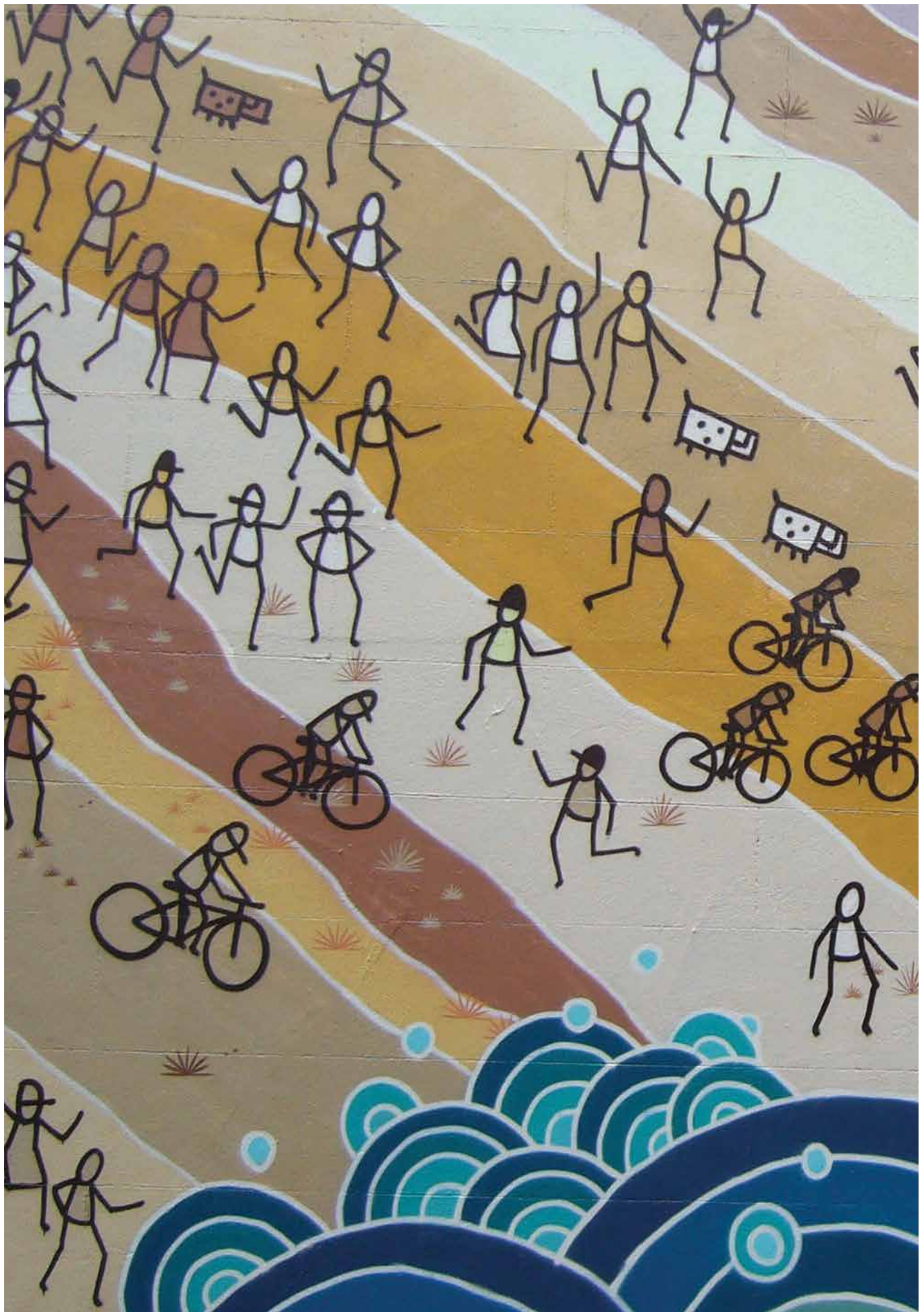


The background of the cover is a colorful illustration on a textured surface. It depicts a community of people engaged in various activities. In the upper part, a group of people is sitting on a hillside. Below them, several individuals are running or jogging along a winding path. In the middle section, a large group of people is walking or running together. Some are carrying items, and one person is riding a bicycle. In the lower part, more people are walking, and several are riding bicycles. The path is bordered by green grassy areas and small bushes. The overall scene conveys a sense of active community participation and movement.

3CR

COMMUNITY RADIO
ANNUAL REPORT 2014





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COMMITTEE OF MANAGEMENT

The Committee of Management (CoM) is made up of 3CR programmers, volunteers and supporters. This group of volunteers is elected once a year and the committee's role is to make decisions about the overall purpose and direction of 3CR, to ensure that funds and property are properly managed, to ensure that 3CR abides by its governing documents and to ensure that staff and volunteers best carry out 3CR's services.

