LINUX AUSTRALIA

Annual Report 2024

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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.

Council

Joel Addison
President

Wil Brown
Vice President

Neill Cox
Secretary

Russell Stuart
Treasurer

Council

Sae Ra Germaine
Ordinary Council Member

Jonathan Woithe
Ordinary Council Member

Marcus Herstik
Ordinary Council Member

President's Report

The Linux Australia Council has worked together much better this year, with all members contributing towards furthering open technologies within the Australian community. Our meetings throughout the year were productive, with respectful debate and much agreement on the topics discussed. While we didn't make much progress on potential constitutional changes, however we did well to stabilise the Council after a particularly draining year in 2022, and still support several conferences running to the benefit of our community.

During 2023 we saw more of our community starting to come back together for local and national events:

- DrupalSouth was once again a standout, running multiple full capacity events during the year. They have established an excellent pipeline of events and volunteers to help organise them.
- PyCon AU returned to an in-person event and also saw success, with a great turnout after two years online and a year off. They are also now established as a steering subcommittee, giving more continuity over their events and additional means of running long term programs.
- Everything Open ran for the first time as the evolution of linux.conf.au. This was the first event in person after two years online, and it was fantastic to see many old and new faces in Melbourne.
- The WordPress community has restarted their meetups which is wonderful to see. This has let them start planning an event for 2024, which will be their first since 2019.
- The Joomla community has also been meeting throughout the year, online and in person, with reasonable numbers attending.

Joel Addison

President

The past few years have focused on keeping everything running in the face of COVID-19, and I'm pleased to say this has been achieved. We are seeing conferences return to their previous levels, and I'm looking forward to a WordCamp and Joomla Day in 2024 alongside our other events, returning all of our long-standing subcommittees to their conference schedules.

Linux Australia now needs to focus on what comes next. In 2024 I would like to focus on establishing a strategic plan for the next five years. This should cover the core operation of the organisation, as well as our key conferences. This plan will allow everyone on Council to have clear objectives to work towards, and ensure the community is engaged throughout.

The constitutional changes discussed last year were put on hold this year, to let us focus on running Everything Open and supporting other conferences. I would like to see work on this resume at the start of 2024, with community engagement commencing around the middle of the year.

Alongside this we need to reinvigorate some of our long term programs to give more benefit to our members and attract new ones. As an example, our grants program is still working, but does not have broad reach. We attempted to get new groups involved through our Community Grants, which were aimed at providing small grants to community groups that share our philosophies to assist with rebuilding after COVID-19. Unfortunately these did not get as much engagement as we had hoped, so we need to review and improve this for future years.

President's Report - cont.

The Project Grants have attracted several applications this year which is good to see. Council however has struggled with some of the requests for hardware purchases. It is difficult to justify some of these grants as the outcomes are not always clear, and may not eventuate. We need to work out a way to measure the success of these projects and define a framework to support this type of grant application, so we can more objectively decide whether to approve funds for hardware purchases.

Another area of focus will be forming relationships with community groups that share interests with Linux Australia. The landscape of local interest groups has evolved over the past decade, with Linux User Groups declining in number and attendance, and other meetup groups focused on specific topics in open technologies taking their place. Linux Australia should embrace this - by establishing links to them we will be able to grow our community while offering support to a wider range of events. This will help to attract new attendees and speakers to our existing events as well, by making people aware of other things that are available to them.

I would also like to establish a series of talks throughout the year, broadcast for anyone to participate. My aim from this is to keep the community engaged throughout the year between conferences, while also giving a way for people who can't easily travel to events to present to our audience. Ideally we could run these presentations in a hybrid manner, with an in person event for people to attend if their are nearby. Alongside this, I'd like to setup an open source, online catalogue of past presentations from all of the events Linux Australia has helped to run, also opening it to other groups in Australasia to share their content. We have a lot of content from our two decades of running, and it is worthwhile making that easily accessible to everyone.

As always, I am interested in receiving feedback from the community on what they would like to see Linux Australia do. Please reach out to me or Council with your ideas at any time.

Finally, I would like to thank all members of the Linux Australia Council in 2023 for their efforts throughout the year. Without their time and dedication we would not be able to run the events our community enjoy so much. I'd especially like to thank Wil for his time as Vice President over the past two years on Council, as he steps back to focus on other priorities. He has brought some great perspectives to the organisation, and I look forward to continuing to work with him on WordPress events in the future.

Secretary's Report

Neill Cox

Secretary

This was my first year as Linux Australia's secretary so it was very much a learning experience for me.

All of the council meetings were held on line. Council met 20 times over the course of 2023 on a fortnightly basis. One meeting was cancelled due to a lack of agenda items.

Minutes from our meetings were published fairly promptly on the website.
One item to address for whoever sits in the role next year is encouraging better engagement with some of our subcommittees. Most were very good at attending or providing updates, but a few were harder to get information from. Given we provide insurance and financial infrastructure to subcommittees we do need to have an idea of what activities they are conducting

A lot of the work I should have done was actually either done by other more experienced council members or with their help. If I continue in this role for another year it is my firm intention to be better at managing my tasks.

Name	Number of Meetings Attended /20
Joel Addison	20
Wil Brown	19
Neill Cox	19
Russell Stuart	20
Sae Ra Germaine	20
Marcus Herstik	12
Jonathan Woithe	20

Treasurer's Report

Russell Stuart

🔖 **Treasurer**

The two line summary is:

- The auditor's says we made a profit of $123,426, and
- The auditors report was unqualified.

In 2024 we moved most of our spare cash into a 23 month term deposit to take advantage of the current interest rates. This is not visible in the budget. Because it's 23 months we won't see the 10k interest income next year, but the year following will see four times that. Apart from that we've continued being frugal (no council in-person meetings), and will do so next year.

