



3CR

ANNUAL REPORT 2024



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

3CR statement of purpose

3CR gained its licence in 1976 and was considered Australia's first community-owned and community-run grassroots radio station.

We are a diverse community of 400 volunteer broadcasters producing over 120 radio programs each week in multiple languages.

We prioritise the voices of women, LGBTIQA+, 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.

Through our organisational model, we show how radical, independent media can give power to communities.

CHAIR REPORT

Pilar Aguilera



Throughout the past year, our community has continued to do what it does best—working steadily and effectively to serve and uplift those who rely on us. As I reflect on the year's events, what stands out most is our greatest strength: we consistently show up for our community.

We are led by our dedicated Committee of Management, whose members show up month after month, demonstrating their dedication and commitment to ensure that we remain strong and focused on our long-term goals, leading us into the future. We are committed to good governance: through transparent decision-making, strategic planning and ethical leadership we have ensured that 3CR remains resilient and accountable, securing a solid foundation for our future.

In 2024, we remained steadfast in our mission by continuing to amplify marginalised voices, ensuring that voices demanding justice are heard. One clear example is the ongoing commitment to recording and broadcasting the Palestine rallies.

We continue to prioritise First Nations voices and in 2024 we expanded our programming to include three new First Nations programs while continuing to support existing programs.

We remain focused on implementing our strategic plan, renewing and revising our vision for the station.

One such vision is our investment into a building feasibility study for capital works at our station in Fitzroy. As directors and representatives of the broader 3CR communities, we are excited to make strategic and brave decisions that will lead us into the next 50 years of strong community activism and independent media.

Our work is grounded in the belief that independent, community-driven media is essential in challenging mainstream narratives and giving a voice to those often silenced. As we look ahead, we remain committed to this purpose, standing in solidarity with the struggles of our communities and using the airwaves as a space for resistance, education, and empowerment.

Thank you to our volunteers, broadcasters, listeners, and supporters—your passion, ideas and dedication are what make 3CR the vital force it is today.

A special thank you to our Station Manager Rachel Kirby who has taken a well-earned break after 15 years at the station. I acknowledge her dedication, hard work and vision for the future of 3CR. We wish her all the best during her long service leave.

Together we ensure that 3CR remains a beacon of community engagement, activism and hope. We will continue to protect its legacy and look to the future.



“ Keep up the great work - I came back to Victoria after 20 years in Newcastle in 2021, and I can honestly say there is nothing like 3CR in NSW. I missed it so much when I was away and often listened in on the web. ”

Above: 3CR Invasion Day live broadcast team outside Parliament House, Melbourne

STATION MANAGER REPORT

Meg Butler

2024 was a year of consolidation and community engagement at 3CR. Despite a challenging media environment, the station maintained its reputation as a vibrant community broadcaster, continuing to broadcast the voices of underrepresented groups and providing independent and progressive programming to our listeners and supporters.

We continued our commitment to providing a wide range of programming, including current affairs, arts, sport, music, and community-focused shows. Our programming remains dedicated to grass roots issues, with shows addressing social justice, First Nations rights, environmental sustainability, mental health, and more.

We launched five new programs including *yillamin*, *Kultural Kinetics* and *B.I.T.E.* In 2024 we continued our dedication to solidarity, broadcasting live from rallies and important community events.

We had some significant staffing changes in 2024, and while we sadly farewelled some long-term staff, we have been able to bring on new staff who bring valuable skills and expertise to the station. Volunteers remain the backbone of 3CR, contributing countless hours of their time at all levels of the organisation. We trained 44 new programmers in 2024, and welcomed new volunteers through the door.

3CR remains largely funded by our dedicated community of listeners, donors, and members. In 2024, we raised over \$270,000 through our annual Radiothon fundraiser. These funds were vital in supporting our operational costs and special projects.

The station applied for and secured several grants throughout the year, which allowed us to continue producing high-quality programming and expand outreach efforts. We also maintained a number of local sponsorships that complemented our community-driven funding model.

