

2017 ANNUAL REPORT

3CR

COMMUNITY RADIO

*Seeds of dissent!*

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

Since its first broadcasts in 1976, 3CR has prioritised Indigenous voices, new and emerging communities, activists, musicians, artists and unionists, providing volunteers with media training and broadcasting opportunities.

3CR broadcasters provide our listeners with unique grassroots perspectives on the issues and campaigns that affect our communities. We support voices from outside the mainstream media, without advertising or government interference, providing a space for communities to represent themselves.

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.

Unlike almost all other media organisations, 3CR is genuinely owned by our community. We are a unique and important media space with a proud history.

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## 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.

### 2017 Committee of Management

Pat Khor (Chairperson)  
 Helen Gwilliam (Vice-Chairperson)  
 Joe Malignaggi (Vice-Chairperson)  
 Senthoran Perambalam (Treasurer)  
 Therese Virtue (Secretary)

### Directors

Lalitha Cheliah (resigned September 2017)  
 Aoife Cooke  
 Valerie Farfalla  
 Emma Hart  
 Beth King (seconded)  
 John Langer  
 Trish Posterino  
 Michele Vescio (seconded)  
 Joe Wally (seconded)

Auditor: Tim Ryan

Above: 2017 Committee of Management. Right: 2017 Staff group.

## STAFF

Station Manager: Rachel Kirby  
Program Coordinator: Michaela Stubbs  
Projects Coordinator: Juliet Fox  
Current Affairs Coordinator:  
Gab Reade, Fadzai Jaravaza (January 2017)  
Office and Finance Coordinator:  
Loretta O'Brien  
Volunteer and Training Coordinator:  
Leanne McLean

## CONTRACT STAFF

Technical Coordinator:  
Greg Segal – GWS Audiovisual  
  
Technical Assistant:  
Riah Williams  
  
IT Coordinator:  
Luke Neeson

## STAFF SUPPORT

Thank you to Michele Vescio, Michael Smith, Dylan Fox and Mara Bonacci for your staff support over the year.

## COMMITTEES

Finance Sub Committee  
Convener: Perambalam Senthoooran  
  
Training Sub Committee  
Convener: Leanne McLean  
  
Program Sub Committee  
Convener: Michaela Stubbs  
  
Projects Sub Committee  
Convener: Juliet Fox



PAT KHOR

# CHAIR REPORT

3CR continues to be a remarkable hub for people and organisations that do not have a voice in the mass media. Even within the increasingly digital media landscape, radical, political and community voices are still marginalised, corporatised and silenced.

Through 2017 we bought listeners special broadcasts marking Invasion Day, The Eureka Rebellion, International Women's Day, May Day, International Day of People with Disability, along with outside broadcasts focused on homelessness, prisoners and industrial actions.

On behalf of all Members of Committee of Management, we thank the presenters, producers, volunteers and staff for another successful year and we wish everyone a successful year ahead.

# STATION MANAGER REPORT

Following on from the station's 40<sup>th</sup> birthday celebrations in 2016, many of the long term programs and programmers celebrated significant milestones in 2017. It is incredible to think that 3CR inspires such dedication from its programmers and listeners with many shows celebrating 40 years on the airwaves this year, such as our affiliate programs, Alternative News, Anarchist World this Week, Concrete Gang and Jazz on a Saturday. Congratulations to all of the programs and presenters, you have helped to create 3CR's dedicated listening audience and taken us through four decades of being on-air.

## PROGRAMMING IN 2017

Our regular programming includes over 132 shows per week presented by a weekly volunteer team of around 450 people, but in addition, 3CR presented an impressive line up of outside broadcasts taking radio to the major protests, actions and events of 2017.

Some of the highlights included our 24-hour International Women's Day broadcast, which included a live cross to the Melbourne rally with all presenters, coordinators and tech support provided by women and gender diverse volunteers of 3CR.

