



3CR

**COMMUNITY RADIO
2012 ANNUAL REPORT**

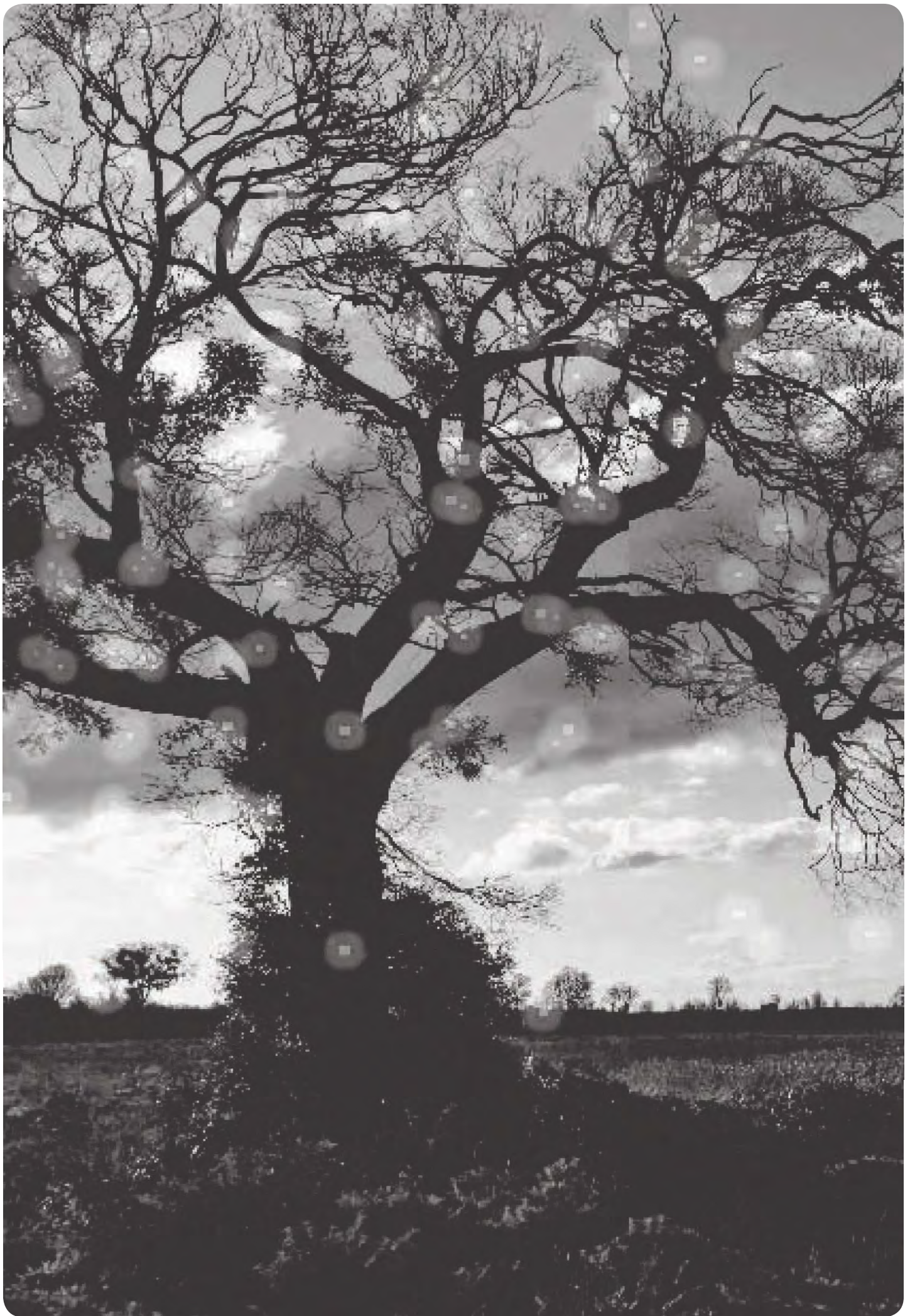




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WHY 3CR?

3CR was established in 1976 to provide a voice for those denied access to the mass media, particularly the working class, women, Indigenous people and the many community groups and community issues discriminated against in and by the mass media.

3CR PHILOSOPHY

3CR is a dynamic community hub that is now in its 37th year. Around 400 volunteers present more than 135 programs that go to air each week. The station broadcasts in approximately 20 languages including English, 24 hours a day, 365 days a year.

Listeners can tune into our analogue broadcast on 855AM, digital broadcast on 3CRDigital, stream live through the web at www.3cr.org.au or download podcasts of our shows.

Unlike almost all other media organisations in Australia, 3CR is genuinely owned by the community. 3CR's highest decision making body the Community Radio Federation (CRF) is made up of representatives of Affiliate members, station workers and subscribers, meets quarterly and is responsible for making major policy decisions, passing the annual budget and oversight of financial reports and deciding on station membership.