3CR continued to strengthen ties with local grassroots organisations, non-profits, and advocacy groups. These partnerships allowed us to amplify the voices of marginalised communities and provide coverage for important public campaigns. We expanded our outreach efforts by attending public events, where we engaged directly with our listeners and supporters. These activities were well received and provided valuable insight into how we can further serve our community.

Looking ahead into 2025 and beyond, we are embarking on an exciting new chapter at 3CR. We are investigating the feasibility of reducing the station's reliance on donations and grants through investing in a capital works project at our station in Fitzroy. We are hopeful that investment into our bricks and mortar will provide a solid foundation for our sustainability into the future – more on that soon!

Our commitment to community-driven, independent broadcasting remains unwavering, and we look forward to serving our communities for many years to come.

Meg Butler
Acting Station Manager



“

Thank you to all that you provide as I would be lost without 3CR ... 3CR provides truths and ideas to help understand the world we live in and try to make it a better world. Thank you to all at 3CR staff and volunteers for what you do. ”

Above: 3CR broadcasters Oscar Roberts, *The Vibe Consultant* and Annie McLoughlin, *Stick Together*

PROGRAMMING 2024

The 3CR grid is home to 115 programs featuring local and global current affairs, union news, First Nations voices, social justice and environmental issues, and specialist music and arts. Many of these programs are presented by volunteer community members with lived experience, reflecting a commitment to enabling progressive communities to voice their ideas and work towards social change.

In 2024, 3CR continued to broadcast events often overlooked by mainstream media, including rallies and actions related to the “cost-of-living-crisis,” more accurately described as a crisis of corporate greed. We increased our coverage of local housing justice issues, particularly following the announcement to demolish Melbourne’s public housing towers. The station also reported on global struggles, horrifying genocides, and exposed the military-industrial complex and extractive industry’s role in conflicts.

3CR continued to present coverage of both the issues impacting marginalised groups such as people with a disability, Indigenous or the LGBTIQ+ communities as well as celebrating creativity and resilience through the arts. Special broadcasts such as International Women’s Day, Trans Day of Visibility, and 16 Days of Action on Gender-based Violence strengthened the fight for gender equality.

PROGRAM HIGHLIGHTS

UNION ISSUES COVERAGE

Since our inception we have maintained dedicated airtime to programs covering industrial issues from a worker’s perspective. The importance of this was underscored this year following the recent Federal Government decision to place the CFMEU Construction Division under administration.

The weekly Sunday morning program, *The Concrete Gang*, presented for five decades by 3CR affiliate members the CFMEU Victoria Branch, provided crucial insights into the union and workers’ response to these union-busting attacks. People tuned in to *The Concrete Gang* because it delivered a perspective from union members that couldn’t be heard anywhere else.

FireUp presented by the Maritime Union Victoria Branch and the PPTU Plumbers Union maintained their focus on combatting union busting, advocating for worker health and safety, and improving working conditions.

A recent addition to our programming, *Breadline*, focuses on the struggles of unemployed workers, giving them a platform to share their challenges.

Solidarity Breakfast offers a rank-and-file perspective on industrial affairs. *Stick Together*, Australia’s only national union-focused radio show, keeps union members connected and informed.

Our annual May Day special broadcast plays a key role in supporting union activism. Through these programs, 3CR defends and strengthens the union movement, advocating for workplace justice and ensuring workers’ rights are upheld.

By giving airtime to union issues, 3CR helps keep workers’ rights at the forefront. In an era where corporate interests dominate, 3CR provides a critical platform. Through our commitment to union coverage, we continue to support the fight for collective bargaining, fair conditions, and stronger workplace protections.

Listen: 3cr.org.au/breadline
3cr.org.au/concretegang
3cr.org.au/solidaritybreakfast
3cr.org.au/sticktogether
3cr.org.au/mayday2024

PROGRAM HIGHLIGHTS

FIRST NATIONS BROADCASTING

Our commitment to First Nations broadcasting was further strengthened with key programming and initiatives throughout the year.

