

Monash Student Council
5/20

MINUTES

Meeting 5/20 of the Monash Student Council is to be held via ZOOM at
11:00AM on Thursday the 11th of June 2020.

1. Attendance

President	James McDonald	(Chair)
Treasurer:	Santino Raftellis	
Secretary:	Liz Chiem	(Minutes)
Education (Public Affairs):	Harrini Ratnanesan	
Education (Academic Affairs):	Zi Kit Toh	
Activities:	Chloe Yeats	
CLA:	Nicholas Broussard	
Welfare:	Josh Pelach	Proxy to Bec Ambler
Indigenous:	Stephanie Ward	Proxy to Jessica Bennett
Environment & Social Justice:	Bailey Webb	
Women's:	Meg Ruyters	
Queer:	Ariel Horton	Proxy to Anvita until
Disabilities & Carers:	Nathaniel Dong	Proxy to Basia
People of Colour:	Sabrin Said	
MUISS:	Helen Vu	
MAPS:	N/A	
Clubs & Societies:	Bahe Balamaheswaran	
Radio Monash:	Giorgia Cahoon	
General Representative:	Noria Akbari	
General Representative:	Nicholas Geisler	
General Representative:	Pierce Soulsby	Apology

General Representative:

Philip Danh

Proxy to Nick

Lazarra

General Representative:

Phoebe Gray

Observers

Marni O'Connell

Hugh Vuillier

Eva Scopelliti

2. Acknowledgment of traditional owners of land

This MSC acknowledges and pays respect to the people of the Kulin nations as the original and ongoing owners and custodians of this land. The MSA commits itself to actively fight alongside Indigenous peoples for reconciliation and justice for all Indigenous Australians.

3. Confirmation of Agenda Order

Confirmed

4. Confirmation of Previous Minutes

Motion #1: Confirmation of Previous Minutes

That this MSC confirms the minutes of the MSC 4/20 to be true and accurate recording of proceedings.

Moved: Santino **Seconded:** Bailey

For: 19

Against: 0

Abstentions: 1

MOTION MOVED

5. Office Bearer and Lot's Wife Reports

a. President	Attachment 1
b. Secretary	Attachment 2
c. Treasurer	Attachment 3
d. Activities	Attachment 4
e. Creative and Live Arts	Attachment 5
f. Lot's Wife	Attachment 6

Motion #2: Office Bearer and Lot's Wife Reports

That this MSC accepts all submitted office bearer and divisional reports en bloc.

Moved: Liz **Seconded:** Kit
For: 20
Against: 0
Abstentions: 0

MOTION CARRIED UNANIMOUSLY

6. Summary of Executive Financial Motions

Motion #3: Summary of Executive Financial Motions

That this MSC accepts all the summary of executive financial motions.

Moved: Santino **Seconded:** Chloe
For: 20
Against: 0
Abstentions: 0

MOTION CARRIED UNANIMOUSLY

7. MSA Financial Motions

MSA Monthly Financial Statement	Attachment 7
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Motion #4: MSA Financial Statement

That this MSC accepts the submitted MSA financial statement for May 2020.

Moved: Santino **Seconded:** Meg
For: 20
Against: 0
Abstentions: 0

MOTION CARRIED UNANIMOUSLY

8. Black Lives Matter and Indigenous Lives Matter

Preamble : On the 25th of May the death of American man George Floyd reignited the Black Lives Matter Movement and saw States of the US erupt into protests. This movement highlights the systematic violence and discrimination faced by people of colour in the US. This movement is also active in Australia. Indigenous Australians face similar instances of discrimination and are disproportionately represented in the justice system, and since the Royal Commission into Aboriginal Deaths in Custody in 1991, ~~432~~ **437** Indigenous Australians have died in custody.

