



LINUX AUSTRALIA

annual report



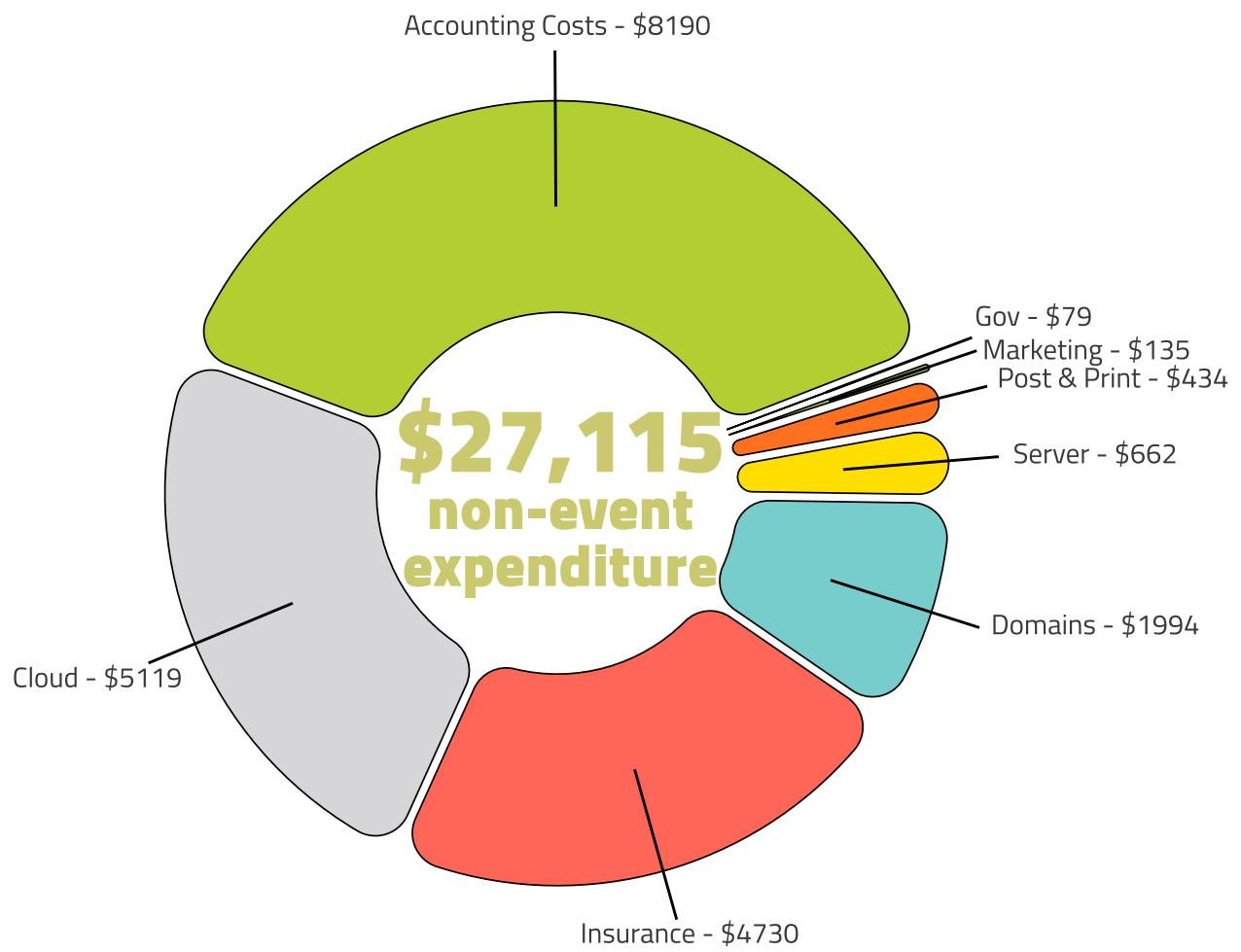


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Left: Cory Doctorow, Speaker at linux.conf.au 2021 by Anna Olthoff, CC BY-NC-SA 2.0. Used under Creative Commons with thanks.

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.

Joel Addison - Vice President

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.

Clinton Roy - Secretary

Clinton is a software engineer who has made a career of supporting researchers using open source software. Clinton was volunteered to help with linux.conf.au waaay back in 2002 and got hooked deeply, being involved with every lca after that. Clinton has also been involved with PyConAu every year, running it Brisbane. Clinton has volunteered at other Linux Australia auspiced events.

Clinton's main goal is making sure Linux Australia looks after all their volunteers across the board, from on the ground volunteers to conference organisers.

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 deadly 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 smittened 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.





Jonathan Woithe

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.



Neill Cox

Neill has been benefitting from F/OSS since the last millenium and working on F/OSS for the last decade or so. He has worked in a number of admin/SRE roles and development.

Neill has helped to organise three LCAs (2005, 2013 and 2022) and one pycon(line)au in 2021. In retrospect volunteering for two conferences in the same year may not be the smartest thing he's ever done. Neill is happiest when writing python, most likely in some internet/cloud related area. Neill is currently employed by Red Hat as a cloud consultant.



Russell Coker

Russell is a passionate participant in Open Source, submitting his first kernel patch in 1993. He is a Debian Developer, one of the core people behind selinux and an enthusiastic blogger.





frame from
conference video
linux.conf.au 2021

President's Report

I've been doing a lot of reflecting lately and documentation. Oh so much documentation. But this year's report will be a little bit different but please bear with me as I will be a little indulgent here. As some of you may have read I've decided to hang my hat up from Linux Australia. I have been on Council for 8 years and thought it would be worthwhile opening up a space for new blood and fresh ideas. Along the way I met many of our members, and where I could I advocated where I could for them.

