

The logo for 3CR 855 AM is displayed in a white, stylized font. The number '3' is significantly larger than the 'CR'. Below '3CR' is a horizontal line, and below that is the text '855 AM'. The entire logo is contained within a white rectangular border.

**3CR**  
**855 AM**

The words 'Annual Report' are written in a white, sans-serif font and are centered within a white rectangular border.

**Annual Report**

The year '2009' is written in a white, sans-serif font and is centered within a white rectangular border.

**2009**



## why 3CR?

**The radio station 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 dynamic community hub that has produced radio for over 30 years.**

Around 400 volunteer programmers present more than 130 programs that go to air each week. The station broadcasts in approximately 20 languages including English, 24 hours a day, 365 days a year. Listeners can tune in, stream live through the web or download podcasts of our shows.

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 including Indigenous, women's and workers' rights.

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 (CLD) communities, the arts and music, and trade unions.

Unlike almost all other media organisations in Australia, 3CR is genuinely owned by the community. The Community Radio Federation (CRF) was set up in 1976 and is made up of representatives of Affiliate members, station workers and subscribers. The CRF is the highest decision-making body at the station and meets four times a year.

The station is financially independent, relying on memberships and donations for financial support. We do not advertise nor do our programs depend on commercial sponsorship. Government funding is accepted in the form of one-off grants for specific projects or program payments through the Community Broadcasting Foundation.

## 3CR: who we are

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### Committee of Management

#### Chairperson

James McKenzie

#### Vice Chairperson

Therese Virtue

#### Secretary

Nicole Hurtubise

#### Treasurer

Perambalam Senthoooran

#### Directors

Bill Deller

Chris Gaffney

Gonzalo Illesca

Rachel O'Connell

Marisol Salinas

Sam Sowerwine

### Staff

#### Station Manager

Libby Jamieson

#### Programming Coordinator

Juliet Fox/Meg Butler

#### Special Projects Coordinator

Bree McKilligan

#### Current Affairs Coordinator

Gab Reade

#### Administration Coordinator

Loretta O'Brien

#### Volunteer Training Coordinator

Leanne McLean/Rachel Kirby

#### Technical Coordinator

Greg Segal

#### IT Coordinator

Matthew Wright

### Committees

#### Finance Sub Committee

Convener Perambalam Senthoooran

#### Training Sub Committee

Convener Leanne McLean

#### Programming Sub Committee

Convener Juliet Fox/Gab Reade

#### Promotions/Membership

#### Sub Committee

Convener Bree McKilligan

#### Station Workers and Subscriber Reps Committee



Top left: Staff members l-r: Leanne McLean, Bree McKilligan, Gab Reade, Loretta O'Brien, Libby Jamieson and Juliet Fox.

Top right: Cartoon by Fiona Katauskas.



Left: Committee of Management l-r: Nicole Hurtubise, James McKenzie, Therese Virtue, Richard Tate [resigned], Gonzalo Illesca, Sam Sowerwine, Marisol Salinas and Chris Gaffney. Absent from photo: Bill Deller, Perambalam Senthoooran and Rachel O'Connell.

## chair's report

I turned up at 3CR for my weekly broadcast during one afternoon last September to discover a photographer setting up a photo shoot outside the station.

It turned out he worked for *The Age*. They had hired a scout to find a location suitable for taking photos about late 1970s fashion and 3CR's mural was the best spot they could find.

In 2010, 3CR will replace that mural with a new one through a community arts project, with grants from the Victorian Government and the City of Yarra. However, for a station that is so ignored by the mainstream media, it was a case of being grateful for any good publicity we could get.

2009 turned out to be a bumper year at 3CR on the recognition front, with the station gaining some much-deserved credit for its cutting edge approach.

The station has won three significant awards over the last year. Our special Refugee Broadcast won the 2009 Victorian Multicultural Commission's Media Award.

We also won two categories at the Community Broadcasting Association of Australia awards. Our Beyond the Bars broadcasts won the Contribution to Indigenous Broadcasting category and the 3CR Website won the Excellence in Digital Media category.