Motion #5: Black Lives Matter and Indigenous Lives Matter

This MSC commits to the genuine support of the Black Lives Matter and Indigenous Lives Matter movements. It acknowledges the complexity of the issues in our society and seeks to support a multifaceted response to address these issues. This includes endorsing the work and advocacy of the Indigenous and the People of Colour Departments.

Moved: Jess Bennett **Seconded:** Sabrin Said

For: 20

Against: 0

Abstentions: 0

MOTION CARRIED UNANIMOUSLY

*Jess amended an updated statistic to the motion [**above in bold**]*

Jess declared the importance of the motion, that she has had family affected and died in custody. It is a struggle that other people of colour deal with daily, so it has been difficult in to articulate how we feel and think to the broader society. She declared that as educated people in university we have a lot of power in our education and our privilege to be able to get this education so it is really important that we are aware of the issue but more that we advocate for more diversity and inclusion in whatever journey we take in life.

Sabrin affirmed her support for this motion, relating to this particular motion, despite not having family members lose their lives to an oppressive system, but we all have been victims to microaggressions and discriminations. Having received slurs and screams in places of public this motion is vital, to show up and show our support, especially with the recent death of George Floyd and the reignition of this anger and anguish.

James defers the chair to Santino

James commends this motion to the floor, emphasising this is something we should always show our support for and move

Santino returns the chair

9. #WeCanDoBetter campaign

Preamble : In line with motion no.10 passed at MSC 04/20, entitled ‘Creating a more fair and just society post pandemic’, the MSA ESJ department has created a campaign under the hashtag, #WeCanDoBetter. This campaign strives to educate students on environmental and social issues highlighted by the COVID-19 pandemic, and unite student voices in advocating for changes to society post-pandemic that are more fair and just.

Motion #6: #WeCanDoBetter campaign

This MSC endorses the MSA ESJ’s We Can Do Better campaign. This MSC also recognises the involvement of MSA Women’s, Disabilities & Carers, Queer and Welfare departments, alongside a range of Monash-based student organisations.

Moved: Bailey Webb **Seconded:** Meg Ruyters

For: 20

Against: 0

Abstentions: 0

MOTION CARRIED UNANIMOUSLY

Bailey stated his thanks to all the departments that jumped on board and supported this and everyone’s hard work, and if there are more communities that people know of please feel free for reach out to the ESJ officers.

10. GEMSAS

Preamble: The Graduate Entry Medical School Admissions System (GEMSAS) recently made an addendum to the process for undergraduate students applying for postgraduate medicine in Australia. The change bars the results of the 2020 calendar year from being used in GPA calculation. Ergo, applicants completing their qualifying degree in 2020 will have their GPA calculated based on the previous two most recent years of study.

<https://www.change.org/p/gemsas-consortium-australian-medical-schools-must-consider-an-opt-in-opt-out-system-for-2020-gpa-results>

Motion #7: Supporting Monash students applying for postgraduate medicine through GEMSAS

This MSC supports the Monash Biomed Society's endorsement of the #RecogniseMyEfforts campaign to petition the GEMSAS Consortium advocating for an opt-in/opt-out system. This would recognise the hardships of those negatively impacted by COVID-19 by giving them an option to opt-out of 2020 results in GPA calculations. Equally, students who were not adversely affected in their academic performance could opt-in to include their 2020 marks in the GPA calculation.

Moved: Meg Ruyters **Seconded:** Kit

For: 20

Against: 0

Abstentions: 0

MOTION CARRIED UNANIMOUSLY

Meg explained that many of the changes were abrupt and made after the census date so we are supporting the Monash Biomed Society in trying to get greater communication from Monash University who do endorse GEMSAS

Hugh expressed that the MSA has been in direct contact with the Biomed Society about what we can do about it at Monash specifically and have written a letter to admissions to get more information on how the changes this semester will effect and whether anything else will be considered, to gain more clarity.

