



Australian Library and  
Information Association

# ANNUAL REPORT 2025





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[www.alia.org.au](http://www.alia.org.au)

Front cover image: Jindabyne Library.

# President's Report



It is with bittersweet feelings that I provide my final report as ALIA President. As is the case every year when I look through the pages of this report, I am proud to be part of a profession that continues to demonstrate such commitment, creativity and impact in communities across Australia because of our dedicated workforce.

It is with bittersweet feelings that I provide my final report as ALIA President. As is the case every year when I look through the pages of this report, I am proud to be part of a profession that continues to demonstrate such commitment, creativity and impact in communities across Australia because of our dedicated workforce.

One of the highlights for me over the course of my tenure as President has been the growing recognition of public libraries as essential partners in delivering on key Federal Government priorities. From strengthening social cohesion and supporting democratic participation to helping communities navigate major changes in the aged care system, libraries are increasingly acknowledged as trusted institutions with a vital role to play. As we continue to build the evidence base for this essential role within communities across Australia, ALIA continues to advocate for increased funding to match.

I have also been pleased to see our relationships with sector partners continue to strengthen and mature. Australia Reads, and the Australian Media Literacy Alliance, both now incorporated bodies, are important allies in championing reading, media literacy and informed citizenship. These collaborations broaden the advocacy ALIA can deliver on behalf of libraries of all types and reinforce the importance of the library and information profession in Australia's cultural and civic life.

However, the major milestone this year has been the development of the *Respect and Recognition of Aboriginal and Torres Strait Islander Peoples, Cultures and Country in Australian Libraries* course. This initiative was developed in conjunction with the Jumbunna Institute for Indigenous Education and Research at the University of Technology Sydney and represents an important step in supporting the sector to deepen understanding, build respectful practice and embed recognition of First Nations knowledges and cultures across our work.



It is crucial that the Australian library sector supports and represents Indigenous people's library and information needs and this course was designed to connect participants to the central Core Domain of the ALIA LIS Workforce Framework, introducing and building on capabilities in this area. It also links to the Aboriginal and Torres Strait Islander Contexts Professional Knowledge Domain, providing a foundational introduction to specialised professional knowledge areas required for working with Indigenous information and knowledge.

As I conclude my term as President, I leave this role knowing the Association is in a strong and positive position, supported by a committed CEO and team, an engaged membership, and a clear sense of purpose about the role libraries play in Australia's future. The work undertaken over the past three years has strengthened our voice, deepened our partnerships and positioned ALIA to continue advocating for the breadth of libraries and the varied communities they serve.

It is now time to pass the responsibility of leadership to the incoming President and new Board members, including our first independent Board member. I offer them my very best wishes as they take up this important work. It is always sad to step away from a role that has been such a significant part of my professional life, and I do so reassured that ALIA is well placed for the future. Our profession remains resilient, innovative and united in its commitment to serving all our communities across Australia.

Thank you to all ALIA members for my opportunity to serve.

**Jane Cowell**

ALIA President



# Chief Executive Officer's Report



Welcome to the 2025 Annual Report of the Australian Library and Information Association. This is our second year reporting against ALIA's Strategic Plan 2024-2026, and it is rewarding to see our progress across its nine priorities aimed at strengthening our foundations, growing and connecting our membership, and working with partners to advance the advocacy, workforce and profile of the library and information sector.

We took several steps in 2025 to strengthen member benefits:

- Following extensive consultation we announced a change to the institutional fee model so that it is based on the number of full time equivalent staff employed by the institution. This change comes into effect on 1 July 2026 and better reflects the potential value to institutions and their staff.
- We surveyed our corporate members in late 2025 and will be launching additional benefits in 2026. The survey revealed strong support for a shift in focus where corporate members will be referred to as industry partners. This reflects their important role in the sector and will be seen through increased visibility and member engagement.
- We regularly promoted opportunities for ALIA members to take part in national initiatives such as the Prime Ministers Literary Awards, Citizen Science Corners, ABC Radio National's Top 100 Books and ABC Education's media literacy workshop resources.
- We provided access to affordable access to affordable quality professional development opportunities with significant discounts and many free offerings. IWe also hosted Info Online over three days and the New Librarians Symposium NLSXI.
- In 2025 a total of 77 events were held by ALIA Special Interest and Regional Groups with over 5000 registrants overall. This involves many hours of volunteer time which provides benefits for the whole sector and free professional development for members.



As Jane Cowell mentioned in her report, building strong partnerships with government agencies and other national organisations remained central to ALIA's work in 2025. The partnership with the Office for Social Cohesion in the Department of Home Affairs has been particularly groundbreaking. In addition to the 750 programs rolled out through 125 libraries across Australia the three things that have stood out for me are:

- The willingness of the Department to give libraries the autonomy to curate programs that would best support their community.
- The monthly online catch up sessions with participating library staff which has consistently had more than 80 attendees for the full hour. The sharing of ideas and successes has been inspiring.
- The stories from community members who have participated in the programs and sometimes attended the library for the first time.

A new [partnerships page](#) on the ALIA website showcases the range of partnerships in place and

promotes future opportunities. Collaboration with national partners also helps amplify the impact libraries have at the local level—demonstrating not only the essential role libraries play in supporting literacy, learning, digital access and community wellbeing across Australia, but also the interconnectedness of the organisations and communities working together to achieve these outcomes.

I want to thank all ALIA members and colleagues in the sector for continuing to support us in our work, the hundreds of volunteers who contribute their time and expertise through our Regional and Special Interest Groups, Advisory and Sector Committees and of course the ALIA Board. I also want to thank the ALIA staff who work tirelessly behind the scenes to turn ideas into action. ALIA is lucky to have such a strong and dedicated team and as an added bonus they are a pleasure to work with!

**Cathie Warburton**  
CEO



# Chief Operating Officer's Report



Income from our partnerships with the Department of Home Affairs and the Department of Health and Aged Care contributed to ALIA posting a profit for the year of \$273k versus a budgeted loss of (\$631k). Income of \$1,415k was offset by payments to participating libraries during the year of \$908k. The difference of \$507k remains to be paid out to libraries during 2026 to complete these projects. ALIA recognised project management income related to these projects of \$219k.

If the income and expenditure from the projects is stripped out of the P&L, the result is a loss of (\$234k) which is \$397k better than budgeted. This can be attributed to both income performing better than expected and savings in expenditure categories.

Membership income finished the year \$33k above budget due in part to an increase in membership numbers. Income from the Information Online conference held in March finished \$130k better than budgeted, driven by a strong uptake of the multi-viewer option and other flexible viewing options. Interest income from our managed fund and term deposits contributed \$91k more than budgeted to the result. Advertising income across all platforms was significantly under budget, offset by better than expected royalties for JALIA with the category finishing \$19k under budget.

Concerted efforts to reduce expenditure resulted in savings against budget across several areas, particularly in the staffing budget. Salaries finished \$154k below budget, the result of workload rebalancing when staff turnover occurred during the year.

As well as savings across salaries and associated staffing expenses, there were also savings across ICT expenses and travel.

The managed fund investment portfolio with Playfair Tan finished the year valued at just over \$7 million versus \$6.4m at the end of December 2024. The 12-month return of 4.19% was muted, but since

inception, the portfolio has appreciated by \$1.35m or 22.92%. The ALIA Investment Strategy was reviewed and updated by the Board during 2025 to expressly increase the focus on responsible investing in line with ALIA's Code of Ethics and Code of Conduct. Specific investment exclusions have now been spelt out, ensuring direct investments in sectors like fossil fuel producers, tobacco companies, gambling companies and others are excluded. A copy of the ALIA Investment Policy Statement can be found under Member Resources on the ALIA website.

It was also a big year in the Governance space, with members voting to amend the Constitution at the 2025 AGM. This amendment changes the makeup of the Board, allowing for ALIA's first Independent Director to be appointed. A Board Nominations Committee was established to oversee this process. The current Board was surveyed and the resulting skills matrix was used to prepare the position description for the appointed Director. The recruitment process is now underway, with the successful candidate to be announced in line with the successfully elected member Directors in mid-April.

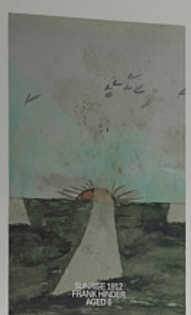
We look forward to continuing this work in 2026 and hope to see you all at the ALIA National 2026 Conference in Rosehill in May.

**Kylie Fiddy**  
COO ALIA Chief Operating Officer

ey Dawson-Damer Children's Art Library

WE HAVE A DOG  
CALLED KIM,  
HE IS BETTER  
THAN TIM.  
HE ALWAYS JUMPS,  
AND SOMETIMES  
GETS THE MUMPS.  
HE'S QUITE A PUP  
AND DRINKS  
OUT OF  
A CUP.  
HE WEARS  
A COLLAR, WHICH IS  
WORTH A DOLLAR.

KIM 1997  
RACHEL BOWLING  
AGED 12



CHILDHOOD  
ARTWORKS BY  
AUSTRALIAN  
ARTISTS



SCAN HERE TO  
LEARN MORE



# 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 providing expert advice to decision-makers on the profession's behalf.

There are 16 ALIA staff working in the Australian Capital Territory, New South Wales, South Australia and Victoria.

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## Our Purpose Statement

*A strong library and information services sector for a thriving democracy.*

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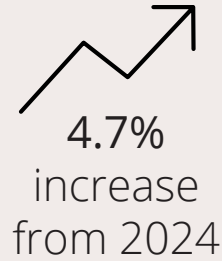
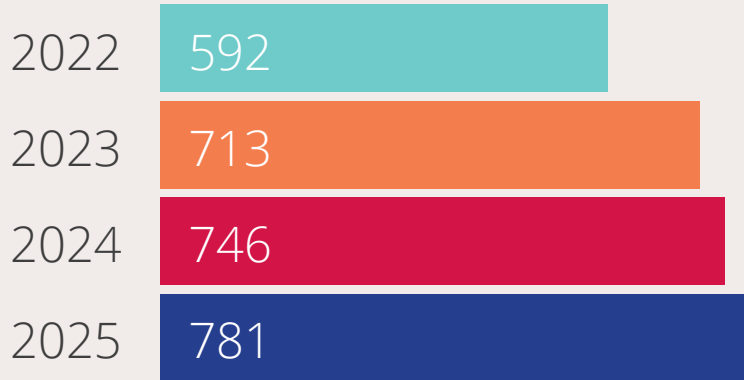
## Our Membership

Total active membership as at 31st December 2025 was 3,997, a slight increase on 2024. There was a 4.7% increase in new members during 2025 but the retention rate decreased from 84% in 2024 to 81% in 2025.