This year has been a bit of an adventure for not just myself but for Linux Australia. We started the year off with what I would have to say was a very successful linux.conf.au 2021. Whilst we were online for the conference (when we should have been face to face), we tried the best we could to create an inclusive learning experience for everyone. It was lovely to see so many familiar names pop up in the chat and in the BBB sessions. I do miss you all and I can't wait to see your lovely faces again.

We were able to recognise the contributions of Ryan Verner for the Rusty Wrench and the COVID-Safe Analysis team for living Linux Australia's Community Values. And whilst we weren't there to give the award in person it was great that we were able to recognise some fantastic people.

Despite going into our second year of the pandemic with no end in sight, Council were able to maintain costs low, and take advantage of a year that had less

activity than those of the past. We focussed on strategy and how to ensure that we have enough hands on deck to cover all the areas that Linux Australia needs to be across. We have developed portfolios that council members will be assigned to. If you're interested the portfolios are available at our website [0].

Developing these portfolios was one of my own personal KPIs for my last year on Council as I found that it was important that we didn't just rely on single points of failure. Due to my length of tenure on Council I found that I had a better understanding of how the organisation works. This hopefully helps our membership understand the sheer amount of work that Council does (as Volunteers). During a regular conference year this work goes on top of keeping an eye on conferences to make sure they have all the support that they need. If we have missed anything please do let me know but I think this diagram sets things out quite neatly.

We have however put a greater focus on Communications, Outreach and Advocacy. These pieces will be crucial for Council and its broader community going forward. Other organisations are beginning to struggle from the impacts of COVID but luckily LA has had the nest egg to kick in for just such an occasion. However, this does not mean that we need to carry on the way we have been each and every year. We have unfortunately relied on a small pool of return volunteers to help run conferences, be part of sub-committees, be on Council but we need to



do more and we need to do better. Burnout is all too common in our industry and we must do our best not to add burden onto our volunteers giving us what precious time they have left for us. There will always be a component of variable capacity amongst Council and it's subcommittees. We will take what we can get from people to help us but we need to recognise that we are human, we are volunteers, balls will be dropped and you know what. That is completely ok.

We have recently set up better handover and documentation processes in the hope that this will help onboard new volunteers into the organisation. You may have seen that our Council Elections end one week before the AGM this achieves a number of things.

We are able to onboard and induct new members to council prior to the AGM so they know what they are in for and are able to hit the ground running once the AGM has concluded.

We are able to flag if there are a lack of nominations/acceptances for specific roles earlier so we can call from the floor at the AGM for nominations.

The Returning Officer has more time to rectify the results prior to the AGM. Previously this was conducted hours before the AGM and this can be quite difficult for the RO and Secretary taking them away from LCA and this isn't fair on them. We wanted to provide more time so the votes could be scrutinised with more time up their sleeves.

These changes are all above board and are covered in our Constitution. This year is the first time we are experimenting with this process and I do hope this goes well. Back in August when I had made up my mind about not re-nominating for Council, I also made a start on a handover process. 8 years of corporate knowledge is a significant amount of history that needs to be handed on to the next person/council and unfortunately I wasn't able to document everything as

well as I had hoped to.

Other things that we have achieved are:

Opening the 2022 Linux Australia grants program. Despite the lower income that we had the previous financial year, the Council agreed that we would keep the amount available the same as previous years. I hope that the next Council will do the same as Linux Australia is still in a good place financially.

Moved the linux.org.au hosting to Linux Australia owned servers. We have this fantastic infrastructure we really should be utilising. The migration went as smooth as it could have and it occurred without much notice from the LA community.

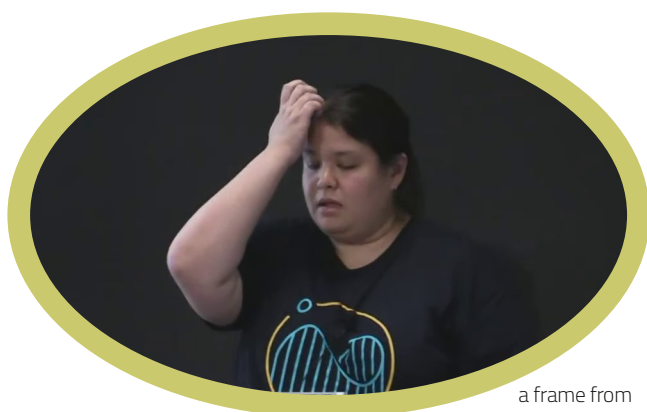
linux.conf.au domain name. With the move to the new .au direct name rules [1] Linux Australia has been able to confirm that linux.conf.au will remain safe in Linux Australia's hands.

Run a successful 2nd PyConline Au with the Director Triforce: Richard Jones, Jack Skinner and Katie McLaughlin.

Linux Australia was invited to speak at UNSW's Inaugural John Lions Distinguished Lectures celebrating the 45th anniversary of John Lions' line-by-line commentary of Unix V6 Source Code and the 25th anniversary of the book being released.

For the first time in many years we went to tender for AV services for linux.conf.au. This has allowed us to refocus what was required and realign our expectations in regards to cost vs deliverables.