That may seem conservative given the $123k profit shown by the auditor, but notice I say we made a 19k profit. And, as you can see from the budget, 2024 is looking to be a year in which we report a loss. There are two major contributors to that anticipated loss:

- The disk drives in our servers need to be replaced, and

- We are sponsoring the New Zealand Python Users Group (NZPUG) to help them through some difficulties so they can continue to run conferences. Enabling open source conferences is LA's core objective, and this fits in with that. Although we are writing the amount off for now, it seems likely it will be repaid over the next few years.
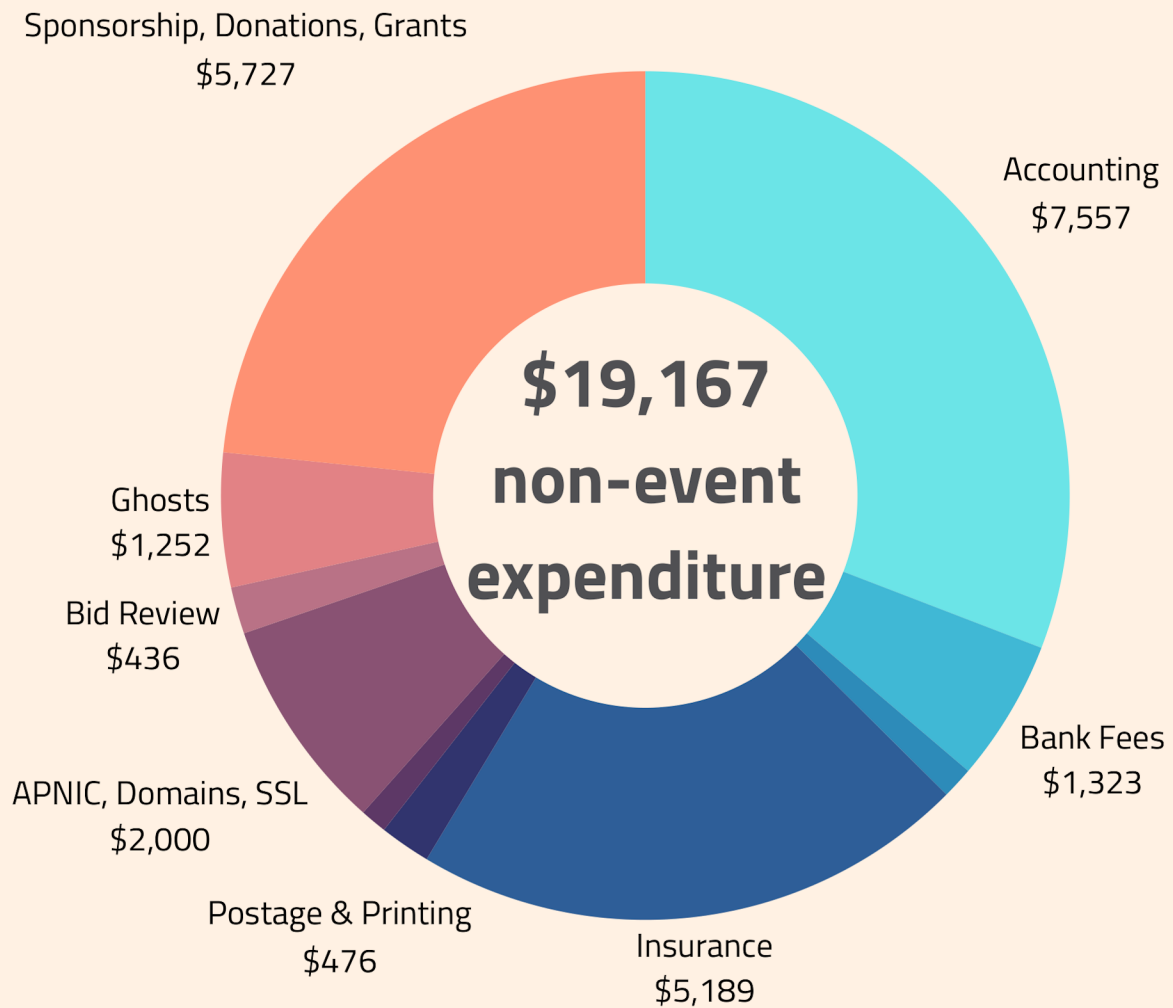
Notes on the Profit & Loss by Conference:

- The attached P&L shows income and expenses split up by subcommittee. Effectively each subcommittee has its own set of accounts which shows if they made a profit or loss for the year. But there is a twist. The aqua columns are conferences, and conferences are only reported on once, in the year they finalise. Other subcommittees (yellow and red columns) show the net result for 2022/2023. But because nothing goes according to plan conferences reported on in previous years can have some activity which shows up in the "Closed" column.
- The large numbers in this years "Closed" column are due to Drupal South 22 conference, which finished near LA's end of year. I included it in last years figures, but it turns out it wasn't as finished as I thought. The $49k profit reported for DruSth22 last   year becomes a $25k profit when you include those expenses.
- The green column is the sum of all subcommittee columns, which is the net result for LA overall. Expenses and income of conferences still under way at the end of LA's financial year appear in the following two grey columns. Adding the green column to those two two grey columns yields the figure reported by the auditor in the final grey column.
- The difference between the auditor's figure of a $123k profit and the $19k reported here is mainly due to a PyCon AU venue deposit paid in 2020. The auditor expensed that in 2020/2021 so his figures show LA making a loss for that year. I consider that misleading as the deposit is effectively an asset, not an expense. The venue deposit was "cashed in" by Pycon 23 this year. It is included in "Venue Hire" in the PyAdl23 column in the attached P&L. In return for that and other expenses PyCon AU 2023 made the $41k profit shown in the P&L. That profit is in my opinion a fair and accurate reflection of the financial outcome of PyCon 2023. However, if you use the audited figures, PyCcon 2023 would show a profit of $146k because the $105k venue payments were written off in an earlier year. This type of discrepancy is the reason conferences are only reported on in the year they finalise.
- The $-105,342 "Venue Hire" figure in "Past Years" is the balancing side of that PyCon 23 payment. It's effectively moving it from the audited figure to the PyAdl23 column. Similar figures in the "Future Years" column are removing transactions that happened this year for Drupal South 2024 (primarily). They will be added back next year.
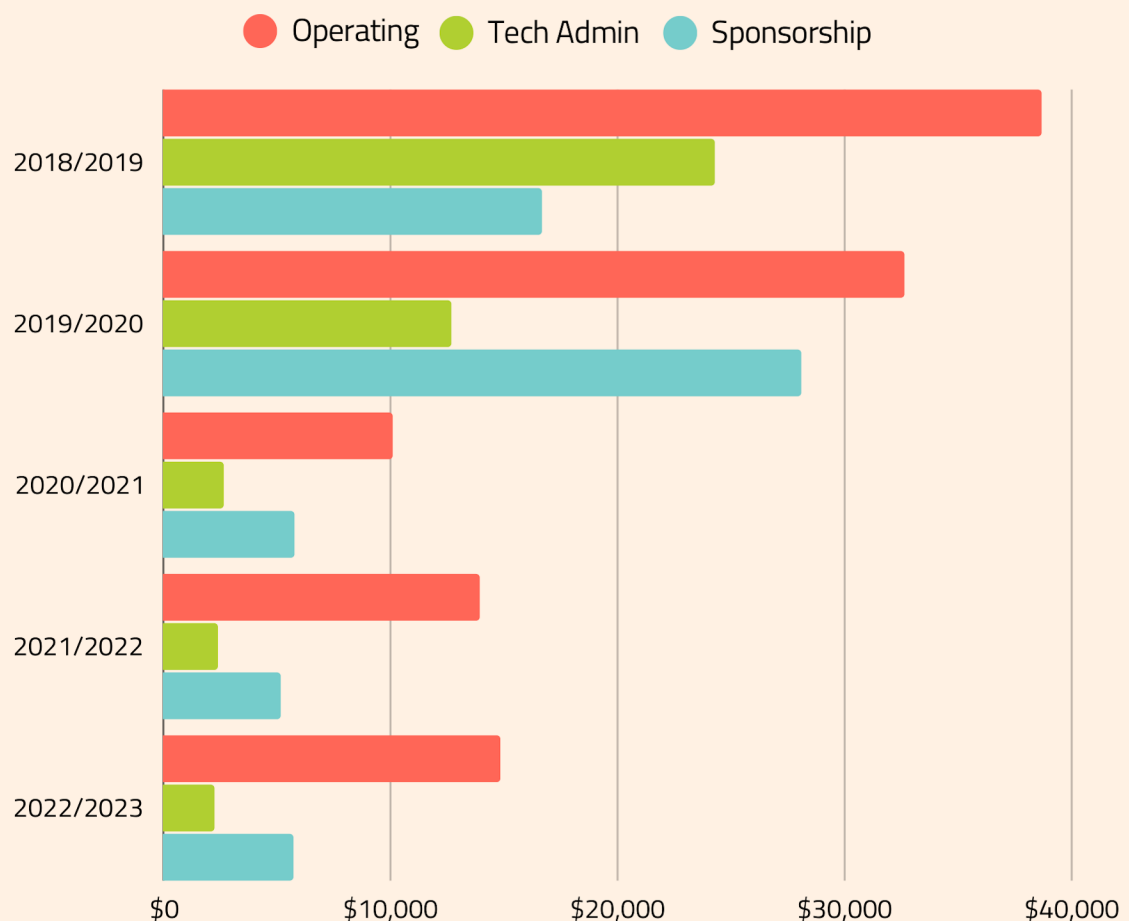
The table below shows what your LA Executive spent directly. All other expenses were incurred by subcommittees, mostly conferences.