3CR provides programming of interest to a broad general audience and to specific interest groups. We actively discriminate in favour of Australian artists and composers, and play at least 55% Australian music. Groups broadcasting on 3CR cover the areas of social justice, the environment, culturally and linguistically diverse (CALD) communities, the arts and music, and trade unions. Many 3CR broadcasters are community activists and therefore uniquely placed to present alternative current affairs, news and views.

The station stages a number of special broadcasts each year to promote human rights issues. In 2012 these included broadcasts on indigenous, refugee, homelessness, disability, the environment, women's and workers' rights.

3CR WHO ARE WE?

COMMITTEE OF MANAGEMENT

The Committee of Management (CoM) is made up of 3CR programmers, volunteers and supporters.

This group of volunteers is elected once a year and the committee's role is to make decisions about the overall purpose and direction of 3CR, to ensure that funds and property are properly managed, to ensure that 3CR abides by its governing documents and to ensure that staff and volunteers best carry out 3CR's services.

2012 COMMITTEE OF MANAGEMENT

Chairperson: James McKenzie

Vice Chairperson: Therese Virtue, Patricia Khor

Secretary: Terry Costello

Treasurer: Perambalam Senthooan

Directors: Phoebe Barton, Helen Gwilliam, Marisol Salinas, Gonzalo Illesca, Bill Deller, Marijana Bosnjak, Fiona Dean, Cath Keaney, Diana Beaumont, Valerie Farfalla.

STAFF

Station Manager: Marian Prickett

Programming Coordinator: Teishan Ahearne

Projects Coordinator: Juliet Fox

Current Affairs Coordinator: Gab Reade

Office and Finance Coordinator: Helen Howard

Volunteer Coordinator: Rachel Kirby

Training Coordinator: Leanne McLean

Promotions Coordinator: Meg Butler

Radiothon Worker: Nyssa Ferguson

CONTRACT STAFF

Technical Coordinator: Greg Segal–GWS Audiovisual

Technical Assistant: Riah Williams

IT Coordinator: Luke Neeson

Accountant: Denis West – Administration Pro

National Program Coordinator: Jesse Boylan

Current Affairs Content Producer: Areej Nur

COMMITTEES

Finance Sub Committee

Convener: Perambalam Senthooan

Training Sub Committee

Convener: Leanne McLean

Programming Sub Committee

Convener: Teishan Ahearne

Promotions Sub Committee

Convener: Juliet Fox

AFFILIATE MEMBERS

AMWU
AMIDA
Anarchist Media Institute
Arada Ethiopian Cultural Centre Inc
Armenian Gen. Benevolent Union
Aust Saay Harari Association Inc
Australia Asia Worker Links
Australian Arabic Women's Foundation (AAWF Inc)
Australian Chin Community Eastern Melbourne
Australian Panjabi Prosperity Association
Beyond Zero Emissions
Buoyancy Foundation
CEPU Electrical Division
CEPU Plumbing Division
Ceylon Tamil Association Vic
CFMEU Construction & General Div
Chilean Australian Friendship Society
CICD
Connolly Association
Council for the DOGS
EarthSharing Australia
Ethiopian Community Association
Federation of Community Legal Centres
Friends of the Earth
Grit Media
Hararian Community Association of Aust
Hepatitis C Council of Victoria
Housing for the Aged Action Group
Latin American Info Centre
LICAU_SED Inc
Melbourne Unitarian Church
Mental Illness Fellowship
MUA
National Union of Workers
Ogaden Community of Australia
Roominations
Save Albert Park
Somaliland Society of Australia Inc
SUWA
Tenants Union of Victoria Ltd
The Boite
Vic Branch Sec SPA
Victorian Jazz Club
Victorian Labour College



2012 3CR Committee of Management members



CHAIRPERSONS REPORT

3CR continues to broadcast dynamically about issues, perspectives and groups that receive little or no attention in the mainstream media's twenty-four hour news cycle.

One example of this is our West Papuan program which broadcasts perspectives about a twice-colonised nation on our doorstep that most Australians know little about.

The pillaging of West Papua's resources and systematic human rights abuses are having a profound and tragic impact. Its struggle for independence is largely ignored by Australia's media and we are proud to broadcast a program that increases awareness about what is happening there.

We also continue to produce live, special broadcasts to commemorate key events and issues, including Invasion Day, The Eureka Rebellion, International Women's Day, May Day, International Day for People With Disabilities and the Where The Heart Is Festival about homelessness.

3CR is a diverse, left-wing activist hub that broadcasts during an era of right-wing domination of the airwaves, where commercial radio is populated by shock jocks backed by corporate interest. No wonder Australians seem generally more disillusioned with the national discourse than I can ever remember.