11. Accessibility of online learning

Preamble: The recent survey conducted by the MSA Disabilities and Carers dpt revealed issues within the delivery of teaching this semester since the online transition. found that only 23.3% of the survey respondents felt as though their needs were being met . Furthermore a large proportion of students with disabilities are finding it immensely difficult to communicate to tutors and unit coordinators to ask for adjustments and support in relation to these issues - the process of which is adding stress to an already stressful semester, resulting in these students feeling exhausted and dis-enfranchised.

Motion #8: Accessibility of online learning

This MSC supports the MSA Disabilities and Carers Department, alongside the MSA Education Department, in their efforts to advocate for the prioritisation of the needs of students with disabilities in the University's delivery of education. Measures must be undertaken both to adapt the online model to accommodate for these students whilst also ensuring that existing services - such as the provision of notes/transcripts - are not neglected.

Accessibility is not optional.

Moved: Basia **Seconded:** Kit

For: 20

Against: 0

Abstentions: 0

MOTION CARRIED UNANIMOUSLY

Basia highlighted the importance of this motion as there have been issues with accessibility with Monash for as long as they have been here. The online system that has been implemented and introduced in a trial and error manner has made these issues worst.

Nick states it is a great motion and raised concern regard the recent news from the law faculty about remote invigilation that goes against the opposition with Examity, there is accessibility issues and we need more clarification.

James defers the chair to Santino

James declares that this has already been flagged by the Education team since the news came out late last night and there will be amendments to the next motion to specifically look into these issues.

Preamble: With the complete transition online of the university, all assessments at Monash University have had to be conducted online. Unfortunately, many students may not have the equipment, environment or infrastructure to conduct their assessments Online, just as technical issues and exceptional circumstances may arise. It is important that the university services and resources are able to address these issues, no student is disadvantaged during their assessments.

Motion #9: Educational Services

This MSC endorses the efforts by the MSA Education Department - Public and Academic Affairs - to push for appropriate technical services and resources for students conducting online assessments this semester.

Unreasonable requirements such as an additional webcam and the safe browsing software, currently required for Law faculty exams, should not exclude or undermine the academic outcomes of students.

The Education team will work to ameliorate any examination delivery issues that undermine student capacity to perform in their exams. They will further seek to re-open the opportunity for students to complete their exams on campus.

It is important to make sure that the standards of service to students are met to the highest degree in this semester.

Accessibility is not optional.

Moved: Kit

Seconded: Harrini

For: 20

Against: 0

Abstentions: 0

MOTION CARRIED UNANIMOUSLY

Hugh affirms that the Education Office Bearers and especially because he is a law student as well, have seen what has happened with the law faculty and have already been in direct communication with the LSS about the issues. LSS have sent a strongly worded email to the law faculty about the recent changes. What we need to make an amendment to address the technical requirement for addition equipment, the browsing software and an additional camera and how it is an unreasonable addition that will isolate and exclude many students. Regarding accessibility and or special arrangement an email was sent early in the morning, to ensure that any students that have technical issues or changing conditions are able to access university infrastructure or environment to complete their exams.

[amended in bold above]

James defers the chair to Santino

James commends the work of the Education Officers as these email from the Law Faculty came out the previous day and they have already jumped onto it

General Business

Meeting Closed – 11:27

ATTACHMENT 1 PRESIDENT REPORT



James McDonald

President REPORT

[Report to MSC 5/20]

KEY ACTIVITIES

Outline Key activities completed thus far since last report

Since the last report I have been continuing to work closely with the Education OB's on preserving student's education during the pandemic. Focussing on support services and working with our Student Advocacy and Support department to prepare for a busier period coming into exams, with appointment numbers already up quite a bit from this time last year.

I have also been working with the senior management team to prepare for what returning to the offices may look like, ensuring to keep an emphasis on health and safety of elected students, staff and all MSA members.