2014 Committee of Management

Directors: James McKenzie (Chairperson), Therese Virtue (Vice Chairperson), Pat Khor (Vice Chairperson), Terry Costello (Secretary), Perambalam Senthoran (Treasurer)

Helen Gwilliam, Marisol Salinas, Gonzalo Illesca, Bill Deller, Nicole Hurtubise, Diana Beaumont, Liz Wright, Annie McLoughlin

STAFF

Station Manager	Marian McKeown
Programming Coordinator	Gab Reade / Teishan Ahearne
Projects Coordinator	Juliet Fox
Promotions Coordinator	Meg Butler / Jarrod Marrinon
Current Affairs Coordinator	Ronny Kareni / Gab Reade
Office and Finance Coordinator	Helen Howard / Loretta O'Brien
Volunteer Coordinator	Rachel Kirby
Training Coordinator	Leanne McLean
Community Language Support Workers	Namila Benson Par Tha Hluan Mang Cin

CONTRACT STAFF

Technical Coordinator	Greg Segal - GWS Audiovisual
Technical Assistant	Riah Williams
IT Coordinator	Luke Neeson
Accountant	Denis West - Administration Pro

ADMINISTRATION SUPPORT

Thanks to Michael Smith and Lee Heather for providing administration support throughout the year.

COMMITTEES

Finance Sub Committee Convenor
Perambalam Senthoran

Training Sub Committee Convenor
Leanne McLean

Programming Sub Committee Convenor
Gab Reade / Teishan Ahearne

Projects Sub Committee Convenor
Juliet Fox and Meg Butler / Jarrod Marrinon

WHY 3CR?

3CR was established in 1976 to provide a voice for those denied access to the mass media, particularly the working class; women, Indigenous people and the many community groups and community issues discriminated against, in, and by the mass media.

3CR PHILOSOPHY

3CR is a community radio station and a dynamic community hub that is now in its 39th year. Around 400 volunteer programmers present more 120 programs that go to air each week. The station broadcasts in approximately 18 languages including English, 24 hours a day, 365 days a year.

Listeners can tune into our analogue broadcast on 855AM, digital broadcast on 3CRDigital, stream live through the web at www.3cr.org.au or download podcasts of our shows.

Unlike almost all other media organisations in Australia, 3CR is genuinely owned by the community. 3CR's highest decision making body the Community Radio Federation (CRF) is made up of representatives of Affiliate members, station workers and subscribers, meets quarterly and is responsible for making major policy decisions, passing the annual budget and oversight of financial reports and deciding on station membership.

3CR provides programming of interest to a broad general audience and to specific interest groups. We actively discriminate in favour of Australian artists and composers, and play at least 55% Australian music. Groups broadcasting on 3CR cover the areas of social justice, the environment, culturally and linguistically diverse (CALD) communities, the arts and music, and trade unions. Many 3CR broadcasters are community activists and therefore uniquely placed to present alternative current affairs, news and views.

The station stages a number of special broadcasts each year to promote human rights issues, as well as local music and cultural events. In 2014 these included broadcasts on indigenous, homelessness, disability, the environment, women's and workers' rights.

CHAIRPERSON REPORT

3CR is an activist hub and continues to be a launching pad and a conduit for community campaigns.

We were the broadcast conduit for the voices and perspectives of activists and residents opposed to the Napthine Government's East-West Tunnel - a project that threatened to rip up chunks of the Inner-City and turn it into a construction zone.

The campaign was successful when the Napthine Government was turfed out at November's State Election.

We now report and analyse a political culture and climate in Australia where state politics has moved to the left, while federally the country is mired in the confused policies of a dysfunctional, right-wing administration.

Two issues essential to 3CR's heart – unions and Indigenous Australians – are caught in this right-wing malaise.

The 2014 State Election became a platform for the Liberals shirtfront of choice – union bashing.

We continue to proudly broadcast programs presented by unions, such as the Concrete Gang.

On the federal front, the Abbott Government threw in the towel on Indigenous communities by giving the conservative WA Government power over that state's 274 remote Aboriginal Communities.

The WA Government promptly kicked Aboriginal Australians in the teeth by announcing it would close half of those communities and move Aboriginal people from their homes, their lands.

The Feds and the Barnett Government cite economic savings as the reason for the closures but really it is a land grab. Those remote communities



are on ancient lands enriched with minerals deep in their soils.

