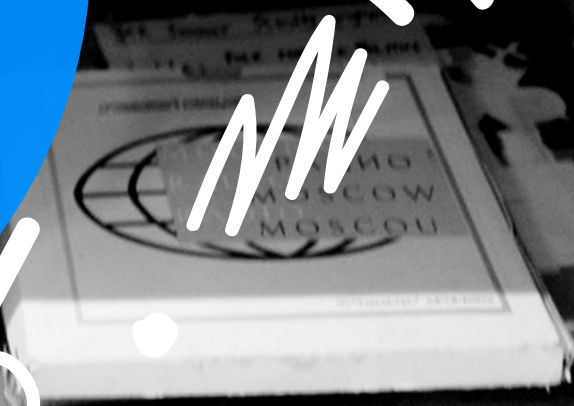




**3CR**

**COMMUNITY RADIO**

**ANNUAL REPORT  
2016**





# CONTENTS

- 3 3CR
- 4 3CR staff and committee members
- 6 Chairperson Report
- 7 Station Manager Report
- 11 Programs at 3CR
- 15 Projects at 3CR
- 19 Training and Volunteers
- 23 IT and Tech
- 25 3CR Affiliate Members
- 26 3CR 2016 / 2017 program grid
- 30 Thank you!



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. 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.







## COMMITTEE OF MANAGEMENT

The Committee of Management (CoM) is made up of affiliate members and elected station and subscriber representatives.

The committee's role is to make decisions about the overall purpose and direction of 3CR, to ensure that funds and property are effectively managed and to ensure 3CR abides by its governing documents.

### 2016 Committee of Management

James McKenzie (Chairperson)

Pat Khor (Vice-Chairperson)

Therese Virtue (Vice-Chairperson)

Perambalam Senthoran (Treasurer)

Terry Costello (Secretary)

### Directors

Aoife Cooke

Helen Gwilliam

Ewen Klaos (resigned November 2016)

Joe Malignaggi (seconded)

Amy McMurtrie

Marisol Salinas

Michele Vescio





### **Staff**

#### *Station Manager*

Rachel Kirby (August 2016)  
Marian McKeown

#### *Program Coordinator*

Michaela Stubbs (September 2016)  
Gab Reade

#### *Projects Coordinator*

Juliet Fox

#### *Current Affairs Coordinator*

Fadzai Jaravaza (April 2016)  
Ronny Kareni

#### *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 Mara Bonacci, Pier Moro, Michele Vescio, Michael Smith and Corey Green 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 (September 2016)  
Gab Reade

#### *Projects Sub Committee*

Convener: Juliet Fox



# CHAIRPERSON REPORT

## JAMES MCKENZIE

The rise of right-wing populism presents opportunities and threats for 3CR.

The need to organise, mobilise and broadcast community issues has reached a critical point, especially since the election of the Trump 'Administration' and its fascist policies and approaches, and the real potential for the election of copy-cat governments elsewhere.

It's imperative that 3CR continues its activist hub approach to organise and broadcast progressive community, social justice and political stances to counteract right-wing politics and provide alternatives.

The election of the Trump Government places the world in potentially dire and chaotic social, economic and military positions.

The fragmentation of right-wing political parties in Australia, particularly the Coalition, presents an opportunity for the Left to provide cohesive, inclusive, progressive and transformative policies and alternatives.

Community media has become a medium of prime choice for many people, as the social, economic and political policy arenas become more complex and contested. People want information and forums that reflect their values and emotions, often at the expense of the facts. Community radio, with its focus on diversity and the voices and experiences of a plethora of communities and ordinary people, is a very effective medium for harnessing people's concerns, issues and values and presenting them with factual and transformative information and ideas.

3CR has achieved extensive constitutional, policy, planning and industrial achievements over the last year and is in a very strong position.

Federation passed a new Constitution and Committee of Management (CoM) developed a five-year strategic plan and passed Community Engagement and Financial policies. These were requirements of the media regulator, the Australian Communications and Media Authority (ACMA). As a result of Federation's and Committee's work, the ACMA has given 3CR a broadcast license until 2020.

CoM developed a strategic statement for the station as part of the strategic planning process. It says: 3CR Community Radio provides a media space enabling progressive communities to voice ideas and build their power to create social change.

Committee of Management also developed and passed new training policies for live-to-air and outside broadcasts to encompass and reflect the diversity of the 3CR community.

CoM, staff and the Media Entertainment and Arts Alliance signed off on a new Enterprise Bargaining Agreement in December.

After 15 years on Committee of Management, including five years as Treasurer and eight years as Chairperson, I have decided to focus on 3CR broadcasting and hand over the reins to a new Chairperson. I'd like to thank my colleagues on Federation and Committee - past and present - and staff and volunteers for an inspiring and wondrous journey in my governance roles at the station.



# STATION MANAGER REPORT

## RACHEL KIRBY

### RADICAL RADIO - 40 YEARS OF 3CR

In 2016, 3CR wrapped up a year-long calendar of events to celebrate the stations 40th birthday.

There were a number of special broadcasts, outdoor broadcasts, an exhibition, the publication of a book, a party and an Open day. All of the events reflected on the absolute dynamism and success of the station over forty years and looked forward to the ever-present need for community-owned media.

Celebrations included:

March 18 - April 23: If People Powered Radio - exhibition at Gertrude Contemporary.

May 7: Radical Radio Book Launch at the Bella Union, Trades Hall.

May 8: Sisters Akousmatica - Collaboration with women artists on radical autonomous transmissions as part of Next Wave Festival 2016 in partnership with Liquid Architecture.