As I wrap this up I wanted to personally thank each and every person that has some connection to Linux Australia. You are what makes this community and you are the reason why I was willing to put so many years into this organisation. To those I have met and got to know individually, you have become my broader family, we have our moments but your support,



a frame from
conference video
linux.conf.au 2020

President's Report - cont'd

kindness and willingness to share has kept me sustained for many years. To current and previous Council and Subcommittee members: We have dedicated many hours, blood, sweat, tears and most of all love into this organisation and it is in good stead because of you. This community thrives because of you. We have also navigated and steered through this pandemic. This is not to be underestimated.

To future Council and Joel (who is currently looking to be the next LA President) thank you for what you have and will do for our community. There are exciting times ahead and I have faith that you will be able to represent and advocate for us. Joel is a great person to have as LA's next President and I know he will lead us in the right direction.

I will miss my fortnightly LA meetings. They have become part of my routine, there is a small sense of mourning happening for me already but also excitement with being able to keep watch with what is yet to come. Linux Australia will always have a special place in my heart and I am always willing to help if you call out. You have all helped make me the person I am

today and I'm forever grateful. I have been gifted with so many opportunities and the ability to meet some amazing people in this role. Being President of LA for the last 3 years and a Council member for the last 8 hasn't always been sunshine and rainbows but at the end of the day and reflecting on it all now it's not just been rewarding but it fills my heart with pride to have been able to serve you. Thank You.

Sae Ra

[0] <https://linux.org.au/about-us/organisational-details/>

[1] <https://www.auda.org.au/au-domain-names/au-domain-names/au-direct>



frame from
conference video
linux.conf.au 2021

Secretaries Report

For my first year as secretary, I feel I did a reasonable job of the day to day functions, but not so great on the larger organisational tasks, that definitely needs improving for next year.

I managed to take notes at all of our regular fortnightly meetings, I also successfully organised most of our monthly subcommittee meetings, though I did fail to organise one of these properly. A virtual face-to-face organising meeting was held, I did take notes of the non-break out sessions.

I did a good job of documenting action items, but not such a good job of tracking their completion. I need to take more control of this in the next year.

I struggled to publish the meeting notes publicly, thank you to the rest of the council that helped with this. I still need to redirect the PO Box somewhere useful.

Clinton Roy

Treasurer's Report

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

- The auditor says we made a profit of \$115,330, 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	2020/21 Budget	2020/21 Actuals	2021/22 Budget
-----	-----	-----	-----
Operating			
Accounting Costs	10,000	8,190	10,000
Advertising & Marketing	1,000	135	1,000
Bank Fees	8,000	-8,589	8,000
Cloud (GitHub, Phone, Video Conf)	5,000	5,119	1,000
Face-to-Face Meetings	12,000	0	12,000
Government Fees & Charges	1,000	79	1,000
Insurance	8,000	4,730	8,000
Postage & Printing	1,000	434	1,000
Professional Services (Legal, Accts)	1,000	0	1,000
Rewards and Recognition	2,000	0	2,000
	=====	=====	=====
subtotal of LA Exec expenditure	49,000	10,098	45,000
TechTeam			
Face-to-Face Meeting	6,000	0	6,000
Server and maintenance amelioration)	2,000	662	2,000
Fees, APNIC, Domains, SSL	3,000	1,994	3,000
Hardware (Server, maintenance)	0	0	0
	=====	=====	=====
subtotal of TechTeam Expenditure	11,000	2,656	11,000
LA Overheads	-----	-----	-----
total	60,000	12,754	56,000
% of income	22.18%	4.71%	
	-----	-----	-----
Grants			
Sponsorship, donations and grants	35,000	5,773	35,000
LCA Steering			
Bid Review	5,000	0	5,000
Chair gifts	1,000	0	1,000
Ghosts LCA Drinks	1,500	0	1,500
Session Selection	5,000	0	5,000
	=====	=====	=====
subtotal of LCA Steering	12,500	0	12,500
-----	-----	-----	-----
Total non-conference expenditure	107,500	18,526	103,500
=====	=====	=====	=====

Treasurer's Report - cont'd

The notable feature about expenditure this year is how low it was. That was due to a combination of things: covid preventing Face2Face meetings, a deliberate effort by the council to keep expenditure low, and a \$8k foreign exchange windfall. The result was our overheads were 4.7% of revenue, which is under our target of 6%. That looks wonderful, but the \$8K forex win means it won't happen again. If COVID (shudder) continues we are going to need other savings if we are to keep within our 6% target. That will be hard as the fat is gone.

The P&L of the conferences that completed this year 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 \$105,647, 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 \$49,994.

Grey is a reconciliation to the Audited figures, which is the nett activity for the 2019/2020 year. The nett activity is a \$115,330 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:

- Venue Hire, All Future, \$101,731 - PyAdl22 deposits to Adelaide Convention Centre paid 2019..2020.
- Sponsorship International, Previous Years, \$14,500 - DruGov20 Sponsorship invoices issued 2019..2020.
- Sponsorship Local, Previous Years, \$27,636 - DruGov20 Sponsorship invoices issued 2019..2020,
- Software, Previous years, \$9,680 - DruGov20 virtual event hosting paid 2019.2020.
- Venue Hire, Previous years, \$3,636 - PyAdl21 virtual event hosting paid 2019..2020.
- Venue Hire, Future years, \$3,600 - Lca22 virtual event hosting paid 2020..2021.

