



# ANNUAL REPORT 2023

# **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, LGBTIQ+, First Nations people, workers, refugees, and the many issues and people misrepresented and under-represented in the mass media.

3CR holds a deeply informed and radical philosophy of what radio and community media can be. Through our program content, we advocate and agitate for social and political justice and transformation.

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

# CHAIR REPORT

Pilar Aguilera

2023 was a year marked by visionary strides and increasing community engagement. At 3CR, we've always been innovators, leading the charge towards a more inclusive and empowered future, creating social change, as our statement of purpose reminds us.

From our humble beginnings, securing the iconic building at 21 Smith Street in the early 1980s, to fostering a vibrant community-led radio station, our journey has been one of resilience and innovation.

Our vibrancy is created by the extraordinary efforts of volunteer broadcasters, committee members and our hard working staff. I'd particularly like to acknowledge the incredible contribution of staff member Gab Reade who resigned in December 2023. Thank you Gab for your support of people, programs and radical thought at the station for over 20 years.

Thank you also to our Committee of Management for your work and guidance. In November 2023, we strengthened our commitment to community building through a strategic planning day, where three key objectives emerged: enhancing programming promotion, deepening community engagement, and harnessing the expertise of skilled volunteers. These objectives, clear and attainable, guide us along our roadmap up until 2025.

In 2023, we embarked on an exciting phase, envisioning our future and dream for a new building at 21 Smith Street. Consultations with architects and a comprehensive feasibility study were started, laying the groundwork for a community-led vision. In December we launched an important community consultation phase, which we know will yield invaluable insights as we shape our architectural ideas and collective vision.

We ended the year with a renewed commitment to broadcasting and amplifying marginalised voices. At the forefront of our minds was the situation in Gaza, Palestine, and the fact that we continue to broadcast the only English language Palestinian program in Australia – *Palestine Remembered*. The scope of coverage for Palestine has been immense and across the breadth of a program grid. I commend our resilience, solidarity and unwavering political stance at a time when not everyone is willing to use their voice for a better world.

We are proud to be on the right side of history, Venceremos!

## 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 2023

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

Directors: Brendan Bonsack, Em Collard (coopted August), Emma Hart (coopted May), Helen Gwilliam (resigned February), James McKenzie, Joe Malignaggi, Sonja Hammer (resigned September), and Therese Virtue.

## Staff

Station Manager: Rachel Kirby

Program Coordinator: Michaela Stubbs

Projects Coordinator: Juliet Fox

Current Affairs Coordinator: Gab Reade / Michele Vescio

Office and Finance Coordinator: Loretta O'Brien

Volunteer and Engagement Coordinator: Innez Tulloch

Training Coordinator: Leanne McLean

Technical Assistant: Riah Williams

IT Coordinator: Luke Neeson

## Contract staff

Technical Coordinator: Greg Segal – GWS Audiovisual | Auditor: Simon Hourigan

## Subcommittees

Finance Subcommittee convener: Loretta O'Brien

Program Subcommittee convener: Michaela Stubbs

Projects Subcommittee convener: Juliet Fox

Technical Subcommittee convener: Rachel Kirby

Training Subcommittee convener: Leanne McLean

# STATION MANAGER REPORT

Rachel Kirby

This year brought its share of challenges and achievements, and across another busy year at the station, 3CR broadcast an incredible array of critical conversations and ideas. From community-led action on the climate crisis and social inequality, anti-war and anti-AUKUS activism, Trans Pride at Reclaim the Streets, disability justice and our unwavering commitment to give voice to the Palestinian community. Our program grid is a dynamic reflection of our community's activism, art, and music and across the year 3CR continued to provide a vital media space for progressive ideas and voices to be heard.

In January, our Invasion Day special broadcast featured our First Nations programmers crossing live to community actions and ceremonies across the country, including the Naarm rally 'Stop the War – Treaty before Voice'. The Voice referendum and the work of the Victorian Yoorrook Justice Commission and the First Peoples' Assembly of Victoria were followed by our First Nations broadcasters and many of our current affairs program teams, offering our listeners an opportunity to hear directly from First Nations elders and activists.

Our International Women's Day and May Day special broadcasts have been a feature of 3CR annual programming for nearly 50 years and continue to provide a space for conversations challenging capitalist ideology and gender-based oppression. Both special broadcasts featured program teams from across the 3CR grid, with the May Day broadcast crossing live to the Melbourne rally.