3CR broadcast *Bunjil's Fire* each week live from Camp Sovereignty for nine weeks, from 31 January to 27 March. Bunjileenee Robbie Thorpe re-established Camp Sovereignty on Invasion Day 2024 to reignite conversations on genocide, sovereignty and treaty

These broadcasts, along with our annual Tunnerminnerwait & Maulboyheenner, Invasion Day, and NAIDOC *Beyond the Bars* special programming, further strengthened and supported First Nations voices on air.

This year saw three new First Nations programmers joining the 3CR team, *Kultural Kinetics*, *yillamin* and *B.I.T.E (Blak Is The Essence)* reinforcing our ongoing commitment to increasing First Nations representation in community broadcasting.

DISRUPT LAND FORCES

3CR's Disrupt Land Forces 2024 coverage provided in-depth reporting on grassroots resistance to the global arms trade. The broadcasts feature live updates from activists on the ground, discussions on the militarisation of policing, interviews with campaigners, and analysis of the defence industry's impact on communities and the environment. Programs include firsthand accounts of protests, expert insights into arms manufacturing, and critical perspectives on government policies.

Listen: 3cr.org.au/dlf2024

RADIO FOR PALESTINE

We're proud of program *Palestine Remembered* which in 2024 celebrated 20 years on air. Currently presented by Nasser Mashni, this weekly show is essential listening for everyone who cares about global justice, international law and the people of Gaza and the occupied Palestinian territories.

The program was complemented by coverage across station shows, and specials including *Salaam Radio Show's* 'Radio for Palestine' on 14 January. This special broadcast featured live music and discussions about how to amplify Palestinian voices and how the artist community can help build resistance and show solidarity. An amazing array of Palestinian, Arabic and Indigenous artists and community organisers featured on the program.

Listen: 3cr.org.au/palestine
3cr.org.au/radioforpalestine

DISABILITY DAY

This year's theme was EMBODIED SOLIDARITIES. The 12 hours of programming by and about people with a disability asked: How can we better practise solidarity with each other as fellow disabled people of different backgrounds and abilities, locally and across borders, at a time in humankind's existence where mass-disabling violence is increasing? And how can non-disabled people better practise solidarity with us? These ideas were explored through conversation, music, and more.

Listen: 3cr.org.au/disabilityday2024



“

Fantastic to hear Bunjil’s Fire from Camp Sovereignty 2024 today. Thanks 3CR, Robert Thorpe, Senator Lidia Thorpe, Jason Tamiru, Keiran Stewart-Assheton and all involved.

”

Above: Robbie Thorpe in conversation with Lidia Thorpe live from Camp Sovereignty

NEW PROGRAMS

We welcomed five new programs to the 3CR grid in 2024. Congratulations to all the volunteer broadcasters for completing the training and thank you to the trainers and mentors who provided support.

B.I.T.E, Mondays 1-2pm

B.I.T.E (Blak is the essence) Bringing you the latest community events, upcoming gigs, guest interviews and thoughts out loud. Presented by Sofii Belling-Harding.

Listen: 3cr.org.au/bite

Breadline, Mondays 6-6.30pm

By the unemployed for the unemployed. Australian Unemployed Workers' Union members cover the latest inequities of the "welfare" system and how we are organising to fight back!

Listen: 3cr.org.au/breadline

yillamin, Wednesdays 12-1pm

yillamin, with Keiran Stewart-Assheton, dives deep into Indigenous resistance and global anti-colonial struggles. Featuring frontline activists, it confronts Australia's identity, challenges power structures, and fuels revolutionary discourse.

Listen: 3cr.org.au/yillamin

Kultural Kinetics, Wednesdays 1-2pm

Kurly brings you diversity in Hip Hop with live acts, interviews and event listings that reveal the multicultural musical movements in Melbourne. Quality platinum tracks with an upwards and onwards, fingers on the pulse vibe.

Listen: 3cr.org.au/kulturalkinetics

Kill Your Lawn and Kick Your Fence! Fridays 9-10am, fortnightly.