On International Day of People with Disability, (IDPWD) we produced twelve hours of dedicated programming with all content by, for and about people with disability. This year we also included an accessible exhibition within the station, including poetry and photos from past IDPWD broadcasts.

Special programming highlights included the Breakfast teams covering the 16 Days of Action on Gender Based Violence, as well as an outside broadcast by Roominations live from the crisis accommodation centre in Southbank.

Throughout 2017, 3CR also engaged in a number of ground-breaking projects. Youth Transforming Justice, in collaboration with the Abolitionist and Transformative Justice Centre, completed a radio project that included around 25 participants from within two Melbourne youth detention centres. We hope to extend this project in years to come, providing the young people in detention the opportunity to learn media skills and ultimately find their voice on-air at 3CR.

With four decades of media activism behind us, 3CR remains a vital and active community organisation, dedicated to our founding purpose and lead by the talent and commitment of our volunteers.

## STAFFING

2017 proved to be a stable year for staffing at 3CR, with only a few changes to the staff group to accommodate long service leave. Gab Reade, the Current Affairs Coordinator, took long service leave and Fadzai Jaravaza was hired to cover the role in her absence. 3CR continues to enjoy strong staff retention providing stability in the everyday management of the organisation.

## 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, centred around providing under-represented communities with the resources and training opportunities to broadcast their stories, in their voices.

In November 2017, 3CR's Committee of Management and all staff evaluated the first full year of working towards the plan's incremental goals. The process allowed 3CR to critically evaluate how the organisation tracked across the areas of governance, community engagement, promotion, training, technology, finance and programming.

Through this evaluation the station reaffirmed our strategic goals for 2018. Some of these include:

- Working towards increasing the knowledge and skill base of our volunteers and staff tasked with overseeing our governance structure.

- Improving the financial health of the organisation through promotion of services, major donor engagement and increased fundraising.

- Improving the station's technical capacities by replacing outdated on-air software and to rebuild our online listening infrastructure to meet its growing demand.

- Training and supporting programmers to engage in promoting their programs online through social media and connecting this promotion to the station's website and online listening options.

At the heart of all this work is the station's ongoing commitment to supporting our diverse community to be at its best, ensuring that they have the resources they need to be effective and engaged with the opportunities that 3CR and community radio can provide them.



# 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

# LISTENER SURVEY FEEDBACK

"3CR, whether or not you agree with much or some of its views, plays a very important role in the Melbourne community. It presents an enormous range of views, opinions and information that you will not hear in the mass media.

It has changed as its community has changed (for better or worse) but whatever it makes, its listeners feel that it is OUR own radio station. Oh and in 1976, when it started up ... it was sooooo good to hear ordinary voices presenting ideas that really were part of our concerns.

Good on you 3CR. Hope you are around for another 40 years ... and another".

—Survey response

## LISTENING SURVEY

Through the support of the Community Broadcasting Association of Australia, 3CR for the first time in many years participated in a McNair listening survey in 2017. The results provided the organisation with feedback from listeners and helped us to understand the demographics of our audience and some of their preferences. The results will be used to help inform our programming decisions.

## AWARD WINNING RADIO

3CR was recognised at the Community Broadcasting Association of Australia awards in 2017 with our special broadcast Sisters Akousmatica winning the Excellence in Music Programming category. The broadcast, in partnership with Liquid Architecture for Next Wave Festival, and lead by Julia Drouhin and Pip Stafford, included a walk along the Yarra River with seven sound artists across seven hours and seven locations, all broadcast live on 3CR.

The 3CR "Radical Radio" book was also recognised as a finalist in the Excellence in Community Participation category.

## OPEN HOUSE MELBOURNE

In a first for 3CR, we participated in the Open House Melbourne weekend with over 200 people attending station tours on Sunday 30 July. In 2018 we plan to open the doors to the station on both the Saturday and Sunday, offering a wider audience an opportunity to see our radical radio station in action.

## FINANCIAL SUMMARY

3CR continues to enjoy strong financial support from our affiliate organisations, funders, subscribers and listeners.