Over the past few years I have been reporting profits while the Auditor has been reporting breakevens at best. The reason is the first figure. I'm counting the \$101,731 Pycon deposit as an asset, in the expectation that we will run an in-person PyconAU at the Adelaide Convention centre. The Auditor effectively wrote it off in the year the deposit was paid, which meant we took it as loss in that year. If we do use the deposit, the Auditor will say we have a very large profit - but it will be mostly be illusionary.

However, the time of reckoning is coming. There are open questions over whether we will be able to hold an in person Pycon this year, and it's also an open question if the generosity of the Adelaide convention centre will continue, or they will insist we hold the conference or forfeit the deposit. Watch this space next year for further updates.

- RUSSELL STUART

Treasurer, January 2022



Linux Australia + Conference P&L for conf

	Totals for all years the event was active				
	DruGov20	DruSth21	LCA21	PyAdl21	DruSteer
INCOME					
Conference Registrations	13,497	15,487	36,877	31,126	0
Donations Received	0	0	0	0	0
Interest Received	0	0	0	0	0
Sales - Miscellaneous	0	0	286	0	0
Sponsorship - International	14,500	4,500	7,500	3,212	0
Sponsorship - Local	28,500	38,300	72,500	40,000	0
<i>Total Income</i>	<i>56,497</i>	<i>58,287</i>	<i>117,163</i>	<i>74,338</i>	<i>0</i>
Expenditure					
Advertising & Promotion	0	0	0	500	0
AV and Network Equipment	0	0	35,256	33,146	0
Bank Charges	188	164	0	0	0
Child Care / Kids Activities	0	0	0	0	0
Cloud hosting & Storage	0	0	8,448	4,498	0
Conference Accommodation	0	0	0	0	0
Conference Performance	0	0	0	0	0
Consultants & Accounting	0	17,411	0	0	0
Diversity Program	0	0	4,545	0	0
Donations made by LA	0	0	0	0	0
Equipment Write Off	0	0	0	0	0
Expenses Miniconfs	0	0	0	0	0
Face to Face	0	0	0	0	0
First Aid	0	0	0	0	0
Food & Drink	5,766	0	2,326	0	0
Foreign Exchange Gains/losses	0	0	373	220	0
Ghosts	0	0	1,313	0	0
Gifts & Presentations	2,190	0	6,205	821	0
Insurance	0	0	0	0	0
Mechant Fee	0	0	752	517	0
Merchandise And Schwag	0	0	10,306	351	0
Motor Vehicle Expenses	0	0	0	0	0
NZ Tax	0	0	0	0	0
Office Expenses	0	0	27	0	0
Other expenses	0	0	0	0	0
Postage	0	0	13	0	0
Printing & Stationery	0	0	0	0	0
Server	0	0	0	754	0
Software	9,680	0	0	23	0
Speakers	0	0	7,000	0	0
Subscriptions	45	17,750	0	0	2,044
Telephone	0	0	18	0	0
Third Party Training	0	0	0	0	0
Travelling Expenses	0	0	1,873	0	0
Venue Catering	0	0	0	0	0
Venue Hire	0	0	0	3,636	0
<i>Total Expenditure</i>	<i>17,870</i>	<i>35,326</i>	<i>78,457</i>	<i>44,465</i>	<i>2,044</i>
Gross Profit / Loss	38,627	22,961	38,706	29,873	-2,044
Less 6%	35,237	19,464	31,676	25,413	

ferences wrapped up in 2021

Figures for current year only						Previous Years	Future Years	Audited
IWS	LUV	WP-Aust	LA	Closed	Total			
0	0	0	0	0	96,987	0	0	96,987
0	0	0	0	0	0	0	0	0
0	0	0	3,103	0	3,103	0	0	3,103
0	0	0	118	0	404	0	0	404
0	0	0	0	-1,000	28,712	-14,500	0	14,212
0	6,000	0	0	-1,855	183,445	-27,636	0	155,809
0	6,000	0	3,221	-2,855	312,651	-42,136	0	270,515
0	507	0	135	0	1,141	0	0	1,141
0	0	0	0	87	68,488	0	0	68,488
0	0	0	123	0	474	-188	0	287
0	0	0	0	0	0	0	0	0
0	0	0	4,988	-66	17,869	0	595	18,463
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	8,190	0	25,602	0	0	25,602
0	0	0	0	0	4,545	0	0	4,545
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0
0	0	0	0	0	8,093	0	0	8,093
0	0	0	-8,715	6,995	-1,126	0	0	-1,126
0	0	0	0	0	1,313	-1,313	0	0
0	0	0	3,273	537	13,026	0	0	13,026
0	0	0	4,730	0	4,730	0	0	4,730
0	0	0	0	0	1,269	0	0	1,269
0	0	0	0	188	10,845	0	284	11,129
0	0	0	0	0	0	0	0	0
0	0	0	4	0	4	0	0	4
0	0	0	79	0	106	0	0	106
0	0	0	0	0	0	0	0	0
0	0	0	434	1,770	2,216	0	0	2,216
0	0	0	0	0	0	0	0	0
0	0	0	5,156	114	6,024	0	0	6,024
0	0	0	0	81	9,784	-9,680	0	104
0	0	0	0	0	7,000	0	0	7,000
0	0	0	131	0	19,971	0	0	19,971
0	0	0	0	0	18	0	0	18
0	0	0	0	0	0	0	0	0
0	0	0	0	0	1,873	-1,873	0	0
0	0	0	0	0	0	0	0	0
0	103	0	0	0	3,739	-3,636	-36,009	-35,906
0	610	0	18,526	9,707	207,004	-16,690	-35,130	155,185
0	5,390	0	-15,306	-12,561	105,647	-25,447	35,130	115,330
6% gross income			18,759					
LA without Grants			-15,306					

2021 DrupalSouth - Annual Report

As with all other events, 2021 continued to keep the dampers on any face to face conferences, but DrupalSouth was able to make some progress despite the challenges COVID lockdowns presented.