Treasurer's Report – Council Expenditure

Divsion	Category	2022/2023 Budget	2022/2023 Actuals	2023/2024 Budget
	Expenses			
Assets / Intfra	Assets / Infrastructure	0	0	0
Operating	Accounting Costs	10,000	7,557	10,000
	Advertising & Marketing	1,000	0	1,000
	Bank Interest / Fees / Merchant	0	1,323	0
	Cloud (GitHub, Phone, Video Conf)	1,500	295	1,500
	Face-to-Face Meetings	0	0	0
	Government Fees & Charges	1,000	0	1,000
	Insurance	5,000	5,189	6,000
	Employee Assistance Program	0	0	0
	Postage & Printing	1,000	476	1,000
	Professional Services (Legal, Accts)	1,000	0	1,000
	Rewards and Recognition	2,000	0	2,000
	subtotal LA Exec	22,500	14,841	23,500
TechTeam	Face-to-Face Meeting	6,000	0	0
	Server maintenance	2,000	249	0
	Fees, APNIC, Domains ,SSL	3,000	2,000	4,000
	Hardware (Server, maintenance)	0	0	5,000
	subtotal of TechTeam	11,000	2,249	9,000
LA Overheads	total	33,500	17,090	32,500
	% of income	14.34%	7.32%	
Conference Steering	Bid Review	5,000	436	1,500
	Chair gifts	1,000	0	1,000
	Friends of LA Drinks	1,500	1,252	2,500
	Session Selection	5,000	0	1,500
	subtotal of Conference Steering	12,500	1,688	6,500
	Sponsorship, donations and grants	35,000	5,727	10,000
	NZPUG Sponsorship	0	0	55,000
	Foreign Exchange (Gains)/Losses	0	-4,242	0
	Interest Received	0	-1,096	
Total non-conference expenditure		**81,000**	**19,167**	**104,000**

Sponsorship, Donations, Grants
$5,727

Accounting
$7,557

$19,167
non-event
expenditure

Ghosts
$1,252

Bid Review
$436

APNIC, Domains, SSL
$2,000

Postage & Printing
$476

Insurance
$5,189

Bank Fees
$1,323

Non-event expenditure 2018-2023

● Operating ● Tech Admin ● Sponsorship

2018/2019

2019/2020

2020/2021

2021/2022

2022/2023

$0 $10,000 $20,000 $30,000 $40,000

Admin Team Report

2023 was a quiet year for the Admin team. We completed the migration of pycon-au away from the Linux Australia hosts, including the provision of site backups going back to 2015.

We are continuing to contest the registration of the opensource.au domain name as part of the AUDA .au registration process, however as the contesting agency is the sole domain drop provider within the au namespace, we expect this process to be a long time to completion.

The end of the year saw us start the process of migrating the majority of our SMTP and IMAP requirements to Fastmail email hosting to enable a subcommittee's to access the wide range of collaboration tool their system provides.

Grants Program Report

The Linux Australia Grants Program is one way that Linux Australia provides support to FOSS community members in Australia and New Zealand. In 2023 the Grants Program was expanded to offer funds in one of two categories:

- Project Grants. Funding in this category was intended for open source, open data, open government, open education, open hardware and open culture projects. This category most closely aligned with the majority of grants awarded in previous years.

- Community Grants. This new category was established to assist community groups rebuild and re-establish themselves following the interrupts of the last couple of years. The aim was to enable groups within our community to revive past events or start something new that brings people together - in person, virtually, or both.

The Linux Australia Council thanks all who submitted grant applications. They were all well structured and clear which made them easy to evaluate.

We are also thankful to those who provided feedback about the grant applications during the two week consultation period which help inform Council about the community's views on the proposals.

Jonathan Woithe

Grants Program Coordinator

Recipients of grants are required to submit a brief report summarising their funded activities. These are reproduced below. The e-Textiles grant report from 2022 (by Kylie Willison) is also included because this project was not complete when the 2022 Linux Australia Annual Report was being prepared. For similar reasons, the report for the Hack the Triangle grant (which was applied for in late November 2023 and awarded in December 2023) will be included in the 2024 Annual Report.

Each grant category had its own funding pool of $10,000. During 2023 a total of five grant applications were received:

Django Girls Canberra #1, from Elena Williams and Alex Ware.
Community Grant of $525 awarded.

Pinephone development, from Russell Coker and Yifei Zhan.
Project Grant of $1616 awarded.

RISC-V, smart-watch and tablet computing development, from Russell Coker and Yifei Zhan.
Project Grant of $1600 declined.

RISC-V hardware for FOSS database development, from David Williams.
Project Grant of $2117.40 declined.

Hack the Triangle workshops, from Lyndsey Jackson.
Community Grant of $2000 awarded.

Feedback detailing the reasons behind the grant decisions can be found in the Linux Australia Grants mailing list archive[1].