Myself and the executive have continued to support OB's with their events, campaigns and initiatives, including ESJ's "We can do better" campaign, Welfare on wheels and MSA's very first live-streamed event "Not the Nott". It has been great seeing students engage in the online events and the offering has been fantastic. MSA Volunteering has done a fantastic job in providing a plethora of events and activities for students to engage with during this socially isolating time, from pet show and tell to language classes – there is something for everyone!

Can also outline work being done for upcoming events

As of writing this – in three hours' time we will be going live with our very first live-streamed event. This has been in the works for several weeks and the Welfare, CLA and Activities officers have done an amazing job setting up the "Not the Nott" event.

The Welfare officers are now preparing for Welfare on Wheels which is a fantastic staple of MSA and it will be great to get out and get some food into students' hands.

We are now looking into what semester 2 is going to look with recent developments that lectures will continue online we are continuing to work on online events and initiatives to give students opportunities for engagement with MSA whilst we are still in isolation. I will continue to work with University officials in understanding what semester 2 will look like for students and working with the senior management team in getting MSA back to campus and bringing community and culture to Monash Clayton.

GOALS

Goal	Progress (Complete/Ongoing/Incomplete)	Comments
Support OB's in moving their content and services online	Complete	OB's have made a successful transition to online content and we will continue to see the content produced online
Work closely with Lowan (EO) regarding MSA and COVID-19	Ongoing	Being a rapidly changing situation this is ongoing. We are now looking into getting back to campus which will be a slow and long process – for the right reasons of health and safety
Work with the University in shaping Semester 2 2020	Ongoing	With Semester 1 rapidly changing it is important the University learns from this coming into Sem 2

ATTACHMENT 2 – SECRETARY REPORT



Liz Chiem
SECRETARY REPORT
[Report to MSC 5/20]

KEY ACTIVITIES

Outline Key activities completed thus far since last report

I have continued to work with the OB departments in supporting the work we are all doing in moving services online. There has been good progress and every department is working hard, lots of events have been offered online which has been fantastic to see

All MSC minutes so far have been uploaded onto the MSA website and I have kept up to date and followed up on with all the paperwork/attachments/financial statements/ reports needed for MSCs.

Just keeping up daily secretarial role in regards to responding to emails, following up on any necessary paperwork and passing on any important information to OB departments and Divisions

Outline work being done for upcoming events

Working together with the Executive team with the ongoing support the OB departments with the content and services online.

Will be preparing to have MSC 4/20 minutes complete and following up with preparations for . MSC 5/20 in June.

GOALS

Goal	Progress (Complete/Ongoing/Incomplete)	Comments
MSC Minutes 3 complete	Complete	
Support OB's in moving their content and services online	Complete	
MSC Minutes 4/20	Ongoing	
Prepare agenda for MSC 5/20	Ongoing	
Continual work with Executives and OBs to advocate for students	Ongoing	

ATTACHMENT 3 – TREASURER REPORT



Santino Raftellis
TREASURER REPORT
[Report to MSC 5/20]

MSA Treasurer Report:

This report will be divided into a handful of sections; revised divisional budgets, governance and financial reporting, and staff remuneration updates. This is my third report of the 2020 Calendar Year.

Office Bearer Support:

Over the last few weeks, I have engaged with each office bearer department of the MSA to discuss budgetary expenditure and allocation of resources as we approach the end of semester and are forced to potentially reevaluate our operations in light of the partial reopening of campus. I have particularly assisted departments such as Education Public Affairs which has halved in capacity due to the leave of absence of one of the Office Bearers and Welfare which is preparing to run its Welfare on Wheels Program.

Governance and Financial Reporting:

I have continued to engage with the Finance Team to ensure we are meeting our statutory obligations and compliant with new financial legislation rolled out as part of the COVID-19 crisis.

COVID-19 Staff Remuneration Changes:

Over the last few weeks staff have made amendments to their working hours, drawn on their entitlements where appropriate, and been receiving the JobKeeper wage subsidy from the Federal Governments. As campus begins to open up, I have been engaging with the Senior Management Team to write and commence the implementation of our Back in the Office Policy.