Appointment of a Professional Event Organiser

In line with our longer term strategy to alleviate pressure from community volunteers, DrupalSouth ran a formal EOI process in early 2021 to appoint a professional event organiser. This resulted in four respondents submitting proposals, with the DrupalSouth Steering Committee unanimously agreeing to appoint Stirling Marketing to manage our online events in 2021.

The role of the professional event organiser is to manage the nuts and bolts of the conference planning, such as liaising with vendors, running a marketing schedule and managing registrations. They then liaise with a volunteer team who oversees the program and speaker selection process with domain expertise in Drupal.

The budget to engage a professional event organiser has been easily absorbed by sponsorship and registration fees and has taken a significant workload off our volunteers in the process. The added value of marketing expertise has also meant a broader reach for the conference through more thorough pre-event communications.



Redesign of the DrupalSouth website

In parallel with appointing an event organiser, DrupalSouth ran an EOI for a website redesign with companies and sole contactors from within the Drupal community. This was won by Marin Sekesan for the graphic design and Tomato Elephant Studio for the front-end build and will go live in early November 2021. The cost of the redesign was included in the 2021 event budget.

Three online events!

Rather than run one large online event, DrupalSouth decided to spread a series of shorter events across the year. This was in accordance with feedback we received by running a community survey where the predominant feedback was that we try and avoid "Zoom fatigue"

The first event was in late May and used an Executive Briefing format on an invitation only basis for C-Level

2021 DrupalSouth - Annual Report - cont'd

executives in large organisations using or considering Drupal. This resulted in around 25 attendees who heard a keynote from Jithma Beneragama - Digital Director at the Victorian Department of Premier and Cabinet. The participants then took part in a series of roundtable discussions on topics around Digital Transformation.

The second event was held in mid August and was open to public attendees with a more traditional conference format, albeit shorter over 4 hours from 11am - 3pm AEST. This time slot worked very well for attendees across a range of timezones in Australia, New Zealand and event Asia Pacific, despite not being our core target audience.

This event was attended by 220+ registrants and had a keynote by Drupal project founder, Dries Buytaert to celebrate Drupal's 20th anniversary. This was complemented by ten presentations and roundtable discussions from local speakers. While we did have feedback from our community survey that attendees

wanted more interaction in an online format, we did find open discussions struggled to get audience participation.

For both public events, we engaged EventsAir as the conference technology provider. Their platform has improved since we first used it in November 2020 and they provide a very hands-on customer service approach. While the pricing model is at the premium end of the spectrum, DrupalSouth have been very happy with their Australian-based team and responsiveness to our needs.

The total revenue from all three events will be around \$60K with net profit around \$7K after Linux Australia's standard 6% admin fee has been accounted for.

DrupalSouth ran its final event for 2021 with the second instalment of the DrupalSouth "Shorts" online event series on 11 November. This event was run over 2 half days with the first leg as noted below in mid August. The gap between events allowed us to refine our format, seek new presentations for the



a frame from
conference video
Drupal Shorts 2021

community and we ran a public Committee session where the audience could engage and ask questions. Attendance was down slightly, however this was not unexpected as November events can be difficult for people to find time to attend. This has been factored into future planning. However numbers were consistent throughout the afternoon with engagement and attendance in the latter sessions maintaining good levels of activity.

The keynote from Lee Rowlands on 'Drupal 10 & beyond' was well received, with a lively Q & A session. Key themes for the conference were increasing

participation in the open source project, and the keynote and a number of subsequent sessions addressed opening up and encouraging pathways to contribution. Both Community Sprint days were a success.

Our final committee session for 2021 covered a few changes to personnel, with Nicole Ritchie stepping down and Kristy de Vries joining as a full time committee member. The handover from Owen Lansbury to Dave Sparks as Committee Chair was completed.

Plans for 2022 are to build on the success of 2021

with a more professional approach to marketing. In particular the successful use of LinkedIn as a platform for engaging with senior industry professionals and decision makers outside of the traditional core developer community.

This is important for the health of the local Drupal industry, and efforts to improve the value and return for Sponsors were well received across the events series. In 2022 we will continue to refine our marketing efforts, and our relationship with community members and sponsor organisations.

Initially this will continue the work from 2021 refining membership lists and opening dialogue with new audiences. Continuing support for grassroots (Meetup) activity and engaging with industry training to bring in new people to Drupal will amplify our efforts.

DrupalSouth Wellington venue cancelled

We had originally planned to run DrupalSouth Wellington in 2020, which then got pushed to March 2021 and subsequently March 2022 due to COVID lockdowns. As DrupalSouth generally needs at least six months lead time before an event, the decision was made to cancel the venue booking at no cost for 2022 given the ongoing lockdown in NZ. We will look to reschedule this once lockdowns have ceased completely and international travel is back to relative normal.

Committee member transitions

As per our committee term schedule, we had Pamela Barone and Thom Toogood roll off the committee in November 2020, replaced by Janna Malikova (AU) and Dave Sparks (NZ). Chris Skene retired his seat in May 2021, replaced by Sohal Khatwani (AU) who was assigned the role of Treasurer.