A show about how we live in cities and suburbs and the ideologies that underpin them. How much have they really changed in the last 100 years? How does current design fail to build community and climate resilience? How does the Terra Nullius mindset still permeate how we are entitled to land and resources? What can we do to have better suburbs and cities for life on this planet?

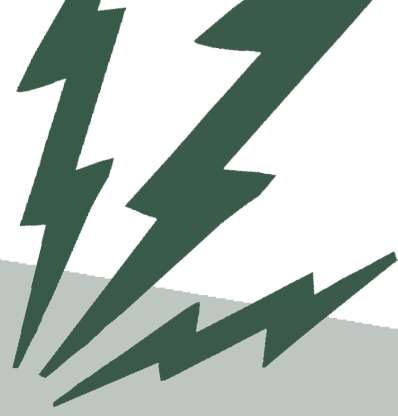
Listen: 3cr.org.au/killyourlawn

We farewelled the following shows: *Dinosaur Prize Surprise, Dirt Radio, PX Whanau, Great Voices, Margin Voice, Lazy Wednesday Afternoon*. We will miss their contribution to the 3CR and grid and wish them well with their next projects.

CBAA RADIO AWARDS

3CR was recognised at the Community Broadcasting Association of Australia 2024 Awards, with four nomination finalists: Excellence in Special Events & Outside Broadcasting for Camp Sovereignty, Best Talks Program: *30 Years Fighting for Forests*, Best Current Affairs Program: *Global Intifada - Operation Inglenook Episode*, and Best New Program: *Hong Kongology*.

3CR won the Excellence In Disability Content & Engagement award for the station's inclusion, access, and coverage of disability issues by, for and about disabled people right across the station's content and activities. Beyond our dedicated disability programming, the station provides a constant platform for disability justice issues.



PROJECTS 2024

Throughout 2024 3CR projects delivered everything from legal education and a voice for formerly incarcerated women and trans folk, to podcast training for the wider community and a day of celebration for the trans community. Station projects expanded our connections with community groups and funders and developed great radio content for broadcast on the station and beyond.

PROJECT HIGHLIGHTS

UNTOLD STORIES OF INJUSTICE

In October we were excited to launch a podcast series produced and presented by formerly incarcerated women. In a society that heavily discriminates against people who have been criminalised, treating them as disposable and unworthy, we wanted to provide opportunities for formerly incarcerated people to be heard and listened to with respect curiosity, empathy and understanding. The project first delivered training then production support. Thanks to Humanists Victoria for their financial support of this project.

Listen: 3cr.org.au/untoldstories

TRANS DAY OF AUDIBILITY

On 31 March 3CR marked Trans Day of Visibility with a special broadcast. Trans Day of Audibility returned for its third year running featuring all the very best of transgender lives, loves, culture and politics including live performances.

The broadcast event was funded through the Pride Events and Festivals Fund - Small Stream.

LEGAL RIGHTS EDUCATION CAMPAIGN

In collaboration with the Federation of Community Legal Centres this project produced and distributed a series of engaging and informative legal rights messages on issues such as protest rights, renter rights, fines, consumer law and family violence.

Most people will experience at least one legal challenge in their lifetime. Yet many people don't understand or have access to information on their legal rights and responsibilities.

This series of announcements seeks to support and empower people in the community by educating them on the law and their legal rights. Produced in collaboration with the Federation of Community Legal Centres with the financial support of the Victoria Law Foundation.

Listen: 3cr.org.au/legalrightseducation

PODCAST TRAINING

3CR has been podcasting since 2006. With a wealth of knowledge and experience, 3CR has developed a Podcast Training Course that is as informative as it is engaging.

The Podcast Training Course is perfect for new podcasters, whether you're an individual or a community group. In 2024 we ran two highly successful podcast courses for the wider community and will continue to offer these into the future.

Info: 3cr.org.au/podcastservices

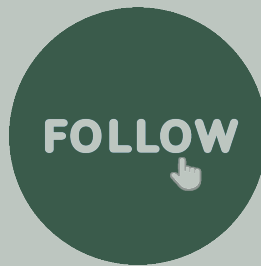
IMPACT IN 2024

Our impact is broad, tangible, and deeply significant. With nearly 50 years of community broadcasting, we are a trusted voice, championing positive, progressive social change at every moment. Here is a snapshot of just some of our impacts in 2024.