June is always a busy month at 3CR and featured our annual Radiothon with the theme 'Stay Tuned, Stay Radical', closely followed by our *Beyond the Bars* broadcast series during NAIDOC week in July. In its 22nd year, *Beyond the Bars* remains an important contribution to the conversation and activism of First Nations decarceration and the intergenerational impacts of colonisation. Our annual special broadcast for International Day of People with Disability engaged with the theme Health Sovereignty and presented a critical analysis of disability justice within the context of colonisation and its wide-ranging impacts on our health system and communities.

We welcomed new volunteers, program teams and affiliate members and celebrated the 25th year of the *Celtic Folk Show*. Sadly, we also farewelled long-term volunteers and programs, including the *Armenian Show*, which first went to air in 1976. In their final episode, broadcast in June, Berdj Tchakerian reflected on the program's 47-year history, remembering the many volunteers who produced the show and the significant role the program played in connecting their community.

3CR is a vibrant place filled with the energy and commitment of a powerful volunteer workforce, who fill reception shifts and are broadcasters, producers, committee members, mentors, and technicians. Thank you to you all for your work-ethic in building and supporting our community and your steadfast commitment to 3CR's purpose to be a media space for progressive communities to voice ideas and build their power to create social change.



“

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. ”



“

Thank you for the LIVE broadcast! (Invasion Day rally) I was there but couldn't get too close to the speakers due to the wonderful crowd, so I listened via 3CR ”

”

Above: Broadcaster Robbie Thorpe speaking at the 'Stop the War – Treaty before Voice' Invasion Day rally

# FINANCIAL SUMMARY

3CR maintains a strong financial foundation, supported by the ownership of key assets including the 3CR studios and transmitter site. Our operational budget remains disciplined, allowing us to strategically prepare for growth and adapt to changing circumstances.

Guided by our Committee of Management and Federation, 3CR remains committed to delivering diverse and independent community radio programming while actively engaging with our audience and supporters. We thank our members, volunteers, and affiliates for their ongoing support and anticipate another successful year ahead.

## MEMBERSHIP

### Affiliate Membership

3CR is governed by the Community Radio Federation, which consists of elected station and subscriber representatives along with affiliated organisations and unions. In 2023, the Community Radio Federation had 33 affiliate members.

Union affiliation, fundraising, and donations continue to be essential for the station's political and financial stability. Our current union affiliates include the CFMMEU – Victorian Division, Maritime Union – Victorian Division, Electrical Trades Union, Australian Manufacturing Workers Union, and CEPU-Plumbing Division and the Australian Unemployed Workers Union.

### Subscriptions

Subscriptions underpin our organisation's membership structure and are key to meeting the station's governance requirements. As of December 31, 2023, we had 867 subscribers. Our subscriber members actively participate in station decision-making, reflecting our commitment to the principles of community-owned and controlled media.

## FUNDRAISING

### Radiothon

Our annual Radiothon includes a June on-air appeal and fundraising initiatives throughout the year. We raised \$237,796 from 1741 donations in 2023. Despite a general downturn in charitable contributions in the not-for-profit sector, we achieved our target of \$275,000 thanks to two major donations totalling \$50,000 from our generous supporters.

### Funding and Grants

Funding from the Community Broadcasting Foundation (CBF) is vital in supporting some of our core programming, providing the financial resources necessary to deliver impactful and diverse content. CBF grants support our First Nations and community language program teams, and five programs broadcast nationally via the Community Radio Network. The ongoing support from CBF for our *Beyond the Bars* prison radio project has ensured its continuation over many years.

### Bequests

In 2023, while we didn't receive new bequests, two generous supporters have expressed their intent to leave gifts in their Wills. This enduring support establishes a lasting legacy for our station and enhances our ability to achieve long-term strategic objectives. To learn more about leaving a gift to 3CR in your Will, please contact our Station Manager.

# PROJECT FUNDING 2023

## Community Broadcasting Foundation

Development and Operations	\$72,850
Content Development – Beyond the Bars	\$25,746
Content Development – Specialist Indigenous	\$65,105
Content Development – Specialist Ethnic	\$39,570
Content Development – National Program	\$92,500

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Total	\$295,771
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## Federal Government

Dept of Industry, Innovation and Science - Stronger Communities \$4,000

## Local Government

### City of Yarra

Beyond The Bars	\$11,527
International Day of People with a Disability Project	\$10,200
Mural	\$14,600

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Total	\$36,327
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## State Government

