Australian **Library** and
Information Association

ANNUAL REPORT
2019
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CONTENTS

ABOUT ALIA

The Australian Library and Information Association (ALIA) is the national professional organisation for the Australian library and information sector.

The Association seeks to empower the profession in the development, promotion, and delivery of quality library and information services to the nation through leadership, advocacy, and mutual support. ALIA has been representing the interests of Members and the community since 1937 and continues to foster a vibrant professional culture while promoting the library sector to a broad range of stakeholders and decision-makers.

Objects of the Association

1. To promote the free flow of information and ideas in the interest of all Australians and a thriving culture, economy, environment and democracy.
2. To promote and improve the services provided by all kinds of library and information agencies.
3. To ensure the high standard of personnel engaged in information provision and foster their professional interests and aspirations.
4. To represent the interests of Members to governments, other organisations and the community.
5. To encourage people to contribute to the improvement of library and information services through support and membership of the Association.
6. To endorse the principles of the United Nations Universal Declaration of Human Rights – Article 19 and the 2030 Sustainable Development Goals in response to the many challenges faced by the world today and into the future.

Core values

- To promote the free flow of information and ideas in the interest of all Australians and a thriving culture, economy, environment and democracy;
- To promote and improve the services provided by all kinds of library and information agencies;
- To ensure the high standard of personnel engaged in information provision and foster their professional interests and aspirations;
- To encourage people to contribute to the improvement of library and information services through support and membership of the Association; and
- To endorse the principles of the United Nations Universal Declaration of Human Rights – Article 19 and the 2030 Sustainable Development Goals in response to the many challenges faced by the world today and into the future.

Our structure and governance

The Association is established as a not-for-profit company, governed by an elected Board of Directors. Groups and Committees within the Association provide a focus for communication and participation for Members.

The Association is supported by more than 250 active volunteer Members who serve on the ALIA Board, on Advisory Committees, on Editorial Boards, on Course Accreditation and Judging Panels, and as Group officers; and by the team employed at ALIA House, Canberra and State Managers across Australia.

Board of Directors from May 2019. Left to right: Robert Knight, Helen Ebsworth, Kim Sherwin, Paula Kelly Paull, Vicki Edmunds, Viv Barton, Monika Szunejko

Board of Directors until May 2019

Lyndall Ley AALIA (CP), President

Robert Knight OAM AALIA (CP), Vice-President

Jonathon Guppy AALIA (CP)

Anne Reddacliff AALIA (CP)

Monika Szunejko AALIA (CP)

Helen Ebsworth AALIA (CP)

Paula Kelly Paull AALIA (CP)

Board of Directors from May 2019

Robert Knight OAM AALIA (CP), President

Viv Barton AALIA (CP), Vice-President

Helen Ebsworth AALIA (CP)

Vicki Edmunds AALIA (CP)

Paula Kelly Paull AALIA (CP)

Kim Sherwin AALIA (CP)

Monika Szunejko AALIA (CP)

Sub-Committees of the Board

- Finance and Risk Management (FARM), chaired by Monika Szunejko
- Membership and Awards (MASC), chaired by Robert Knight
- Professional Development Education Research and Publishing (PDERP), chaired by Helen Ebsworth.

Committees appointed by the ALIA Board

- ALIA Australian Public Library Alliance, Chair Jan Richards AM FALIA (CP)
- ALIA Book Industry and Elending Advisory Committee, Chair Eve Woodberry FALIA
- ALIA Community on Resource Description (ACORD), Chair Nicole Hunt
- ALIA Education Advisory Committee, Chair Dr Gillian Hallam FALIA
- ALIA Health Libraries Advisory Committee, Chair Gemma Siemensma AALIA (CP)
- ALIA Interlibrary Lending Advisory Committee, Chair Margarita Moreno AALIA
- ALIA International Relations Advisory Committee, Chair Vicki McDonald FALIA
- ALIA National Library Technicians' Advisory Committee, Chair Bradley O'Brien
- ALIA New Generation Advisory Committee, Co-Chairs Claire Murphy AALIA (CP) and Samantha Hay AALIA (CP)
- ALIA Research Advisory Committee, Co-Chairs Dr Bhuva Narayan and Dr Elham Sayyad-Abdi
- ALIA Research Fund Committee, Chair John Shipp FALIA, AM
- ALIA School Libraries Advisory Committee, Chair Anne Girolami AALIA (CP)
- ALIA VET Libraries Advisory Committee, Chair Brenda Burr AALIA

The ALIA Board appointed a special ALIA House Advisory Committee to look at the evidence for retaining the Canberra property or investing in an alternative asset base, and the ALIA Special Libraries Working Group continued to take on specific projects around policies and advocacy.

ALIA also benefitted from the input of expert members serving on the *Journal of the Australian Library and Information Association* Editorial Board, Education and Policy Working Groups, Course Accreditation and Judging Panels, and Conference Program Committees.

- *Journal of the Australian Library and Information Association* Editorial Board, Chair Philip Hider AALIA, Editor Mary Anne Kennan AALIA, Associate Editors Bhuva Narayan and Fiona Russell AALIA (CP), Book Review Editor Alison Fields.
- ALIA Information Online 2019 Conference Program Committee, Chair Vicki McDonald FALIA.

Committee highlights

While the primary purpose of the Advisory Committees is to provide advice to the ALIA Board, these committees often undertake important projects, which add to our understanding of the issues facing the library and information science profession and help promote positive messages about the sector.

ALIA Australian Public Library Alliance (APLA)
The ALIA Australian Public Library Alliance (APLA) is the peak body for public libraries in Australia, comprising the heads of all the state-based library associations, together with representatives of the lead agencies from Tasmania and the territories. Activities during 2019 included: the Summer Reading Club, in partnership with the State Library of Queensland (December 2018 to January 2019); eSmart Libraries, in partnership with the Alannah and Madeline Foundation; the Australian Reading Hour, with publishers, authors and booksellers, supported by the Copyright Agency's Cultural Fund, the Department of Communications and the Arts, and Australia Post; Stay Smart Online Week, as a partner with the Department of Communications; eSafe Spaces, with the Office of the Children's eSafety Commissioner, and International Games Week.

During 2019, APLA made a significant contribution to ALIA advocacy. There were five joint submissions to federal, state and territory government inquiries, and there was a continued focus on workforce development, early literacy, digital inclusion and the Sustainable Development Goals.

APLA face-to-face meetings were held at the State Library of NSW in Sydney, in July, and at ALIA House in Canberra in November. The November meeting was timed to coincide with the joint ALIA APLA National and State Libraries Australia reception at Parliament House to celebrate the United Nations International Year of Indigenous Languages and the Year of the Public Domain.

ALIA Book Industry and Elending Advisory Committee

The committee saw a reshuffle at the beginning of 2019 as David Feighan AALIA (CP) resigned from the committee, additionally Elizabeth Roberts AALIA, from Libraries Tasmania was nominated to replace Marian Morgan-Bindon AALIA (CP) who resigned in 2019 as a result of an overseas appointment.

Four teleconferences were held during the year. Two of the major focus areas for 2019 were the ebook and elending survey (to be published 2020) and the Australian Research Council (ARC) elending linkage grant for which the committee provides input on behalf of ALIA.

Representatives from the committee, including the Chair, attended the Australian Book Industry Awards, taking the opportunity to network with publishers, authors, booksellers and other stakeholders. Libraries received several mentions at the awards ceremony as an essential element for writers, in particular for both gathering information and sometimes as a place to work.

The committee also saw its first two research papers accepted for publication in the journal *Information Research*, 'Available - but not accessible? Investigating publisher e-lending licensing practices' and 'What can 100,000 books tell us about the international public library e-lending landscape?'

ALIA Community on Resource Description (ACORD)

The ALIA Community on Resource Description (ACORD) is a new ALIA Advisory and Special Interest Group that supports the Australian resource description community. ACORD carries forward the role previously played by the Australian Committee on Cataloguing (ACOC). The official handover took place at the ALIA Annual General Meeting on 20 May 2019.

ALIA Education Advisory Committee

The committee provides advice to the ALIA Board on ALIA's education policies and guidelines. Over the course of 2019, the committee met five times and the committee's work focused on four ALIA policies: ALIA's role in education of library and information professionals; courses in library and information management; employer roles and responsibilities in education and professional development; and professional development for library and information professionals. These policies were reviewed, revised and provided to the ALIA Board for endorsement.

ALIA Health Libraries Australia (HLA) Advisory Committee and Group

Health Libraries Australia (HLA) is one of ALIA's most active groups of Members. It is both a committee appointed by the Board and a special interest group, undertaking strategic initiatives in five key areas: professional development, education and training; demonstrating value; partnerships and collaborations; publishing and communication; and membership.

During 2019, meetings were held monthly and a strategic planning day was held in July, as well as a National HLA Professional Development Day. Additionally, an event was held in October in Melbourne in conjunction with OCLC, which included a presentation by Lynn Conway, 'Public libraries respond to the opioid crisis in collaboration with their communities'.

'Advanced searching for librarians and researchers' workshops were held in Melbourne, Sydney, and Brisbane, while the HLA Publications Editorial Board (comprising members of the HLA Executive and representatives of the general membership) met twice over the course of the year.

Other activities included a Digital Health Information Services course, which was run as a partnership between the University of Melbourne/Health and BioInformatics Centre and ALIA HLA from 23 July – 29 October 2019.

The HLA/MedicalDirector Informatics Innovation Award was won by David Honeyman for the System for Automatically Requesting Articles (SARA), an automation tool to improve the speed of systematic reviews, and the Health Libraries for National Standards (HeLiNS) research concluded.

HLA was part of the collaboration with the ALIA Australian Public Library Alliance, receiving Australian Digital Health Agency funding for My Health Record consumer education, and HLA continued to work with the University of Melbourne/Health and BioInformatics Centre in course development and delivery of the Digital Health Services Information subject.

Articles were submitted to *JALIA* and *The Journal of Pharmacy Practice and Research*. Other communications included an ongoing social media presence with more than 350 followers across several platforms. In 2019, three issues of *HLA News* and 11 issues of *HLA Alerts* were disseminated.

ALIA Interlibrary Lending Advisory Committee

The ALIA Interlibrary Lending Advisory Committee, following on from the publication of its report, *Snapshot of the Australia Interlibrary Loan Environment 2019*, finalised a major review of the Inter Library Resource Sharing Code, proposing an increase in charges for the first time since 2011. A full report was provided to the ALIA Board in December 2019, which was endorsed for implementation in 2020.

ALIA International Relations Advisory Committee

The committee assisted with ALIA's presence at the IFLA World Library and Information Congress in Athens, in August, which included a reception for national and international guests to mark Christine Mackenzie FALIA becoming IFLA President. This committee was closely involved with the ALIA Sustainable Development Goals Summit at ALIA House, in September, which was also chaired by past-President and committee Chair Vicki McDonald FALIA.

ALIA Library Technician Advisory Committee

The committee had a quiet year in 2019 but members were out in force at the National Library and Information Technicians' Symposium in Melbourne in November.

ALIA New Generation Advisory Committee

The ALIA New Generation Advisory Committee (NGAC) reported a productive and successful year. NGAC held monthly teleconferences to progress several projects. NGAC provided feedback on two ALIA reports, one on the success of the year-long Truth Integrity Knowledge campaign and the other on the *NextGen Leadership Scorecard* report.

Throughout 2019, NGAC continued to organise and host the monthly Twitter chat #AusLibChat. The topics were determined by polling interested parties through the NGAC webpage. Additionally, NGAC supported the year-long ALIA Truth Integrity Knowledge campaign with four topics chosen from the 10 available.

The themes for 2019 were as follows: February: Are librarians trusted professionals? (TIK); March: Libraries & Happiness; April: Collaboration (TIK); May: Digital Expertise and Inclusion (TIK); June: Metadata Trends; July: Leadership; August: Can Libraries Be All Things to All People?; September: Workplace Diversity; October: Readers Advisory; November: Library Roles; and December: Indigenous Matters (TIK).

NGAC also welcomed three new members in 2019: Jade Koekoe AALIA (CP), Carl Smith AALIA (CP), and Linden Carroll. These new members have increased the diversity of the Committee which had previously been very academic library focused. Linden brought a public library perspective, Jade an entrepreneurial/GLAM perspective and Carl a much-needed

Indigenous perspective. Several members of the committee attended the New Librarians' Symposium and the National Library and Information Technicians' Symposium 2019.

ALIA Research Advisory Committee (ARAC)

Among other activities, the ALIA Research Advisory Committee (ARAC) reviewed the nominations for the ALIA Research Grant Award 2019 and recommended the successful application for endorsement by the ALIA Research Fund Committee and Board: Kirsten Thorpe for the project 'National Survey on Aboriginal and Torres Strait Islander Employment in Australian Libraries'.

ALIA Schools Advisory Committee and ALIA Schools Group

The ALIA Schools Advisory Committee met four times in 2019. The committee worked on two major projects: reviewing and developing policy statements and guidelines for school libraries and developing guidelines that indicate the balance between face to face teaching and library management duties for teacher librarians. Members of the committee attended the School Library Coalition meeting on 18 May 2019 to discuss the Students Need School Libraries campaign, among other matters.

ALIA VET Libraries Advisory Committee

The VET Libraries Advisory Committee (VLAC) met five times by teleconference during the year and reviewed and updated the VET libraries survey, which ran in 2019. The last VET libraries survey was published in 2016, seeking feedback on how changes in structure and funding had affected TAFE libraries, and covering developments from 2013-2015. At that time VLAC undertook to repeat the survey in three years. The committee worked extensively on reviewing and revising the survey, and it was distributed to VET libraries in March 2019, with 252 responses received. This survey covered the period 2016-2019, which included major restructures happening in TAFEs in QLD, WA and most recently NSW.

The committee reviewed and updated the *Guidelines for Australian VET Libraries*. The structure of the document was revised to improve usability, objectives developed, and commentary reviewed for currency and relevance. The updated guidelines were made available from the ALIA website in August 2019. VLAC provided feedback to inform the joint Australian Libraries Copyright Committee, National and State Libraries Australia, ALIA submission to the Standards Australia distribution and licensing consultation.

PRESIDENT'S REPORT

The past two years spent on the ALIA Board have offered me one of the most rewarding representative experiences of my career.

ALIA is a truly inspiring organisation which places the needs of its Members at front and centre of everything that it does. I have been particularly inspired by the reach and influence of the organisation, achieved through the development of strategic partnerships, identifying where and how the Australian library sector can contribute in traditional and non-traditional ways, and reimagining how libraries can optimise contributions to the communities of interest that they serve. I commend this annual report to you as a comprehensive overview of the activities, achievements and representation of ALIA on behalf of the Australian library and information sector.

During my presidential year, I have been inspired and proud to represent ALIA and participate in some amazing events. On my very first day as President, I was joined by Vice President Viv Barton AALIA at Government House, Canberra, to see the Governor General, His Excellency the Honourable Sir Peter Cosgrove and Her Excellency Lady Cosgrove read the 2019 National Simultaneous Storytime book *Alpacas With Maracas* to a group of school children who were almost as excited as Viv and I were. Since then, I have represented the Association at numerous events, including:

- Presentation of the 2019 ALIA Aboriginal and Torres Strait Islander Student Scholarship to Charles Sturt University (CSU) Library and Information Science student Murray McBride.

- The Australian Book Industry Awards, a gala evening for authors, publishers, book sellers, libraries and book lovers in general.

- The IFLA Conference in Athens where some 3,600 library people from across the world joined together to share knowledge, experiences and stories.

- The Parliamentary Friends of Australian Books and Writers event at Parliament House, Canberra. Organised by the Australian Publishers Association, this event included the launch of the Australian Reading Hour (ARH) by Tanya Plibersek MP and Senator Hollie Hughes, and presentations by ARH Ambassadors Sally Rippin and Mick Elliott about the benefits and importance of reading for all Australians. *Dark Emu* by Bruce Pascoe was announced as the first book to be read in the inaugural Parliamentary Book Club.