October 10: Station Open Day - the Community Radio Federation was awarded a broadcast licence on this day in 1975

October 10 - Nov 19: Forty days of Radical Radio broadcasts

November 3: Party at Trades Hall

Thank you to all of the programmers, volunteers, staff, sub-committees and committee of management for the work that went into creating these events. A special thank you also, to the listeners, supporters and subscribers of 3CR.

Happy birthday 3CR!

### ACMA LICENCE RENEWAL

After an extensive process, 3CR received its broadcast licence renewal from the Australia Communications and Media Authority (ACMA) in November 2016. Our current licence covers a 5-year period and the station will need to re-apply in 2020.

For those interested, the first chapter of the 3CR book, Radical Radio details the events leading up to 3CR being granted its first licence in 1976. I would encourage you to buy a copy of the book, it is a great read.

### UPDATED CONSTITUTION

Following eight years of work by a number of staff, committee members and volunteers, the Community Radio Federation adopted a new updated constitution at an Extraordinary General Meeting in September 2016.

Those working on the constitution were tasked with creating a plain-language document that accurately reflected the existing Memorandum of Understanding, one of the stations founding governance documents.

Special thanks to Meredith Butler, Terry Costello, Libby Jamieson, Petka Kemphi, Pat Khor, James McKenzie, Marian McKeown, Loretta O'Brien and Gabrielle Reade for all of their work, and the pro-bono assistance of Holding Redlich.

### STRATEGIC PLAN

3CR received a grant from the Community Broadcasting Federation in 2016 to complete an organisational strategic plan, to consider the direction, focus and priorities of the station over the next five years.

With the assistance of the grant, 3CR employed a strategic planner, Helga Svendsen, to lead the 3CR community through a wide consultative process.





A number of preparatory documents were created through discussion with indigenous and community language programmers, the 3CR technical team, management committee and all of 3CR's sub-committees covering governance, finance, programming, projects, promotion and training.

Two strategic planning sessions were facilitated by Helga Svensden to bring all of the information and ideas into a cohesive strategy. The document works both as a reference to guide staff and committee decisions, and as a descriptive working document to focus staff and committee attention to identified yearly goals.

The strategic plan was formally adopted in February 2017.

## **STAFFING**

3CR experienced significant changes in the staffing team in 2016.

Marian McKeown resigned as station manager in July having been in the role since October 2012. Rachel Kirby accepted the position of acting station manager in August and the permanent role of station manager in October.

In 2016, 3CR welcomed Fadzai Jarvaza as the current affairs coordinator in a one-year role beginning in April. Michaela Stubbs accepted the permanent role of the program coordinator in September and Leanne McLean accepted the combined role of training and volunteer coordinator in October.

Loretta O'Brien, Leanne McLean and Gabrielle Reade all took their well-deserved long service in 2016. Gabrielle Reade will return to her permanent role of current affairs coordinator in April 2017.

## **BUILDING AND TRANSMISSION**

### *Studio roof and air-conditioning replacement*

The studio building at 21 Smith Street needs to have the roof replaced. Currently the station is still sourcing quotes and we anticipate the replacement to cause considerable disruption during the works. We are aiming to replace the roof in 2017.

There are additional costs involved in replacing the roof as installed studio and office airconditioning units will need to be decommissioned and then reinstalled. The station is also looking to replace the studio and rack room airconditioning units during these works.