Surely the Coalition has the benefits to mining companies as its priorities when the closures were decided. (As if the Coalition hasn't done enough to satisfy the mining companies when it repealed the Carbon Tax!)

3CR is resolute in its defence of the remote communities. On air, we name the land grab for what it is.

Meanwhile, on Invasion Day, when Tony Abbott was handing out a knighthood to the Queen's husband, we were highlighting the voices of those dispossessed by injustices.

And we were the only community radio station in the country to broadcast the views of Indigenous people on a daily basis when we sent a broadcast team to Brisbane to cover the G20. Dispossession and injustice and their trickle down effects were consistent themes during our broadcasts.

How can Australia achieve reconciliation when the nation has governments that still remove Aboriginals from their land? How can the land be a place of stability and spiritual connection for Indigenous people when it is taken away from them?

3CR is political and proud of it. Our listeners know that our perspectives and coverage of issues will be presented from left-wing, progressive angles. We do not pretend to be unbiased. Unlike the mainstream media, we don't have to dress up our biases and spin them to hoodwink listeners into thinking that we aren't subjective.

James McKenzie
Chairperson

STATION MANAGER REPORT



As we begin work on 3CR's 40th anniversary celebrations in 2016, there is a great deal of reflection about what 3CR stands for, what events have shaped us, and what our common purpose is. There is a keen sense of history and an awareness of how that history propels us forward. Indeed, there is an enormous sense of pride in the fact that we have stayed true to our values especially as the forces of neoliberalism have radically altered our social and political fabric over the past 40 years.

3CR exists not only as a counterpoint to the interests of big business or as an alternative to the mass media, but as a direct rallying point for social change. We exist as a place where activists from many and varied campaigns can come together and share ideas. And of course, we exist as a place where people come to have their voices heard.

3CR continues to operate "on the smell of an oily rag" and unbudgeted expenditures can have a big impact on the station's finances as they did in 2014. Nonetheless, Radiothon, our annual fundraising drive, continues to be a big success thanks in large part to the efforts of our volunteers. It's a testament to the loyalty of our listeners and the genuine support of the community that year after year we are able to raise a significant amount of money. While it's a challenge to meet our operating costs each year, 3CR continues to be a place of incredible innovation and our Tech Team is to be commended for their achievements in 2014, notably the introduction of "mix minus" in our on-air studio (this allows for a live, two-way conversation between our on-air studio and the outside broadcast) and the upgrade from Windows XP to Windows 7.

Our goals for 2015 include expanding our reach into our listening community and we intend to do this by increasing our numbers of affiliates and sponsors numbers, holding stalls at community events and continuing our tradition of innovative outside broadcasts.

We hope our listeners and supporters continue to be inspired by the stories and perspectives broadcast on 3CR.

Staffing

There were some significant changes to the 3CR staff group in 2014. Teishan Ahearne left as Program Coordinator and Helen Howard and Meg Butler went on maternity leave. We were thrilled to have Ronny Kareni join us as Current Affairs Coordinator, Loretta O'Brien return as Office Coordinator and Jarrod Marrinon join us as Promotions Coordinator.

Vale

2014 was a difficult year for the 3CR community with the passing of three long-term and deeply committed programmers: Doug Jordan; Lisa Cruickshank; and Bill Deller. Doug was a former tram conductor, unionist, socialist and presenter of City Limits until his death. His community and working class commitment was evident in the issues he brought to and attitudes he expressed on-air. Lisa was an OH&S delegate for the BLF and CFMEU and a former Chairperson of the station. She was a fighter for working class people and a strong feminist who only recently returned to programming at the station, joining the Left After Breakfast team. Bill was many things at 3CR: trainer, Committee of Management member, receptionist, and presenter of Keep Left and Solidarity Breakfast. Bill was also a socialist

and unionist with a lifelong commitment to left-wing politics. He was well known and loved at the station and trained many of our current volunteers. The passing of Doug, Bill and Lisa is a huge loss to the station and the left in general. 3CR would like to express its deepest condolences to their family, friends, comrades and listeners.

Fundraising

3CR is committed to maintaining its independence and this includes financial independence. In 2014 we maintained our goal of raising 65% of our operating funds independently via the generous donations of our supporters, service fees generated through hire of our studios and transmitter, training fees, merchandise sales, benefits and raffles.

We had another terrific response from our listeners and volunteers to our annual Radiothon in 2014, raising \$209,486 in donations. While the number of individual donors was down slightly on the 2013 figure, the average donation amount went up. Overall, donations met about 30% of our operational budget. These funds go toward paying for the day-to-day costs of running the station from the electricity that powers our transmitter to our broadcasting license fees.