- Undertaking MC duties at an inspiring joint ALIA, Australian Public Library Alliance and National and State Libraries Australasia function at Parliament House to celebrate the International Year of Indigenous Languages and the Year of

the Public Domain. This event showcased the outstanding work of libraries in supporting Australian cultural heritage and digital innovation, where Government representatives, allied sector folk, library leaders and library supporters joined together to make this a very special evening.

- Presenting ALIA Student Awards at the Charles Sturt University 2019 graduation. ALIA provides an award to recognise the highest achieving graduating student from all ALIA accredited courses as a means of recognising excellence.

ALIA has a strong membership focus, as demonstrated through the multitude of information, services, campaigns and responses generated by ALIA staff; its deployment of State Managers to support ALIA members at the local level; and the network of Advisory Committees - five sector-based committees and seven special interest committees – to extend its reach of member representation as far as possible. My sincere thanks go to all Advisory Committee members who willingly provide their time on a voluntary basis to run these committees. They play a critical role in ensuring the inclusiveness of the Association. This all culminates in an Association that truly works in the best interests of its Members. ALIA - it pays to belong!

The selected presidential theme for my term, leadership, has received a positive response. The primary objective of the theme is to highlight the vital role of strong leadership at every level in order to secure a sustainable future for the library and information sector. Commencing with the release of the *ALIA Workforce Diversity Trend Report 2019*, ALIA investigated where the sector is performing well, and where there is room for improvement, in order to produce the *NextGen Leadership Scorecard*, highlighting where we need to invest our energies going forward. The 2020 Leadership and Innovation Forum series will connect ALIA Members with leaders and influencers in the library and GLAMR sector to further build the picture of what inspiring future leadership looks like for our sector. The outcomes will link closely with Education - the presidential theme of incoming President Viv Barton. Ongoing robust discussion and consultation with all stakeholders in these critical areas will provide an informed pathway to ensure that we will have the right people, with the right skills and knowledge, in the right positions to take our sector forward.

Working with the 2018-2019 and 2019-2020 ALIA Boards has been a marvellous collegial experience. The ALIA Board is charged with the responsibilities of reviewing and endorsing the strategic direction of ALIA, ensuring the ongoing financial viability of the Association, and supporting the ALIA Executive and staff to deliver high level support to members. By keeping out of operational matters, the Board is able to do its best work in the strategic and representative spaces, leaving the ALIA staff to concentrate on the many areas of service that they provide. I am extremely grateful to have worked with and learnt from such an inspiring group of colleagues. I would encourage ALIA Members to consider nominating for a position on future ALIA Boards. There were 10 nominees from different areas of the library sector vying for the four vacancies in the 2020 board election. This is a very encouraging turn out! Can we reach 20 candidates in 2021?

The Board has tackled some complex issues during the past 12 months and made some tough decisions. Perhaps the most challenging of all matters to come before the Board was a discussion about the future of ALIA's major financial asset – the building that it currently occupies. In 1990, ALIA moved from offices in central Sydney to a purpose-built property in Canberra, at 9-11 Napier Close, Deakin. Since then, ALIA has occupied a quarter of the space, letting out the remainder to other businesses. The space was ideal when ALIA had 30 staff in Canberra, but now that there are 10 full time and 7 part time staff based in Napier Close and 7 staff working remotely, ALIA no longer needs such a large office. While the rental income from tenancies has been a useful revenue stream for the Association, the time and cost of maintaining the premises has become a distraction from the core business of ALIA – serving its Members. In this context, during 2019 the ALIA Board sought advice from an Advisory Committee comprising ALIA members with a long-standing interest in the Canberra property. The committee received presentations and detailed reports from property and town planning experts and commissioned independent financial modelling. On the advice of the committee and with supporting evidence from Civium Real Estate, Purdon Planning and Deloitte finance consultants, the ALIA Board agreed to progress the sale of 9-11 Napier Close in 2020.

The sale will enable ALIA to create a substantial, flexible asset base, with several million dollars held in a balanced investment vehicle. It will enable the future leaders of the Association to choose how and where to employ staff, providing a smaller base in Canberra, with the potential for hubs in other cities, or for more remote workers.

It will free ALIA from the burden of property management, the ups and downs of the Canberra real estate market and the cost of building maintenance.

I would like to acknowledge the exceptional efforts, capacity and commitment of the ALIA staff. Lead by the indomitable Sue McKerracher, ALIA CEO, this relatively small and geographically distributed team works very hard

and extremely effectively to meet the needs of Members and to represent the Association in so many diverse ways. Their innovative and dynamic ideas and responses to sector issues places ALIA at the forefront of so many discussions and forums. The laundry list of ALIA's accomplishments and influence is far too long to include in this report. On behalf of the Board and all ALIA Members – thank you one and all.

The bushfires that ravaged many areas of Australia during the 2019-2020 summer wrought considerable devastation in numerous communities. Homes, lives, properties, businesses, livestock and pets were lost. At the time, ALIA released a response to the bushfire crisis acknowledging the way library staff step up to help their communities when natural disasters strike, and offering support to any libraries directly impacted by fire. Library staff who feared that their library may be at risk had immediate access to the disaster preparation and planning information on the ALIA website. I offer my sincere condolences to all the communities and individuals who were impacted, and hope that the ongoing recovery efforts are helping to restore normality insofar as possible. Amidst the massive upheaval during and after the fires it was heartening to see the outpouring of support and generosity by people locally, nationally and internationally through donations of food, clothing, accommodation, money and so much more, demonstrating that the worst of conditions brings out the best of humanity.

In closing, I would like to thank all Members of ALIA for the patronage of this amazing Association. I urge you all to continue your membership, utilise the exceptional professional development opportunities offered by ALIA, and become active Members of the Association. The more you participate, the more benefit you will gain. The other thing that you can do is phone a friend (or colleague) who isn't a member of ALIA and encourage them to join. The strength of ALIA lies with its membership. Why wouldn't you? 5,000 members can't be wrong!

Robert Knight OAM AALIA (CP)
ALIA President 2019–2020
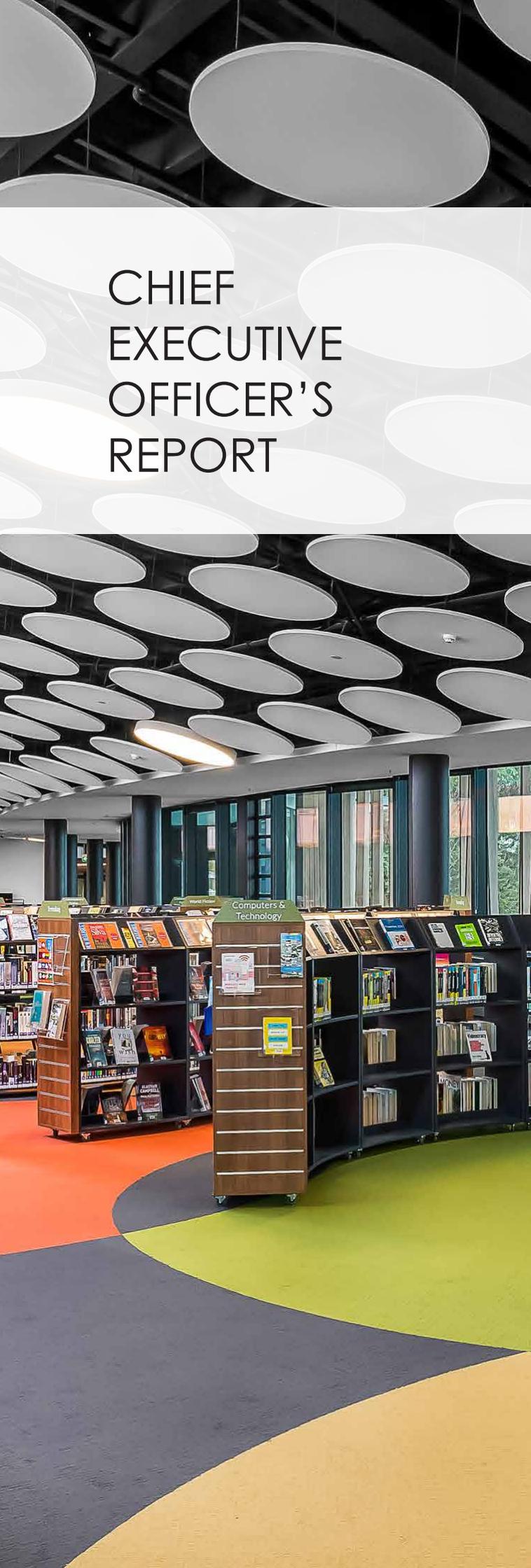
CHIEF EXECUTIVE OFFICER'S REPORT

We started the year well with an excellent result from the ALIA Information Online conference in February, which not only received positive feedback from delegates, but also returned a substantial and necessary surplus to the Association. Following three years of deficits, a successful conference together with a fully tenanted property helped put us back into the black. The financial result was also aided by our membership figures remaining steady – a real achievement at a time when professional bodies in many industries are finding member retention to be a major challenge.

The losses sustained over the previous few years directly related to ALIA House office spaces being vacant. With all spaces let at the start of 2019, the immediate pressure lifted, but the ALIA Board took the opportunity to review ongoing ownership of the property, which has served the Association well, but is now looking its age when compared with new office developments in Deakin.

The original reason for ALIA having a base in Canberra was in order for us to advocate to federal government and 2019 was a year when this mission successfully progressed on several fronts.

The federal election on 18 May produced a flurry of activity both before and after. We consulted with our Members to produce the library agenda and promote the Vote Library campaign. We worked with other book industry bodies to promote inclusive publishing and secured an election promise of $2 million for the Australian Inclusive Publishing Initiative from Labor. With the Coalition remaining in power, this funding did not eventuate, but we continue to advocate for improved access to books for people with print disabilities.

Throughout the year, we engaged in 35 meetings with MPs, Senators, Ministers, their advisers, and senior executives in the Arts, Education, Employment Foreign Affairs and Trade, Health, Prime Minister & Cabinet and Social Services. It was also a busy time for submissions, with ALIA responding in detail to 19 government inquiries and agency reviews.

Rolling over from 2018, the ParentsNext program caused some concern for public libraries, with providers using storytimes as evidence of good parenting and seek proof of attendance from library staff. ALIA worked with the Department of Jobs and Small Business to rectify this situation and at the end of 2019, the Department published best practice guidelines, which had been developed in consultation with the ALIA Australian Public Library Alliance.

We had also been talking to the Department of Health for some time about the role of public libraries in providing consumer health information and out of this ALIA negotiated a significant project for 2019-2020, which enabled us to distribute more than $800,000 in grants to libraries in every state and territory.

Stakeholder relations outside of government was another area in which we made significant progress:

- We helped establish GLAM Peak for galleries, libraries, archives, museums, historical societies and other collecting institutions in 2015, and it has now become an established voice for the sector with government. This was evident during the 2019 federal election, when we were consulted on issues including the efficiency dividend, copyright, digital access to collections and the national research infrastructure.

- ALIA was a founder of Blue Shield Australia (the cultural equivalent of the Red Cross) in 2005. On 1 July 2019, the Chair position passed to ALIA and Sue Hutley AALIA (CP) was appointed to the position by the ALIA Board. The role of Blue Shield Australia as a coordinating body was especially valued when the disaster season began towards the end of 2019.

- Our close relationship with publishers, authors and booksellers led to the creation of two book industry copyright agreements in September 2019, one for storytimes held outside the library, the other for books with pull-out material.

- The National Early Literacy and Language Coalition, prompted by the ALIA National Early Literacy Summit in 2015, held its first strategy co-design workshop with government representatives at the National Library of Australia in November 2019, with further sessions to follow.

Other highlights of the year were the ALIA Library Design Awards, held at the State Library of Queensland in March to coincide with the Asia Pacific Architecture Forum and the IFLA Library Buildings and Equipment Standing Committee mid-term meeting; ALIA National Simultaneous Storytime, in May, which beat all previous records with more than 1.1 million participants at over 11,500 locations, in Australasia, Asia, North America and Europe, and the Sustainable Development Goals Summit held at ALIA House in September, bringing together library leaders to set stretch targets for libraries against the 2030 Agenda.

Course closures provided a challenging backdrop for our Learning team during 2019, but also provided the impetus to have some necessary, difficult conversations with Members about how we will define a library

and information professional in years to come. It had been obvious for some time that one-off qualifications alone were not enough to sustain a lifelong career in such a fast-moving industry, and that ongoing learning would be essential for maintaining professional status. This set the scene for further visioning and development work in 2020.

Given the extent of our activities, people outside the Association often think we are funded by government, but every dollar we spend has been contributed by Members through annual subscriptions, or comes to us as revenue from conferences, exhibitions, training, advertising and office rent. As a result, our staff need to be flexible, hard-working and willing to take on new tasks as they arise. There were a number of staff changes during the year – as a small business, ALIA can't always provide the progression our people need and deserve – but we were pleased to be able to recruit skilled and able replacements who quickly fitted into the team culture.

I would like to take this opportunity to thank our staff, the ALIA Board, Advisory Committees, Groups and other vital volunteers for making the activities described in this annual report possible. The results for 2019 further demonstrate that 'together we are stronger'.

Sue McKerracher
ALIA CEO

DIRECTOR CORPORATE SERVICES' REPORT

Operating results

I am pleased to report a surplus for the 2019 year of $166,942 (2018 deficit -$74,299), compared with the original budgeted surplus of $33,000. The improved performance was mainly due to the revaluation of ALIA House and overall savings on staff and general expenses.

Some key points on the operating results are:

- Membership services achieved a surplus of $1,237,000. This was slightly up on the 2018 result due to a CPI increase for Institutional Members and lower operating expenses.

- The major conference during the year was the 2019 Information Online Conference which resulted in a surplus of $319,000.

- In 2019, a further $195,000 was spent on ALIA House due to essential upgrades.

- The cost of support services was $1,004,000 (2019 - $1,003,000).

- The cost of professional services to Members was $192,000 (2018 $193,000). This included education, professional advice and the accreditation of tertiary institutions.

- The cost of publishing and communications was $140,000 (2018 $160,000). This included INCITE magazine, ALIA journals and newsletters. Two INCITE editions are now online contributing to the savings and also creating new ways for us to provide valued content for readers.

RESERVES

Total reserves were $7,549,192 (2018 $7,006,842).

CAPITAL EXPENDITURE

ICT - phased investment in infrastructure
With a considerable investment made in infrastructure during 2018 our ICT equipment needs were much less in 2019. $5,000 was spent on new minor equipment after completion of a hardware audit.

ALIA House - essential maintenance/upgrades
A further $150,000 was spent on completing the bathroom upgrades on the ground floor of ALIA House, including the upgrade of the ambulant bathroom and bringing it up to current standards.

$30,000 was spent on the replacement of the onsite fire indicator panel and changeover of thermal detectors to smoke detectors throughout the building.

All light globes in ALIA House were changed over to the more energy efficient LEDs at a cost of $15,000. This will result in cost savings as well as greener energy use.

ALIA House

ALIA House remained fully tenanted with the renewal of the Mental Health Australia lease negotiated in June 2019 for a further 3 years.

Cash position

Our cash position remained strong, with over $2.6 million invested in cash and term deposits. ALIA's debt was minimal and total liabilities stood at $1.3 million.

Information technology

Upgrading security to protect the membership and organisational data was a priority in 2019. We continued to improve in-house and cloud-based security measures across all ALIA's assets to protect membership and organisational data from being breached.

Other matters

We continue to provide accounting assistance for the Australian Libraries Copyright Committee and the Australian Digital Alliance.

Nicole Barnes
Director Corporate Services

FINANCIAL CONTRIBUTIONS TO THE SECTOR

In addition to its own work, ALIA invests Member funds to support individuals, charities and other organisations which share our goals and values. We estimate our contribution to the broader sector is in excess of $50,000 per annum.