115

Local programs on air weekly



30,000+

Social media followers



3,000+

Individual donations to the station



\$270,000

Amount raised through community donations



8

Weekly shows syndicated to community radio stations across Australia



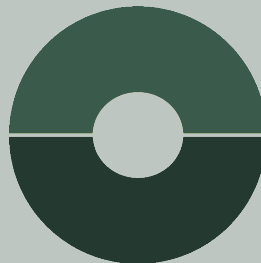
44

New broadcasters trained and resourced



68

Partnerships with local community organisations



8

Weekly First Nations programs



13

Outside broadcasts

“

The podcasting course was brilliant and expertly run, I learned everything I need to go forward now and the comprehensive manual is a great backup for future reference. It was also great to meet other aspiring podcasters and we hope to keep in touch as our projects develop.

I think the best aspect was the course is completely focused on community activist learning as you would expect at 3CR. I think many other courses are commercially based which of course I have no interest in. Sincere thanks to the trainers and 3CR for supporting it.

”

“

Both podcast trainers were terrific. What we learned was great, a mixture of both practical and theory. The handbook was amazing and can be used to refer back to on our podcast journey.

It was a great course, and one I recommend to people looking to get a start in podcasting.

”



“ The best thing about the radio training is definitely meeting people and hearing their stories, including the story of the station itself. Everyone gets a go; it’s very hands on and practical. You don’t need to have any prior knowledge, anyone can learn. The fact that you can then book a studio and practise on your own means you walk away with a practical skill set. ”

Above: Accent of Women training participants with program producer, Jiselle Hanna

TRAINING 2024

In 2024, we proudly trained 44 new programmers, reaffirming our commitment to enhancing content and technical delivery for community broadcasters. Across the year, we ran five general radio training courses, guided by 25 dedicated volunteer 3CR broadcast journalists who mentored new trainees. These volunteers provided invaluable knowledge, equipping participants with the skills and confidence to report on and engage with their communities effectively.

Our peer-led training model continues to be the cornerstone of our approach, offering comprehensive guidance in technical skills, storytelling, and broadcasting. This model fosters collaboration, empowerment, and mentorship, enabling trainees to take ownership of their media platforms and produce content that amplifies their community's voice.

The general radio training program provides a supportive and flexible learning environment, emphasising practical, hands-on experience. This ensures trainees can quickly begin creating meaningful, impactful content. In 2024, graduates went on to contribute to a range of programs, including community language programs, two new First Nations programs, breakfast shows, and queer, environmental, music, and arts programming. By equipping participants with the tools to shape media that reflects and serves their communities, we continue to empower diverse voices in the media landscape.

TRAINING HIGHLIGHTS

WOMEN & GENDER NON-CONFORMING LIVE-TO-AIR TRAINING

In November and December, five female and gender non-conforming volunteer broadcasters participated in our specialised Audio Production and Technical Training for Live to Airs. Led by sound engineer and trainer Tilde Joy, the trainees gained hands-on experience with mixing desks, studio equipment, audio editing, and archiving.

They successfully managed live audio production for *Music Matters* and *Burning Vinyl*, showcasing their skills in a supportive environment. This initiative highlights 3CR's commitment to local, diverse music and providing aspiring women and gender-diverse sound engineers with valuable, practical experience in the music industry.

ACCENT OF WOMEN TRAINING

Accent of Women is a 30-minute weekly current affairs program produced at 3CR and broadcast nationally via the Community Radio Network.

In 2024, the program secured funding through the Multicultural Media Grants to deliver a dynamic radio training course for seven women from culturally diverse, new, and emerging communities.

Designed and delivered by women of diverse cultural backgrounds—including Jiselle Hanna, Priya Kunjan, and Karina Aedo-Aguilera—the course was tailored to participants' needs.