Special thanks to the Done By Law, Girls Radio Offensive and Out of The Blue for their outstanding fundraising efforts. Once again, thanks also to the CFMEU, Anarchist Media Institute and the businesses who donated product for the Gardening Radiothon.

Bequests

We gratefully acknowledge the kind and thoughtful gift received from long-time listener, and supporter Dorn Parker. While we're yet to finalise the details of how it will be spent, the bequest will be of great benefit to the station's continued operation.

Grants

3CR seeks grants to support our broadcasting priorities; in 2014 the station received a significant portion of its funds from grants, which were used to fund a wide range of projects such as: Beyond The Bars; the Sustainable Breakfast series (live broadcasts from Friends of The Earth); International Day of People With Disabilities; an Aboriginal Women's training program; and a live music event for International Women's Day.

Community Broadcasting Foundation

Government funding is accepted in the form of one-off grants for specific projects or program payments through the Community Broadcasting Foundation. 3CR received CBF funding for five programs broadcasts nationally on the Community Radio Network: Earth Matters, Women on the Line, Sick Together, Lost in Science and Accent of Women. The station also received funding to support broadcast of indigenous and ethnic language programs as well as a transmission subsidy. In 2014 there were nine hours of indigenous programming per week and approximately 18 hours of ethnic broadcast that received funds to offset program expenses, purchase equipment for the station and offset some of the transmission costs. The CBF also funded the Beyond the Bars broadcast and Culture and Community – Youth Connections – a project designed to better support our community language broadcasters through the employment of two part-time workers.



GRANTS RECEIVED IN 2014

PROJECT	FUNDER	AMOUNT
Beyond the Bars 2013	City of Melbourne	\$7,000
	Community Broadcasting Foundation	\$25,000
	Koori Justice Unit	\$5,000
	Corrections Victoria	\$5,000
Sustainable Breakfast Series	City of Yarra	\$4,000
International Women's Day 'Women of Rock'	City of Melbourne	\$8,613
Aboriginal Women's Training	City of Yarra	\$6,000
Disability Day 'Refugee Radio'	Victorian Multicultural Commission	\$1,000
Culture and Community 'Youth Connections'	Community Broadcasting Foundation	\$25,000



PROGRAMMING

PROGRAM HIGHLIGHTS 2014

Since 1976, 3CR has delivered current affairs, music, and community language programming that can't be heard anywhere else.

2014 presented some significant highlights for our broadcasters and the station. For the second year in a row, we covered the ongoing community campaign against the East-West tunnel toll-road and in November we hit the road to set up an outdoor studio from the Brisbane Sovereign Aboriginal Embassy to report on the G20.

There were over 130 programs on 3CR in 2014. We trained, supported and prepared three new programs to join the 3CR grid and bid a sad farewell to eight programs.

Programming Sub Committee

Marisol Salinas; Aran Mylvaganam; Osman Shihaby; Sue Leigh; Lia Qian; Bec Smith; Ronny Kareni (Current Affairs Coordinator); Gab Reade (Program Coordinator).

Program Changes in 2014

New Programs

Radical Philosophy

Femme Freestyle

Rank and File Radio

Program Departures

Hitstrumental

Radio Chori

Girt By SEA

Harari

Liberian New Life

Virasat

After Party

Hitstrumental

Special Broadcasts

Tunnerminnerwait Maulboyheener Monday 20th January

Live outside commemoration broadcast from the site of the hanging of two Indigenous Tasmanians who were the first to be publicly executed in Victoria. Presented by Joe Toscano. Technician Michael Smith

Survival Day Sunday 26th January

Hosted by Robbie Thorpe (AltarNative) and Viv Malo (The Black Block), John Harding (Indearts) and Gilla McGuinness (Koori Survival Show). Four and half hours of special programming - interviews, music, and updates from the Invasion Day speak-out at the Atherton Gardens. Technician Michael Smith

International Womens Day Saturday 8th March

In 2014 3CR again celebrated IWD with 24 hours of diverse and dynamic radio. Women of Rock Extravaganza LIVE from the Public Bar. Also contributed 4 programs to the CBAA Digital Radio pop station- 2X WOTL, Accent of Women & an hour of Women of Rock. 3CR's digital license was used to broadcast this.

Where the Heart Is Friday 21st March

A live outside broadcast from the Homelessness festival in Edinburgh Gardens presented by Roominations. Tech Michael Smith

Sustainable Breakfast Monday March 24 – Friday March 28

Breakfast broadcasting live from Friends of the Earth (Foe). Produced by Annie McLoughlin and Current Affairs Coordinator.