The playing field in Australian media is imbalanced. Cuts to community digital radio threaten to push the media scales onto an even more acute angle. The roll-out of community digital radio should be one of the Federal Government's greatest media achievements but funding is short \$5.4 million over four years and the sector will have to cut community digital radio in two capital cities if it's not funded properly.

And it looks like Melbourne will be one of those capital cities. This means that 3CR could lose its digital wing. We urge listeners and supporters to contact their local Federal MPs to demand that the funding shortfall be fixed. Something so successful should be maintained.

Speaking of successes, 3CR won three awards at the Community Broadcasting Association of Australia's national conference in November: Excellence in Training, Excellence in Technical IT Services and Outstanding Volunteer Contribution. Our broadcast from the Aboriginal Tent Embassy's 40th Anniversary in Canberra was also a finalist in the Outside Broadcast category.

Our revamped website at www.3cr.org.au is another success, with new and improved features, including audio-on-demand so you can listen to 3CR programs on our website at any time over a week. You can also learn more about what each program is doing from week to week on our programmers' pages.

I congratulate our 400 plus volunteers and our small, dedicated staff team for their fantastic efforts. And I also encourage our listeners to subscribe to 3CR and donate to the station during our annual Radiothon to maintain this vital treasure of the Left.

James McKenzie
Chairperson



STATION MANAGER REPORT

In 2012, 3CR continued to grow and adapt, rolling out news, music and current affairs 24 hours a day, seven days a week, just as it has for the past 36 years. The station produced 128 programs a week, made by a team of hundreds of volunteer programmers and representing the views of literally hundreds of community, cultural and activist groups. The ongoing strength of the station is a reflection of its relevancy and critical importance as a source of news and current affairs in a year when the mainstream media imploded with phone-tapping scandals and corporate takeovers.

But more than this, our programming throughout 2012 demonstrates the transformative power of community radio and how the social process of producing radio that promotes alternative voices is just as significant as the content itself. This is demonstrated in our coverage of the Aboriginal Tent Embassy's 40th Anniversary (a team of five volunteers broadcast from a tent live from Canberra!), of industrial disputes and of our commitment to locally made music.

3CR programmers Aran Mylvaganam (*Tamil Manifest*), Robbie Thorpe (*Fire First*), Ronny Kareni and Sixta Mambour (*Voice of West Papua*) joined together to present a workshop on Sovereignty and Independence at the Community Broadcasting Association of Australia conference in November. The workshop was politically and personally powerful for all those involved as it drew different struggles together in solidarity.

The station continued to embrace technological advances throughout 2012 and will continue to do so in the coming years. This year we added audio-on-demand to our website along with increased social media functionality and further developed our station guidelines around the use of social media. But ultimately it's the simplicity, affordability and reach of radio that makes it such a powerful and resilient medium, a medium that is well suited to an online world and capable of adapting to rapid technological change.

STAFFING

2012 saw some big staff changes with Loretta O'Brien resigning as Station Manager. Loretta began working at the station in 2005 as the Office and Finance Coordinator, becoming Station Manager in early 2011. Her contribution to the station was enormous and she leaves behind a station in good health both financially and in terms of its commitment to democratic decision making.

I took on the role of Station Manager in October 2012, having previously filled the role of Program Coordinator while Meg Butler was on maternity leave. We were fortunate to have Teishan Ahearne take over the position of Program Coordinator. Teishan brings a strong commitment to the station and a wealth of experience as a programmer and trainer.

Areej Nur joined us on a one-year contract as Current Affairs Content Producer to produce Breakfast segments about issues concerning Culturally and Linguistically Diverse communities. Areej's content has been outstanding and she has quickly become a highly valued member of the 3CR team.

We were also thrilled to have Jessie Boylan employed as the National Program Project Worker. This position provided a much needed boost to our national programming team and Jessie has left a lasting legacy in terms of training, archiving and program uptake.

VALE RHONDA JANKOVIC

The 3CR community was deeply saddened by the passing of Rhonda Jankovic, a long-time 3CR programmer on *Spoken Word*, the *SUWA Show* and *Anarchist World This Week*. Rhonda was a passionate advocate for the underdog and her programming on

3CR reflected this. Her fellow programmers on *Spoken Word* have praised her dedication to airing the works of marginalised voices and note that Rhonda was herself a fabulous poet. Rhonda was often seen at demos and protests, walking stick in hand, no matter the distance or the weather. Her energy, passion and generosity will be sorely missed. Vale Rhonda.

FUNDING

3CR continues to remain financially independent thanks to the generosity of our supporters. We maintained our goal of securing 65% of our funds independently via donations, studio and transmitter hire, training fees, merchandise sales, benefits and raffles. The remainder comes from small grants from philanthropic and government grants directed at individual radio projects.

The 2012 Radiothon was one of our most successful in a number of years thanks in large part to the hard work of programmers. We raised \$200,000 at Radiothon in 2012 which is approximately 30% of our operating budget.