E-textiles Course Using EagLED Boards

Introduction

Firstly, I would like to express my heartfelt gratitude to Linux Australia for the grant provided to purchase electronics parts for our e-textiles course. It has been a wonderful journey, and the support from Linux Australia was pivotal in ensuring the course's success.

Overview of Course Implementation

- E-textiles Kit:
  - We utilised the EagLED board from Little Bird Electronics, which proved to be an excellent choice due to its flexibility and user-friendly interface.
- Course Delivery:
  - Since the grant's approval, we have successfully taught the course twice. Based on the feedback received, it will be an ongoing offering.

Projects and Participant Feedback

- Group 1
  - The initial group of participants were relatively new to e-textiles and electronics. They crafted creative "monsters" using the EagLED board. The project was a hit, with participants expressing their joy in bringing their creations to life.
- Group 2:
  - This group had participants with varying levels of expertise, some of whom had prior experience with small projects. They took on more ambitious projects, including:
    - A light-up Christmas tree
    - A glowing love heart
    - An anime character with LED eyes
    - An interactive Garfield, the cartoon cat.
  - Feedback from the second group indicated that they appreciated the freedom to pursue individual projects. Many expressed interest in taking up more advanced courses in the future.

Future Plans

We are excited about the future of this course. The success and feedback from the two batches have spurred us on to continue refining and expanding our e-textiles offerings. We are currently brainstorming ideas for the next session, considering both beginner-friendly and advanced projects to cater to a wider audience.

In closing, I would like to reiterate our gratitude to Linux Australia. The grant provided not only enabled the acquisition of essential electronics components but also inspired a new generation of e-textiles enthusiasts. The joy and enthusiasm of the participants in bringing their imaginative
designs to life were palpable, and we look forward to igniting more such sparks in the future.

– Kylie Willison

Django Girls

This is an abridged version of the report provided about this event. The full report is included in Appendix 1

On Friday, August 4th 2023 the inaugural Django Girls Canberra event was held at ANU. During the event 2 organisers and 8 coaches helped support 21 women to launch their first website. Feedback from the event has been glowing with many participants expressing eagerness to participate in similar events in the future. It was an incredible experience for everyone involved to be in such a welcoming and supportive space in tech and would not have been possible without the support of Linux Australia.

It was an absolute privilege and honor to be a part of running an event such as this. As individuals who love working in tech, getting to be in a room full of women who were so excited to learn and meet other women in tech was a highlight of our careers. We can only imagine the impact an event such as this may have had on the individuals involved, both participants and coaches, and we cannot thank Linux Australia enough for their support.
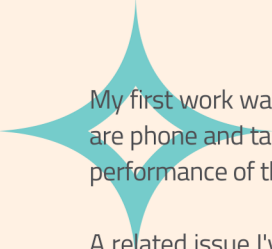
Following the event, the organisers attended PyCon AU 2023 and were able to present on their experiences during the Sunday lightning talks, including a shout out for Linux Australia.

Given both the overwhelmingly positive feedback and the many requests for more events, there have been tentative discussions around holding another event early next year. This event would look at using freely available material from Software Carpentry (https://software-carpentry.org/) to introduce participants to topics such as python, git and R.

We look forward to discussing any future plans with Linux Australia as they evolve.

– Elena Williams and Alex Ware

Pinephone Development

My first work was on getting SE Linux to work on the PinePhonePro. This involved some policy work for daemons that are phone and tablet specific and some that was related to changes in Debian/Unstable. It also involved optimising the performance of the SE Linux labelling because phones aren't as fast as PCs.

A related issue I've been investigating is ways of isolating applications on phones within a conventional Linux desktop environment. To provide feature parity with Android we need app isolation and to provide good performance on phones it can't be via the common container systems. My current plan is to develop a system based on Bubblewrap.

The next work was on investigating the UI for the phone, for both convergence (running as a desktop PC) and regular phone use. The eventual aim is to get feature parity with Huawei phones (and some other Android phones) that offer a phone UI separately from a desktop UI. This is still work in progress.

Another thing I'm working on is editing the Debian wiki to document running Debian on the PinePhonePro and to document the apps that are suitable for use in that environment. I'm also filing Debian bug reports about apps that are designed such that they could work on a phone UI but which have bugs preventing such use.

My first attempt at making the PinePhonePro my primary phone was a failure. I'm hoping to get it going well enough to be usable in about 6 months.

I've written additional blog posts about some of these issues to spread knowledge and also to get input from the community about other ways of doing things:
- Bluetooth on the PineTime smart-watch
- Making a console cable for the PinePhonePro

– Russell Coker

My work includes getting security-focused operating systems such as SEL4 and OpenBSD to run on the PinePhone Pro, exploring Arm64 virtualization to isolate high risk programs, as well as porting and integrating open source secure enclave technology such as OP-TEE to enable easy to use, hardware-backed security enhancements. Those experiments explored different approaches to my goal of making the PinePhone Pro and by extension the free/libre mobile ecosystem more secure and usable.

Another part of the work is to investigate the pathway to license-free, long range communication using LoRa transceivers and free software. I demonstrated a working prototype at a FLOUNDER community meeting, but using LoRa for general purpose communication outside the IoT field is still very experimental, and there is still much to be done before it can be used on a larger scale.

Apart from the explorative work, this grant also enabled me to contribute to a range of FOSS projects, in the form of bug reports and fixes as well as documentation improvements. I also wrote about daily driving the PinePhone Pro and other blog posts aiming to help new users and potential contributors.

My attempt to improve the multilingual input stack is interrupted due to my PinePhone keyboard frying itself. This happened again with a replacement keyboard unit and caused some damage to the phone, thus I've decided to postpone work on this front and focus on other areas listed above.

– Yifei Zhan

Thank You For Your Support

Information

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LINUX AUSTRALIA

Appendix 1 Django Girls Grant Report ↘

DJANGO GIRLS REPORT
CANBERRA #1

Overview

On Friday, August 4th 2023 the inaugural Django Girls Canberra event was held at ANU. During the event 2 organisers and 8 coaches helped support 21 women to launch their first website. Feedback from the event has been glowing with many participants expressing eagerness to participate in similar events in the future. It was an incredible experience for everyone involved to be in such a welcoming and supportive space in tech and would not have been possible without the support of Linux Australia.

Event

The Django Girls event consisted of an optional install event scheduled around the regular Canberra Python User Group meetup on Thursday, August 3rd and then the actual half day workshop held on Friday, August 4th. A schedule for both events can be found below.