ATTACHMENT 4 – ACTIVITIES REPORT

Chloe

Yeats and Joseph Lau



Activities REPORT

[Report to MSC 05/20]

Key Activities

As of the last MSC
ZOOM Fitness Classes:

We have continued our correspondence with F45 and explored the logistics behind how we can conduct ZOOM fitness sessions for the students to access while they are in their homes. In the meantime, we are also planning contingency plans through Monash Sport and their ability to provide tailored classes for the MSA. The aim is to hold at least one class held during SWOTVAC to provide an opportunity for a fitness related study break for students. There is room to expand this into the winter break.

Party in ISO:

Our activities committee have assisted us by contributing videos that show different ways of partying and celebrating in the comfort of your own home. These videos will be edited by DesCom and promoted on the Activities Facebook page. Depending on the success of the video, we may be able to film more related videos for the stay at home ISO life.

Future Plans:

We are also looking into the restrictions of Semester 2 and how we may be able to conduct live stream DJ sets to the Monash community. Not the Nott was a huge success and there is room to potentially carry on the momentum and push for more live streamed events.

Goal	Progress	Comments
F45 ZOOM Fitness Confirmation	Ongoing	Currently confirming whether they can continue ZOOM sessions because they are opening up their physical gym soon. This may mean that they will not be able to conduct ZOOM sessions for us.
Party in ISO	Ongoing	Videos have all been filmed, drive will be linked to ASANA by weekend for DesCom to review and edit.

ATTACHMENT 5 - CREATIVE AND LIVE ARTS REPORT



Georgia Bell and Nick Broussard

CLA REPORT

[Report to MSC 05/20]

KEY ACTIVITIES

Outline Key activities completed thus far since last report

SOCIAL MEDIA

Comedy: From last MSC we have posted 4 student comedian and 4 professional comedian videos on the MSA Activities page, a few sequentially breaking the records for reach with the highest at over 16500 individual people reached as of writing this. These videos are available for 6 months from the post date so can be around until the end of semester 2. We are also about to release three videos in a collaboration with POC as a mini comedy special.

Student Musicians: Every Wednesday at 1pm we have posted a student musician that has made a video for us and promoting them, both to support them as artists and show students what music is available from student artists, this has also been sequentially breaking records with people reached as well as post engagements.

Other initiatives/services: We promoted artwork outlining online museums and other services that can be accessed from home, have been involved in the promotion of other events such as safe and sexy week, and worked closely with Welfare and Activities to get the Nott livestream event ready.

FUTURE PLANNING

As of writing this, we have everything ready to be posted by the end of semester and we will likely slow down for Swotvac and subsequent exams, hoping to pick back up after exams for things like isolated AXP events and build up to the semester.

Other ideas that will be worked on include ways to grow our social media presence and provide more to students during the online phase. As things go back toward normal life, we can look toward what live events will look like and how to implement them.

GOALS

Goal	Progress (Complete/Ongoing/Incomplete)	Comments
Continue submitting comedy videos	Ongoing	Waiting for comms to edit start cards on the remaining videos so that they can be scheduled
Continue submitting and promoting student videos	Ongoing	Submitted and scheduled, just need to promote them once they're posted
Start work on what holiday and semester 2 will look like	Incomplete	At this point, idea generation is the key stage and will be worked on more as we get closer to next semester
Data analysis on how posts have performed so that we can improve content for next semester	Incomplete	After week 12 all of the posts for the semester can be looked at to see what works and how to maximise what we're doing.

ATTACHMENT 6 – LOT'S WIFE



LOT'S WIFE REPORT

[Report to MSC 03/20]

KEY ACTIVITIES

Since the last report at MSC 3/20, Lot's Wife has published edition two and edition three. It has also held launch events, training sessions for sub-editors, and slightly refurbished our online presence.

