

# 3CR COMMUNITY RADIO / ANNUAL REPORT 2021





# 3CR COMMUNITY RADIO PROVIDES A MEDIA SPACE ENABLING PROGRESSIVE COMMUNITIES TO VOICE IDEAS AND BUILD THEIR POWER TO CREATE SOCIAL CHANGE

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3CR gained its licence in 1976 and is considered Australia's first community-owned and community-run grassroots radio station. We are a diverse community of over 400 volunteer broadcasters producing over 120 radio programs each week in multiple languages. We prioritise the voices of women, LGBTIQ+, First Nations people, workers, refugees, and the many issues and people misrepresented and under-represented in the mass media.

3CR holds a deeply informed and radical philosophy of what radio and community media can be—through our program content we advocate and agitate for social and political justice and transformation, and through our organisational model we show how radical, independent media can give power to communities.

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Thank You





## **COMMITTEE OF MANAGEMENT**

The Committee of Management (CoM) is made up of affiliate members and 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 complies with all regulatory requirements.

### **2021 COMMITTEE OF MANAGEMENT**

Chairperson: Pilar Aguilera

Vice-Chairperson: Joe Malignaggi

Treasurer: Perambalam Senthooan

Secretary: Michele Vescio

Directors: Beth King (retired March), Emma Hart, Fiona York, Heath Rickard, Helen Gwilliam, James McKenzie, Joe Wally, Paris Andriske (retired September), Therese Virtue

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### **STAFF**

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 and Training Coordinator: Leanne McLean, Innez Tulloch

Technical Assistant: Riah Williams

### **CONTRACT STAFF**

Technical Coordinator: Greg Segal – GWS Audiovisual

IT Coordinator: Luke Neeson

Auditor: Simon Hourigan

### **SUBCOMITTEES**

Finance Sub Committee, convener: Loretta O'Brien

Program Sub Committee, convener: Michaela Stubbs

Projects Sub Committee, convener: Juliet Fox

Technical Sub Committee, convener: Rachel Kirby

Training Sub Committee, convener: Leanne McLean, Innez Tulloch



# CHAIR REPORT

## PILAR AGUILERA



2021 was just as challenging as the previous year, we faced lockdowns and the continued threat of COVID. We finally emerged from a long lockdown in late November 2021. As 3CR slowly opened its doors to reintroduce live broadcasting, we did so cautiously and with a COVID safe plan in place, always aware that we are protecting our community which is the lifeblood and DNA of the station and will always remain our focus.

During 2021 we were confronted with the threat of proposed changes to The Australian Charities and Not-for-profit Commission governance compliance standards and changes to charities rules. The government's aim was clear in that the regulations were intended to target "activist organisations". The proposed changes were subject to a disallowance motion in the Senate on 25 November and no changes will take effect. However, this did highlight the need for 3CR to focus on compliance and good governance. We have always had good governance with a strong connection to the community, the Community Radio Federation and our volunteers. Good governance is always required but the requirements are constantly changing. As a result, our Committee will continue to undertake governance training and work on the increased responsibilities for our members as we drive the strategic directions of the station moving into the future.

Our Committee of Management worked hard during 2021, continuing to meet every month remotely. We have been updating and reviewing policies and working toward a strategic plan for

2022 and beyond. This involves having important conversations around strategy and resourcing into the future. As well as posing some difficult questions, such as, who is 3CR now, post COVID? How do we keep our community together moving into the future? We will consider challenges as well as celebrate our successes and achievements. We will also identify the gaps and discuss how to best tackle these. I thank all members of the Committee for their commitment, dedication, and insight. Thank you also to Paris Andriske, Community Radio Federation (CRF) representative from the Plumbers Union for your work as a Committee member, we wish you and your family well in your move to Queensland.

I salute the hardworking staff who run the station on a daily basis, especially during the particular challenges featured in lockdown. They are continually working to future proof the station and while COVID remains a threat with new variants emerging they have faced extra challenges and difficulties. Thank you for remaining positive and being able to adapt to face the challenges that a positive case can bring to the station. It is with this in mind that we will open slowly and cautiously.

Finally thank you to all our programmers, producers and volunteers who continue to produce quality radical radio and are committed to keeping our community voices on air. These voices are now more than ever necessary and I thank you all for your resilience and commitment.

# STATION MANAGER REPORT RACHEL KIRBY



2021 was a challenging year of uncertainty and change. With extended lockdowns across Melbourne and Victoria, 3CR restricted access to the station for our community of volunteers and staff for most of the year.

In February 2021, the station introduced new COVID safe practices and procedures to support the carefully managed return of volunteers. Despite a short snap lockdown in February we welcomed almost three quarters of all program teams back to live broadcasting. We opened the doors to guests for the first time in over a year and had a full roster of volunteer receptionists back in the station. Unfortunately it did not last long. In March, lockdown restrictions once again reduced access to the building for our programmers, volunteers and staff.