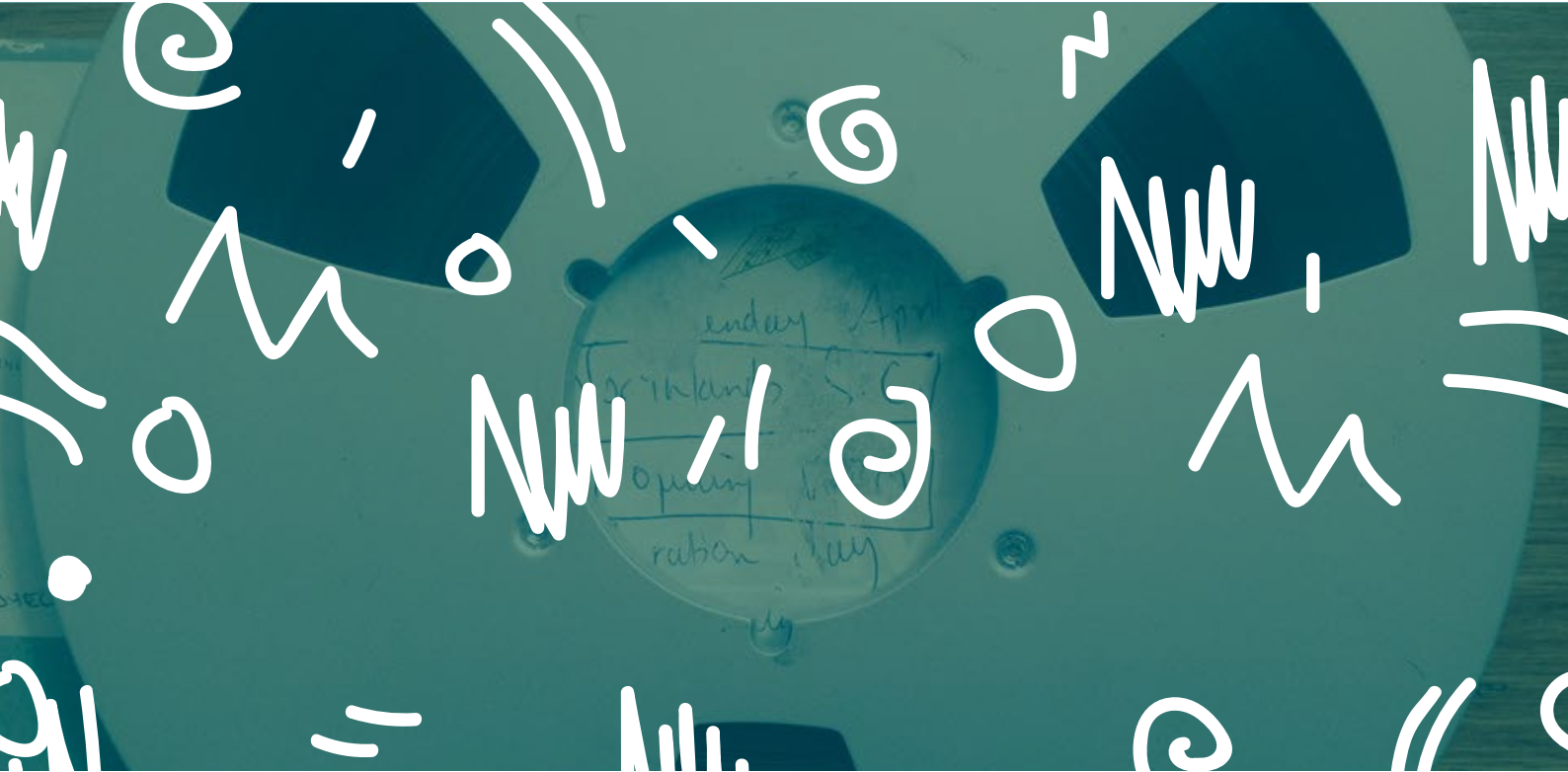
### *Werribee transmitter site*

A number of works were completed at the Werribee transmitter site in 2016 including the installation of our new Nautel XR6 transmitter. We now operate on 855kHz at our licenced power of 3.5k.

A Digital Radio Repeater was also installed in April 2016, one of four in-fill sites in Melbourne operated by Commercial Radio Australia. The Werribee site now transmits 3CR on 855kHz AM, and 204.64MHz Digital.

Radio Masts Australia in 2016 did some preventative maintenance on the guy wires, and the towers fully inspected. From their report, they have recommended that the AM radiating wires on the towers be replaced due to corrosion and the work be completed within the next five years. These costs and works have been factored into the stations 5-year strategic plan.





## FINANCES 2016

### Financial strategic planning

One focus of the station's strategic plan for the next five years is to reach a comfortable level of financial sustainability.

Amongst other things, we will focus our efforts on established income streams, namely, subscriptions, community service announcements, extending and retaining affiliate members and running successful Radiothon campaigns.

We will be asking for the support of our affiliate organisations, volunteers, programmers and supporters to help us to reach the goals we have set in these areas.

### 2016 Radiothon – Radical Radio

The 2016 Radiothon was a significant milestone in the station's 40th birthday year.

Once again 3CR supporters put their hands in their pocket to support the station with our operating costs for the next financial year. Although in 2016 we did not receive the amount of fundraising achieved in 2015 when we received a large donation from an individual donor. As we can see in the table below the 2016 Radiothon shows a steady trend of increase in donations.

	2012	2013	2014	2015	2016
Total Donated	\$202,842	\$210,245	\$206,726	\$267,109	\$213,295
Average amount Pledged	\$64	\$71	\$65	\$82	\$71
% of Donations online	9%	10%	11%	11%	16%

### Community Broadcasting Foundation funding changes

The Community Broadcasting Foundation (CBF) announced in 2016 a complete overhaul of the sector's funding applications.

Staff and committee will need to understand these changes and work to ensure a sustainable level of funding is received.

### Funded projects

3CR successfully received funding from a wide range of funders to support a number of projects in 2016. Funded projects included:

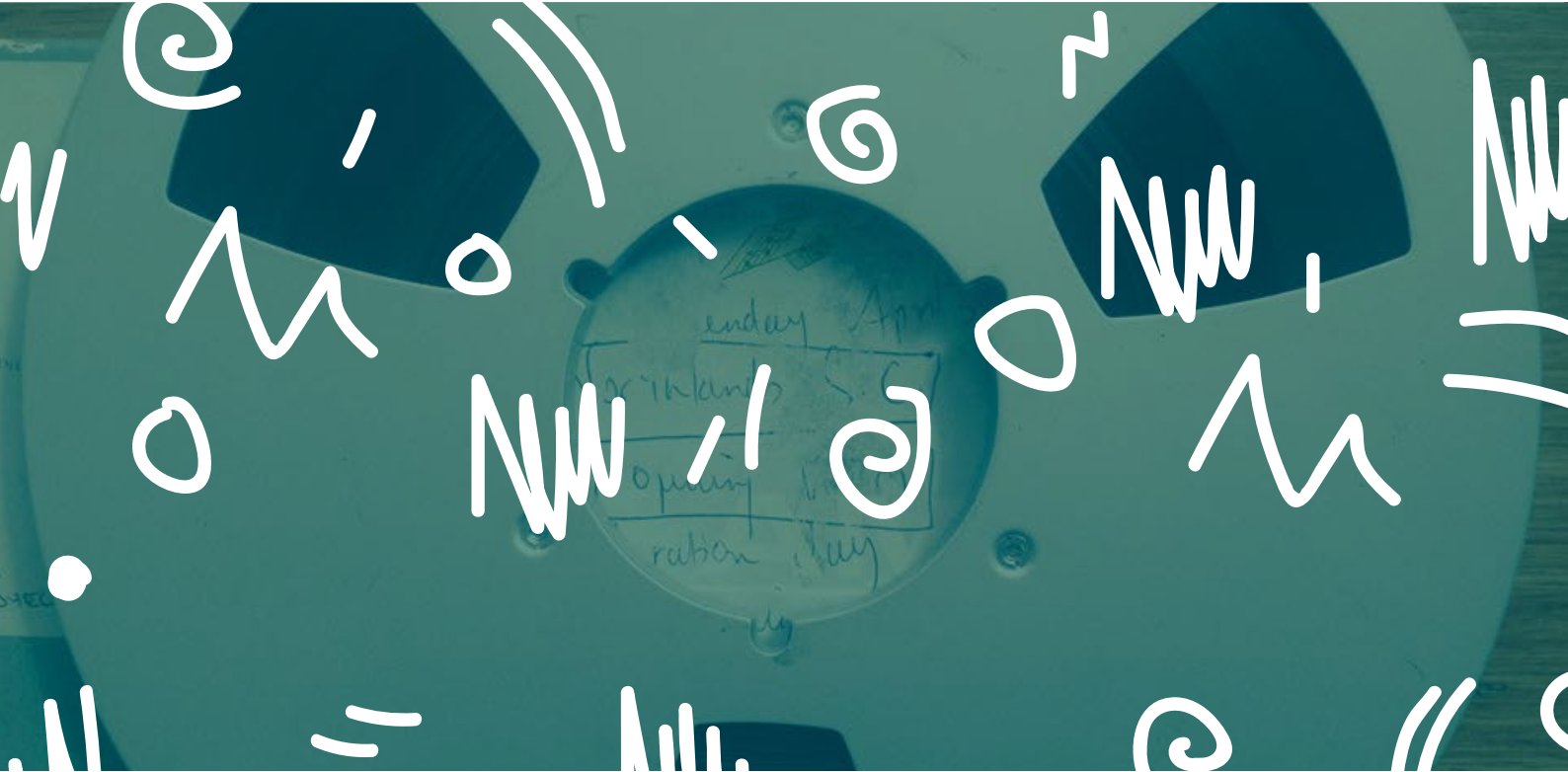
The Sustainable Breakfast Series (\$4,000)  
Funder: City of Yarra

Beyond the Bars 2016 (\$56,000)  
Funders: CBF (\$25,000), City of Yarra (\$21,800), Victorian Department of Justice – Corrections Victoria and Koori Justice Unit combined (\$10,000)

Black Gold (\$5,000)  
Funder: Community Broadcasting Foundation

People Powered Radio: An exhibition of 40 Years of 3CR (\$15,070) – coordinated by SM and other staff  
Funder: City of Yarra

Disability Day (\$2,300)  
Funder: City of Yarra



## PROJECT FUNDING IN 2016

### *Victorian Department of Justice – Corrections Victoria and Koori Justice Unit*

---

Beyond The Bars 2016	\$10,000
	<b>\$10,000</b>

### *Community Broadcasting Foundation*

---

Transmission Subsidy	\$8,561
Indigenous Programming	\$44,200
Ethnic Programming	\$48,623
National Programming content	\$129,526
Black Gold - Indigenous special projects	5,000
Beyond The Bars 2016 - Indigenous special project grant	25,000
	<b>\$260,910</b>

### *City of Yarra*

---

Sustainable Breakfast	\$4,000
Beyond The Bars 2016	\$21,800
People Powered Radio: An exhibition of 40 Years of 3CR	\$15,070
Disability Day	\$2,334
	<b>\$43,204</b>

### *Public Records Office of Victoria*

---

3CR Book project	\$8,500
	<b>\$8,500</b>

### *City of Melbourne*

---

3CR Book project	\$14,000
	<b>\$14,000</b>



# PROGRAMS AT 3CR

## PROGRAMMING SUB COMMITTEE

Gabrielle Reade, Amy McMurtrie, Irene Bolger, Fadzai Zanda, Marisol Salinas, Michael Smith, Thanh Hang Pham, Andy Britt, Michaela Stubbs.

## SPECIAL BROADCASTS IN 2016

### *Tunnerminnerwait and Maulboyheenner*

20 January

A live broadcast commemorating two Indigenous Freedom Fighters who were the first to be publicly executed in Victoria.

### *Survival Day*

26 January 11-1pm

3CR's Indigenous broadcaster made a live cross from the Invasion Day Rally that shut down the Australia Day March in Melbourne's CBD.

### *International Women's Day*

8 March

For 40 years 3CR has given voice to diverse women's voices. This year our annual broadcast featured feminist radio, music, talk and community news, from midnight 7 March to midnight 8 March.



*Revelations and Radical Radio participants in studio 3*



*Live broadcast from Bendigo Street Celebrating Community Festival*



*Sisters Akousmatica Sound Walk*





### *Sustainable Breakfast*

15-18 March 7-8.30am

Four days of live broadcasts, free breakfast and live music at Friends of the Earth Food Coop and Organic Café. Presented by the Breakfast programs and supported by the City of Yarra and Friends of the Earth.

### *If People Powered Radio: 40 years of 3CR at Gertrude Contemporary*

Four live broadcasts from the Gertrude Contemporary gallery highlighting 40 years of Radical Radio.

1 April 5-7pm

We celebrated 40 years of Indigenous programming on 3CR with an all-star cast featuring Viv Malo, Robbie Thorpe, Gilla McGuinness and Johnny Mac.

8 April 5-7pm

We celebrated community language programming as a key part of 3CR's broadcasting since the station began—with many programs operating in support of resistance movements elsewhere.