Optional

Thursday

3rd August

Seminar Room 1.33, Hanna Neumann Building, ANU

17:00 – Installation party starts
Drop in at any time to get help

18:00 – CPUG meetup begins
https://www.meetup.com/canberra-python-meetup-group/events/294880692/

19:00 – Social part of meetup
Finish solving any installation issues

Friday

4th August

The Hive, CSIT Building, ANU

12:30 – Doors open
Grab some lunch and say hi

13:00 – Workshop starts
Get coding!

15:00 – Coffee break

15:15 – More coding

17:00 – Event wrap up

Installation Party

The installation party served two key purposes:

1. To reassure any nervous participants (or coaches) and allow them to interact with some friendly faces ahead of the main workshop
2. To provide an easy introduction to the Canberra Python User Group as a potential source of community in the Canberra tech scene after the event has concluded
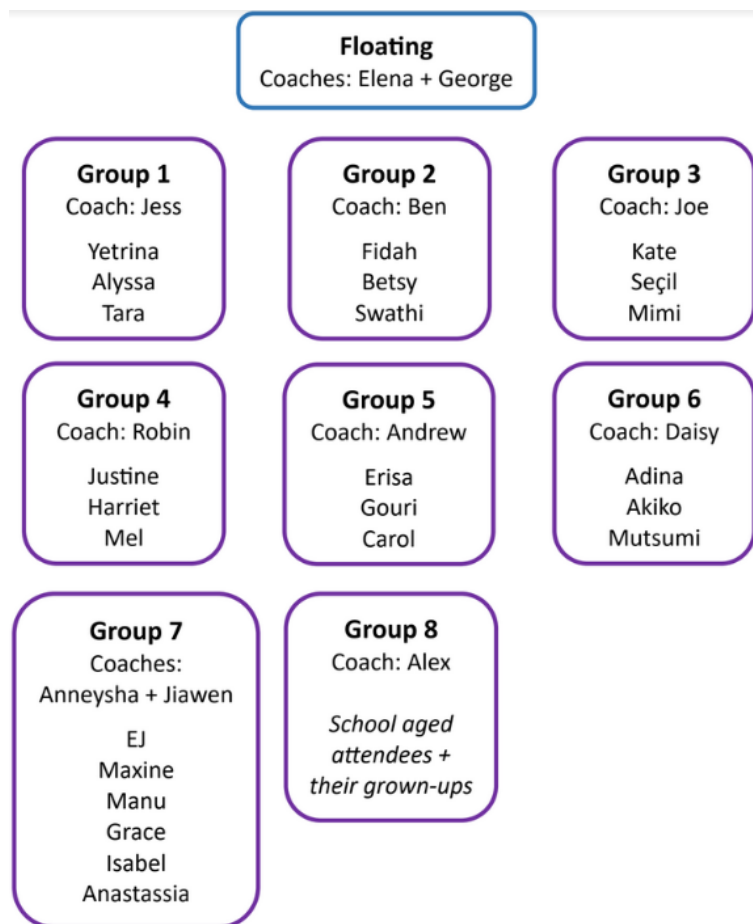
Many of the participants and coaches attended the installation party and as organisers we believe it was highly beneficial to the overall event.

Main Workshop

The main workshop started at 12:30pm on Friday. Starting with a full lunch spread where participants and coaches were encouraged to grab something to eat and meet their fellow

group members. The initial group allocation is provided below, although there was some shuffling of participants on the day.

Floating
Coaches: Elena + George

Group 1
Coach: Jess

Yetrina
Alyssa
Tara

Group 2
Coach: Ben

Fidah
Betsy
Swathi

Group 3
Coach: Joe

Kate
Seçil
Mimi

Group 4
Coach: Robin

Justine
Harriet
Mel

Group 5
Coach: Andrew

Erisa
Gouri
Carol

Group 6
Coach: Daisy

Adina
Akiko
Mutsumi

Group 7
Coaches:
Anneysha + Jiawen

EJ
Maxine
Manu
Grace
Isabel
Anastassia

Group 8
Coach: Alex

School aged attendees + their grown-ups

Being able to provide lunch meant participants could ease into the actual workshop, with some groups (such as Group 1) eager to begin as soon as possible whereas other groups chose to spend more time getting to know each other before jumping into the code. Given how many of the participants spoke of wanting to find a sense of community in their applications for the event, we believe being able to provide this was invaluable and a direct reflection of the impact Linux Australia's support had on the event.

The workshop began in earnest around 1pm with all participants working through the freely available Django Girls workshop tutorial (available at https://tutorial.djangogirls.org/en/). Photos from this part of the event can be found below,

with many of the participants able to progress all the way through to launching their first website.

Link to photos zip download:

https://drive.google.com/file/d/1L0jIcecCNtNU1ZB6MKRh3mIgCE1AyS3G/view?usp=drive_link

Feedback

Feedback from the event has been overwhelmingly positive, including:

- "Overall it was a good occasion to learn new skills and meet up with new people with similar interests and in a safe environment"
- "Learning about it was absolutely wonderful, as was meeting the people on the course"
- "Looking forward to future events!"
- "... I really enjoyed literally everything (from the CSIT building to Python) 😊 Would look forward to future events/meetups!"
- "... I loved how collaborative it was!"
- "... I really didn't know what to expect but I thoroughly enjoyed it, & I'm keen for more"

Budget Summary

Overall, we were mostly able to stick to our originally planned budget of $525 with a resulting shortfall at the end of only $9.75. A full breakdown of the budget and actual spending can be found in the table below. The biggest change between budget and actual spend can be found in the catering costs for the event as this ended up being higher than we had originally anticipated, however we believe this was a core component of the workshop experience and see it as money well spent.

		Budget		Actual		Remaining
$75 -- stickers/merch $50 -- decorations $250 -- catering $50 -- treats $100 -- safety net						
Total		525.00		534.75		-9.75
Stickers/Merch		75.00			65.39	9.61
Round stickers	Elena			58.39		
Rubber ducks	Alex			7		
Decorations		50.00			63.55	-13.55
Django Girls balloons	Elena			9.35		
Star strings	Elena			11.98		
Blutak/post-it notes/pens/organisers	Elena			24.75		
Unicorn stickers	Alex			4.10		
Name badges	Alex			7.95		
Kraft Paper	Alex			5.42		
Catering		250.00	339.00		405.81	-155.81
Veggie Salad Platter			75.00			
Roasted Veggie Salad Platter			85.00			
Fruit Platter	Elena		79.00	251.00		

10x Dominos pizza	Elena		70.00	90.97		
bowls/cutlery/napkins/salad serving	Alex		30.00	29.09		
Cakes + Cups	Alex			34.75		
Treats		50.00			0.00	*50.00*
Safety net		100.00				*100.00*
	Elena			446.44		
	Alex			88.31		

As part of running this event we also received in kind support from a number of other Canberra based groups and organisations. These were:

- Geoscape Australia, employer of both of the organisers, allowed them to use time during work to undertake activities associated with the planning and organising of the event. Geoscape also supported both the organisers and a 3rd staff member to attend the event as paid work hours.
- ANU provided the wonderful Hive space in the CSIT building on campus and provided printing services.
- A number of organisations helped with the promotion of the event including
  - Women in Big Data Canberra
  - Canberra Python User Group
  - University of Canberra's SciTech department
  - Robogals Canberra
  - ANU's Fifty50

The event could not have gone ahead without all the support we received and it was wonderful seeing so much of the Canberra community come together to support gender diversity in tech.