Meanwhile, 3CR's Women on the Line program received an honourable mention for its Young People in Nursing Homes broadcast at the Yooralla Media Awards.

One can only wonder about how many more awards the station would receive if we had access to the funds that many mainstream outlets have, such as *The Age*. The station continues to scrape near the bottom of its coffers to survive each year.



Photo: Bree McKilligan

Yet despite our tough financial position, 3CR got through the 2009 financial year, even though our Radiothon did not reach its target. The station is always looking at options to try and improve our financial position and we plan to run a forum this year to gain programmers' ideas about what the station can do to improve our Radiothon funds in 2010.

Even though we often struggle to find the funds to upgrade our technology and facilities, a long-awaited project finally came to fruition in 2009 – the refurbishment of our upstairs studio into the Bartlett-Hartley Studio in honour of broadcasters Jan Bartlett and Bill Hartley. Special thanks must go to all of our donors who made this project possible.

Other technology changes include a new microlink on the top of the station. This sends our radio signal from Smith Street to the Atherton Gardens Housing Estate in Brunswick Street, before our broadcasts travel to our main transmitter in Werribee.

The project was funded by the Community Broadcasting Foundation and numerous community stations accessed its funding stream for similar projects. Most of those stations elected to upgrade their transmission capabilities through the Internet but 3CR chose a

more tangible and possibly durable approach through our microlink, which would enable us to broadcast even if the Internet crashed. Special thanks to Greg Segal for his creativity and hard work on the project.

Other innovative projects at 3CR include the Carlton Arts Project, where up-and-coming local musicians record their work in the 3CR studios for a compilation CD. Although we are an AM station, 3CR has supported local music for many years and has provided a springboard for many acts.

We also dedicated 12 hours of airtime to a special broadcast in 2009 to celebrate International Day of People with Disability, including a live-to-air broadcast from Federation Square.

The station even broadcast from Ballarat in 2009 to cover a dawn service to commemorate the Eureka Stockade uprising in the 1800s.

Lastly I would like to say thank you for another great year to all the wonderful people involved in the station: station volunteers, broadcasters, the Committee of Management and Community Radio Federation, the staff and of course our listeners.

**James McKenzie**  
Chairperson  
3CR Federation



# station manager's report

## Staffing

There were a number of staff changes in 2009 with long-term staff member Bree McKilligan leaving the position of Special Projects Coordinator after six years in the role. While at the station, Bree coordinated a number of projects that really set 3CR apart from other community stations in the sector, including rebranding 3CR with the new, very popular dandelion logo (designed by Tom Civil and Damien Frost) and new station slogan 'spreading the Seeds of Dissent'. Bree secured funding for many new broadcast training projects and coordinated the production of the 3CR Calendar, which is a fantastic collaborative effort from a team of volunteers. We wish her well in her future endeavours. Bree's position has been filled by Juliet Fox, who previously was the 3CR Program Coordinator for seven years.

In October we recruited two new members to the staff team. Meg Butler has come on board as the new full-time Program Coordinator. Meg has been a volunteer at the station for around five years, involved with music programs Burning Vinyl and Local and Live. She also received training and began working as a 3CR live-to-air audio technician. We are delighted to have her at the station. Meg is the second generation of her family to be involved at 3CR – her parents were among the people who set up the station in the early 1970s.

Rachel Kirby is the new part-time Volunteer Coordinator. She will be working at the station for a fixed term of 12 months on a job-

share basis with Training Coordinator, Leanne McLean. Previously Rachel worked with the progressive left publishing company Ocean Press and we are excited to have her with us till October 2010.

Thanks to Lee Heather for filling the position of Admin Coordinator while Loretta O'Brien was on sick leave.

## 3CR Sponsorship Plan

At the end of 2008 the CRF (3CR's highest decision-making body) endorsed the implementation of a limited sponsorship program. We see sponsorship not only as an opportunity to boost our income but also to promote and encourage local businesses who support the philosophy of the station. Over the course of 2009 the station has taken on three program sponsors. This was many less than was anticipated, as there was not a dedicated staff member to work on developing the plan. A review of the plan will be tabled at the CRF AGM in March 2010.