While Nicole Kirsch has a term until May 2023, she will be taking maternity leave in early 2022 and would like to have her seat replaced by Kristy De Vries (AU), who has worked closely with the committee as an event volunteer in recent years. We will endeavour to fill a seat with another NZ representative to balance the numbers in subsequent elections.

As we approach the end of 2021, Owen Lansbury will hand the role of Chair to Dave Sparks, while remaining on the committee to the end of his current term in May 2023.

frames from
conference video
Drupal 2021





PyConline Online 2021

The Event

One attendee's summary: "The talks were of a much broader range of topics than I expected, and the community was more welcoming and diverse than I expected too."

We ran another successful fully-online event for just over 660 total attendees. We received post-event survey responses from roughly 10% of those attendees:

For 27% this was their first PyCon AU (a further 4% said it was their first tech conference)

84% attended from Australia, with New Zealand, Germany, the United States, India, Indonesia and the United Kingdom also being represented

We had a wide variety of underrepresented communities present including gender, ability, learning differences, socio-economic status and sexuality

All up, overall happiness with the event was very positive, with an average rating of 4.5 / 5 - 60% of attendees rating it a 5 / 5

Our budget estimated around 700 total attendees in the best case, 500 being the "realistic" case. We planned for a \$2,000 to \$14,000 profit depending on the final numbers, and delivered a profit of almost \$28,000, largely due to additional sponsorship.

We had live captioning for the first

time at a PyCon AU.

The Team

PyConline AU 2021 could not happen without a cast and crew of almost 100 people working for months to make things happen.

This includes 60 speakers who spent months drafting, writing and rehearsing their talks, but also our crew of volunteers behind the scenes.

Here's those people (and we apologise in advance if we missed anyone!)

Our AV team: Ryan Verner from Next Day Video, cTrix, and our AV volunteers: Michael, Daniel, Patrick, and Jordan.

- Our Production volunteers: Caitlin, Betsy, Isabella, Grace, Niharika, Sae Ra, Tom, Chris and Libby.
- Our specialist track organisers: Nicky and Amanda from Education; Justin and Auryynn from DevOps; Chris and Eliza from SnakeOil Academy, and Genevieve, Maia, Ned, Javier, and Rachel from Science Data and Analytics
- Our program review team of 20 people from our core team and track team, but also including Adedapo, Ram, and Martin who came in as external reviewers to look over our talks.



Our vendors:

- Our stenographers from Whitecoat Captioning
- Our platform team from Venueless, Pretix, and Pretalx
- Our Shirt design from Tania Walker
- Our speaker gifts from Upbeat Promotions
- Our many amazing sponsors
- Platinum sponsors Canva, WSP Australia
- Gold sponsors Octopus Energy, Google Cloud, and
- our digital sponsors Elastic, Planet Innovation, Thoughtworks, the Python Software Foundation, Twilio, and our auspice Linux Australia
- And our core team: Mike, David, Benno, Neill, Cintia, Russell, Jack, Katie, and our lead director: Richard.

Safety Team Transparency Reports

This year's event safety team was composed of Maia Sauren, Ned Letcher, Nicky Ringland, Tom Eastman, and Sae Ra Germaine. They neither identified nor were alerted to any safety incidents during PyConline AU 2021.

Conference attendees were directed to make any reports to a member of the safety team in the conference platform, who each had a "Safety" flair against their name in room lists. Reports could also be made to conduct@pycon.org.au

The safety oversight group, which is a part of the PyCon AU Steering Committee and consisted of Christopher Neugebauer and Katie Bell, also reported that they received no reports, and did not have to take any actions.



PyconAU 2021
conference graphic

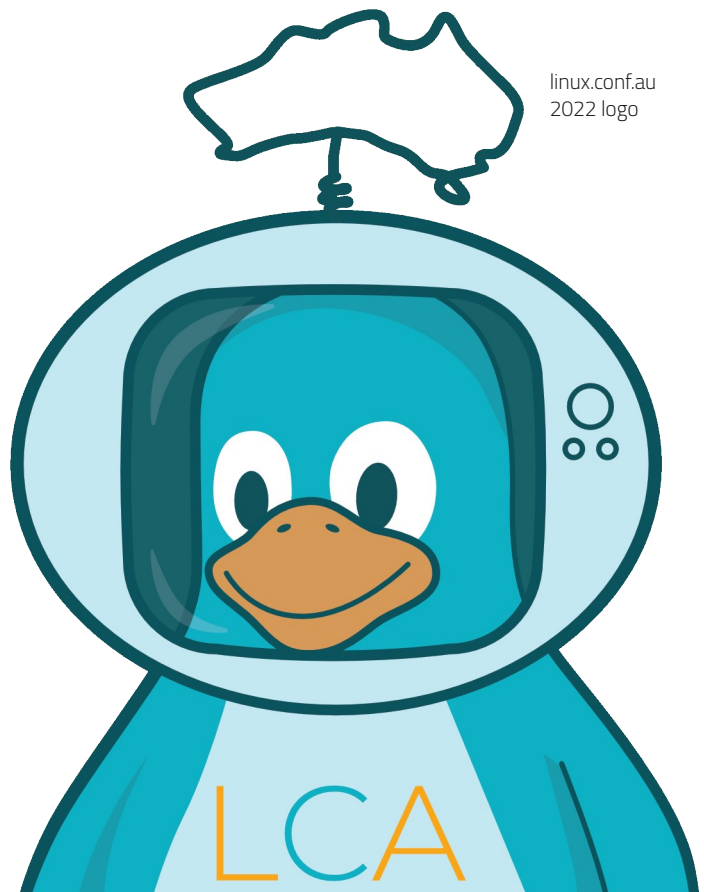
LCA 2021 Online

linux.conf.au ran again in 2021, but with a very different look and feel to prior iterations of the conference. Due to the challenges of COVID-19, the decision was made to shift to a fully online event to allow as many of our regular speakers and delegates as possible to attend. This brought a number of challenges, such as finding a new team to run the conference, searching for an online platform to use, and teaching all of our speakers and delegates how to present and attend a completely virtual event.