Conclusion

It was an absolute privilege and honor to be a part of running an event such as this. As individuals who love working in tech, getting to be in a room full of women who were so excited to learn and meet other women in tech was a highlight of our careers. We can only imagine the impact an event such as this may have had on the individuals involved, both participants and coaches, and we cannot thank Linux Australia enough for their support.

Following the event, the organisers attended PyCon AU 2023 and were able to present on their experiences during the Sunday lightning talks, including a shout out for Linux Australia.

Alex and Elena giving Lightning talk at PyConAU about the success of the event:

"Lightning Talks (Sunday)" - Christopher Neugebauer (PyCon AU 2023)

PyCon AU • 638 views • 2 months ago

0:00 - Introduction - Chris Neugebauer 0:32 - "Why UUIDs are Secretly Incredibly Fascinating" - Tom Eastman 5:59 - Let's get more of us here! - Alex Ware and Elena Williams 11:30 - Interpretive...

You can find the talk at https://www.youtube.com/watch?v=SqM9OQMpRkI&t=6m

Next Steps

A meetup group has been created to help promote and communicate any future actions or events out to interested participants and coaches. The group can be found at https://www.meetup.com/canberra-womens-programming-meetup/.
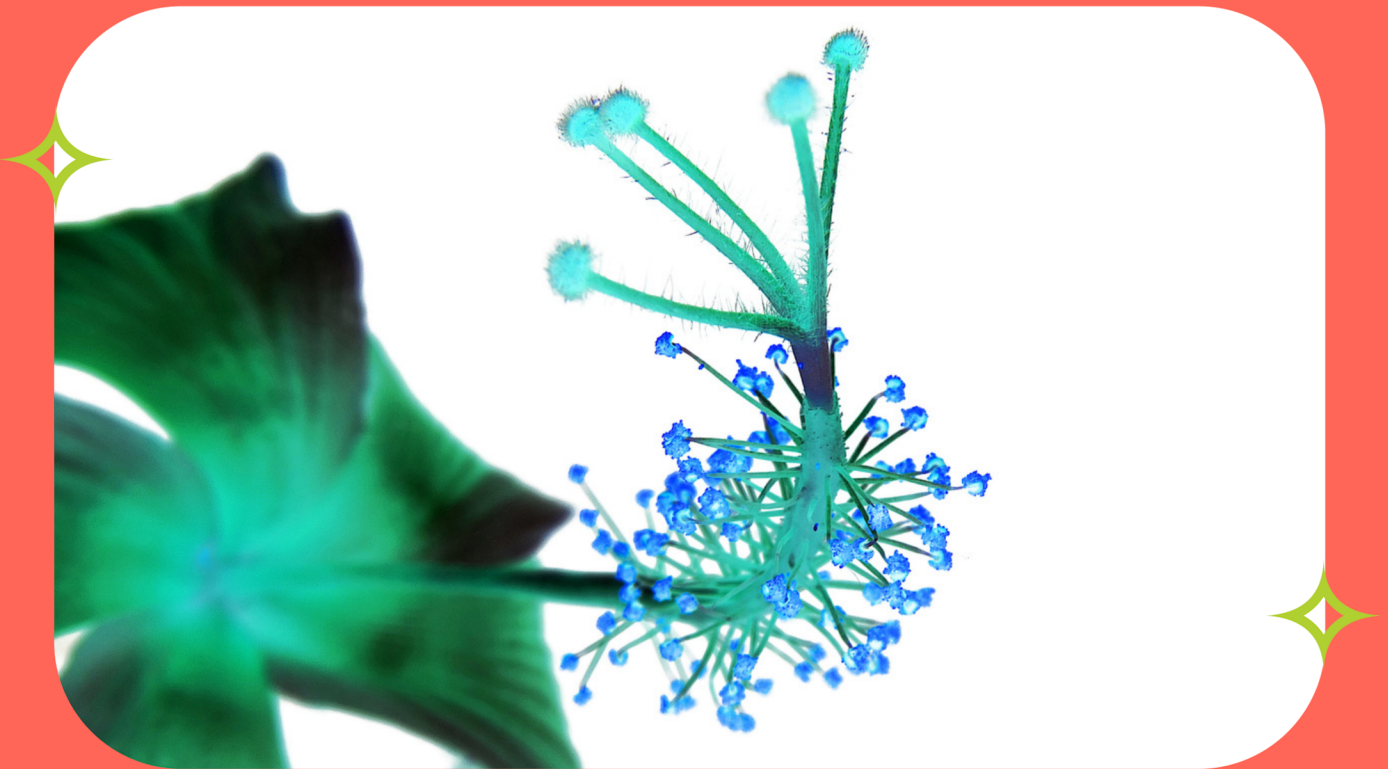
No fewer than 6 or 7 people emerged from the group as potential new leaders and/or organisers in the community.

Given both the overwhelmingly positive feedback and the many requests for more events, there have been tentative discussions around holding another event early next year. This event would look at using freely available material from Software Carpentry (https://software-carpentry.org/) to introduce participants to topics such as python, git and R.

