



THE ANU OBSERVER

General Meeting 2020-10-22

Agenda

Location: Zoom

Time: 1800

Item 1: Meeting Opens and Apologies

1.1 Acknowledgement of Country

1.2 Apologies: Lottie Twyford

Item 2: Minutes from the Previous Meeting including Matters Arising

2.1 Minutes from the Previous Meeting

https://docs.google.com/document/d/10JcmCMW-LgDhBpxdki-vVR_NqNEhHWIMwqy4c97GHT4/edit?usp=sharing

Moved by Tristan, seconded by Angus.

Motion passes. 21 for.

Procedural to move item 5 before item 3. Moved by Konstantine, seconded by Tristan.

Motion passes.

Item 3: Reports and Matters Arising

3.1 Report of the Chair of the Board (Appendix A)

3.2 Report of the Chair of the Editorial Board (Appendix B)

3.3 Report of the Visual Team (Appendix C)

3.4 Report of the Web Executive (Appendix D)

3.5 Secretary's Report (Appendix E)

3.6 Finance Executive's Report (Appendix F)

Item 4: Elections

Candidate statements can be viewed here

<https://docs.google.com/document/d/1miL4TUKmv96J5hHP9XdMF1Y-uuPuVaEtiqKgsM8R-L0/edit?usp=sharing> . These will be updated as nominations are received

Returning Officer: Julian Lee

Chair passes to Jules.

Jules: Would anyone like to nominate from the floor?

4.1 Election of News Editors

4.2 Election of Visual Content Executive

4.3 Election of Web Executive

4.4 Election of Community Executive

4.5 Election of Finance Executive

4.6 Election of Secretary

Jules: In accordance with Electoral regulations, these roles are automatically filled. In effect, the Editors for 2021 are Brandon How, Hayley Hands, Keeley Dickinson and Helena Burke. VCE is Samuel Wright. Web Executive and Community Executive are Angus Brooks, Finance Executive is Jacqui Du and Secretary is Konstantine. Would anyone like to ask any questions? I was very impressed with the quality of the candidate statements.

Helena: Are you still planning to train Reporters in photography as Tristan was planning?

Sam: Yes that is definitely something I am interested in doing, as well as F5.

Tristan: My term ends in December so before I leave I am planning to hold some seminars with everyone in the team and spread the knowledge.

Jules: Any further questions?

Kon: Can I say something? First of all congratulations to Jacqui as our new finance executive.

Jac: I am really excited to work with all of you.

Jules: I move the chair to Konstantine.

Kon: Lets move a motion on accepting the RO's report:

Report: No positions for the ANU Observer for 2021 were contested. The following people were elected to the respective positions: Editors: Brandon How, Hayley Hands, Keeley Dickinson, Helena Burke; Visual Content Executive: Samuel Wright; Web Executive: Angus Brooks; Community Executive: Angus Brooks; Finance Executive: Jacqueline Du; Secretary: Konstantinos Katsanis

Kon: To accept this report please vote on the usual system.

Motion passes, 24 for.

Item 5: Items for Resolution

5.1 Motion to amend the Team Regulations (original in Appendix G) as follows, to come into effect on 1 December:

- https://drive.google.com/file/d/1ed9jSnzPzWs7VVJGU3YN XxYxDP_pklu/view?usp=sharing

Moved by Hayley, seconded by Tristan. 24 yes, 1 abstention noted (Michael Turvey).

5.2 Motion to amend the Electoral Regulations (original in Appendix H) as follows, to come into effect on 1 December:

- <https://drive.google.com/file/d/1YhPDYl0p30MXUvtu54yT2SmuIuiaZXjD/view?usp=sharing>

Moved by Hayley, seconded by Angus. 22 for, 1 abstention noted (Michael Turvey).

5.3 Appointment of Arbitration Panel Members. (2)

Nominations for Arbitration Panel Members are to be advertised by the Chair of the Board prior to the next General Meeting. Nominations will be received by the Chair in the period between the calling of a General Meeting and the opening of that Meeting.

Candidate statements can be viewed here:

<https://docs.google.com/document/d/1miL4TUKmv96J5hHP9XdMF1Y-uuPuVaEtiqKgsM8R-L0/edit?usp=sharing>

These will be updated as more nominations are received.

Konstantine: It is a disputes committee, we have 2 vacancies and 2 nominations. First candidate is Skanda.