Subscriptions affirm our organisation's membership structure. In 2017 we had 750 subscribers and with continued effort we hope to see these numbers steadily increase.

3CR Radio for Change was the focal point of our Radiothon efforts in 2017. Programmers fundraised on-air, in workplaces and through fundraising events, helping the station reach its \$220,000 target.

Union support particularly from the CFMEU helped the station reach this goal. Special thanks to the many programmers who put in the effort to support the station's fundraising and the many generous listeners who donated to keep the station on-air.

External funding support from the Community Broadcasting Foundation, amongst others, supported the station's core programming and projects, allowing us the financial resources to deliver the diverse programming put to air in 2017.

## 2017 PROJECT FUNDING

### Victorian Department of Justice and Regulation, Corrections Victoria and Koori Justice Unit

Beyond the Bars	\$10,000
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\$10,000

### Community Broadcasting Foundation

Beyond The Bars 2017 - Indigenous special project grant	\$25,000
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Development and Operations	\$37,144
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Ethnic Programming	\$34,781
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Indigenous Programming	\$48,730
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National Program Content Grant	\$96,165
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Transmission Subsidy	\$4,871
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Young Muslim Women's Podcast Training	\$4,750
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Youth Justice Project - Training	\$4,750
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\$256,191

### City of Yarra

Beyond The Bars	\$21,800
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Disability Day exhibition	\$895
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Eritrean Book Project	\$5,000
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Afrika Speaks Back	\$7,000
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Sustainable Communities Grant	\$2,000
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\$36,695

### Inner North Community Foundation

Young Changemakers	\$3,000
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\$3,000

### Department of Premier and Cabinet

Multimedia Grant	\$500
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\$500

# PROGRAMMING

In 2017, 3CR broadcast 132 programs in 14 languages, representing 38 community groups. Our program grid reflects our intention to provide media training and broadcasting opportunities to community groups marginalised in the mainstream media.

PROGRAMMING SUB COMMITTEE: Gab Reade, Marisol Salinas, Michael Smith, Thanh Hằng Phạm, Andy Britt, Michaela Stubbs (facilitator), Joe Malignaggi and Aoife Cook.

## INDIGENOUS PROGRAMS

We broadcast 10 hours of Indigenous programming per week in 2017. Our Indigenous broadcasters are activists directly involved in Indigenous rights and Treaty campaigns and present current affairs, arts and music programs.

In addition our Indigenous broadcasters produced live broadcasts from the Treaty Now Rally, the Stop The Intervention Rally, the National Constitutional Convention from Uluru, and the Beyond the Bars NAIDOC week broadcasts.

## COMMUNITY LANGUAGE PROGRAMS

3CR provides a media space for a diverse range of language groups and community organisations to share community news and events, as well as to build connections to support local diaspora.

In 2017 3CR broadcast in 14 community languages including: Amharic, Armenian, Dari, Pashtu, Greek, Harari, Macedonian, Nepalese, Somali, Spanish, Tamil, Tigriyna, Arabic and Turkish.

# 3CR PROGRAMS 2017

ACCENT OF WOMEN  
AFGHAN RADIO  
ALTERNATIVE NEWS  
ANARCHIST WORLD THIS WEEK  
APARTMENT OF SOUND  
ARE YOU LOOKING AT ME  
ARMENIAN  
ARTS EXPRESS  
ASIA PACIFIC CURRENTS  
BEYOND ZERO  
BLACK BLOCK  
BLAK 'N' DEADLY  
BLUES WITH A FEELING  
THE BOLDNESS  
BRAINWAVES  
BURNING VINYL  
CELTIC FOLK SHOW  
CITY LIMITS  
COME ON, COME IN  
COMMUNICATION MIXDOWN  
THE CONCRETE GANG  
DIRT RADIO  
DOGS  
DOIN TIME  
DONE BY LAW  
EARTH MATTERS  
ENPSYCHEDELIA  
ERITREAN VOICE  
ETHIOPIAN  
FIRE FIRST  
FIRE UP  
FREEDOM OF SPECIES  
GARDENING SHOW  
GIRLS RADIO OFFENSIVE

