free. It would have been difficult to run the event without these tools.

Running the event online presented some unique challenges, and we are all looking forward to returning to in-person events in future, but thanks to the exceptional work of our problem owners, participants and volunteers HealthHack Online exceeded our best expectations.

The final presentations are available in a Youtube Playlist here:

https://www.youtube.com/playlist?list=PLSfGh31Mb1KD0bg63ApVuWi_jEnULqNYi



Pictures are screenshots from Health Hack 2020.

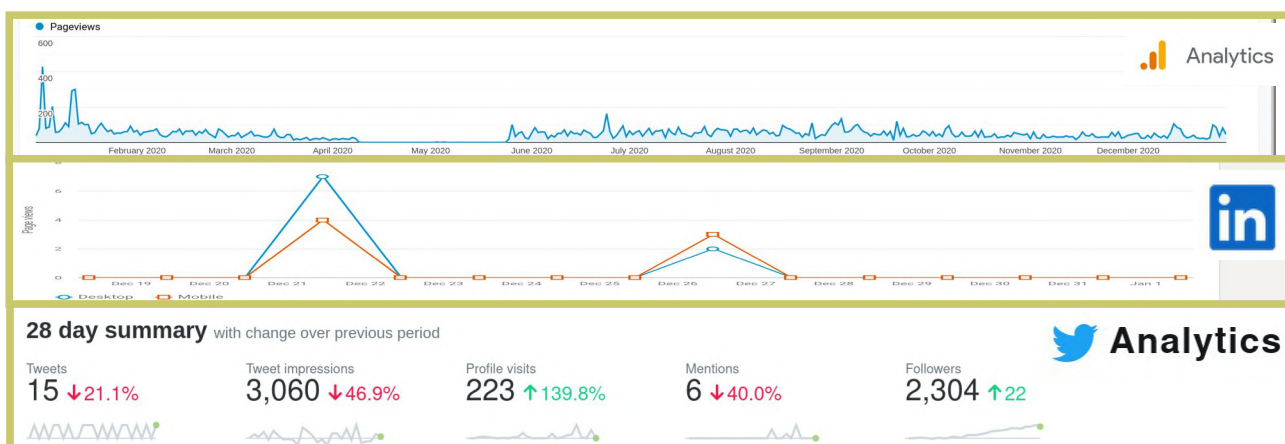
Subcommittee Reports

Several teams and Linux User Groups operate as Subcommittees of Linux Australia, with a particular scope to carry out activities endorsed by Council. Their activities for the year are noted here.

Thanks are extended to all LUGs and Subcommittees for their ongoing efforts.



Media & Comms Team



2020 was a quiet year for the Media and Comms Team due to limited capacity. Key events and notices were posted on social media channels, and minor website content updates were made to support the promotion of events auspiced by Linux Australia. Given that the linux.org.au site was last given a major refresh in 2018, it is now due for a content review and update, however the Media & Comms Team is one person with limited time; assistance with this task and others are appreciated.

Reports are attached from key social media channels - Twitter, Facebook and LinkedIn. Hootsuite analytics are no longer available as I have reverted back to a free plan. In general the reports paint a picture of a minimal presence on social media, and scope exists to leverage these channels more in support of events if volunteer time is available to do so, or paid outsourcing if Council feels this would lead to increased event revenue. At this stage, there is not a strong case to investigate or pursue other social media channels.

Provided is also a screenshot from Google Analytics of the linux.org.au website showing the key usage trends on the website. Peaks are seen during voting (December and January). The key recommendation here is that the Jobs page could be used much more heavily by encouraging recruiters to post to the Jobs page, particularly given the COVID-19 economic environment and the unemployment fallout it has caused.

Going forward, it would be ideal to wrap some process around the services offered to events by Media & Comms Team, noting limited capacity - such as sliders on the linux.org.au home page, amplification of social media etc. Should Linux Australia consider a paid Executive Officer or Administration role or similar, these functions could be taken on by that role.



Subcommittee Reports - cont'd

Drupal Steering Committee

DrupalSouth has been running events for the Drupal content management system through Linux Australia for several years on an ad-hoc basis. In 2019 the regional Drupal Community formed a steering committee (<https://drupalsouth.org/committee>) that aims to provide continuity across annual events and supporting volunteers by providing shared tools and established processes for event organisation. Other initiatives, such as supporting Drupal meetups, training and support for sponsors were discussed in person at DrupalSouth Hobart in late 2019, forming the basis of the steering committee's strategic priorities (<https://pnx.me/34Sij2W>).

Like everything else in 2020, Covid-19 put the brakes on in-person events, but DrupalSouth was able to press ahead with a number of initiatives. This included providing support for regional meetups to join together for larger virtual events throughout the year and the formation of two working groups: Drupal Career Pathways and Drupal in Government. These working groups are convened regularly to discuss shared approaches to growing Drupal awareness and adoption for key user groups.