Publication of Lot's Wife Edition 2

Edition 2 of Lot's Wife was released digitally on 29 April 2020. This was the first edition of Lot's Wife to solely be published online, with budgetary requirements and the impact of COVID-19 meaning the publication of a print edition was not feasible and futile.

Nevertheless, the publication has a wide reach and received good reception.

A launch event was subsequently held 30 April 2020. This involved contributors reading their pieces to attendees on a Zoom call. The event went well and allowed for more community outreach.

Publication of Lot's Wife Edition 3

Edition 3 of Lot's Wife was released digitally on 3 June 2020. This was the second edition of Lot's Wife to solely be published online due to the aforementioned reasons. At the date of this report it is difficult to scope the reception of edition 3 and this will be discussed in a subsequent report to the MSC.

A launch event was subsequently held 3 June 2020. This consisted of a trivia night with questions about Lot's Wife history, edition 3, and other general trivia questions. It went well although attendance was small.

Edition 4 preparation

Editors will shortly commence work on edition 4. It is our hope that if students are back on campus for the commencement of semester 2 that we print the fourth edition and hold a physical launch event. The feasibility of this will be determined in late-June/early-July.

Internal review of Lot's Wife

In order to create a sustainable structure for Lot's Wife that can be continued by next year's editors, and to check the progress of all editors, an internal review was conducted. This included an anonymous feedback form and individual interviews with each editor and Ryan Attard.

The findings of the review were that the scope of some roles needed to be redefined and that other editing processes needed to be finalised and not changed. The full feedback is with the editors.

Website review

In June and July, the Lot's Wife team will be redeveloping the Lot's Wife website due to out-of-date plug-ins and code. This will ensure that the website is more modern and easier to use by subsequent editors. The team has decided to take this task on ourselves in order to speed up the process.

Currently, a slight review of the Lot's Wife website has occurred, with a new colour scheme and out-of-date information removed. This makes it more in line with the theme of the MSA and Lot's Wife.

Community outreach

Lot's Wife has attempted to build its community through various means:

- An increased social media presence;
- Events for our readers, contributors and subeditors; and
- Other opportunities.

So far, we have held launch events for editions 2 and 3, while holding subeditor training sessions. We are now looking to a larger launch for edition 4 (in the hope that we will be back on campus). Plans are still being developed.

Position sharing agreement

By the time of MSC 5/20, the new Lot's Wife Position Sharing Agreement will be signed and provided to MSA Finance. We will review this in two months to ensure accountability of all editors and a balanced workload.

Sponsorship

The Lot's Wife Marketing Officers have been working with the MSA to garner sponsorship for 2020. Due to COVID-19, the entire sponsorship kit had to be redesigned. There is also

increased pressure due to the limited sponsorship now available due to financial pressures on companies. We hope to have more to report on the subject in our next report.

CURRENT GOALS

Goal	Progress	Comments
Goal #1 – Create a governance structure for Lot's Wife	Complete	Role divisions were finalised in December and a formal document with roles created.
Goal #2 – Submit Edition 1 on time for printing by 16 March 2020	Complete	Distribution started 16 March 2020.
Goal #3 – Launch Edition 2 submissions and have them closed by early-April	Complete	Written submissions closed 3 April 2020 and Visual submissions to closed by 10 April 2020.
Goal #4 – Prepare the Lot's Wife office for use	Complete	The office is clean with only the ventilation to be fixed and some old furniture to be removed.
Goal #5 – Train subeditors in editing processes	On-going	Subeditors have been selected and received some training in formal sessions.
Goal #6 – Revise the budget to streamline expenditure	Complete	The budget has been streamlined to ensure that expenditure is efficiently spent during these unprecedented times.
Goal #7 – Finalise the movement of all content to online sources	Complete	We have published editions 2 and 3 online and increased our online presence.
Goal #8 – Continue to streamline editing processes	Complete	This semester we trialled the Trello editing board system along with the Google Docs/Dropbox editing processes, with editors

		now content with their internal processes.
Goal #9 – Promote community engagement through online platforms	Ongoing	We have held various online events (as mentioned above).
Goal #10 – Increase sponsorships for the rest of Semester 1 2020	Ongoing	Sponsorship accumulation has been difficult due to the financial pressures associated with COVID-19. However, editors have reached out to various entities along with other revenue raising projects.