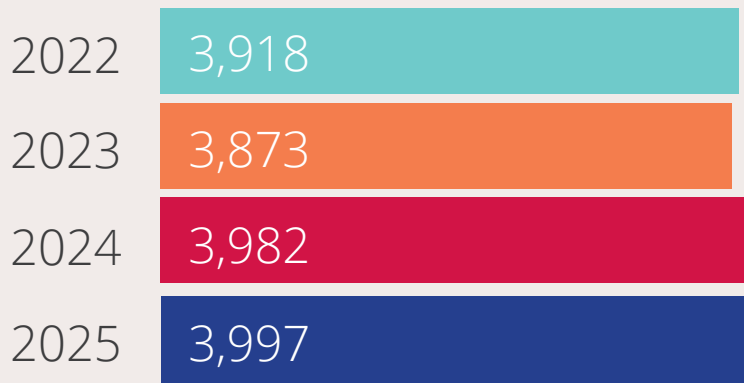


# Membership

## New Members



## Total Membership



## Membership by Category

3,423

Individuals

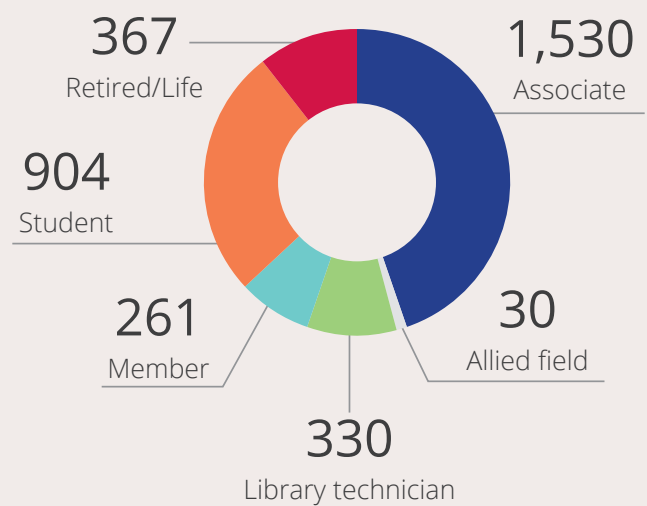
556

Institutions

18

Corporate

## Individuals by Member Type



# ALIA Membership Pins



ALIA recognises the contribution and commitment of its members through a series of membership and service pins. These pins acknowledge long-standing membership, volunteer service and significant contributions to the work of the Association and the broader library and information sector. Presented at key events and ceremonies, they provide a visible symbol of professional dedication and celebrate the vital role members play in strengthening ALIA and the communities it serves.

## 25 Year Pin

Anthony Hornby  
 Barrie Gillespie  
 Carmel O'Sullivan  
 Cathie Miles  
 Eleanor Thomas  
 Jason McArthur  
 Judith Finter  
 Judith Hurst  
 Kaye Sullivan  
 Kelly Gray  
 Leesa Philip  
 Matthew Adams  
 Michelle Little  
 Rachael Bahl  
 Sreeranjini Panicker  
 Stephen McQuade  
 Sunny Ngai  
 Suzana Sukovic  
 Suzanne Hughes  
 Suzanne White  
 Sylvia Yee  
 Vicki Sellick

## 30 Year Pin

Alexandra Nicholson  
 Camille Peters  
 Catherine Kelso  
 Catherine King  
 Chitra Karunanayake  
 Ebe Kartus  
 Jane Orbell-Smith  
 Janetta Mascilongo

Janine Smith  
 Jennifer Corbin  
 Karlene Hall  
 Kylie Hassan  
 Lydie Bacot  
 Lynda Colquhoun  
 Margarita Moreno  
 Megan Tsui  
 Michelle Head  
 Rosa Serratore  
 Rowena Brannigan  
 Sandra Von Allmen  
 Sharon Benstead  
 Susan Egan  
 Therese Robin  
 Vanessa Murphy  
 Vera Pohl  
 Vicki Edmunds  
 Yi-shan Soo  
 Yvonne Hands

## 40 Year Pin

Alison Griffith  
 Anna Raunik  
 Anne Jones  
 Gillian Hallam  
 John Sloan  
 Merran Walsh  
 Pru Mitchell  
 Renya Spratt  
 Sue Johnston  
 Susan White

## 50 Year Pin

IGrace Cheng  
 Jane McBarron  
 Janet Grimsdale  
 Jennifer Rothville  
 John Rodwell  
 Kathleen Mary Schmidt  
 Margaret Harvey  
 Susan Roberts

## 60 Year Pin

Elizabeth Rowe  
 Elsie Goodram  
 Heather Treadgold  
 Janine Schmidt  
 Les Howard  
 Lorraine Welsh  
 Margaret Thomson  
 Pamela Reid  
 Robyn Cook

## Silver Pin

ALIA Silver Pin is available to ALIA Personal Members who have served a minimum of five terms (five years) or more on an ALIA Group or Committee.

Alissa McCulloch  
 Nicole Hunt



# Our Performance Against the Strategic Plan



Reporting against the [ALIA Strategic Plan 2024-2026](#) provides an opportunity to reflect on the practical steps we are taking to support our members and the wider library and information services sector. Below are highlights from 2025 with links to further information.

## Evolving Our Membership

- Launched the [Institutional Member Handbook](#) providing key information for accessing and managing an Institutional Membership.
- Conducted a **Corporate Membership** survey to better understand the needs, priorities and future expectations of this important member group, helping to inform the ongoing development of ALIA's corporate engagement and benefits. A key outcome of the survey was to refer to them as Industry Partners to reflect the evolving nature of our relationship and their importance to the sector.
- Created new opportunities for members through partnerships with **ABC Radio National's Top 100 Books** countdown and the **Prime Minister's Literary Awards**, including free promotional resources, competitions for free book packs and expressions of interest to host award-winning authors in libraries.



Radio National display at Noosa Libraries (photo courtesy of Noosa Libraries).

- Commenced planning for the transition of **INCITE into a dynamic digital hub**, evolving the publication to better serve members with more timely content, expanded opportunities for contributors, and new ways to connect and engage with the sector year-round.

## Scaling Our Member Base

- **New Special Interest Groups** – New Special Interest Groups were formed in 2025 including the [ALIA Digital Literacy](#) and [Enterprise Information Management Groups](#). Planning and consultation began on revising the structure of the **Students and New Graduates Group**, with the aim of strengthening support for this important cohort.
- Offered [two bursaries supporting Aboriginal and Torres Strait Islander LIS professionals](#) to attend the International Indigenous Librarians' Forum in Toronto, funded through a generous bequest from Gabrielle Watt.





Aged Care Hub at High Wycombe Library (photo courtesy of High Wycombe Library)

## Securing Our Funding

- **Partnership with the Australian Department of Health, Disability and Ageing** to host Aged Care Reform Hubs in 30 public libraries between August and November in all states and territories except ACT and Tasmania. This was the third consecutive year of this successful partnership.
- **Grant from the Department of Industry, Science and Resources** to support public libraries to establish **Citizen Science Corners** and workshops with scientists. Each participating library received a Citizen Science Kit and \$500 stipend.
- **Partnership with Department of Home Affairs' Office of Social Cohesion** to deliver a pilot program in 115 public libraries and 10 university libraries around Australia. Participating libraries received \$9,000 plus GST, training and resources eg sample program plans based on key themes around social cohesion.
- Implemented a **2.5% increase to membership fees** from 1 July 2025—the first rise in personal membership fees since 2019—and adjusted training course fees to support financial sustainability while strengthening the value of member discounts.



Citizen Science display (photo courtesy of Kwinana Public Library).



Digital Literacy session at Citylibraries Aitkenvale (photo courtesy of Citylibraries Aitkenvale).

## Equipping The Future Workforce

- Launched the **ALIA Principles for Multicultural Collections and Services**, developed over more than three years by the ALIA Multicultural Special Interest Group.
- Launched the online professional development course **Respect and Recognition of Aboriginal and Torres Strait Islander Peoples, Cultures and Country in Australian Libraries** in partnership with the Jumbunna Institute at the University of Technology Sydney.
- Updated the **ALIA Ethics 101** course to incorporate the **ALIA Code of Ethics for the Australian LIS Workforce**.
- Established the **ALIA Library and Information Services Workforce Advisory Committee (LISWAC)** to advise ALIA's Board on matters relating to the LIS workforce, including trends and emerging issues.
- Released the revised **ALIA Skills, Knowledge and Ethics Framework**, ensuring it remains current and responsive to the sector's evolving needs.
- Released **four new policies to support school leaders and library staff** to provide guidance on the expectations for school library resourcing, activities, and staffing across Australia.
- Updated the **Research initiatives and engagement page** on the ALIA website and launched the new **AI Resources page**.
- Supported members throughout 2025 in defending free access to information through our **Freedom to Read** resources and updates.



- Held the **ALIA Information Online** conference bringing together more than 2,000 professionals to explore themes of Indigenous Knowledges, sustainability in GLAMR, and the future of library technology.

## Deepening Connection And Belonging

- Hosted a free **Volunteer with IFLA webinar** to support ALIA members who are interested in contributing to the international community.
- Welcomed new Committee members to the **New Generation Advisory Committee** strengthening member engagement across ALIA's advisory structures.
- Continued support for the **Aboriginal and Torres Strait Islander Expert Group**.
- Held the **New Librarians' Symposium** highlighting the contributions of new graduates and early career professionals, with programming addressing the opportunities and challenges facing the next generation of the library and information workforce.
- Delivered the **fortnightly ALIA News e-newsletter** as a key point of connection with the broader sector, alongside ongoing improvements to the ALIA website to enhance accessibility, usability and member engagement.

## Empowering Local Leadership

ALIA's Regional Groups provide important opportunities to showcase local leadership across the library and information sector. Through events, networking and professional activities, these groups bring members together to share ideas, build connections and respond to issues relevant to their communities. Some highlights from 2025 include:

- ALIA GLAM Top End – ran a **tour of the new CDU Library & Library & Archives NT** and organised the **NT Library & Information Excellence Award and Project Showcase**.
- ALIA Gold Coast Library Network - hosted a range of **social activities**, including **meetups** at HOTA, Miami Marketta, and the Gold Coast show, and another of their famous **op-shop walking tours**.
- ALIA Island – organised the “Libraries for Good” **forum**, a **tour of the Mornington Core Library & Geoscience Library**, and an end of year **social networking** event in Hobart.
- ALIA NSW – organised a **tour of Yellamundie Library** (Liverpool), hosted a **Library Excellence Awards webinar**, and hosted the End of Year **Networking and Awards Night**.
- ALIA QLD – ran the **Library Carpentry webinar series**, hosted their annual **Trivia Night**, and hosted the **ALIA QLD Mini-Conference**.
- ALIA SA – organised a **tour of the Ngutungka Henley Library**, ran a **social board games night**, and hosted the **South Australian Library and Information Awards (SALIAs)** and **End of Year Celebration**.



- ALIA South Coast (NSW) - held their fourth **GLAMawarra Conference**: organised **tours** of the Shoalhaven City Library and Regional Gallery, the **Kirawee Library +**, and the Hazelhurst Gallery, and held an **end of year event** at the **Resin Brewery**.
- ALIA VIC – organised **tours** of the **Australian Queer Archives** and the **National Meteorological Library**, held two CSU **student meet-ups**, ran a **Library Speed Dating** event, hosted their first **Book Week Soiree**, and facilitated a “Librarians without Libraries” **discussion panel**. They also launched the inaugural **Victorian Library and Information Award**, recognising excellence across Victoria’s library and information sector.
- ALIACT – held a **social networking** night with CSU students, and organised a **tour** of the **High Court of Australia Library**.
- ALIA West – held a “Cocktails and Cuisine” **networking dinner**, had the **F.A. Sharr Award Presentation** at the Library Board Awards Night, organised the “Connect, Create & Collaborate” **symposium**, and ran their annual **quiz night**.
- TropicALIA - hosted a **networking dinner** for QPLA delegates and a “Bookmas” **end of year celebration**.
- For more detail on ALIA’s Regional Groups, [click here](#).

## Setting A National Agenda For Library And Information Services

- Ongoing **advocacy to government** on issues important to the sector and the broader community—including media and digital literacy, access to information, copyright reform, and the implications of AI. Key submissions included the ALACC Submission to the Senate Standing Committees on Legal and Constitutional Affairs Inquiry into the Copyright Amendment Bill 2025, Submission to the Senate Standing Committee on Environment and Communications into the National Cultural Policy, and we provided feedback for the Occupation Standard Classification for Australia (OSCA) maintenance strategy.
- Developed the **Australian Public Libraries Statistical Report 2023–24** jointly with NSLA, highlighting the strong resurgence in library use nationwide, while also reinforcing the need for sustainable investment as demand for services continues to grow.
- **National Simultaneous Storytime 2025** – brought together more than 2.1 million children across Australia and around the world to read *The Truck Cat* by Deborah Frenkel and Danny Snell, delivered in partnership with Hardie Grant Publishing, Story Box Library, Australia Reads & BookPeople, Twinkl, Museum of Australian Democracy, Copyright Agency Reading Australia, and Key Word Sign Australia.