Skanda: I have had previous involvement with Observer, Clubs Council and Governance. I have a background in interpretation roles and the requisite distance in making decisions where there may be confrontation. The rough thing is it gives you a whole list of conflicts which I have listed extensively. If I feel there is a conflict I welcome [any comments on that]. You need someone independent but who also has the background to understand the processes by which it works, e.g understanding how the news and editing process works. Happy to answer any questions.

Michael: So, I was gonna ask you about your recusal but I will ask you that. You list a lot of people you know, but also you ran in an ANUSA elections with a lot of policies and ideas. If there was a dispute, how would you navigate handling that if it was about ideas you championed?

Skanda: So firstly as far as ANUSA goes, the issue you raised about political issues part of it comes down to the way what the conflict was raised is. I would recuse myself from that and things involving people I worked with. If an issue came up with a story, I would likely not recuse myself but I would take advice from fellow Arbitration Panel members and [recuse myself if they thought I should].

Michael: Question for the Secretary, [could someone be appointed from a certain date]?

Hayley: At first glance no, states 2 years from time of appointment which would be tonight.

Skanda: Happy to recuse myself until my ANUSA term ends.

Michael: Yeah understandable if it's under the Constitution.

Kon: Dominic would you like to speak?

Dominic: Not too much to add outside of my statement. [Involved in ANUSA]. Conflicts involve experience at ANU.

Kon: Any questions?

Michael: Looking at your conflicts of interests here, I am out of the loop. You ran in the election this year?

Dom: Yep

Michael: You ran against people, if an article came up over someone you ran against how would you handle that?

Dom: In terms of the direct counterparts to people I ran against... I think I'm on fairly good terms with most people I ran against and I'm not sure it would be a scenario in the negative sense. I sort of have to agree with what Skanda said, I would have to speak to the other members of the panel, I think 5 other people on the panel. I would be happy to recuse myself on matters that others on the panel thought was an issue. And also, one thing I should say is that I think the Arbitration Panel has commonly featured former editors, obviously that's not my background, I don't really know many of the people in this call. A bit of a disadvantage in that I don't know the day to day run down of how Observer operates internally, but would give me a degree of distance which would be useful to have.

Jordyn: How would you navigate conflicts of interests with people who you have had close professional relationships or friendships in the past?

Dom: Again, I'd be happy to recuse myself. I see a distinction between people who are politically active and people who are in specific roles. If I had close personal connections in Observer or Woroni, I guess there's a few people in ANUSA who this could apply to. In that case I guess I would be happy to recuse myself. And one other thing to add was with the conflicts of interest, I was unsure whether there was a need for it because I know it applies to officers but not Arbitration Panel.

Michael: I'll do one more question then I'm done. I didn't ask this to Skanda because it's assumed knowledge. Assigning honoraria and moderating stipend disputes is the bulk of the work on a regular basis. As someone who hasn't had direct experience in Observer, what method would you use to decide on that kind of question?

Dom: With honoraria it's a bit tricky, e.g simply relying on applications people put forward and disregarding any personal knowledge you have of the person nominated. That is probably the approach I would take as someone without much experience in Observer. Looking at role descriptions, speaking to other members and looking to whether the person has gone above and beyond.

Hayley: Skanda has been appointed to the Arbitration Panel.

Item 6: Items for Discussion

Nil

Item 7: Notices of Motions

Nil

Item 8: Other Business

Item 9: Date of next meeting and Close

The next meeting of the Members of The ANU Observer will be held in Semester 1, 2021.

Meeting closes at 19:22

Appendix A: Report of the Chair - Konstantinos Katsanis

It has been a long, bizarre, and frustrating year. We started with an almost brand new Board with only another member and I continuing from last year. It was a challenge because we only received a limited handover from the previous Board and none of us had any governance experience. Even us felt that we did not know what we were doing. Delegations of tasks was very rare, so we felt we hadn't learned anything. Handovers were not provided, with only few exceptions (written Finance Executive handover, verbal general Board/Observer handover). The Secretary did not receive a handover at all because the secretary from Semester 2 2019 did not fulfill her role, and thus the current had to learn everything on her own.

Despite all these difficulties, I provided a space for everyone to learn and become interested in Observer governance. Delegation of tasks, long meetings and enough space for discussion guaranteed that important things and questions would be resolved. Although it is not perfect, the Board became more efficient and organised. We also made a huge attempt to distinguish content discussion from governance. It is hard, especially when the Board is mainly composed by content-creation executives and when there is not much governance experience or knowledge from doing related courses. I would like to thank our Secretary for going above and beyond keeping a good agenda, reviewing policies, advocating for appropriate changes and showing significant interest in how to improve the Board. It was interesting seeing people, including me, who knew almost nothing about governance and policy, or even how to handle highly-sensitive situations, become more than just a set of hands for votes, and evolving into contributing, opinionated, good counsellors.

