

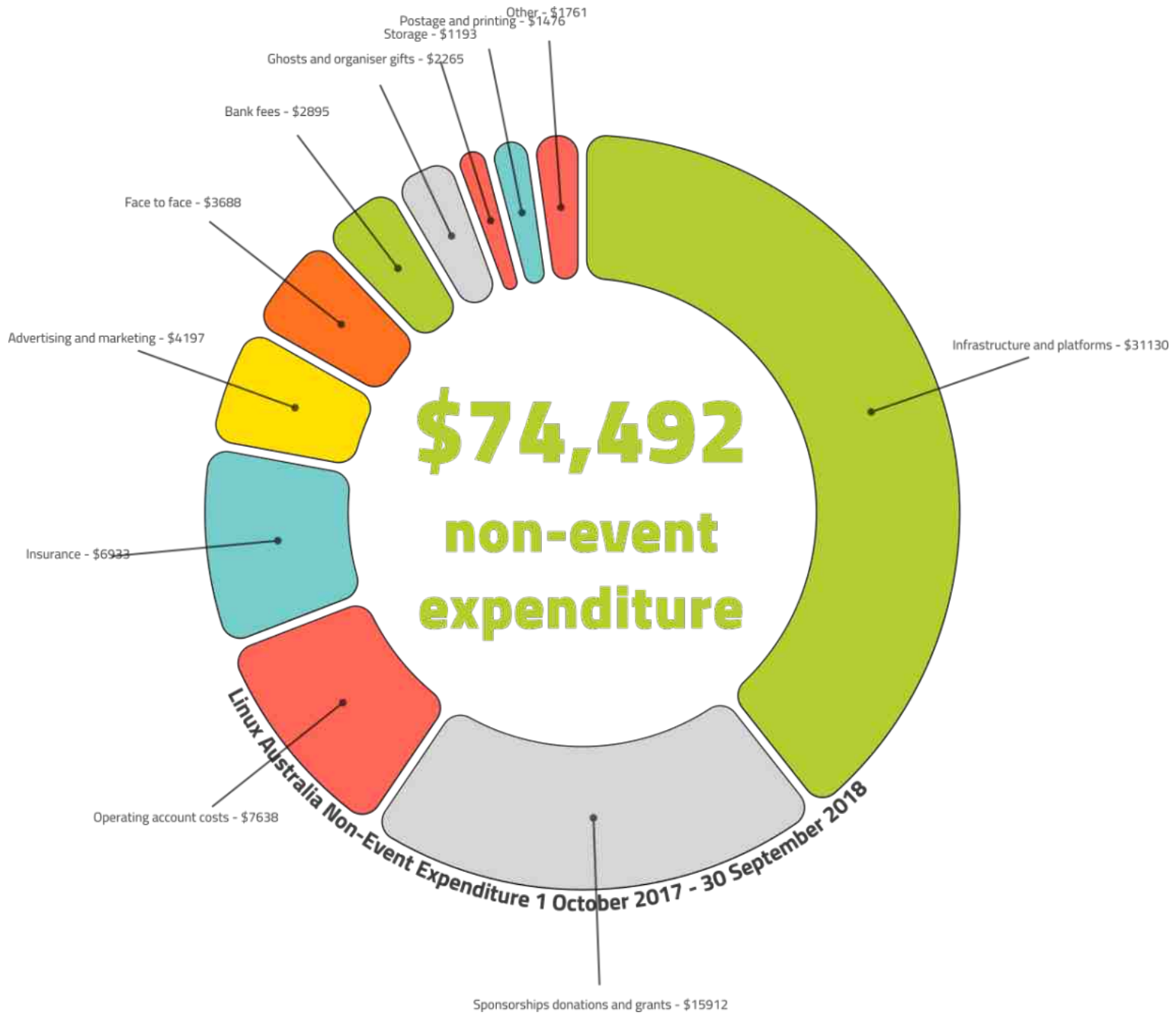


LINUX AUSTRALIA INC. ANNUAL REPORT

2019



Clockwise from top left: James Polley and Bruce Crawley at linux.conf.au 2018 by Brett James CC-BY-SA, LCA2018 attendees and organisers by Elizabeth K Joseph via Twitter, Dr Andrew "Tridge" Tridgell by Brett James CC-BY-SA, LCA2018 Volunteers by Brett James, CC-BY-SA, Annie Parker, Invited Speaker of PyCon AU 2018 by Katie McLaughlin via Twitter.





LINUX
AUSTRALIA

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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 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 online discussions on mailing lists covering a range of topics and user communities. The Committee regularly posts reports and minutes, and makes personal contact with local Linux User Groups.

Members of Linux Australia participate in sub-committees 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 to 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

Kathy Reid - President

Kathy Reid works at the intersection of open source, emerging technologies and technical communities. She is currently the Director of Developer Relations at Mycroft.ai and advocates for the developer community and builds strong developer on-ramps, prioritizes community feedback into technical roadmaps, and actively advocates these changes internally.

Over the last 20 years, she has held several technical leadership positions, including roles in web and apps development, video conferencing and digital signage at Deakin University in Geelong, and more recently has run her own micro-business in technical consulting. Kathy holds Arts and Science undergraduate degrees and an MBA (Computing).

Kathy is a mediocre bureaucrat.