### Department of Justice and Community Safety

Beyond The Bars \$22,988

### Department of Premier and Cabinet

Creative Victoria – Community Radio Support \$35,000  
Pride Event \$3,000

### Regional Arts Victoria

Mural \$10,000

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Total	\$70,988
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## Other

Australian Communities Foundation – Untold Stories of Injustice \$13,000  
Inner North Community Foundation \$1,000

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Total	\$14,000
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<b>Total funding and grants</b>	<b>\$421,086</b>
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Above: Free Palestine Printing placard at the weekly Free Palestine Melbourne rally





# PROGRAMMING 2023

3CR programming is a rich diversity of ideas, languages, art and music. Our national environment program, *Earth Matters*, and programs across our grid continued to broadcast critical conversations on the Climate Emergency, offering our listeners grassroots perspectives from communities impacted by the devastating climate events of 2023 and the powerful community-led responses, actions, and activism.

Our music and arts programming is a strong feature of our weekly program grid. Our broadcasters offer our listeners compelling content, from live-to-air broadcasts and interviews showcasing new and emerging Australian artists and musicians to late-night nostalgia and afternoon jazz. Congratulations to *Lazy Wednesday Afternoon*, who celebrated 20 years of programming and was awarded the best music program at the 3CR Volunteer Awards, a well-deserved recognition. Other milestones from the year included *Melbourne Chautari*, presented by the Nepalese Association of Victoria, celebrating 20 years of broadcasting.

Thank you to our broadcasters for your time, talent and commitment to giving voice to your community.

## PROGRAM HIGHLIGHTS

### **Palestine coverage**

3CR has provided airtime to the struggle for a Free Palestine since it began broadcasting in 1976. In 2023 the coverage increased and included recording the weekly rallies and other events for rebroadcast, as well as extensive coverage across many of our current affairs shows.

Our weekly program *Palestine Remembered* presented by Nasser Mashni is the only English language radio program in Australia by and for the Palestinian community. In a deafeningly silent Australian media landscape, the program provides a vital space for Palestinian voices and advocacy.

Since the first rally for Palestine in October 2023, 3CR volunteers have recorded the weekly Sunday event at the State Library Victoria, as well as other rallies and marches at the Parliament House steps, Fitzroy Gardens, Treasury Gardens, and Victoria Barracks providing the audio for rebroadcast across a range of 3CR programs.

On Saturday 9 December, 3CR presented a live broadcast from the Melbourne Motorcade for Palestine featuring conversations between Nasser Mashni, *Palestine Remembered* and 3CR broadcasters Jiselle Hanna, *Accent of Women* and *Asia Pacific Currents* and Jacob Grech, *A Friday Rave*. This special broadcast was supported by Free Palestine Melbourne, Renegade Solidarity Audio Force, and Renegade Activists.

*Palestine Remembered*: [www.3cr.org.au/palestine](http://www.3cr.org.au/palestine)  
[www.3cr.org.au/palestinecoverage](http://www.3cr.org.au/palestinecoverage)

### **Celebrating 100 years of Public Radio**

November 23 marked 100 years of Public Radio in Australia, and 3CR celebrated this milestone with special episodes from across the grid.

*Stick Together*, 3CR's national union and workers program looked at how radio has impacted the country and broadcast some early community radio audio. *Steam Radio* host Andrew Nolte featured rare early Australian recordings taking a trip down memory lane to post-war Australia.

3CR breakfast teams featured interviews with Deb Welch on her career in radio, starting at 3CR in the 1980s, and 3CR broadcaster Sonia Randhawa, the founder of Radiq Radio, who brought the voices of refugees, squatters, factory workers and other marginalised groups to listeners in Malaysia.

[www.3cr.org.au/protests/episode/celebrating-100-years-public-radio](http://www.3cr.org.au/protests/episode/celebrating-100-years-public-radio)

### **GECO - 30 Years Fighting for Forests**

Broadcast across seven episodes, GECO - 30 Years Fighting for Forests is a retrospective series marking three decades of forest activism in East Gippsland, Victoria. Produced in 2023 by Fiona York, Housing for the Aged Action Group, it features conversations with activists from GECO, exploring victories, setbacks, and lessons learned.

From the early years to landmark blockades like Goolengook, the series discusses urban mobilisation, citizen science, bushfires, the blockade at Errinundra and the end to native forest logging in Victoria.

[www.3cr.org.au/geco30years/episodes](http://www.3cr.org.au/geco30years/episodes)

### **Disability Day – Health Sovereignty**

3CR's 12-hour Disability Day special broadcast, themed Health Sovereignty featured programmers from across 3CR's grid and content created by Pauline Vetuna, 3CR's Disability Day content coordinator.