Changing restrictions and lockdowns in June, presented many challenges for our staff team in managing and coordinating the station's annual Radiothon. A huge thank you to all of the 3CR program teams who worked hard to reach their fundraising targets under difficult circumstances. Thank you to all of the Radiothon phone volunteers, our community language program teams and affiliate members for your flexibility and commitment to supporting the station's fundraising efforts. Despite all of the rescheduling of live programs, fundraising events and gigs, we reached our Radiothon target. Thank you to our community of listeners, subscribers and supporters for your generous donations. Your financial support offered stability in unpredictable times.

From mid-August all staff and volunteers were required to hold permits to work at the station and mandatory vaccination for onsite workers was introduced in Victoria and at the station. As restrictions eased across Victoria later in the year, restrictions in the station remained due to

the particular challenges of managing COVID safe practices within the building and studios.

By December, we installed portable HEPA filters in the studios and upgraded the station's air conditioning to improve airflow and air quality throughout the building. Combined with the station's COVID action plan and procedures, we began preparations to once again ease restrictions on live programming, training, external bookings, general volunteering and guests in the building in early 2022. After a long 20-months of rolling COVID restrictions on the day-to-day life of 3CR, 2021 ended with optimism that our diverse community of volunteers would once again be back in the building.

Across the year, the staff team continued to work a combination of in-station and remote shifts, supported by short term roles to help with the increased workload managing programming, training, external projects and volunteer support remotely. In June, our long-term Volunteer and Training Coordinator, Leanne McLean began extended sick leave, and we welcomed Innez Tulloch into the fixed-term role. Thank you to Michele Vescio and Ayan Shirwa, for stepping in to support the staff team when needed. I would like to acknowledge the incredible efforts of the 3CR staff team throughout 2021. Your dedication to solving the many obstacles we faced with creativity, care and diligence kept our community connected, supported and importantly, on-air.

Despite the disruptions of lockdowns and the challenges they posed to planning events, projects, broadcasts and training, our community of volunteers delivered another year of incredible radio. A special thank you to all of the station volunteers and broadcasters for your dedication and commitment to keeping 3CR strong through difficult times.





**ELCA**  
RADIOTHON

JUNE 2022

WIRUNDJERI COUNTRY

# FINANCIAL SUMMARY 2021

**As our audited financial report reveals the station achieved a positive financial position in 2021. Thanks in part to a successful Radiothon and increased service income from community service announcements.**

**We also received a number of grants that supported the station's technical and IT infrastructure and provided training, equipment and support to our community language broadcast teams. A summary of the 2021 audited financial report is included below.**

## **SUBSCRIPTIONS**

Subscriptions affirm our organisation's membership structure and are a vital aspect of supporting the station's governance requirements. As at 31 December 2021 we had 873 subscribers, a total of 163 new subscribers and an increase of 43 from 2020.

## **RADIOTHON**

Despite lockdowns and changing restrictions our annual Radiothon held in June, surpassed our fundraising goal of \$250,000. We received a total of 2459 individual donations from our listeners and supporters raising a total of \$267,677. Thank you to the many generous listeners and supporters for your financial contribution to our operational costs during this difficult time.

## **AFFILIATE MEMBERSHIP**

In 2021 the Community Radio Federation Ltd, CRF, was made of 32 affiliate members. Our members provide financial support through annual fees and covering the costs of their studio and on-air production. Due to a range of reasons, three affiliate members left the CRF in 2021: Australian Saay Harari Association, National Union of Workers

and the Tamil Refugee Council. Throughout the year we were also pleased to welcome four new affiliate members that were approved by the CRF: Dardi Munwurro, Darfur Community Association, Gender Equity Victoria and Sustainable Prosperity Action Group (SPAG).

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 Australian Manufacturing Workers' Union, CEPU Electrical Division, CEPU Plumbing Division, CFMMEU Construction & General Division, Maritime Union of Australia and the Tenants Union of Victoria.

## **EXTERNAL FUNDING**

Successful grant applications to the Community Broadcasting Foundation (CBF) supported some of our core programming allowing 3CR to deliver a wide diversity of shows. CBF grants support, in part, our Indigenous and community language program teams, five national programs and our annual Beyond the Bars prison radio project. In 2021 we received Local, State and Federal government funding for a range of projects. We received a Multicultural Media Grant from the Victorian Department of Premier and Cabinet to purchase much needed equipment to support the station's IT infrastructure. This grant helped us to upgrade and replace critical computers and servers that supported remote broadcasting. We also received funding from the Department of Premier and Cabinet for much needed equipment, training and support for our community language broadcast teams via the Multicultural Media Stimulus Grants.