Cameron Tudball - Vice President

Cameron is a Systems Engineer, working with large scale cloud-based systems. He has been working with Linux systems since 1994, and holds pragmatic views towards open software with a focus on collaboration over idealism.

His background includes projects with multinational corporations, government departments, defence agencies and non-profit organisations. Cameron has been involved in linux.conf.au since 2004, was treasurer for LCA 2012 and is generally somewhere behind the scenes making a nuisance of himself. He also runs Windows on his laptop. Deal with it.

Sae Ra Germaine - Secretary

Sae Ra Germaine is the Manager of Digital Platforms at CAVAL, and has over 10 years of experience working with high profile systems companies from a diverse range of fields.

Prior to CAVAL, she has worked for IBM, Federation University; and has published papers on 'Virtual worlds and higher education'. Sae Ra is a technology evangelist with a focus on leveraging user-centric design and open standards as a driver for innovation and change.

She is an active advocate of free and open source initiatives and hopes to bridge the gap between Libraries and the Open Source world.

She-Ra enjoys having her name spelt correctly.

Russell Stuart - Treasurer

A computer programmer whose main claim to fame is being among the first of his profession to emerge from the primordial soup.

He is now close to achieving his final ambition for his career - becoming the first fossil that can still program.





Cherie Ellis - Ordinary Council Member

Community really is my thing. I am driven to be a useful part of a community, and getting people together to give them the opportunity to connect is what I do best.

I have attended and been involved with 10 of the last 12 LCA conferences and have now served 2 separate years on the LA Council. This last year I have been working with James Polley to create a Conference support sub-committee which we will continue into next year. Our focus is to provide consistent information, documents and support for conference teams from proposal through to event.

I have loved serving the community so far and I look forward to continuing to do so.

Hugh Blemings - Ordinary Council Member

Hugh took a radio apart when he was about eight and never recovered. From this start and an interest in Ham Radio an early career doing hardware and embedded software development followed back when 68HC11's were the latest and greatest.

Hugh has been working on Free software since the mid-90's for fun and as a (still fun!) paid gig since 1999. He was co-author of the gnokii project and developed Linux kernel device drivers for the Keyspan USB-serial adaptors. He worked at IBM's Linux Technology Centre as a Open Source Hacker in the Canberra based OzLabs team for just shy of eight years doing everything from first line management to Linux kernel porting for embedded PowerPC platforms. He worked on Ubuntu Linux at Canonical in the kernel team but remains firmly of the view that any day that involves a soldering iron, a 'scope and emacs is a good day.

Hugh is currently Executive Director of the OpenPOWER Foundation, where he helps to make it easier for developers to experience POWER technology.

Additionally, Hugh has served in an OCM capacity for several years with Linux Australia and is the immediate past President.

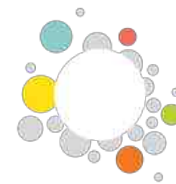
James Polley - Ordinary Council Member

James is currently working at the OpenAustralia Foundation, serving as director, sysadmin, volunteer wrangler, and several other roles besides.

James has a background as a sysadmin who dabbles in development. After 16 years of doing this he moved into management, and is now back at school attempting to earn Masters qualification in Not-For-Profit management.

As well as his second term on Council, James was a co-director of LCA2018.





President's Report

Transformation

The organisation has continued to take transformational steps to address some of the technical debt that occurs with many non-profit organisations - with our website and membership system receiving a complete overhaul, and launching in December 2018. This is the most significant upgrade of our website and membership system in over a decade. Our intent is that the new system will serve the organisation for up to another decade, and provide the ability for more advanced membership functionality. Like most major system overhauls, this hasn't been without some minor teething problems, and I thank all members for their patience. My thanks especially to Justin Freeman and Agileware for their professional expertise, helpfulness and talent.

We're also in the early stages of transforming the way budgeting is done for events which are auspiced by Linux Australia. Previously, most events were asked to budget to provide an \$AUD 11 per person return - known as the 'LA Tax'. This amount was intended to cover the central costs Linux Australia incurs - such as merchant and banking fees, insurance, server and hosting costs and so on. Currently there is little incentive for auspiced events to do long-term planning. Instead, by imposing a levy as a percentage of total revenue - 6% - we wish to encourage events to use the surplus over and above this amount to invest in their own communities, and drive longer-horizon planning. For example, if the Drupal Community wanted to run a series of workshops to attract new members, or to fasttrack the development of a new version, then surplus funds can be steered by the relevant community. This also helps to remove any 'blockage' that Linux Australia can be for events and for communities, as currently the funding required for these sorts of activities needs to be sought through the Grants process. My thanks to James Polley and Russell Stuart for their efforts here.

Teamwork

I've again been incredibly fortunate to lead a team of experienced professionals who are giving of their time, expertise, judgement, and critical thought.

I'd also like to again thank all of our incredible event teams - linux.conf.au 2018 Sydney, Pycon AU in Sydney, WordCamp Sydney, WordCamp Brisbane, HealthHack and DrupalSouth - each of the event teams have delivered events that are professional, well managed, well budgeted, aware of safety, security and diversity best practice and are on par with professionally-run events.

We've continued the relationship building efforts seen over years past, this year becoming members of the Open Source Initiative. By partnering here, we can work together on areas of common interest and have higher global impact.