We look forward to discussing any future plans with Linux Australia as they evolve.
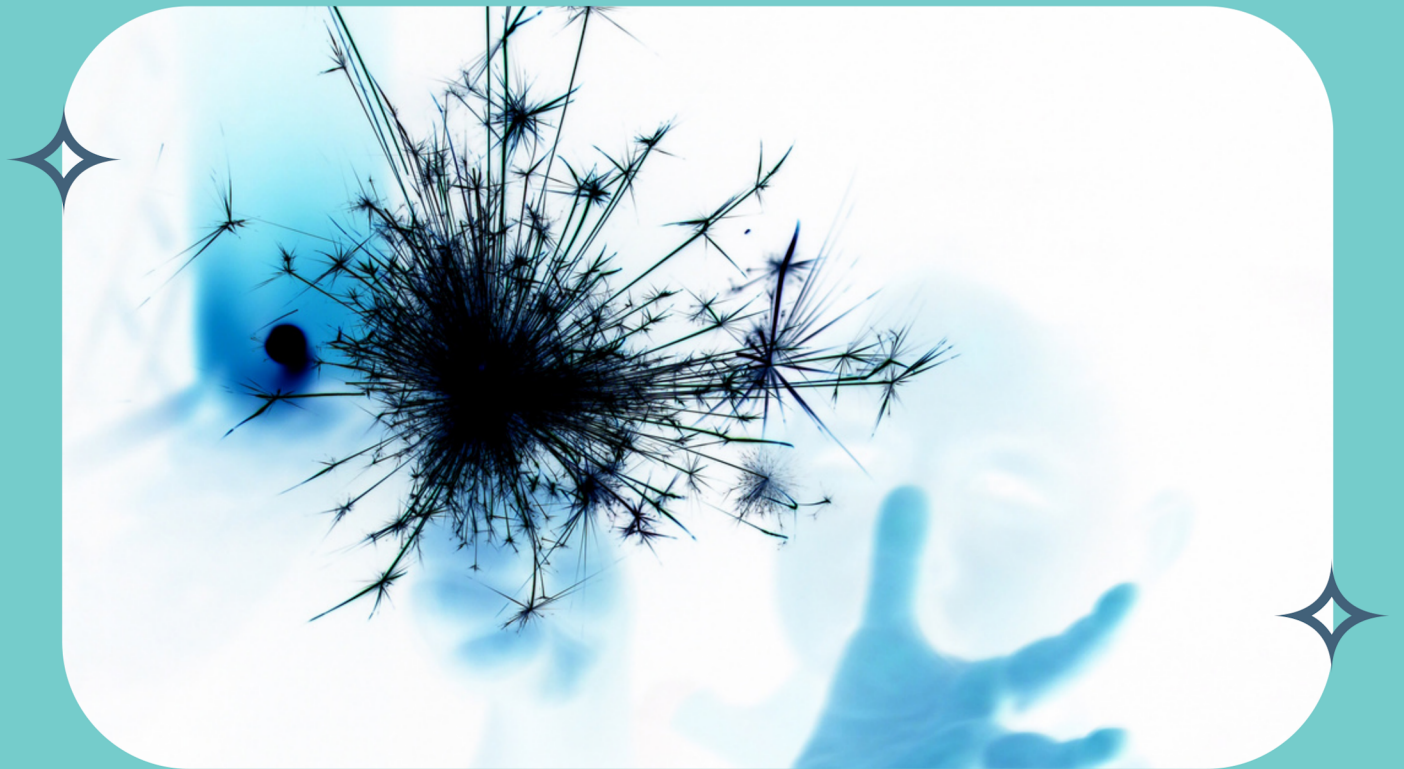
Appendix 2 P&L by Conference

Linux Australia + Conference P&L for conferences wrapped up in 2023

	Totals for all years event was active			Figures for current year only									
	DruSth23	EO2023	PyAdl23	DruSteer	IWS	LUV	WP-Aust	LA	Closed	Total	Previous Years	Future Years	Audited
INCOME													
Sponsorship - International	70,288	42,000	18,589	0	0	0	0	0	4,000	**134,876**	0	0	134,876
Sponsorship - Local	25,681	35,455	67,378	0	0	0	0	0	10,000	**138,513**	0	0	138,513
Sales - Miscellaneous	0	95	0	0	0	0	0	0	11	**106**	0	0	106
Conference Registrations	16,536	72,546	167,132	0	0	0	0	0	17,897	**274,111**	0		274,111
Interest Received	0	0	0	0	0	0	0	10,316	0	**10,316**	0	0	10,316
Total Income	*112,505*	*150,096*	*253,099*	*0*	*0*	*0*	*0*	*10,316*	*31,908*	**557,924**	*0*	*0*	*557,924*
Expenditure													
Advertising & Promotion	0	605	446	0	0	486	0	0	0	**1,536**	0	0	1,536
AV and Network Equipment	0	26,997	35,656	0	0	0	0	0	0	**62,654**	0	0	62,654
Bank Charges	14	2	0	0	0	0	0	119	0	**134**	0	0	134
Cloud hosting & Storage	0	0	0	0	0	0	0	295	8	**303**	0	0	303
Conference Accommodation	0	0	555	0	0	0	0	0	0	**555**	0	0	555
Conference Dinner	0	17,445	0	0	0	0	0	0	0	**17,445**	0	0	17,445
Conference Performance	0	0	825	0	0	0	0	0	0	**825**	0	0	825
Consultants & Accounting	0	0	0	0	0	0	0	7,557	0	**7,557**	0	0	7,557
Donations	0	0	0	0	0	0	0	0	0	**0**	1,447	0	1,447
Events Management	49,793	0	60	0	0	0	0	0	22,500	**72,353**	0	2,291	74,644
Face to Face	0	0	0	0	0	0	0	0	0	**0**	0	0	0
Food & Drink	0	583	109	0	0	0	911	436	0	**2,039**	0	0	2,039
Foreign Currency Translation Los	0	0	0	0	0	0	0	488	0	**488**	0	0	488
Foreign Exchange Gains/losses	0	0	0	0	0	0	0	-4,730	0	**-4,730**	0	0	-4,730
Ghosts	0	0	0	0	0	0	0	1,252	0	**1,252**	0	0	1,252
Gifts & Presentations	618	2,518	0	0	0	6,000	0	5,727	0	**14,863**	-1,447	0	13,416
Insurance	0	0	0	0	0	0	0	5,189	0	**5,189**	0	0	5,189
Mechant Fee	0	0	4,368	0	0	0	0	0	1,276	**5,644**	0	0	5,644
Merchandise And Schwag	2,957	5,171	8,967	0	0	0	0	0	8,230	**25,326**	0	0	25,326
NZ Tax	0	0	0	0	0	0	0	108	0	**108**	0	0	108
Office Expenses	0	0	2,231	236	0	0	0	0	0	**2,467**	0	0	2,467
Papers Committee	0	0	909	0	0	0	0	0	0	**909**	0	0	909
Postage	0	0	52	0	0	0	0	476	0	**528**	0	0	528
Presentation Materials	0	0	0	0	0	0	0	0	0	**0**	0	0	0
Printing & Stationery	16,009	440	2,954	0	0	0	0	0	1,132	**20,536**	0	0	20,536
Server	0	0	1,423	0	0	0	0	2,249	3	**3,674**	0	0	3,674
Speakers	0	7,419	6,815	0	0	0	0	0	2,684	**16,918**	0	0	16,918
Travelling	0	616	4,411	0	0	0	0	0	0	**5,027**	0	0	5,027
Travelling Expenses - Overseas	894	4,172	4,741	0	0	0	0	0	0	**9,806**	0	0	9,806
Venue Catering	18,964	0	0	0	0	0	0	0	0	**18,964**	0	0	18,964
Venue Hire	7,500	80,931	137,442	0	0	0	0	0	20,297	**246,170**	-105,342	0	140,828
Total Expenditure	*96,748*	*146,898*	*211,966*	*236*	*0*	*6,486*	*911*	*19,167*	*56,129*	**538,542**	*-105,342*	*2,291*	*435,492*
Gross Profit / Loss	**15,756**	**3,197**	**41,133**	**-236**	**0**	**-6,486**	**-911**	**-8,851**	**-24,221**	**19,381**	**105,342**	**-2,291**	**122,432**
					6% gross income			33,475					
Less 6%	**9,006**	**-5,808**	**25,947**			LA – Forex+Grant		8,851	1.59%				

Note: All foreign exchange in blue, yellow, and red is summed from this line and attributed to LA in the table above.