GLOBAL INTIFADA  
GREAT VOICES  
GREEK RESISTANCE BULLETIN  
GREEN LEFT WEEKLY RADIO  
THE HEAVY SESSION  
HILLBILLY FEVER  
HIP SISTA HOP  
HOT DAMN TAMALE  
HOUSING FOR THE AGED  
ACTION GROUP  
I-NITY RIDDIMS  
IN YA FACE  
INTERSECTIONS  
JAILBREAK  
JAZZ ON A SATURDAY  
KEEP LEFT  
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  
MAFALDA  
MELBOURNE CHAUTARI  
MONDAY BREAKFAST  
MONDAY GREEK  
MUJERES LATINOAMERICANAS  
MUSIC MATTERS  
MUSIC SANS FRONTIERES  
NIGHT OWLS ON RHYTHM  
NOSTALGIA UNLIMITED  
OGADEN SHOW  
ON SCREEN  
OUT OF THE BLUE  
OUT OF THE PAN  
PALESTINE REMEMBERED  
PLANET X

PRECIOUS MEMORIES  
PROGRESSIVE BEATS  
PUBLISHED ... OR NOT  
QUEERING THE AIR  
RADICAL AUSTRALIA  
RADICAL PHILOSOPHY  
RADIOACTIVE SHOW  
RAISE THE ROOF  
RAISING OUR VOICES  
THE RAVEN'S LAIR  
REFUGEE RADIO  
RENEGADE ECONOMISTS  
ROCK AND ROOTS  
ROOMINATIONS  
SAAY XABA  
SAVE ALBERT PARK  
SEEKING REDEMPTION  
SHAKE, RATTLE AND ROLL  
SHOWREEL  
SMALL TALK  
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 HOMETIME  
UNITARIAN HALF HOUR  
URBAN VOICE  
VOICE OF CHILE  
VOICE OF WEST PAPUA  
WOMEN ON THE LINE  
YARRABUG

## 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 or in the studios of 3CR in Fitzroy.

### **Tunnerminnerwait and Maulboyheenner, January 20**

Commemorating two Indigenous Freedom Fighters who were the first to be publicly executed in Victoria.

### **Invasion Day, January 26**

Between 12-4 pm 3CR's Indigenous broadcasters hosted a live cross from the Invasion Day Rally which shut down the Australia Day March in Melbourne's CBD. The team of presenters then connected with other rallies and actions all around the country.

### **International Women's Day, March 8**

24 hours of women's broadcasting. Included a breakfast panel in Studio 3 with a live audience and a cross live to the IWD rally on the steps of parliament.

### **Transgender Day of Visibility, March 31**

Throughout the week various programs highlighted this day and we broadcast an Out of the Pan special on awesome Trans Women.

### **Australian Medical Aid Foundation's Good Friday Appeal, April 14**

From 9-6.30pm the Tamil Voice team conducted their AMAF Radiothon.

### **May Day 2016, May 1**

From 7-11am, there was dedicated May Day programming, with other programs participating across the day.

### **Pan Afrikan Poets Café, May 28**

On Afrika Day, from 2-5pm, we broadcast live from a spoken word, poetry and music event.

### **Beyond The Bars, July 3-7**

Live broadcasts from prisons across the state, connecting Indigenous people in the prison system back to family and culture during NAIDOC Week.