## Bequests

In 2009 3CR received bequests from two of our supporters who left money to the station: Stuart Withers, an environmental activist, and John White, who was a devoted listener to the shows Great Voices and Nostalgia Unlimited.

The Committee of Management has developed a list of guidelines for using bequests at the station. 3CR recognises and appreciates the special nature of bequest giving; as the last gesture of support a person will make, a bequest indicates the commitment the donor has to 3CR and to its philosophy and practice.

## Studio 4 upgrade

In 2005 3CR launched a special appeal for funds to renovate the very outdated Studio 4. We raised approximately \$16,000 toward the refurbishment but were a long way from our target of \$50,000. In 2008 we launched a successful direct appeal to a number of unions. This money, along with a major anonymous donation, enabled us to proceed with the studio upgrade fully funded.

The studio was renamed in honor of two long-term station volunteers, Jan Bartlett and Bill Hartley (deceased), and is now called the Bartlett-Hartley Studio. In 2009 work was completed and the studio was officially launched in September with a party. In attendance were Jan Bartlett and relatives of Bill Hartley. Kevin Healey, a great friend of both Jan and Bill, amused those present with stories about their exploits in and out of the station. We are indebted to the many 3CR supporters who made donations and to the CFMEU – Building Division, the ETU – Electrical Division, the MUA, the AEU (Vic) and the LHMWU.

## Radiothon

We had a tremendous response from our listeners and volunteers to our annual fundraising drive. Although the station failed to reach its ambitious target of \$210,000, by December we had collected \$173,866 in donations. Radiothon is the station's major fundraiser each year and provides one-third of the station's annual operating budget. A huge amount of work is put in by staff and volunteers to achieve this goal.

Photo: Heather Smith



Photo: Bree McKilligan

Special thanks to the Concrete Gang, the Gardening Show, DOGS, Anarchist World this Week, The Tamil Program, Nostalgia Unlimited and Tuesday Hometime who raised the most funds.

The Gardening Show raises funds by selling donated products to our supporters. Thanks to all of those businesses who donated goods in 2009.

### Digital radio transition

3CR is one of nine community radio stations in metro Melbourne to be offered access to the digital radio spectrum as part of the federal government's commitment to access for community radio. The other stations are ZZZ, RRR, PBS, KND, RPH, MBS, SYN and Light FM.

In 2009 the work of the Melbourne Digital Radio Company focused on finalising the establishment of the digital radio company and setting up the infrastructure to enable broadcasting access for stations. Funding from the federal government covers infrastructure costs for contribution of services for transmission and costs of transmission; it does not cover content creation or management. At this stage these costs will be borne by individual stations.

3CR is committed to embracing new technologies. We plan to use the digital service to run a simulcast of our analogue broadcast for the foreseeable future. The start date for digital radio broadcasting by community stations has been scheduled for 1 May 2010. We will continue to broadcast on analogue (855AM) as long as we are permitted.

### Funding and support

The station received significant program funding from the Community Broadcasting Foundation in 2009. This allows us to produce many high-quality programs including four of the national programs that are sent out on the Community Radio Network satellite. The CBF also provided funding to support our Indigenous and CLD programs, to purchase equipment for the station and to offset some of the transmission costs.

Additional funding for special broadcasts came from the Department of Justice; the City of Melbourne; Public Records Office Victoria; City of Yarra; the Victorian Multicultural Commission; and the Neighbourhood Justice Centre. Special broadcasts in 2009 included Beyond the Bars prison broadcast in NAIDOC Week; International Day of

People with Disability; World Human Rights Day (broadcast at the Asylum Seeker Resource Centre) and the People's History Tours.

The station also receives technical support from Internode in the form of free live web streaming of our broadcast, which allows us to reach a global audience.

Thanks to Lucas Hodge and Media Insights for hosting our website and providing on-call assistance and web development.

Thanks also to the local businesses that donate products for our annual 3CR Raffle: Lygon Cycles in Brunswick, Crumpler Bags, the Red Room Hairdressers and the Boite World Music Cafe.