Tamil Easter Radiothon Friday 18th April

A day of special programming in Tamil to raise much needed funds for the Tamil community in Sri Lanka.

May Day

Thursday 1st May

From 7am to 6:30pm 3CR programs delivered all day coverage and analysis of international labour movements and local events. Exposing the horrific exploitation of workers from Nepal who are building the stadiums for the Qatar World Cup in 2022, Arts and theatre workers, Poetry, Feminism, Talkback with Attitude, Disability rights, global protest music. We also did live crosses from the rally on Sunday May 4.

3CR Radiothon 2014

General Radiothon 2nd June to 15th. Gardening 22nd June between 7:30am – 10:00am.

Beyond the Bars

NAIDOC Week, 7th to 11th July

This year 3CR broadcast live from six prisons across Victoria (Barwon, Dame Phyllis Frost, Fulham, Loddon, Marngoneet, and Port Phillip). Go to 3cr.org.au/beyondthebars

G20 Protests

Nov 14th -16th 2014 (Brisbane)

Mammoth nine day broadcast event from the Brisbane Sovereign Aboriginal Embassy. Six Executive Producers took charge of (at least) two daily crosses. Ronny Kareni, 3CR Current Affairs Coordinator, coordinated from Brisbane with our Program Coordinator Gab Reade coordinating from Melbourne. This was a unique and very valuable experience for all involved. Received some high commendation from the Brisbane Blacks about the conduct and generosity of the 3CR programming team.

International Day of People with Disability Wednesday 3rd December

3CR marked International Day of People with a Disability with special broadcasting to celebrate the achievements and promote the rights and interests of people with disability.

Tamil Christmas Radiothon Thursday 25th December

A day of special programming in Tamil to raise much needed funds for the Tamil community in Sri Lanka.

National Programming

3CR produces nine programs that are syndicated to community radio stations across the country by the Community Radio Network.

See <http://www.3cr.org.au/nationalprograms>



3CR broadcasters during the Brisbane G20 protests



The Roominations team broadcasting live from the Where the Heart Is festival



3CR programmers during the Sustainable Breakfast series broadcasts live from Friends of the Earth



Programmers from 3CR's national program, Accent of Women

SPECIAL PROJECTS

In 2014 3CR projects provided a range of community groups and marginalised issues with an active voice in the media. We presented live outside broadcast events, ran a training club for young women, and continued our commitment to providing a voice to Aboriginal prisoners.

Projects Sub Committee

Nicole Hurtubise, Fiona Dean, Teishan Ahearne, Kate Elliot, Areej Nur, Helen Gwilliam Juliet Fox (Projects Coordinator), and Meg Butler and Jarrod Marrinon (Promotions Coordinators).

SPECIAL EVENTS

Projects Managed/Supported in 2014

Sustainable Breakfast Series

Funder: City of Yarra

3CR broadcast each weekday morning from Friends of the Earth's food coop. Breakfast presenters hosted and the content featured a feast of sustainability issues and conversations.

Precious Memories Oral Histories

Funder: City of Yarra

Recorded eight elders' stories from the City of Yarra area. Features to be broadcast and distributed online. The project had been extended from 2013 and was completed in 2014.

Aboriginal Women's Training Project

Funder: City of Yarra

Trained a group of Aboriginal women from the local area in radio basics delivered by trainers Shiralee Hood and Viv Malo with support from other 3CR trainers. (Note: this project was primarily coordinated by the Training Coordinator).

IWD Festival

Funder: City of Melbourne

A live outside music event held at Bar Open in North Melbourne featuring a range of women's bands, diverse presenters and music genres. Some content was also supplied to the Melbourne-wide digital pop up. (Note: the project was largely coordinated by the Promotions Coordinator alongside a dedicated project worker)

Beyond the Bars

Funders: CBF, City of Melbourne, Department of Justice

Broadcasts from six Victorian prisons during NAIDOC Week featuring the voices, stories and music of over 100 Aboriginal men and women, and the production, launch and distribution of a double CD of highlights in Beyond the Bars 10.

International Day of People with Disability

Funder: Victorian Multicultural Commission

Broadcast of a panel discussion featuring refugees with disabilities for broadcast and podcast as part of the dedicated day of programming

3CR Book project

Funder: 3CR bequests

Coordination of a book exploring the past 40 years of 3CR, to be published in 2016

ATA Announcement Project

Funder: Alternative Technology Association

Description: Produce and broadcast a series of announcements targeting specific communities about electricity provider information.

Queering the Air

Funder: CBF

Four hour-long radio features focused on the voices of lesbian, bisexual, gay, trans, genderqueer and intersex people from diasporic backgrounds, with at least part of each program in a language other than English.