15 April 5-7pm

Liquid Architecture original presenters Warren Burt, John Campbell and John Crawford celebrated this revolutionary radio show that was closely connected to the avant-garde activities of Clifton Hill Community Music Centre and other sites of Melbourne underground tumult.

22 April 5-7pm

We introduced some of 3CR's most notorious troublemakers and reflected on a selection of the many campaigns they've participated in the history of 3CR is also a history of the social and political struggles of the past four decades.

### *May Day 2016*

1 May 7am-12 midnight

We broadcast programs about workplace safety and employment opportunities celebrating the achievements of the labour movement and to show solidarity with the continued struggle for labour rights everywhere.

### *Sisters Akousmatica*

8 May 11-6pm

Radio queens Julia Drouhin and Pip Stafford led a sound walk featuring seven sound artists, over seven hours, in seven locations around the Yarra River and broadcast live on 3CR.

### *Revelations and Radical Radio*

15 June 4-7pm

The Pan Afrikan Poets Café, hosted by Sista Zai Zanda and Dub Reggae Selector, Third Culture broadcast live from the station, 'Revelations and Radical Radio' – a program of spoken word and music featuring new, cutting edge and classic First Nations and Afrikan storytelling and conscious reggae music.





Some of the *Beyond the Bars* 2016 team

### ***Beyond The Bars***

6-10 July

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

Tuesday 5 July 11-2pm Barwon Prison (Lara, near Geelong)

Wednesday 6 July 12-2pm Fulham Correctional Centre (near Sale, Gippsland)

Wednesday 6 July 2-4pm Loddon Prison (Castlemaine)

Thursday 7 July 12-3pm Port Phillip Prison (Laverton)

Friday 8 July 11-2pm Marngoneet Correctional Centre (Lara, near Geelong)

### ***Eureka Rebellion***

3 December 4-6am

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

### ***Bendigo St Community Festival***

28 August 4-5pm

3CR broadcast live from the Bendigo Street Celebrating Community Festival.





*Tunnerminnerwait and Maulboyheenner Memorial Launch*

11 September 2-3pm

Live broadcast from the 'Standing by Tunnerminnerwait and Maulboyheenner' launch. The result of 12 years of community action against the whitewashing of the brutality of colonisation and the frontier wars.

*Disability Day*

3 December 7am-7pm

3CR presented live and pre-recorded content by, for and about people with disability.

*Tamil Radiothon Christmas Appeal*

25 December

An annual on-air fundraiser in support of the Tamil community here and overseas.

**PROGRAM CHANGES IN 2016**

New Programs

Sweet Dreams Sunday 11pm-12am

The Ravens Lair Monday 12-1.30am

Kids with Attitude Thursday 2-3pm

Intersections Sunday 5-5.30pm

Communication Mixdown Thursday 6-6.30pm

Seeking Redemption Monday 1-2pm



*Live broadcast from If People Powered Radio: 40 years of 3CR at Gertrude Contemporary*



*Live broadcast from Bendigo Street Celebrating Community Festival*

**PROGRAM DEPARTURES**

Shiftegan

Arada

Tak Radio

Femme Freestyle

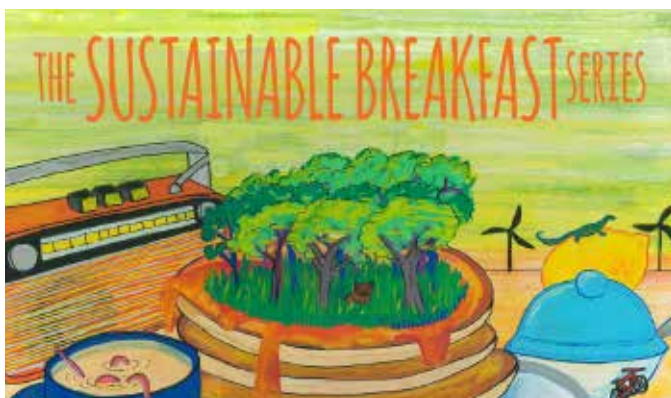




In 2016 3CR Projects supported the production of the station's 40th birthday publication 'Radical radio: Celebrating 40 years of 3CR'. In addition, work continued to facilitate a range of community groups and marginalised issues gaining an active voice in the media. We hosted local outside broadcast events, produced unique archival documentaries, and celebrated 15 years of providing a voice to Aboriginal prisoners.

*Projects Sub Committee*

Fiona Dean, Juliet Fox (facilitator), Helen Gwilliam, Amy McMurtrie, Areej Nur, and Liz Wright.



The 2016 Sustainable Breakfast poster

**FUNDED PROJECTS SUPPORTED IN 2016**

*Sustainable Breakfast Series (\$4,000)*

Funder: City of Yarra

The Sustainable Breakfast Series enjoyed its third year, broadcasting live from Friends of the Earth Food Co-op. Featuring campaigners, commentators and innovators discussing the most important challenge of our time: how to achieve environmental sustainability with social justice. Everyone enjoyed a delicious, sustainable and organic breakfast and some great live music. The series ran from Tuesday 15 March to Friday 18 March, between 7 and 8:30am. Thanks to the City of Yarra sustainability grants for supporting this project.

*Beyond the Bars 2016 (\$56,000)*

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

In 2016 the Beyond the Bars project celebrated 15 years on air and broadcast from six Victorian prisons during NAIDOC Week. The 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 13. Audio and information is available online at: [www.3cr.org.au/beyondthebars](http://www.3cr.org.au/beyondthebars)



Artwork from the 2016 Beyond the Bars poster



3CR's first studios and broadcast site, Armadale, Melbourne, c1975

### 3CR Book project

In 2016 the Book Working Group completed the enormous task of creating the 3CR book, 'Radical Radio: Celebrating 40 Years of 3CR'. The book is a visually stunning account of the people and ideas that make up this dynamic station and includes hundreds of images and over 60 features on programs, people, music and technology from across the decades. The 300+ page publication was launched in May with speakers and a crowd of around 250 people. The book is available for sale online and at the station for \$49.50. The book received a Commendation in the Victorian Community History Awards, Collaborative Community category.