Maturity

Organisationally, Linux Australia has continued to improve our organisational maturity. As a governing body, we have an obligation to ensure continual improvement processes are in place. However as Linux Australia continues to expand its remit to more and larger events, we must also ensure that our risk management, financial oversight processes, and general operational rhythms continue to mature. This is the "dry and boring" part of Linux Australia - but without it, we are much less effective.

Challenges

Like every organisation, we've had our challenges. Diversity of our organisation continues not to mirror Australian society more broadly; we've taken some initial steps to address this by partnering with VALA for VALA Tech Camp's diversity scholarship in 2019, with the aim of replicating the success seen from the 2017 partnership. Improving diversity requires significant and sustained effort; this is currently beyond the capacity of Council and is an opportunity for the Grants Program and a motivated individual.

Behaviours of a very small minority of our membership continue to appall me. As a community we have clear values, and those members who cannot adhere to them need to consider whether they should remain associated with Linux Australia.

We continue, as we do every year, to be challenged by capacity. Ideally, I'd like to see more members in our Community take on activities - however small - that contribute to our overall mission. If you have ideas our suggestions for how we could create better "on ramps" for engagement and contribution, we'd love to hear from you.

A parting note

After five years on Council, two of those as President, it's time for me to move on to other endeavours, knowing that I've done my best to make the organisation better in that time. Your incoming President, Sae Ra, is in her own right an accomplished leader, effective communicator and relationship builder. Linux Australia is in good hands, and has a bright future.

With kind regards,

- KATHY REID BA/BSc MBA (Computing)
President, Linux Australia, January 2019

Secretary's Report

Executive summary

2018 was very successful year for Linux Australia Council. Social media exposure of Linux Australia continued to grow gradually. In addition the day-to-day running of Linux Australia proceeded without issue; the organisation was again run smoothly, with quorum achieved at all of fortnightly meetings, ensuring strong and rapid decision making.

Meetings

During 2018, 25 Council teleconferences and 1 face-to-face meeting was held. Quorum was achieved at each of them, and minutes were produced and made public via the new website. Action items were generally tracked well.

Secretarial Activities

This was my fourth year as Secretary and I won't be seeking re-election for the Secretarial role in 2019 as I will be nominating for the role of President.

An Operations Manual has also been developed to enable a more streamlined approach to Linux Australia's activities including an Events Checklist and Activities Calendar; this will remain a work in progress over 2018.

Membership

We have moved to a new membership system!!!

On 08 January 2019

Linux Australia had 3479 members

This represents steady numbers despite moving to a new system. Expiry dates have now been applied to members due to expire at September 30 of each year. This date was chosen for 2 reasons, firstly this date is in line with Linux Australia's financial year and 2nd to be able to track renewal rates each year.

Handling of correspondence

Linux Australia handled a large volume of correspondence this year, including requests for termination of membership, financial correspondence, we also participated in submitting a response to the Australian government regarding the Assistance and Access bill that was drafted and unfortunately passed.

A small volume of support requests were also received. All correspondence were tracked via minutes and responded to.

Top to bottom: Justin Chronicle at WordCamp Sydney 2018 via Twitter, HealthHack collaboration via HealthHack, WordCamp Sydney schwag by Nadia Kerr via Twitter.

A Personal Note

The Linux Australia Council is seeing a significant turnover of Council members this year. I would personally like to thank each of the 2018 Council Members for being a brilliant group to work with to contribute to great organisation. I would also like to especially thank our outgoing President, Kathy Reid: your wisdom and guidance has helped Linux Australia grow into a successful organisation without losing its values and remit. Being on Council is often a thankless position to be in, there were many challenges that we faced this year and we managed all with grace and most of all with openness. Thank you :)

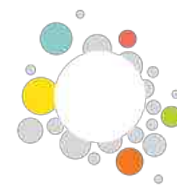
Thanks

- SAE RA GERMAINE B. Comp(Hons), Dip TAA

Secretary, Linux Australia

January 2019





Treasurer's Report

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

- The auditor says we made a \$47,543 profit this year, and

- The auditors report was unqualified.

This what your LA Executive spent directly.

All other expenses were incurred by conferences:

[0] LA Budget for 2019 set at start of Financial year, Oct 2018. We budget expenses only.

Income is assumed to be 6% of gross revenue. Gross revenue is guessed at \$1M/year.

[1] Infrastructure spending was for the new web site, now complete.

[2] These are awards from LA as opposed to a conference, like the Rusty Wrench.

[3] If LA didn't exist, neither would these overheads.

[4] 2018 Advertising expenses included re-branding, mostly logo. Usually the advertising LA does is on a the conference's behalf.

[5] Pycon paid its own bank fees in 2018, which should be a one off.

[6] The review expenses for 2020 bid was paid by the winning city.

[7] The income was from a NZ tax rebate, expected to be one off.

[8] Freight less because LCA 2019 didn't want bits. Expected to go up next year.

[9] Grants are down because we didn't receive the applications.

The P&L break down by conference is attached. Explanations follow the colours, right to left:

Blue, Event Totals:

In previous years these totals were for the financial year only. This time around they are for the entire period the conference was run. The difference between the two can be seen in the "Previous Years" column to the right. It shows the amounts the conferences in this area transacted in 2016/2017 and previous years. In previous years the auditor chose the conferences in this area. This year I chose them, and I've chosen the conferences that wrapped up this year. Thus DruCon17 appears last year, but I've also included it this year because I say it wrapped in in 2017/2018 (it was held in Nov/2017).