IN-KIND PROMOTION THROUGH *INCITE* AND ALIA WEEKLY	VALUE
Adult Learning Australia (promotion of campaigns).	$615
Australian Book Industry Awards.	$6,030
Be Connected eSafety webinars, Good Things Foundation grants, Office of the eSafety Commissioner, National eSmart Week, Stay Smart Online Week.	$3,075
Children's Book Council of Australia (promotion of campaigns).	$615
Council of Australian University Librarians (promotion of report).	$615
Indigenous Literacy Foundation and Booktopia fundraising.	$8,040
Information Awareness Month.	$615
NSW Public Libraries Association Renew our libraries funding campaign.	$6,030
Reading Writing Hotline.	$615
Research Applications in Information and Library Studies (RAILS) conference.	$2,010
Systematic Joy of Reading Award.	$615
Sub-total 2018–2019	**$28,875**

CONFERENCE GRANTS AND BURSARIES	VALUE
2018 ALIA Asia Pacific Library and Information Conference, Gold Coast. 'Share the fare' was awarded to the Papua New Guinea Library and Information Association; five grants of up to $1,000 for those representing regional libraries. ALIA also offered a further grant pool of $5,000 to support attendees from emerging nations in our region. (In addition, and not included in the total, the ALIA Grant of $1000 was provided by Margaret Allen, FALIA, State Librarian of WA.)	$13,000
2019 ALIA Information Online Conference, Sydney. ALIA grants were made available to support attendance.	$2,000
In addition, and not included in the total, the Lyndall Ley Grant of $1500 was made available.	
Sub-total 2018–2019	**$15,000**

CHARITY FUNDRAISING	VALUE
Indigenous Literacy Foundation Great Book Swap 2018 and 2019.	$2,000
Sub-total 2018–2019	**$2,000**

SUBSCRIPTIONS	VALUE
Australian Council of Professions ($2,000 per annum).	$4,000
Australian Digital Alliance ($500 per annum).	$1,000
Australian Libraries Copyright Committee ($10,000 per annum).	$20,000
Blue Shield Australia ($1,000 per annum).	$2,000
IFLA ($13,500 per annum).	$27,000
Sub-total 2018–2019	**$54,000**

RESEARCH GRANT AWARDS	VALUE
2018 ALIA Research Grant Award to Dr Nicole Johnston. 2019 ALIA Research Grant Award to Kirsten Thorpe.	$10,000
Health Libraries Australia Anne Harrison Award.	$5,000
Sub-total 2018–2019	**$15,000**

SPECIAL PROJECTS	VALUE
2019 Australian Digital Health Agency consumer health education program – funding for public and health libraries negotiatied by ALIA for the library sector.	$998,000
Sub-total 2018–2019	**$998,000**

DIRECTOR OF LEARNING'S REPORT

The library and information sector education landscape continued to provide challenges in 2019, which ALIA's Board, Education Advisory Committee and Learning team needed to address.

There were three significant losses on the education front. Queensland University of Technology confirmed its decision to teach out the Master of Education Teacher Librarianship, leaving only one institution in Australia offering the Masters of Education in Teacher Librarianship, Charles Sturt University. In 2019, two Diploma of Library and Information Studies courses ceased to be offered, the Wollongong TAFE course was fully online and students were transferred to TAFE Digital, TAFE NSW's online platform, or offered alternative course offerings through TAFEs in Sydney. Library Training Services Australia, the only private Registered Training Organisation (RTO) ceased offering its library courses during 2019, after being sold to another RTO, and continuing students transferred to TAFE courses.

In response to the loss of these courses, and to the unsettled environment in the higher education and TAFE sectors, ALIA ramped up discussions with educators, employers and our Members to identify possible solutions. We developed a strategy of inquiry, consultation, scenario-planning and implementation, with a timeline of 2019-2021.

As the first stage, in late 2019, ALIA produced the paper *The Future of LIS Education*, and a survey in order to assess our current education position and the size of the gap between where we were then and our vision for the future. At the same time, the Learning team held meetings with groups of Members to elicit their feelings about potential ways forward. These workshops continued in 2020.

The results of the consultation and the survey will lead to a further iteration of *The Future of LIS Education* paper in 2020. This in turn will form the basis for scenario-planning by employers, educators, students, researchers and others, at the ALIA Education Summit, to be held in the second half of 2020.

In other education-related moves, Kate Bunker AALIA (CP) joined the national Business Services Industry Reference Committee as a committee member and work continued on the review of the Diploma of Library and Information Services. The draft training products were released in November 2019 and the ALIA team worked collaboratively with Library Technician (LT) educators to provide feedback to PwC's Skills for Australia initiative. Final training products will be released in 2020 with a transition period to the updated Diploma.

During 2019, we also worked with LT educators to support them in their role as Course Coordinators and we released an *ALIA statement of support for the role of Course Coordinator in Vocational Education and Training*. In the next round of TAFE accreditation, due at the end of 2020, ALIA will be seeking assurance that administrative support is adequately funded and supported by the institution.

ALIA is a member of The Australian Council of Professions, the unifying voice of associations representing the professions (20 associations, and some 420,000 professionals), where we are particularly involved in the education and accreditation community of practice. Kate Bunker attended a national summit on micro-credentials and accreditation in March 2019, and follow-up meetings on credit recognition and recognition of prior learning. Our membership of the Australian Council of Professions ensures that ALIA Members and the sector have a voice at the heart of the higher education debate.

During 2019, the Learning team also had responsibility for the review of ALIA's policies, standards and guidelines. These are essential documents which guide the management and delivery of library and information services in Australia. Our thanks go to our dedicated volunteers who assisted in the reviewing, amending, and in some cases complete rewriting of policies and guidelines to match the evolving needs of our Members.

Kate Bunker AALIA (CP)
ALIA Director of Learning

DIRECTOR OF CONFERENCES AND EVENTS

We have a dual objective for ALIA conferences and events. We want all events, whether local, regional or national, to provide valuable professional development and networking opportunities for our Members. At the same time, our major annual conference, whether it is National or Information Online, needs to generate an income of in excess of $200,000, to help support the broader activities of the organisation.

ALIA hosted one major national conference and two national symposiums in 2019, as well as a number of receptions, a summit and other gatherings.

The highlight of ALIA's event calendar in 2019 was the ALIA Information Online conference. Taking place every two years, Information Online 2019 was held Monday 11 February to Friday 15 February 2019 at the Hilton Hotel, Sydney. The program was created by a committee of ALIA Member volunteers including Roxanne Missingham FALIA, Kate Davis AALIA, Mylee Joseph AALIA (CP) and Frances O'Neil AALIA and chaired by Vicki McDonald FALIA, with the theme Infinite Possibilities.

We had excellent feedback from delegates, a generally positive response from exhibitors and sponsors, and we achieved our goal of a surplus of $319,000 to go back into the ALIA operating budget. This was in no small part thanks to the support of our partners Gale-Cengage, OCLC, Wavesound, SAGE Publishing and Innovative.

We introduced some new features for 2019. Keynote speaker Carla Hayden, head of New York Public Libraries, presented via video conference. Some delegates were sceptical about how this might work but on the day it proved to be a great success, with an enthralling presentation and lively Q and A session. Experimental sessions included the 'Five Senses of GLAMR' led by Sue Hutley and Deb Verhoeven, which provided interactive sensory experiences for attendees; a 'hands-on space' which gave delegates the chance to experience emerging technologies and ALIA ioTV which featured ALIA's State Managers providing live interviews from the conference and exhibition for Members who couldn't be with us in person.

A total of 773 delegates attended the conference with another 190 people attending the extensive trade exhibition. The conference networking functions, many of which were sold out, reflected the renewed interest by delegates in the opportunity to meet and connect face-to-face. While we are often asked for web streaming, there is also an understanding that nothing beats the experience of being in the same room as other inspiring professionals.

This strong desire for face-to-face engagement was also evident at our New Librarians' Symposium 9, 5-7 July, Adelaide, and National Library and Information Technicians' Symposium from 13-15 November, Melbourne. Our Groups once again ran two fantastic, affordable events, which covered their costs and even made a small surplus.

While conferences, summits, symposiums and other gatherings are the main focus for the ALIA Conferences and Events team, we are also responsible for ALIA's annual National Simultaneous Storytime (NSS) campaign, which always provides one of the most memorable and fun events in our calendar.

In 2019, this was held on Wednesday 22 May at 11:00am, during Library and Information Week 2019. The selected book was *Alpacas with Maracas* written and illustrated by Matt Cosgrove and published by Scholastic Australia. NSS 2019 was our largest and most successful NSS campaign to date. Some 1,138,889 participants at over 11,554 locations around Australia and New Zealand participated. Additionally, we had participants joining from New Zealand, Thailand, UK, Canada, Singapore, Vietnam and Hong Kong. The media coverage was widespread and helped to promote the fun and value of library storytimes.

During 2019, we began preparing for future ALIA conferences, with more new ideas flagged. Areas of focus include making conferences more sustainable by producing minimal waste and adopting environmentally friendly practices. The challenge is to be innovative and adventurous while still achieving the financial return which enables ALIA to undertake more advocacy, education and professional development initiatives for Members.

Christina Granata
ALIA Director of
Conferences and Events

HOW WE PERFORMED AGAINST THE ALIA BOARD'S STRATEGIC PLAN

Priority 1: Leadership and Advocacy

1.1 We will leverage our Canberra location to build our lobbying and advocacy activities with government and peak bodies.

Action	Examples of activities
We will engage regularly with federal government elected representatives, advisers and Departments to further the Association's political agenda.	During 2019, ALIA representatives had meetings with federal politicians, their advisers, and Department senior executives in the Arts, Education, Foreign Affairs and Trade, Health, Prime Minister & Cabinet and Social Services. We also had direct contact with national bodies including Australia Post, the Australian Bureau of Statistics, Australia Council for the Arts, Australian Digital Health Agency and Office of the eSafety Commissioner. Meetings were on topics of concern to the sector, including ethics, literacy, lifelong learning, digital inclusion, copyright, open access, data sharing legislation, library funding and research infrastructure.
	ALIA made submissions to 19 government inquiries and agency reviews, including nationhood, Indigenous knowledge, higher education, research, artificial intelligence and standards.
	ALIA was an active participant in the Parliamentary Friends of Australian Books and Writers and the Parliamentary Friends of Galleries, Libraries and Museums groups, and we were pleased to represent our Members at key events, such as the Prime Minister's Literary Awards at Parliament House in October.
	We sent welcome packs with information about libraries to newly elected federal MPs and Senators after the May election, and circulated two reports to all federal politicians and state and territory governments – one on services for Indigenous library users and one entitled *2019 A Year in Libraries*.

1.2 We will foster strategic relationships with other organisations to strengthen our position on important issues including the UN Sustainable Development Goals.

Action	Examples of activities
We will further develop strategic relationships in areas of key concern to the Association and the LIS sector	ALIA continued to be a lead agent in: • GLAM Peak, the united voice for galleries, libraries, archives, museums, historical societies and other collecting bodies • Books Create Australia, the roundtable for authors, publishers, libraries and booksellers • The Australian Inclusive Publishing Initiative, with book industry colleagues and disability groups • Be Connected and the Australian Digital Inclusion Alliance • National Early Language and Literacy Strategy Coalition, as Chair • Australian Libraries Copyright Committee • The PwC Business Services Industry Reference Committee • Blue Shield Australia, as Chair from July 2019.

1.3 We will further develop the FAIR platform.

Action	Examples of activities
We will activate a major FAIR campaign for 2019-2019	We rolled out the Truth Integrity Knowledge campaign, with blog posts from the ALIA Board, #AusLibChats from our new generation Members, and feeds across all social media platforms.

Priority 2: Members and Membership

2.1 We will ensure ALIA membership is rewarding and valued.

Action	Examples of activities
We will mount marketing initiatives based on findings from the 2017 and 2019 Member surveys	During 2019, we offered a discount for professional new graduates, as well as focusing on increasing school library services and membership.

2.2 We will retain and grow the Member base.

Action	Examples of activities
We will build on our engagement with existing Members and extend our reach for new Members	We sent out 30 all-Member emails to inform our Members about major advocacy, education and Board initiatives. We promoted Allied Field membership for people without LIS qualifications working in the library sector.

2.3 We will recognise Members' contribution to the profession through their support of ALIA.

Action	Examples of activities
We will provide opportunities for Members to wear their pins with pride	ALIA Members were able to add a ribbon to their name badge at Information Online in February 2019, and the farewell reception was an exclusive Member event.
	25, 30, 40, 50 and 60-year membership pins were presented during the year, recognising the ongoing commitment of 83 ALIA Members. A further 27 pins earned in 2019 were set to be presented in 2020.
	A new Fellow pin was created by the Board to acknowledge the achievement of these outstanding LIS professionals.

Priority 3: Education and Professional Development

3.1 We will influence and help shape the direction of LIS education.

Action	Examples of activities
We will lead the further development of the LIS Diploma	ALIA's Director of Learning was an active participant on the PwC Business Services Industry Reference Committee and was a member of the working group to introduce records management and archives elements to the LIS Diploma. Draft training products were released in November following full consultation with LIS educators.
We will provide valuable information to LIS educators	We published the *ALIA Education, Skills and Employment Trend Report 2019* in December and we published an issues paper on the future of LIS education, with an accompanying survey, soliciting feedback in the run up to the 2020 ALIA LIS Education Summit.

3.2 We will provide essential course accreditation work to ensure that education remains relevant to the needs of employers.

Action	Examples of activities
Following the completion of 25 course accreditations, we will review the process advance of the next cycle (from 2020)	We have formed the ALIA Education Advisory Committee with senior library leaders and academics. The committee has reviewed education policies and discussed the course accreditation process as part of the pre-work for the ALIA LIS Education Summit in 2020.

3.3 We will encourage and enable Members to develop, adapt and enhance their skills to meet the challenges of an evolving society.

Action	Examples of activities
We will further develop and promote the ALIA PD Scheme	The Heritage Collections specialisation commenced on 1 July, making a total of 10 PD focus areas, the others being data, government, health, Indigenous engagement, practitioner research, public library, academic and research library, schools and VET library.
We will provide new learning opportunities through ALIA Training	ALIA Training provided more than 14,000 course hours in 2019. We partnered with State Library Victoria to create a new advocacy course in 2019, which will be rolled out in 2020, and we created Copyright Fundamentals, endorsed by the Australian Libraries Copyright Committee. We ran Library Orientation Programs for local government managers who have taken on responsibility for libraries in their portfolios for the State Library of Queensland and Northern Territory Library.

3.4 We will deliver relevant, engaging and successful conferences and events.

Action	Examples of activities
We will deliver a successful Information Online conference	The conference had a sell out exhibition, 773 registrations, and returned a much-needed surplus of $296,000 to the Association. In addition, ALIA provided 5,000 hours of informal networking and PD through Group events throughout the year, most of which were free or 'gold coin' entry.

Priority 4: Future Proofing

4.1 We will communicate compelling stories and information about the value, vibrancy and strength of the LIS profession.

Action	Examples of activities
We will construct the narrative, communicate with government and other stakeholders, and provide our Members with the resources to tell their own stories	During the year, we produced a number of advocacy reports and materials, including: • Federal election agenda • *Australian Public Library Alliance Achievements 2016–2019* • May/June *INCITE* included an advocacy focused special libraries supplement, and the November/December *INCITE* included a special supplement on digital inclusion • September/October *INCITE* themed advocacy • *Improving services for Aboriginal and Torres Strait Islander people* • *Services for Refugees and Migrants* • *2019 A Year in Libraries* produced for ALIA Australian Public Library Alliance and National and State Libraries Australia Parliament House reception on 26 November • The GLAM *Workforce Diversity Trend Report*, with a calculator for library managers to assess their own services • SDG stretch targets report and survey launched in October, following the roundtable at ALIA House in September Throughout 2019, inspiring stories about the profession were published in *INCITE* and through our enewsletters.