This initiative empowered women often marginalised in mainstream media, equipping them with skills and opportunities to amplify their voices. Many participants have since become regular presenters on this iconic program, addressing critical current affairs by and for culturally diverse women.

TRAINING FEEDBACK

“

Very warm, welcoming, inclusive and responsive

Thanks so much, I really appreciated the course
and learned a lot in such a short time

Very open to questions, easy to understand, very
personal and relatable

Informative and easy to talk to instructors

Made me feel welcome, good discussions from
everyone as opposed to reading notes,
just very enjoyable

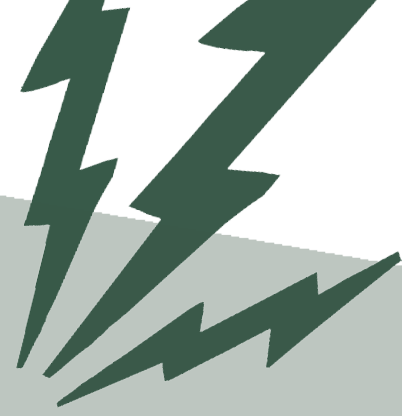
Clear information, good environment and friendly
people, very interesting topics

Once again great insights and notes, good to do
hands-on practice. Trainers were most excellent, great
session as always, thanks

The trainers are the best, I've learned so much

Engaging, hands-on, learning tips as we go,
I had an amazing time and learned heaps

”



COMMUNITY RADIO FEDERATION

3CR is a community-controlled and run media organisation at all levels of governance and operations. Our governance structure enables 3CR to engage with like-minded community organisations as well as individual community members. The governing body at 3CR is the Community Radio Federation (CRF), which consists of representatives of affiliated member organisations and elected representatives who guide and serve the interests of the station.

In 2024, we had 29 affiliated member organisations, from community associations to unions and activist organisations. A special thank you to our affiliate members, your political and financial support keeps us strong and independent.

AFFILIATE MEMBERS 2024

AMIDA

Anarchist Media Institute

Australia Asia Worker Links

Australian Council for the Defence
of Government schools

Australian Manufacturing Workers' Union

Australian Unemployed Workers' Union

Borderlands Cooperative

Campaign for International
Cooperation and Disarmament

CEPU Plumbing Division

CFMEU Construction & General Division

Dardi Munwurro

Darfur Community Association of Australia

Federation of Community Legal Centres

Friends of the Earth

Green Left Weekly

Housing for the Aged Action Group

Latin American Info Centre

Local Food Connect

Maritime Union of Australia

Melbourne Unitarian Peace Memorial Church

MMTed Pty Ltd

PacifiqueX

Prosper Australia

Tenants Victoria

The Boite

Val's LGBTI+ Ageing & Aged Care

Victorian Jazz Club

Voice of West Papua

Wellways Australia Ltd

FINANCIAL SUMMARY

3CR remains financially viable, supported by key assets such as our studios and transmitter sites. We manage our budget carefully, planning for growth and flexibility.

Our staff and committee are dedicated to delivering diverse, independent programming and engaging with our audience.

We thank our members, volunteers, and affiliates for their ongoing support and look forward to another successful year.

MEMBERSHIP

Membership

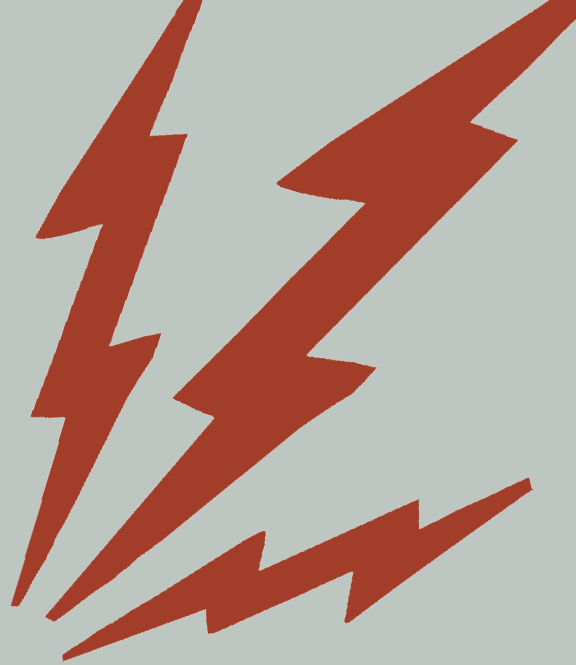
The station operates as a federation of affiliated community organisations and unions and is supported by subscriptions from individual members.