## **BEQUESTS**

In 2021, we received generous bequests from Frederick Rooks and former programmer and 3CR stalwart Ralph Knight. Both Frederick and Ralph were active supporters of 3CR and their bequests will continue to support our work. For information on how you could arrange to leave a gift to 3CR in your Will please contact our Station Manager.



**“Thank you all so much, I teared up when I heard live voices this morning. Being isolated on a property I hadn't realised how much I depended on the 3CR Gardening Show to provide a sense of connection and structure to my week until COVID. Your hard work is so appreciated”.** – BEC, 3CR LISTENER





# PROJECT FUNDING 2021

## COMMUNITY BROADCASTING FOUNDATION

Development and Operations – Transmission subsidy	\$ 8,952
Development and Operations – Staff Salary Subsidy	\$ 53,374
Development and Operations - Planning Day	\$ 6,250
Covid Support Grant	\$ 24,367
Content Development – Indigenous Beyond The Bars	\$ 23,898
Content Development – Specialist Indigenous	\$ 66,321
Content Development – Specialist Ethnic	\$ 32,265.50
Content Development – National Program	\$ 88,450
<b>TOTAL</b>	<b>\$ 303,878</b>

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## LOCAL GOVERNMENT - CITY OF YARRA

Beyond The Bars	\$ 11,300
International Day of People with a Disability Project	\$ 10,000
Pasifix X Training Project	\$ 3,927
Underfoot: The Facility	\$ 8,000
See The Radio	\$ 1,000
<b>TOTAL</b>	<b>\$ 34,227</b>

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## STATE GOVERNMENT

Department of Justice and Community Safety	
Beyond The Bars	\$ 12,685
Department of Justice Fairness and Housing	
Digital Adaptation Grant - COVID support	\$ 1,200
Department of Premier and Cabinet	
Women and GNC Live to Air Training Masterclass	\$ 9,874
Multicultural Media Equipment Grant R1	\$ 50,000
Multicultural Media Equipment Grant R2	\$ 25,000
Pride Event	\$ 8,000
<b>TOTAL</b>	<b>\$ 106,759</b>

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## FEDERAL GOVERNMENT

Department of Industry - Powering Communities Grant	\$ 10,000
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**TOTAL FUNDING AND GRANTS** **\$ 454,864**







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MALWAN



# PROGRAMMING 2021

**Our weekly programming is a rich diversity of content brought to air by over 400 volunteers representing a large number of communities. Our volunteers and their programs keep 3CR firmly tethered to the communities we represent. We broadcast over 120 programs in multiple languages, providing supported broadcast opportunities to communities not represented or under-represented in community or mainstream media.**

**3CR holds a unique space in the media landscape defined by our statement of purpose and the Community Access license we hold. In 2021 we continued to broadcast a rich diversity of programming, offering our listeners insight and expertise from the lived experience of our community members.**

**Each week, we broadcast 10 hours of First Nations programming led, designed and presented by our First Nations broadcast team. Our community language program teams presented weekly shows keeping their communities connected and informed. Our unique specialist music programs, community access and affiliate member programs, produced content amplifying community activism from housing to disability, environment to workers' rights and many more in-between.**

**Congratulations to our community of volunteer broadcasters for keeping radical radio alive and on-air throughout 2021.**





BROADCASTERS VIV MALO AND ROBBIE THORPE AT THE BLACK DEATHS IN CUSTODY RALLY, MELBOURNE.