4.2 We will ensure the Association's financial sustainability and responsibly manage the Association's assets.

Action	Examples of activities
We will achieve the agreed financial targets for 2019	We achieved the financial targets agreed by the ALIA Board at the start of the year and returned the Association to surplus after three years of deficit (primarily due to vacant tenant spaces in ALIA House).

4.3 We will invest in technology, including a robust and agile ICT platform.

Action	Examples of activities
We will identify the best option for the website and membership database for the next three to five years	We spent 2019 moving documents from the CMS to the ALIA Library (repository) and updating the website content in advance of a redesign. Several databases were reviewed to assess their suitability, with the preparation work completed for implementation in 2020.

OUR MEMBERSHIP

Our total membership was 4,526 on 30 June 2019, compared with 4,507 at 30 June 2018. There were 725 new Members between July 2019 and June 2019, compared with 744 in the previous 12 months. The retention rate improved from 80% in 2018 to 85% in 2019.

83 Members received long-service membership pins in 2019, with 30 receiving their 25 year pin, 25 their 30 year pin, 18 their 40 year pin, six their 50 year pin, and four Members receiving their 60 year pin. A further 27 pins earned in 2019 were set to be presented in 2020.

In 2019, ALIA introduced a new pin in recognition of ALIA Members who have been awarded Fellow status. The pin was be presented to 49 past recipients who remained as current ALIA Members.

Total Members by category at 30 June 2019

Associate Members	55%
Library Technician Members	9%
Allied Field	1%
General Members	6%
Institutional Members	13%
Students	16%

ADVOCACY CAMPAIGNS

ALIA supported many national and local advocacy programs during 2019. Notable national campaigns included:

Truth Integrity Knowledge (year-long)

Throughout 2019, ALIA ran the year-long Truth Integrity Knowledge campaign. The campaign was based on the *10 ways library and information professionals promote truth, integrity, knowledge* poster which was developed by ALIA with the help of the ALIA New Graduates Advisory Committee (NGAC).

The campaign included a series of blogs from industry leaders on how library and information professionals promote the 10 TIK ideals being: Trusted professionals; Freedom of information; Evidence-based; Digital expertise and inclusion; Indigenous knowledge; Freedom of expression; Equity; Privacy; Open access; and Collaboration. The blogs were written by Robert Knight OAM AALIA ALIA President; and ALIA Board Directors: Helen Ebsworth AALIA (CP); Jonathon Guppy AALIA (CP); Paula Kelly Paull AALIA (CP); Lyndall Ley AALIA (CP); Anne Reddacliff AALIA (CP); Viv Barton AALIA (CP); Vicki Edmunds AALIA; Monika Szunejko AALIA (CP); and Kim Sherwin AALIA (CP).

ALIA created free downloadable collateral which could be used to promote the TIK campaign, including social media tiles and pins.

The theme of Library and Information Week 2019 was also Truth Integrity Knowledge and ALIA saw great engagement on social media with conversations about what TIK means on a practical level. Additionally, the ALIAWest Group posted a blog series about their thoughts on the week and the campaign.

To support the campaign NGAC, which runs the monthly #AusLibChat chat on Twitter, featured TIK themes in 2019.

International Year of Indigenous Languages (year-long)

In 2019, ALIA celebrated the UNESCO International Year of Indigenous Languages and encouraged libraries and library professionals across the nation to celebrate the year. This led to a Parliament House event on 26 November 2019.

Special libraries (year-long)

Regular Working Group and Think Tank sessions were held at ALIA House and by videoconference, resulting in useful advocacy initiatives for the sector, including a special supplement to *INCITE* in May/June. Special library advocacy events were held on 23 May, at the State Growth Building, Hobart; on 4 June, at the State Library of SA, with a presentation from Geoff Strempel, Director of the State Library, and on 16 July, there was a tour of CSIRO Black Mountain library with an advocacy workshop from Cynthia Love, Executive Manager, CSIRO Information Services.

Towards the end of the year, ALIA invested in two articles in *The Mandarin*, promoting the value of government libraries. The first article, 'The value in government libraries', achieved 2,190 impressions with 1,760 unique views, while the second, 'Celebrating 45 years', achieved 651 impressions and 549 unique views.

Library Lovers' Day (February)

The theme for Library Lovers' Day 2019 was Library Love Stories. ALIA ran a 200-word flash fiction story competition, with the prompt 'there was love to be found in the library'. Three prizes of a $100 book voucher were awarded. The competition opened on 9 January 2019 and closed on 21 February 2019 and ALIA received more than 600 entries.

There were other free resources available on the Library Lovers' Day website including activity ideas, bookmarks, flyers, stickers, and letterheads. The day was a success on social media with #LibraryLoversDay trending at number one on Twitter with libraries, and other organisations, across the world celebrating the day.

ALIA created six sets of free downloadable Library Lovers' Day shadow puppets, so that libraries and their users could create shadow puppet plays. These sets could be used individually or as a master set and were themed as animal kingdom, daily life, fairytale, library, science fiction and spooky. These shadow puppets were also made available to delegates at ALIA Information Online 2019, providing conference attendees the opportunity to create their own library love story to share with the other delegates and online.

Library and Information Week (May)

Library and Information Week (LIW 2020) took place from 20-26 May 2019. The theme was Truth Integrity Knowledge, as a part of the year-long TIK campaign. The highlights of the week included National Simultaneous Storytime; Library Technicians' Day; the Biggest Morning Tea; and ALIA Day. ALIA also created free resources for the week including posters; flyers and social media content, as well as selling merchandise of enamel pins; bookmarks; stickers; notepads and pencils. ALIA also partnered with Booktopia, as part of LIW 2020, so that for the month of May 5% of any sale purchased through the Booktopia link on the ALIA website, was donated to the Indigenous Literacy Foundation.

National Simultaneous Storytime (May)

National Simultaneous Storytime celebrated its nineteenth anniversary in 2019. The 2019 NSS book was *Alpacas with Maracas* written and illustrated by Matt Cosgrove and published by Scholastic Australia.

Free resources were provided for participants, including resources produced by ALIA's campaign partners. CleverPatch offered a craft ebook and a guide to making book themed windchimes, while Scholastic Australia distributed teachers' notes. ALIA created free resources including flyers, letterhead, and social media tiles. Digital presentations of the book were emailed to all participants, which included an audio reading of the book; a pdf version of the book; access to the Story Box Library; a video of a reading in Auslan and Key Word Sign of the book.

The event was a big success with more 1,138,889 participants at over 11,554 locations. The majority of the participants were from Australia and New Zealand as well as participants from countries including Thailand, UK, Canada, Singapore, Vietnam and Hong Kong. The events on the day included a reading by author Matt Cosgrove at the State Library of NSW; His Excellency General the Honourable Sir Peter Cosgrove AK MC (Retd), Governor-General of the Commonwealth Of Australia and Her Excellency Lady Cosgrove, Government House, Canberra. ALIA House hosted Chai and Koh the alpacas, while Jacqui Lucas AALIA (CP), Learning Services Coordinator, read the book to students of Deakin School for Early Learning, ALIA House tenants and ALIA Board Directors at ALIA House.

Vote Library (May)

2019, was a federal election year and ALIA ran the campaign 'Vote Libraries'. ALIA created a federal election agenda which was developed after consultation with ALIA Members. This campaign encouraged ALIA Members and library lovers around the nation to engage with the candidate who best represented the needs of their library services and to promote the library election agenda.

The campaign was hosted on the ALIA FAIR website and we created collateral including a template letter to candidates and resource packages for government; academic; health; national and state libraries; public libraries; school libraries and general library support. The campaign was supported by then election candidates Lisa Chesters, Labor MP for Bendigo, Victoria, who visited the Kangaroo Flat Primary School, on 10 May 2019, in support of school libraries. As well as by Dan Reid, Greens candidate, Page electorate NSW and Caroline Perks, Greens candidate for the Perth electorate, WA.

Australian Reading Hour (September)

ALIA worked with the Australian Booksellers Association; the ALIA Australian Public Library Alliance; the Australian Society of Authors; the Australian Publishers Association; the Australian Literary Agents' Association and Better Reading to deliver the Australian Reading Hour on 19 September 2019. The Copyright Agency Cultural Fund, the Department of Communications and the Arts, and Australia Post generously provided sponsorship.

The 2019 campaign was launched at an event at Australian Parliament House on 17 September, attended by two of the children's Ambassadors, Mick Elliott and Sally Rippin, and was supported by a speech in Parliament by Graham Perrett MP, Member for Moreton, QLD. To celebrate the Australian Reading Hour, Tanya Plibersek and Hollie Hughes announced that *Dark Emu* by Bruce Pascoe would be read by politicians for the inaugural Parliamentary Book Club.

The campaign had two adult Ambassadors Rachael Johns and Benjamin Law and five children's Ambassadors Mick Elliott, Anthony Field, Karen Manbulloo, Sally Rippin; and Matt Stanton. The children's Ambassadors also wrote tie-in books for the campaign which were *Squidge Dibley Destroys History*; *Moli Det Bigibigi (Molly the Pig)*; *Billie B Brown* and *Hey Jack The Book Buddies*; *Funny Kid Next Level*; and an additional book was created by The Wiggles called *The Wiggles Love Books*!

The campaign was heavily promoted across print and digital media; through Ambassador events and events in libraries; across social media; through partnerships with relevant industries and on commuter transport.

International School Library Day (October)

In 2019, ALIA launched the inaugural International School Library Day on 22 October, to promote all the ways that school libraries add to their communities. As part of the celebrations, ALIA created free resources for primary and secondary schools, curated a list of suggested activities for the day and ALIA Schools supported the 2019 *Education HQ Australian Teacher Magazine* Unsung Hero Awards. These awards recognise excellence in a number of fields within schools including Teacher Librarians. The winner of this award received $1,000 from ALIA Schools and a $500 Booktopia gift voucher from Corwin.

GOVERNMENT AND STAKEHOLDER RELATIONS

Book industry

We continued to strengthen relationships with the Australian Publishers Association, the Australian Society of Authors, the Australian Booksellers Association and the Copyright Agency. We supported the Australian Book Industry Awards (ABIAs) through social media; worked with all partners for the Australian Reading Hour; and continued to work with the industry for standards as part of the Australian Inclusive Publishing Initiative as per the Marrakesh Treaty. We also worked on collaborative agreements on copyright practices and industry-wide promotional activities under the Books Create Australia umbrella.

The Books Create Australia website was launched and two new copyright agreements were made public. The first was The Jolly Postman agreement, named after the 1986 book *The Jolly Postman* or *Other People's Letters* by Janet and Allan Ahlberg. This enables libraries to photocopy the removable inserts of children's activity picture books so lost items can be easily replaced. The second was an agreement to address the grey area of copyright law around whether libraries can host storytime events outside the library premises without needing to seek permission from the copyright holder.

The year was also Australia's Year of the Public Domain. Thanks to copyright law reform in 2017, advocated for by ALIA and the Australian Libraries Copyright Committee, on 1 January 2019 millions of items from national collections fell out of copyright for the first time. The new laws starting on 1 January gave unpublished materials the same copyright term as their published counterparts.

ALIA also engaged with the Parliamentary Book Club which chose *Dark Emu* by Bruce Pascoe as the inaugural book.

Early literacy

ALIA has been a driving force behind the National Early Language and Literacy Coalition – a group of 10 non-government organisations whose work intersects through a common interest in supporting literacy development in the 0–5 age group.

Late in 2019, the Coalition conducted a co-design workshops with the National Indigenous Australians Agency and the federal Departments of Health, Social Services and Education to begin work on a national early language and literacy strategy. Further workshops and development were planned for 2020.

Copyright law reform

ALIA continued to be involved in lobbying initiatives regarding fair use, orphan works, and copyright overriding contract, as a founder member of the Australian Libraries Copyright Committee.

Sustainable Development Goals

In March 2018, ALIA made a submission to the United Nations Sustainable Development Goals (SDG) report. The report was released by the Department of Foreign Affairs and Trade in February 2019. In the report, libraries are mentioned as 'actively embracing the 2030 agenda and integrating the SDG into their planning and public reporting frameworks' along with other civil society organisations.

The Sustainable Development Goals continued to be a focus for the Association in 2019 and ALIA was pleased to host a gathering of industry leaders and government representatives in September, to look at developing stretch targets for libraries in the lead up to 2030. The meeting was chaired by past-President and International Relations Advisory Committee Chair Vicki McDonald FALIA.

Be Connected

ALIA continued to work with the Department of Social Services, the Office of the eSafety Commissioner, the Be Connected National Network Manager (the Good Things Foundation), and libraries across Australia to ensure that libraries could take advantage of several million dollars-worth of Be Connected grants to support digital inclusion programs for older Australians.

GLAM Peak

ALIA continued to be one of the lead agencies for GLAM Peak, with the Australian Museums and Galleries Association and National and State Libraries Australasia. While there were no major projects underway during 2019, industry representatives met three times during 2019 and published a joint federal election agenda, with a strong focus on the efficiency dividend and its effect on national cultural institutions.

Australian Digital Health Agency

In 2019, ALIA on behalf of the ALIA Australian Public Library Alliance (APLA) and ALIA Health Libraries Australia (HLA) secured $1 million in funding for libraries from the Australian Digital Health Agency to run train the trainer programs. The program was trialled in QLD and WA in 2019, with the full national roll out planned for 2020.

Other engagement with campaigns and initiatives

ALIA supported Information Awareness Month (IAM 2019). The campaign ran throughout May and the theme was 'Innovation with Information'. Additionally, ALIA promoted Safer Internet Day which ran on 5 February 2019, the theme for the day was 'Together for a better internet'.

ALIA campaigned for further recognition of mental health issues in 2019, ALIA President Robert Knight met with the then CEO of Mental Health Australia Frank Quinlan, to encourage library and information professionals to make a #MentalHealthPromise. Libraries were mentioned in the draft report published by the Productivity Commission on *The Social and Economic Benefits of Improving Mental Health*. In the report libraries were suggested as a possible outlet for a proposed consumer health campaign, informing the public about the availability of online mental health support. Additionally, public libraries were recognised for their role as a community resource and a safe space for all members of the community.

Submissions

We made 19 submissions to inquiries and reviews during 2019:

Submission in response to the Review of Senior Secondary Pathways into Work, Further Education and Training Discussion Paper	December 2019
Submission in response to the Infrastructure Australia Audit	October 2019
Submission in response to the Office of the National Data Commissioner, Data Sharing and Release Legislative Reforms Discussion Paper	October 2019
Submission to the Education Council regarding the draft of the revised Melbourne Declaration	October 2019
Submission in response to the Department of Communications Regional Connectivity Program discussion paper	September 2019
Submission in response to the WA Inquiry into Local Government	September 2019
Submission in response to the Senate Inquiry into Nationhood, National Identity and Democracy Discussion Paper	September 2019
Submission in response to the Standards Australia Distribution and Licensing Policy Framework	July 2019
Submission in response to the National Archives of Australia Tune Review	June 2019
Submission in response to the CSIRO Data61 Artificial Intelligence: Australia's Ethics Framework Discussion Paper	May 2019
Submission in response to the Australian Academy of Humanities Future Humanities Workforce Consultation Paper	May 2019
Submission in response to the review of the ANZ Standard Research Classification	May 2019
Submission in response to the Productivity Commission issues paper 'The Social and Economic Benefits of Improving Mental Health'	April 2019
Submission in response to the Australian Government Review of the Higher Education Provider Category Standards	March 2019
Submission in response to the Australian Government Senate Inquiry into ParentsNext	January 2019
Submission in response to the Co-designing and publishing a Digital Medicines Program Blueprint	January 2019
Submission in response to the Australian Government IP Australia Inquiry into the Protection of Indigenous Knowledge in the Intellectual Property System	January 2019
Submission in response to the proposed National Indigenous Arts and Cultural Authority (NIACA)	January 2019
Submission in response to the Review of the Australian Qualifications Framework	January 2019

CONFERENCES AND EVENTS

ALIA Information Online 2019

ALIA hosted the Information Online Conference from 11-15 February 2019 at the Hilton Hotel, Sydney. The theme for the conference was Infinite Possibilities. 773 delegates attended over the five days to hear industry leaders including keynote speakers Carla Hayden, Terri Janke, Gloria-Perez-Salmeron, Genevieve Bell, Lynn Connaway, Daniel Hook, Gerald Leitner, Peter Leonard, Mike Jones and Marek Kowalkiewicz addressing issues of creativity and innovation, digital transformations, digital inclusion, emerging technologies, literacies, publishing, service design and delivery and the value of libraries.