We are very appreciative of all this support.

### Libby Jamieson Station Manager

Above left: Long-term station volunteer, Jan Bartlett, at the launch of the new studio.

Above right: In the new Bartlett-Hartley studio.

## programs at 3CR

### New programs

#### The Gut Response

A non-partisan exploration of Victorian and Australian politics, policy, culture and people from a progressive viewpoint. Program goes to air from 5:00pm – 5:30pm on Wednesdays.

#### Spoken Word

Spoken Word is a program dedicated to the eclectic world of poetry and performance. Presented by Santo Cazzati, Peter Goodyear, Rhonda Jankovic, Gerard Watkins and guests. 9:00am – 9:30am Thursdays.

#### Gecko's Show

A magazine-style show with Indigenous news, current affairs and community events. Tune in to hear the latest in Indigenous news, views and current affairs. 4:00pm – 5:00pm Thursdays.

#### Wuigada

Kutch Edwards and Robbie Thorpe join forces to present the best in Aboriginal music and culture, as well as what's happening in the local community. 2:30pm – 4:00pm Thursdays.

#### Saay Xaba [Voice of Saay]

By the Australia Saay Harari Association, the program is dedicated to giving the Harari community a voice as well as providing information, current affairs, sports news and music. 8:00pm – 9:00pm Fridays.

#### Des Pardes (the country – the foreign land)

In Hinglish/Bengali, the program covers information, Australian news and entertainment, providing a platform for people who don't have a voice. 7:00pm – 7:30pm Tuesdays.

#### The Two of Us/Hot Damn Tamale

These programs have moved from a fortnightly roster to weekly timeslots. The Two of Us is now broadcasting weekly on Wednesdays 2:00pm – 4:00pm, while Hot Damn Tamale is now broadcasting from 7:00pm – 8:00pm on Saturdays.

### Special programming

#### Tunnerminnerwait and Maulboyheener

On request from Joe Toscano, a special outside broadcast was held from the commemoration event of Tunnerminnerwait and Maulboyheener, two Indigenous Tasmanians who were the first to be publicly executed in Victoria. 12:00pm – 1:00pm, 20 January.

#### Survival Day

On 26 January 3CR commemorated Survival Day – acknowledging and respecting Indigenous peoples and their culture in Australia. Monday Breakfast, Women on the Line, Accent of Women and Lentil as Anything included special coverage of the day. 3CR produced special programming from 12:00pm – 4:00pm, including a rebroadcast of the Tunnerminnerwait and Maulboyheener special and live coverage from the Share the Spirit festival in the Treasury Gardens. Thanks to all programmers for a successful broadcast including Joe Toscano, Gilla McGuinness and Clare Land.

#### Sustainable Living Festival

On 21 February, Earth Matters, Out of the Blue, Renegade Economists and Beyond Zero took part in a two-hour outside broadcast from Federation Square at the Sustainable Living Festival.

#### International Women's Day

On 8 March, 3CR celebrated International Women's Day with 24 hours of special programming. From midnight listeners enjoyed a range of women's voices, music and views. As well as special editions of regular programs, there were Indigenous, Cambodian, Latin American, Hindi and Vietnamese shows. The day featured interviews, news and views on current affairs, health, education, gender, music, arts, environment and a live-to-air broadcast from the Queen Victoria Women's Centre IWD Market (recorded on 6 March).

#### May Day

From 6:00am on Friday 1 May, 8.5 hours of May Day programming featured perspectives from local and international union organisers, environmental campaigners, students, women, veterans of the labour movement and the left and updates of May Day 2009 events.

#### Sorry Day

3CR commemorated National Sorry Day and "the history of forcible removals and its effects". On 26 May broadcasters explored issues around Sorry Day events and the Stolen Generation.

#### NAIDOC Week

During NAIDOC Week 2009 3CR broadcast from four prisons – Dame Phyllis Frost Centre, Port Phillip Prison, Fulham Prison and (for the first time) Barwon Prison. Thirteen Indigenous broadcasters were involved with 12 hours of prison broadcasts and a total of 18 hours of NAIDOC programming. The *Beyond the Bars* CD was produced with highlights of the broadcasts. There was extensive media coverage of the project.