Thanks go to the *Concrete Gang*, *Gardening Show*, *Anarchist World This Week*, *Tamil Manifest*, *Defence of Government Schools*, *Let The Bands Play* and *Nostalgia Unlimited* who raised the most money for the station. And special thanks go to the Radiothon Worker Nyssa Ferguson and outgoing Station Manager Loretta O'Brien for their contributions to such a successful year.

We are grateful once again to the Community Broadcasting Foundation for its support of five nationally distributed programs: *Women On The Line*, *Stick Together*, *Lost In Science*, *Earth Matters* and *Accent of Women*. In 2012 we also received funding from the CBF to employ Areej Nur as a Current Affairs Content Producer as well as to subsidise the cost of maintaining our transmitter.

We hope that our listeners and supporters continue to be inspired by the stories and perspectives broadcast on 3CR Community Radio.

PROJECT	FUNDING	AMOUNT
Beyond the Bars 2011	Department of Justice Community Broadcasting Foundation City of Melbourne Victoria Law Foundation	\$3,931 \$25,000 \$14,987 \$15,684
International Day of People with a Disability	City of Melbourne	\$4,970
International Women's Day	City of Yarra	\$6,000
Sustainable Living Festival	City of Melbourne	\$4,241
Voiceless for Freedom of Species	Sherman Foundation	\$5,000
Human Rights Day Refugee Radio	City of Yarra	\$6,664
Human Rights Day	VMC	\$1,000
Training project West Papua	City of Yarra	\$3,945
Ear Health	Federal Government	\$24,109
Asia Pacific Journalism Centre training	Asia Pacific Journalism Centre	\$8,842

PROGRAMMING

PROGRAMMING HIGHLIGHTS 2012

From the grassroots to the airwaves, in 2012 3CR stayed true to our mission, presenting radio by communities and social movements denied access to mainstream media.

Every day of community broadcasting on 3CR can be celebrated. 2012 presented some significant highlights for our broadcasters and the station. On the January 26, 3CR marked the 40th Anniversary of the Tent Embassy in Canberra with a four hour broadcast live from the convergence in Canberra. 3CR also played an active role in a range of community campaigns throughout the year including TAFE 4 ALL and the Victorian nurses' successful industrial action.

3CR demonstrated that through our amazing diversity there is strength in our collective action. Here are some of the highlights.

There were 128 programs on 3CR in 2012. We trained, supported and prepared 17 new programs to join the 3CR grid and bid a sad farewell to ten shows, including *Un nuevo mundo es posible*, *DIY Arts*, and *Wayward Girls*.

NEW PROGRAMS APPROVED IN 2012

CALD community programs:

African Australian Voice

Liberian New Life

Indigenous:

AlterNative

Arts/Music:

After Party – The Solo Hour

Come On, Come In

Global Intifada

Urban Voice

Show Reel

Special Issue and Current Affairs:

Are You Looking At Me?

Different Like Us

Dirt Radio

Girt by SEA

Queering the Air

Talking Sheds

What's the Score, \$port

PODCASTING

Listening to programs via podcast has become one a significant way in which listeners tune in to 3CR. According to McNair Ingenuity National Community Radio Listener Survey (2012) one third of community radio listeners podcast and this figure continues to grow.

By the end of the year, 35 3CR programs were available on the 3CR website as a downloadable podcast.

NATIONAL PROGRAMMING

3CR produces nine programs that are syndicated to community radio stations across the country by the Community Radio Network.

In 2012 we were lucky to have long-time *Radioactive Show* broadcaster Jessie Boylan join us to help resource and promote our national programs.

3CR's national programs include: *Accent of Women*, *Anarchist World this Week*, *Beyond Zero Emissions*, *Earth Matters*, *Let the Bands Play*, *Lost in Science*, *Radioactive Show*, *Stick Together*, *Women on the Line*.

<http://www.3cr.org.au/listen/national-programs>

CBAA AWARDS 2012

3CR's volunteer extraordinaire Michael Smith was recognised at the 2012 Community Broadcasting Association of Australia Awards for 'Outstanding Volunteer Contribution'.

Greg Segal, our own "master of the dark arts of broadcast technology", and generally wonderful humble person, was awarded for his outstanding and long-serving contribution to 3CR with the award for 'Excellence in Technical/IT Services'.

3CR's excellence in training was also recognised, with an award for our specialised training with the 3CR program *Brainwaves* team.

NEMBC AWARDS 2012

The National Ethnic and Multicultural Broadcasters Council recognised 3CR's national program, *Accent of Women* with the award for best women's program of the year. *Accent of Women* can be heard every Tuesday 8:30am or nationally across the Community Radio Network.