Yellow, Standing Subcommittees:

These are groups who have elected to operate under LA's umbrella. The money shown here is theirs, stored in a separate bank account, and provided they

	2019 Budget	2018 Actual	2018 Budget [0]
Professional services	\$2,000	\$0	\$20,000
Infrastructure / platforms	\$0	\$31,130	\$30,000 [1]
Face to Face meetings	\$10,000	\$3,688	\$10,000
Admin Team and hardware	\$2,500	\$239	\$2,500
Awards and acknowledgements	\$2,000	\$948	\$4,000 [2]
LA Overheads	\$16,500	\$36,005	\$66,500 [3]
% of total income	1.64%	3.59%	6.62%
Operating account costs	\$8,000	\$7,638	\$6,000
Advertising and marketing	\$1,000	\$4,197	\$0 [4]
Bank fees	\$5,000	\$2,895	\$6,500 [5]
Bid Review	\$2,500	\$0	\$2,500
GitHub, domain reg etc	\$1,000	\$574	\$0
Government fees and charges	\$1,000	-\$4,595	\$0 [7]
Insurance	\$7,000	\$6,933	\$7,000
Postage and printing	\$1,000	\$1,476	\$2,500 [8]
Ghosts and organiser gifts	\$3,000	\$2,265	\$1,500
Storage	\$3,000	\$1,193	\$3,850
LA Expenses	\$49,000	\$58,580	\$96,350
% of total income	4.88%	5.83%	9.59%
Sponsorships, donations and grants	\$35,000	\$15,912	\$35,000 [9]
Total of all expenditure	\$84,000	\$74,492	\$131,350

stay within LA's constitution and policies they are free to spend it as they see fit.

Red, LA:

The longer version of LA's account above. "Closed" is amounts spent by conferences reported as wrapped up in previous years, but more things came in.

Green, Total:

If we do our accounting this way we made a \$5,798 loss instead of the \$47,543 profit shown by doing things the auditor's way. We expected to make a much larger loss as we were paying for the the web site and MemberDB replacement, however we didn't get the expected grant applications. The auditor's profit figure came as quite a surprise. The motivation for changing the accounting periods can be gleaned from the previous results the authors method reported:

2017: -332,366 (loss)

2016: 531,768 (profit)

2015: 143,451 (profit)

2014: -9,775 (loss)

I found it very difficult to tell how LA was doing when variations many times the "average" profit/loss were included in each year. I expect the variations to be much less with this new method. It's based on the theory those variations are caused by reporting conference figures for one year and they are badly skewed by the tendency for a conference to incur a their expenses up front and get their income at the end.

Yellow, Reconciliation:

Shifting hundreds of thousands between years may yield easier to understand results, but it makes it possible for the Treasurer to make up a nice sounding story with no grounding in reality. So these shifts must be shown to have some relationship to the truth, and the only source of truth we have is the audited results. If you add the columns Total, Previous Years, and Future Years, you will get the audited figure (ie, the truth) on the right. "Previous Years" and "Future Years" both relate to the Blue area. The Blue Area included the amounts from 2017 and before, so those amounts are removed from Total by the "Previous Years" column. The Blue area excluded some amounts that happened in 2017/2018 because the conferences hadn't wrapped up yet. Those figures are added to the Total by the "Future Years" column. There is one more trick to remember: this year's "Future Years" column will become next years "Future Years" column, and a

diligent LA member would check that next year.

6% Gross Income, LA without grants:

We currently base our budget on LA's total expenses being 6% of income. Of that 6% about 4.3% is spent on behalf of the conferences, meaning if we knew there were no conferences in the upcoming year it would disappear. The remaining 1.7% is overheads needed to run LA: things like travel expenses for meetings, awards like the Rusty Wrench, and the web site. Anything over and above the 6% is given back to the community (ie, the people that gave it to us in the first place) via grants in the next financial year. So while we will spend the \$35K in grants and sponsorship if we get the requests this year, next year expenditure in that area is determined by what we earn over and above 6% this year.

Up until now LA imposed a \$11/attendee "LA Tax" on conferences. This tax was intended to cover LA's over overheads. But it turns out if you multiply the \$11 by the guesstimated number of people who attended the conferences, you end up by a factor of 3 or so short. A figure that really cover's LA overheads is more like \$33. 6% of total income is another way of covering LA overheads. A percentage of income is how other similar organisations charge their members (its in the range 5% .. 10%), and so provides a baseline LA can compare itself against.

However, the change from a per head tax to 6% is not neutral to our conferences. Conferences with higher income per attendee will end up paying more compared to what they would be charged with a flat fee. LCA and Pycon fall into that category. Small, short conferences run on a shoe string will end up paying less. Conferences tend to run longer and charge more they become better know whereas conferences starting up tend to be run on a shoestring budget, so the net effect of this is established conferences fund the newer experiments.

Historically conferences tend to make more than 6%. In previous years this has been used to build up a self insurance fund. [10]

Currently LA could have 2 large conferences fail (think the Brisbane 2011 wiping out LCA 2011 venue 4 weeks before the conference, and Brisbane not being run by a bunch of heroes) and remain viable so this years executive believes the fund is at an appropriate level.

These profits have been a continuing source contention between LA and its conferences over the years. As LA is the legal entity running the conferences. Legally there is no difference between the people running the conferences and LA, so all the



Left: HealthHack by Dr Nick Hamilton
Right: Nicky Ringland at LCA2018 via Twitter

money must be spent according to LA's constitution and it's policies.