Community Language Support Workers

Funder: CBF

This project made it possible for the station to employ two workers to increase access and participation on 3CR programs. This is through greater youth engagement, new ways of content production/distribution, and outreach to new and emerging communities.

3CR ONLINE

The 3CR Webteam met five times in 2014 and continued to coordinate and maintain updates of the website. Webteam members are currently: John Jacobs, Christie Stott, Lucas Hodge, Diana Beaumont and Juliet Fox/Meg Butler (facilitators). Audio on Demand, and flexible scheduling have continued to be improved upon throughout the year. Podcast hosting on the 3CR website is still being trialled with an intended roll out completion early 2015.

The webteam maintained 3CR's website and social media platforms along with staff.

www.facebook.com/3craelbourne

Likes

4,634 in 2014

3,570 in 2013

2,503 in 2012

1,794 in 2011

www.twitter.com/3cr

Followers

3,655 in 2014

1958 in 2013

1201 in 2011

www.3cr.org.au

On average 10,000 unique visitors per month

eNewsletter

Twelve monthly eNewsletters with 5 – 6 station news stories were sent out to eNewsletter subscribers:

1,613 in 2014

1,189 in 2013

1,139 in 2012

Average open rate of 30%. Redesign of the eNewsletter has increased traffic back to 3CR website.

Podcasts

Podcasts were updated twice weekly.

58 regular programs in 2014

57 in 2013

45 in 2012

Audio On Demand

In October 2014 Audio on Demand had 2,966 unique listeners. In August 2013 audio on demand was used to listen to programs 3,785 times. The amount of shows listened to have increased in 2014, however as yet statistics are not available for this.

CRAM guide

The annual CRAM guide, including 24 contributors and 30 pages of content, was distributed to over 2000 people.

Station services

For the past 39 years, 3CR has provided an invaluable forum for hundreds of community groups to promote their activities via community service announcements. This continued in 2013 with the station producing and broadcasting around 65 individual announcements from over 50 community groups, as well as contra announcements and bulk bookings through Spots and Space, 4PeopleMedia, LEBA, and Yarra News.



Photo taken by Jesse Boylan during the Beyond the Bars broadcast



Women of Rock, 3CR's live broadcast for International Womens Day

TRAINING

Training at 3CR is vital for the rejuvenation of skills, particularly in an environment where technology changes regularly. Training enables new people to learn the skills of radio and become the amazing program makers of tomorrow. As such 3CR invests a lot of energy into running a highly organised training program. A team of experienced programmers run five general training courses per year as well as many tailored training projects.

Training Sub Committee

Leanne McLean (Training Coordinator), Maja Graham, Teishan Ahearne, Elena McMaster, Mark Tyler and Michael Smith.

General Training Courses

Five general training courses have been delivered with one being completed as this report is written. A slight decrease in attendance is attributed to the fact there was a smaller number of new program applications in 2014. 82% of participants completed the course.

Trainers

Of 34 3CR trainers, 24 delivered the training with some trainers delivering up to 3 or 4 modules. Bill Deller was a stalwart of the 3CR training team and his energy and enthusiasm for training will be sorely missed.

Evaluations

Once again, our trainers have received extremely positive evaluations, with most participants rating the training sessions four or five out of a possible five. Some of the participant comments included:

“Love these trainers!”

‘Both trainers easy to understand and generally enthusiastic”

“Great teachers”

“Wonderful. Thanks for an inclusive and informative session”

“Dale is awesome”

“Awesome trainers, very patient”

“Really fantastic trainers. Knowledgeable, friendly and fun”

Train the Trainer

Meredith Butler and Nicki Stott delivered the Train The Trainer in May with ten people attending. As always the trainees were very impressed with the training workshop. TTT participants who have gone on to shadow experienced trainers and even lead training themselves include: Emma Townshend, Chris Lassig, Paul Elliott, Beth Askham, Terry Costello and Liz Wright. Our thanks go to Meredith and Nicky.

Advanced Cool Edit sessions

Michael Smith delivered three multi-track Cool Edit sessions in March, April and August. Our thanks go to Michael being so generous with his time and expertise.

Outside Broadcast Training

Meg Butler delivered two OB training sessions and Michael Smith delivered one.

Trainees included Elena McMaster, Teishan Ahearn, Sean Bezar and Laura McFarlane.

Listening Week

Listening Week took place Sept 15 -21 and is a chance for programmers to receive constructive and systematic feedback on their programs. The Training Coordinator organised for 94 programs to be listened to.

Mentoring New Programs

Training and Programming have developed a collaborative process for supporting new programs and providing feedback, with an experienced trainer being matched to new programs with a view to listening and providing feedback for the first month on air.