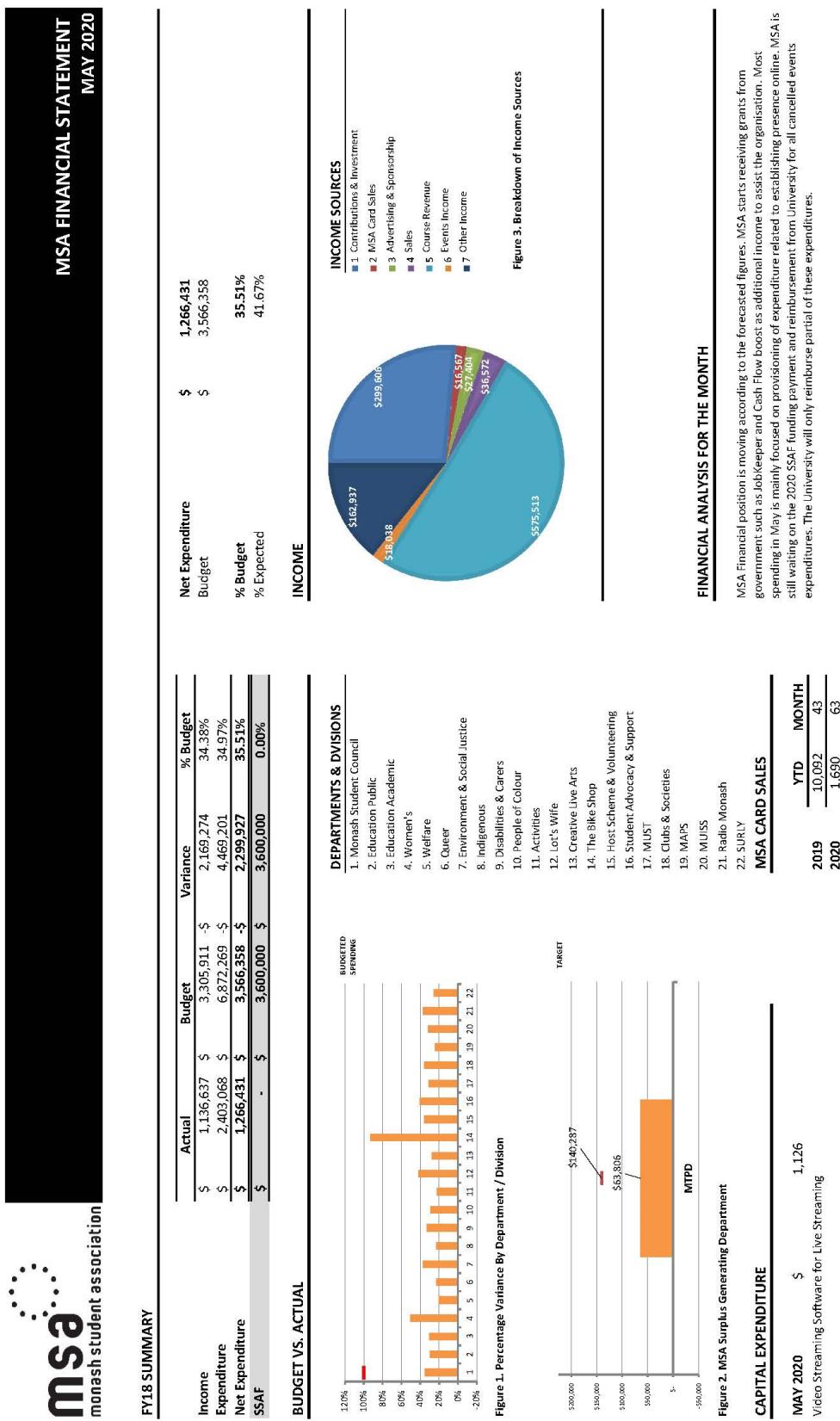
NEW GOALS

Goal #11 – Rebuild the Lot's Wife website

Goal #12 – Prepare for Edition 4, including submission launch

ATTACHMENT 7 – MONTHLY FINANCIAL STATEMENTS

MSA FINANCIAL STATEMENT
MAY 2020



**MSA FINANCIAL STATEMENT
MAY 2020**

FINANCIAL STATEMENT BY DEPT
1 January - 31 May 2020

		YEAR TO DATE		ANNUAL		YEAR TO DATE		ANNUAL	
		2019 Actual (\$)	2020 Actual (\$)	Variance (\$)	2019 Budget	2019 Actual (\$)	Variance (\$)	2019 Budget	2019 Actual (\$)
		(a)	(b)	(c) = (b) - (a)	(d)	(e) = (b) - (a)	(f) = (b) - (d)	(g)	(h) = (b) - (a)
INCOME									
Contribution	169,398	246,687	137,289	19,906	226,781	123%			
Investment	64,361	32,919	-11,442	147,981	28%				
MSA Rewards Sales	94,958	16,567	-78,391	105,750	-89,183	16%			
Advertising & Sponsorship	168,383	27,404	-140,979	221,000	-193,956	12%			
Sales	286,097	36,572	-261,525	688,580	-652,008	5%			
Courses Revenue	526,810	575,513	48,703	1,778,679	-1,203,166	32%			
Fines & Charges	6,460	2,376	-4,084	30,669	-28,293	8%			
Office Supplies	2,007	149	-1,858	4,500	-4,351	3%			
Activities	11,910	1,802	-10,108	10,747	-105,673	2%			
Functions & Productions	83,075	16,236	-66,839	125,180	-108,944	13%			
Other Income	2,660	166,412	157,752	24,172	136,240	664%			