## Building Profile For Position

- Led **high-profile media engagement** throughout 2025, contributing to national conversations on media literacy, school libraries, the Public Libraries Statistical Report, the value of public libraries, and the Respect and Recognition training course.
- Delivered a **Library and Information Week** program, *'To Read or Not To Read: Literacy Matters'*, highlighting the many barriers to reading and the vital role libraries play in supporting literacy, access to information, and inclusive learning across communities.
- Election collaboration with the **Books Create Australia** coalition uniting publishers, booksellers, authors, and libraries in a powerful joint election platform advocating for investment in reading and libraries.



## Purposeful Collaboration

- **Australian School Library Day** – worked closely once again with Students Need School Libraries on the Australian School Library Day which took place on 21 August. The theme for 2025 was 'School Libraries Build Bright Futures'.
- **Australian Media Literacy Alliance (AMLA)** - AMLA became an incorporated association in early August with ALIA as one of the founding members. It is hoped that AMLA will work closely with the Department of Infrastructure to design and deliver Australia's first national media literacy strategy.



- **Australia Reads** – Following their launch as an independent entity, Australia Reads Ltd was successful in securing funding of \$900K over three years (2026-2028) as a Delivery Partner of Writing Australia. ALIA CEO Cathie Warburton has been appointed as Deputy Chair.
- **Kids Alive do the Five** - ALIA and the Australian Public Library Alliance partnered with Kids Alive Do The Five to support libraries around Australia are hosting engaging and water safety themed Spring Safe Storytime programs for families.



# 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.

There were no elections during 2025 with the Board continuing in their roles. Emilia Bell resigned their position on the Board during November 2025, with Bruce Munro taking up the vacant position. The Vice President role was handed from Karina Lamb to Lisa Bateman during the year, the position being a one year appointment.



ALIA Board of Directors as at December 2025. (L to R) - Jane Cowell, Lisa Bateman, Lisa Capps, Nicole Johnston, Karina Lamb, Bruce Munro and Janette Wright.

## Board of Directors as at December 2025

Jane Cowell, President  
Lisa Bateman, Vice President  
Lisa Capps  
Nicole Johnston  
Karina Lamb  
Bruce Munro  
Janette Wright

## Committees of the Board as at December 2025

### ***ALIA Finance Committee***

Karina Lamb (Chair)  
Bruce Munro  
Janette Wright

### ***ALIA Governance and Risk Committee***

Janette Wright (Chair)  
Lisa Bateman  
Nicole Johnston

### ***ALIA Accreditation and Standards Committee***

Nicole Johnston (Chair)  
Lisa Bateman  
Lisa Capps





# Advisory Committees

**Advisory Committees** advise the ALIA Board in those areas where the Board actively seeks advice on a regular basis in alignment with the Strategic Plan. The ALIA Board appoints members to Advisory Committees.

## Advisory Committee Highlights 2025

### Aboriginal and Torres Strait Islander Expert Group

The ALIA Aboriginal and Torres Strait Islander Expert Group (ATSIEG) advises the ALIA Board on matters and engagement relating to Indigenous colleagues in the library and information sector in Australia, and seeks to ensure that Aboriginal and Torres Strait Islander voices from the sector and across Australia are better heard.

#### Key activities

- Provided guidance on the bequest funds to support bursaries to attend the International Indigenous Librarians' Forum.
- Contributed expert content and reviewed the Respect and Recognition of Aboriginal and Torres Strait Islander Knowledges, Cultures, and Country course.
- Participated in the ATSILIRN (Aboriginal and Torres Strait Islander Library, Information and Resource Network) Symposium in November at UTS to mark 30th anniversary of ATSILIRN.
- Provided feedback for the review of the ALIA Skills, Knowledge and Ethics Framework for the LIS Workforce.

**Committee members:** Lesley Acres (Chair), Tui Raven, Rebecca Bateman, Ryan Stoker, Damien Webb, Jacinta Burukumalawuy,

#### Members who stepped down in 2025:

Yanyi Ropeyarn (1 meeting)

**Board liaison:** Karina Lamb

**Meetings:** The Expert Group met four times during 2025.

### New Generation Advisory Committee

The New Generation Advisory Committee (NGAC) exists to help strengthen the participation of recently graduated library and information professionals in the Association. The Committee provides advice to the ALIA Board of Directors and ALIA House staff on issues of relevance to students and new professionals to inform development and delivery of services for new professional and student members, with the aim of ensuring the Association's relevance to these groups.

#### Key activities:

- Committee members presented a panel - *New Generation Stories of Early LIS Career Experiences Across Australia* at the *New Librarians' Symposium XI* on 6 September 2025.

**Committee members:** Raelee Lancaster (Co-Chair, Louise Monday (Co-Chair) Jr, Claire Garrett, Flax Soetjandra, Laura Verrelli, Jacqui O'Mara, Rebecca de Haan, Joanne Ridgers, Jerrie Johnston, Philip Moszczyński, Amy Sowinski ALIA Staff Liaison Amy Walduck, ALIA Board Liaison Emilia Bell.

**Meetings:** Quarterly.

## Research Advisory Committee

The ALIA Research Advisory Committee (RAC) was formed in September 2013 as a successor to the Research Committee. Its role is to advise the ALIA Board of Directors on LIS research and related fields in Australia and internationally. RAC supports the administration of the bi-annual ALIA Research Grant Award, provides advice on key areas of research activity, priorities and gaps, trends and issues for the LIS sector. RAC also provides insights into research infrastructure changes, funding and policies, as well as collaborative research opportunities, platforms and strategies. Coordinated submissions for the Researcher Insights column in INCITE, spotlighting academic research, practitioner research, and research students.

### Key activities:

- Seven new Committee members were selected and appointed for a three year term commencing September 2025.
- Contributed to redevelopment of [Research initiatives and engagement](#) page on the ALIA website
- Complete the 2024 ALIA Research Grant *Voices of change: Harnessing LIS Student Insights to Transform Information Literacy Education with Gen AI and UDL*, including a webinar in December to present its findings.

### Committee members at the close of 2025:

Dr Elizabeth Tait (Chair); Kelly Ann Smith; Anita Dewi; Emma Gerts; Keiran Hegarty; Lydia Hartwig; Sarah Brundrett

**Members who stepped down in 2025:** Dr Edward Luca (finished his term as Co-Chair in December 2025), Ania Tait, Dr Ellie Sayyad Abdi, Dr Huan Vo Tran, Megan O'Connor, Dr Mozhdeh Dehghani, Liz Walkley-Hal

**Board liaison:** Lisa Capps

**Meetings:** The Committee met three times during the year in February, June, and October.

## LIS Workforce Advisory Committee

2025 was the inaugural year of the LIS Workforce Advisory Committee (LISWAC). Following the conclusion of the 3 year LIS Workforce Advisory Board, LISWAC was formally established in December 2024 as a permanent ALIA Advisory Committee in recognition of the importance of cross-sectoral advice on workforce matters to ALIA ongoing policy, education and training work.

LISWAC provides ongoing advice to the ALIA Board on matters relating to the LIS workforce, including:

- Trends and emerging issues for the LIS workforce.
- The ALIA Framework of Skills, Knowledge and Ethics for the LIS Workforce (the Framework) including review.
- The annual LIS workforce survey.
- Trends and emerging issues for LIS education.
- Other matters as requested.

After a thorough selection process, 12 members were appointed to LISWAC, representing ALIA's key sector groups and relevant industry bodies. Michael Gonzalez, representing the Council of Australian University Libraries (CAUL), was appointed as Chair. The Committee's first meeting was held in April, and the Committee hit the ground running with a full program of work during 2025.



## Key activities:

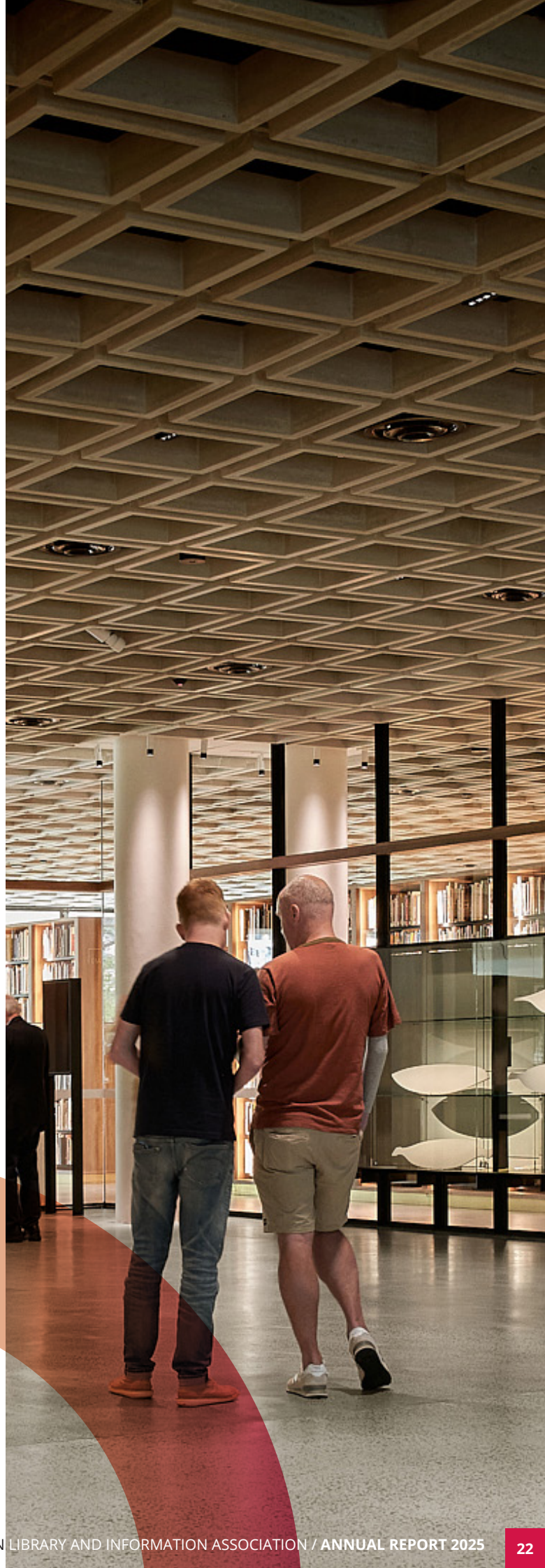
- Review of the [ALIA Framework of Skills, Knowledge and Ethics for the Library and Information Services Workforce](#), including publication of an updated Framework
- A sector-wide survey of trends, changes and opportunities across Australia's LIS workforce. The survey had an unprecedented response rate of over 800 member and non-member respondents. Analysis of the results will be completed in 2025.

**Committee members:** Michael Gonzalez, Ben Conyers, Peta Harding, Vicki McDonald, Adele Casey, Alison Oliver, Joanne Clarke, Catherine Barnes, Gemma Siemensma, Karen Collier, Louise Monday, Lesley Acres, Gaby Haddow, Julie Barkman

**Members who stepped down in 2025:** Jack Kelly

**ALIA liaison:** Jessica Coates

**Meetings:** The Committee met once during the year in April.





# Sector Committees

**Sector Committees** are for those LIS sectors where an independent body (eg National and State Libraries Australasia, Council of Australasian University Librarians, Australian Law Librarians Association, Association of Parliamentary Libraries of Australasia) does not exist.