In Pauline's words 'For our 2023 Disability Day broadcast, we're making space to explore what health and HEALTH SOVEREIGNTY means, holistically and materially, to First Nations disabled people and other disabled individuals, their kin networks and communities, residing on unceded Aboriginal and Torres Strait Islander lands. And imagining what genuinely healing healthcare systems that affirm the lives, self knowledge and expertise of disabled people of all ages and backgrounds can look like in the future'.

[www.3cr.org.au/disabilityday2023](http://www.3cr.org.au/disabilityday2023)

### **Chile: 50 Years of Solidarity & Struggle**

2023 marked the 50th anniversary of the civil-military coup in Chile that overthrew the democratically elected government on September 11, 1973, and stopped the popular project of peaceful transition to Socialism lead by Salvador Allende. It is a significant day of mourning for the Chilean community, and a program of events from September 9-16 commemorated the mass exile of thousands of Chileans, alongside a history of resistance, struggle and solidarity.

3CR's special broadcast on Thursday 14 September, broadcast in English and Spanish, featured six hours of conversation, testimonies, past and current issues, and music. Special guests from Chile and Latin America spoke about the legacy of Salvador Allende, Comité 119, Inquietando desde el margen, Coordinadora lucha y memoria por los 50 años and Coordinadora de traumas oculares.

[www.3cr.org.au/chile-50-years-solidarity-struggle](http://www.3cr.org.au/chile-50-years-solidarity-struggle)

### **National Science Week**

To commemorate National Science Week, 3CR's national program *Lost in Science* produced a special episode, connecting listeners to some of the remarkable grassroots science week events across the country. From mapping microbes in Western Australian, citizen science projects on the Great Barrier Reef to space exploration.

Across the week 3CR's Breakfast programs presented a Science Week Special: Pulling the threads of AI, Automation + Data Sovereignty. Interviews explored the impact of AI on deepfakes and violence against women online, artificial intelligence and the rights of persons with disabilities and an interview with Lizzie O'Shea from Digital Rights Watch on facial recognition technology and its implications on over policing.

Top : Kate and Suzy from *Lazy Wednesday Afternoon*  
Bottom: Presenter Ajak Kwai with guests from Wild at Heart for Disability Day





“ YES EVERYTHING ABOUT THIS  
(Disability Day broadcast) Awesome, thank you.  
Abolition cannot exist as a viable inclusive movement  
without disability justice as a foundational part of it. ”







# NEW PROGRAMS

We welcomed five new programs to the 3CR grid in 2023. Congratulations to all the volunteer broadcasters for completing training and thank you to the trainers and mentors who provided support.

## **En Raasavin Manasile, Friday 8-9pm**

Inspired by the music of Maestro Ilaiyaraaja and other Tamil/Indian composers, this program creates awareness about Tamil culture and society. The show explores and shares the joy in the multiple facets of Tamil popular, folk and classical music.

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

## **Hong Kongology, Thursdays 6-7pm**

*Hong Kongology* features alternative perspectives on current affairs, cultural events, artistic development, and community news within Hong Kong, the Hong Kong diaspora in Australia and beyond. The program not only tells stories about Hong Kong but hopes to connect with communities experiencing similar decolonising challenges. Presented in Cantonese and English.

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

## **Local Food Connections, Sundays 10-10.30am**

A show about the power of local sustainably grown food to connect us more strongly with our communities and the lands we inhabit. Featuring interviews with local food producers, backyard growers and urban farmers, and information about food justice organisations, food swaps, community gardens, farmers markets, sustainability events and food rescue in the Melbourne region.

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

## **Radio MMT, Fridays 5.30-6.30pm**

Because economics is too important to leave to the experts, a handyman and admin assistant bring you compelling conversations with the pre-eminent names in heterodox economics. Anne & Kev break it down so everyone can participate in the big questions of the day.

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

## **Rainbows Don't Fade with Age, Monday 2-2.30pm**

*Rainbows Don't Fade with Age* is Melbourne's only show dedicated to all things LGBTI+ ageing and aged care. Presented by Val's LGBTI Ageing and Aged Care (part of Rainbow Health Australia at the Australian Research Centre in Sex, Health and Society, La Trobe University) together with older LGBTI+ people, service providers and guests, this show aims to highlight a range of information and perspectives regarding the lives, experiences and needs of older LGBTI+ people, and the services and people who support them as they age. [www.3cr.org.au/rainbowsdontfade](http://www.3cr.org.au/rainbowsdontfade)

# CBAA RADIO AWARDS

3CR was recognised at the Community Broadcasting Association of Australia, CBAA Community Radio awards 2023, with three nomination finalists: Best New Radio Program, *PX Whanau*. Outstanding Volunteer Contribution, Dr Joe Toscano, *Anarchist World this Week* - 20 years on the CRN. Excellence in Outside Broadcasting, Pride Street Party Outside Broadcast.