## International Day of People with Disability

On 3 December 3CR celebrated the achievements and promoted the rights and interests of people with disability in 12 hours of dedicated programming. With the aim of increasing access to media for people with disabilities, a six-month project (initiated by 3CR) enabled participants to discuss issues of social justice, current affairs and self-advocacy and record personal stories, music and arts performances in their own voices. Broadcast from 6:00am – 6:00pm and featuring local and international content, the day included a live broadcast from Access My Ability – a joint Travellers Aid and Wheelchair Sports Victoria event at Federation Square. The project was supported by the City of Melbourne.

## Where the Heart Is

The Roominations team broadcast live from the Where the Heart Is ... community festival, which focused on homelessness and went to air on Friday 20 March from 2:00pm – 4:00pm.

## World Human Rights Day

Special programming included an outside broadcast from the Asylum Seekers Resource Centre in West Melbourne.

## Program departures

- Blue Green Footprints
- Kabayan
- Lentil as Anything
- Marngrook
- Mixed Tape
- Night of the Assassins
- Songlines

## Podcasting

By the end of 2009, 35 programs were available on the 3CR website each week as a downloadable podcast. These are: Accent of Women, Alternative News, Anarchist World this Week, Asia Pacific Currents, Beyond Zero, City Limits, DIY Arts, Done by Law, Earth Matters, Food Fight, Gardening Show, Harari, Hep Chat, Jump Cut, Keep Left, Left After Breakfast, Lost in Science, Mafalda, Out of the Pan, Palestine Remembered, Published or Not, Radioactive Show, Radio for Kids, Raising Our Voices, Renegade Economists, Right Now Radio, Saay Xaba, Stick Together, SUWA, The Boldness, The Gut Response, Tuesday Hometime, Unitarian Half Hour, Women on the Line and Yarra BUG.

## Community Broadcasting Foundation – general

During 2009 several 3CR programs enjoyed CBF financial support including Accent of Women, Earth Matters, Lost in Science, Stick Together and Women on the Line.

## Technology

3CR's computerised playout system 'Dinesat' has continued to be an area of development and has allowed a higher standard of broadcast during unstaffed times at the station. Programmers are now being trained to upload content into Dinesat, allowing greater flexibility for programmers.

## Awards

### CBA Awards

- Excellence in Digital Media for [www.3cr.org.au](http://www.3cr.org.au)
- Contribution to Indigenous Broadcasting for Beyond the Bars 5.
- Excellence in Community Participation for Carlton Housing Project – Highly Commended

### Victoria's Multicultural Awards for Excellence

- 2009 Media Award for the World Human Rights Day Special Broadcast in 2008.

### Yooralla Media Awards

- Best Radio News & Current Affairs Reporting awarded to Phineas Meere – 3CR (The Boldness – Grit Media) for Paralympian Hannah McDoogal.
- Honourable mention in the Best Radio Feature, Documentary or Broadcast Special category awarded to Rachel O'Connell – 3CR (Women on the Line) for Young People in Nursing Homes.

## National programs

Each week 3CR produces nine national programs that are then distributed nationally via the Community Radio Network – the satellite service of the Community Broadcasting Association of Australia based in Sydney. These are: Accent of Women, Anarchist World this Week, Earth Matters, Let the Bands Play, Lost in Science, Radioactive Show, Stick Together and Women on the Line. Beyond Zero joined the national schedule in 2009. There are around 30 national programmers at 3CR.

## special projects



Photo: Gab Reade

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### **Beyond the Bars 2009**

Funder: Community Broadcasting Foundation, City of Melbourne, Neighbourhood Justice Centre, Department of Justice.

Activity: prison broadcasts and production of *Beyond the Bars 6 CD*.

### **Calendar - Seeds of Dissent 2010**

Funder: 3CR.

Activity: creation and distribution of the 3CR Calendar.

### **Carlton Housing Estate Musicians Course and CD**

Funder: City of Melbourne, AMRAP.  
Partner: Boite World Music Cafe.  
Activity: music recordings and CD production with local Carlton Estate artists.