### Black Gold (\$5,000)

Funder: Community Broadcasting Foundation

The grant supported the production of five hour-long documentaries using Aboriginal and Torres Strait Islander program material from the 3CR archive. The themes include: land rights, 1988 anti-bicentenary activities, fight to save Northland Secondary College, broadcaster Lisa Bellear and the sovereignty and treaty campaign.

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



Artwork from the 2016 Beyond the Bars poster





*People Powered Radio: An exhibition of 40 Years of 3CR (\$15,070)*

Funder: City of Yarra

An exhibition hosted by Gertrude Contemporary celebrating 40 years of 3CR. It explored the station's history of radical broadcasting and how it has thrived in its endeavour to foreground the often unheard voices of Aboriginal people, women, workers, ethnic and GLBTIQ communities, people with disabilities, environmentalists, artists and musicians. The exhibition presented a combination of recordings, technological hardware, photographic and textual documents from the station's vast historical archive. Newly commissioned artworks by local artists framed and interpreted the station's history of radical broadcasting.



*Delicious treats donated by volunteers for sale at the 3CR Open Day*

*Disability Day (\$2,300)*

Funder: City of Yarra

Supplemented 12 hours of International Day of People with Disabilities by producing four hours of live programming for disability day including music performances and coverage of accessibility, inclusiveness and the NDIS in the local Yarra area.



*Meeting spot for people wanting tours of the station at the 3CR Open Day*

*3CR Webteam*

Christie, Corey, Jason, John, Juliet, Nicky, Nina and Ruben. Thank you to Lucas Hodge and Media Insights for ongoing hosting and support.





## 3CR ONLINE

Followers  
580 in 2016  
**@3crrmelbourne**




Followers  
5,476 in 2016  
**@3cr**



There were 8,500 unique  
visitors in the month of  
October 2016  
**3cr.org.au**



Likes  
7,024 in 2016  
**/3crrmelbourne**



3,500 unique  
listeners per  
month in 2016  
**Audio on  
Demand**



**eNews  
subscribers**  
2,115 in 2016



46 programs  
podcasting in  
2016  
**Podcasts**





Broadcaster Kerri-Lee wearing one of our new Radical Radio t-shirts

### *If People Powered Radio: 40 years of 3CR at Gertrude Contemporary*

TSC members Michael Smith, Nicky Stott, Teishan AHeerne and Leanne McLean worked extensively on the 40th exhibition helping to prepare the technical display, audio, ephemera and photographic content and assisting with the outside broadcasts. It was a sterling effort which fed into the ongoing project of archiving our photos, ephemera and important audio.

### *2016 CBAA Awards*

3CR's 40th exhibition won the 2016 CBAA Award for Most Innovative Outside Broadcast or Special Event Broadcast. We acknowledge TSC members Michael Smith and Liz Wright for their involvement in the broadcasts and congratulate Marian McKeown for coordinating the broadcasts that featured programs from every decade and showcased 3CR's radical history of diverse community voices, activist campaigns and niche music.

### *Women and gender diverse live to air training*

3CR's women and gender diverse live to air training was a finalist in the 2016 awards in the Excellence in Training category. Congratulations to the training participants, Alex Gotts, Zai Zanda, Nina Buchanan, Edwina Stevens and Emma Hart for their enthusiasm in taking up this training opportunity and sharing their skills with 3CR music programs. Special thanks to Florenz Ronn for sharing his sound engineering skills with 3CR over the past twenty years encouraging diversity in the field of technology.

## **TRAINING**

2016 was a busy year again for training at 3CR. Training Sub Committee (TSC) helped to organise our 40th birthday celebrations, designed new course materials, implemented new training policy and were involved in developing 3CR's strategic plan.

TSC: Teishan AHeerne, Nicky Stott, Mark Tyler, Maja Graham, Mike Smith, Liz Wright and Leanne McLean (Training Coordinator).





### *Train the Trainer Workshop (TTT):*

Maja Graham and Teishan AHeerne delivered this year's TTT, participants included: Alex Gotts, Michaela Stubbs, Lulu Garcia, Thanh Hằng, Amy McMurtrie, Nicky Russell, John Langer, Namila Benson, Nina Buchanan and Jessie Richardson.

### *Live to Air Skill Share Guidelines*

TSC and 3CR's committee of management coordinated a consultative process to engage station-wide input into the application and selection process for live to air training. The guidelines use the lens of intersectionality to ensure that principles of access are addressed and that diversity in the field of technology be championed.

### *General Training Courses*

3CR relies on the generosity of volunteer trainers to deliver five training courses per year. Thank you to the trainers who shared their time and skills this year: Michael Smith, Teishan AHeerne, Paul Elliott, Peter Davis, Stu Burns, Dale Bridge, Chris Lassig, Mark Tyler, Liz Wright, Edwina Stevens, Zai Zander, Joe Wally, Emma Hart, Ania Anderst, Helen Gwilliam, Aoife Cooke, Lourdes Garcia, and also the wonderful new trainers: Thanh Hằng Pham, Michaela Stubbs, Namila Benson, Alex Gotts, Nina Buchanan, Jessie Richardson and Amy McMurtrie.