Monday 3 July: Dame Phyllis Frost Centre 11-2pm

Tuesday 4 July: Barwon Prison 11-2pm

Wednesday 5 July: Fulham Correctional Centre 12-2pm, Middleton Prison 2-4pm

Thursday 6 July: Port Phillip Prison 12-3pm

Friday 7 July: Marngoneet Correctional Centre 1-2pm

3CR is a gem that sparkles in the media mud. People and community struggles are the daily menu of this fabulous and unique voice of dissent, joy and courage. It is a teller of our stories: the ones that are born around kitchen tables, in workplaces, in dole queues, on picket lines, school yards, in prison, in the garden, up a tree and always in the face of discrimination, injustice, intransigence, greed and self interest over the rights of others. 3CR, I've been so privileged to be part of you and now remain a loyal listener.

—Jim Cusack

**Enpsychedelia Outside Broadcast, August 13**

From 2-3pm, the show broadcast a live panel at the Students for Sensible Drug Policy Conference at Melbourne University.

**Roominations Outside Broadcast, September 14**

Between 12-1pm, the Roominations team broadcast live from Crisis Accommodation Centre in Southbank.

**Mental Health Week, October 9-15**

Monday-Friday Breakfast Shows. Brainwaves 1-hour special Wednesday 11 October, 5-6pm.

**Anarchist World This Week 40th Outside Broadcast, September 11**

From 10-11am, to celebrate 40 years on air, we crossed to a live AWTW show at the Unitarian Church in East Melbourne.

**16 Days of Action on Gender-Based Violence, November 27-December 10**

Breakfast teams participated in the event with a dedicated segment each morning, 8.15-8.30pm.

**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.

**International Day of People with Disability, December 3**

Between 7am and 7pm we presented 12 hours of content by, for and about people with disability.

**Enpsychedelia Outside Broadcast, December 10**

The show broadcast live from a panel at the Entheogenesis Australis Conference at Holmesglen, Eildon.

**Tamil Radiothon Christmas Appeal, December 25**

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

# PROJECTS

2017 was an exciting year for 3CR Projects – we delivered a range of new activities including working with youth in detention, podcast training with young Muslim women, an Eritrean book project and much more.

We also celebrated long-term projects such as *Beyond the Bars* which remains a unique and necessary voice for Aboriginal and Torres Strait Islander prisoners.

## PROJECTS SUB COMMITTEE

Fiona Dean, Juliet Fox (facilitator), Emma Hart (Dec 2017), Helen Gwilliam, Areej Nur, and Liz Wright.



# 2017 FUNDED PROJECTS

## Young Muslim Women's Radio Training – Pilot (\$3,000)

**Funder: Inner North Community Foundation**

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

## Young Muslim Women's Podcast Training (Stage 1, \$4,750)

**Funder: Community Broadcasting Foundation**

Following on from the success of the Pilot project, 3CR again joined with the AMWCHR to bring together a new group of 12 young women for training in podcast design and delivery, as well as gender and human rights training. The second phase of this project will be delivered in early 2018.

## Afrika Speaks Back (\$7,000)

On Sunday May 28 the Pan Afrikan Poets Cafe, in collaboration with 3CR, presented Afrika Speaks Back, a pop-up matinee of poetry, reggae and performance at Afro Hub, North Carlton.

The live event was broadcast on 3CR, curated and hosted by Sista Zai Zanda, and featured renowned storyteller Alia Gabres and an incredible lineup of new and emerging artists.

## Eritrean Community Book Project (\$5,000)

The Eritrean Community Book Project draws on the rich resources of 15 years of local, community broadcasting. The book includes testimonials from the Eritrean Voice radio show's participants and supporters, and coverage of important local and international issues. Presented in English and Arabic, the book includes a rich photo gallery of the social life of the Eritrean community as documented by the radio show. The book is due for release in 2018.

## Youth Transforming Justice (Stage 1, \$4,750)

**Funder: Community Broadcasting Foundation**

Youth Transforming Justice sought to fill a gap in the discussions around youth detention and juvenile justice. It did so by listening to the young people themselves, and facilitating their voices and opinions around youth detention. 3CR collaborated with the Abolitionist and Transformative Justice Centre in designing and delivering the project.

The project engaged around 25 young people in Malmsbury and Parkville youth detention in radio skills and training. Engagement was strong and positive, with a considerable volume of material recorded.