Tailored Training

Aboriginal Women's Radio Training

City of Yarra funded 3CR to deliver radio training for Aboriginal women. Marj Thorpe, Arika Waulu, Lubby Moore and Savannah Kruger participated in the four day course. The training was delivered by Shiralee Hood, Viv Malo and Nicky Stott with some extra support from Dale Bridge. The training culminated in a live broadcast with Viv during Black Block.

Eritrean Radio Training for Girls

Elena McMaster delivered training for two young Eritrean girls.

New techniques to deliver training

Training Sub Committee is looking to develop new training resources in 2015.

- Using Videos to support our training
- Screenshot style videos of computer based work such as Cool Edit.
- Using smartphones to record.
- Fact Sheets: How to sensitively work with community languages and translation in radio, voice and mic technique.
- Simplifying the training manual into a resources folder for students and a separate trainer's manual with sessions and session plans.



Aboriginal Women's Radio Training Project trainers and participants: Marj, Shiralee, Savanna, Viv, Arika



3CR trainer Elena McMaster with programmer Diana Beaumont



3CR trainer, Dale Bridge

VOLUNTEERS

Each year 3CR receives approximately 140 new volunteer enquiries that result in about 50-60 in-person meetings at the station.

As in previous years, most new volunteers in 2014 went on to join existing programs with specifically selected volunteers joining breakfast programming. A handful of new volunteers successfully proposed new programs that went to air in 2014.



3CR programmers accepting the award for Best Outdoor Broadcast for their live coverage of the Brisbane G20 protest



Michael Smith accepting the award for Live in the studio from programmer Kate Reid

3CR RADIO AWARDS

3CR hosted for a third consecutive year, its Radio Awards night in November 2014. The awards were created to celebrate the programmers, stories, issues and voices broadcast at 3CR every day.

There were 10 award categories with nominations and voting open to all programmers, volunteers and subscribers at the station. Congratulations to the winners and all those nominated.

Best Outdoor or Special Broadcast

3CR Live Coverage from G20

Best New Program

Radical Philosophy & Femme Freestyle

Pursuit of Truth award

Solidarity Breakfast

Community Engagement Award

Brainwaves

Bloopers Award

Solidarity Breakfast

Trainers Award

Bill Deller

How to Make Trouble Award

East West Tunnel campaign

Best Music and Arts Programming

Global Intifada

Community Voice Award

Voice of West Papua

Live in the Studio Award

Let Your Freak Flag Fly

Spirit of 3CR

Greg Segal

3CR "Smarty Pants" Award

Ben Rinaudo

Outstanding Radiothon Show

Voice of West Papua

IT AND TECHNICAL

For the past few years, 3CR's microwave link to our Werribee AM transmitter has been badly affected by residential building to the north of the CBD. The solution we identified was moving the link transmitter from its present location on the DHS building at 140 Brunswick St Fitzroy to a nearby DHS building at 95 Napier St. The project is simple enough to describe, but has been a challenge to move along due to the number of parties involved. This year the major developments were:

- Liaising with a civil engineer over the steelwork design for the two antenna mounts.
- Obtaining a Planning Permit from the State Government.
- Getting formal approval from DHS.
- Applying for a Building Permit from the City of Yarra.

We expect the Building Permit to be granted early in 2015, with work starting shortly afterwards.

Within the studios a significant modification was carried out in Studio 1 to assist with outside broadcasts. This involved the provision of "mix minus", which allows audio to be returned to the outside broadcast site 'minus' the audio they send.

This means they don't hear themselves echoing back, allowing two-way conversations between the OB site and the studio. Performing this surgery on a relatively old audio mixer was tricky, especially one that is meant to be on air 24/7.

Over numerous sessions on-air programmers were moved to other studios, while we worked against the clock to get another stage of the job done.

The "mix minus" did finally work, and made possible some great interactive radio discussions during our coverage of the Aboriginal Sovereign Embassy protest during the G20 in Brisbane in November. Another milestone during that G20 week was the use of Luci software to provide the audio link back to 3CR, running on a laptop PC from the tent "studio", and also on a mobile phone during street events.

With a major construction starting next to our studios at 21 Smith Street, Fitzroy, an enormous amount of work has gone into protecting the station against the anticipated noise intrusion. This has involved extensive negotiations with the developers beginning in 2013 resulting in compensation being paid to the station. As a result, there is now double glazing on many outside windows, acoustic seals on external doors, and a mic-headset system for Studio 1.

IT support at 3CR is challenging, there is often tension between keeping software up-to-date, maintaining old equipment while avoiding too many changes so programmers are able to get on with their projects in a familiar environment.