# PROGRAMMING 2021



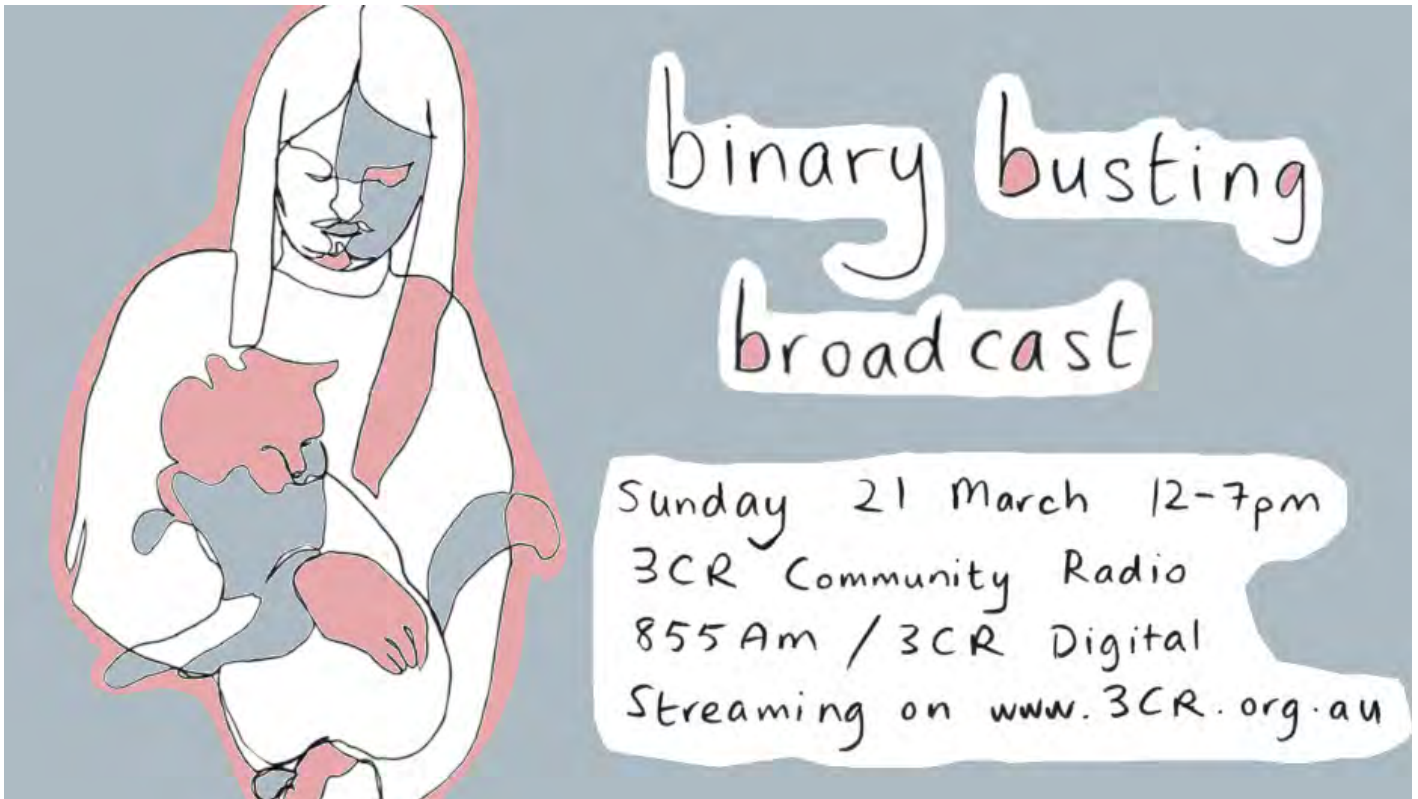




MAFALDA BROADCAST TEAM IN THE STUDIO.



# PROGRAMMING 2021



BINARY BUSTING BROADCAST, ARTWORK BY FURY

## **BINARY BUSTING BROADCAST**

In the lead up to the 2021 Transgender Day of Visibility, 3CR broadcast seven hours of trans and gender diverse radio. Presented by a diverse range of trans and gender-diverse 3CR programmers, the broadcast featured transgender art, music, culture, politics, wellbeing and resilience, aimed towards troubling and busting the western gender binary. Towards a trans day of audibility! Full audio from the day including transcripts are available on the 3CR website.

[www.3cr.org.au/binarybusting](http://www.3cr.org.au/binarybusting)

## **MAY DAY**

Every year 3CR joins communities around the world in celebrating the achievements of the labour movement, and to show solidarity with the continued struggle for labour rights and fair working conditions for everyone. Our 2021 special broadcast featured workplace perspectives from Aboriginal communities protecting and rehabilitating country, Palestinian workers' rights, the history of May Day, campaign updates, stories and issues from the Asia Pacific region and much more. Full audio from the day is available on the 3CR website.

[www.3cr.org.au/mayday2021](http://www.3cr.org.au/mayday2021)

## **GROUNDING DISABILITY JUSTICE**

Following our 2020 Imagining Disability Justice special broadcast, 3CR's 2021 Disability Day broadcast, in year two of the pandemic, made space to explore what Disability Justice has been, is, and will be on these lands. Led by Blak Disabled community members, the 12-hour broadcast featured a diverse range of 3CR programmers covering a wide array of issues, experiences and activism. Full audio from the day including transcripts are available on the 3CR website.

[www.3cr.org.au/disabilityday2021](http://www.3cr.org.au/disabilityday2021)

## **NEW AFFILIATE PROGRAMS**

In 2021 we welcomed three new affiliate members, and two started programming. Dardi Munwurro and the Darfur Community Association of Australia.

## **STRONG SPIRIT – DARDI MUNWURRO**

Dardi Munwurro is an independent Aboriginal organisation working in the area of family violence, to support Aboriginal men of all ages to break the cycle of intergenerational trauma. Dardi Munwurro supports men to become leaders, role models and mentors within their communities. Strong Spirit takes a holistic approach, sharing information about Dardi's work with Aboriginal men and their communities. The program shows the wider



community what Kooris are doing to support each other and to make the community safer. Listen back to their latest show on the 3CR website.