While a Government focused Drupal event had been planned to be run in Canberra in 2020, this was able to be run online in early November thanks to the efforts of the organising sponsor, Salsa Digital. The event consisted of a virtual code sprint on the first day, followed by a full day of 29 presentations, 3 keynotes and a number of collaborative sessions on day two - now all available on YouTube (<https://www.youtube.com/user/DrupalSouth>). Attended by over 325 people, it turned out to be the biggest DrupalGov event yet!

Due to ongoing uncertainty about travel, plans for an in-person DrupalSouth Wellington have been pushed back to 2022 with another virtual or hybrid event likely in 2021.



Drupal Steering Committee.

Top to bottom:

Owen Lansbury

Janna Malikova

Chris Skene

Nicole Ritchie

Dave Sparks

Linux Australia Admin Team

The Linux Australia Admin team in 2020 undertook a different role this year, with the majority of the community engagement events taking a primarily online format. This meant that the systems traditionally used by events changed, often with extremely short timelines to bring the replacements online. The Admin Team worked with the conference web team to bring the conference management system 'symposion', off google cloud and onto the Linux Australia owned and managed systems. We also worked with the mirror team to undertake a much needed upgrade on the mirror server system, which is being worked on around the LCA online event.

A new maintainer came forward for the venerable Radio.linux.org.au website, and we bid farewell to the planet.linux.org.au aggregator as well the service maintainer, Mr Michael Davies. Unfortunately we were not able to move the LA website in-house due to a number of long running issues that the council and site provider, Agileware, are currently working through.

Web Development Team

The conference web team continued maintenance work and improvements to the infrastructure and website used for linux.conf.au during 2020. Due to the events that unfolded during the year, some of the planned improvements were put on hold, with the focus changing to supporting linux.conf.au 2021 to run online.

It was decided to move the infrastructure over to Linux Australia hosting, following the setup of new hardware. The migration has commenced, with the website for linux.conf.au 2021 now running in a

kubernetes cluster on LA servers. A similar setup to previous years is being used, with containers for the LCA2021 static website and symposion instance, running on the single domain. This is still orchestrated from GitLab, with builds occurring for merge requests and single click deployments from each pipeline.

Further enhancements have been made to the website to support linux.conf.au 2021 moving to an online delivery format. Django was updated to ensure it was still running a supported version, which in turn required some updates to the conference modules Registrasion and Symposion. Integration with the online conference tool Venueless was also added to enable delegates to login and participate with events. Finally, the schedule was modified to have better support for timezones, giving better accessibility to a worldwide audience.

The websites for linux.conf.au 2018, 2019 and 2020 have all been archived into a static form, to allow the old sites to be decommissioned while preserving the conference information and schedules for prosperity. A big thank you to Clinton Roy for his work on this.

Looking forward to 2021

Linux Australia is looking forward to continuing its ongoing support and advocacy for the open source community in 2021. While we have been unable to gather in person, our community has continued to come together virtually and share the latest in everything open source. We will continue to run conferences in whatever form they might take and hope to be able to run a face-to-face event in the near future.

Images from linux.conf.au 2020, Gold Coast.
CC BY-NC-SA 2.0, Brett James.
Right Corner: Broadbeach.
Left Corner: Terminal room.



Colophon

This document was typeset using Scribus 1.4.8.
Source: <https://github.com/linuxaustralia/annual-report>



Linux Australia Inc
Financial statements
For the year ended 30 September 2020

Linux Australia Inc

ABN: 56 987 117 479

Contents

For the year ended 30 September 2020

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Linux Australia Inc

ABN: 56 987 117 479

Committee's report

For the year ended 30 September 2020

Your committee members submit the financial report of Linux Australia Inc for the financial year ended 30 September 2020.

Committee members

The names of the committee members throughout the year and at the date of this report are:

Sae Ra Germaine
Russell Stuart
Lisa Sands
Julien Goodwin
Benno Rice
Jonathan Woithe
Joel Addison

Principal activities

The principal activity of the association during the financial year is:

Linux Australia is the peak body for Linux User Groups (LUGs) around Australia, and as such represents approximately 5000 Australian Linux users and developers.

Significant changes

No significant change in the nature of these activities occurred during the year.

Operating result

The profit of the Association for the financial year after providing for income tax amounted to \$1.