In regards to content, the news, and in particular, the visual team, got impacted from COVID-19. Following government directives and the university's plans to not operate on campus, we did not manage to do much for the majority of Semester 1. Still, I think we did our best attempt to maintain a reasonable output. I felt that the Board was questioning quite strictly the output, in particular news'. However, I believe that this pressure and interrogation set some guidelines about the expectations from executive teams. This in fact resulted in improvements in certain areas. The justification behind that behaviour is that we felt that it was our responsibility to review KPIs and take a personal interest in how operations were conducted, without obviously having the casting vote in whether these suggestions would be conducted or not as we advised.

This was the first year that we ran with major constitutional changes. We did our best to shape new and old roles, and provided formal guidelines about what each role involves. We saw that we needed a community coordinator, and thus, we promoted the new role of Community Executive in this OGM. This will hopefully address issues such as office management, event organisation, mental health, and overall making everyone feel integrated and part of a team.

An internal survey was conducted and it resulted in generally positive feedback, with a few suggestions for improvement. This type of survey should be conducted once a year because it provides an insight into how officers of Observer generally feel towards the organisation. For instance, non-elected officers stated that they know nothing about the organisation's governance, but would be interested in learning more. From a Board perspective, it is crucial that all officers are on the same page as everyone else. For instance, I would feel very uncomfortable to have them vote without understanding what constitutional

changes that are to be passed in an OGM mean for the organisation. This had not been addressed in the past. The only way to ensure that all officers are responding to their responsibilities and ensure that constitutional knowledge is passing down to the new executives, is to educate them by running governance training to all officers.

Without dissent, Chair passes to Hayley.

Hayley: Would you like to read your chair report?

Konstantine: I will take it mostly as read. It is nice to see Observer can operate under unprecedented conditions. In the Board, with the exception of me and someone else everyone else was new. I was surprised at how well everyone acted in their responsibilities, provided insightful feedback. I am happy and proud of the members of the Board this year, I think they did an exceptional job. I would be interested to see new people in the organisation and having a go at different positions, such as people expressing interest in different positions than they used to do. It's nice to see people excel in those fields. Most of those things are in the report. I am going to talk about SSAF in the Finance Executive report.

Hayley: Any questions? Seeing none I give the Chair back to Konstantine.

Appendix B: Report of the Executive Editor - Anthony Lotric

- I have been generally happy with our output this Semester, even if it has occasionally slipped under our KPI. At times this has been because of COVID, but it is also due to the more long term, investigative nature of many of the articles we have published this year.
- As an editorial team, we are working on re-establishing two procedures that we tried to implement earlier in the year, before the disruptions of COVID. These are assigning each reporter to an editor, so there is someone they know they can contact for assistance, and having on and off days for our editorial staff, so that they don't have to be on call 24/7. It will likely take until the end of the term before we have ironed out the kinks and have this system working as it should be.
- The visual and executive teams have recently begun meeting every Monday, which we had discontinued due to the difficulty of aligning everyone's schedules, and the confusion and changes that came with COVID. This has made it significantly easier to coordinate graphics for articles, and to write the script for the F5.
- I am happy about how our explainer articles have expanded this year. In part this was necessary, as there is only so much explanation of student governance etc. that we can do. It has also allowed us to be creative in ways that the student body has responded well to.
- Our PARSA coverage has been much improved this year, as is evinced by our recent articles covering their election, and the job cuts they have had to make this year.
- The election presented a significant challenge for us this year, due to the number of tickets that were running. However, I believe that for the most part we managed to rise to the challenge, as we covered every ticket launch and did a head to head for every position. We have, however, considered a number of procedures to improve the process next year, such as sending out the Gen Rep cards to candidates well in advance

so that they can correct them, and ensuring that all editors are aware of their availability over the election period well in advance.

- I think that the balance between student politics and more general student interest articles has been about right this year. While it is important that we cover organisations that are funded by and represent students in detail, we recognise that these stories only reach a fraction of the student population. As we are also funded by students, we must ensure that we are producing articles that reach as many of them as possible.
- A number of our more popular articles over the last few months have been those that required the reporters to do extensive research and investigation, such as our article on Nazi stickers on campus. These articles both provide unique value for the student community, allowing things to come to light that otherwise would not, and provide reporters with essential experience that can directly translate into employable skills, inside or outside the profession of journalism.
- I have recently given all of our reporters access to our Observer facebook account, allowing them to post their own stories on the page.
- I recently hired two new reporters, James Day and Eleanor Ellis, who have already shown that they will be enthusiastic and diligent members of the Observer team.