The program committee, Roxanne Missingham FALIA, Kate Davis AALIA, Mylee Joseph AALIA (CP) and Frances O'Neil AALIA with Chair Vicki McDonald FALIA, also planned a range of very popular pre-conference workshops and sold-out post-conference library tours.

The event was made possible by our exhibitors and sponsors, including our conference platinum partner Gale-Cengage as well as OCLC, Wavesound, SAGE Publishing and Innovative.

ALIA Library Design Awards

In 2019, ALIA held the Library Design Awards Conference, as part of the Asia-Pacific Architecture Forum at the State Library of Queensland on 14 March 2019. The conference included the presentation of the awards as well as talks from library design leaders. The awards were presented by the Governor of Queensland, His Excellency the Honourable Paul de Jersey AC, and were for four categories, School Libraries, Public Libraries, and Academic Libraries, as well as a Members' Choice Award that was decided by ALIA Members. These awards were judged by a national panel of experts from libraries and design industries. In addition to the publicity and kudos of the award itself, the winners each received a handcrafted trophy designed by award winning artist Kenji Uranishi.

The winners were:

ALIA School Library Design Award 2019

• Winner Anglican Church Grammar School (Churchie), Centenary Library

ALIA Academic Library Design Award 2019

• Winner Monash University, Caulfield Library

ALIA Public Library Design Award 2019

• Winner Shellharbour City Libraries, City Library

ALIA Members' Choice Library Design Award 2019

• Winner Casey Cardinia Libraries, Bunjil Place Library

The following libraries were highly commended Goulburn Valley Regional Library, Cobram Learning & Learning Centre; Lockyer Valley Libraries, Laidley Library; Monash University Sir Louis Matheson Library; St Andrews Cathedral School; and University of Queensland Gatton (J.K Murray) Library.

New Librarians' Symposium 9

The New Librarians' Symposium 9 was held at Flinders University in Adelaide 5-7 July 2019. The symposium was organised by a team of ALIA members led by convenors Pixie Stardust AALIA (CP) and James Wilson AALIA (CP). Attended by more than 160 delegates the program included three days of workshops, tours and presentations around the theme of Collaborate, Deviate, Innovate.

ALIA National Library and Information Technicians' Symposium 2019

A committee led by Margie Anderson AALIA (CP), Renate Beilharz AALIA (CP) and Bradley O'Brien organised the ALIA National Library and Information Technicians' Symposium 2019 hosted at Victoria University and Box Hill Institute in Melbourne. Held 13-15 November 2019, the event attracted more than 170 delegates. The program theme of Discover, Diversity, Dive in, included workshops, tours, presentations and well attended networking events including the Golden Anniversary Gala Dinner which celebrated 50 years of Library and Information Technicians in Australia.

IFLA World Library and Information Congress

ALIA co-hosted a reception with Taylor & Francis Group during the IFLA World Library and Information Congress 2019 to celebrate the appointment of Christine Mackenzie FALIA as IFLA President. Held at the Australian Embassy residence in Athens on 28 August, the event was attended by more than 140 ALIA Members and international guests.

Australian Parliament House reception

ALIA, Australian Public Library Alliance (APLA) and National and State Libraries Australia (SLA) were pleased to host a joint reception at Parliament House in Canberra on 26 November 2019 to celebrate the International Year of Indigenous Languages and the Year of the Public Domain.

The reception was attended by more than 80 guests including government representatives and stakeholders from education, health, cybersafety, the arts, community wellbeing and digital citizenship as well as long term supporters of libraries. Guests were welcomed to Parliament House by Arts Minister Paul Fletcher, the Hon Mark Dreyfus MP and author Peter FitzSimons spoke about the importance of libraries in society.

ALIA IN THE REGIONS

State Managers

Our State Managers were highly active in their areas, attending and organising events, making presentations, keeping Members informed through social media, and ensuring that there were plenty of opportunities for Member engagement. They provided valued support to Members, and in addition to local events, often run by ALIA Groups (see below), they organised meetings where Members were able to meet the ALIA Board, share insights from conferences, celebrate achievements, gain helpful career advice and simply get together and have fun.

ALIA Groups

In 2019, ALIA Groups ran more than 150 events. They provided outstanding library tours and professional networking events to the library and information community and beneficial, low cost professional development events across Australia.

ALIA Children's and Youth Services Group, ALIA Health Libraries Australia, ALIA Students and New Graduates, and ALIA Schools all published regular newsletters for Members.

DATE	TITLE	REGION
5-Feb	ALIA Students and New Graduates Group (ALIA SNGG) SA and ALIA SA - Drinks and Chat	SA
5-Feb	#AusLibChat February - Are Librarians Trusted Professionals?	Online
6-Feb	ALIA Canberra and Region Retirees (ALIA CRR) Connect and Chat	ACT
11-Feb	ALIA Rare Books and Special Collections/State Library of NSW Evening Talk	NSW
13-Feb	ALIA Students and New Graduates Group (ALIA SNGG) Queensland: Queensland Art Gallery & Gallery of Modern Art (QAGOMA) Library Tour	QLD
14-Feb	ALIA QLD: Library Lovers' Day Breakfast	QLD
19-Feb	Galleries, Libraries, Archives, Museums and Records match (GLAMRmatch)	National
23-Feb	ALIAVic Mornington Historical Tour	VIC
26-Feb	Information Online 2019 Conference Highlights Tuesday, 26 February, 5pm – 6pm	TAS
26-Feb	ALIA Information Online Conference 2019 Wrap-up Session in QLD	QLD
5-Mar	#AusLibChat March - Libraries & Happiness	Online
5-Mar	Health Libraries Australia (ALIA HLA) Twitter chat & journal club	Online
6-Mar	ALIA Canberra and Region Retirees (ALIA CRR) Group Connect and Chat	ACT
9-Mar	ALIA QLD: Springfield Library Tours	QLD
16-Mar	ALIA Schools: Staffing Matters!	VIC
16-Mar	ALIA Students and New Graduates Group (ALIA SNGG) WA: Cocktails & Conversation	WA

DATE	TITLE	REGION
17-Mar	ALIA WA Library Technicians (ALIA WALT) Social Event	WA
26-Mar	ALIAVic Info Online Wrap Up	VIC
26-Mar	BlockChain Basics Icebreaker Event	WA
26-Mar	ALIA SA Students and New Graduates Group (ALIA SNGG) and ALIA SA Group - Info Online Post Con	SA
27-Mar	ALIA Rare Books and Special Collections (ALIA RBSC) Bookplate making, collecting and use in Australia	NSW
28-Mar	Arts Libraries Society of Australia and New Zealand (ARLIS/ANZ) Conference Highlights and the development of Mona library's resource-sharing site-MoKnow Thursday, 28 March, 5pm – 6pm	TAS
30-Mar	ALIA Hunter Social Event	NSW
2-Apr	#AusLibChat April - Collaboration	Online
3-Apr	ALIA Canberra and Region Retirees (ALIA CRR) Connect and Chat	ACT
10-Apr	Parks Library Tour	SA
10-Apr	ALIA Students and New Graduates Group (ALIA SNGG) and ACTive ALIA - Drinks and Library Chat	ACT
27-Apr	ALIAVic's Chari-Tea	VIC
29-Apr	Phoebe Nimanis -Stepping into Research Plus New Wingfield Library Tour	TAS
1-May	Fires, Floods and Failures: Future Proofing against Disaster	ACT
1-May	ALIA Canberra and Region Retirees (ALIA CRR) Connect and Chat	ACT
7-May	#AusLibChat May- Digital Expertise and Inclusion	Online
8-May	Tour the new Mitcham Library!	SA
9-May	Tech Talk 2019	WA
16-May	It's all GLAM to us! The role of Galleries, Libraries, Archives and Museums in supporting the LGBTIQ community	VIC
18-May	ALIA Students and New Graduates Group (ALIA SNGG) QLD Event - Librarians & Dragons: A transferable skills workshop for emerging GLAMR professionals (Bursary available!)	QLD
20-May	ALIA Community on Resource Description (ACORD) group formed	National
21-May	ACT Leadership and Innovation Forum	ACT
21-May	ALIA NSW LT National Library and Information Technician's Day Dinner	NSW
21-May	Library and Information Week (LIW) Dinner and Awards Night	NT
21-May	ALIA Annual General Meeting	ACT
22-May	ALIA QLD: Trivia Night 2019	QLD
22-May	ALIA House National Simultaneous Storytime (NSS) event	ACT
22-May	Bremer Bay Primary School National Simultaneous Story Time	WA
22-May	ALIAVic After-Work Storytime	VIC

DATE	TITLE	REGION
23-May	Library and Information Week: Truth Integrity Knowledge (TIK) - Write'round the Table	WA
23-May	Library & Information Week/Library Technician Day Celebration Dinner & Mini Quiz, New Sydney Hotel Thursday 23 May 6.00pm	TAS
24-May	The Future of Libraries and AI	VIC
25-May	ALIA Schools: What does a 21st century school library collection look like?	NSW
4-Jun	Save our Libraries: South Australia	SA
4-Jun	Save Our Libraries - South Australia- free lunchtime advocacy seminar	SA
4-Jun	#AusLibChat June - Metadata Trends	Online
5-Jun	ALIA Canberra and Region Retirees (ALIA CRR) Connect and Chat	ACT
6-Jun	ALIA SA University of South Australia Library tour	SA
12-Jun	ALIA Hunter dinner and trivia	NSW
13-Jun	ALIA WA Library Technicians (ALIA WALT) Group AGM 2019	WA
14-Jun	ALIA Vic Game Night	VIC
18-Jun	ALIA Schools - Copyright for Schools Webinar	National
21-Jun	Records and Information Management Professionals Australasia (RIMPA) ACT Social Event June 2019	ACT
21-Jun	Heritage Hobnobbing and the Law	VIC
22-Jun	Disruptive Discussions: A day of critical librarianship	QLD
26-Jun	ALIA Tas - Janette Burke "Academic Libraries - Present and Future Trends"	TAS
2-Jul	ALIA Students and New Graduates Group (ALIA SNGG) QLD - CSU study tour meetup	QLD
2-Jul	#AusLibChat July-Leadership	Online
3-Jul	ALIA Canberra and Region Retirees (ALIA CRR) Connect and Chat	ACT
4-Jul	ALIA SA - Pre Conference Meet, Greet and VR Gaming	SA
5-Jul	ALIA New Librarians' Symposium 9	SA
12-Jul	ALIA QLD: Indigenous Matters Seminar (Cairns)	QLD
16-Jul	CSIRO Black Mountain tour and workshop	ACT
16-Jul	ALIA Vic - ALIA NLS9 Wrap-up	VIC
18-Jul	ALIA Health Libraries Australia (ALIA HLA) PD Day	National
24-Jul	New Librarians' Symposium Wrap Up - ACT	ACT
27-Jul	Wonderposium	NSW
27-Jul	ALIA Students and New Graduates Group (ALIA SNGG) TAS: Mona library tour and social drinks.	TAS
29-Jul	ALIA Students and New Graduates Group (ALIA SNGG) NLS9 Wrap Up	QLD

Continued on next page

DATE	TITLE	REGION
30-Jul	ALIA Students and New Graduates Group (ALIA SNGG) SA and ALIA SA Group - NLS9 Post Conference Wrap Up	SA
1-Aug	ALIA Darling Downs Meet and Greet	QLD
2-Aug	ACT Special Libraries Focus Group	ACT
6-Aug	#AusLibChat August - Can libraries be all things to all people?	Online
7-Aug	ALIA Canberra and Region Retirees (ALIA CRR) connect and chat	ACT
7-Aug	2019 Conferences Inside & Out	WA
7-Aug	ALIA Vic Trivia Night	VIC
10-Aug	ALIA Schools - Reading for Everyone	VIC
15-Aug	From Parks to Port Arthur Historic Site Management Authority (PAHSMA): the Port Arthur Historic Site Resource Centre.	TAS
24-Aug	Resume Review Cafe	VIC
24-Aug	ALIA Students and New Graduates Group (ALIA SNGG) SA Resume Review Cafe	SA
25-Aug	Designing with Canva: Beginners Workshop	VIC
31-Aug	ALIA Hunter Newcastle Museum Tour	NSW
3-Sep	September #AusLibChat Workplace Diversity	Online
4-Sep	ALIA Canberra and Region Retirees (ALIA CRR) Connect and Chat	ACT
6-Sep	Bodies of Information Conference	WA
16-Sep	Your Online Presence Needs A Clean	VIC
19-Sep	aliaRARE Tour: Hordern House Rare Books Sydney	NSW
22-Sep	Ash Island schoolmasters working bee	NSW
29-Sep	Designing With Canva: Advanced Workshop	VIC
1-Oct	#AusLibChat October: Readers Advisory	Online
5-Oct	ALIA QLD Catch-Up October 2019	QLD
8-Oct	ALIA SA - "Sneak Preview" Prospect Library	SA
10-Oct	ALIA Tas Event Dorothy Shea – Finders and Keepers: the Adventures of a Special Librarian who strayed into an Archival Maze - and survived; and Deb Bowring -Tasmanian Law Library Tour	TAS
12-Oct	STEAM Lab @ Riverton Library	WA
15-Oct	ALIA WA Library Technicians (ALIA WALT) Pre-Symposium Dinner 2019	WA
16-Oct	ALIA ACT Spring Gala Dinner 2019	ACT
16-Oct	See yourself in ALIA SA	SA
22-Oct	ALIA Research and Info Services (ALIA RAIS) and RMIT Library - Open Publishing webinars	Online
23-Oct	ALIA Academic and Research Libraries (ALIA ARL) event - Conference Show & Tell	WA

DATE	TITLE	REGION
26-Oct	Selection Criteria Workshop	WA
30-Oct	ALIA Students and New Graduates Group (ALIA SNGG) NSW - Talk! Collaborate! and Listen!	NSW
30-Oct	ALIA Vic Halloween Spooky Storytime	VIC
5-Nov	aliaLIBTEC QLD End of Year Christmas function	QLD
5-Nov	AusLibChat November Library Roles	Online
6-Nov	ALIA QLD Conference 2019	QLD
6-Nov	ALIA Canberra and Region Retirees (ALIA CRR) Connect and Chat	ACT
11-Nov	ALIA Tas Queen of the North: A Tour of Queen Victoria Museum & Art Gallery (QVMAG) Library	TAS
12-Nov	ALIA Schools Webinar - Collections: Open Educational Resources and STEM	Online
14-Nov	ALIA Health Libraries Australia (ALIA HLA) Advanced Searching Techniques Workshop NSW	NSW
18-Nov	ALIA Health Libraries Australia (ALIA HLA) Advanced Searching Techniques Workshop QLD	QLD
28-Nov	ALIA Health Libraries Australia (ALIA HLA) Advanced Searching Techniques Workshop VIC	VIC
3-Dec	#AusLibChat December: Indigenous Matters	Online
5-Dec	ALIAWest 2019 Great Library Quiz	WA
11-Dec	ALIA Tas Event 11 December- Highlights National Library and Information Technician Symposium 2019 and End of Year Celebration	TAS
11-Dec	ALIA WA Library Technicians (ALIA WALT) 2019 Post-Symposium Debrief	WA
12-Dec	ACT Galleries, Libraries, Archives, Museums and Records (GLAMR) End of Year celebration	ACT
14-Dec	WA event: ALIA Students and New Graduates (ALIA SNGG) Christmas Wrap Up	WA
14-Dec	ALIA WA Library Technicians (ALIA WALT)'s End of Year Shindig	WA

EDUCATION, PROFESSIONAL DEVELOPMENT AND TRAINING

ALIA Education

The ALIA Education Advisory Committee (EAC) was formed in March 2019 to provide advice to the ALIA Board on ALIA's education policies and guidelines. The EAC was chaired by Dr Gillian Hallam FALIA, and members were Anne Bell, Nicole Brett, Anne Girolami AALIA (CP), Cheryl Hamill FALIA, AALIA (CP) Health, Dr Jo Hanisch, Kym Holden AALIA (CP), Ebe Kartus AALIA (CP), Kathryn Leong AALIA, Terri Pamment AALIA (CP), Professor Helen Partridge FALIA, Dr Bob Pymm and Geoff Strempel AALIA. Helen Ebsworth AALIA was the ALIA Board Director supporting this Committee.