Signed in accordance with a resolution of the members of the committee:



Sae Ra Germaine



Russell Stuart

Dated 10 December 2020

Linux Australia Inc

ABN: 56 987 117 479

Income statement

For the year ended 30 September 2020

	2020 \$	2019 \$
Sales		
Sponsorship - International	46,280	164,997
Sponsorship - Local	233,945	284,731
Sales - Miscellaneous	1,266	-
Conference Registrations	381,227	602,279
Donations	1,036	-
Interest Received	6,538	3,870
	<hr/> 670,292	<hr/> 1,055,877
Expenses		
Advertising & Promotion	1,312	10,657
AV and Network Equipment	67,611	57,062
Bank Charges	1,519	5,270
Child Care / Kids Activities	9,581	-
Cloud hosting & Storage	6,016	3,202
Conference Accommodation	2,027	2,910
Conference Bid Team Review	-	610
Conference Performance	1,454	591
Consultants & Accounting	8,048	8,429
Debrief Meeting	-	175
Diversity Program	1,561	4,005
Donations	25,531	7,121
Equipment Write Off	1,800	-
Events Management	-	2,982
Expenses Miniconfs	4,327	2,559
Face to Face	3,080	7,124
First Aid	1	1,250
Food & Drink	3,588	27,251
Foreign Exchange Gains/losses	2,185	(6,578)
Ghosts	2,878	10,650
Gifts & Presentations	19,811	28,093
Insurance	4,289	7,092
Me1chant Fee	5,484	-
Merchandise And Schwag	43,241	80,129
Motor Vehicle Expenses	51	82
Networking Event	-	9,576
NZ Tax	3	(1,798)
Office Expenses	1,372	299
Other expenses	1,212	-
Papers Committee	-	5,229
Partners Program	-	5,103
Postage	867	2,029
Presentation Materials	-	297
Printing & Stationery	5,847	3,407
Server	14,073	25,008
Software	14,889	-
Speakers	61,976	62,409
Storage Rental	-	3,057

The accompanying notes form part of these financial statements.

These statements should be read in conjunction with the attached compilation report of MEAGHER HOWARD & WRIGHT.

Linux Australia Inc

ABN: 56 987 117 479

Income statement

For the year ended 30 September 2020

	2020	2019
	\$	\$
Subscriptions	260	2,178
Telephone	-	174
Third Party Training	441	-
Travelling Expenses	10,819	26,316
Venue Catering	92,408	-
Venue Hire	250,731	655,356
	<hr/>	<hr/>
	670,291	1,059,305
	<hr/>	<hr/>
Net profit (loss)	1	(3,429)
Retained earnings at the beginning of the financial year	759,840	763,269
	<hr/>	<hr/>
Retained earnings at the end of the financial year	759,841	759,840

The accompanying notes form part of these financial statements.

These statements should be read in conjunction with the attached compilation report of MEAGHER HOWARD & WRIGHT.

Linux Australia Inc

ABN: 56 987 117 479

Balance sheet

For the year ended 30 September 2020

	<i>Note</i>	<i>2020</i> \$	<i>2019</i> \$
Current assets			
Cash at Bank		788,670	805,537
Trade and other receivables	3	21,549	41,988
Total current assets		810,219	847,525
Total assets		810,219	847,525
Current liabilities			
Trade and other payables	4	50,377	87,684
Total current liabilities		50,377	87,684
Total liabilities		50,377	87,684
Net assets		<u>759,841</u>	<u>759,840</u>
Members' funds			
Retained earnings		759,841	759,840
Total members' funds		<u>759,841</u>	<u>759,840</u>

The accompanying notes form part of these financial statements.

These statements should be read in conjunction with the attached compilation report of MEAGHER HOWARD & WRIGHT.

Linux Australia Inc

ABN: 56 987 117 479

Cash Flow Statement

	2020 \$	2019 \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	785,543	1,145,675
Payments made to suppliers and suppliers	(808,948)	(1,141,006)
Interest received	6,538	3,870
Net cash provided by (used in) operating activities	(16,867)	8,539
Net increase (decrease) in cash held	(16,867)	8,539
Cash at beginning of financial year	805,537	796,998
Cash at end of financial year	788,670	805,537

The accompanying notes form part of these financial statements.

These statements should be read in conjunction with the attached compilation report of MEAGHER HOWARD & WRIGHT.

Linux Australia Inc

ABN: 56 987 117 479

Notes to the financial statements

For the year ended 30 September 2020

The financial statements cover Linux Australia Inc as an individual entity. Linux Australia Inc is a not-for-profit association incorporated in New South Wales under the Associations Incorporation Act 2009 ('the Act').

The principal activity of the association for the year ended 30 September 2020 is:

Linux Australia is the peak body for Linux User Groups (LUGs) around Australia, and as such represents approximately 5000 Australian linux users and developers.