In practice, LA's policy has been to give a conference as much freedom as possible in determining where they spend their delegates money. Innovation and experimentation with unusual ideas is encouraged. The profits arrive after the conference has closed and the organisers have disappeared, so as a practical matter they end up being managed directly by LA, not the conference that earned them. LA tries very hard to do this in a manner that is open, transparent and fair to every member of the open source community, and as conferences tend to focus on their particular group the two viewpoints on how the profits should be spent are often at odds.

Up until now LA has had a very good use for the profits: build up a self insurance fund. Now that's done we have some flexibility. LA has decided to allow conferences to budget for things that happen up to a year after the conference. This will be "conditional spending", treated no differently similar conditional expenses LA encourages a conference to have. Such conditional spending is a list of "nice to have but not essential" things. Having them in the budget gives the conference flexibility to deal with yearly changes in sponsorship and attendance. Such conditional expenses will only happen if the conference will make a profit after the 6% LA requires.

The executive hopes this accounting change will have several positive effects:

1. It will allow conference to spend profits they make on things that only benefit the conference, instead of open source in general and thus ease the tension over what happens to profits earned by the conference.
2. It will encourage conferences to plan ahead.
3. We hope it will see the formation of standing committees that plan ahead in the same way LA does for the one conference it manages directly, LCA. Such standing committees would take care of asking and managing for bids for future conferences and continuity of conference teams (like LA does with ghosts).

- RUSSELL STUART
Treasurer, January 2019

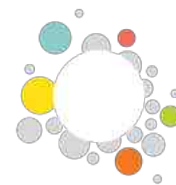
[10] Commercial conference insurance has been investigated. It is so expensive it would make a conference unviable. So if we want to protect ourselves against conference failure self insurance is the only way to do it.

Linux Australia + Conference P&L for conferences wrapped up in 2018

INCOME	Totals for all years the event was active						Figures for 2018 only						Total	Previous Years	Future Years	Audited
	DruAuc17	HHckBri18	LCA18	PySyd18	WCmpBri18	WCmpSyd18	IWS	LUV	WP-Aust	LA	Closed					
Conference Registrations	27,958	0	330,606	210,839	6,000	13,324	0	0	0	0	4	588,730	0	2,190	590,921	
Donations income	0	0	0	0	0	0	1,455	0	0	730	0	2,185	0	0	2,185	
Interest Received	0	0	0	0	0	0	0	0	0	7,193	0	7,193	0	0	7,193	
Sponsorship - International	32,459	0	25,972	17,000	20,500	36,000	0	0	300	0	0	132,231	-32,459	0	99,772	
Sponsorship - Local	11,226	5,500	114,224	76,318	4,091	8,500	0	0	2,727	0	0	222,586	-9,428	91,046	304,204	
Total Income	71,643	5,500	470,802	304,157	30,591	57,824	1,455	0	3,027	7,923	4	952,926	-41,887	93,236	1,004,275	
Expenditure																
Advertising & Promotion	437	0	8,665	8,000	0	0	0	0	0	4,106	0	21,208	-7,000	0	14,208	
AV and Network Equipment	16,877	0	14,877	12,327	0	6,109	0	0	0	0	0	50,190	-409	0	49,781	
Bad Debts	0	0	0	0	0	0	0	0	0	0	314	314	0	0	314	
Bank Charges	1,287	0	0	-5,484	0	0	0	0	0	2,900	0	-1,298	0	0	-1,298	
Conference Accommodation	0	0	30,135	1,710	0	0	0	0	0	0	0	31,844	-4,396	0	27,448	
Conference Dinner	0	0	60,909	0	0	0	0	0	0	0	0	60,909	-9,091	0	51,818	
Conference Bid Team Revi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Consultants & Accounting	0	0	0	0	0	0	0	0	0	7,638	0	7,638	0	0	7,638	
Conference Performance	453	0	0	0	0	0	0	0	0	0	0	453	0	0	453	
Diversity Program	0	0	3,605	0	0	0	0	0	0	24	0	3,629	0	0	3,629	
Donations	0	0	0	0	0	0	0	0	0	1,455	0	1,455	0	0	1,455	
Events Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Face to Face	0	0	0	0	0	0	0	0	0	3,594	0	3,594	0	0	3,594	
First Aid	0	0	2,250	0	0	0	0	0	0	0	0	2,250	0	0	2,250	
Food & Drink	0	0	3,481	491	9,706	477	415	192	2,482	1,047	0	18,290	-1,282	0	17,007	
Foreign Exchange Gains/lo	-280	0	27	0	0	0	0	0	0	122	94	-37	753	-139	577	
Ghosts	0	0	10,565	0	0	0	0	0	0	1,218	0	11,783	-10,565	10,460	11,679	
Grants	0	0	0	0	0	0	0	0	0	12,505	0	12,505	0	0	12,505	
Gifts & Presentations	162	0	2,292	0	0	0	438	0	0	1,039	0	3,931	0	0	3,931	
Grants Travel	0	0	186	0	0	0	0	0	0	212	0	398	0	0	398	
Govt Hack Expenses	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Income Tax Expense	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Insurance	0	0	0	0	0	0	0	0	0	6,933	0	6,933	0	0	6,933	
Merchandise And Schwag	9,755	0	34,848	11,719	0	3,419	0	0	0	0	0	59,741	0	0	59,741	
Networking Event	944	0	26,126	0	0	0	0	0	0	0	0	27,070	0	0	27,070	
Motor Vehicle Expenses	0	0	210	0	0	0	0	0	0	0	0	210	0	0	210	
NZ Tax	0	0	0	0	0	0	0	0	0	-4,595	0	-4,595	0	0	-4,595	
Office Expenses	0	0	213	132	0	0	0	0	0	473	0	818	0	0	818	
Papers Committee	0	0	3,213	0	0	0	0	0	0	0	0	3,213	-3,213	4,947	4,947	
Partners Program	0	0	3,885	0	0	0	0	0	0	0	0	3,885	0	0	3,885	
Presentation Materials	0	0	5,045	0	0	0	0	0	0	0	0	5,045	0	0	5,045	
Postage	58	0	1,065	25	0	0	0	0	0	414	0	1,562	0	0	1,562	
Printing & Stationery	110	0	4,153	1,404	0	423	0	0	0	406	0	6,496	0	0	6,496	
Server	0	0	2,771	643	0	0	0	0	0	239	382	4,035	-490	0	3,545	
Speakers	6,800	0	75,665	3,651	0	0	0	0	0	0	0	86,116	0	3,560	89,675	
Storage Rental	0	0	1,180	0	0	0	0	0	0	1,193	0	2,373	0	0	2,373	
Sponsorship	0	0	0	0	0	0	0	0	0	1,716	0	1,716	0	0	1,716	
Software	0	0	0	0	0	0	0	0	0	31,130	0	31,130	0	0	31,130	
Third Party Training	0	0	0	140	0	0	0	0	0	0	0	140	0	0	140	
Subscriptions	0	0	0	0	0	0	0	263	0	2,370	0	2,633	0	0	2,633	
Telephone	4,454	0	348	0	0	0	0	0	0	183	0	4,984	0	0	4,984	
Travelling Expenses	57	0	12,113	11,941	0	0	0	0	0	94	0	24,205	-755	0	23,450	
Venue Hire	29,784	2,657	147,023	239,304	0	40,320	0	123	91	0	0	459,301	-20,517	36,145	474,930	
Prior year adjustment	0	0	0	0	0	0	0	0	0	2,655	0	2,655	0	0	2,655	
Close of partnership	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total Expenditure	70,897	2,657	454,850	286,004	9,706	50,748	852	578	2,573	79,069	790	958,724	-56,965	54,973	956,732	
Gross Profit / Loss	746	2,843	15,952	18,153	20,884	7,076	603	-578	454	-71,146	-786	-5,798	15,078	38,263	47,543	
Less 6%	-3,553	2,513	-12,296	-96	19,049	3,607	6% gross income			57,176						
							LA without Grants			-58,641						