The structure of the conference was similar to previous years, with one day of Miniconfs and two days of main conference talks. Instead of running for a whole week, the conference ran across three days. On the first day, we welcomed back four of our popular Miniconfs: Kernel, GO GLAM: Galleries, Libraries, Archives, and Museums, Open Hardware and System Administration. The following two days included our main conference speakers, with 48 talks on a wide range of topics. All presentations are available online



frame from
conference video
linux.conf.au 2021



to watch, either via downloading from the Linux Australia mirror or on YouTube.

With the shift to a virtual conference we were able to invite interesting keynotes from around the world who otherwise might not have been able to make it to linux.conf.au. On Friday morning we heard from Cory Doctorow, whose presentation on how Software Freedom is Essential to Human Freedom gave our delegates a lot to think about. The next morning we had Limor Fried talk about Adafruit and the history of their programming language Blinka. Finally, on Sunday, Omoju Miller talked about a Cognitive Apprenticeship, a way to get more people involved with open source. Each of the keynote speakers' presentations led to a lot of discussion among delegates who found these presentations interesting.

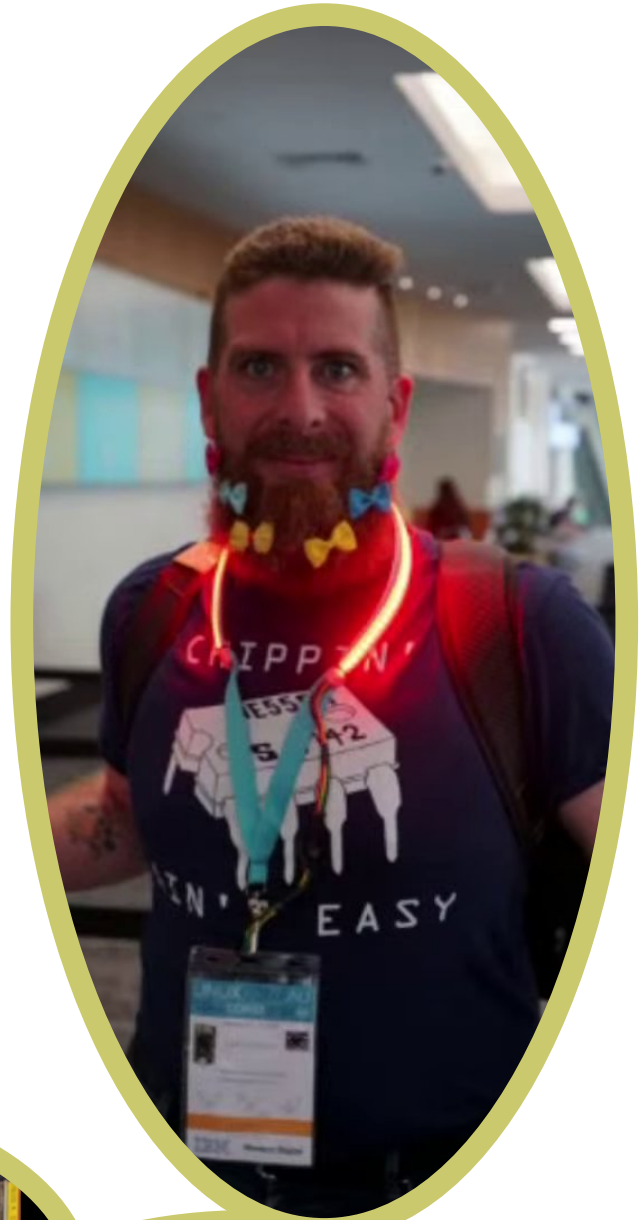
One of our challenges was trying to bring as much of the 'normal' linux.conf.au to our delegates. We managed to hold a Professional Delegates Networking Session (PDNS) one evening, which after a few technical difficulties, was a fun night of Open Source trivia for people to participate in. We also brought the Open Hardware Miniconf to a larger number of delegates than normal via our Swag Badges. The Open Hardware team, especially Jon Oker and Andy Gelme, spent several months designing and manufacturing a conference badge that let delegates send messages to each other and customise to their heart's content. We received a lot of positive feedback

about this, and we really want to thank everyone involved for their time spent on this.

This conference wouldn't be where it is today without it's Speakers, Sponsors and Volunteers. We would like to thank our 26 Session Selection Committee members (led by Josh Hesketh), our Speakers for our 46 Sessions, Miniconf Organisers and their speakers and our 30+ volunteers who helped contribute to our first linux.conf.au held virtually. A special shout out to our 515 attendees from near and far who settled into their home offices, couches, at their dinner tables to join us for three days of learning, chatter,

We would like to give a big thank you to our organising team, who came together from all around Australia to put on the conference. Thanks goes to David Bell, Michael Diedricks, Wil Brown, Aeriana, Jonathan Woithe, Carla Ellerby, Mark Tearle, and Stephen Thomas. Without all of your hard work we would not have been able to deliver another successful linux.conf.au to our community.