SPECIAL BROADCASTS

Tent Embassy 40th Anniversary – January 26

3CR presented four hours of special programming live from the Aboriginal Tent Embassy in Canberra. Hear highlights of this historic broadcast at <http://www.3cr.org.au/tentembassy>

Tunnaminnerwait Maulboyheener outside broadcast – January 20

3CR broadcast live from the site of the execution of Indigenous freedom fighters Tunnaminnerwait and Maulboyheener, the first people to be publicly executed in Victoria. Hosted by Joe Toscano and Robie Thorpe.

Sustainable Living Festival

A two hour live outside broadcast from Federation Square including programmers from *Beyond Zero*, *Earth Matters*, *Out of the Blue* and *Renegade Economists*. See <http://www.3cr.org.au/slf2012>

NAIDOC Week July 2-6

In 2012 3CR broadcast live from six prisons across Victoria, including for the first time, Loddon prison in Castlemaine

International Women's Day – March 8

In 2012, 3CR celebrated International Women's Day with 24 hours of women's only radio as well as a street party and live outside broadcast. The day featured diverse and radical women's voices on the airwaves covering current affairs, science, music, poetry, books and human rights. With music and laughter all part of the feast of women's talent heard on the day.

Coverage of the Victorian Nurses Dispute - February

Rolling work stoppages began at major Victorian hospitals on Friday 24th February and 3CR covered events throughout the dispute. Elena McMaster produced and presented a live-cross on 27th Feb but the dispute was also extensively covered in general current affairs programs such as Breakfast and Stick Together.

Tamil Easter and Christmas Radiothons

A day of special programming in Tamil to raise much needed funds for the Tamil community in Sri Lanka.

Coverage of Victorian TAFE cuts and TAFE 4 ALL campaign

A range of 3CR programmes covered the public outcry and resistance to the Victorian state Coalition governments TAFE funding cuts and liberalisation.

This included *Tuesday Breakfast* on the closure of Victoria's only AUSLAN course, *City Limits* and *Solidarity Breakfast* on the public protests, and *Stick Together* on the effects on TAFE staff.

Where the Heart Is - March 23

A live outside broadcast from the Homelessness festival in Edinburgh Gardens presented by 3CR's program *Roominations*.

International Day of The Disappeared - August 30

Vigil for the International Day of the Disappeared and Tamil Genocide – the day was acknowledged with a special one-hour program produced by *Tuesday Hometime* presenter Jan Bartlett, who spoke with Aran Mylvaganam from 3CR's *Tamil Voice*.

Disability Day – December 3

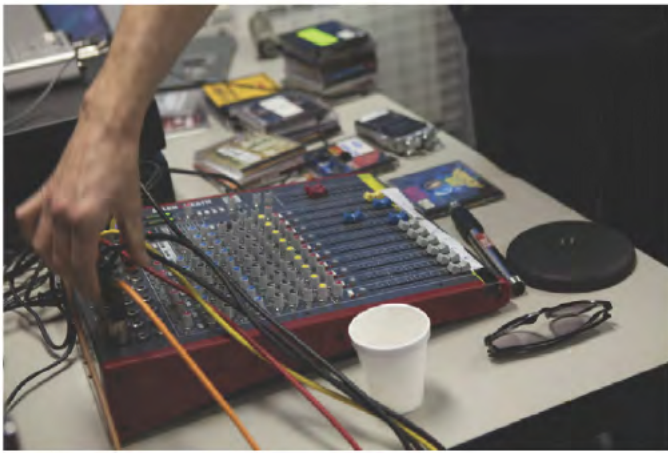
In 2012, 3CR presented "That's Not My Name", twelve hours of programming by and for people with disability. See the full program at: <http://www.3cr.org.au/disability-day-2012>

Eureka Rebellion - December 3

As the sun was rising in the early hours of the morning 3CR's Joe Toscano (*Anarchist World this Week*, *Talkback with Attitude*) presented Spirit of Eureka medals recognising community activists from around the country.

Human Rights Day – December 10

For Human Rights Day 2012, 3CR produced two specials, 'Refugee Rights Unravelling' and 'Yarra Refugee Radio' Listen at <http://www.3cr.org.au/special-broadcasts>



SPECIAL PROJECTS

PROJECT HIGHLIGHTS 2012

During 2012 3CR projects created radio that celebrates and showcases voices and issues that are marginalised and misrepresented in the mass media. There were live broadcasts, recording projects and increased promotions and distribution through print and online platforms.