3CR received the award for Best Station Production – Stay Tuned Stay Radical. The on-air announcements and promotion of our 2023 Radiothon.

Dr Juliet Fox was presented the Michael Law award in recognition of her sustained and outstanding contribution to the guiding principles of community broadcasting. Congratulations Juliet on your well-deserved recognition.

Top left: Broadcaster James McKenzie, *In Ya Face* with local MP Gabrielle De Vetri  
Top right: Broadcast team from the early years of the *Armenian Show*  
Middle left: *Celtic Folk Show* presenter Anne McAlister celebrating 25 years of broadcasting  
Middle right: Andrew Nolte, *Steam Radio* presenting a 100 years of radio special  
Bottom left: Broadcaster Annie McLoughlin, *Stick Together* and *Showreel*, recording the weekly Free Palestine Melbourne rally  
Bottom right: *Balam Waa* presenter Uncle Talgium with guest Aunty Beryl Booth



Top: Broadcast team *PX Whanau*, 3CR techs and guests at the Pride Street Party outside broadcast  
Below: *Beyond the Bars* Loddon Prison broadcast team



# PROJECTS 2023

3CR's projects are an eclectic mix of special broadcasts, podcast series and arts projects, and remain an important way for the station to collaborate with new organisations as well as promote the station to the wider community. Station projects often come from the drive and interest of volunteers and are a way to experiment with new formats and reach new audiences.

## PROJECT HIGHLIGHTS

### **3CR Mural - this mob and The Torch**

The 3CR mural project was completed following delays and changes due to the pandemic. This mob artists Sofii and Enoki worked collaboratively with The Torch artists Peter and Melissa to create a mural that reflects the history and significance of our station and the people who power it. The mural proudly hangs in station courtyard - drop by and check it out! Thanks to project funders the City of Yarra, and Creative Victoria and Regional Arts Victoria - your funding made this mural possible. You can view a video of the artists on the 3CR website.

[www.3cr.org.au/mural2023](http://www.3cr.org.au/mural2023)

### **Pride Street Party broadcast**

In February, our queer programs broadcast live from the Victorian Pride Street Party outside the station on Smith Street. Presented by broadcasters from *Out of the Pan*, *In Ya Face*, *PX Whanau*, and *Queering the Air*, the broadcast featured interviews, commentary, and stories on topics that focus on queer pride, representation, decriminalisation of homosexuality, and ongoing advocacy for LGBTIQ+ people.

[www.3cr.org.au/3crprideparty2023](http://www.3cr.org.au/3crprideparty2023)

### **Queerbrood**

Queerbrood is a show about all the beautiful ways queer people make families. Across seven episodes, the series discusses topics such as surrogacy, First Nations kinship structures, trans sisterhood, blended families and much more. Queerbrood is produced and presented by a group of queer and trans broadcasters from 3CR.

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

### **Beyond the Bars**

*Beyond the Bars* is a unique series of live prison radio broadcasts that give voice to Aboriginal and Torres Strait Islander inmates in Victorian prisons. The broadcasts are presented by 3CR's First Nations broadcasters during NAIDOC Week in July. *Beyond the Bars* began in 2002, and each year it features songs, stories, opinions and poems from the men and women inside while also connecting them with culture and community.

In 2023 *Beyond the Bars* delivered workshops and six live radio broadcasts from six correctional facilities across Victoria. The broadcasts were distributed during NAIDOC Week. A double CD of prison radio highlights was produced and distributed, and a launch held in November at Dardi Munwurro's Aunty Alma Thorpe's Gathering Place in Preston, Naarm.

[www.3cr.org.au/beyondthebars2023](http://www.3cr.org.au/beyondthebars2023)

# 3CR ONLINE

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



## **www.3cr.org.au**

Engagement with the community via our website grew to over 85,000 visits per month, while our monthly eNewsletter is distributed to over 4,000 inboxes.



## **@3crrmelbourne**

5,575 people follow the station on Instagram, with many more shows curating their accounts, providing a great visual insight into programming at the station.