## Sector Committee Highlights 2025

### Australian Public Library Alliance (APLA)

The ALIA Australian Public Library Alliance (APLA) is the peak body for public libraries in Australia. The committee comprises the chair of every state-based public library association, a senior representative from the ACT, Northern Territory and Tasmanian library services.

#### Key activities:

- Released the Australian public libraries statistical report 2023-2024 in collaboration with NSLA.
- Sponsored a research project into increasing occupational violence in public libraries to be conducted by Associate Professor Jane Garner
- Supported the National Alliance for Libraries and the Early Years Statement of Commitment and participated in the Early Years National Forum hosted by State Library of Queensland
- Supported the Kids Alive Do the 5 – Spring Safe Storytime campaign in libraries
- Promoted ABC Radio National's inaugural Top 100 Books for the 21st Century
- Promoted the third year of a partnership with the Department of Health and Aged Care's program in public libraries to promote the aged care reforms
- Promoted the opportunity to participate in the Community Cohesion project funded by the Office for Social Cohesion in the Department for Home Affairs

**Members:** Nicole Hunt (QPLA & Chair), Adele Casey (NSW & Deputy Chair), Penny Davies (ACT), Anna Ingram (NT), Pepper Mickan (SA), Simon Jones/ Kathleen Priestley (TAS), Felicity Macchion (VIC), Alison Oliver (WA), Cathie Warburton (ALIA),

**Secretariat:** Lisa Slingsby (ALIA)

**Board liaison:** Janette Wright

**Meetings:** The committee met four times during 2025.

### Health Libraries Australia

Health Libraries Australia (HLA) is the national professional organisation representing librarians and information professionals working in all health sectors including: hospitals and other clinical facilities, research institutes, regulatory agencies, pharmaceutical and biotechnology companies, government departments, regional health services, professional colleges, universities, cooperative research centres, not-for-profit and community organisations, and parts of public library services. The vision of Health Libraries Australia is that all Australians benefit from health library and information professionals' expertise that is integral to evidence-based health care.

## Key activities:

- Ran 13 lunchtime seminars offering a mix of paid training workshops, online sessions, face-to-face events, and other learning opportunities.
- Held a two-day face-to-face conference in Sydney, and the three communities of practice—AHLMC (Australian Health Library Managers Collaborative), AI HLIS (AI Health Library and Information Services), and Health Librarians—continued to attract strong participation.
- Undertook advocacy activities including a submission with ALIA Draft National Health and Medical Research (NHMR) strategy consultation; National Safety and Quality Health Service (NSQHS) Standards .
- Published 2 issues of the Journal of Health Information and Libraries Australasia (JoHILA).
- Awarded the HLA/Telstra Health Digital Health Innovation Award 2025.

**Committee members:** Gemma Siemensma (Chair); Michele Gaca (Secretary); Alana McDonald (Treasurer), Jane Orbell-Smith, Rob Penfold, Rolf Schafer, Angela Smith, Daniel McDonald, Lori Korodaj, Sally Simpson, Glynis Jones, Darcy Stephenson.

**ALIA Staff Liaison:** Amy Walduck

**ALIA Board Liaison:** Emilia Bell.

**Meetings:** Monthly.

## VET Libraries Australia

The Vocational Education Training (VET) Libraries Advisory Committee advises the ALIA Board of Directors on the development of a strategic program for members working in vocational libraries or with interests in vocational librarianship. The Committee coordinates and maintains the National Reciprocal Borrowing Scheme to support students studying externally, and it is involved in advocacy for the sector.

## Key activities:

- Released the ALIA TAFE Library Survey Report 2024 from a survey conducted in 2024 seeking feedback about how changes in structure and funding have affected TAFE libraries and the library and information (LIS) professionals who run them.
- Updated the National Reciprocal Borrowing Scheme.
- Co-delivered the ALIA VET Libraries Australia Conference *Adding Value in VET* in October 2025.

**Committee members:** Joanne Clark (Chair), Angela Orth and Catherine Hoey (Qld), Kiah Rogers (WA), Jane Bollard (Tas), Wanda Pomeroy (SA), Claire Stalker-Booth (ACT), Margherita Meeking (Vic),

**ALIA Staff Liaison:** Amy Walduck

**ALIA Board Liaison:** Lisa Bateman

**Meetings:** Quarterly.



## Australian Coalition of School Libraries

The Australian Coalition for School Libraries (ACSL) advises the ALIA Board on policy for the school library sector and has a highly active role in school library advocacy and campaigns. ACSL provides a united and professional voice to advocate for Australian school libraries and school library staff. The coalition comprises representatives from the state-based school library associations and the Australian School Library Association.

### Key activities:

- Coordinated release of four ALIA ACSL school library policy statements. Communications were sent to education leaders across the country, which opened doors for meetings with local associations.
- Australian School Library Day 2025 on 21 August on the theme 'School libraries: All the Literacies'
- Draft *Statement of Media Literacy and School Libraries* developed in collaboration with the Australian Media Literacy Alliance (AMLA). Launch planned for 2026.
- Standards of Professional Excellence for Teacher Libraries document - crosswalk completed against ALIA LIS Framework and AITSL Teacher Standards.
- Information Fluency Framework (IFF) – Exploring adaptation of NSW IFF into a national framework.
- Recommended Minimum Information Services Staffing – Sub-committee established to replace outdated Table 6 model.
- School Library Association of New Zealand Aotearoa (SLANZA) representatives attended ALIA ACSL meeting as observers; agreed to maintain informal connections.
- The Students Need School Libraries (SNSL) campaign was reaffirmed as an ALIA ACSL advocacy arm.

**Members:** Representatives from ALIA, the Australian School Library Association (ASLA), School Library Association New South Wales (SLANSW), School Library Association South Australia (SLASA), School Library Association Victoria (SLAV), Queensland School Library Association (QSLA), and Western Australian School Library Association (WASLA).

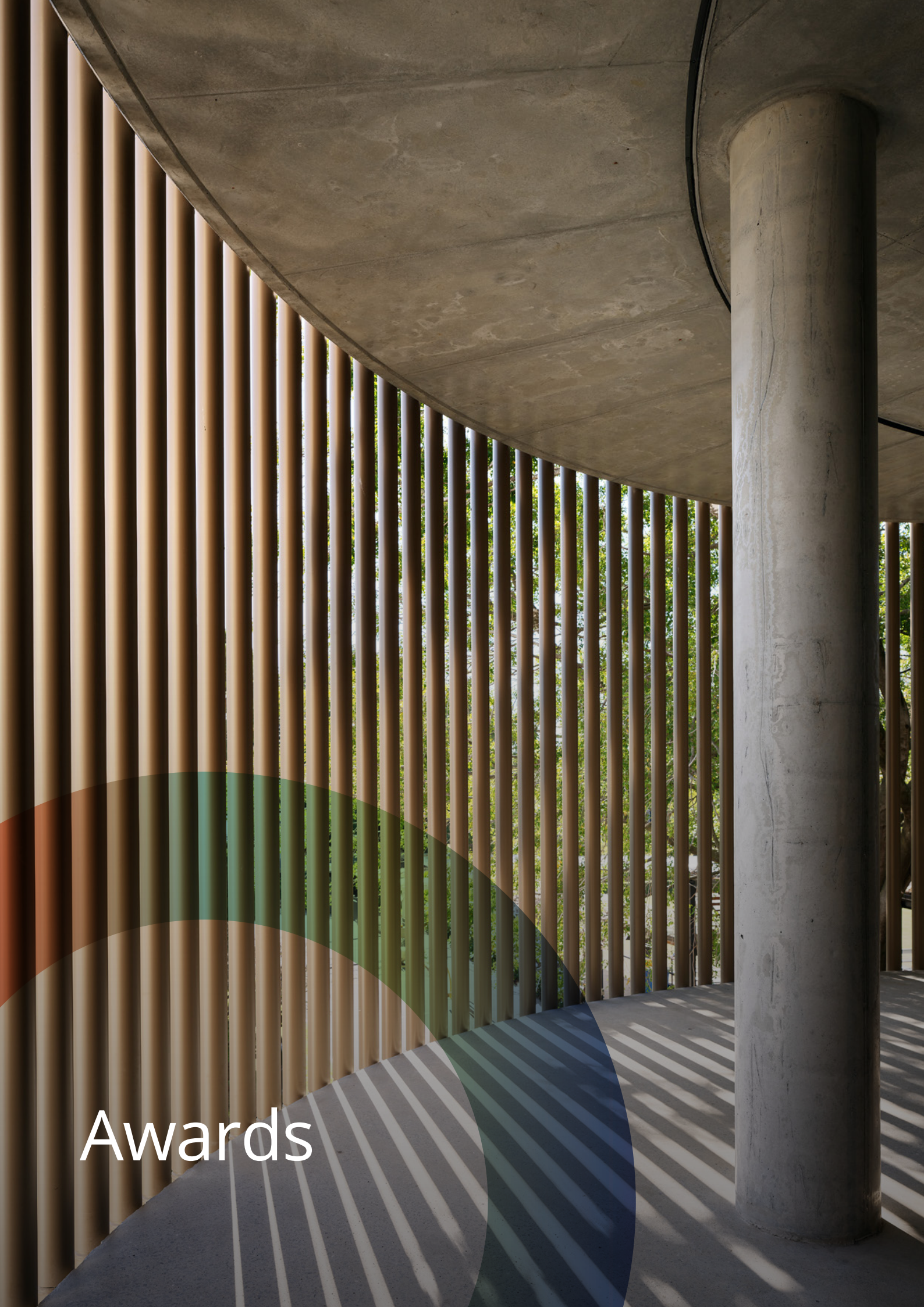
**Meetings:** The Coalition met four times in 2025, with the May meeting taking place face-to-face at Concordia College in Adelaide.

## ALIA Special Interest Group Highlights 2025

- ALIA Adult Literacy – held **5 online sessions** covering strategies for supporting adult learners and featuring guest speakers Sally Thompson and social worker Liz Flattery.
- Australasian Libraries in Emergency and Security (ALIES) – held **a catch up on Australian Emergency Management Library collections.**
- ALIA Community on Resource Description (ACORD) – hosted a **BIBFRAME Downunder** webinar, online **Cataloguers Drop-in Sessions** and **online sessions** for the **Resource Description Community of Practice** and **Schools Cataloguing Community of Practice**
- ALIA Digital Literacy – formed and began **planning** for 2026
- ALIA Digitisation and Preservation – held **4 online professional development sessions** covering in house and external digitization, copyright, ethical practices for digital collections and a digital preservation tools demonstration.
- ALIA Disability – held a **webinar** on navigating mental health for professionals in the **GLAM industry.**

- ALIA Enterprise Information Management - formed and began **planning** their 2026 community of practice webinars
- ALIA Green – developed new **Terms of Reference**.
- ALIA LARK – held **2 webinars** covering connections and collaborations in public libraries and AI, and a **LARK Circle session** facilitated by Bhuva Narayan and Suzana Sukovic.
- ALIA Law Librarians QLD – hosted **3 social networking sessions** including an **informal chat about AI**.
- ALIA Library Technicians - held **2 webinars**: ALIA Lib Tech Takeaways- Highlights from Information Online and Baby steps for AI.
- ALIA Multicultural – launched the **ALIA Principles for Multicultural Collections and Services** and hosted a **webinar on amplifying multicultural and multilingual initiatives** featuring Dr Elaine Lafortenza from University Technology Sydney.
- ALIA Rare Books and Special Collections – **online and in-person catch ups** covering careers in rare books, encountering different kinds of 'rare', cataloguing standards, a virtual collection tour and panel event, and philanthropy.
- ALIA Resource Sharing – held a **webinar and sharing session on the ILRD Code**.
- ALIA Schools – held **4 professional learning webinars** covering ethics and school libraries, engaging readers, maximising your budget and AI, launched the **ALIA Schools Code of Ethics**, and a **podcast called For the Love of Libraries**.
- **ALIA Students and New Graduates (SNGG)** -
- ALIA West Australian Library Technicians (WALT) - organised a "Tech Talk" networking event, **celebrated their 45th birthday**, had a networking dinner, and ran a **social board games day**.
- For more details on ALIA's Special Interest Groups, [click here](#).