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of preparation

In the opinion of the Committee of Management, the association is not a reporting entity since there are unlikely to exist users of the financial statements who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These special purpose financial statements have been prepared to meet the reporting requirements of the Act.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 Presentation of Financial Statements, AASB 107 Statement of Cash Flows, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors and AASB 1054 Australian Additional Disclosures.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of this financial report.

2 Summary of significant accounting policies

Income tax

The association is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

Revenue and other income

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the Association and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

These notes should be read in conjunction with the attached compilation report of MEAGHER HOWARD & WRIGHT.

Linux Australia Inc

ABN: 56 987 117 479

Notes to the financial statements

For the year ended 30 September 2020

Sale of goods

Revenue is recognised on transfer of goods to the customer as this is deemed to be the point in time when risks and rewards are transferred and there is no longer any ownership or effective control over the goods.

Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of GST.

Impairment of non-financial assets

At the end of each reporting period, the association determines whether there is an evidence of an impairment indicator for non-financial assets.

Where this indicator exists and regardless for goodwill, indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the assets is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash -generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash -generating unit.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss, except for goodwill.

Linux Australia Inc

ABN: 56 987 117 479

Notes to the financial statements For the year ended 30 September 2020

	Note	2020 \$	2019 \$
3 Trade and other receivables			
Current			
Trade Debtors		20,070	34,380
Other Debtors		909	909
GST Collected		570	-
GST on Supplies		-	6,699
		<u>21,549</u>	<u>41,988</u>
4 Trade and other payables			
Current			
Trade Creditors		45,692	87,684
Rounding		692	-
GST on Supplies		3,994	-
		<u>50,377</u>	<u>87,684</u>
5 Retained earnings			
Retained earnings at the beginning of the financial year		759,840	763,269
Net profit (loss)		1	(3,429)
		<u>759,841</u>	<u>759,840</u>

6 Events occurring after the reporting date

No matter or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the association, the results of those operations or the state of affairs of the association in future financial years.

7 Statutory information

The registered office and principal place of business of the association is:

Linux Australia Inc

Linux Australia Inc

ABN: 56 987 117 479

Statement by members of committee

The committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 2 to the financial statements.

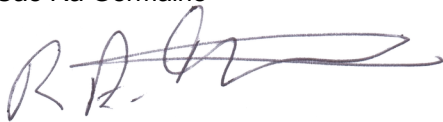
In the opinion of the committee the financial report:

1. Presents fairly the financial position of Linux Australia Inc as at 30 September 2020 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Linux Australia Inc will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the committee and is signed for and on behalf of the committee by:



Sae Ra Germaine



Russell Stuart

Dated 10 December 2020

Independent audit report to the members of association, Linux Australia Inc

Report on the audit of the financial report

Opinion

I have audited the accompanying financial report, being a special purpose financial report, of Linux Australia Inc (the association), which comprises the balance sheet as at 30 September 2020, the income statement, and notes to the financial statements, including a summary of significant accounting policies and the statement by members of the committee.

In my opinion, the accompanying financial report of the association for the year ended 30 September 2020 is prepared, in all material respects, in accordance with the Associations Incorporation Act 2009.

Basis of opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial report section of my report. I am independent of the association in accordance with the auditor independence requirements of the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Emphasis of matter - basis of accounting

I draw attention to note 1 of the financial report, which describes the basis of accounting. The financial report is prepared to assist the association in Associations Incorporations Act 2009. As a result, the financial report may not be suitable for another purpose. My report is intended solely for the association and should not be distributed to or used by parties other than the association. My opinion is not modified in respect of this matter.

Responsibility of management and those charged with governance

Management is responsible for the preparation and fair presentation of the financial report in accordance with the Associations Incorporation Act 2009, and for such internal control as management determines is necessary to enable the preparation of the financial report is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the association's financial reporting process.

Linux Australia Inc

ABN: 56 987 117 479

Independent audit report to the members of association, Linux Australia Inc

Auditor's responsibilities for the audit of the financial report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

Greg Middleton

Level 5 55 Grafton St, Bondi Junction 2022

10 December 2020

A handwritten signature in black ink, appearing to read 'G. Middleton', with a long horizontal stroke extending to the right.

Linux Australia Inc

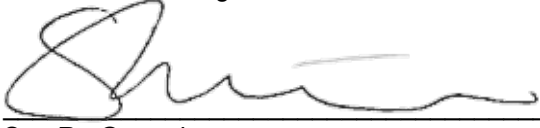
ABN: 56 987 117 479

Certificate by members of committee

Annual statements give true and fair view of the financial position of incorporated association.

We, being the members of the Committee of the Linux Australia Inc, certify that -

The statements attached to this certificate give a true and fair view of the financial performance and position of Linux Australia Inc during and at the end of the financial year of the association ending on 30 September 2020.



Sae Ra Germaine



Russell Stuart

Dated 10 December 2020