In 2024 the Community Radio Federation Ltd had 29 affiliates. Reflecting the changes in community demographics two long-term community language program affiliates the Armenian General Benevolent Union (AGBU) and Victorian Tamil Association ceased to be affiliates. The Electrical Trades Union did not renew their affiliation in 2024.

Union support is crucial to the station in terms of political and financial support. Current union affiliates are the CFMEU – Victorian Division, Maritime Union – Victorian Division, Australia Manufacturing Workers' Union and CEPU-Plumbing Division.

Subscriptions

Subscriptions are crucial to our membership structure and help meet the station's governance requirements. As of 31 December 2024, we had 853 subscribers. Our members play an active role in decision-making, reflecting our dedication to community-owned and controlled media.



FUNDRAISING

Funding and Grants

Community Broadcasting Foundation (CBF) funding plays a vital role in supporting some of our core programming, providing the financial resources needed to deliver a diverse range of content. CBF grants help sustain our Indigenous and community language programs, and five national programs broadcast via the Community Radio Network. The continued support from the CBF for our *Beyond the Bars* prison radio project has been instrumental in ensuring its ongoing success over several years.

Although our station operates independently of government funding, we do receive financial support for specific radio projects. In 2024, this included: State Government funding through Creative Victoria for Music and Community Radio Support, as well as Salaam Radio Training.

The Department of Justice and Community Safety provided funding for the *Beyond the Bars* project, and the Department of Families, Fairness and Housing supported both our Trans Day of Visibility special broadcast and the *Accent of Women* Training project.

We received Local Government funding for *Beyond The Bars*, International Day of People with a Disability project, Climate Podcast and Queer Merri-Bek Podcast.

Philanthropic funding was received from the Victoria Law Foundation.

Radiothon

Our annual Radiothon features an on-air radio appeal in June and year-round fundraising efforts. In 2024, we raised \$270,000 from 1,622 donors, helping cover operating costs. Additionally, we received two generous major donations outside of the Radiothon, totaling \$162,000.

Bequests

We did not receive any new bequests in 2024, but a generous supporter has left a gift in their will, currently in probate. This contribution will help fund major studio developments, in line with our policy of using bequests for non-operational expenses.

For more information on leaving a gift to 3CR in your will, please contact our Station Manager.



“

Thank you for broadcasting the May Day parade yesterday and I loved hearing all the solidarity with Palestine too. I've got two little kids so sadly have not been able to make it into town for marches, so it was great to be able to tune in!

”

PROJECT FUNDING 2024

Community Broadcasting Foundation

Development and Operations – Transmission subsidy	\$ 11,000
Development and Operations – Staff Salary Subsidy	\$ 97,375
Development and Operations - Strategic Planning	\$ 6,000
Development and Operations - Admin	\$ 500
Content Development – Indigenous <i>Beyond The Bars</i>	\$ 27,291
Content Development – Specialist Indigenous	\$ 64,330
Content Development – Specialist Ethnic	\$ 38,825
Content Development – National Program	\$100,071

Total \$345,392

Local Government

City of Yarra

<i>Beyond The Bars</i>	\$ 7,000
International Day of People with a Disability Project	\$11,000
Climate Podcast	\$ 7,000

Merri-Bek City Council

Queer Merri-Bek Podcast	\$ 9,300
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Total \$34,300

State Government

Department of Jobs, Precincts and Regions

Creative Victoria

Community Radio Support	\$ 15,000
Salaam Radio Training School	\$ 19,150

Department of Justice and Community Safety

<i>Beyond the Bars</i>	\$ 22,240
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Department of Families, Fairness and Housing