## Beyond the Bars (\$56,800)

**Funders: CBF (\$25,000), City of Yarra (\$21,800), Victorian Department of Justice–Corrections Victoria and Koori Justice Unit (\$10,000)**

In 2017 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 over 100 Aboriginal men and women, and was followed by the production, launch and distribution of a double CD of highlights in Beyond the Bars 14. Audio and information is available online [www.3cr.org.au/beyondthebars](http://www.3cr.org.au/beyondthebars)

## Disability Day Photo Exhibition (\$895)

**Funder: City of Yarra**

The Disability Day photo exhibition supplemented the station's annual 12 hours of broadcasting for International Day of People with Disability. A photo and quote display showcased highlights from the station's Disability Day broadcasts over the years, and was accessible and open to the public.

# TRAINING AND VOLUNTEERS

2017 was a super year for volunteers and training at 3CR, culminating in an awards night in December where we celebrated the amazing talent in the 3CR community.

This year 3CR was approached by around one hundred potential volunteers to join the station. Volunteering opportunities were matched to skills and interests, and training was delivered to everyone by a generous team of volunteer trainers. Many other training experiences were delivered to over four hundred of our regular volunteers, as well as to external organisations and groups.

As always, revision and review of our training resources and policy was key to the work of the training sub committee in an endeavour to keep abreast of ever-changing technology and culture in the world of radio and community activism.

TRAINING SUB COMMITTEE: Nicky Stott, Maja Graham, Mike Smith, Teishan Ahearne, Namila Benson, Emma Hart and Leanne McLean (facilitator).

PARTICIPANT FEEDBACK

# 3CR TRAINING

**"Loved it, warm and welcoming training environment"**

-Young Muslim Women's Training Project

**"The trainers are great"**

-General training participant

**"Challenging, but supportive trainers helped a lot"**

-General training participant

## TRAINING HIGHLIGHTS

### General Radio Training Courses

Five general training courses were delivered by thirty volunteer trainers and were attended by sixty participants who went on to join a diverse range of our programs.

New revised and redesigned session plans were delivered, receiving excellent reviews in evaluations. Thank you to the thirty or so volunteer trainers who offered their time and skills to new programmers.

### Live To Air Skill Share (LTASS)

Three people completed the Live to Air Skill Share this year, learning audio engineering skills, such as how to put a live band to air. The participants selected for the training identify as women/gender-diverse, in keeping with our aim to help diversify the sound engineering/tech field. Thanks to the trainer, Florenz Ronn for offering his time and expertise.

### Podcast Training

Namila Benson, Teishan Ahearne and Leanne McLean designed new training resources for a short twelve hour course in "Creating a Podcast", catering specifically to external organisations and individuals. Podcast training was delivered for the following projects:

- Coburg Primary School and Sisters and Brothers (CoHealth): a project that utilises podcasts to promote anti-bullying, anti-racism and safety for kids in schools.

- Young Muslim Women's Radio Training, in partnership with the Australian Muslims Women's Centre for Human Rights.

- Youth Transforming Justice Training Project: a project that worked with youth in Parkville and Malmsbury Youth Justice Centres to explore issues around youth detention.

### Train the Trainer Workshop (TTTW)

Each year a new group of trainers learn how to deliver the 3CR general training course. Working from the feedback of last year's trainees, we incorporated more hands-on activities to demonstrate adult learning theory. Participants were excited by the TTTW and appreciated the active learning environment. Thank you to trainers Maja Graham and Teishan Ahearne for the work and energy they put into making the workshop so successful and rewarding for our new trainers.

## TAILORED TRAINING

Thank you to all of our supportive trainers who delivered a number of additional tailored training courses across 2017. Special thanks to: Michael Smith, Dale Bridge, Namila Benson, Aoife Cooke and Areej Nur.