In December, the ALIA Learning team produced the *ALIA LIS Education, Skills and Employment Trend Report 2019*, the sixth edition of the report.

ALIA PD Scheme

Continuing professional development remained a focus for the Association. In 2019, we introduced a new specialisation for Heritage Collections, bringing the number of specialisations to 10.

The following Members received Distinguished Certified Professional Certificates in 2019:

STATE	FIRST NAME	SURNAME	POSTNOMINAL	DATE
VIC	Delafosse	Veronica	AALIA (DCP) Health	28-Feb
QLD	Hopkins	Peta	AALIA (DCP)	26-Nov
NSW	Lewis	Suzanne	FALIA (DCP) Health	10-Jan
ACT	McCallum	Ian	FALIA (DCP)	1-Aug
ACT	Shelling	Jane	AFALIA (DCP)	4-Nov

We also congratulate the following Members, who received Certified Professional Certificates in 2019:

STATE	FIRST NAME	SURNAME	POSTNOMINAL	DATE
QLD	Andersen	Nikki	AALIA (CP)	15-Jul-19
NSW	Anderson	Victoria	AALIA (CP)	27-Jun-19
NSW	Baker	Kristy	AALIA (CP)	2-Jul-19
NSW	Ball	Tara	AALIA (CP)	19-Jul-19
NT	Bawden	Hayley	AALIA (CP)	11-Jul-19
VIC	Baxter	Helen	AALIA (CP) Health	27-Jun-19
VIC	Beilharz	Renate	AALIA (CP)	11-Jul-19
NSW	Blume	Jennifer	AALIA (CP)	18-Sep-19
VIC	Bradley	Natasha	ALIATec (CP)	27-Jun-19
QLD	Bremner	Margaret	AALIA (CP)	26-Jun-19
WA	Brown	John	AALIA (CP)	26-Jun-19
ACT	Bunker	Kate	AALIA (CP)	2-Dec-19
NSW	Cai	Kerrie	ALIATec (CP)	2-Jul-19
WA	Carson	Louise	AALIA (CP)	27-Jun-19
WA	Chan	Bryan	AALIA (CP)	1-Jul-19
SA	Chiappara-Estevez	Laura	AALIA (CP)	30-Sep-19
NT	Cocks	Karen	ALIATec (CP) Gov't	11-Jul-19
ACT	Conti Phillipps	Lisa	AALIA (CP)	11-Jul-19
QLD	Courtenay	Tony	AALIA (CP)	22-Oct-19
VIC	Cowell	Jane	AALIA (CP)	27-Jun-19
VIC	Crisp	Georgina	AALIA (CP)	18-Mar-19
SA	Davey	Rachel	AALIA (CP) Health	11-Jul-19
WA	Day	Susan Elizabeth	AALIA (CP)	27-Jun-19
VIC	Farch	Helen	ALIATec (CP)	11-Jul-19
ACT	Finegan	Andrew	AALIA (CP)	5-Jul-19
WA	Fryer	Vanessa	AALIA (CP)	17-Oct-19
VIC	Fullalove	Edith	ALIATec (CP)	13-May-19
ACT	Giopoulos	Grisoula	AALIA (CP)	23-Jun-19
QLD	Glasson	Dianne	AALIA (CP)	26-Jun-19
VIC	Guidotti	Irene	AALIA (CP)	21-Oct-19

STATE	FIRST NAME	SURNAME	POSTNOMINAL	DATE
VIC	Hamey	Yvonne	AALIA (CP) Health	11-Jul-19
ACT	Hansson	Thyme	AALIA (CP)	1-Jul-16
QLD	Harris	Stephen	AALIA (CP)	26-Jun-19
NSW	Hartley	Tracie	AALIA (CP) Schools	1-Jul-19
QLD	Hopkins	Peta	AALIA (CP)	7-Nov-19
Sri Lanka	Jayasundra	Chaminda Chiran	AALIA (CP) Research	1-Jul-19
NSW	Jones	Matthew	AALIA (CP)	27-Jun-19
VIC	Komiat	Louise	AALIA (CP)	26-Mar-19
QLD	Larkin	Maria	AALIA (CP)	2-Jul-19
NSW	Lee	Cristina	AALIA (CP)	16-Jul-19
ACT	Mahon	Ruth	AALIA (CP)	28-Oct-19
VIC	Malcolm	Fiona	AALIA (CP)	12-Aug-19
NSW	Maloney	Melissa	AALIA (CP)	1-Jul-19
NSW	Marsh	Geraldine	AALIA (CP)	1-Jul-19
VIC	Marston	Christopher	AALIA (CP)	1-Jul-19
VIC	Maticevski	Mare	AALIA (CP)	25-Sep-19
QLD	May	Jutta	AALIA (CP)	15-Jul-19
ACT	McCallum	Ian	FALIA (CP)	4-Jul-19
NSW	McKenzie	Clare	AALIA (CP)	26-Jun-19
VIC	Meerbach	Michaleina	AALIA (CP)	1-Oct-19
QLD	Meleka	Maggie	AALIA (CP)	2-Jul-19
WA	Meyer	Atlanta	AALIA (CP)	3-Dec-19
SA	Mills	Annette	AALIA (CP)	23-Jul-19
NSW	Mollenhauer	Erin	AALIA (CP)	12-Aug-19
QLD	Moran	Courtney	AALIA (CP) Health	18-Jul-19
VIC	Muggeridge	Frances	AALIA (CP)	10-Jul-19
TAS	Murdoch	Sally	AALIA (CP)	2-Jan-19
VIC	Mustey	Jenny	AALIA (CP)	9-Jul-19
WA	Myers	Amanda	AALIA (CP)	27-Jun-19
VIC	Newnham	Rachel	AALIA (CP) Health	25-Jun-19
ACT	Newton	Anne	AALIA (CP)	26-Jun-19

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STATE	FIRST NAME	SURNAME	POSTNOMINAL	DATE
VIC	Newton	Sally	AALIA (CP)	5-Jul
QLD	Nield	Claire	AALIA(CP) Govt	18-Sep
QLD	Nielsen	Jennifer	AALIA(CP)	6-Feb
TAS	Nimanis	Phoebe	AALIA (CP) Health	15-Nov
SA	Novice	Jannette	AALIA (CP) Health	23-Oct
QLD	Nurse	Catherine	AALIA (CP)	26-Jun
NSW	O'Brien	Stephen	AALIA (DCP)	2-Jul
QLD	O'Connor	Patrick	AALIA (CP) Health	25-Sep
QLD	Oddone	Kay	AALIA (CP)	2-Aug
TAS	Osborne	Petrina	AALIA (CP)	5-Jul
QLD	Page	Susan	AALIA (CP)	11-Jul
QLD	Paroz	Christopher	AALIA (CP)	26-Jun
VIC	Perkins	Jill	AALIA (CP)	30-Sep
NSW	Phang	Elaine	AALIA (CP)	26-Jun
ACT	Quinn	Shelley	AALIA (CP)	18-Nov
QLD	Radford	Phoebe	AALIA (CP)	2-Jul
NSW	Rahman	Md Anisur	AALIA (CP)	4-Jul
VIC	Reid	Helen	AALIA (CP)	5-Jul
SA	Richter	Judith	AALIA (CP)	5-Aug
QLD	Romic	Jasna	AALIA (CP)	26-Jun
ACT	Shelling	Jane	AFALIA (DCP)	1-Nov
NSW	Smith	Gail	AALIA (CP)	10-Jan
VIC	Smith	Megan	AALIA (CP)	3-Sep
WA	Solomons	Terena	AALIA (CP)	23-Jul
SA	Spratt	Renya	AALIA (CP)	26-Jun
NSW	Stapleton	Skye	AALIA (CP)	11-Jul
VIC	Stevens	Kerrie	AALIA (CP)	26-Jun
NZ	Tairi	Kim	AALIA (CP)	11-Jul
QLD	Thorpe	Clare	AALIA (CP)	11-Jul
NSW	Volke	Sean (snail)	AALIA (CP)	5-Jul
VIC	Wakefield	Carolyn	AALIA (CP)	31-Oct

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STATE	FIRST NAME	SURNAME	POSTNOMINAL	DATE
VIC	Ware	Jessica	AALIA (CP) Health	5-Jul
WA	West	Athena	AALIA (CP)	28-Jun
VIC	Wheadon	Jacqueline	AALIA (CP)	18-Jul
VIC	Woodhouse	Cassandra	AALIA (CP)	5-Aug
ACT	Young	Sylvia	AALIA (CP)	2-Jul

ALIA Training

ALIA Training delivered 14 courses and workshops to 826 participants during the year, alongside free-for-members workshops and information evenings provided locally to several hundred participants, with our ALIA State Managers. There was a range of courses offered to cover the interests of our varied sector and to support the growing need for digital skills.

Courses included: OPEN: access to information today; Readers' Advisory; STEM Programming; Teaching, Training and Facilitating; Cataloguing Basics; RDA for Practitioners; Infographics 101; Community Engagement; Privacy; WebDewey; Libraries and Homelessness; and Library Spaces.

We were pleased to continue our strong partnership with TAFE NSW, and we continued to make use of the ALIA online learning delivery platform, Moodle, guided by our consultant trainer, Gary Lom. Through ALIA Training, we provided more than 14,000 hours of professional development to the sector throughout 2019.

AWARDS

Excellence Awards

A Fellowship was conferred to Vicki McDonald, State Librarian and Chief Executive Officer of the State Library of Queensland in 2019.

The HCL Anderson Award was awarded to Jan Richards AM FALIA (CP), with a presentation to be made in 2020.

Research Grant Award

The Research Grant Award for 2019 was presented to Kirsten Thorpe for the 'National Survey on Aboriginal and Torres Strait Islander Employment in Australian Libraries'.

Silver pins (for volunteer service to the Association)

Janette Wright AALIA

John Kennedy ALAA

Kathryn White

Philip Kent AALIA

Sue Reynolds AALIA

Veronica Delafosse AALIA (DCP) Health

Group awards

The ALIA Top End Group jointly awarded the ALIA NT Recognition Award to the Alice Springs Public Library Youth Team and the Northern Territory Library's 'A Territory Story' exhibition.

The Queensland Library Achiever of the Year Award was presented to Carmel O'Sullivan AALIA, Director, Library Services, University of Southern Queensland and Deputy Chair of CAUL, at the ALIA Queensland conference on 6 November 2019.

The F A Sharr Award was presented to Kristin Stephenson AALIA at an event in WA.

Student awards

During 2019, ALIA provided student awards to the highest achieving graduating student from ALIA accredited LIS courses. In March, Pacific TAFE, University of the South Pacific, Fiji presented its first student award during the graduation of the first class from the ALIA accredited Diploma of Library and Information Services course.

INSTITUTION	STUDENT	AWARD
Box Hill Institute	Carol Dunstan	Bachelor of Library and Information Management
Box Hill Institute	Anita Edwards	Diploma of Library and Information Services
Chisholm Institute	Simone Toussant	Diploma of Library and Information Services
Charles Sturt University	Lauren Sanford	Graduate Diploma of Information Studies
Charles Sturt University	Joanna Belich	Master of Education (Teacher Librarianship)
Charles Sturt University	Kara Williams	Bachelor of Information Studies
Charles Sturt University	Trent Hennessey	Master of Information Studies
Curtin University	Vanessa Linsdell	Graduate Diploma in Information and Library Studies
Curtin University	Michelle Pitman	Bachelor of Arts (Librarianship & Corporate Information Management)
Curtin University	Anie Woskanian	Master of Information Management
Library Training Services Australia	Annita Frangos	Diploma of Library and Information Services
Monash University	Lauren Harper	Master of Business Information Systems
North Metropolitan TAFE (WA)	Roxana Loveland	Diploma of Library and Information Services
Pacific TAFE - USP	Elenoa Fonmanu	Diploma of Library and Information Services
Queensland University of Technology	Sheree Cordes	Master of Information Science (Library and Information Practice)
Queensland University of Technology	Caitlin Arnold	Master of Education (Teacher-Librarianship) 2018 award
Queensland University of Technology	Lotte ten Hacken	Master of Education (Teacher-Librarianship) 2019 award
RMIT University	Katrina Holgye	Graduate Diploma in Information Management
RMIT University	Janet Laws	Master of Information Management
Swinburne University of Technology	Letitia Mandile	Diploma of Library and Information Services
TAFE Queensland Brisbane	Deepika Singh	Diploma of Library and Information Services
TAFE Queensland Online Learning	Kristen Hayden	Diploma of Library and Information Services
TAFE NSW TAFE Digital	Alexandra McLaren	Diploma of Library and Information Services
TAFE NSW Newcastle	Michael Paver	Diploma of Library and Information Services
TAFE NSW North Wollongong	Dietrich Yu	Diploma of Library and Information Services
TAFE NSW Ultimo	Lauren Kramer	Diploma of Library and Information Services
TAFE NSW Western Sydney	Fay Cresswell	Diploma of Library and Information Services
TAFE NSW West Region	Lyndsey Davidson	Diploma of Library and Information Services
TAFE SA	Ashleigh Paul	Diploma of Library and Information Services
University of South Australia	Anna Seidl	Master of Library Information Management
University of South Australia	Lisa Kemp	Graduate Diploma in Library Information Management
Victoria University Polytechnic	Nicholas Luxton	Diploma of Library and Information Services

COMMUNICATIONS

Publications

During 2019, we published six issues of *INCITE*, including the two digital-only issues in May/June and November/December. Accompanying these digital issues were two supplements, the first on special libraries, the second on digital inclusion.

There were four issues of the *Journal of the Australian Library and Information Association (JALIA)*, under the Taylor & Francis Routledge imprint, published in 2019.

We also published more than 150 enewsletters, across *ALIA Weekly*, *RecruitLIS*, *PD Postings*, *APLAnews*, *FAIR*, as well as newsletters for specific ALIA Groups. As at December 2019, *ALIA Weekly* had the most subscribers (10,787), followed by *RecruitLIS* (4,954) and *PD Postings* (4,297).

During 2019, we produced these reports:

- *2019 A Year in Libraries*
- *ALIA Digital Dexterity 2019 survey results*
- *ALIA Disaster Management for Libraries. Part One - Guide (2nd Edition 2019)*
- *ALIA Disaster Management for Libraries. Part Two - Disaster Plan Template (2nd Edition 2019)*
- *ALIA Workforce Diversity Trend Report 2019*
- *ALIA TAFE library survey 2019*
- *Closing a government library: checklist for staff 2019*
- *Grant writing fact sheet 2019*
- *Improving library services for Aboriginal and Torres Strait Islander peoples*
- *Not simple, not straightforward and not an instant cost saving: the realities of closing a government library 2019*
- *STEM programming in Australian public libraries - A Fullbright Global Scholar project 2018-2019*

Media releases and media interviews

In 2019, ALIA released 75 news releases and engaged in more than 14 media interviews.

Social media

By December 2019, we had 16,581 Facebook likes for ALIA and FAIR and 16,428 followers for our Twitter handles @ALIANational and @joinFAIR. In 2019, we also reactivated our presence on Instagram and as of the end of December 2019 we had 1,596 followers.