# Awards



Amy Sheaffe, winner of the 2025 Charlotte Henry Study Grant (photo courtesy of Amy Sheaffe)

## Charlotte Henry Study Grant

*An annual grant of up to \$5000 for an ALIA Member who is studying for a Masters qualification in library and information science through an ALIA accredited education provider.*

The 2025 recipient of the Charlotte Henry Study Grant was **Amy Sheaffe**. Amy has industry experience working both as a teacher and in a rural public library in Queensland. She will be undertaking a research project on the impact of libraries in early literacy in remote/rural low socio-economic communities.

## Group and Committee Awards

### HLA/Telstra Health Digital Health Innovation Award

*The HLA/Telstra Health Digital Health Innovation Award is funded by Telstra Health and maintained by the ALIA Health Libraries Australia group. It focuses on innovation projects in health care information delivery with practical outcomes.*

The winners of the HLA/Telstra Health Digital Health Award were **Cherish McDonald** and **Julia Gollan**, from the Hunter New England Local Health District, for their project *The Changing Face of Medicine - Oral History*.

### F A Sharr Award – ALIAWest

*Presented to a Western Australian librarian or library technician in their first four years post-graduation who exhibits the most potential to make a significant contribution to the library profession in Western Australia.*

The F A Sharr Award was presented to **Brooke Donabie** for her enthusiasm and dedication to the Western Australian library sector. Brooke champions graphic novels as a powerful tool for improving literacy and fostering a love of reading, emphasising their underappreciated literary merit and capacity to enhance critical thinking.



Brooke Donabie, winner of the 2025 F A Sharr Award.



Dr Helen Weston, winner of the 2025 Queensland Library Achiever of the Year Award

## Queensland Library Achiever of the Year Award – ALIA QLD

*The Queensland Library Achiever of the Year Award is an annual merit prize for an individual working in any sector of the library and information profession in Queensland. It aims to promote innovation and excellence within the library and information profession.*

The 30th annual Queensland Library Achiever of the Year Award went to **Dr Helen Weston**, Head of Library at The Rockhampton Grammar School and the Convenor of ALIA Schools. In these roles she has led pioneering work in establishing “Citizen Science Corners” in school libraries and supported the broader roll-out of the concept to school and public libraries nationally.



Samantha Figueroa, winner of the 2025 NSW Library & Information Excellence Award.

## NSW Library & Information Excellence Award - ALIA NSW

*Launched in 2024, the NSW Library & Information Excellence Award is an annual merit prize which celebrates and recognises the work of an individual working in the New South Wales LIS sector. The award aims to promote library innovation and excellence and celebrate ALIA member achievements.*

The winner of the 2025 NSW Library & Information Excellence Award was **Samantha Figueroa** of Wollongong City Libraries. Samantha was awarded for the Hill 60 Stories initiative. Hill 60 is a collection of oral history interviews preserving the knowledge and memories of Aboriginal Traditional Owners, custodians, and knowledge holders with deep connections to Hill 60, Port Kembla, NSW.





(L to R) Carol Cheng, winner of the 2025 NT Library & Information Excellence Award, Zoran Opacic, winner of the 2025 SALIA (photo courtesy of Eli Mir), Pru Mitchell, winner of the inaugural Victorian Library and Information Award (photo courtesy of Bonnie Oliver)

## NT Library & Information Excellence Award - ALIA GLAM Top End

*The NT Library & Information Excellence Award is an annual merit prize which celebrates and recognises the work of an individual working in any sector of the library and information profession in the Northern Territory.*

The winner for the 2025 NT Library & Information Excellence Award was **Carol Cheng** from the City of Darwin Libraries. Through a series of strategic programs, Carol created meaningful opportunities for engagement, collaboration, and empowerment for newcomers to the Top End.

## South Australia Library and Information Awards (SALIAs) – ALIA SA

*Launched in 2023, the SALIAs acknowledge the dedication, innovation, and excellence demonstrated by library professionals in South Australia, and celebrate the achievements of those who have made a significant impact in their respective fields.*

The winner of the 2025 SALIA was **Zoran Opacic** from Public Library Services at the State Library

of South Australia. Zoran expanded the reach of digital literacy programs to regional communities, delivering high-quality training to both library staff and community members. This has assisted South Australians to build essential digital skills and engage confidently with emerging technologies.

## The Victorian Library and Information Award (VLIA) - ALIA Vic

*Launched in 2025, the annual Victorian Library and Information Award (VLIA) honours individuals for exceptional achievements, innovation, and commitment to advancing library and information services in Victoria. It aligns with ALIA's mission to empower the profession through leadership, advocacy, and the delivery of quality services.*

**Pru Mitchell** from the Australian Council for Educational Research the winner of the 2025 VLIA. The award acknowledged Pru's career spanning volunteer work – where she has mentored students and new graduates; volunteered for Wikimedia and the Advisory Board for Teacher Librarianship at Charles Sturt University; and is sought out by others because of her knowledge, skills and experience.

# Student Awards

Every year the highest achieving students enrolled in ALIA accredited LIS qualifications are recognised through the ALIA student awards. Each ALIA accredited institution is eligible to present one student award per course and graduating year, however, on request, some institutions are granted two awards, one for face-to-face and one for online students.

In 2025, graduates have continued to demonstrate great determination to excel in their studies and launch into or further their library and information careers. Congratulations goes out to all graduating students and to the LIS educators who continue to deliver high quality courses and go above and beyond to support every student to succeed. Special congratulations go to the ALIA Student Award winners listed below.

## ALIA Student Award Winners 2025

TAFE		
Box Hill Institute	Susan Bacic ALIATec	Diploma of Library and Information Services
North Metro TAFE	Kimiko Holder ALIATec	Diploma of Library and Information Services
Swinburne Institute of Technology	William Dharmawan Mathews ALIATec	Diploma of Library and Information Services (face-to-face)
	Lukas Eliot Akal ALIATec	Diploma of Library and Information Services (online)
TAFE NSW – Northern Region (Newcastle)	Belinda-Ann Gronland ALIATec	Diploma of Library and Information Services
TAFE NSW – Sydney Region (Ultimo)	Not yet informed	Diploma of Library and Information Services (face-to-face)
		Diploma of Library and Information Services (online)
TAFE NSW Digital	Angela Starling ALIATec	Diploma of Library and Information Services
TAFE Queensland Brisbane	Connor Bowman ALIATec	Diploma of Library and Information Services
TAFE Queensland Online Learning (TQOL)	Sarah Lynch ALIATec	Diploma of Library and Information Services

## UNIVERSITY

Charles Sturt University	Bianca Bullivant AALIA	Master of Information Studies
Charles Sturt University	Antonia Mocatta AALIA	Graduate Diploma of Information Studies
Charles Sturt University	Fiona Pepper AALIA	Bachelor of Information Studies
Charles Sturt University	Hannah Titchmarsh AALIA	Master of Education (Teacher Librarianship)
Curtin University	Tayla Keeffe AALIA	Master of Information Science
Curtin University	Melissa Bradshaw AALIA	Master of Information Science (Extended)
Curtin University	Fiona Holbeach AALIA	Graduate Diploma in Information and Library Studies
University of South Australia	Rebecca Daly AALIA	Master of Information Management, Library & Information Management
University of South Australia	Tanja van Loon AALIA	Graduate Diploma of Information Management, Library & Information Management



## Distinguished Certified Professionals

At the conclusion of five consecutive years in the ALIA CPD Scheme with the accumulation of 150 or more hours of CPD, financial ALIA Associate, Library Technician and Allied Field members working in the industry are invited to apply for Distinguished Certified Professional (DCP) status. In 2024, 21 ALIA members successfully applied for DCP status. We commend these members for their ongoing commitment to professional learning and the positive impact this creates for the sector.

Name	Date Conferred
Sam Searle AALIA (DCP)	13 January 2025
Nicholas Pavlovski AALIA (DCP)	31 March 2025
Serena Griffin AALIA (DCP) Health	17 April 2025
Phoebe Radford AALIA (DCP) Public Library	20 May 2025
Sujesh Nair AALIA (DCP) Public Library	1 July 2025
Rachelle Anne Orodio AALIA (DCP) Data	1 July 2025
Natalie Keen AALIA (DCP) Public Library	15 July 2025
Chris Meeking AALIA (DCP) VET Libraries	15 July 2025
Martin Van Dinteren AALIA (DCP) Schools	24 July 2025
Loris Gulliver ALIA Allied Field (DCP)	28 July 2025
Karen Andrews AALIA (DCP) Public Library	29 July 2025
Saara Kahkonen AALIA (DCP) Health	15 September 2025



## ALIA CPD Scheme Honour Roll

The ALIA CPD Scheme Honour Roll acknowledges and celebrates professional members who have met the requirements of the ALIA CPD Scheme for ten or more consecutive years. In 2025, 9 members were added to the Honor Roll.

Name	In CPD Scheme since	Date conferred
Phoebe Radford AALIA (DCP) Public Library	1 July 2015	13 January 2025
Kerrie Burn AFALIA (DCP) Research/Academic	1 July 2003	25 March 2025
Kathryn Steel AALIA (DCP)	1 July 2000	26 May 2025
Greig Williams AALIA (DCP)	1 July 2014	25 June 2025
Alisa Clark AALIA (DCP)	1 July 2012	7 July 2025
Emily Wilson AALIA (DCP)	1 July 2015	8 July 2025
Clare Thorpe AALIA (DCP)	1 July 2009	8 July 2025
Michelle Gaca AALIA (DCP) Health	1 July 2015	26 November 2025
Kathryn Bailey AALIA (CP) Government	1 July 2015	2 December 2025

## Scholarships

Each year ALIA presents a scholarship to an Aboriginal or Torres Strait Islander student who is undertaking a qualification at Charles Sturt University that leads to ALIA Associate Membership.

The recipient for 2025 was:

- Lauren Castino – Master of Education (Teacher Librarianship)

The scholarship includes an ALIA student membership for one year, \$5,000 towards learning expenses, a placement in the ALIA Mentoring Scheme and the option of a one-week placement at ALIA head office in Canberra.





# Financials

# **Australian Library and Information Association Limited**

**ABN: 40 090 953 236**

**Financial Statements**

**For the Year Ended 31 December 2025**

# Australian Library and Information Association Limited

40 090 953 236

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For the Year Ended 31 December 2025

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# Australian Library and Information Association Limited

ABN: 40 090 953 236

## Directors' Report For the Year Ended 31 December 2025

The directors present their report on Australian Library and Information Association Limited for the financial year ended 31 December 2025.

### 1. General information

#### Directors

The names of the directors in office at any time during, or since the end of, the year are:

<b>Names</b>	<b>Position</b>	<b>Appointed/Resigned</b>
Jane Cowell	President	Appointed 30 May 2023
Karina Lamb	Director	Appointed 6 May 2024
Nicole Johnston	Director	Appointed 30 May 2023
Lisa Bateman	Vice President	Appointed 6 May 2024
Emilia Bell	Director	Appointed 6 May 2024, resigned 21 November 2025
Lisa Capps	Director	Appointed 6 May 2024
Janette Wright	Director	Appointed 16 May 2022, reappointed 16 June 2024
Bruce Munro	Director	Appointed 21 November 2025

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

#### Principal activities

The principal activity of Australian Library and Information Association Limited during the financial year was representing the interests of the members, institutional and personal, engaged in the library and information sector.