### Roominations Training

Unison (previously Yarra Housing) recruited a new group of potential volunteers for Roominations, a program presented by people with a lived experience of homelessness. Ten people participated in a five week training course along with current Roominations presenter Kelly Whitworth, who was mentored to deliver the training course for future projects.

### Brainwaves Training

In May, six volunteers were trained to join the Brainwaves program, a project of WellWays, presented by people with a lived experience of mental illness.

### Tamil Voice Training

Five new people did a short training course over a couple of weekends in order to join the Tamil Voice show.

### Young Housing Residents Training

A small group of young people supported by Melbourne City Mission completed radio training to learn new skills and develop confidence through creativity.

### Outside Broadcast Training (OBT)

Three participants completed the Outside Broadcast Training prior to our International Women's Day broadcast. The outside broadcast was a success with live crosses to the Melbourne IWD rally, with tech support provided by an all women and gender-diverse tech team.

### Program Promotion Training

A number of programmers completed an advanced audio editing course to improve the sound of on air promotions at 3CR.

### Listening Week, 13-19 November

During Listening Week, experienced programmers and long time listeners critically evaluated twenty-six new programs providing feedback on presentation style and technical skill to help programmers make improvements in their program delivery.

## IT AND TECH

There's an increasing crossover between traditional radio, computers, and the internet. 2017 saw the 3CR tech crew spend a great deal of energy keeping increasingly complex IT systems working.

Our live web streaming is being accessed more frequently, and we've tried to make that experience friendlier by embedding the TuneIn player on the website. Similarly, Audio on demand (programs available for playback from the website) is very popular. During the year various aspects of these services had one or more problems, quite unrelated to each other. But with each one, we learned a bit more, and the whole system is becoming steadily more solid.

Within the station much of our critical audio content is stored on several server computers. This material covers audio in production, completed items for playback, and also many years of archived programs. These servers are aging and becoming increasingly unreliable.

This year we successfully applied for a grant from the Community Broadcasting Foundation for a new server, which we started installing in October.

Progress on replacing our Dinesat studio playout software has been slower than we would like. We have spent some time investigating a promising alternative from Germany – mAirList. While it works "out of the box", its real power is that it is highly configurable and therefore able to suit the specific needs of the high number of programs on the 3CR grid and the diverse needs of our volunteer community.

This also means the implementation becomes more complex than an inflexible program like Dinesat. But mAirList has the potential to do important things Dinesat cannot, such as play itinerant files that are not formally part of its database. We've had some worthwhile discussions with the developer, and are very impressed with level of support available. In 2018 we plan to do a preliminary installation for evaluation by staff and volunteers.

# FINANCIAL REPORT

**Community Radio Federation Limited**  
**Statement of Financial Position**  
**As at 31 December 2017**

	Note	2017 \$	2016 \$
<b>Assets</b>			
<b>Current Assets</b>			
Cash and cash equivalents	4	530,017	494,334
Trade and other receivables	5	24,777	16,613
Other current assets	6	-	-
<b>Total Current Assets</b>		<u>554,794</u>	<u>510,947</u>
<b>Non-Current Assets</b>			
Financial assets	7	2,041,810	2,041,810
Property, plant & equipment	8	8,098,317	8,104,283
<b>Total Non-Current Assets</b>		<u>10,140,127</u>	<u>10,146,093</u>
<b>Total Assets</b>		<u>10,694,921</u>	<u>10,657,040</u>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Trade and other payables	9	196,702	154,139
Employee benefits	10	19,440	18,779
<b>Total Current Liabilities</b>		<u>216,142</u>	<u>172,918</u>
<b>Non-Current Liabilities</b>			
Employee benefits	10	34,006	29,664
<b>Total Non-Current Liabilities</b>		<u>34,006</u>	<u>29,664</u>
<b>Total Liabilities</b>		<u>250,148</u>	<u>202,582</u>
<b>Net Assets</b>		<u>10,444,773</u>	<u>10,454,458</u>
<b>Equity</b>			
Retained surpluses	11	1,730,835	1,740,520
Reserves	12	8,713,938	8,713,938
<b>Total Equity</b>		<u>10,444,773</u>	<u>10,454,458</u>

The accompanying notes form part of these financial statements.