Anthony: I will take my report as read. At the start of this year I was pretty daunted by the task. There was far more to learn than I had even dipped my toe into. As we've learned as an Editorial team and reporter team we have been able to do great work at every step, we have been able to learn through succeeding throughout the year. In terms of our report, I hope you guys have read what I've got in there. Nothing that I particularly want to highlight. I am very excited to see what the Editors elected today do next year.

Konstantine: Any questions for Anthony? Seeing none we can more on to VCE.

Appendix C: Visual Content Executive Report - Tristan Khaw

Getting right to it, I will begin this report by announcing that I am no longer going to be continuing with Observer after this year is over. It took a while for me to come to the bittersweet realisation that, with the threefold demands of my degree, work and new opportunities, I can no longer satisfactorily discharge my duties for the organisation. I have been with Observer for three years - excepting Konstantine, I am the longest currently serving officer. During my time here, I learned a lot and have been a part of some genuinely cool opportunities and I will miss all of it. Yes, that includes writing these reports - of which, this will be the last.

I do not think it is presumptuous to say that 2020 has been one of the hardest years in memory. The fact that I began my term as Visual Content Executive then was unfortunate timing, to say the least, but I do not regret a second of it. I believe that, despite the year trying its hardest to rip the rug out from under us, we managed not only to stay standing but take some big strides forward.

For one thing, we have an office now. Speaking to members of the Observer team who perhaps were not with us during the struggle years, this is a precious gift that should not be taken for granted. The opportunities that arise from having our own personal space (such a change from the co-working space hidden away in Copland) are simply breathtaking. Opportunities such as the chance to finally set up an in-house filming and editing space which in turn allowed us to film our new Fortnightly Five series and livestream the ANUSA Election Debates this year. The latter, despite some technical hiccups that are part of testing new techniques, resulted in the best production quality debate livestreams that we have ever seen.

Coming to the topic of the Fortnightly Five, I wanted to state on the record that I am so very proud of it. My goals at the start of the year were (1) to push Observer towards being more visual media-focused and (2) to allow for students of the ANU to, in alignment with our mission statement, have a chance to explore journalism and visual content making in a safe and supportive environment. The Fortnightly Five has accomplished both. In addition, it allowed further opportunities for collaboration and cross-training between Visual and News Team. In our history, I am proud that this will be part of my legacy to the organisation.

To temper my effusive praise, I must come back to the challenges we encountered this year. By now, most people are aware that we have and continue to deal with the effects of the COVID-19 pandemic. This greatly changed the trajectory of the year. For example, visual team has always had a problem with lacking personnel. At the start of the year, we had a round of recruitment. At the time, we told the applicants that we would contact them after the lockdown lifted. When that happened in term 2, it turned out that all four applicants had moved back overseas and so we continue to deal with the problem of Visual Team being undermanned. This is just one example of the many curveballs blowing out any strategies or plans laid for the year. And if I were completely honest, this (and some other issues covered elsewhere) is also a major factor in my decision to step down.

To round out this report, I would like to lay out some quick recommendations for my successor. While I continue to believe that we should hire more Visual Team members to have a dedicated and skilled cadre, I believe that the way forward is to cross-train journalists in photography and other such traditional skills. I believe that the News Team and the team culture currently is possibly the strongest it has been in a while and their continuous drive for improvement is commendable. This will go much of the way towards solving the traditional divide that has existed between teams for much of our organisation's existence. Judging from internal discussions, we are already heading in this direction and I fully encourage and support it.

Another recommendation I have is to continue exploring the long and short term potential of our visual media team. With the addition of Joseph on our team, we have an opportunity to breathe new life into our graphics and general visual aesthetic. With the potential for equipment purchases, I believe that we should consider looking into more long form video or photo pieces. I would like to see continued implementation of having every member of Observer manning the Instagram account.

As a parting word, I will reiterate that I will miss Observer. I do not think that I will ever stop being an Observer fanboy and I will still be available for consultation should that be needed (just not in any active capacity for my own sanity). I wish my successor the best of luck for his or her term here and look forward to seeing what Observer can put out next.

Tristan: I will no longer be going on with Observer, I will stay as long as I need to to make sure that I hand over my role properly. It was a strange year.