	DruSth23	EO2023	PyAdl23	DruSteer	IWS	LUV	WP-Aust	LA	Closed
Foreign Currency Translation Los	487	1	0	0	0	0	0	0	0
Foreign Exchange Gains/losses	51	205	14	0	0	0	0	-15,138	10,139

Appendix 3
Auditor's
Report ↘

Linux Australia Inc
Financial statements
For the year ended 30 September 2023

Linux Australia Inc

ABN: 56 987 117 479

Contents

For the year ended 30 September 2023

Linux Australia Inc

ABN: 56 987 117 479

Committee's report

For the year ended 30 September 2023

Your committee members submit the financial report of Linux Australia Inc for the financial year ended 30 September 2023.

Committee members

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

Will Brown
Russell Stuart   (Treasurer)
Neill Cox
Jonathan Woithe
Joel Addison   (President)
Sae Ra Germaine
Marcus Herstik

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 aproximately 5000 Australian linux users and developers.

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 $123,426.

Significant changes in state of affairs

There have been no significant changes in the state of affairs of the association during the year.

Events after the reporting date

No matters 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.

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

_____   Dated Thu, 28 Dec 2023_____
Russell Stuart (Treasurer)

_____   Dated Thu, 28 Dec 2023_____
Joel Addison (President)

Linux Australia Inc

ABN: 56 987 117 479

Income statement

For the year ended 30 September 2023

	2023 $	2022 $
Revenue		
Sponsorship - International	134,876	37,500
Sponsorship - Local	138,513	131,682
Sales - Miscellaneous	106	524
Conference Registrations	275,105	62,823
Interest Received	10,316	1,096
	558,917	233,625
Expenses		
Advertising & Promotion	1,536	174
AV and Network Equipment	62,654	42,823
Bank Charges	134	1,099
Cloud hosting & Storage	303	7,233
Conference Accommodation	555	-
Conference Dinner	17,445	-
Conference Performance	825	-
Consultants & Accounting	7,557	21,685
Donations	1,447	-
Events Management	74,644	9,250
Face to Face	-	322
Food & Drink	2,039	247
Foreign Currency Translation Losses	488	-
Foreign Exchange Gains/losses	(4,730)	5,777
Ghosts	1,252	-
Gifts & Presentations	13,416	11,885
Insurance	5,189	5,022
Mechant Fee	5,644	427
Merchandise And Schwag	25,326	268
NZ Tax	108	20
Office Expenses	2,467	557
Papers Committee	909	795
Postage	528	1,750
Presentation Materials	-	400
Printing & Stationery	20,536	155
Server	3,674	2,515
Speakers	16,918	-
Travelling	5,027	-
Travelling Expenses - Overseas	9,806	-
Venue Catering	18,964	2,301
Venue Hire	140,828	38,757
	435,492	153,462
Net profit	123,426	80,163
Retained earnings at the beginning of the financial year	955,335	875,172
Retained earnings at the end of the financial year	1,078,761	955,335

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 2023

	Note	2023 $	2022 $
Current assets			
Cash at Bank		1,056,398	953,596
Trade and other receivables	3	1,467	10,199
Other current assets	4	37,223	-
Total current assets		1,095,088	963,796
Total assets		1,095,088	963,796
Current liabilities			
Trade and other payables	5	16,327	8,461
Total current liabilities		16,327	8,461
Total liabilities		16,327	8,461
Net assets		1,078,761	955,335
Members' funds			
Retained earnings		1,078,761	955,335
Total members' funds		1,078,761	955,335

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.

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Linux Australia Inc

ABN: 56 987 117 479

Notes to the financial statements

For the year ended 30 September 2023

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 2023 is:

Linux Australia is the peak body for Linux User Groups (LUGs) around Australia, and as such represents aproximately 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.

The financial statements and material accounting policies all comply with the recognition and measurement requirements in the Australian Accounting Standards.

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.

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.

Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

Impairment of non-financial assets

At the end of each reporting period, the association determines whether there is 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.

	Note	2023 $	2022 $
3 Trade and other receivables			
Current			
Trade Debtors		558	9,290
Other Debtors		909	909
		1,467	10,199
4 Other assets			
Current			
Prepaid Conference Fees		37,223	-
		37,223	-
5 Trade and other payables			
Current			
Trade Creditors		8,407	11
Rounding		696	696
GST on Supplies		7,224	7,754
		16,327	8,461

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 Retained earnings

	2023	2022
Retained earnings at the beginning of the financial year	955,335	875,172
Net profit	123,426	80,163
	1,078,761	955,335

8 Statutory information

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

Linux Australia Inc

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

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Linux Australia Inc

ABN: 56 987 117 479

Statement of changes in equity

For the year ended 30 September 2023

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	2023 *$*	*2022* *$*
Retained earnings		
Opening retained earnings	955,335	875,172
Net profit	123,426	80,163
	1,078,761	955,335
Total equity		
Balance as at 01 October 2022	955,335	875,172
Profit	123,426	80,163
	1,078,761	955,335

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.

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Linux Australia Inc

ABN: 56 987 117 479

Statement of cash flows

For the year ended 30 September 2023

	2023 $	2022 $
Cash flows from operating activities		
Receipts from customers	634,970	290,692
Payments to suppliers and employees	(542,484)	(222,969)
Interest received	10,316	1,096
Net cash provided by/(used in) operating activities	102,802	68,819
Net increase/(decrease) in cash and cash equivalents held	102,802	68,819
Cash and cash equivalents at beginning of year	953,596	884,777
Cash and cash equivalents at end of financial year	1,056,398	953,596

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

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 2023 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:

_____
Russell Stuart (Treasurer)

_____
Joel Addison (President)

Dated 19 December 2023

Linux Australia Inc

ABN: 56 987 117 479

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 2023, 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 2023 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

Suite 806, 35 Spring St Bondi Junction 2022
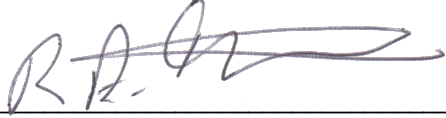
19 December 2023

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 2023.

_____
Russell Stuart (Treasurer)

_____
Joel Addison (President)

Dated 19 December 2023