[www.3cr.org.au/strongspirit](http://www.3cr.org.au/strongspirit)

### **MARGIN VOICE – DARFUR COMMUNITY ASSOCIATION OF AUSTRALIA**

Margin Voice, presented by the Darfur Community Association of Australia, provides a platform for Sudanese current affairs, arts and culture, bridging the gap between generations in the Sudanese community in Australia and abroad. Presenters Najeem Musa and Eltayeb Ali provide a space to talk about politics and news from Darfur and beyond, as well as local information and interviews for and by the marginalised Sudanese diaspora in Australia. The program also features modern and traditional music in Arabic and other tribal languages. Listen back to their latest show on the 3CR website.

[www.3cr.org.au/marginvoice](http://www.3cr.org.au/marginvoice)

### **CELEBRATING BIRTHDAYS**

#### **RAISING OUR VOICES**

Raising our Voices presented by affiliate member AMIDA, Action for More Independence and Dignity in Accommodation, celebrated its 34th year of broadcasting in August 2021. Produced and presented by people with disabilities, the

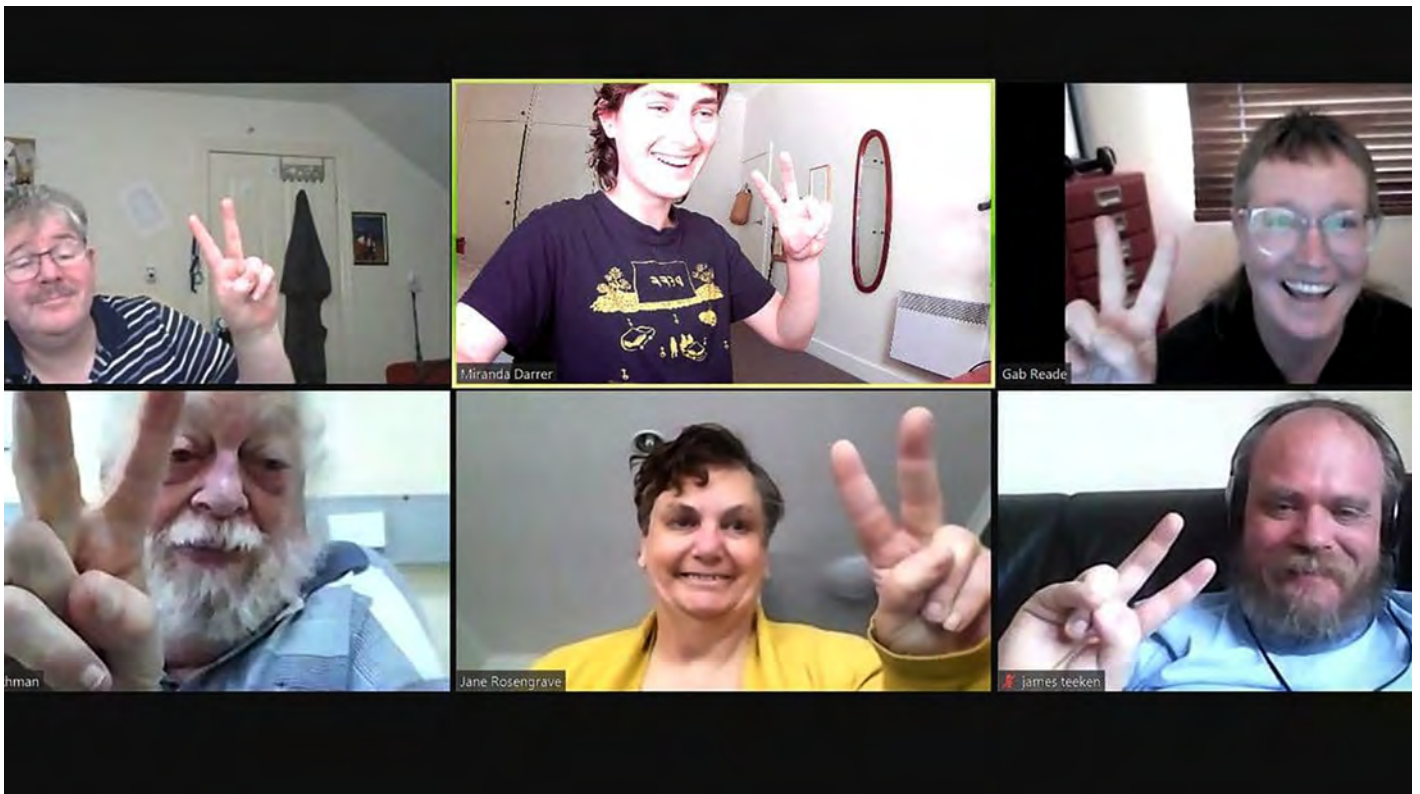
program covers issues of housing, discrimination, difficulties with public transport and self-advocacy. For their 34th birthday episode, the program team reminisced about past shows and plans for the future. Listen back to their latest show on the 3CR website.