In 2014 one major challenge was avoiding disruption while upgrading our computers to Windows 7 as Microsoft stopped supporting Windows XP. The move to Windows 7 necessitates an upgrade to Dinesat, our on-air software, which in turn requires a server upgrade. This work is underway with the goal to have the rollout of Dinesat 10 completed in 2015.

Other achievements include upgrading PC's with donated equipment, improving the Archiving system and upgrading the main server to increase storage and working space. Naturally there was all the usual running around to try to fix broken software updates, to put the smoke back inside failing hardware and to gently nurse our well-used equipment along to see another day.

3CR AFFILIATE MEMBERS

Action for More Independence & Dignity in Accommodation (AMIDA)	Federation of Community Legal Centres
Anarchist Media Institute	Friends of the Earth
Arada Ethiopian Cultural Centre Inc	Hararian Community Association of Australia
Armenian Gen. Benevolent Union	Hepatitis C Council of Victoria
Aust Saay Harari Association Inc	Housing for the Aged Action Group
Australia Asia Worker Links	Latin American Info Centre
Australian Chin Community Eastern Melbourne	Maritime Union of Australia
Australian Manufacturing Workers Union	Melbourne Unitarian Church
Beyond Zero Emissions	Mental Illness Fellowship
Buoyancy Foundation	National Union of Workers
Campaign for International Cooperation and Disarmament	Ogaden Community Of Australia
Ceylon Tamil Association Vic	Roominations
(CFMEU) Construction & General Div	Save Albert Park
Communications Electrical and Plumbing Union	Short Statured People of Australia (SSPA)
Construction Forestry Mining and Energy Union	Squatters and Unwaged Workers Airwaves
Council for the DOGS	Tenants Union Of Victoria
Disability Media Australia	The Boite
EarthSharing Australia	Victorian Jazz Club
Ethiopian Community Association	Victorian Labour College
	Voice of West Papua

3CR PROGRAMMING GRID 2014

Accent of Women	The Heavy Session	Raise the Roof
Afghan Radio	Hillbilly Fever	Raising our Voices
African Australian Voice	Hip Sista Hop	Radical Philosophy
The Altarnative	Hot Damn Tamale	Radio Chori
Alternative News	Housing for the Aged Action Group	Refugee Radio
Anarchist World this Week	I-Nity Riddims	Renegade Economists
Ancestor's Echo	In Ya Face	Rock and Roots
Arada Ethiopian Show	Indearts	Roominations
Are You Looking At Me	Jazz on a Saturday	Saay Xaba
Arts Express	Keep Left	Save Albert Park
Armenian News	Koori Survival Show	Shake Rattle and Roll
Asia Pacific Currents	Latin American Update	Shiftegan
Beyond Zero	Lazy Wednesday Afternoon	Showreel
Black Block	Left After Breakfast	Small Talk
Brainwaves	Let the Bands Play	Solidarity Breakfast
Blak 'N' Deadly	Let Your Freak Flag Fly	Somali Language Show
Blues With a Feeling	Liberian New Life	Spoken Word
The Boldness	Living Free	Steam Radio
Burning Vinyl	Lost In Science	Stick Together
Celtic Folk Show	Macedonian	Swing n Sway
Chin Radio	Macedonian Music	The Suwa Show - Squatters and Unwaged Workers Airwaves
City Limits	Mafalda	Talkback With Attitude
Come On, Come In	Melbourne Chautari	Talking Sheds
The Concrete Gang	Monday Breakfast	Tamil Manifest
Dgym Time	Monday Greek	Tamil Voice
Diffused Frequencies	Mujeres Latinoamericanas	Thursday Breakfast
Dirt Radio	Music Matters	Tuesday Breakfast
Dogs	Music Sans Frontieres	Tuesday Hometime
Doin Time	Night Owls on Rhythm	Turkish Women's Show
Done by Law	Nostalgia Unlimited	Unitarian Half Hour
Eritrean Voices	Ogaden Show	Urban Voice
Ethiopian	On Screen	Voice of Chile
Feminist Focus	Out of the Blue	Voice of West Papua
Fire First	Out of the Pan	Wednesday Breakfast
Fire Up	Palestine Remembered	What's the Score, \$Port?
Food Fight	Planet X	Women on the Line
Freedom of Species	Precioues Memories	Yarrabug
Friday Breakfast	Published.....Or Not	
Gardening Show	Queering the Air	
Girls Radio Offensive	Radical Australia	
Global Intifada	Radioactive Show	
Great Voices		

THANKYOU TO OUR SUPPORTERS

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