– Sae Ra Germaine and Joel Addison (co-chairs, linux.conf.au 2021)



frames from
conference video
linux.conf.au 2021



Colophon

This document was typeset using Scribus 1.5.6.1.
Source: <https://github.com/linuxaustralia/annual-report>



Linux Australia Inc
Financial statements
For the year ended 30 September 2021

Linux Australia Inc

ABN: 56 987 117 479

Contents

For the year ended 30 September 2021

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Linux Australia Inc

ABN: 56 987 117 479

Committee's report

For the year ended 30 September 2021

Your committee members submit the financial report of Linux Australia Inc for the financial year ended 30 September 2021.

Committee members

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

Sae Ra Germaine
Russell Stuart
Clinton Roy
Russell Coker
Neill Cox
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 \$115,330.

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



Sae Ra Germaine



Russell Stuart

Dated 20 December 2021

Linux Australia Inc

ABN: 56 987 117 479

Income statement

For the year ended 30 September 2021

	2021 \$	2020 \$
Sales		
Sponsorship - International	14,212	46,280
Sponsorship - Local	155,809	233,945
Sales - Miscellaneous	404	1,266
Conference Registrations	96,987	381,227
Donations	-	1,036
Interest Received	3,103	6,538
	<hr/>	<hr/>
	270,515	670,292
Expenses		
Advertising & Promotion	1,141	1,312
AV and Network Equipment	68,488	67,611
Bank Charges	287	1,519
Child Care / Kids Activities	-	9,581
Cloud hosting & Storage	18,463	6,016
Conference Accommodation	-	2,027
Conference Performance	-	1,454
Consultants & Accounting	25,602	8,048
Diversity Program	4,545	1,561
Donations	-	25,531
Equipment Write Off	-	1,800
Expenses Miniconfs	-	4,327
Face to Face	-	3,080
First Aid	-	1
Food & Drink	8,093	3,588
Foreign Exchange Gains/losses	(1,126)	2,185
Ghosts	-	2,878
Gifts & Presentations	13,026	19,811
Insurance	4,730	4,289
Merchant Fee	1,269	5,484
Merchandise And Schwag	11,129	43,241
Motor Vehicle Expenses	-	51
NZ Tax	4	3
Office Expenses	106	1,372
Other expenses	-	1,212
Postage	2,216	867
Printing & Stationery	-	5,847
Server	6,024	14,073
Software	104	14,889
Speakers	7,000	61,976
Subscriptions	19,971	260
Telephone	18	-
Third Party Training	-	441
Travelling Expenses	-	10,819
Venue Catering	-	92,408
Venue Hire	(35,906)	250,731
	<hr/>	<hr/>
	155,185	670,291

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 2021

	2021	2020
	\$	\$
Net profit	115,330	1
Retained earnings at the beginning of the financial year	759,841	759,840
Retained earnings at the end of the financial year	875,172	759,841

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 2021

	<i>Note</i>	2021 \$	2020 \$
Current assets			
Cash at Bank		884,778	788,670
Trade and other receivables	3	4,689	21,549
Total current assets		889,467	810,219
Total assets		889,467	810,219
Trade and other payables	4	14,295	50,377
Net assets		<u>875,172</u>	<u>759,841</u>
Members' funds			
Retained earnings		875,172	759,841
Total members' funds		<u>875,172</u>	<u>759,841</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

	2021 \$	2020 \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	307,167	785,543
Payments made to suppliers and suppliers	(214,163)	(808,948)
Interest received	3,103	6,538
Net cash provided by (used in) operating activities	<u>96,107</u>	<u>(16,867)</u>
Net increase (decrease) in cash held	96,107	(16,867)
Cash at beginning of financial year	788,670	805,537
Cash at end of financial year	<u>884,777</u>	<u>788,670</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

Notes to the financial statements

For the year ended 30 September 2021

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 2021 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, Linux Australia Inc 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.

Linux Australia Inc

ABN: 56 987 117 479

Notes to the financial statements

For the year ended 30 September 2021

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 2021

	<i>Note</i>	2021 \$	2020 \$
3 Trade and other receivables			
Current			
Trade Debtors		3,780	20,070
Other Debtors		909	909
GST Collected		-	570
		<u>4,689</u>	<u>21,549</u>
4 Trade and other payables			
Current			
Trade Creditors		4,868	45,692
Rounding		692	692
GST on Supplies		8,736	3,994
		<u>14,295</u>	<u>50,377</u>
5 Retained earnings			
Retained earnings at the beginning of the financial year		759,841	759,840
Net profit		115,330	1
		<u>875,172</u>	<u>759,841</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

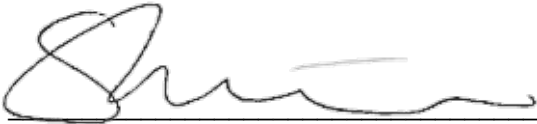
Statement by members of committee

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 2021 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 20 December 2021

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 2021, 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 2021 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.

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

20 December 2021



Linux Australia Inc

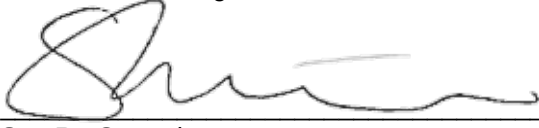
ABN: 56 987 117 479

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 2021.



Sae Ra Germaine



Russell Stuart

Dated 20 December 2021