Left: Matt Cengia at Pycon AU via Twitter



Sponsorship

Again this year, Linux Australia made a number of targeted sponsorships, initiated by request to Council.

Internet Freedom Hackathon

Supported by multiple digital rights, civil society and academic institutions, the Internet Freedom Hack is a series of community events that bring technologists with a passion for digital rights together to build things that advance the cause of internet freedom. Linux Australia funded \$AUD 1500 of hardware as prizes for the event in Melbourne in November and \$AUD 1200 sponsorship for the event in Brisbane in April, totalling \$AUD 2700.



Health Hack

Linux Australia agreed to sponsor Health Hack at \$AUD 2000, however subsequent to this Health Hack has become a subcommittee and auspiced event of Linux Australia, and instead we provided seed funding, bank account and merchant access.

Grants Program 2018

This year, based on community feedback, we moved discussion of Grant Requests to a separate mailing list. This allowed only those members who wished to discuss Grant Requests to get targeted emails and respond accordingly.

The Grants that we funded in 2018 were:

Code Club Australia
(donation matching linux.conf.au 2018 Sydney)

Linux Australia, in what is now a well-established tradition, matched the donations received to the nominated linux.conf.au charity, which this year was Code Club Australia. Linux Australia donated over \$AUD 4800.

Promote Drupal Fund

Drupal has been a flagship open source web-based content management systems and is heavily adopted in the Australian public sector - as seen by the success of DrupalSouth Canberra this year. To continue to improve and build the Drupal ecosystem, the Drupal Foundation in 2018 ran the Promote Drupal fund, seeking donations to continue their excellent work. Linux Australia contributed \$AUD 2500 to the Promote Drupal Fund.



Unit Testing of Elections CiviCRM extension

In order to bring the CiviCRM and Website renewal project into alignment with our budget, certain features were excluded from the agreed scope of the project. Unit Testing was one of these. Given the ability for other organisations to use the Elections extension, and the strong support of this grant from the CiviCRM community, Linux Australia funded Unit Testing at \$AUD 3000.

A separate grant for UX improvements to the Elections CiviCRM extension was not funded - Linux Australia would like to work with other likely adopters of the extension to identify the ability for it to be co- or jointly funded.



Grants committed from the 2018-2019 budget

Internet Freedom Hackathon Melbourne November 2018

Linux Australia sponsored this event with \$AUD 1500 towards prizes of open hardware for hackathon winners. Again we extend our thanks towards Robin Doherty and Thoughtworks for hosting the Internet Freedom Hackathon.