RADIO RECORDING PROJECTS

Yarra Refugee Radio (Funder City of Yarra)

Yarra Refugee Radio features the stories and reflections of ten refugees and asylum seekers sharing their experiences since arrival. They discuss their aspirations of freedom, both personal and political, their sense of belonging in a new city and their experience of fundamental human rights and opportunities, sometimes for the first time. The stories were broadcast on Human Rights Day and are available at: www.3cr.org.au/yarrarefugeeradio

My Melbourne (Funder City of Melbourne)

My Melbourne presents five people with disability who live, work and play in the City of Melbourne. They share their diverse experiences of the city – inner-city residents who love the urban life, artists and activists raising awareness of the lived experience of disability, and changing opportunities for workers, students and athletes. My Melbourne was broadcast on 3 December and is online at www.3cr.org.au/mymelbourne

Beyond the Bars 9 (Funders Community Broadcasting Foundation, City of Melbourne, the Victoria Law Foundation and Corrections Victoria)

Beyond the Bars connects indigenous prisoners to the wider community and is a remarkable radio event that gives voice to the experience of indigenous inmates serving time in Victorian prisons. Encompassing music and spoken word workshops, the project culminated in six radio shows broadcast live from Victorian prisons. The double CD Beyond the Bars 9 features highlights from the broadcast and was launched in November. It's available free from the station and online at: www.3cr.org.au/beyondthebars2012

SPECIAL EVENTS

Sustainable Living Festival (Funder City of Melbourne)

On the 18 February six of 3CR's environmental programs broadcast live from the Sustainable Living Festival in the Greenhouse, Birrarung Marr, Federation Square. Following in a long tradition of bringing radio to the community by the community, the event featured anti-nuclear and post peak oil discussions, as well as bike and ocean information and featured Hans-Josef Fel from the German Greens party and architect of Germany's renewable energy policy. www.3cr.org.au/slf2012

International Women's Day (Funder City of Yarra)

For the second year running 3CR took to the street for International Women's Day presenting the local community with a feast of women's talents and performances. Hundreds came to celebrate and enjoy music (Reds Under The Bed, Meriki Hood & Cece, Olivia Williams & dancers, and Liz Stringer), speakers (Aunty Alma Thorpe), good company and great food (Food Not Bombs).

Asia Pacific Journalism Centre

3CR was thrilled to be able to host community broadcasters and journalists from Timor-Leste (East Timor) and Mongloia in 2012 thanks to a program run by the Asia Pacific Journalism Centre. Both groups spent time at 3CR to learn about community engagement firsthand and the East Timorese group produced a series of radio features about the East Timorese diaspora that were broadcast on their stations back home.

3CR PROMOTIONS AND ONLINE

Station announcements and tours continued to be vital in 2012, enabling the wider community to participate at the station and be heard on air.

Throughout the year 3CR developed a new website with increased features and functionality. The new site includes buttons to listen anytime (audio on demand) to your favourite show, as well as social media sharing features and increased accessibility. www.3cr.org.au expands the station's presence online and distributes great radio content through multiple platforms.

Weekly program Freedom of Species also enjoyed great promotion in 2012 with a grant from Voiceless enabling them to create their own website, as well as t-shirts and stickers.

TRAINING

TRAINING HIGHLIGHTS 2012

3CR fosters a wonderful culture of skill sharing and cooperation. Our training courses are delivered by 30 volunteer experienced programmers who are only too happy to assist over one hundred people each year in learning the 3CR ropes. It's a remarkable feat given the complexity of learning needs in the people who enrol in the training courses as well the complexity of the information being taught. We would like to thank all the trainers who have delivered training in 2012, training that is always greeted with great appreciation by the training participants.

The Training Sub Committee took on a new lease of life in 2012 and met regularly throughout the year to restructure the 3CR Radio Training Course which will be trialled in 2013. The aim of the restructure is to create a more cohesive trajectory of activities that students build on as they head into each module. Thanks to Elena McMaster, Meredith Butler, Maja Graham, Teishan Ahearne, Nicky Stott and Aoife Cooke for being enthusiastic members of the TSC.

CBAA AWARD WINNERS – EXCELLENCE IN TRAINING

2012 was a great year for 3CR Training and the community broadcasting sector recognized our training efforts in presenting 3CR and the Mental Illness Fellowship team, *Brainwaves*, with a CBAA Award for Excellence in Training.

Ten people began the training and eight people completed demos and have had some ongoing involvement in the program. These are incredible retention statistics for any group of trainees. The three trainers, Teishan Ahearne, Dale Bridge and Michael Smith were very supportive of the specific needs of each individual. They were flexible and innovative in their training delivery and changed track when the original session plan was not working. It was great to see the trainers recognised because they certainly excelled in catering to everyone's needs.

DINESAT TRAINING BLITZ

Over 200 people were trained in how to use the on-air playout system DineSat. We feel that it has definitely had a positive impact at the station.

ADVANCED COOL EDIT SESSION

CBAA Outstanding Volunteer award winner Michael Smith delivered four Advanced Cool Edit Sessions to twenty programmers. Michael went beyond the call of duty and did one-on-one sessions with individuals who needed more help.

TRAIN THE TRAINER

The station provides annual training for a group of new trainers, based on best practice in adult education. Meredith Butler and Maja Graham delivered the training in 2012 and were particularly successful in preparing the trainers for delivering the course modules and in encouraging them to feel confident to train. All of the attendees have since trained during the general training course during 2012. Thanks to Meredith and Maja who put in a huge amount of volunteer work to make this training so successful.