**Community Radio Federation Limited**  
**Statement of Comprehensive Income**  
**For the year ended 31 December 2017**

	Note	2017 \$	2016 \$
<b>Revenue</b>	2	809,808	839,828
<b>Expenses</b>			
Employer expenses		526,202	571,122
Depreciation and amortization		18,288	147,644
Project and Program expenses		146,663	127,719
Operational and building expenses		98,452	99,664
Other Administrative expenses		29,886	32,493
Total Expenditure		<u>819,491</u>	<u>978,642</u>
<b>Surplus (deficit) before income tax</b>		<u>(9,683)</u>	<u>(138,814)</u>
Income tax expense	1(k)		-
<b>Net current year surplus (deficit)</b>		<u>(9,683)</u>	<u>(138,814)</u>
<b>Other comprehensive income:</b>			
Fair value re-measurement gain on financial assets		-	1,713,674
<b>Other comprehensive income for year, net of tax</b>		<u>-</u>	<u>1,713,674</u>
<b>Total comprehensive income for the year</b>		<u>-</u>	<u>1,713,674</u>
<b>Net current year surplus (deficit) attributable to members of the entity</b>		<u>(9,683)</u>	<u>1,574,860</u>
<b>Total comprehensive income attributable to members of the entity</b>		<u>(9,683)</u>	<u>1,574,860</u>

The accompanying notes form part of these financial statements.

## COMMUNITY RADIO FEDERATION

# AFFILIATE MEMBERS

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. A 3CR affiliate is an organisation that is an active member of the station.

Affiliate members "own" 3CR and help ensure active community involvement in the station's 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.

## 2017 AFFILIATE MEMBERS

AMIDA

Anarchist Media Institute

Armenian General Benevolent Union

Australia Asia Worker Links

Australian Manufacturing Workers'  
Union

Australian Saay Harari Association Inc.

Beyond Zero Emissions

Campaign for International  
Cooperation and Disarmament

CEPU Electrical Division

CEPU Plumbing Division

CFMEU Construction & General  
Division

Council for the Defence of  
Government schools

EarthSharing Australia

Eelam Tamil Association Vic

Ethiopian Community Association

Federation of Community Legal  
Centres

Friends of the Earth

Green Left Weekly

Housing for the Aged Action Group

Latin American Info Centre

Maritime Union of Australia

Melbourne Unitarian Church

National Union of Workers

Ogaden Community of Australia

Roominations

Save Albert Park

SUWA

Tenants Union of Victoria Ltd

The Boite

The Boldness

Vic Branch Sec SPA

Victorian Jazz Club

Voice of West Papua

Wellways



# THANK YOU

Thank you to all of the supporters, community organisations and funders for your continued support of 3CR.

A special thank you to all of the volunteers who donate their time, skills and knowledge.

The station would not exist without you.

Abolitionist and Transformative  
Justice Centre

Australian Muslim Women's Centre  
for Human Rights

City of Yarra

Community Broadcasting Foundation

Corrections Victoria

Department of Justice and Regulation

Holding Redlich

Inner North Community Foundation

Internode

Koori Justice Unit

Luke Lambert Wines

Melbourne Aboriginal Youth Sport &  
Recreation (MAYSAR)

Media Insights

Melbourne City Mission Neighbourhood  
Justice Centre

NEMBC

New International Bookshop

Open House Victoria

PILCH Victoria

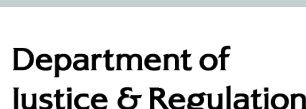
Sisters and Brothers Cohealth  
Arts Generator

Unison

Wellways

Yarra Community Housing

Youth Justice Custodial Services



# **3CR COMMUNITY RADIO**

855AM | DIGITAL | STREAMING | PODCAST | ON DEMAND