Pride Events and Festivals Fund 2023/24	\$ 8,700
Multicultural Media Support	\$ 15,500

Total \$80,590

Philanthropic Grant

Victoria Law Foundation	\$ 4,895
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Total \$ 4,895

Total funding and grants \$ 465,177

FINANCIAL REPORT 2024

THE FULL AUDITED FINANCIAL REPORT
IS AVAILABLE ON REQUEST

Community Radio Federation Limited Statement of Profit or Loss and Other Comprehensive Income For the year ended 31 December 2024

	Note	2024 \$	2023 \$
Revenue and other income	2	1,192,223	1,031,227
Expenses			
Employer expenses		755,626	718,360
Depreciation expense		33,769	42,858
Project and program expenses		186,461	187,280
Operational and building expenses		116,121	111,317
Other administrative expenses		67,098	49,747
Total expenses		<u>1,159,075</u>	<u>1,109,562</u>
(Deficit)/ Surplus before income tax		33,148	(78,335)
Income tax expense		-	-
Net current year (Deficit) / Surplus		<u>33,148</u>	<u>(78,335)</u>
Other comprehensive income			
Revaluation decrement - Werribee Transmission site		(3,578,400)	-
Revaluation decrement - Smith St property		(120,000)	-
Revaluation increment - Werribee Transmission site		-	8,825,000
Total other comprehensive income		<u>(3,698,400)</u>	<u>8,825,000</u>
Total comprehensive income		<u>3,665,252</u>	<u>8,746,665</u>

The accompanying notes form part of these financial statements.

Community Radio Federation Limited
Statement of Financial Position
As at 31 December 2024

	Note	2024 \$	2023 \$
Assets			
Current Assets			
Cash and cash equivalents	4	1,509,947	1,372,481
Trade and other receivables	5	17,254	23,587
Total Current Assets		<u>1,527,201</u>	<u>1,396,068</u>
Non-Current Assets			
Property, plant & equipment	6	15,676,898	19,403,087
Total Non-Current Assets		<u>15,676,898</u>	<u>19,403,087</u>
Total Assets		<u>17,204,099</u>	<u>20,799,155</u>
Liabilities			
Current Liabilities			
Trade and other payables	7	46,199	46,506
Deferred income	8	145,540	96,291
Employee benefits provision	9	46,773	42,382
Total Current Liabilities		<u>238,512</u>	<u>185,179</u>
Non-Current Liabilities			
Employee benefits provision	9	101,533	84,670
Total Non-Current Liabilities		<u>101,533</u>	<u>84,670</u>
Total Liabilities		<u>340,045</u>	<u>269,849</u>
Net Assets		<u>16,864,054</u>	<u>20,529,306</u>
Equity			

THANK YOU!

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

Thank you to our subscribers, funders, and community for your financial and political support and solidarity. Thank you to all our volunteer broadcasters, committee and federation members, receptionists, technicians, trainers and mentors who donate their time, skills and knowledge. 3CR wouldn't exist without 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 and ensure funds and property are effectively managed and 3CR complies with all regulatory requirements.

COMMITTEE OF MANAGEMENT 2024

Chairperson: Pilar Aguilera | Treasurer: Perambalam Senthoooran | Secretary: Fiona York

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3CR acknowledges that at the time of European invasion the totality of lands now known as Victoria were occupied by sovereign Indigenous nations who owned, cared for and enjoyed them in accordance with their laws, customs and traditions.

The Indigenous nations' sovereignty as well as their people's right of ownership, occupation, use and enjoyment of lands have not been ceded. The impact of invasion forced drastic changes on Indigenous peoples, including where and how they lived, their languages, religion, health, economic status, freedom of movement and association, and in some cases their very survival.

We acknowledge all Indigenous people in Victoria today, including the original groups as well as clans, family groups and land owning groups; as well as their rights to their lands, self determination and control over their culture and traditions.

3CR Constitution Preamble, 2011