No significant changes in the nature of the Company's activity occurred during the financial year.

#### Short term objectives

The Company's short term objectives are to:

- maintain current services while delivering a modest surplus
- access reserves for strategic initiatives which aim to future proof the Company.

#### Long term objectives

The Company's long term objectives are to:

- ensure long term financial sustainability through modest year-on-year surpluses, which will be achieved by developing programs which support the sector and the members with strong governance and financial accountability.

#### Strategy for achieving the objectives

To achieve these objectives, the Company has adopted the following strategies:

- The core income drivers for the Company are membership fees, conferences, employment advertising and training.

# Australian Library and Information Association Limited

ABN: 40 090 953 236

## Directors' Report For the Year Ended 31 December 2025

### 1. General information

#### Performance measures

The following measures are used within the Company to monitor performance:

- Maintain membership income.
- Deliver successful annual conferences and maintain conference income.
- Maintain training income.
- Maintain employment advertising.
- Contain costs and deliver budgeted surpluses.

#### Members' guarantee

Australian Library and Information Association Limited is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the amount capable of being called up from each member and any person or association who ceased to be a member in the year prior to the winding up, is limited to \$20 for members that are corporations and \$20 for all other members, subject to the provisions of the company's constitution.

At 31 December 2025 the collective liability of members was \$ 79,940 (2024: \$ 79,400)

#### Information on directors

Jane Cowell	President
Qualifications	Bachelor of Applied Science, Information Management, AALIA (DCP)
Experience	Appointed President from May 2023
Special Responsibilities	Chair, Nominations Committee
Current Terms	Serving first term on the Board of Directors
Karina Lamb	Director
Qualifications	Doctor of Philosophy (PhD), Master of Cultural Heritage, Bachelor of Arts (Visual Arts) Degree
Experience	Insitutional Board Director - Appointed May 2024 Appointed Vice President from May 2024 - Sept 2025
Special Responsibilities	Chair, Flnance Committee Member, Nominations Committee
Current Terms	Serving first term on the Board of Directors
Nicole Johnston	Director
Qualifications	Doctor of Philosophy (PhD), Masters of Applied Science (Library & Information Management), Grad Dip (Library and Information Studies), BA, AALIA.
Experience	Board Director Appointed May 2023
Special Responsibilities	Chair, Accreditation and Standards Committee Member, Governance and Risk Committee
Current Terms	Serving first term on the Board of Directors

# Australian Library and Information Association Limited

ABN: 40 090 953 236

## Directors' Report For the Year Ended 31 December 2025

### Information on directors

#### Information on directors

Lisa Bateman	Vice President
Qualifications	Graduate Diploma Library Science (Library and Information Science), Bachelor of Arts (English Language and Literature)
Experience	Board Director Appointed May 2024
Special Responsibilities	Vice President appointed 15 September 2025 Member, Risk and Governance Committee Member, Accreditation and Standards Committee Member, Nominations Committee
Current Terms	Serving first term on the Board of Directors
Emilia Bell	Director
Qualifications	PhD Candidate, Graduate Certificate, MLIS, Bachelor of Arts
Experience	Board Director Appointed May 2024, Resigned 21 November 2025
Special Responsibilities	Former Member, Finance Committee
Current Terms	Resigned during first term on the Board of Directors
Lisa Capps	Director
Qualifications	BA Honours – Information and Library Management
Experience	Board Director Appointed May 2024
Special Responsibilities	Member, Accreditation and Standards Committee
Current Terms	Serving first term on the Board of Directors
Janette Wright	Director
Qualifications	Master of Knowledge Management, Graduate Diploma Library and Information Science, Bachelor of Psychology
Experience	Board Director Appointed May 2022, reappointed 16 June 2024
Special Responsibilities	Chair, Governance and Risk Committee Member, Finance Committee
Current Terms	Serving second term on the Board of Directors
Bruce Munro	Director
Qualifications	Graduate Diploma in Information Management Master of Music Graduate Diploma in Education Bachelor of Arts – Music
Experience	Board Director Appointed 21 November 2025
Special Responsibilities	Member, Finance Committee
Current Terms	Serving first term on the Board of Directors

# Australian Library and Information Association Limited

ABN: 40 090 953 236

## Directors' Report For the Year Ended 31 December 2025

### Meetings of directors

During the financial year, 19 meetings of directors (including committees of directors) were held. Attendances by each director during the year were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Jane Cowell	6	6
Karina Lamb	12	10
Nicole Johnston	11	7
Lisa Bateman	13	12
Emilia Bell	8	8
Lisa Capps	7	4
Janette Wright	14	14
Bruce Munro	2	2

### Operating results

The profit/(loss) of the Company amounted to \$ 273,094 (2024: \$ 629,328)

### 2. Other items

#### Significant changes in state of affairs

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

#### Events after the reporting date

On 11 December 2025, the Company entered into a sub lease agreement with CESB Pty Ltd for new office accommodation. The lease has a 7-year fixed term and commences on 15 January 2026 and a termination date of 14 January 2033. The lease provides for an annual rent of \$120,000 (excluding GST and outgoings) and fixed annual rent review increases of 3.75%. As the lease commences after 31 December 2025, it is a non-adjusting event, and no changes have been made to these financial statements.

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

#### Environmental matters

The Company's operations are not regulated by any significant environmental regulations under a law of the Commonwealth or of a state or territory.

# Australian Library and Information Association Limited

ABN: 40 090 953 236

## Directors' Report For the Year Ended 31 December 2025

### Indemnification and insurance of officers and auditors

During the financial year, the Company paid a premium of \$4,398 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 willful 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*.

### Auditor's independence declaration

The auditor's independence declaration in accordance with section 307C of the *Corporations Act 2001*, for the year ended 31 December 2025 has been received and can be found on page 6 of the financial report.

### 3. Sign off information

Signed in accordance with a resolution of the Board of Directors:

Director:  .....

Director:  .....

Dated this .....3rd..... day of .....March.....2026

## Australian Library and Information Association Limited

40 090 953 236

## Auditor's Independence Declaration under Section 307C of the Corporations Act 2001 to the Directors of Australian Library and Information Association Limited

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2025, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Hardwickes

**Hardwickes**  
Chartered Accountants



**Jim Gouskos CA CPA**  
Partner

Dated this ....2.... day of .....March. ....2026

Canberra

## Australian Library and Information Association Limited

40 090 953 236

### Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 31 December 2025

	Note	2025 \$	2024 \$
Revenue	4	4,357,363	3,532,225
Accounting/audit fees		(21,957)	(14,781)
Administrative expenses		(154,875)	(171,138)
Awards and honorarium expenses		(54,664)	(54,758)
Bank and merchant fees		(31,147)	(29,932)
Conference/training expenses		(291,161)	(772,914)
Contractors and consultant expenses		(98,530)	(17,391)
Cost of sales	5	(13,862)	(14,512)
Depreciation and amortisation expense	[10] [12]	(157,161)	(156,931)
Employee benefits expense	5	(1,866,418)	(1,944,845)
Finance expenses	12	(11,205)	(26,657)
Grant expenses	5	(907,596)	(419,727)
Information technology expenses		(194,323)	(166,292)
Insurance expense		(11,766)	(27,317)
Other expenses		(37,745)	(24,609)
Publishing expenses		(171,635)	(166,595)
Travel and accommodation expenses		(52,149)	(142,680)
Utilities		(8,075)	(10,474)
<b>Profit/(Loss) before income tax</b>		<b>273,094</b>	<b>(629,328)</b>
Income tax expense	6	-	-
<b>Profit/(Loss) for the year</b>		<b>273,094</b>	<b>(629,328)</b>
<b>Other comprehensive income, net of income tax</b>			
<b>Items that will be reclassified to profit or loss when specific conditions are met</b>			
Fair value movements on investments held at FVOCI		(27,247)	666,118
<b>Other comprehensive income for the year, net of tax</b>		<b>(27,247)</b>	<b>666,118</b>
<b>Total comprehensive income for the year</b>		<b>245,847</b>	<b>36,790</b>

The accompanying notes form part of these financial statements.

# Australian Library and Information Association Limited

40 090 953 236

## Statement of Financial Position

As At 31 December 2025

	Note	2025 \$	2024 \$
<b>ASSETS</b>			
CURRENT ASSETS			
Cash and cash equivalents	7	1,442,199	1,047,194
Trade and other receivables	8	144,355	160,803
Other financial assets	9	6,685,849	6,788,790
Other assets	11	431,820	217,878
TOTAL CURRENT ASSETS		<u>8,704,223</u>	<u>8,214,665</u>
NON-CURRENT ASSETS			
Property, plant and equipment	10	62,831	67,628
Right-of-use assets	12	17,987	143,599
TOTAL NON-CURRENT ASSETS		<u>80,818</u>	<u>211,227</u>
TOTAL ASSETS		<u>8,785,041</u>	<u>8,425,892</u>
<b>LIABILITIES</b>			
CURRENT LIABILITIES			
Trade and other payables	13	324,997	244,999
Lease liabilities	12	6,335	159,253
Employee benefits	14	99,000	104,904
Other liabilities	15	1,205,914	1,019,599
TOTAL CURRENT LIABILITIES		<u>1,636,246</u>	<u>1,528,755</u>
NON-CURRENT LIABILITIES			
Lease liabilities	12	13,469	19,804
Employee benefits	14	36,919	24,773
Other liabilities	15	12,000	12,000
TOTAL NON-CURRENT LIABILITIES		<u>62,388</u>	<u>56,577</u>
TOTAL LIABILITIES		<u>1,698,634</u>	<u>1,585,332</u>
NET ASSETS		<u>7,086,407</u>	<u>6,840,560</u>
<b>EQUITY</b>			
Reserves	16	868,461	917,708
Retained earnings		6,217,946	5,922,852
TOTAL EQUITY		<u>7,086,407</u>	<u>6,840,560</u>

The accompanying notes form part of these financial statements.

**Statement of Changes in Equity**  
**For the Year Ended 31 December 2025**

2025

	Retained Earnings	Research fund reserve	Anne Harrison trust reserve	FVOCI reserve	Total
Note	\$	\$	\$	\$	\$
Balance at 1 January 2025	5,922,852	23,519	96,766	797,423	6,840,560
Profit for the year	273,094	-	-	-	273,094
Transfers to/(from)	22,000	(22,000)	-	-	-
Total other comprehensive income for the period	-	-	-	(27,247)	(27,247)
<b>Balance at 31 December 2025</b>	<b>6,217,946</b>	<b>1,519</b>	<b>96,766</b>	<b>770,176</b>	<b>7,086,407</b>

2024

	Retained Earnings	Research fund reserve	Anne Harrison trust reserve	FVOCI reserve	Total
Note	\$	\$	\$	\$	\$
Balance at 1 January 2024	6,521,808	23,519	96,766	161,677	6,803,770
(Loss) for the year	(629,328)	-	-	-	(629,328)
Fair value movement	30,372	-	-	(30,372)	-
Total other comprehensive income for the period	-	-	-	666,118	666,118
<b>Balance at 31 December 2024</b>	<b>5,922,852</b>	<b>23,519</b>	<b>96,766</b>	<b>797,423</b>	<b>6,840,560</b>

The accompanying notes form part of these financial statements.