Open Hardware Miniconf at linux.conf.au 2019 Christchurch

10th Anniversary Special Project

To celebrate its 10th anniversary, the OHMC has a very special project planned. Thanks to the hard work of the OHMC organisers, the price point for equipment for the project has been brought down from around \$AUD 300 to around \$AUD 150.

Even at this price point, it was felt that it would be exclusionary. To this end, Linux Australia has sponsored OHMC up to \$AUD 4000 to reduce the price point of the kit, and to fully fund some places which are reserved for diversity attendees.

At the time of writing, the project had not been disclosed, so is not reported here to keep the surprise ;-)



Angliss Conference Centre
10-11 APRIL

VALA Diversity Scholarship for VALATechCamp2019

Based on the success of the VALA Diversity Scholarship awarded to Nathan Sentance in 2017, we were again delighted to partner with VALA when approached, and have already funded the VALA Diversity Scholarship for VALATechCamp2019, to be held in Melbourne in April 2019.



Andy Gelme
@geekscape

Following

OHMC2019 #OpenHardware 10th miniconf for @linuxconfau2019 ... large shipment from Shenzhen just arrived thanks to @thingc_co /cc @HackMelbourne @jonoxer @mage0r @wolfeidau @ajfisher @linuxaustralia @linuxconfau

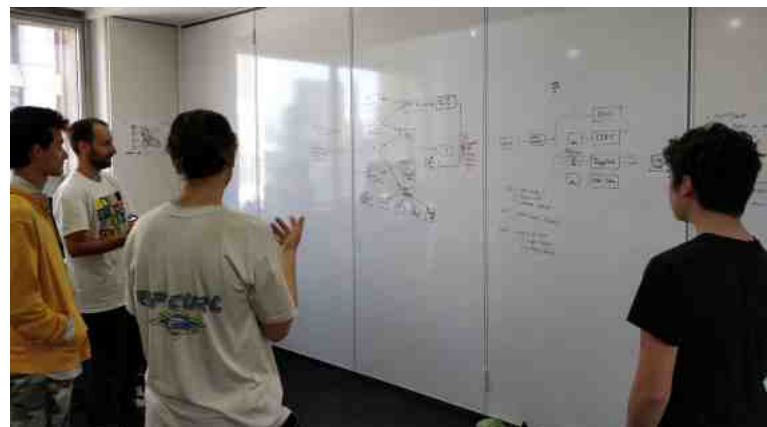
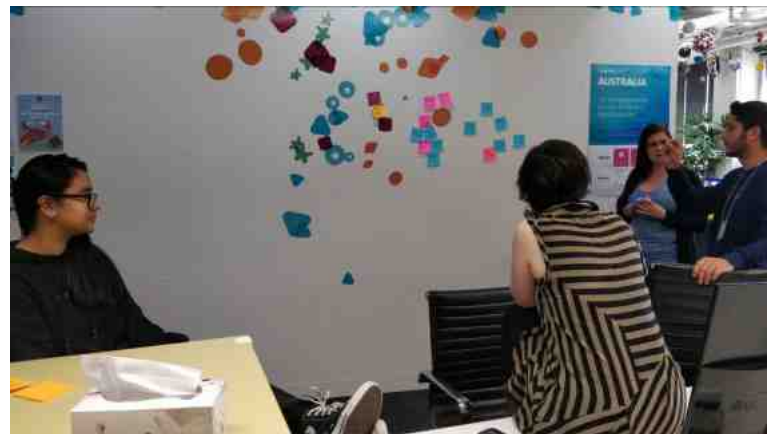


3:05 PM - 2 Jan 2019

3 Retweets 17 Likes



2 3 17



Team #unsure and Team ByteMe at Internet Freedom Hack in
November 2018
via @inetfreedomhack on Twitter



Linux Australia events 2018

In 2018 we auspiced several events.

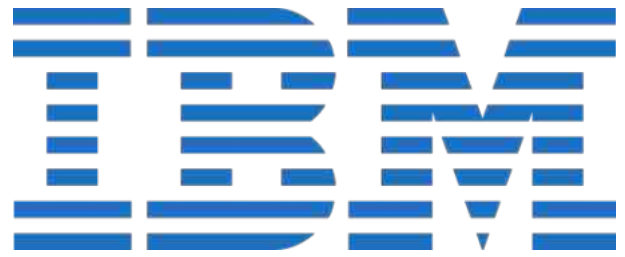
linux.conf.au 2018 Sydney

The year started with the linux.conf.au in Sydney's University of Technology. linux.conf.au hasn't visited Sydney since 2007, and we welcomed keynotes Karen Sandler, Hugh Blemings, Matthew Todd and Jess Frazelle.

<https://www.youtube.com/user/linuxconfau2018>

linux.conf.au 2018 welcomed over 600 delegates. The Penguin Dinner took in amazing views of Sydney Harbour at the Australian Maritime Museum, and the Speakers' Dinner was held at a rotating sky restaurant, with breathtaking views of the city.

Special thanks to co-directors, Bruce Crawley and James Polley.



Clockwise from top left: LCA2018 panel by Elizabeth K Joseph, CC-BY-SA, LCA2018 Speaker gift by Inga Pflaumer via Twitter; Open Hardware Miniconf at LCA2018 by His Awesomeness, Andy Gelme. Bottom: LCA2018 Volunteers by Brett James CC-BY-SA



pyconau



PyConAU 2018

In August, PyCon AU headed to Sydney at the International Convention Centre for the first of two years, welcoming Invited Speakers Tracy Osborn, Tom Eastman and Annie Parker.