TAILORED TRAINING

Every year, 3cr delivers training outside of the five general training courses to organisations that require training tailored to their individual needs and who are seeking to train a number of people at once. The following is a list of tailored training we delivered to fifty or so people in 2012.

- Mental Illness Fellowship - *Brainwaves*
- *Liberian New Life Radio* Training x 2 groups
- AMIDA (Action For More Independence & Dignity In Accommodation)
- FOE - *Dirt Radio*
- Queering the Air
- Australian African Voice
- Voice of West Papua
- Eritrean Voices

LIVE TO AIR TRAINING

Florenz Ronn annually donates his time to train a small group of women in how to put live bands to air at 3CR. They learn how to use the sound engineering equipment, particularly the mixing desk and how to set up bands in studio 3 and to cross to the live-to-air studio. Four women have been involved in the training with Florenz offering to finalize the training in 2013. Many thanks go to Florenz for his ongoing commitment to this training over many years

“I learnt a lot thanks to the trainers and picked up skills that will benefit me not only in regards to the radio station but also in life.”

“Trainers were patient and friendly. Made it a lot easier for me.”

“I found the training worthwhile and rewarding. The training team were very professional and indeed inspirational.”



Brainwaves team members accept 3CR's CBAA award for excellence in training



Eritrean Voices special training



3CR Station tour

VOLUNTEERING

New volunteers continue to bring new perspectives, enthusiasm and commitment to community radio at 3CR.

Most new registered volunteers went on to join existing programs with a large number joining current affairs programming, a smaller number of volunteers successfully proposed new programs, many of which went to air in 2012.

Interest in general volunteering allowed the reception roster to be staffed sporadically throughout the year. A number of shifts went unfilled in 2012 as volunteers moved onto work, study or other commitments. Receptionist, continue to fill an important role in the functioning of the station and the absence of regular and reliable volunteers was often keenly felt by staff.

3CR participated as stall holders at a number of events in 2012, with the aim of reaching out into communities to show solidarity and to encourage communities to take up opportunities available to them at 3CR. These events were staffed by volunteers of the station with positive feedback from participants, event organisers and community members.

3CR RADIO AWARDS

3CR hosted a radio awards night in November 2012 to celebrate the programmers, stories, issues and voices broadcast at 3CR every day. It had been the first awards in a few years and was well attended and supported by the 3CR community.

There were 15 award categories with nominations and voting open to all programmers and volunteers at the station. Special thanks to Nicky Stott, Holly Hutchinson, Bill Deller, Cath Keaney and a host of others who helped on the night.

Some of the award winners included:

- Best New Program: Voice of West Papua
- Relentless Pursuit of the Truth: Tuesday Hometime
- Best Interview: Fire First
- Blooper Award: InYa Face
- Best Radiothon Show: Fire First
- Spirit of 3CR: Rhonda Jankovic



Some of the 3CR radio awards winners, 2012



3CR radio awards winners, Gilla and Robbie

COMMUNITY BROADCASTING ASSOCIATION OF AUSTRALIA NATIONAL CONFERENCE

The Community Broadcasting Association of Australia held its national conference in Melbourne in 2012 and this was a great opportunity for the broader 3CR community to participate.

WORKSHOPS

3CR presented three workshops at the conference. Current Affairs Coordinator Gab Reade and National Programs Project Coordinator Jessie Boylan presented a session on how to make nationally relevant content. Aran Mylvaganam (*Tamil Manifest*), Robbie Thorpe (*Fire First*), Ronny Kareni and Sixta Mambour (*Voice of West Papua*) joined together to present a workshop on Sovereignty and Independence – the programmers shared their ideas about how radio as a medium can be used for building and supporting struggles for independence and resistance.

CBAA AWARDS NIGHT

The CBAA's national awards recognise the amazing efforts on air, and behind the scenes, of our volunteers, programmers, and staff within the community broadcasting sector as a whole.

3CR won three awards in 2012 and our coverage of the Aboriginal Tent Embassy's 40th Anniversary was a finalist. 3CR Technical Coordinator Greg Segal took out the award for Excellence in Technical/IT Services, Brainwaves won the Excellence in Training category, and volunteer extraordinaire Michael Smith was awarded Outstanding Volunteer Contribution.



3CR radio awards night, 2012



Daniel from the Arada program, hosts a 3CR stall at a community event

3CR WEBSITE UPGRADE

In 2011, 3CR began the process of upgrading our website with funding gratefully received through the 3CR bequests process. Throughout 2012, 3CR's Special Projects Coordinator Juliet Fox and Luke Hodge from Media Insights coordinated the project with assistance from the 3CR webteam, which met over many weekends and nights throughout the year to undertake the painstaking process of design and implementation, including transferring hundreds of pages, audio files, photographs and program information.