### **Local History Tours**

Funder: Public Records Office (Vic).  
Activity: audio tours by four local artists and activists. Also walking tours performed during Fringe Festival 2009.

### **World Human Rights Day**

Funder: Victorian Multicultural Commission.  
Activity: outside broadcast live from the Asylum Seeker Resource Centre.

Above: Live Outside Broadcast from Access My Ability – a joint Travellers Aid and Wheelchair Sports Victoria event at Melbourne's Federation Square to raise awareness and to acknowledge the abilities and achievements of people with a disability in the wider community. Kon Kiryakudya and Helen Gwilliam speak with Wheelchair Sports Victoria CEO Rob Anderson and Travellers Aid CEO Jodie Willmer. Tech: Michael Smith.

Right: Year 9 Media Studies students from Collingwood College in 3CR meeting room.

### **Funding secured for 2010**

#### **Beyond the Bars 2010**

Funder: Community Broadcasting Foundation, City of Melbourne, Neighbourhood Justice Centre, Department of Justice (TBC).

Activity: prison broadcasts and production of *Beyond the Bars 7 CD*.

#### **International Women's Day**

Funder: City of Yarra.

Activity: Girls on Air – train five young women in radio to produce short documentaries.

#### **Mural Project**

Funder: Arts Victoria, City of Yarra, JBSeed.

Activity: creation of a mural on the outside walls of 3CR.

#### **Yarra Local History Tours**

Funder: City of Yarra.

Activity: audio tours with local artists and activists in Yarra.

#### **World Human Rights Day**

Funder: City of Melbourne.

Activity: recordings of refugee voices and stories and a live broadcast.

### **3CR website and eNewsletter**

3CR's website and eNewsletter provide station information monthly for subscribers and station supporters.

### **Promotions sub committee (Web and Calendar Teams)**

Met throughout 2009 to produce the 3CR website and calendar.

### **Paid services**

- Paid on-air announcements
  - produced on a regular basis
- Externally produced paid announcements
- New promotional announcements for subscriber discounters, 3CR merchandise etc
- Four paid station tours
- Paid studio use

### **General station publicity**

- CRAM guide (magazine)
- Radiothon material
- New 3CR t-shirts
- Special programming promotion
- Contra deals with a range of organisations and publications
- Stalls at community events and festivals



Photo: Gab Reade

# training and volunteers

## Highlights and achievements

Five 3CR Broadcaster's Training Courses were held in 2009.

The training sessions were delivered by a pool of 25 experienced volunteers. Sixty-three participants enrolled in the courses, 36 women and 27 men. Seven people did not complete the training.

The following programs were represented: Hep Chat, Wednesday Hometime, Lost in Science, Tamil Manifest, Saay Xaba, SUWA show, Beyond Zero, The Gut Response, Asia Pacific Currents, Breakfast, Blazing Textbooks, Spoken Word, Word Shots, Jump Cut, Right Now Radio, The Heavy Session, Done by Law, El Rincon H2, late night music show and Des Pardes. 3CR's training continues to be rated very highly by participants. Thanks to our great trainers!

The training course content was revised by the Training Sub Committee to incorporate new technologies such as Dinesat, Studio 4 and the new portable digital recorders.

The acquisition of a data projector has really helped trainers in the delivery of certain training modules.

3CR also ran a series of special training for programmers in 2009, including:

- Five Media Law seminars.
- Train-the-Trainer Workshop: ten programmers from a selection of different programs

attended the workshop. The participants have since been involved in shadowing experienced trainers and delivering training.

- Studio 4, 3CR's on-air computer (Dinesat) and Portable Recorder training was delivered over a range of Saturdays with the aim of reaching programmers who could not come into the station during business hours.
- Three days of radio training was delivered to eight students from Collingwood College. Podcasts produced during the training were aired on 3CR's website. The college presented us with a lovely DVD of the training.
- Two media skills workshops were held for four young people with disabilities who will be media spokes people for the Summer Foundation on the issue of placing young people in aged care facilities.
- Two radio training courses were delivered to young people interested in joining the 3al Hawa Arabic Multicultural Youth show.
- Gateway Living Music group completed a two-day training course and now have a program on 3CR involving young people in showcasing their music. Living Music engages young people aged 15-24 dealing with a range of issues including health risks and risk-taking behaviours.