Broadcaster Joe (right) in Catania Sicily



Burning Vinyl fundraisers at the Old Bar



### Training Participant Feedback:

“ I really loved the active nature of this training. Actually doing hands on things was great. This training created a happy ending to a pretty cruddy day. Thanks! ”

“ Fun, informative, exciting, content and delivery. ”

“ The stuff was super interesting and the presenters great maintained group focus and energy really well. ”

### Training Course Content Review

Leanne McLean, 3CR training coordinator and 3CR trainer Namila Benson reviewed the training course session plans based on feedback from trainers and participants. New course materials and audio examples were developed for the training exercises in 2017.

### Media Law

Edwina Stevens filmed our media law seminar and spent a wealth of time editing the three hour session down to an hour and a half. We have been hoping to film this seminar for years and are very excited that it was finally achieved this year.

### TAILORED TRAINING

#### Brainwaves

Nicky Stott delivered five weeks of training to a new *Brainwaves* team. They are all on air and producing great radio.

#### Voice of West Papua

Nicky Stott spent a number of weekends training four women to join the *Voice of West Papua* program team. It was really appreciated by everyone and has been a great bonus to boosting the team.

#### Melbourne Library Podcast Training

Staff from Melbourne Library enjoyed a short course in course podcast training which was designed and delivered by Teishan AHeerne and Namila Benson. Thanks to both trainers for a project that was enthusiastically received and has become our prototype for podcast training!

#### Staffing

Thank you to the wonderful Pier Moro for filling in as Training Coordinator during Leanne's long service leave during the busy Radiothon period.

Staff changes at 3CR this year saw the opportunity for the Volunteers and Training roles to be merged again. The Training Coordinator is now the Volunteers and Training Coordinator working four days per week.





## VOLUNTEERS

2016 was 3CR's 40th birthday and as such was a hugely exciting year in engaging our volunteers in a range of celebratory projects. Hundreds of volunteers from the past forty years to the present came out of the woodwork to get in touch with the station and provide resources, photos, equipment, ephemera, anecdotes, memories and assistance with all of the events that marked our birthday.

Along with the amazing production of radio, our volunteers worked hard to fundraise for the station during Radiothon, organising a range of great events from music benefits, film and quiz nights, cake stalls, sausage sizzles and wine fundraisers.

The annual volunteer intake was busy with the volunteer coordinator responding to over one hundred new volunteer enquiries and assisting sixty people to enrol in the 3CR radio training course and join existing programs or make new program proposals.

Thank you to all the volunteers who are involved in the governance and decision making committees at 3CR. We appreciate your skills, passion and recognise the time and energy it requires to attend meetings on top of your busy lives and radio work.

The support and solidarity between the hundreds of volunteers at the station is a rare and lovely culture that many people appreciate when they get involved in the station and something of which can be most proud.



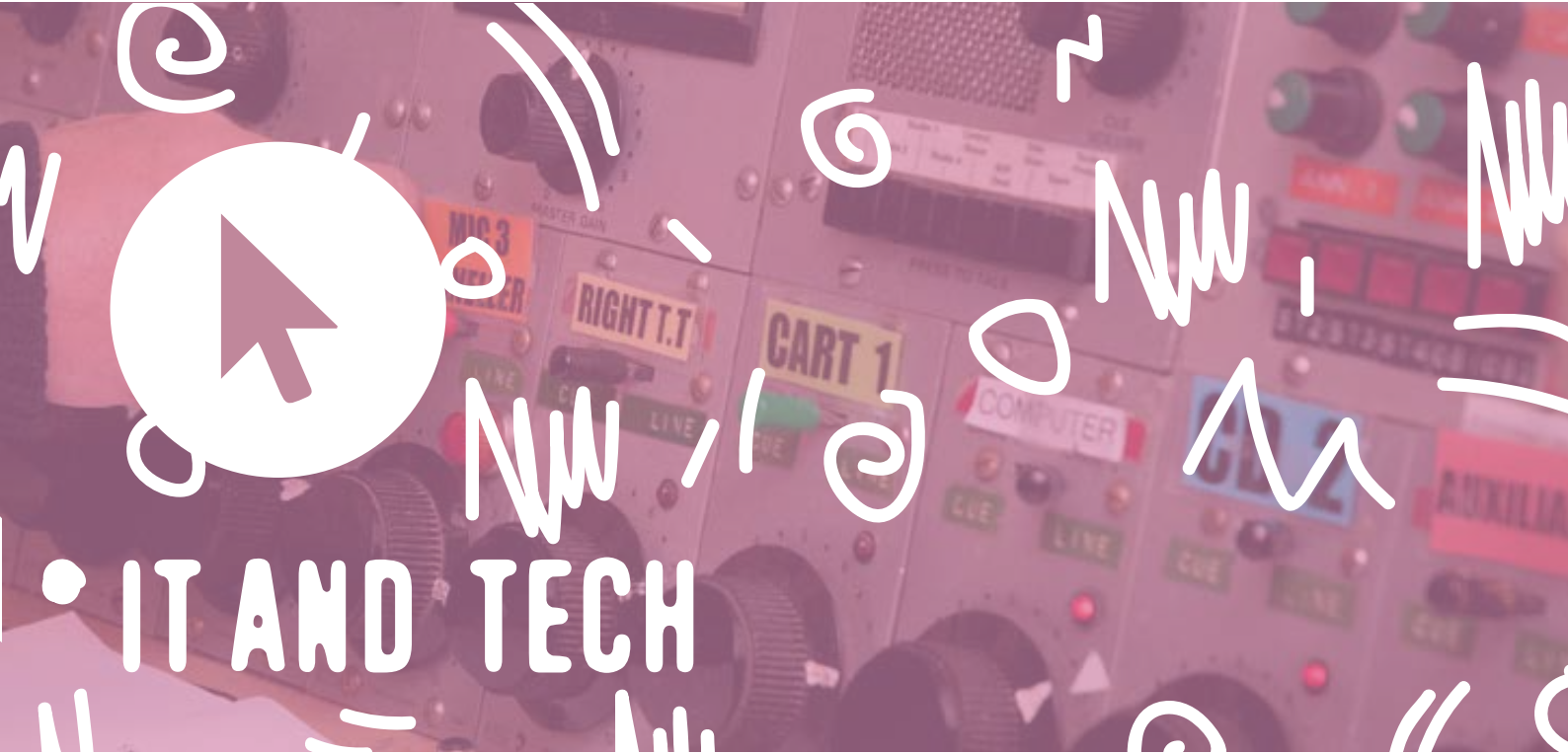
*Some of 3CR's archive team hard at work*