The upgrade will feature audio-on-demand – a new function for 3CR listeners that will enable them to listen to their favourite show at any time they choose, in addition to the existing podcast feature. It will also make it possible to easily share shows and information and post to the community calendar as well as being designed to be accessible from mobile phones, tablets and other portable devices.

Many thanks to Luke and the webteam members: Nicole Hurtubise, Juliet Fox (staff facilitator), Nicky Stott, Christie Stott, Brianna Laugher, Diana Beaumont, and John Jacobs.

THANK YOU!

Thank you to everyone involved in keeping the station going: the subscribers and all the people who donate their time, skills, knowledge, money and of course passion. The station wouldn't exist without your support.

Thanks to our financial and pro bono supporters:

Asia Pacific Journalism Centre
Asylum Seeker Resource Centre
Bella Union Bar Trades Hall
City of Melbourne
City of Maribyrnong
City of Yarra
Community Broadcasting Foundation
Department of Health and Ageing
Department of Justice
Footscray Community Arts Centre
Holding Redlich
Internode
Lomond Hotel
Maddocks
MAYSAR
Media Insights
NEMBC
PILCH Victoria
PBSfm
Sustainable Living Festival
Victoria Law Foundation
Victoria University Law School
Faculty of Business and Law
Voiceless

Design/Layout: Rachel Kirby

3CR RADIO IS...

GENERAL PROGRAMS

Accent of Women
After Party
African Australian Voice
Alternative News
Anarchist World This Week
Amharic
Are You Looking At Me
Arts Express
Asia Pacific Currents
Beyond Zero
Brainwaves
Blues With a Feeling
The Boldness
Burning Vinyl
Celtic Folk Show
City Limits
Come On, Come In
The Concrete Gang
Connolly Association
Diffused Frequencies
Dirt Radio
DOGS
Doin Time
Done By Law
Earth Matters
Feminist Focus
Fire Up
Food Fight
Freedom of Species
Friday Breakfast
Gardening Show
Girls Radio Offensive
Global Intifada
Great Voices
The Heavy Session
Hillbilly Fever
Hip Sista Hop
Hitstramental
Hot Damn Tamale
Housing for the Aged Action Group
I-Nity Riddims
In Ya Face
Jazz on a Saturday

Keep Left
Latin American Update
Lazy Wednesday Afternoon
Left After Breakfast
Let the Bands Play
Let Your Freak Flag Fly
Living Free
Local and Live
Lost in Science
Making Contact
Monday Breakfast
Music Sans Frontieres
Night Owls on Rhythm
Nostalgia Unlimited
On Screen
Out of the Blue
Out of the Pan
Palestine Remembered
Planet X
Published or Not
Queering the Air
Radio Atticus
Radio Ecoshock
Radioactive Show
Raise the Roof
Raising our Voices
Really Chori
Renegade Economists
Rock and Roots
Roominations
Save Albert Park
Shake Rattle and Roll
Showreel
Small Talk
Solidarity Breakfast
Spoken Word
Steam Radio
Stick Together
Swing n Sway
The Suwa Show
Talkback With Attitude
Talking Sheds
Thursday Breakfast
Tuesday Breakfast
Tuesday Hometime

Unitarian Half Hour
Urban Voice
Wednesday Hometime
Wednesday Breakfast
What's the Score, \$port?
Women on the Line
Yarrabug

COMMUNITY LANGUAGES

3al Hawa Arabic and Multicultural Youth
Afghan Radio
Arada Ethiopian Show
Armenian News
Chin Radio
Eritrean Voices
Ethiopian
Hararian
Liberian New Life
Macedonian
Mafalda
Melbourne Chautari
Monday Greek
Mujeres Latinoamericanas
Ogaden Show
Saay Xaba
Shiftegan
Somali Language Show
Tamil Manifest
Tamil Voice
Turkish Women's Show
Virasat Radio
Voice of Chile
Voice of West Papua

INDIGENOUS

Blak 'N' Deadly
Dgym Time
Fire First
Indearts
Koori Survival Show
Precious Memories
The AltarNative

‘Beyond the Bars gives a unique insight into the lives of Aboriginal women and men in the prison system. For me this was a humbling experience. I cried a lot and I also became angry about the lack of help available to people both before and after their incarceration’

—Cathy

‘I just want to write a quick note to thank the management and staff of your radio station (especially Trevor Grant) for your support of the refugee situation in Australia.

I congratulate you on truly being a community radio station, one with a conscience and brave enough to voice that to the community, and to encourage them to act with a conscience too.

I don’t live in Melbourne but as an Australian I am proud to be able to say that we have at least one radio station in this country with a conscience. Thanks so much and please keep up the great work.’

—Anna Da Silva Santos



Archie Roach live in studio one



Bill Deller interviews Billy Bragg for 3CR's *Solidarity Breakfast* program



3CR's technical team fixing a reel to reel machine

Thankyou to our supporters:

