

ANNUAL REPORT 2018

3CR COMMUNITY RADIO



3CR community radio provides a media space enabling progressive communities to voice ideas and build their power to create social change

When 3CR gained its licence in 1976 it was considered Australia's first community-owned and community-run grassroots radio station. Now in its forties, the station is well-known as a political and social justice broadcaster. We prioritise the voices of women, First Nations people, workers, refugees, and the many issues and people misrepresented and under-represented in the mass media.

We are governed by our community of volunteers and listeners. Our peak decision making body, the Community Radio Federation (CRF), is made up of representatives of affiliate members, station workers and subscribers.

3CR holds a deeply informed and radical philosophy of what radio and community media can be. Shaped and guided by the volunteers and communities who pass through the station everyday, 3CR remains a vital organisation within the community media landscape.

CONTENT



PAGE 04
3 CR Staff and Committee Members

PAGE 05
Chair Report

PAGE 06
Station Manager Report

PAGE 10
Programming

PAGE 14
Projects

PAGE 17
Training and Volunteers

PAGE 19
IT and Tech

PAGE 21
3 CR Affiliate Members

PAGE 22
Financial Report

PAGE 25
Thank you!

COMMITTEE OF MANAGEMENT

The Committee of Management (CoM) is made up of affiliate members as well as elected station and subscriber representatives. The role of the committee is to oversee the direction of 3CR, to ensure that funds and property are effectively managed, and that 3CR abides by its governing documents.

2018 Committee of Management

Chairperson: Patricia Khor

Vice Chairperson: Joe Malignaggi, Helen Gwilliam

Secretary: Therese Virtue

Treasurer: Perambalam Senthoooran

Directors: Pilar Aguilera, Andy Britt, Aoife Cooke, Jacob Grech, Emma Hart, Emma Kefford, Beth King, Vivian Malo (resigned September 2018), Michele Vescio, Joe Wally.

SUBCOMMITTEES

Finance Sub Committee

Convener: Perambalam Senthoooran

Training Sub Committee

Convener: Leanne McLean

Program Sub Committee

Convener: Michaela Stubbs

Projects Sub Committee

Convener: Juliet Fox

STAFF TEAM

Station Manager: Rachel Kirby

Program Coordinator: Michaela Stubbs

Projects Coordinator: Juliet Fox

Current Affairs Coordinator: Gab Reade

Office and Finance Coordinator: Loretta O'Brien

Volunteer & Training Coordinator: Leanne McLean

CONTRACT STAFF

Technical Coordinator: Greg Segal - GWS
Audiovisual

Technical Assistant: Riah Williams

IT Coordinator: Luke Neeson

Auditor: Tim Ryan

STAFF SUPPORT

Thank you to Sean Mullins, Than Hang Pham and Naomi Chainey for your staff support over the year.

CHAIR REPORT

PAT KHOR

2018 was another year of outstanding independent and radical radio, and a year of many achievements by our 3CR communities. We welcomed two new affiliates Friendship Australian Egyptian Association and Borderlands Cooperative and many new programs, strengthening our representation of radical and diverse communities, and demonstrating our continuing commitment to our purpose, to enable progressive communities to voice ideas and build their power, to create social change.

In contributing to social change 3CR's 2018 Invasion Day broadcast was a highlight, with amazing live coverage throughout the day from First Nations broadcasters and great support from the tech team. 3CR has been reporting and supporting Invasion Day for many years, and now we are seeing the power of sustained community action to shift the mainstream narrative.

Another highlight this year was the huge contribution of our training team which delivered five general training courses to new broadcasters, as well as specialist training in live-to-air and outside broadcasting, multi-tracking, media law, podcasting, workshops on prevention of bullying and harassment, and supporting Trans and Gender-Diverse communities.

3CR's volunteer trainers regularly and generously share their radio skills with new programmers, affiliates and community partners. Along with our staff, they are the bedrock upon which we build and sustain an independent community radio station and a respectful and supportive community.

One of 3CR's objectives in our 2016-2020 strategic plan is to achieve operating surpluses. 2018 was the first year for a long time that 3CR achieved that, and particular thanks must go to Loretta, Rachel, and Sen on the Finance sub-Committee for their persistent and thorough work.

Raising funds and managing them well is critical to 3CR maintaining our independence, and our wonderful affiliates, subscribers, programmers and volunteers helped us meet our \$250,000 Radiothon target in 2018, showing the value we all place on independent community media.

2018 also saw the achievement of another milestone, the replacement of our very leaky roof! 3CR is fortunate, thanks to our far-sighted founders, that we own our building. Maintaining the station is critical to our continued capacity to support local, grassroots community voices, as the city and its histories are commodified around us.

Finally, I'd like to thank 3CR's extraordinary and committed staff and our dedicated Committee of Management and sub-committees for all of their work managing the station in 2018. What we have together at 3CR is precious. Thank you to all of you for your support and contribution throughout the year.

STATION REPORT



2018 was a year of many highlights both on air and around the station. There was an incredible lineup of special broadcasts and events beginning with the Communities of Sound at the Fairfield Amphitheatre and the spectacular 24 hours of dedicated broadcasting on International Day of people with a Disability in November.

We replaced our leaking roof, made improvements to our online listening platforms, reached a record high Radiothon target and welcomed new program teams and two new affiliate members.

PROGRAMMING IN 2018

Our regular programming is a rich diversity of content brought to air by over 450 regular volunteers representing a large number of communities and campaigns. Our volunteers and their programs keep 3CR firmly tethered to the communities we represent offering our listeners grassroots perspectives and insights.

Some of the highlights of 2018 included the ongoing reporting direct from Indigenous campaigners protecting Djap Wurrung country. Live coverage of the ten day vigil held on the steps of the Victorian Parliament in support of public housing. Breakfast teams presenting special live panels discussing #Me too in real 'Australia' and questioning the rise of Totalitarianism in Australia.

Special programming also included dedicated broadcasts to commemorate the 20th anniversary of Sorry Day, May Day, International Women's Day and the Beyond the Bars broadcasts during NAIDOC week.

STAFFING

3CR continues to enjoy strong staff retention providing stability in the everyday management of the organisation. We welcomed Thanh Hằng into the role of Projects coordinator from December 2017 to February 2018 covering the long service leave of Juliet Fox. A special thank you to Thanh Hằng for managing an outside broadcast of live performances at Communities of Sound and ensuring all of the promotion preparation for our annual Radiothon was all completed in the three short months of her role.

3CR STRATEGIC PLAN

In 2016, 3CR developed a comprehensive strategic plan that connects all of our identified priority areas into a cohesive map to cumulatively improve and support the station's purpose, of providing under-represented communities with the resources and training opportunities to broadcast their stories, in their voices.

In December 2018, 3CR's Committee of Management and staff evaluated the progress made throughout the year and confirmed the stations strategic objectives for 2019.

In 2019 we will begin the work of developing our next 5-year plan to coincide with our ACMA license application for the period 2020-2025.

Some of the keys goals for 2019 include the replacement of our on-air play out software, completion of the station policy review and increasing the stations capacity to generate service income providing a sustainable platform for financial independence.

AFFILIATE MEMBERS

3CR is governed by our Community Radio Federation structure of community organisations and unions. 3CR has 32 affiliate members and in 2018 the Ogaden Community of Australia finished programming and we welcomed two new affiliates the Borderland Cooperative and The Frienship Australian Egyptian Association, welcome! Both new affiliates will be broadcasting in 2019.

We invite organisations that share 3CR progressive values and a commitment to the organisation to consider becoming a member of the Federation.

Political and financial support from our Union affiliates continues to play a crucial role in both the governance and financial health of our organisation. A special thank you to our current union affiliates the CFMEU - Victorian Division, Maritime Union - Victorian Division, Electrical Trades Union, Australia Manufacturing Workers Union, CEPU-Plumbing Division are National Union of Workers.

FINANCIAL SUMMARY

Our strategic plan set financial targets for 2018 across a range of income streams. As our annual audited financial report reveals we had a positive financial result in 2018 thanks to both staff and volunteers supporting the station to reach these goals.

FINANCE SUBCOMMITTEE

Senthooran Perambalam, Treasurer, Loretta O'Brien Office and Finance coordinator and Rachel Kirby Station Manager.

SUBSCRIPTIONS

Subscriptions affirm our organisation's membership structure and are a vital aspect of supporting the station's governance requirements. As at 31 December 2018 we had 828 subscribers, a total of 137 new subscribers and an increase of 78 on the previous year. With continued effort we hope to achieve our target of 1000 subscriptions in 2020.

RADIOTHON

Radiothon is our major fundraising event of the year and in 2018 the stations theme 'Fight for Your Mic' spoke to 3CR's role in providing a media space for communities to continue the struggle for justice, action and alternatives.

Programmers and volunteers fundraised on-air, in workplaces and through fundraising events, helping the station to exceed our target raising \$255,000 with a total of 3,408 donations.

In 2018 we trialed targeted online peer fundraiser through GiveNow's fundraiser platform, CrowdRaiser. This allowed programmers to create individual profiles for donations and set targets for their show. We received a total of \$17,319 through this platform and attracted many first time donors. Generally we have seen a large increase in online donations but still have many valued supporters and listeners drop in to the station to donate during the two weeks of Radiothon.

Special thanks to the many programmers who put in a lot of effort to support the station's fundraising and the many generous listeners who donated to keep our station on-air.

BEQUESTS

We received generous legacy bequests from our supporters George Hall and Sandra Charles in 2018. Both of these members actively supported 3CR during their lifetime and have made a commitment through this bequest to continue to support our work. Thank you to George Hall and Sandra Charles. For information on how you could arrange to leave a gift to 3CR in your will please contact our Station Manager.

FUNDING

External funding support from the Community Broadcasting Foundation supports the station's core programming and projects allowing us the financial resources to deliver the diverse programming content broadcast in. We also received triennial project funding from the City of Yarra to deliver two of our major projects, Beyond the Bars and International Day of People with Disabilities.

The State Government Department of Premier and Cabinet through their Community Infrastructure and Cultural Precincts grant provided matched funding that allowed the station to finally replace our roof. With thanks to the Patrick Downey bequest we were able to contribute to the costs of the replacement. The work was completed by the end of 2018. Thank you to Peter Kirk-William and the team at Chriscal Plumbing and Roofing for your work.

2018 PROJECT FUNDING

Community Broadcasting Foundation

Development and Operations:

Program support and transmission subsidy \$54,899

Soundcards \$7,450

Website development \$8,308

On air playout software \$11,458

Content:

Ethnic Programming \$28,827

Indigenous Programming \$54,606

Beyond the Bars \$27,235

National Program Content Grant \$101,894

Total Funding \$294,677

Local Government

City of Yarra

Beyond The Bars \$22,353

International Day of People with a Disability Project \$22,353

Fairfield Summer Series Concert \$7,000

Total Funding \$51,706

State Government

Department of Premier and Cabinet

Community Infrastructure and Cultural Precincts - New Roof \$27,067

Victorian Department of Justice and Regulation

Corrections Victoria and Koori Justice Unit - Beyond the Bars \$10,059

PROGRAMMING

In 2018 3CR broadcast 131 programs in 13 languages. Our diverse programming grid demonstrates our commitment to providing access to the voices, communities, organisations, campaigns and ideas that don't have a space in the mainstream media. In 2018 we increased our number of outside broadcasts during our regular programming grid, utilising equipment and expertise developed by the Technical and Training Sub-Committees.

PROGRAMMING SUB COMMITTEE

Gabrielle Reade, Marisol Salinas, Michael Smith, Thanh Hang Pham, Andy Britt, Michaela Stubbs, Joe Malignaggi, Aoife Cook, Pilar Aguilera.

INDIGENOUS PROGRAMMING

We continued to broadcast 10 hours of dedicated First Nations programming each week. Our presenter team covered a wide range of community stories, issues, campaigns, events, arts and music. Prominent in the first half of the year was the Invasion Day special broadcast with live speeches from the Melbourne rally and updates from around the country, updates throughout From Camp Freedom during the Commonwealth Games protest in Brisbane, and the Sorry Day 20 years commemoration, alongside our regular Beyond the Bars broadcast during NAIDOC week.

The Victorian Treaty talks were closely followed throughout the year and vital campaign updates from the Djap Wurrung campaign to protect sacred trees on the Western Highway. The presenter team joined the newly formed peak body for Indigenous media makers around the country - the First Nations Media Alliance and represented the station at their national conference 'Converge' in Sydney in November.

COMMUNITY LANGUAGE PROGRAMMING

We are currently broadcasting in Arabic (several dialects), Tigrinya, Greek, Somali, Turkish, Spanish, Tamil, Armenian, Nepalese, Harari and Amharic. These programs are providing an important avenue for sharing information, news, discussion of issues, promotion of community events and engagement with services and political processes. An exciting new addition to the grid was Anaa Min Hunaak, a show that we believe to be the first program globally by and for Palestinian refugees living in diaspora presented in Arabic. The show is now rebroadcast in Palestine.

With several long running programs finishing this year, we put energy into promoting the availability of time slots in this area of the grid and preparatory work for a range of new shows to begin broadcasting in 2019.

SPECIAL BROADCASTS

3CR has a number of special broadcasts each year to celebrate important community activist events. These broadcasts are staged at live events around Melbourne and beyond or, in the studios of 3CR in Fitzroy.

Tunnerminnerwait and Maulboyheenner - January 20

Broadcast live from the commemoration of freedom fighters, Tunnerminnerwait and Maulboyheenner, executed 176 years ago. The broadcast also pays tribute to all First Nations warriors that continue to fight for justice.

Invasion Day - January 26

This year marked the 80th anniversary of the first Day of Mourning protest called by William Cooper. The live broadcast from 10-4 pm started with Elders Stories from our local community and some of our favourite Blak anthems and included live coverage of the Invasion Day rally on the steps of the Victorian Parliament before catching up with campaigners around the country.

International Women's Day - March 8

We brought listeners 24 hours of women and gender diverse voices, talkback, music, current affairs, union news, community languages and much more.

Australian Medical Aid Foundation (AMAF) Good Friday Appeal - March 30

3CR suspended regular programming between 9am and 6.30pm to host the annual AMAF Good Friday Charity Radiothon.

Stolenwealth Games Broadcast - April 4-15

Interviews and regular reporting from Camp Freedom, the 'Commonwealth' Games protest camp in Broadbeach, QLD.

May Day 2018 - May 1

From 7am-1pm we broadcast perspectives from women, LGBTQIA+, Earth workers, indigenous and community activists that celebrated the achievements of the labour movement and showed solidarity with the continued struggle for labour rights everywhere.

Sorry Day 2018 - May 26

National Sorry Day is an annual event that has been held each year since 1998. Between 9am-12pm 3CR broadcast Sorry Day content, featuring the voices of those directly impacted by the stolen generations, organisations that are working to support them and those trying to stop current and future stolen generations such as the Grandmothers Against Removals.

Beyond The Bars - July 9-13

Proudly celebrating 17 years on the airwaves, *Beyond the Bars* is Australia's only live prison radio broadcast giving a voice to Aboriginal and Torres Strait Islander inmates. This year we visited seven prisons around Victoria to bring you the voices of the men and women on the inside during NAIDOC Week 2018.

Mental Health Awareness Week - October 7-13

World Mental Health Day is marked every year on 10 October and Mental Health Week is an annual, national event that aims to improve community awareness and interest in mental health and wellbeing. Various programs participated across the week including *Wednesday* and *Thursday Breakfast*, *Brainwaves*, *Living Free*, *Out of the Pan* and *Queering the Air*.

International Overdose Awareness Day - August 31

A special broadcast focused on how overdose affects Australians and what's being done to reduce this tragic loss of life.

Public Housing everybody's Business - November 14 through November 24

We presented a series of five programs broadcast live from the steps of parliament where a 10 day vigil was held from midday on Wednesday 14 November until midnight on state election day in order to ensure that Public Housing was a significant issue at the Victorian State election. *Anarchist World This Week* from 10-11am on November 14 and 21 November, *Talkback With Attitude* from 10-11am on November 15 and 22 and *Roominations* from 12-1pm on November 22.

Reclaim the Radical Spirit of the Eureka Rebellion - December 3

From 4-6am, 3CR broadcast from the Dawn Ceremony, hosted by Joe Toscano, at Eureka Park in Ballarat, to celebrate the Eureka Rebellion.

Disability Day - December 3

Between 7am and 7pm we presented content by, for and about people with disability with an exciting line-up of advocates, artists and radical disabled activists.

Human Rights Day - December 10

From 7am-2pm and across the day with *Monday Breakfast*, *Women on the Line*, *Mujeres Latinoamericanas*, *The Black Block*, *Doin Time*, *Beyond Zero Emissions Community* and special guests, the 3CR community will highlighted some of the human rights issues that are shaping the country.

Tamil Radiothon Christmas Appeal - December 25

From 9- 6pm regular programming suspended for the Annual Australian Medical Aid Foundation radiothon.

ADDITIONAL SPECIAL BROADCASTS

Launch of Melbourne's REAL Transport Vision: *Tuesday Breakfast* - February 6

Men's Violence Roundtable: *Monday Breakfast* - June 18

#Me too in Real Australia: *Tuesday Breakfast* - April 24

The path to Totalitarianism: *Wednesday Breakfast* - April 26

Enough Is Enough, Beyond African Gangs: *Thursday Breakfast* August 9

Australia Needs a Payrise rally at Trades Hall: *Koori Survival Show & Billabong Beats* - October 23

#38 Nations Rally: *Music Matters* - October 26

Rally against BHP: *Roominations* - November 8

3CR

2018

A Friday Rave
Accent of Women
Alternative News
Anaa Min Hunaak
Anarchist World This Week
Apartment Of Sound
Are You Looking At Me?
Armenian News
Arts Express
Asia Pacific Currents
Beyond Zero Community
Beyond Zero Science
and Solutions
Billabong Beats
The Black Block
Blak 'n' Deadly
Blaknoise Radio
Blues with a Feeling
The Boldness
Brainwaves
Burning Vinyl
Celtic Folk Show
Chronically Chilled
City Limits
Come On, Come In
Communication Mixdown
Completada Bailable
The Concrete Gang
Dialogues
Dinosaur Prize Surprise
Dirt Radio
Defence Of Government
Schools
Doin Time
Done by Law
Earth Matters
Enpsychedelia
Eritrean Voice

Ethiopian Show
Fire First
Fire Up (MUA)
Fire Up (Plumbers)
Freedom of Species
Friday Breakfast
(Green Left Weekly Radio)
Gardening Show
Girls Radio Offensive
Global Intifada
Great Voices
Greek Resistance Bulletin
The Heavy Session
Herds and Curds
Hillbilly Fever
Hip Sista Hop
Hot Damn Tamale
Housing for the Aged Action
Group
I-Nity Riddims
Intersections
In Ya Face
Jazz on a Saturday
Koori Survival Show
Latin American Update
Lazy Wednesday Afternoon
Left After Breakfast
Let the Bands Play
Let Your Freak Flag Fly
Living Free
Lost in Science
Macedonian Show
Mafalda
Melbourne Chautari
Monday Breakfast
Monday Greek
Music Matters
Music Sans Frontieres
Night Owls on Rhythm
Nostalgia Unlimited
On Screen
Out of the Blue
Out of the Pan
Over the Wall

Palestine Remembered
Planet X
Precious Memories
Published or Not
Queering The Air
Radical Australia
Radical Philosophy
The Radioactive Show
Raising Our Voices
Rebellious Jukebox
Refugee Radio
Renegade Economists
Rock and Roots
Rock Box
Roominations
Saay Xaba
Save Albert Park
Seeking Redemption
Shake, Rattle and Roll
Shindig!
Showreel
Solidarity Breakfast
Somali Language Show
Spoken Word
Steam Radio
Stick Together
The SUWA Show
Sweet Dreams
Swing 'n' Sway
Talkback with Attitude
Tamil Manifest
Tamil Voice
Thursday Breakfast
Tuesday Breakfast
Tuesday Hometown
Turkish Women's Show
Unitarian Half Hour
Urban Voice
Voice of Chile
Voice of West Papua
Wednesday Breakfast
Women on the Line
YarraBUG

PROJECTS



In 2018 3CR delivered projects ranging from roof renewal to training for people with complex care needs. Regular projects, such as Beyond the Bars, continued to prioritise the voices of Indigenous prisoners, and we acquired some much needed new equipment for our expanding broadcast teams. We also participated in a unique university research project, and built upon our annual disability day programming thanks to a 3-year grant from the City of Yarra.

PROJECTS SUB COMMITTEE

Fiona Dean, Juliet Fox (facilitator), Emma Hart, Helen Gwilliam, Areej Nur, and Liz Wright

PROJECTS 2018

Fairfield Summer Series

Funder: City of Yarra

Communities of Sound was an afternoon of Treaty, Creative Women and Diverse Cultures with live music and performance at the Fairfield Amphitheatre. Held on Sunday 18 February 5-7.30pm it featured Kutcha Edwards, Thando, The West Papuan Band, June Jones, Manisha Anjali, Sweet Dreams (DJ) and Dani Sib.

Young Muslim Women's Podcast Project - Stage 2

Funder: Community Broadcasting Foundation

3CR joined with the Australian Muslim Women's Centre for Human Rights (AMWCHR) to deliver the second phase of radio and media skills, along with human and gender rights training, to a group of young Muslim women.

Stronger Communities

Funders: Department of Industry, Innovation and Science, Federal Government

We bought new portable recorders and a laptop that provide important additional resources to the station's volunteers. The new equipment expands programmers' ability to cover local events, promote community activities, and engage in genuine community media practice that results in greater social inclusion.

Roof Renewal and Station Safety Project

Funder: Department of Premier and Cabinet, State Government

We received funding to replace our leaking and ailing roof. This was an exciting and much anticipated project that delivered a wonderful new roof to the front of the building.

St Vincent's Radio Expressions - Stage 1

Funder: St Vincent's Hospital

We trained a small group of people with complex care needs from St Vincent's Hospital services. The project focused on self-expression, community connections and storytelling.

Ethics of Engagement

Funder: Melbourne University

The station collaborated with Melbourne University to gather research and educational tools pertaining to the Beyond the Bars project. This included interviews, podcast recordings, and participant feedback. The study will contribute to course content for criminology subjects at the university.

Beyond the Bars

Funders: CBF, City of Yarra, Victorian Department of Justice - Corrections Victoria and Koori Justice Unit combined

In 2018 Beyond the Bars broadcast from six Victorian prisons during NAIDOC Week, facilitating the voices of prisoners in the week long celebrations. The radio shows featured the voices, stories and music of nearly 100 Aboriginal men and women, and was followed by the production, launch and distribution of a double CD of highlights in Beyond the Bars 15.

Audio and information is available online www.3cr.org.au/beyondthebars2018

Disability Day

Funder: City of Yarra

We received funding to deliver 12 hours of programming by and for the disability community coordinated by a dedicated Disability Day Worker. The result was a brilliant day featuring advocates, artists and radical disabled activists live on air on Monday 3 December.

Now available online at www.3cr.org.au/disabilityday2018

3CR ONLINE



3CR broadcasts on 855am, 3CRdigital and offers streaming, audio on demand and podcasts to our listening audience.

We have a steadily increasing online media presence and engage with our community of listeners through our website, e-news and social media platforms.



@3crmelbourne

With over 1,000 followers on instagram our account provides listeners and supporters with a visual record of the everyday programming at 3CR



@3CR

3CR engages with twitter to promote our programming and has steadily built our network to include over 6,200 followers



www.3cr.org.au

Our website is one of our greatest engagement tools with just under 14,000 site visits per month, our e-news now reaches 2,400 subscribers



facebook/3crmelbourne

We have a wide and engaged 3CR facebook community with over 7,600 page likes and 7,400 followers



Audio on demand

3CR is steadily building its audio on demand listenership with an average monthly audience of 3,500 visitors



Podcast

3CR provided a podcast platform for 50 programs in 2017. 3CR podcasts have a steadily growing audience and are available across a number of podcast applications

VOLUNTEERS AND TRAINING

2018 was a productive year for volunteers and training at 3CR with an interesting group of new people approaching the station to get involved. Our Volunteer Coordinator assisted the potential volunteers to match their interests with the myriad of volunteering opportunities at the station. Over sixty new people joined our general radio training courses with the intention of going to air and another twenty or more embarked on work behind the scenes in administration, promotions, fundraising, events, archiving and technology.

Numerous additional training experiences were delivered to our fantastic regular crew of four hundred plus volunteers including training for trainers, podcast training, sound engineering, announcement making and outside broadcast training.

Revision and review of our training resources and policy was an important part of the work of the Training sub-committee. We cannot help ourselves in taking feedback seriously! As such, we thoroughly reviewed and revised our session plans and developed new resources to share with our broadcasters.

Thanks to the Training Sub Committee (TSC) for assisting in the coordination of this output.

TRAINING SUB COMMITTEE

Nicky Stott, Maja Graham, Mike Smith, Teishan Ahearne, Emma Hart, Kelly Whitworth and Leanne McLean (Volunteers and Training Coordinator).

TRAINING HIGHLIGHTS

General Radio Training Courses

Every year we deliver five in-house radio training courses to sixty new volunteers. The course consists of eight modules covering all aspects of radio from operating a studio to audio editing, on-air presentation and media law.

This means that we are delivering training modules most weeks of the year except for June, the month of our Radiothon and the December/January summer break. Thirty experienced volunteer trainers deliver the courses.

The evaluations from participants are always very positive attesting the high quality of the trainers at the station. To these trainers we offer heartfelt appreciation. Their generosity keeps the station growing each year with the addition of new talented broadcasters and activists who produce unique, important and eclectic local content that can only be heard here.

Train the Trainer Workshop (TTTW)

The 3CR trainers pool is replenished each year when experienced broadcast volunteers are invited to share their radio skills by giving back to the station that trained them. It's an organic cycle of receiving and giving, and it works well. New trainers attend a Train the Trainer Workshop to learn about skill sharing and mentoring adults and how to deliver the 3CR radio training course.

Thanks to Maja Graham and Teishan Ahearne for delivering the Train the Trainer Workshop and to new trainer Kelly Whitworth for shadowing and learning the ropes with the intention of delivering the workshop in 2019.

Live To Air Skill Share (LTASS)

Thanks to long term 3CR volunteer Florenz Ronn for mentoring a small group of women in sound engineering and putting bands to air at 3CR. The participants who completed the training included Gabriela Gonzalez, Nat Grant, Bernadette Jurik and DJ Abyss. 3CR offers this training opportunity to people who identify as women/gender diverse in order to foster diversity of people involved in sound tech industries.

Podcast Training Manual

The training sub-committee developed a new podcast training manual for external groups and individuals. Thanks in particular to Teishan Ahearne for the design and layout.

TAILORED TRAINING

Brainwaves Radio Training

Brainwaves is the radio program of the mental health advocacy organisation, Wellways. In March a group of new Brainwaves volunteers were trained in radio skills and went on to join the Brainwaves program. Thank you to our supportive trainer Kelly Whitworth.

Co Health Young Artist Facilitators Podcast Project

Areej Nur, MV and Namila Benson worked with a group of young artist leaders working in schools to record podcasts with young people about bullying and racism.

Outside Broadcast Training (OBT)

Lara Soulio kindly volunteered to lead two training workshops for experienced 3CR volunteers in how to use our Outside Broadcast equipment at special events off site. Attendees included Pilar Aguilera and Gabriella Gonzalez (Completa Bailable), Annie McLoughlin (Stick Together) and Andy Britt (panel operator/producer). Everyone has since assisted with outside broadcasts at rallies and community events bringing on the spot live community action to our listeners.

Listening Week 2018

Each year we dedicate one week to critical listening and feedback for our programmers. It is quite a task coordinating one hundred experienced broadcasters and long term listeners to listen to one hundred programs and fill out an online survey. However it is an activity that our programmers really look forward to appreciate. This year, sixty- eight people participated in Listening Week. We hope to improve on that number next year with all programs receiving valuable feedback.

Reception Team

Thanks so much to our diligent and committed group of receptionists who deal so well with all things front of house including wacky phone enquiries to random off the street drop-ins and trouble-shooting the occasional dead air. Thanks Sen Perambalam, Margaret and Peter Riley, Aodhan Madden, David Jamieson, Joe Malignaggi, John Langer, Andy Britt, Katie Harrigan, Maryse Leonard, Nola Brooks, Marijo Pozega, Bernadette Jurik, Beri Lord, Alison Foletta, Eiddwen Jeffrey, Jane Dunstan, Zac Shapiro, Jane Brownrigg, Ruth Berkowitz, Kelly Whitworth, Adelle Mills and Liam Robinson.



TECNICAL SUB COMMITTEE

Greg Segal, Riah Williams, Luke Neeson, Rachel Kirby

Is 3CR really cool? In January we had a complaint from our newly resident neighbours about night time noise from our studio air conditioning. Our measurements suggested it was on the loud side, compounded by the system regularly switching on and off. One fix was replacing the whole system (it's the original from 1982), but the cost was prohibitive. We tried slowing the fan that seemed to be the main noise source, but only a limited adjustment was possible. Finally we upgraded the thermostat to a more modern type with a timer, and arranged it to stop cooling at night. The neighbours found that acceptable, and no programmers have demanded showers - so far.

During 2018 3CR ran a series of panel discussions on the breakfast shows (on IWD, African gangs, and totalitarianism) which were very well received. But after the first it was apparent the limit of four microphones in our studios was a problem. Some generous supporters donated funds for a small mixer to allow extra mics to be easily added when needed, and this made the programs much more straightforward. The particular mixer can also be battery powered and was used this way for a series of outside broadcasts for the Public Housing - Everybody's Business actions in November.

As our studio PCs have been upgraded from Windows XP to Windows 7 we've been having problems with their sound cards - a pretty serious bug when sound is our business. After many investigations and discussions we opted to replaced the PCI sound cards with external network "audio over IP" devices. These use the Australian developed "Dante" format which is now widely adopted in the broadcast and professional audio fields. Through a grant from the CBF we purchased six Glensound AOIP44 Dante interfaces in December, and they'll be installed in early 2019.

This year the CBF also generously funded the purchase of 7 licences for the mAirList playout software we've been looking at since 2017. Development has continued, but at a slower rate than we'd like. Part of the challenge is both emulating important features of our current Dinesat package, but also fixing its shortcomings and adding enhancements. So far we have the "Instant Play" section working, and the beginnings of the playlists for scheduled and random content. Work will continue into 2019 to make these two playlists interact as they should, and also to develop a new server for mAirList to replace the old one Dinesat has relied on since 2006.

We've continued to refine the "Network Attached Storage" server pair funded by the CBF in 2017. Most of the old servers are now backed up to the new NAS, and we've been gradually retiring the old hardware. One old server decided to exit this world before we'd intended, but since the data was already replicated on the new system the transition wasn't too traumatic.

We've also made inroads into improving our computer network, replacing an ageing ADSL router with a more capable and reliable router and modem, and adding some new WiFi access points so that programmers are able to access the internet from inside the studios. This change puts us in a good position for the next step - moving to an IP only phone system as the NBN arrives in Fitzroy. Our 12 copper phone lines will have to be replaced with "Voice Over IP" connections, which brings a significant challenge as our old studio telephone "hybrids" don't play that well with VOIP adapters. Studio audio quality can be affected, and callers may hear their voice echoing back when they're on air - rather disconcerting. We need to come up with a way to fool the hybrids into thinking they're connected to a long copper line, and we've done some computer simulations of how that could work. If it doesn't work, we'll need to replace them - at quite a cost. We might need your help!

AFFILIFATE MEMBERS

COMMUNITY RADIO FEDERATION

3CR prides itself on being actively run by the community and providing a high level of media access and participation. One way it does this is through its operating structure.

3CR affiliate members help to build a strong, independent radio station that gives the disadvantaged in our community media access.

Affiliate members of the station 'own' 3CR and help ensure active community involvement in the station's effective management and operation. Each affiliate has a representative on the Community Radio Federation where station policy and direction is determined.

A special thank you to all of the station affiliate organisations, your political and financial support keeps us strong, independent and connected to the communities we represent.

AFFILIFATE MEMBERS 2018

AMIDA	Federation of Community Legal Centres
Anarchist Media Institute	Friends of the Earth
Armenian General Benevolent Union	Green Left Weekly
Australia Asia Worker Links	Housing for the Aged Action Group
Australian Manufacturing Workers' Union	Latin American Info Centre
Australian Saay Harari Association Inc.	Maritime Union of Australia
Beyond Zero Emissions	Melbourne Unitarian Church
Borderlands Cooperative	National Union of Workers
Campaign for International Cooperation and Disarmament	Roominations
CEPU Electrical Division	Save Albert Park
CEPU Plumbing Division	SUWA
CFMEU Construction & General Division	Tenants Union of Victoria Ltd
Council for the Defence of Government schools	The Boite
EarthSharing Australia	Victorian Jazz Club
Eelam Tamil Association Vic	Voice of West Papua
Ethiopian Community Association	Wellways

FINANCIAL REPORT



**Community Radio Federation Limited
Statement of Comprehensive Income
For the year ended 31 December 2018**

	2018	2017
	\$	\$
Revenue	941,601	809,808
Expenses		
Employer expenses	556,132	526,202
Depreciation and amortization	18,414	18,288
Project and Program expenses	158,074	146,663
Operational and building expenses	151,121	98,452
Other Administrative expenses	34,892	29,886
Total Expenditure	<u>918,633</u>	<u>819,491</u>
Surplus (deficit) before income tax	22,968	(9,683)
Income tax expense	-	-
Net current year surplus (deficit)	<u>22,968</u>	<u>(9,683)</u>
Other comprehensive income:		
Transfer from Patrick Downey Reserve	27,490	-
Other comprehensive income for year, net of tax	<u>27,490</u>	<u>-</u>
Total comprehensive income for the year	<u>27,490</u>	<u>-</u>
Net current year surplus (deficit) attributable to members of the entity	<u>50,458</u>	<u>(9,683)</u>
Total comprehensive income attributable to members of the entity	<u>50,458</u>	<u>(9,683)</u>

Community Radio Federation Limited
Statement of Financial Position
As at 31 December 2018

	2018 \$	2017 \$
Assets		
Current Assets		
Cash and cash equivalents	498,006	530,017
Trade and other receivables	17,481	24,777
Other current assets	-	-
Total Current Assets	<u>515,487</u>	<u>554,794</u>
Non-Current Assets		
Financial assets	2,044,559	2,041,810
Property, plant & equipment	8,091,579	8,098,317
Total Non-Current Assets	<u>10,136,138</u>	<u>10,140,127</u>
Total Assets	<u>10,651,625</u>	<u>10,694,921</u>
Liabilities		
Current Liabilities		
Trade and other payables	124,087	196,702
Employee benefits	23,881	19,440
Total Current Liabilities	<u>147,968</u>	<u>216,142</u>
Non-Current Liabilities		
Employee benefits	35,916	34,006
Total Non-Current Liabilities	<u>35,916</u>	<u>34,006</u>
Total Liabilities	<u>183,884</u>	<u>250,148</u>
Net Assets	<u>10,467,741</u>	<u>10,444,773</u>
Equity		
Retained surpluses	1,781,293	1,730,835
Reserves	8,686,448	8,713,938
Total Equity	<u>10,467,741</u>	<u>10,444,773</u>

THANK YOU



Thank you to everyone involved in keeping 3CR on air.

Thank you to the subscribers and funders and a special thank you to all of the volunteers who donate their time, skills and knowledge.

The station wouldn't exist without you.

Australian Muslim Women's Centre for
Human Rights

City of Yarra

Community Broadcasting Foundation

Corrections Victoria (Victorian Government)

Department of Industry, Innovation and
Science (Australian Government)

Department of Justice and
Regulation (Victorian Government)

Department of Premier and
Cabinet (Victorian Government)

Holding Redlich

Internode

Koori Justice Unit

Melbourne Aboriginal Youth Sport &
Recreation (MAYSAR)

Media Insights

Melbourne University

New International Bookshop

Open House Victoria

St Vincent's Foundation

Small Patch Wine Store

Wellways



Premier
and Cabinet