Appendix D: Web Executive Report - Angus Brooks

The last report from the Web Team outlined major changes to the Observer site and systems. These changes have been made and have been received well. The Observer site has a new user interface and has a number of backend systems have been upgraded and replaced. Although a few small glitches are still under investigation, the new site has resolved previous issues that we would run into, has improved user experience and requires far less manual intervention.

This year has also seen significant improvements to our internal systems, which has allowed Observer to function more efficiently. Processes have been simplified – changes to the tip off submission management system have allowed us to move faster on potential stories and opportunities, improved system access procedures have meant new team members are quickly given access to the right systems they need, and upgrades to firewalls have improved site performance and also help improve our IT security. The next big focus is on file management - centralising Observer's Google Drive and linking it directly to our existing G-Suite system. This will help to make Observer function more efficiently, will significantly improve data security and simplify access management.

This has been the first year that of a separate Web Team. I am confident this has been a positive change for Observer, and has allowed us to improve our website and systems in a way that would not have been possible (or reasonable) to expect when web management shared resources with Digital. I am hoping to see the Web Team grow in size going forward – this will help to retain institutional knowledge about Observer's systems as well as spread the workload around a bit more evenly.

Angus: I will take my report as read, having a dedicated web team has been very good for Observer and I hope to see it grow in the future.

Anthony: One of the incredible things we have been able to do this year is the website. How would you see it expanding.

Angus: Good to have another person who knows about our systems. Coming into this role I didn't have any institutional knowledge. [Having a web assistant] would be good because they would understand what they're doing when they step into the role.

Appendix E: Secretary's Report - Hayley Hands

I don't really know where to start! It has been a great but incredibly stressful time, but I have really enjoyed my time as Secretary this year. Since the last General Meeting, I've done the following:

- Implemented a handover procedure for Officers leaving/entering different roles with the goal of maintaining institutional knowledge. We are a student organisation, so naturally there is a large turnover of Officers due to graduation, pursuit of other projects, etc. I think the loss of some really important operational knowledge became a big deal this year, hopefully this change assists with this problem going ahead.
- Proposed changes to the Electoral and Team Regulations. Konstantine helped me with these, hopefully they're okay. It was mainly removing the provisional changes that were implemented due to Constitutional amendments in previous years.
- Minor wording changes to Standing Orders, Leave Policy, Written Content Approval Policy, Grievances Policy, Equipment Use Policy, Advertising Policy and Conflicts of Interest Policy. Primarily removed outdated references, accepted some changes from past members that had not yet been implemented and standardised introduction sections. These changes still need to be passed at Board, but I think it will help them feel more relevant to what we're doing.
- Written internal role descriptions for all current Observer roles for reference and hiring purposes.
- Implementation of the Community Executive role. Following lots of discussion about the role and how we want to utilise it, we have decided to open nominations for this role for the first time at this General Meeting. I'm sure it will be a learning process for all involved, but I believe it will be great for Observer to have an extra person on deck in a community-oriented role. We currently have the following roles in mind, but the role is flexible at this point until we see what works best: Office management, team wellbeing and MHFA, internal and external events planning, assistance during busy periods such as hiring rounds and ANUSA elections.
- General Board stuff - Minutes, running strategic meetings and helping with KPIs. We set and evaluated team performance based on KPIs for the first time this year. Whilst this was heavily disrupted by COVID restrictions, I think this could be good to continue. Although it is difficult to think ahead in a student organisation, it is very beneficial to do so.

There is not too much time left before my term ends, but I am also looking into the following:

- Working with Editors to make changes to the Editorial Policy and an Event Handover procedure for the ANUSA elections.
- Having another discussion regarding risk and risk appetite, as this was something we did not get the chance to discuss at our strategic meeting.
- Getting some more external feedback regarding our reputation/output via a survey or consultation session.

Despite all the crap this year, I am very grateful for a team as supportive as Observer. It's really great to see so many dedicated and hardworking people at here, 10/10 would recommend joining Observer just to be able to hang out with these guys.

Hayley: Take my report as read. It was a challenging but good year.
Chair passes to Hayley without dissent.