# Australian Library and Information Association Limited

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## Statement of Cash Flows

For the Year Ended 31 December 2025

	2025	2024
Note	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Receipts from customers	4,986,220	3,744,146
Payments to suppliers and employees	(4,512,664)	(3,977,871)
Interest received	42,966	48,218
Finance costs	(11,205)	(26,657)
Net cash provided by/(used in) operating activities	23 <u>505,317</u>	<u>(212,164)</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Purchase of plant and equipment	10(a) (29,281)	(25,189)
Payment for investments	290,523	136,985
Proceeds from investments	(272,958)	-
Proceeds from term deposits	60,657	325,197
Net cash provided by investing activities	<u>48,941</u>	<u>436,993</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>		
Repayment of lease liabilities	(159,253)	(134,482)
Net cash (used in) financing activities	<u>(159,253)</u>	<u>(134,482)</u>
Net increase in cash and cash equivalents held	395,005	90,347
Cash and cash equivalents at beginning of year	<u>1,047,194</u>	<u>956,847</u>
Cash and cash equivalents at end of financial year	7 <u><u>1,442,199</u></u>	<u><u>1,047,194</u></u>

The accompanying notes form part of these financial statements.

# Australian Library and Information Association Limited

40 090 953 236

## Notes to the Financial Statements

For the Year Ended 31 December 2025

The financial report covers Australian Library and Information Association Limited as an individual entity. Australian Library and Information Association Limited is an Australian public Company limited by guarantee Company, incorporated and domiciled in Australia.

The functional and presentation currency of Australian Library and Information Association Limited is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

### 1 Basis of Preparation

The financial report is a general-purpose financial report that has been prepared in accordance with Australian Accounting Standards - Simplified Disclosures, *Corporations Act 2001*. This includes compliance with the recognition and measurement requirements of all Australian Accounting Standards, interpretations and other authoritative pronouncement of the Australian Accounting Board and the disclosure requirements of AASB 1060 General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities.

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

### 2 Summary of Material Accounting Policies

#### (a) Revenue and other income

##### Revenue from contracts with customers

Revenue is recognised on a basis that reflects the transfer of control of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services.

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.

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.

##### Specific revenue streams

The revenue recognition policies for the principal revenue streams of the Company are:

##### 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.

##### 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.

## **Notes to the Financial Statements**

**For the Year Ended 31 December 2025**

### **2 Summary of Material Accounting Policies**

#### **(a) Revenue and other income**

##### **Specific revenue streams**

##### **Conference income**

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

##### **Grant income**

Grant income has been recognised in line with revenue recognition requirements and upon satisfaction of performance obligations in line with the grant funding agreements.

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.

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.

##### **Other income**

Other income is recognised on an accruals basis when the Company is entitled to it.

#### **(b) Income tax**

##### **Current income tax expense**

Income tax expense comprises current and deferred tax. Current tax is calculated on taxable income for the year using enacted or substantively enacted tax rates at the reporting date.

In determining taxable income, the entity applies the mutuality principle. Amounts received from members during mutual dealings are not included in assessable income for income tax purposes. Expenses are apportioned between member and non-member activities on a reasonable basis.

Deferred tax is recognised on temporary differences between the carrying amounts of assets and liabilities in the financial statements and their tax bases. Deferred tax assets are recognised only to the extent that it is probable that sufficient future taxable profits will be available to utilise deductible temporary differences.

Following a review of the Company's taxation status, the Company has determined that it is a taxable not-for-profit entity subject to income tax under Australian taxation law. The Company is not endorsed as a deductible gift recipient, is not eligible to receive refunds of franking credits, and is required to lodge income tax returns from the 2025 financial year onwards.

## **Notes to the Financial Statements**

**For the Year Ended 31 December 2025**

### **2 Summary of Material Accounting Policies**

#### **(c) Goods and services tax (GST)**

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

Receivables and payables are stated inclusive of GST.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

#### **(d) Volunteer services**

No amounts are included in the financial statements for services donated by volunteers.

#### **(e) Plant and equipment**

Each class of plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment.

Items of plant and equipment acquired for significantly less than fair value have been recorded at the acquisition date fair value.

#### **Depreciation**

Plant and equipment is depreciated on a straight-line basis over the asset's useful life to the Company, commencing when the asset is ready for use.

Leased assets and leasehold improvements are amortised over the shorter of either the unexpired period of the lease or their estimated useful life.

The depreciation rates used for each class of depreciable asset are shown below:

<b>Fixed asset class</b>	<b>Depreciation rate</b>
Furniture, Fixtures and Fittings	9.09% ~ 33.33%
Computer Equipment	25% ~ 100%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

## **Notes to the Financial Statements**

**For the Year Ended 31 December 2025**

### **2 Summary of Material Accounting Policies**

#### **(f) Financial instruments**

Financial instruments are recognised initially on the date that the Company becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

#### **Financial assets**

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

#### *Classification*

On initial recognition, the Company classifies its financial assets into the following categories, those measured at:

- amortised cost
- fair value through profit or loss - FVTPL
- fair value through other comprehensive income - equity instrument (FVOCI - equity)

Financial assets are not reclassified subsequent to their initial recognition unless the Company changes its business model for managing financial assets.

#### *Amortised cost*

The Company's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

#### *Fair value through other comprehensive income - Equity instruments*

The Company has a number of strategic investments in listed and unlisted entities over which they do not have significant influence nor control. The Company has made an irrevocable election to classify these equity investments as fair value through other comprehensive income as they are not held for trading purposes.

These investments are carried at fair value with changes in fair value recognised in other comprehensive income (financial asset reserve). On disposal any balance in the financial asset reserve is transferred to retained earnings and is not reclassified to profit or loss.

Dividends are recognised as income in profit or loss unless the dividend clearly represents a recovery of part of the cost of the investment. Other net gains and losses are recognised in OCI.

## **Notes to the Financial Statements**

**For the Year Ended 31 December 2025**

### **2 Summary of Material Accounting Policies**

#### **(f) Financial instruments**

##### **Financial assets**

##### *Financial assets through profit or loss*

All financial assets not classified as measured at amortised cost or fair value through other comprehensive income as described above are measured at FVTPL.

Net gains or losses, including any interest or dividend income are recognised in profit or loss.

##### *Impairment of financial assets*

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for the following assets:

- financial assets measured at amortised cost

When determining whether the credit risk of a financial assets has increased significant since initial recognition and when estimating ECL, the Company considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on the Company's historical experience and informed credit assessment and including forward looking information.

Where the simplified approach to expected credit loss (ECL) is not applied, the Company uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

The Company uses the presumption that a financial asset is in default when:

- the other party is unlikely to pay its credit obligations to the Company in full, without recourse to the Company to actions such as realising security (if any is held); or
- the financial assets is more than 90 days past due.

Credit losses are measured as the present value of the difference between the cash flows due to the Company in accordance with the contract and the cash flows expected to be received. This is applied using a probability weighted approach.

##### *Trade receivables*

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Company renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

## **Notes to the Financial Statements**

**For the Year Ended 31 December 2025**

### **2 Summary of Material Accounting Policies**

#### **(f) Financial instruments**

##### **Financial assets**

*Other financial assets measured at amortised cost*

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

##### **Financial liabilities**

The Company measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Company comprise trade payables.

#### **(g) Impairment of non-financial assets**

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

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

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

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

#### **(h) Cash and cash equivalents**

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

#### **(i) Leases**

At inception of a contract, the Company assesses whether a lease exists.

##### **Lessee accounting**

The non-lease components included in the lease agreement have been separated and are recognised as an expense as incurred.

## **Notes to the Financial Statements**

**For the Year Ended 31 December 2025**

### **2 Summary of Material Accounting Policies**

#### **(i) Leases**

##### **Right-of-use asset**

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, depreciated over the lease term on a straight-line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

##### **Lease liability**

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.

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.

##### *Exceptions to lease accounting*

The Company has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Company recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

#### **(j) Employee benefits**

Provision is made for the Company's liability for employee benefits, those benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period 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 satisfy vesting requirements. Cashflows are discounted using market yields on high quality corporate bond rates incorporating bonds rated AAA or AA by credit agencies, with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

### **3 Critical Accounting Estimates and Judgments**

The directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

## Notes to the Financial Statements

For the Year Ended 31 December 2025

### 3 Critical Accounting Estimates and Judgments

The significant estimates and judgements made have been described below.

#### Key estimates - useful lives of plant and equipment

As described in Note 2(e), the Company reviews the estimated useful lives of plant and equipment at the end of each annual reporting period.

#### Key estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

#### Key judgments - employee benefits

For the purpose of measurement, AASB 119: Employee Benefits defines obligations for short-term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service. As the company expects that most employees will not use all of their annual leave entitlements in the same year in which they are earned or during the 12 month period that follows (despite an informal company policy that requires annual leave to be used within 24 months), the directors believe that obligations for annual leave entitlements satisfy the definition of other long-term employee benefits and, therefore, are required to be measured at the present value of the expected future payments to be made to employees.

### 4 Revenue and Other Income

	2025	2024
	\$	\$
Revenue from contracts with customers		
- Events/conference income	283,377	821,480
- Grants - Federal Government	1,415,727	419,727
- Groups income	112,469	124,555
- Membership income	1,357,462	1,191,811
- Professional services income and training	317,390	192,150
- Project management income	218,916	130,600
	<b>3,705,341</b>	<b>2,880,323</b>
Revenue from other sources		
- Interest and investment income	42,967	48,218
- Investment income	262,882	258,407
- Publishing/advertising income	255,196	230,407
- Sale of merchandise	36,948	45,692
- Sundry income	54,029	69,178
	<b>652,022</b>	<b>651,902</b>
<b>Total revenue and other income</b>	<b>4,357,363</b>	<b>3,532,225</b>

# Australian Library and Information Association Limited

40 090 953 236

## Notes to the Financial Statements

For the Year Ended 31 December 2025

### 5 Result for the Year

#### (a) Result for the year

The result for the year includes the following specific expenses:

	2025	2024
	\$	\$
Salaries and wages	1,604,480	1,694,409
Payroll tax	24,611	12,373
Leave pay provision charge	6,242	10,768
Staff training	47,506	38,877
Superannuation contributions	183,579	188,418
Grant Expenses - Federal Government	907,596	419,727
ALIA 15% Group Admin Charge	13,862	14,512

### 6 Income Tax Expense

(a) Reconciliation of income tax expense/(benefit) to Profit/(Loss) during the year:

	2025	2024
	\$	\$
Prima facie tax payable/(benefit) on profit/(loss) from ordinary activities before income tax at 25% (2024: 25%)	68,274	(157,332)
Add:		
Non-deductible expenses:		
- Entertainment	(258)	-
- Mutual Expenses	497,862	-
- Others	29,006	-
	<u>594,884</u>	<u>(157,332)</u>
Less:		
Non-assessable income:		
- Mutual Income	591,719	-
- Losses applied	3,165	-
- income tax exemption	-	(157,332)
Income tax expense/(benefit)	<u>-</u>	<u>-</u>

### 7 Cash and Cash Equivalents

	2025	2024
	\$	\$
Cash at bank and in hand	942,199	547,194
Short-term deposits	500,000	500,000
<b>Total cash and cash equivalents</b>	<u>17</u> <u>1,442,199</u>	<u>1,047,194</u>

# Australian Library and Information Association Limited

40 090 953 236

## Notes to the Financial Statements

For the Year Ended 31 December 2025

### 8 Trade and Other Receivables

	2025	2024
Note	\$	\$
CURRENT		
Trade receivables	151,805	166,253
Provision for doubtful debts	(7,450)	(5,450)
<b>Total trade and other receivables</b>	<b>144,355</b>	<b>160,803</b>