*Corey adding the final touches on her artwork Stolenwealth on the side wall of the station*



*Broadcasters from the Jazz on a Saturday team, celebrated 40 years of programming in 2016*



Two major installations at our Werribee transmitter site were completed in 2016.

In January we commissioned our new Nautel XR6 transmitter. This had been delayed from December 2015 to await the shipping of the correct power transformer from the manufacturer in Canada. The installation was pleasantly uneventful, and the transmitter has been on air since then. We now operate on 855kHz at our licenced power of 3.5kW, compared to 2.5kW previously. Our former main transmitter, a Harris SX-2.5 is now the standby, while the former standby, an AWA BTM-2J was acquired by a radio amateur.

In late 2015 we signed a contract for the installation of a Digital Radio Repeater at Werribee, and the actual work took place during April 2016. The major components include a rack of equipment in the main building, an additional air conditioner, receive and transmit antennas on the East tower, and a 90m

trench between the tower and the building. The whole task was completed in five intense days. The tower work required 3CR technicians to shift the two AM services (3CR 855kHz, and Vision 1611kHz) to the West tower while crew were working on the East tower. As expected, we also had to rejoin a number of copper earth wires that were cut during the trenching.

The Digital Radio Repeater at Werribee is one of four in-fill sites in Melbourne operated by Commercial Radio Australia, a sector body representing commercial broadcasters. It improves Digital Radio reception in areas that may be impaired due to distance or shadowing. The repeater takes the main signal from Mt Dandenong, and by some serious mathematics manages to re-broadcast it on the same frequency. It encompasses all the services from Mt Dandenong – commercial, community, ABC and SBS. So now Werribee transmits 3CR on 855kHz AM, and 204.64MHz Digital.



The broken stuff for fixing box, 3CR tech and IT team always have something to do!



3CR transmitter site, Werribee





*3CR technician Riah with Wayne Dickson of Commercial Radio Australia installing a digital repeater at the Werribee transmitter site*

During these works the tower crew reported that the supporting guys seemed low in tension. We subsequently engaged Radio Masts Australia (who erected the towers in 1995) to resolve this and over a few days in April 2016 the guys were tightened and the towers fully inspected. Radio Masts confirmed our suspicions that the AM radiating wires on the towers were starting to corrode; they recommended we replace them within the next five years.

In the studios we are facing an ongoing dilemma with our Dinesat on-air playout software. Dinesat plays our announcements, much of our pre-recorded programs and music, and runs in automation mode most nights.

The version of Dinesat we have only works on Windows XP, which means that six computers must remain on this now unsupported operating system. We will be investigating in 2017 alternatives and options for our on-air playout system.

Despite our playout software being stuck on Windows XP we have made great progress rolling out Windows 7 to the rest of the station. To speed up this process a 3CR Windows system image with a common station user has been developed which allows us to configure and deploy a new PC relatively quickly.

The 40th birthday celebrations provided a great impetus to pull together and exhibit some of the archival material that the station has managed to retain and helped move along the development of the 3CR on-line archiving system.



AMIDA

Anarchist Media Institute

Armenian Gen. 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

Ceylon Tamil Association Vic

CFMEU Construction & General Division

Council for the Defence of Government schools

EarthSharing Australia

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





ACCENT OF WOMEN

AFGHAN RADIO

ALTERNATIVE NEWS

ANARCHIST WORLD THIS WEEK

APARTMENT OF SOUND

ARE YOU LOOKING AT ME

ARMENIAN NEWS

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

ENSPSYCHEDELIA

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

JAZZ ON A SATURDAY

KEEP LEFT

KIDS WITH ATTITUDE

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

MACEDONIAN MUSIC

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 RAVENS 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 - SQUATTERS AND  
UNWAGED WORKERS AIRWAVES  
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  
WEDNESDAY BREAKFAST  
WOMEN ON THE LINE  
YARRABUG













# THANK YOU TO OUR SUPPORTERS

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

Thank you to the subscribers and funders and a special thank you to all of the volunteers who donate their time, skills and knowledge. The station wouldn't exist without you!

City of Melbourne  
 City of Yarra  
 Community Broadcasting Foundation  
 Corrections Victoria  
 Department of Justice  
 Friends of the Earth  
 Holding Redlich  
 Internode  
 Koori Justice Unit

Luke Lambert wines  
 Media Insights  
 NEMBC  
 New International Bookshop  
 PILCH Victoria  
 Public Records Office of Victoria  
 Yarra Community Housing  
 Yarra Youth Services





BROKEN  
STUFF FOR  
FIXIN'



3CR

COMMUNITY RADIO  
ANNUAL REPORT  
2016