[www.3cr.org.au/raisingourvoices](http://www.3cr.org.au/raisingourvoices)

#### **MAFALDA**

Mafalda celebrated its 30th birthday on-air in September 2021. Created by a group of concerned Spanish-speaking women with the aim of raising awareness and providing information to the Spanish community about the issue of family violence and its repercussions in society. Throughout the years many women and some men have committed, participated and collaborated with the program to provide an important community service to the Spanish-speaking community as a whole. Still going strong, the program remains committed to social justice, women's rights, gender equity and safety, and the on-air show reflects these fundamental principles. Listen back to their latest show on the 3CR website.

[www.3cr.org.au/mafalda](http://www.3cr.org.au/mafalda)



RAISING OUR VOICES RECORDING THEIR PROGRAM ON ZOOM



# 3CR ONLINE 2021

**3CR broadcasts on 855AM, 3CR Digital and offers streaming, audio on demand and podcasts to our listening audience. We have a steadily increasing online presence and engage with our community of listeners through our website, e-news and social media platforms.**

## **@3CRMELBOURNE**

More than 3,500 people follow the station on Instagram, with many more shows curating their own accounts providing a great visual insight into programming at the station.

[www.3cr.org.au](http://www.3cr.org.au)

Engagement with the community via our website has swelled to just over 25,000 site visits per month, while our monthly eNewsletter is distributed to over 3,200 inboxes.

## **AUDIO ON DEMAND**

The ability to listen anytime is growing in appeal across the 3CR community, with audiences accessing over 45,000 hours of our audio on demand each month.

## **@3CR**

Our Twitter account is an important way to connect with our communities and to promote upcoming content as well as share audio that people have missed. In 2021 we have more than 9,200 followers.

## **FACEBOOK/3CRMELBOURNE**

Facebook remains an important platform for connecting and communicating with people online, and in 2021 we had nearly 10,500 page likes and over 11,100 followers.

## **PODCAST**

3CR's weekly contribution to the world of podcasting has grown to 68 regular shows – increasing our station content's accessibility and reach via a range of podcast platforms.





# PROJECTS 2021

Our station-based projects continue to focus on unique programming, targeted training, and connecting to communities beyond our weekly programming and general training.

Months in the making, we released a profound podcast series called 20 Years on the Inside funded by the City of Yarra, while also welcoming members of the Pacific X community into the station for broadcast training.

We were pleased - and a bit surprised! - to be able to get into six Victorian prisons to deliver our annual prison radio series Beyond the Bars, and thrilled to welcome primary school students into the station to get a taste of the fun involved in making radio.





# PROJECT HIGHLIGHTS 2021

## 20 YEARS ON THE INSIDE

In August 2021, 3CR released 20 Years on the Inside, a podcast series that gives voice to the experience of First Nations incarceration in the Victorian prison system. 20 Years on the Inside is a carefully curated series of conversations with Aboriginal people recorded across two decades of Beyond the Bars, 3CR's live prison radio broadcasts. The 6-part series is hosted by prominent Aboriginal activists Vickie Roach and Kutcha Edwards and available across all podcast platforms and on the 3CR website.

[www.3cr.org.au/20yearsontheinside](http://www.3cr.org.au/20yearsontheinside)

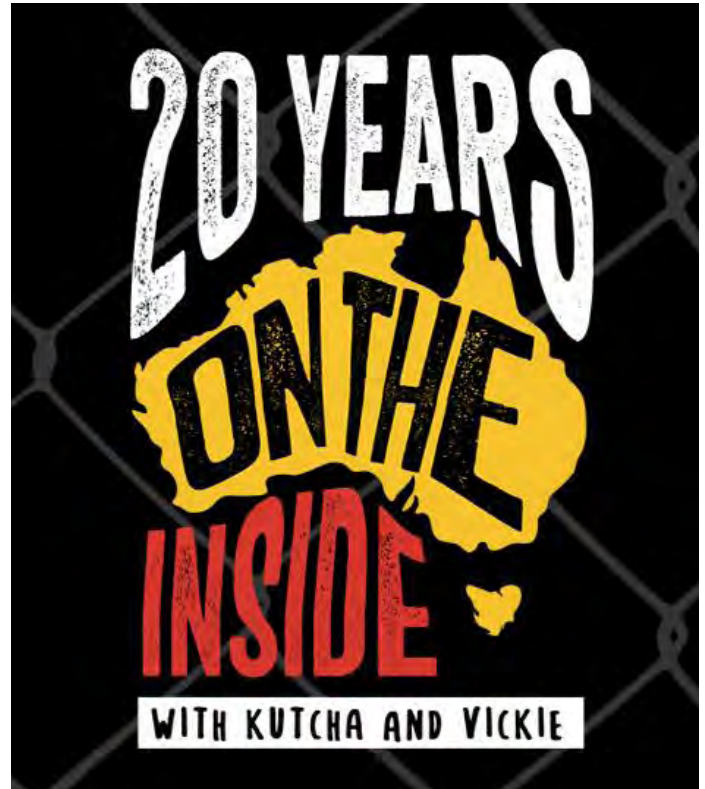
## PACIFIQUE X TRAINING PROJECT

Supported by funding from Yarra City Council, 3CR delivered radio training to members of the PacifiqueX community in June 2021. PacifiqueX celebrates our Pacific Island LGBTIQA+ communities and allies and works to provide brave spaces, capacity building, meaningful connection and to honour cultural and gender identities. The training project covered audio editing, media law, creative design production, live broadcasting and podcasting across 24 hours of peer-led training. In collaboration with PacifiqueX, we have successfully received additional funding to support a podcast project to be delivered in 2022. We hope in the future to welcome PacifiqueX to regular broadcasting at 3CR.

## COLLINGWOOD COLLEGE PRIMARY SCHOOL PODCAST PROJECT

In May and June 2021, 3CR hosted Grade 3 and 4 students from Collingwood College Primary School. Throughout Term 2 of the school year, the students worked on interviews with inspiring people as part of a school based project, 'Fidget Kids'. In small groups, the students visited 3CR to have a look around the station, record their interviews and produce their own podcasts. The students, with support from 3CR volunteers, also recorded station announcements that were broadcast across 2021. Audio from the project is available on the 3CR website.

[www.3cr.org.au/fidgetkids-collingwoodcollege](http://www.3cr.org.au/fidgetkids-collingwoodcollege)



20 YEARS ON THE INSIDE,  
ARTWORK BY TOM QUINLIVAN.



PACIFIQUEX TRAINING PARTICIPANTS AND 3CR  
TRAINER AYAN SHIRWA IN THE STUDIO.



**“Been listening to Beyond the Bars this week, listening to the broadcast is a journey of sadness, frustration and hope. It has humanised the statistics of indigenous incarceration and presented a variety of talented and articulate people. We could do with more exposure of these important issues in mainstream media. Well done to all involved, a deadly effort!” - 3CR LISTENER**





# TRAINING 2021

**In 2021, 3CR delivered general radio training to our volunteer broadcasters and Train the Trainer courses to our cohort of trainers.**

**We also provided podcast and tailored training to external organisations, audio masterclasses in live to air broadcasting and a comprehensive 2-part training project to support our community language program teams.**

**Responding to changing COVID restrictions in the station resulted in lots of rescheduling of training dates, the adaptation of training resources and smaller training groups to allow new and existing volunteers access to the studios.**

**Thank you to all of the 3CR trainers for your flexibility and commitment. Your generosity keeps the station growing each year with the addition of new talented broadcasters.**

## TRAINING HIGHLIGHTS 2021

### **WOMEN & GENDER NON-CONFORMING AUDIO MASTERCLASS**

Throughout March and April, four female/gender non-conforming volunteer broadcasters took part in the specialised Audio Production and Technical Training. Funded by Creative Victoria and under the guidance of Lara Soulio - sound engineer and trainer extraordinaire! - the trainees learnt how to operate the mixing desk and studio equipment, to edit and archive, as well as acquiring the skills to set up and tech for outside broadcasts.

The trainees had hands-on experience, providing the audio production for two live to airs for both Let Your Freak Flag Fly and Burning Vinyl. The audio from the live to air recordings was broadcast as a Summer Special presented by Karina Aedo-Aguilera. The team of volunteers and trainers enjoyed the training immensely and inspired and motivated a new era of live to air and outside broadcast technicians.

### **REMOTE BROADCAST TRAINING**

Throughout 2021 3CR's volunteer trainers continued adapting to the ongoing challenges of lockdowns by building and furthering their skills at delivering training remotely. General Training modules were expanded to include two new modules for Remote Broadcasting. The Remote Recording module provides information and knowledge on how to set up a home studio and how to record interviews on Zoom and Zencast. The other new module, Using Audacity, teaches trainees how to record, edit and export audio in Audacity, a free, easily accessible Digital Audio Workstation.

These modules were developed to provide trainee broadcasters with the skills required to produce programs remotely. Breaking down the barriers remote teams faced when bringing on new team members. The new modules provided an excellent medium for both trainees and trainers to share their own remote recording setups and allowed trainees opportunities for skill sharing and connection with other 3CR volunteers.





AUDIO MASTERCLASS PARTICIPANTS AC AND KARINA WITH 3CR TRAINER LARA.

**“Absolutely fantastic weekend sessions Lara, thanks so much for sharing all your kick-ass knowledge with us. I really enjoyed them and learned soooo much.**

**I’m also totally inspired by how great this team is, and the new era of Live to Air tech support at 3CR from this point on. It’s going to be the best!! And very, very excited to start working with some bands and performers now - yay!” - NICKY STOTT, 3CR VOLUNTEER**



# AFFILIATE MEMBERS 2021

**3CR prides itself on being actively run by our community members, providing a high level of media access and participation to the communities we represent. One way we do this is through our operating structure.**

**3CR is governed by the Community Radio Federation (CRF). The CRF is made up of representatives of affiliated member organisations and elected representatives who serve the interests of the stations member organisations, volunteers and subscribers.**

**In 2021, we had 32 affiliated member organisations spanning an array of community language groups, unions and communities of interest.**

**A special thank you to all of our affiliate members, your political and financial support keeps us strong and independent.**





## 3CR AFFILIATE MEMBERS 2021

AMIDA, Action for More Independence & Dignity in Accommodation  
Anarchist Media Institute  
Armenian General Benevolent Union  
Australia Asia Worker Links  
Australian Manufacturing Workers' Union  
Borderlands Cooperative  
Campaign for International Cooperation and Disarmament  
CEPU Electrical Division  
CEPU Plumbing Division  
Ceylon Tamil Association Vic  
CFMMEU Construction & General Division  
Council for the Defence of Government schools  
Dardi Munwurro  
Darfur Community Association of Australia  
Ethiopian Community Association  
Federation of Community Legal Centres  
Friends of the Earth  
Friendship Australian Egyptian Association  
Gender Equity Victoria  
Green Left Weekly  
Housing for the Aged Action Group  
Latin American Info Centre  
Maritime Union of Australia  
Melbourne Unitarian Peace Memorial Church  
Prosper Australia  
SUWA, Squatters and Unwaged Workers Airwaves  
Tenants Union of Victoria  
The Boite  
Victorian Jazz Club  
Voice of West Papua  
Wellways Australia



# FINANCIAL REPORT 2021

## Community Radio Federation Limited Statement of Profit or Loss and Other Comprehensive Income For the year ended 31 December 2021

	Note	2021 \$	2020 \$
<b>Revenue and other income</b>	2	1,328,264	1,072,151
<b>Expenses</b>			
Employer expenses		617,755	549,318
Depreciation and amortization		22,144	18,868
Project and Program expenses		159,410	143,630
Operational and building expenses		112,280	91,832
Other Administrative expenses		40,000	26,045
Total Expenditure		<u>951,589</u>	<u>829,693</u>
<b>Surplus (deficit) before income tax</b>		376,675	242,458
Income tax expense	1(j)	-	-
<b>Net current year surplus (deficit)</b>		<u>376,675</u>	<u>242,458</u>
<b>Other comprehensive income</b>		-	-
<b>Total other comprehensive income</b>		<u>-</u>	<u>-</u>
<b>Total comprehensive income</b>		<u>376,675</u>	<u>242,458</u>

The accompanying notes form part of these financial statements.

**THE FULL FINANCIAL REPORT IS AVAILABLE UPON REQUEST**



**Community Radio Federation Limited**  
**Statement of Financial Position**  
**As at 31 December 2021**

	Note	2021 \$	2020 \$
<b>Assets</b>			
<b>Current Assets</b>			
Cash and cash equivalents	4	1,243,269	848,980
Trade and other receivables	5	21,885	21,940
<b>Total Current Assets</b>		<u>1,265,154</u>	<u>870,920</u>
<b>Non-Current Assets</b>			
Property, plant & equipment	6	10,541,392	10,543,253
<b>Total Non-Current Assets</b>		<u>10,541,392</u>	<u>10,543,253</u>
<b>Total Assets</b>		<u>11,806,546</u>	<u>11,414,173</u>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Trade and other payables	7	61,336	44,116
Deferred income	8	131,597	152,251
Employee benefits	9	44,826	36,243
<b>Total Current Liabilities</b>		<u>237,759</u>	<u>232,610</u>
<b>Non-Current Liabilities</b>			
Employee benefits	9	71,383	60,834
<b>Total Non-Current Liabilities</b>		<u>71,383</u>	<u>60,834</u>
<b>Total Liabilities</b>		<u>309,142</u>	<u>293,444</u>
<b>Net Assets</b>		<u>11,497,404</u>	<u>11,120,729</u>
<b>Equity</b>			
Retained surpluses		315,886	226,011
Reserves		11,181,518	10,894,718
<b>Total Equity</b>		<u>11,497,404</u>	<u>11,120,729</u>

The accompanying notes form part of these financial statements.



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

**Thank you to the subscribers, sponsors,  
donors and funders. A special thank you to all  
of our listeners and our talented, committed  
volunteers. 3CR would not exist without you!**





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