## Volunteers

Volunteers are the backbone of 3CR. We have over 400 volunteers involved in all facets of running the station from broadcasting to management committee, station duty and behind-the-scenes work such as website design and computer technical support.

The 3CR reception has been running relatively smoothly throughout 2009. Special mention goes to Elizabeth Khouertis, Kevin Kennet, Elanor McInerney and Bill Deller for almost never missing a shift. Thanks!

Approximately 110 prospective volunteers contacted the Volunteer Coordinator via email in 2009. Another 80 people or so have phoned or dropped by the station including student enquiries.

**Special mention must be made of the passing of long-term programmer Ray Nilsen in 2009. Ray was a great supporter of 3CR and a committed station duty worker. The station also farewelled Alma Morton at the end of 2009. Even though Alma stopped programming at the station in 2004, her work as a feminist and social justice/peace activist will long be remembered.**

## Staff news

The Volunteer/Training Coordinator has applied to split her position for one year.

In November 2009 Rachel Kirby joined 3CR as the Volunteer Coordinator for two days a week and Leanne McLean is now the Training Coordinator, three days a week. **Welcome Rachel!**



## 3CR radio is ...

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3al Hawa Arabic Multicultural Youth  
 Accent of Women  
 Afghan Radio  
 Alternative News  
 Anarchist World this Week  
 Armenian News  
 Arts Up!  
 Asia Pacific Currents  
 Beyond the 1/4 Acre Block  
 Beyond the Bars  
 Beyond Zero  
 Blazing Textbooks  
 Blues with a Feeling  
 Buoyancy Radio



Photo: Bree McKilligan

Burning Vinyl  
 Calling All Women  
 Celtic Folk Show  
 City Limits  
 Class Actions  
 Concrete Gang  
 Connolly Association  
 Curtain Up  
 Des Pardes  
 DIY Arts Show  
 DOGS  
 Doin' Time  
 Done by Law  
 Dykes on Mics  
 Earth Matters  
 Eritrean Voices  
 Ethiopian Show  
 Fire First  
 Fire Up  
 Food Fight  
 Footprints  
 Friday Breakfast

Gardening Show  
 Gecko's Show  
 Girly is Good  
 Good Job  
 Hararian Show  
 The Heavy Session  
 Hep Chat  
 Hillbilly Fever  
 Hip Sista Hop  
 Hometown: In Ya Face  
 Hometown: Tuesday  
 Hometown: Wednesday  
 Hot Damn Tamale  
 Housing for the Aged Action Group (HAAG)  
 Jazz on a Saturday  
 Jump Cut  
 Keep Left  
 Koori Survival Show  
 Latin American Update  
 Left After Breakfast  
 Let the Bands Play



Photo: Leanne McLean



Photo: Bree McKilligan

Top left: Carlton Housing Arts music recording participant Lea in studio 3.

Above: Archie Roach and Robbie Thorpe take a break in the 3CR courtyard.

Right: Dousta Galla training group (l-r (back): Denise, Michael, Helen, Adam, Elena. Front: Nicole and Richard.



Let Your Freak Flag Fly	Raising Our Voices	Thursday Breakfast
Living Free	Rasta Rhythms	Tuesday Breakfast
Local and Live	Renegade Economists	Two to the Valley
Lost in Science	Right Now Radio	Unitarian Half Hour
Macedonian Show	Rock and Roots	Un Nuevo Mundo Es Posible
Mafalda	Roominations	Voice of Anatolia
Media Moves Cinema Scene	Saay Xaba	Voice of Cambodia
Melbourne Chautari	Save Albert Park	Voice of Chile
Monday Breakfast	Shake Rattle and Roll	Voice of Gadaa Oromia
Monday Greek	Shiftegan	Wayward Girls, Wicked Women
Moroccan Show	Solidarity Breakfast	Wednesday Breakfast
Mujeres Latinamericas	Somali Language Show	Women on the Line
Music Sans Frontieres	Spoken Word	Wuigada
Night Owls on Rhythm	Steam Radio	YarraBUG
Nostalgia Unlimited	Stick Together	
Out of the Blue	Swing 'n' Sway	
Out of the Pan	Talkback with Attitude	
Palestine Remembered	Tamil Manifest	
Published or Not	Tamil Voice	
Radioactive Show	The Boldness	
Radio for Kids	The Gut Response	
Raise the Roof	The SUWA Show	