<https://www.youtube.com/channel/UCS9sdEyduD9K83K3GkvQIOA>

Pycon AU 2018 welcomed around 600 delegates - our biggest Pycon AU in history; testament to the excellent efforts of organisers past and present.

A special shoutout to Pycon AU 2018 Conference Director Katie McLaughlin and her team for all their incredible efforts.



Left: Katie McLaughlin with the Pythonic Staff, image by James Stewart, used with permission. Bottom: Annie Parker at Pycon AU via Katie McLaughlin, used with permission. Top: Sydney Harbour by Nick Coghlan, via Twitter

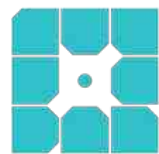


WordCamp Sydney 2018

Held at the University of Technology, Sydney, WordCamp Sydney 2018 hosted nearly 300 people, again one of our largest WordCamps to date.

<https://www.youtube.com/playlist?list=PLCE-YSAYYVd7dtjSKuOnF171BttzSCPfj>

A special shoutout to WordCamp organiser Kristen Symonds (@kristarella) for her outstanding efforts.



WP engine

WOO **COMMERCE**

JETPACK

LOCAL
by Flywheel



Clockwise from top: Nadia Kerr, Dion, Gutenberg Panel and Jane Tweedy at WordCamp 2018. All images by Alex Shiels, licensed under CC-BY-SA-4

WCBNE

OCTOBER 27 - 28 2018 — QUT GARDENS POINT, BRISBANE



WordCamp Brisbane 2018

Held at QUT Gardens Point, WordCamp Brisbane hosted over 325 people - a fantastic turnout.

A special shoutout to WordCamp organiser Ricky Blacker for all his efforts.



Left: Andrew Duncan presenting at WordCamp Brisbane 2018 via Twitter; Right: WordCamp Brisbane audience via Prospress on Twitter.





DrupalSouth CBR

Dec 3rd to 5th, Hotel Realm

DrupalSouth 2018 Canberra

Held at Hotel Realm in Canberra, this year's Drupal main event was a combined DrupalSouth and DrupalGov event, maximising attendance in Canberra, Australia's seat of government.

DrupalSouth saw over 300 participants this year, another excellent turnout.

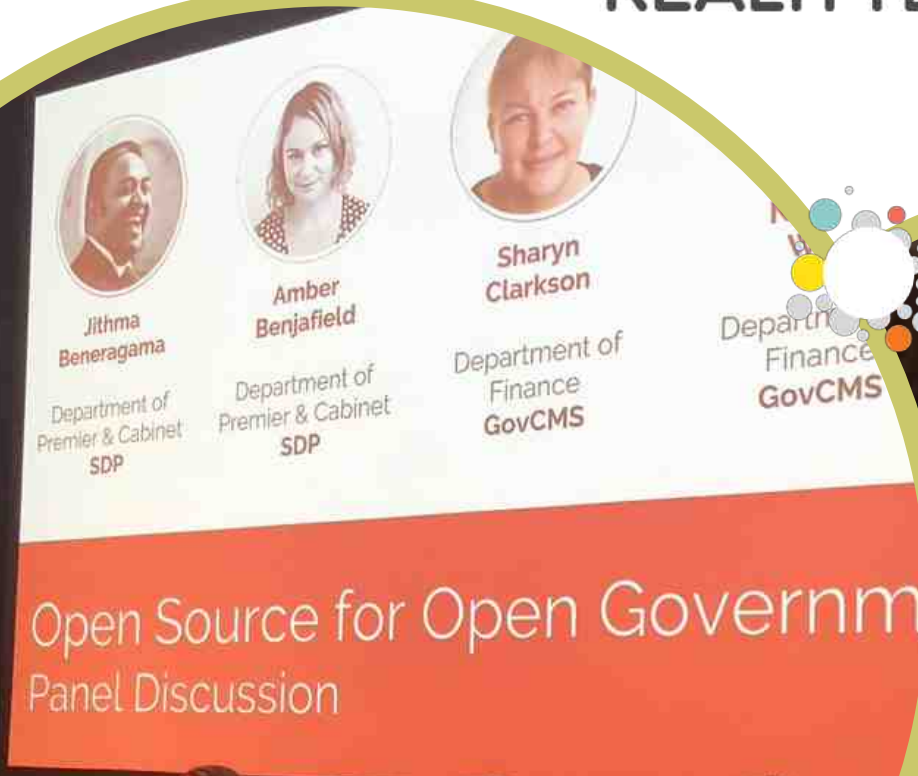
Many thanks to DrupalSouth and DrupalGov key organiser, Christopher Skene.



GovCMS

REALITYLOOP

Left: GovCMS panel at DrupalSouth via AusGovCMS on Twitter;
Right: Chris Skene via Piyush Poddar on Twitter





Health Hack

HealthHack 2018

For the first time this year, Linux Australia were delighted to auspice HealthHack - a hackathon designed to bring together problem owners in health and allied health settings, together with designers, developers and other specialists, to advance public health outcomes.

Special thanks are extended to Gareth Moores, Melissa North and the HealthHack team for all their efforts.

Left: HealthHack presentation via Dr Nick Hamilton

Right: HealthHack collaboration, via HealthHack