### 9 Other Financial Assets

	2025	2024
Note	\$	\$
CURRENT		
Term deposits	316,518	377,175
Managed funds	6,369,331	6,411,615
<b>Total other financial assets</b>	<b>6,685,849</b>	<b>6,788,790</b>

### 10 Plant and Equipment

	2025	2024
	\$	\$
Furniture, fixtures and fittings		
At cost	65,095	65,095
Accumulated depreciation	(51,442)	(38,422)
<b>Total furniture, fixtures and fittings</b>	<b>13,653</b>	<b>26,673</b>
Office equipment		
At cost	77,589	70,680
Accumulated depreciation	(40,030)	(29,725)
<b>Total office equipment</b>	<b>37,559</b>	<b>40,955</b>
Leasehold Improvements		
At cost	11,619	-
<b>Total plant and equipment</b>	<b>62,831</b>	<b>67,628</b>

## Notes to the Financial Statements

For the Year Ended 31 December 2025

### 10 Plant and Equipment

#### (a) Movements in carrying amounts

Movement in the carrying amounts for each class of plant and equipment between the beginning and the end of the current financial year:

	Furniture, Fixtures and Fittings \$	Computer Equipment \$	Leasehold Improvement s \$	Total \$
<b>Year ended 31 December 2025</b>				
Balance at the beginning of year	26,673	40,955	-	67,628
Additions	-	17,662	11,619	29,281
Disposals	-	(10,754)	-	(10,754)
Depreciation expense	(13,019)	(10,305)	-	(23,324)
<b>Balance at the end of the year</b>	<b>13,654</b>	<b>37,558</b>	<b>11,619</b>	<b>62,831</b>

	Furniture, Fixtures and Fittings \$	Computer Equipment \$	Leasehold Improvement s \$	Total \$
<b>Year ended 31 December 2024</b>				
Balance at the beginning of year	39,583	38,686	-	78,269
Additions	-	25,189	-	25,189
Disposals	-	(4,510)	-	(4,510)
Depreciation expense	(12,910)	(18,410)	-	(31,320)
<b>Balance at the end of the year</b>	<b>26,673</b>	<b>40,955</b>	<b>-</b>	<b>67,628</b>

### 11 Other Assets

	2025 \$	2024 \$
<b>CURRENT</b>		
Prepayments	382,715	130,228
Accrued income	49,105	87,650
<b>Total other assets</b>	<b>431,820</b>	<b>217,878</b>

## Notes to the Financial Statements

For the Year Ended 31 December 2025

### 12 Leases

#### Company as a lessee

The Company has leases over a range of assets including buildings and IT equipment.

#### *Terms and conditions of leases*

#### *Office*

The Company leases buildings for their corporate office. The lease agreement in affect for 2025 concluded in December 2025, with a new lease signed in December 2025, commencing in January 2026. The new lease will be recorded in the 2026 financial statements and has been referred to in the Events after Balance Date Note 24.

The Corporate office lease contains an annual pricing mechanism based on a fixed annual rental increase at each anniversary of the lease inception. The new lease covers 7 years with no further terms granted.

#### *Photocopier*

The Company leases photocopier for their corporate office. The lease is for 5 years concluding 12 November 2028 with a set monthly rental payment.

#### Right-of-use assets

	Buildings \$	Office Equipment \$	Total \$
<b>Year ended 31 December 2025</b>			
Balance at beginning of year	119,263	24,336	143,599
Depreciation charge	(119,263)	(6,349)	(125,612)
<b>Balance at end of year</b>	<b>-</b>	<b>17,987</b>	<b>17,987</b>

#### Lease liabilities

The maturity analysis of lease liabilities based on contractual cash flows is shown in the table below:

	< 1 year \$	1 - 5 years \$	Lease liabilities included in this Statement Of Financial Position \$
<b>2025</b>			
Lease liabilities	6,335	13,469	19,804
<b>2024</b>			
Lease liabilities	159,253	19,804	179,057

## Notes to the Financial Statements

For the Year Ended 31 December 2025

### 12 Leases

#### Statement of Profit or Loss and Other Comprehensive Income

The amounts recognised in the statement of profit or loss and other comprehensive income relating to interest expense on lease liabilities and short-term leases or leases of low value assets are shown below:

	2025	2024
	\$	\$
Interest expense on lease liabilities	11,205	26,657
Depreciation	125,611	125,611
	<u>136,816</u>	<u>152,268</u>

#### Statement of Cash Flows

	2025	2024
	\$	\$
Total cash outflow for leases	170,458	161,139

### 13 Trade and Other Payables

		2025	2024
	Note	\$	\$
CURRENT			
Trade payables	17	109,935	109,308
Other payables		19,846	40,216
Accrued expenses	17	178,679	77,466
Superannuation payables		16,537	18,009
		<u>324,997</u>	<u>244,999</u>

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

### 14 Employee Benefits

	2025	2024
	\$	\$
Current liabilities		
Long service leave	22,301	16,409
Provision for employee benefits	76,699	88,495
	<u>99,000</u>	<u>104,904</u>
Non-current liabilities		
Long service leave	36,919	24,773
	<u>36,919</u>	<u>24,773</u>

# Australian Library and Information Association Limited

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## Notes to the Financial Statements

For the Year Ended 31 December 2025

### 15 Other Liabilities

	2025	2024
	\$	\$
<b>CURRENT</b>		
Memberships in advance	717,982	693,358
Conference in advance	407,686	-
Other income in advance	80,246	398,241
<b>Total</b>	<b>1,205,914</b>	<b>1,091,599</b>
	2025	2024
	\$	\$
<b>NON-CURRENT</b>		
NATIONAL EARLY LITERACY AD INC AND AUSTRALIAN PUBLIC LIBRARY ALLIANCE	12,000	12,000
<b>Total</b>	<b>12,000</b>	<b>12,000</b>

### 16 Reserves

	2025	2024
	\$	\$
<b>Research fund reserve</b>		
Opening balance	23,519	23,519
Transfers out	(22,000)	-
<b>Closing balance</b>	<b>1,519</b>	<b>23,519</b>
<b>Anne Harrison trust reserve</b>		
Opening balance	96,766	96,766
<b>Closing balance</b>	<b>96,766</b>	<b>96,766</b>
<b>FVOCI reserve</b>		
Opening balance	797,423	161,677
Transfers in	-	666,118
Transfers out	(27,247)	(30,372)
<b>Closing balance</b>	<b>770,176</b>	<b>797,423</b>
<b>Total reserves</b>	<b>868,461</b>	<b>917,708</b>

(a) **Research fund reserve**

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

(b) **Anne Harrison trust reserve**

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

## Notes to the Financial Statements

For the Year Ended 31 December 2025

### 16 Reserves

#### (c) FVOCI reserve

The FVOCI reserve records movements in the fair value and gain or loss on disposal of financial assets designated as FVOCI.

### 17 Financial Risk Management

	Note	2025 \$	2024 \$
<b>Financial assets</b>			
Held at amortised cost			
Cash and cash equivalents	7	1,442,199	1,047,194
Term deposits	9	316,518	377,175
Trade and other receivables	8	144,355	160,803
Fair value through Other Comprehensive Income (OCI)			
Managed funds	9	6,369,331	6,411,615
<b>Total financial assets</b>		<b>8,272,403</b>	<b>7,996,787</b>
<b>Financial liabilities</b>			
Held at amortised cost			
Trade payables	13	288,614	186,774
<b>Total financial liabilities</b>		<b>288,614</b>	<b>186,774</b>

### 18 Members' Guarantee

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 2025 the number of members was 3,997 (2024: 3,970).

### 19 Key Management Personnel Disclosures

The remuneration paid to key management personnel of the Company is \$ 715,551 (2024: \$692,670).

### 20 Related Parties

The Company's main related parties are as follows:

Key management personnel - refer to Note 19.

Other related parties include close family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel or their close family members.

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

# Australian Library and Information Association Limited

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## Notes to the Financial Statements

For the Year Ended 31 December 2025

### 21 Contingencies

Under program arrangement with subcontracted participating libraries, ALIA may be required to make payments totalling up to \$535,000 during the 2026 financial year, subject to the satisfactory completion of specified milestones and final reporting deliverables. No liability has been recognised at the reporting date as the milestones had not yet been completed.

### 22 Auditors' Remuneration

	2025	2024
	\$	\$
Remuneration of the auditor [Hardwicks Chartered Accountants], for:		
- auditing or reviewing the financial statements	13,200	12,400
<b>Total</b>	<b>13,200</b>	<b>12,400</b>

### 23 Cash Flow Information

Reconciliation of net income to net cash provided by operating activities:

	2025	2024
	\$	\$
Profit/(Loss) for the year	273,094	(629,328)
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation	157,161	156,931
Changes in assets and liabilities:		
- decrease/(increase) in trade and other receivables	54,993	(33,016)
- decrease/(increase) in prepayments	(252,486)	232,149
- (decrease)/increase in income in advance	186,315	(29,501)
- increase in trade and other payables	11,998	79,833
- increase in accruals	68,000	-
- increase/(decrease) in employee benefits	6,242	10,768
Cashflows from operations	<b>505,317</b>	<b>(212,164)</b>

### 24 Events After the End of the Reporting Period

On 11 December 2025, the Company entered into a sub lease agreement with CESB Pty Ltd for new office accommodation. The lease has a 7-year fixed term and commences on 15 January 2026 and a termination date of 14 January 2033. The lease provides for an annual rent of \$120,000 (excluding GST and outgoings) and fixed annual rent review increases of 3.75%. As the lease commences after 31 December 2025, it is a nonadjusting event, and no changes have been made to these financial statements.

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

### 25 Statutory Information

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

Australian Library and Information Association Limited  
2/4 Makin Place  
DEAKIN ACT 2600

**Australian Library and Information Association Limited**

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**Directors' Declaration**

The directors of the Company declare that:

- 1. The financial statements and notes, as set out on pages 7 to 26, are in accordance with the *Corporations Act 2001* and:
  - a. comply with Australian Accounting Standards - Reduced Disclosure Requirements; and
  - b. give a true and fair view of the financial position as at 31 December 2025 and of the performance for the year ended on that date of the Company.
- 2. In the directors' opinion, 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 the Board of Directors.

Director  .....

Director  .....

Dated this .....3rd..... day of .....March.....2026

## Australian Library and Information Association Limited

# Independent Audit Report to the members of Australian Library and Information Association Limited

## Report on the Audit of the Financial Report

### Opinion

We have audited the accompanying financial report, being a special purpose financial report of Australian Library and Information Association Limited (the Company), which comprises the statement of financial position as at 31 December 2025, 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 significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Company for the year ended 31 December 2025 is prepared, in all material respects, in accordance with Australian Accounting Standards.

### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the auditor independence requirements of the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Other Information

Those charged with Governance are responsible for the other information. The other information obtained at the date of this auditor's report is information included in the Directors report, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

## Australian Library and Information Association Limited

# Independent Audit Report to the members of Australian Library and Information Association Limited

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### Responsibilities of Directors for the Financial Report

The directors of the company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Simplified Disclosures and the *Corporations Act 2001* and for such internal control as the directors determines 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 Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

### Auditor's Responsibilities for the Audit of the Financial Report

Our 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 the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- 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 our 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.
- 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible entities.



## Australian Library and Information Association Limited

### Independent Audit Report to the members of Australian Library and Information Association Limited

- Conclude on the appropriateness of the responsible entities' 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 we conclude that a material uncertainty exists, we are 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 our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- 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.

We communicate with those charged with governance 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 our audit.

*Hardwickes*

**Hardwickes**  
Chartered Accountants



**Jim Gouskos CA CPA**  
Partner

Canberra  
Dated this ...6.... day of .....March.....2026

[alia.org.au](http://alia.org.au)



Australian Library and  
Information Association