Photo: Bree McKiligan



Photo: Gab Reade



Photo: Bree McKiligan

Top right: Maria and Mohammed from Saay Xaba in studio 2.

Above: International Day of People With Disabilities, I-rguests Denise, Kerry and Adam with presenter Helen Gwilliam.

Right: Jessie and Della Rae from Djiva with the late Ruby Hunter on Good Job with Shiralee Williams Hood. Ruby will be sadly missed by all of us.

Photo: Bree McKilligan



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## 3CR – radio by and for the community

3CR was established to contribute to the diversification of media in Australia and you are welcome to become involved with the station.

Have you ever wanted to contribute your views and perspectives, get involved in news making, represent a community you belong to, DJ music and/or take part behind the scenes of a media organisation?

If you listen to 3CR and feel an affinity with what the station represents, there are many opportunities for you to get involved.

## Support the station financially

**Subscribe**, make a **bequest** to the station in your will or **donate** to the station during Radiothon in June.

Above: Nola Brooks and Sue Leigh prepare for Wednesday Hometime 4:00 – 5:00pm.

Right: Dr Joe Toscano testing the equipment in the Bartlett-Hartley studio.

## Volunteer your time

Become a receptionist or a station duty person, join one of the Sub Committees or contribute your skills to the website, newsletter or maintenance of the station.

## Present radio

You can train at the station to present and/or produce radio on either an existing program or your own program.

## 3CR publications

**Print newsletter:** 3CR produces a yearly newsletter called the CRAM guide. The CRAM guide contains a program guide and information about new programs, station news and events. It is mailed to subscribers. If you would like to receive the CRAM guide, please subscribe!

**e-Newsletter:** 3CR emails out a short bulletin about 3CR events and news at the start of each month. Email us if you would like to subscribe.

## Annual events at 3CR

**Survival Day** on 26 January. The broadcast by 3CR's Indigenous broadcasters marks Australia's Invasion Day.

**Subscriber Drive** in February. We encourage all broadcasters and listeners to be subscribers to the station. Membership is vital to the running of the station.

**International Women's Day** is held on 8 March each year and a special day of women's programming takes place at 3CR.

**May Day** on 1 May. The broadcast focuses on worker's issues around the world and features special programs by union, feminist, queer and Indigenous 3CR presenters.

**Radiothon** in May/June is the station's main fundraiser.

**NAIDOC Week** in July. 3CR celebrates National Aboriginal and Islander Day Observance Committee Week with a series of special broadcasts during July.

**Special Programming** in December, produced by the station for the International Day of People with Disability and World Human Rights Day.



Photo: Heather Smith

## acknowledgements

Thank you to everyone involved in keeping the station going from year to year: the subscribers, the people who donate during Radiothon, the volunteer receptionists, our maintenance crew, radio presenters, members of Sub Committees, the Committee of Management, our Affiliates and the Station Worker and Subscriber Reps on the Community Radio Federation.

Without your support, we could not run the station. 3CR is an excellent example of the grassroots ideal of 'for the people by the people'.

Thanks to the Public Interest Law Clearing House (PILCH) and Isolde Lueckenhausen for their legal advice. Thanks to Fiona Katauskas for the use of her 3CR cartoon.

### Thanks to our financial AND pro bono supporters

Community Broadcasting Foundation: City of Melbourne: City of Yarra: Internode: Department of Justice Victoria: PILCH Victoria: Media Insights: Victorian Multicultural Commission: Neighbourhood Justice Centre.



## contacts



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