TOTAL OPERATING INCOME	1,368,119	1,136,637	-231,482	3,305,911	-2,169,274	34%			
EXPENDITURE									
Salaries & On Costs	1,620,456	1,547,285	-73,171	4,391,557	-2,844,272	35%			
Building & Maintenance	25,818	11,640	-14,178	34,551	-22,911	34%			
Equipment	53,561	241,286	187,725	72,450	168,836	333%			
Software Development & Licence	30,297	190,749	160,452	415,501	-224,752	48%			
Fees & Administrative Charges	56,582	13,895	-42,687	237,863	-223,968	6%			
Legal & Consultancy	40,656	26,010	-14,555	63,700	-37,650	41%			
Office Expenses	49,283	36,888	-12,395	132,448	-95,560	28%			
Subscriptions	5,509	3,752	-1,757	18,350	-14,958	20%			
Training & Conference	37,668	3,974	-33,694	73,943	-69,369	5%			
Grants & Donations	7,363	0	-7,363	160,000	-160,000	0%			
Projects & Campaigns	97,545	71,374	-26,171	180,145	-108,771	40%			
Activities	238,286	132,774	-105,512	409,793	-277,019	32%			
Functions & Productions	53,433	17,403	-36,030	159,305	-141,502	11%			
Cost of Goods Sold	140,127	33,502	-106,625	351,937	-318,435	10%			
Other Expenses	115,605	72,536	-43,069	170,726	-98,190	42%			
TOTAL OPERATING EXPENSES	2,937,098	2,403,068	-527,030	6,872,269	-4,469,201	35%			
NET OPERATING EXPENDITURE	1,263,979	1,266,431	2,452	3,556,358	-2,289,927	36%			
OPERATING MARGIN							51.89%		

*Denotes MSA Surplus Generating Departments