Website

During 2019, the ALIA website was well used. There were 1,169,674 page views; 302,729 users; and 7,161 sessions.

FINANCIAL STATEMENTS

Australian Library and Information Association Ltd

A.C.N: 090 953 236

Annual report
for the year ended 31 December 2019

Australian Library and Information Association Ltd
ACN 090 953 236
Annual report - 31 December 2019

Contents

Directors' Report

Your directors present their report on the company for the year ended 31 December 2019.

Directors

The following persons were directors of the Australian Library and Information Association Ltd during the whole of financial year and up to the date of this report:
Ms Monika Szunejko (appointed 18 May 2016, re-appointed 15 May 2018)
Ms Lyndall Ley, President (resigned 21 May 2019)
Mr Jonathon Guppy (resigned 21 May 2019)
Ms Anne Reddacliff (resigned 21 May 2019)
Mr Robert Knight, President (appointed 21 May 2019)
Ms Helen Ebsworth (appointed 15 May 2018)
Ms Paula Kelly Paull (appointed 15 May 2018)
Ms Viv Barton Vice-President (appointed 21 May 2019)
Ms Vicki Edmunds (appointed 21 May 2019)
Ms Kim Sherwin (appointed 21 May 2019)

Principal activities

The principal activity of the company during the financial year was representing the interests of the members engaged in the library Industry.

Short term and long term objectives
The short term financial objective is to maintain current services, while delivering a modest surplus.

In the longer term, the company aims to ensure long term financial sustainability through modest year-on-year surpluses. This will be achieved through development of programs which support the profession, the sector and membership, and with strong financial processes.

Strategies and key performance measures
The core income drivers for the company are membership fees, conferences, property rental income, employment advertising and training. Some key performance measurements are:

(1)　Maintain membership numbers and income.
(2)　Deliver successful annual conferences and maintain conference income.
(3)　Maintain training income.
(4)　Maintain employment advertising.
(5)　Contain costs and deliver budgeted surpluses.
(6)　Manage the ALIA House property to deliver a surplus while it remains an asset of The Association.

Dividends - Australian Library and Information Association Ltd

The Constitution of the Association does not permit the distribution of dividends to members.

Review of operations

The profit from ordinary activities after income tax amounted to $166,942 (2018 Loss: $74,299).

Significant changes in the state of affairs

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

Matters subsequent to the end of the financial year

Two significant circumstances have arisen since 31 December 2019 and may affect:

(a)　the company's operations in future financial years, or
(b)　the results of those operations in future financial years, or
(c)　the company's state of affairs in future financial years,
In February 2020, the ALIA board confirmed its intentions to list the ALIA House property for sale in May 2020. When the property is sold, the proceeds will be invested in a balanced investment vehicle, adding substantially to the Association's cash reserves.
The second was the worldwide COVID-19 pandemic, which led to the cancellation of the planned National Conference to be held in Sydney N.S.W. in May 2020. The estimated cost of this cancellation to the company will be up to $518,000. Although this is a significant amount, the company will be able to absorb this unbudgeted expense due to its strong reserves built up over many years. However, the full impact of COVID-19 in terms of future membership subscriptions has yet to be experienced and could not be assessed at this point.

Directors' report

Information on directors

Directors	Experience, Special Responsibilities & Qualifications
Ms Monika Szunejko	Board Director Appointed 18 May 2016, reappointed 15 May 2018 Grad Dip Library and Information Studies, BA (Hons), AALIA (CP) Serving first year of second term on the Board of Directors
Ms Lyndall Ley	Board Director – Vice-President May 2017 – May 2018 President May 2018 – May 2019 Appointed 17 May 2017 BA, Dip Front-line Management, Registration (Australian Library and Information Association), AALIA (CP) Serving second year on the Board of Directors
Mr Jonathon Guppy	Board Director Appointed 17 May 2017 M Information Leadership (current), Grad Dip Library and Information Management, B Science (Computer Science), AALIA (CP) Government Serving second year on the Board of Directors
Ms Anne Reddacliff	Board Director Appointed 17 May 2017 PhD in Arts (Medical Sociology) (current), BA (Communication Studies), Grad Dip Applied Science (Library & Information Management), AALIA (CP) Serving second year on the Board of Directors
Mr Robert Knight	Board Director – Vice-President May 2018 – May 2019 President May 2019 – May 2020 Appointed 15 May 2018 BA Library & Information Science, AALIA (CP) Serving second year on the Board of Directors
Ms Helen Ebsworth	Board Director Appointed 15 May 2018 Grad Cert Educational Studies (TESOL), Grad Dip Library and Information Studies (Teaching), Dip of Teaching (Primary), AALIA (CP) Serving second year on the Board of Directors
Ms Paula Kelly Paull	Board Director Appointed 15 May 2018 Masters of Leadership (current), PhD Candidature (Early Literacy and Disadvantage), Masters Education (Teacher Librarianship), Grad. Dip Graphic Communication Education, Diploma Teaching (Primary), AALIA (CP) Serving second year on the Board of Directors
Ms Viv Barton	Board Director – Vice-President May 2019 – May 2020 Appointed 21 May 2019 M Bus Admin, Post Grad Dip Advanced Info & Lib Studies, Grad Dip Bus, B of Applied Science (Library Studies), Dip Project Man, AALIA (CP) Serving first year on the Board of Directors
Ms Vicki Edmunds	Board Director Appointed 21 May 2019 Grad Dip Lib and Info Science, BA (Honours), AALIA (CP) Serving first year on the Board of Directors
Ms Kim Sherwin	Board Director Appointed 21 May 2019 BA (Hons) Sociology, MA Librarianship, AALIA (CP) Serving first year on the Board of Directors

Directors' report

Likely developments and expected results of operations

Two significant circumstances have arisen since 31 December 2019 and may affect:

(a)   the company's operations in future financial years, or
(b)   the results of those operations in future financial years, or
(c)   the company's state of affairs in future financial years,

In February 2020, the ALIA board confirmed its intentions to list the ALIA House property for sale in May 2020. When the property is sold, the proceeds will be invested in a balanced investment vehicle, adding substantially to the Association's cash reserves.

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Environmental regulation

The company is not affected by any significant environmental regulation in respect of its operations.

Meetings of directors

The numbers of meetings of the company's board of directors held during the year ended 31 December 2019, and the numbers of meetings attended by each director were:

Director	Meetings Held During Period Director Held Office	Meetings Attended
Ms Monika Szunejko	5	5
Ms Lyndall Ley	2	2
Mr Jonathon Guppy	2	2
Ms Anne Reddacliff	2	2
Mr Robert Knight	5	5
Ms Helen Ebsworth	5	5
Ms Paula Kelly Paull	5	5
Ms Viv Barton	3	3
Ms Vicki Edmunds	3	3
Ms Kim Sherwin	3	3

Insurance of officers

(a)   Insurance of officers

During the financial year, Australian Library and Information Association Ltd paid a premium of $3,504 to insure the directors and officers of the company.

The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of the company, and any other payments arising from liabilities incurred by the officers in connection with such proceedings. This does not include such liabilities that arise from conduct involving a wilful breach of duty by the officers or the improper use by the officers of their position or of information to gain advantage for themselves or someone else or to cause detriment to the company. It is not possible to apportion the premium between amounts relating to the insurance against legal costs and those relating to other liabilities.

Proceedings on behalf of the company

No person has applied to the Court under section 237 of the *Corporations Act 2001* for leave to bring proceedings on behalf of the company, or to intervene in any proceedings to which the company is a party, for the purpose of taking responsibility on behalf of the company for all or part of those proceedings.

No proceedings have been brought or intervened in on behalf of the company with leave of the Court under section 237 of the *Corporations Act 2001.*

Directors' report

Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out on page 5.

This report is made in accordance with a resolution of directors.

Viv Barton
Vice-President

Monika Szunejko
Director

Canberra ACT

2020

HOUSTON & HANNA
CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

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**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF THE AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION
LIMITED**

I declare that, to the best of my knowledge and belief during the year ended 31 December 2019 there have been:

(i)   no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit;

(ii)   no contraventions of any applicable code of professional conduct in relation to the audit

K.D. Hanna FCA, Auditor

Date 25/3/20.

Australian Library and Information Association Ltd
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These financial statements are the financial statements of Australian Library and Information Association Ltd as an individual entity. The financial statements are presented in the Australian currency.

Australian Library and Information Association Ltd is a company limited by guarantee, incorporated and domiciled in Australia. Its registered office and principal place of business is:

Australian Library and Information Association Ltd
ALIA House
9-11 Napier Close
DEAKIN ACT 2600

A description of the nature of the entity's operations and its principal activities is included in the directors' report on page 1, which is not part of these financial statements.

The financial statements were authorised for issue by the directors on 26 March 2020. The directors have the power to amend and reissue the financial statements.

Statement of profit or loss and other comprehensive income

	Notes	2019 $	2018 $
Revenue from Continuing Operations	1	3,873,002	3,502,636
Administration expenses		(199,477)	(181,507)
Awards and honorarium expenses		(26,645)	(11,781)
Bank and merchant fees		(23,866)	(37,699)
Conference expenses		(1,029,462)	(866,970)
Contractors and consultant expenses		(91,900)	(82,859)
Depreciation and amortisation expense		(72,519)	(159,600)
Employee benefits expense		(1,447,171)	(1,432,006)
Information technology expenses		(75,128)	(71,690)
Insurance expense		(29,434)	(34,097)
Property maintenance expenses		(198,369)	(139,648)
Publication expenses		(131,701)	(147,082)
The Reading Hour		(132,506)	(113,502)
Travel and accommodation expenses		(105,381)	(121,070)
Utilities		(79,556)	(87,748)
Other expenses		(62,945)	(89,676)
Total expenses		**(3,706,060)**	**(3,576,935)**
Profit (Loss) for the year		**166,942**	**(74,299)**
Other comprehensive income			
Net gain on revaluation of non-current assets		355,408	-
Total comprehensive income for the year		522,350	(74,299)
Total comprehensive income for the year is attributable to:			
Members of Australian Library and Information Association		522,350	(74,299)

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Statement of financial position

	Notes	2019 $	2018 $
ASSETS			
Current assets			
Cash and cash equivalents	2(a)	532,587	386,347
Investments	2(c)	2,698,450	2,887,388
Trade and other receivables	2(b)	386,046	505,167
Total current assets		**3,617,083**	**3,778,902**
Non-current assets			
Plant and equipment	3(a)	125,564	169,447
Leasehold Land and Building-at independent valuation	3(a)	5,300,000	4,473,374
Work in progress- property (at cost)		-	328,482
Intangible assets	3(c)	-	24,443
Total non-current assets		**5,425,564**	**4,995,746**
Total assets		**9,042,647**	**8,774,648**
LIABILITIES			
Current liabilities			
Trade and other payables	2(d)	1,369,032	1,662,824
Provisions	3(d)	91,209	73,087
Total current liabilities		**1,460,241**	**1,735,911**
Non-current liabilities			
Provisions	3(d)	33,214	31,895
Total non-current liabilities		**33,214**	**31,895**
Total liabilities		**1,493,455**	**1,767,806**
Net assets		**7,549,192**	**7,006,842**
EQUITY			
Reserves	4(a)	4,379,250	4,003,842
Retained earnings	4(b)	3,169,942	3,003,000
Total equity		**7,549,192**	**7,006,842**

The above statement of profit or loss and other comprehensive income should be read in
conjunction with the accompanying notes

Statement of changes in equity

	Retained earnings	Reserves	Revaluation reserve	Total equity
	$	$	$	$
Balance at 1 January 2018	3,077,299	115,285	3,888,557	7,081,141
Profit (Loss) for the period	(74,299)	-	-	(74,299)
Other comprehensive income	-	-	-	-
Transfer to reserves	-	-	-	-
Balance as 31 December 2018	3,003,000	115,285	3,888,557	7,006,842
Balance at 1 January 2019	3,003,000	115,285	3,888,557	7,006,842
Profit (Loss) for the period	166,942	-	-	166,942
Other comprehensive income	-	-	355,408	355,408
Transfer to reserves	-	20,000	-	20,000
Balance as 31 December 2019	3,169,942	135,285	4,243,965	7,549,192

The above statement of profit or loss and other comprehensive income should be read
in conjunction with the accompanying notes

Statement of cash flows

	Notes	2019 $	2018 $
Cash flows from operating activities			
Receipts from customers (inclusive of goods and services tax)		3,187,459	4,290,749
Payments to suppliers and employees (inclusive of goods and services tax)		(3,174,452)	(4,503,869)
		13,007	(213,120)
Interest received		71,224	76,381
Net cash (outflow) inflow from operating activities		**84,231**	**(136,739)**
Cash flows from investing activities			
Allocation to reserves		20,000	-
Proceeds from investments (Payments for investments)		188,938	733,398
Payment for property, plant and equipment		(4,193)	(63,483)
Payment for work in progress		(142,736)	(328,482)
Net cash (outflow) from investing activities		**62,009**	**341,433**
Net (decrease) in cash and cash equivalents		146,240	204,694
Cash and cash equivalents at the beginning of the financial year		386,347	181,653
Cash and cash equivalents at end of year	2(a)	**532,587**	**386,347**

The above statement of cash flows should be read in conjunction with the accompanying notes

1 Revenue

	2019	2018
	$	$
Membership fees	1,414,813	1,391,525
Events/conference income	1,153,430	897,131
Professional services income	302,791	226,487
Publishing/advertising income	268,064	228,644
Groups income	69,500	191,369
Sale of merchandise	50,276	37,168
The Reading Hour	132,506	113,502
Sundry revenue	37,235	95,341
	3,428,615	3,181,167
Other income		
Interest revenue	60,598	76,259
Rental income	383,789	245,210
Total other income	444,387	321,469
Total revenue from continuing operations	3,873,002	3,502,636

(a) Recognising revenue from major business activities

Revenue is recognised for the major business activities using the methods outlined below.

(i) Membership fees

Membership fees are brought to account as income in the period to which the membership fee relates. The portion of membership fees received that relates to the following financial year is brought to account at balance sheet date as income in advance.

(ii) Interest income

Interest income is recognised using the effective interest method. When a receivable is impaired, the company reduces the carrying amount to its recoverable amount, being the estimated future cash flow discounted at the original effective interest rate of the instrument, and continues unwinding the discount as interest income. Interest income on impaired loans is recognised using the original effective interest rate.

(iii) Rental revenue

Revenue from rental is recognised on an accrual basis.

(iv) Conference income

Conference revenue is measured at fair value of the consideration received or receivable and is recognised as revenue in the year in which the event is held. Conference revenue received for conferences not held by reporting date is recognised as income in advance.