Appendix F: Report of the Finance Executive - Konstantinos Katsanis

This year we have received our biggest SSAF allocation, equal to \$51,000. We have definitely received a better idea about how we should plan our budget for next year. This would include cutting down or increasing certain line items. Our expenditure summary is the following:

| Item | Amount (AUD) | Spent (19/10/2020) | Predicted Total Expenditure (End of 2020) |
|-------------------------------------------|---------------------------------------------------------------|--------------------|-------------------------------------------|
| Allowances & Honoraria | 29,530 | 22,970.64 | 29,530 |
| Administration | 500 | 591.89 | ? |
| Auditing | 2,500 | 0 | ? |
| Office Rent and Supplies | 10,500 | 6,149 | 10,500 |
| Software | 700 | 414.76 | 1,021.77 |
| Legal | 2,000 | 0 | ? |
| News Subscriptions | 200 | 156 | 156 |
| MHFA Training | 250 | 0 | ? |
| Meetings and Events | 800 | 601.89 | 800 |
| NUS National Conference | 1,500 (not included in the \$51,000 - joined bid with Woroni) | 1001 | ? |
| Equipment | 3,500 | 2199.77 | 3,500 |
| Advertising and Merchandise | 500 | 0 | 500 |
| Phone | 20 | 0 | ? |
| Total (excluding NUS National Conference) | 51,000 | 34,084.95 | 46,600 |

We had to make some unexpected purchases in the Administration and Software line items. To compensate for the negative balance, we are planning to bid for as much as to

equalise it. Then, in the years to come, we would not need to worry about this compensation. Note that web admin costs fall under Administration.

I should note that due to an error in one of the invoices sent to last year, we did not receive our allocation as should be. I requested for the university to allow us to spend that money this year, as we found ourselves running low before we managed to make all of our necessary purchases.

Because we started paying rent for our office at a very late stage, we managed to use that money for office fitout, including the purchase of equipment to make a small studio. In total, we still have \$1,536.28 coming from last year's office budget.

We furthermore saved more money in the Office line item, this year, because of the ANU Rent Free Period. We are planning to spend as much as we can on office fitout and supplies.

The Auditing line item from last year has not been exhausted, yet. This is due to PKF not having invoiced us, as they have not finalised their auditing report, yet. This is concerning because we do not feel comfortable having that money allocated for that purpose dragging for too long. It is very possible that we will not manage to spend any of this year's money allocated for Auditing because we would need to submit all of our paperwork by the 30th of November and finalising the report before the 31st of December, the last date to use any leftover SSAF monies, would be unrealistic. We should aim to plan a year ahead for Auditing. Therefore, to pay for the 2020 audit, we would use the 2021 auditing budget.

This year's round is different in structure. The university is willing to provide us with a 1% of the total SSAF pool. Although we have been receiving just below that for all of our existence, falling under \$45,000 in our overall SSAF allocation could have detrimental effects to Observer's operations. Most of our expenses are essential, including paying rent, software and news subscriptions, legal costs in case of an emergency, and mandatory auditing fees. Although we could cut from Allowances and Honoraria, as well as equipment, it is not ideal as the former provides a reward to our officers for their hard-work, and the latter is still providing us with necessary gear for visual team projects. We expressed our concerns to the university, however, we also agreed in their proposals to make the SSAF process more collaborative between organisations, as well as more strict, so that students receive the services they pay for. We mentioned to them that Observer would be fully functional between \$45,000-\$75,000. More than that would seem superfluous considering our purpose, activity, and size. Less than that forces us to make undesirable compromises. The amount at the moment, although sufficient, would not be able to cover the allowances of the Community Executive and the under-discussion Chief Operational Officer without minimising the allowances for each other role. Further conversations with the university explaining our needs are required.

Lastly, I would be interested in establishing meetings with other organisations to discuss how SSAF should be allocated in a collaborative manner. So far, it has been an aggressive process. We believe that understanding the needs of each organisation will make this process more bearable for everyone and with positive results for all organisations and the students.

Kon: If you want to know about how Observer is spending its money, it's all there. The SSAF process is going to be very different this year. It's most likely that the uni is going to assign us a percentage. We usually get 0.9-1% of the SSAF pool. This year we had \$51,000 for our budget. We're expecting this to be reduced but I don't know how much. The university sent a survey to

all students last week, but since that I haven't heard anything from them about what's coming next. We're expecting to prepare our SSAF plan starting week 12 or just after.

Procedural to pass reports on block, moved by Tristan, seconded by Angus.
23 yes. 9 abstentions. Motion passes.

Appendix G: <https://anuobserver.org/wp-content/uploads/2020/04/Copy-of-Team-Regulations.pdf> (Original version, see item 4.1 for proposed changes)

Appendix H: https://anuobserver.org/wp-content/uploads/2020/09/Electoral-Regulations-WORK-IN-PROGRESS-26_09_2020.docx.pdf (Original version, see item 4.2 for proposed changes)