2 Financial assets and financial liabilities

(a) Cash and cash equivalents

	2019	2018
	$	$
CURRENT		
Cash at bank and in hand	532,587	386,347
Total cash and cash equivalents	532,587	386,347

(b) Trade and other receivables

	2019	2018
	$	$
CURRENT		
Trade and other receivables	158,314	43,221
Prepayments	209,181	432,769
Accrued income	18,551	29,177
	386,046	505,167

(c) Held-to-maturity investments

	2019	2018
	$	$
CURRENT		
Term deposits	2,698,450	2,887,388
Total investments	2,698,450	2,887,388

(d) Trade and other payables

	2019	2018
	$	$
CURRENT		
Trade payables	57,924	156,334
Other payables	347,193	79,073
Project funds in advance	85,125	851,019
Income in advance	878,790	576,398
	1,369,032	1,662,824

3 Non-Financial assets and liabilities
(a) Leasehold land and building, plant and equipment

	Leasehold land and building $	Office equipment $	Fixtures and Fittings $	Total plant and equipment $
At 31 December 2018				
Cost	4,652,946	142,614	635,317	777,931
Additions	-	63,483	-	63,483
Accumulated depreciation	(179,572)	(113,575)	(558,392)	(671,967)
Net book amount	4,473,374	92,522	76,925	169,447
Year ended 31 December 2019				
Opening net book amount	4,473,374	92,522	76,925	169,447
Additions	471,218	-	4,193	4,193
Gain on revaluation	355,408	-	-	-
Depreciation charge	-	(28,485)	(19,591)	(48,076)
Closing net book amount	5,300,000	64,037	61,527	125,564
At 31 December 2019				
Cost	4,944,592	206,097	635,317	841,414
Additions	-	-	4,193	4,193
Gain on revaluation	355,408	-	-	-
Accumulated depreciation	-	(142,060)	(577,983)	(720,043)
Net book amount Note 5.	5,300,000	64,037	61,527	125,564

(i)   Depreciation methods and useful lives

Depreciation is calculated using the straight-line method to allocate their cost or revalued amounts, net of their residual values, over their estimated useful lives or, in the case of leasehold improvements and certain leased plant and equipment, the shorter lease term as follows:

- Buildings   30 years
- Furniture and fittings   3 - 11 years
- Computer equipment   1 - 3 years
- Leasehold improvements   10 years

Land and buildings are shown at fair value, based on periodic, but at least triennial, valuations by external independent valuers, less subsequent depreciation for buildings. Any accumulated depreciation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset. All other property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Non-financial assets and liabilities

(b) Leasehold land and building

(i) Leasing arrangements

The property is leased to tenants under long term operating leases with rentals payable monthly. Minimum lease payments receivable on leases of the investment property are as follows:

	2019 $	2018 $
Within one year	352,584	254,178
Later than one year but not later than 5 years	705,168	400,140
	1,057,752	654,318

(c) Intangible assets

	Software	Software
At 31 December 2018		
Cost	479,486	479,486
Accumulated amortisation	(455,043)	(436,532)
Net book amount	24,443	42,954
Year ended 31 December 2019		
Opening net book amount	24,443	42,954
Additions	-	-
Amortisation charge	(24,443)	(18,511)
Closing net book amount	-	24,443
At 31 December 2019		
Cost	479,486	479,486
Accumulated amortisation	(479,486)	(455,043)
Net book amount	-	24,443

(d) Provisions

	2019			2018		
	Current $	Non-Current $	Total $	Current $	Non-Current $	Total $
Employee benefits	91,209	33,214	124,423	73,087	31,895	104,982
	91,209	33,214	124,423	73,087	31,895	104,982

(i) Provision for long-term employee benefits

A provision has been recognised for employee entitlements relating to long service leave. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based on historical data. The measurement and recognition criteria relating to employee benefits have been included in note 11(e).

4 Equity

(a) Reserves

	2019	2018
	$	$
Asset revaluation reserve	4,243,965	3,888,557
Research fund reserve	38,519	38,519
Anne Harrison trust reserve	96,766	76,766
	4,379,250	4,003,842

	2019	2018
	$	$
Movements:		
Asset revaluation reserve		
Balance 1 January	3,888,557	3,888,557
Revaluation of leasehold land and building	355,408	-
Balance 31 December	4,243,965	3,888,557
Research fund reserve		
Balance 1 January	38,519	38,519
Transfer to (from) reserves	-	-
Balance 31 December	38,519	38,519
Anne Harrison Trust reserve		
Balance 1 January	76,766	76,766
Transfer to reserve	20,000	-
Balance 31 December	96,766	76,766

(i) Nature and purpose of reserves

Asset revaluation reserve

The asset revaluation reserve records the revaluation of property, plant and equipment.

Research fund reserve

This reserve records funds set aside for all awards administered by the ALIA Research Committee.

Anne Harrison trust reserve

This reserve records funds set aside for the Anne Harrison Award, which is awarded every two years.

(b) Retained earnings

	2019	2018
	$	$
Balance 1 January	3,003,000	3,077,299
Net profit (loss) for the period	166,942	(74,299)
Balance 31 December	3,169,942	3,003,000

5   Critical estimates, judgements and errors

The preparation of financial statements requires the use of accounting estimates which, by definition, will seldom equal the actual results. Management also needs to exercise judgement in applying the company's accounting policies.

Impairment

The Company's leasehold land and building was independently valued at 21 June 2019 at $5,300,000. The valuation, prepared by Knight Frank in Canberra, was based on the capitalisation approach and broadly supported by the direct comparison approach.

The company assesses impairment at each reporting date by evaluating the conditions and events specific to the company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations.

6   Contingent liabilities and contingent assets

As at balance date the entity has no known contingent liabilities or contingent assets (2018: $Nil).

7   Commitments

(a)   Non-cancellable operating leases

	2019	2018
	$	$
Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows;		
Due within 12 months	5,784	5,784
Due greater than 12 months but less than 5 years	17,352	17,352
	23,136	23,136

(b) Conference commitments

The Australian Library and Information Association has commitments outstanding for a conference.

The value of these commitments at 31 December 2019 is $460,000 (2018 $601,425).

8   Events occurring after the reporting period

Two significant circumstances have arisen since 31 December 2019 and may affect the company's operations in future financial years, or the results of those operations in future financial years, or the company's state of affairs in future financial years. In February 2020, the ALIA board confirmed its intentions to list the ALIA House property for sale in May 2020. When the property is sold, the proceeds will be invested in a balanced investment vehicle, adding substantially to the Association's cash reserves.
The second was the worldwide COVID-19 pandemic, which led to the cancellation of the planned National Conference to be held in Sydney N.S.W. in May 2020. The estimated cost of this cancellation to the company will be up to $518,000.   Although this is a significant amount, the company will be able to absorb this unbudgeted expense due to its strong reserves built up over many years. However, the full impact of COVID-19 in terms of future membership subscriptions has yet to be experienced and could not be assessed at this point.

9   Related party transactions

The Board members did not receive any remuneration in connection with services provided.

(a) Key management personnel compensation

The totals of remuneration paid to key management personnel (KMP) of the company during the year are as follows:

	2019	2018
	$	$
Key management personnel compensation	(4 personnel) 480,956	(3 personnel) 402,690

10   Members' liability

The company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of $20 each towards meeting any outstanding obligations of the company. At 31 December 2019, the total number of members was 4,496 (2017: 4,496).

11   Summary of significant accounting policies

(a)   Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements of the Australian Accounting Standards Board and the Corporations Act 2001. The company is a not-for-profit entity for financial reporting purposes under the Australian Accounting Standards.

(i)   Historical cost convention

These financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

(ii) Compliance with Australian Accounting Standards - Reduced Disclosure Requirements

The financial statements of the Australian Library and Information Association Ltd comply with Australian Accounting Standards - Reduced Disclosure Requirements as issued by the Australian Accounting Standards Board (AASB).

a)   Revenue recognition

Revenue recognition –contracts with customers
AASB 15 requires revenue to be recognised when control of a promised good or service is passed to the customer at an amount which reflects the expected consideration.
The customer for these contracts is the fund provider.
Revenue is recognised by applying a five-step model as follows:
1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price
5. Recognise revenue

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability. This is the case for application fees for new members, which are recognised as income over the expected term of membership.
None of the revenue streams of the company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Contract assets arise when work has been performed on a particular program and goods or services have been transferred to the customer but the invoicing milestone has not been reached and the rights to the consideration are not unconditional. If the rights to the consideration are unconditional then a receivable is recognised. No impairment losses were recognised in relation to these assets during the year (2018: $nil).

Contract liabilities generally represent the unspent grants or other fees received on the condition that specified services are delivered or conditions are fulfilled. The services are usually provided, or the conditions usually fulfilled within 12 months of receipt of the grant / fees. Where the amount received is in respect of services to be provided over a period that exceeds 12 months after the reporting date or the conditions will only be satisfied more than 12 months after the reporting date, the liability is presented as non-current. Where the monies are received for the company to acquire or construct an item of property, plant and equipment which will be controlled by the company then the funds are recognised as a contract liability and amortised to revenue as and when the obligation is satisfied.

Grant income
Assets arising from grants in the scope of AASB 1058 are recognised at their fair value when the asset is received. These assets are generally cash but maybe property which has been donated or sold to the company at significantly below its fair value.

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11. Summary of significant accounting policies Cont.

(a) Basis of preparation Cont.

Once the asset has been recognised, the Company recognises any related liability amounts (e.g. provisions, financial liabilities).

Once the assets and liabilities have been recognised then income is recognised for any difference between the recorded asset and liability

(b) Capital grants
Capital grants received under an enforceable agreement to enable the company to acquire or construct an item of property, plant and equipment to identified specifications which will be controlled by the company (once complete) are recognised as revenue as and when the obligation to construct or purchase is completed.
For construction projects, this is generally as the construction progresses in accordance with costs incurred since this is deemed to be the most appropriate measure of the completeness of the construction project as there is no profit margin.
For acquisitions of assets, the revenue is recognised when the asset is acquired and controlled by the company.

(c) Property, plant and equipment

The company's accounting policy for land and buildings is explained in note 3(a) and 6. All other property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Cost may also include transfers from equity of any gains or losses on qualifying cash flow hedges of foreign currency purchases of property, plant and equipment.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. The carrying amount of any component accounted for as a separate asset is derecognised when replaced. All other repairs and maintenance are charged to profit or loss during the reporting period in which they are incurred.

Increases in the carrying amounts arising on revaluation of land and buildings are recognised, net of tax, in other comprehensive income and accumulated in reserves in equity. To the extent that the increase reverses a decrease previously recognised in profit or loss, the increase is first recognised in profit or loss. Decreases that reverse previous increases of the same asset are first recognised in other comprehensive income to the extent of the remaining surplus attributable to the asset; all other decreases are charged to profit or loss.

The depreciation methods and periods used by the group are disclosed in note 3(a).

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount (note 11(d)).

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in profit or loss. When revalued assets are sold, it is company policy to transfer any amounts included in other reserves in respect of those assets to retained earnings.

(d) Financial Instruments
Initial recognition and measurement
Financial assets and financial liabilities are recognised when the Association becomes a party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that the Association commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted). Financial instruments are initially measured at fair value plus transactions costs except where the instrument is classified at fair value through profit or loss in which case transaction costs are expensed to profit or loss immediately.

11. Summary of significant accounting policies Cont.
(d) Financial Instruments

Financial Assets
Classification and subsequent measurement
Financial assets with the implementation of AASB 9 Financial Instruments for the first time in 2019, the entity classifies its financial assets in the following categories:
financial assets at fair value through profit or loss;
financial assets at fair value through other comprehensive income; and
financial assets measured at amortised cost.

The classification depends on both the entity's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition. Financial assets are recognised when the entity becomes a party to the contract and, as a consequence, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date. Comparatives have not been restated on initial application.

Financial Assets at Fair Value Through Other Comprehensive Income (FVOCI)
Financial assets measured at fair value through other comprehensive income are held with the objective of both collecting contractual cash flows and selling the financial assets and the cash flows meet the SPPI test. Any gains or losses as a result of fair value measurement or the recognition of an impairment loss allowance is recognised in other comprehensive income.

Financial Assets at Amortised Cost
Financial assets included in this category need to meet two criteria: 1. the financial asset is held in order to collect the contractual cash flows; and 2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount. Amortised cost is determined using the effective interest method.

Effective Interest Method
Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost. Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

Financial Liabilities at Amortised Cost
Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Impairment of Financial Assets
Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to lifetime expected credit losses where risk has significantly increased, or an amount equal to 12-month expected credit losses if risk has not increased.

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses.
A write-off constitutes a derecognition event where the write off directly reduces the gross carrying amount of the financial asset.

(e) Impairment of assets
Intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value-in-use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows which are largely independent of the cash inflows from other assets or groups of assets (cash-generating units). Non-financial assets other than goodwill that suffered an impairment are reviewed for possible reversal of the impairment at the end of each reporting period.

11. Summary of significant accounting policies Cont.

(f) Employee benefits

Provision is made for the company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements. Those cash outflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows.

Contributions are made by the entity to an employee superannuation fund and are charged as expenses when incurred.

(g) Cash and cash equivalents

For the purpose of presentation in the statement of cash flows, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities in the statement of financial position.

(h) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the taxation authority is included with other receivables or payables in the balance sheet.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the taxation authority, are presented as operating cash flows

(i) Income tax

No provision for income tax has been raised as the entity is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997.*

11. Summary of significant accounting policies Cont.

(j) Intangible assets

Software

Software is initially recognised at cost. It has a finite life and is carried at cost less any accumulated amortisation and impairment losses. Software has an estimated useful life of between one and five years. It is assessed annually for impairment.

(k) Provisions

Provisions are recognised when the company has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

(l) Comparative figures

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

(m) Trade and other payables

These amounts represent liabilities for goods and services provided to the company prior to the end of financial year which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition. Trade and other payables are presented as current liabilities unless payment is not due within 12 months from the reporting date. They are recognised initially at their fair value and subsequently measured at amortised cost using the effective interest method.

(n) Leases

Leases accounting policy for year ended 31 December 2019

At inception of a contract, the company assesses whether a lease exists – i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration. This involves an assessment of whether:

- The contract involves the use of an identified asset – this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right, then there is no identified asset.
- The Company has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use
- The Company has the right to direct the use of the asset i.e. decision-making rights in relation to changing how and for what purpose the asset is used.

The company has elected not to separate non-lease components from lease components and has accounted for all leases as a single component.
At the lease commencement, the company recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the company believes it is reasonably certain that the option will be exercised.
The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives.

The right-of-use asset is depreciated over the lease term on a straight-line basis and assessed for impairment in accordance with the impairment of assets accounting policy. The right-of-use asset is assessed for impairment indicators at each reporting date.
The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the company's incremental borrowing rate is used.
Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the company's assessment of lease term.

11. Summary of significant accounting policies Cont.

(n) Leases Cont.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

The company has elected to apply the exceptions to lease accounting for leases of low-value assets. For these leases, the company recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

(o) New accounting standards and interpretations

There are no other standards that are not yet effective and that are expected to have a material impact on the entity in the current or future reporting periods and on foreseeable future transactions.

Directors' declaration

In the directors' opinion:

(a)   the financial statements and notes set out on pages 6 to 22 are in accordance with the *Corporations Act 2001,* including:

(i)   complying with Accounting Standards, the *Corporations Regulations 2001* and other mandatory professional reporting requirements, and

(ii)   giving a true and fair view of the entity's financial position as at 31 December 2019 and of its performance for the year ended on that date, and

(b)   there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of directors.

Viv Barton

Vice-President

Monika Szunejko
Director

Canberra ACT

2020

HOUSTON & HANNA
CHARTERED ACCOUNTANT

K D Hanna FCA (Principal)

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INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
AUSTRALIAN LIBRARY AND INFORMATION ASSOCIATION LIMITED
ACN: 090 953236

Opinion

I have audited the financial report of Australian Library and Information Association Limited ("the Company") which comprises the statement of financial position as at 31 December 2019 the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In my opinion, the accompanying financial report of the Company is in accordance with the *Corporations Act 2001*, including:

a) giving a true and fair view of the Company's financial position as at 31 December 2019 and of its financial performance for the year then ended; and

b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

Basis for 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 our report. I am independent of the Company in accordance with the auditor independence requirements of the *Corporations Act 2001* and 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 our audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

I confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's Report.

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

Liability limited by a scheme approved under Professional Standards Legislation

HOUSTON & HANNA
CHARTERED ACCOUNTANT

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                   0414 526 136

email: kim@khanna.com.au

Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

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 our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with 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.

As part of an audit in accordance with the Australian Auditing Standards, I exercise professional judgement and maintain professional skepticism throughout the audit.

I identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

K D Hanna FCA (Principal)

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I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.

I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

I conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

I evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during my audit.

I also provide the directors with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards
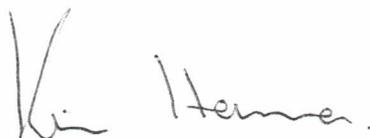
K D Hanna FCA
Principal
Houston & Hanna
Canberra:
Dated: 30/3/2020