## **Podcast**

3CR's weekly contribution to the world of podcasting is 66 regular shows – increasing our station content's accessibility and reach via podcast platforms.



## **@3CR**

Our X account is an important way to connect with our communities, promote upcoming content, and share audio that people have missed. In 2023 we had 9,846 followers.



## **Community Radio Plus app**

Listeners can now tune in to 3CR via the Community Radio Plus App. Live streaming, and podcasting from 3CR as well as all your favourite community stations around Australia.

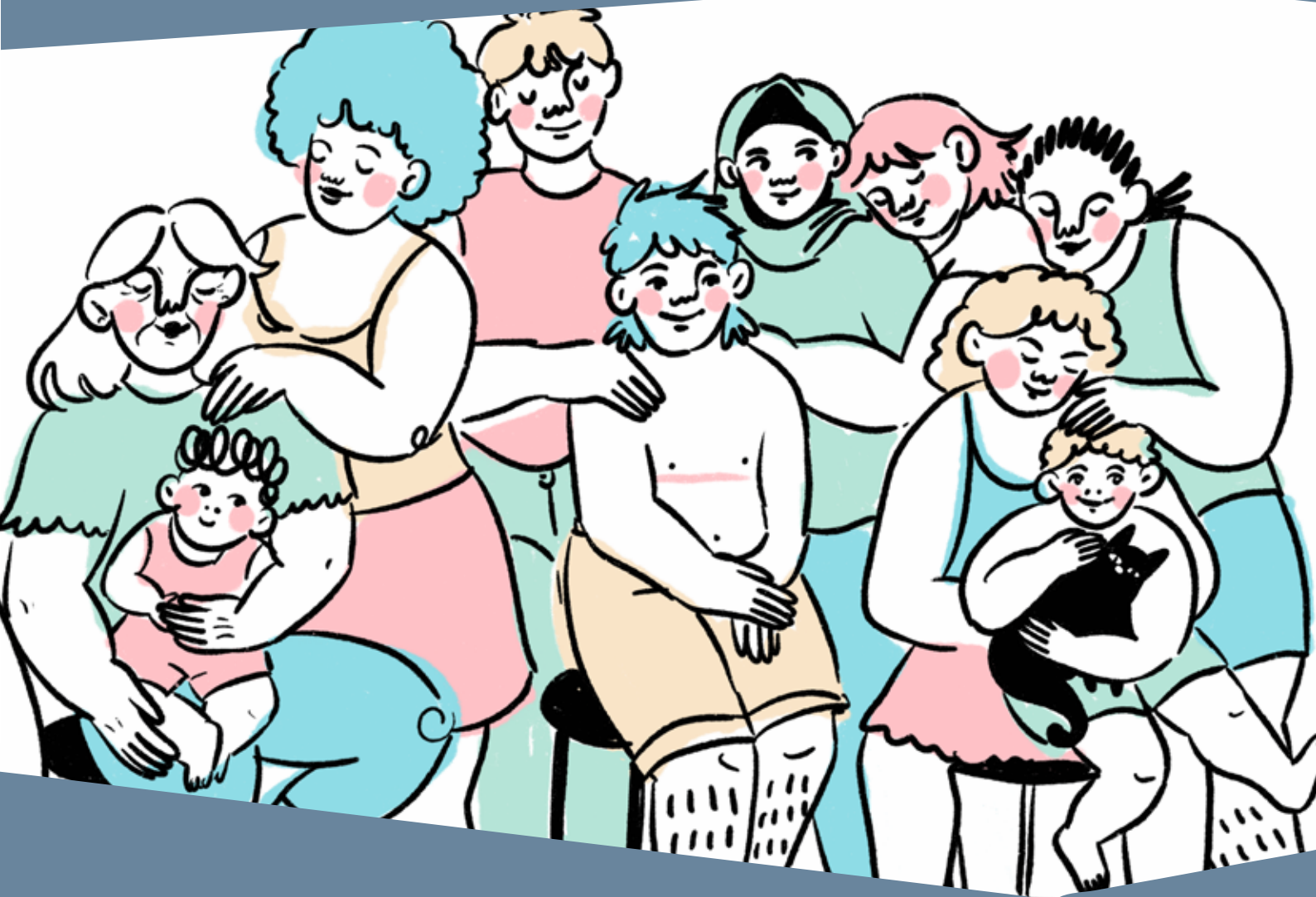
<https://communityradio.plus>



## **facebook/3crrmelbourne**

Facebook remains an important platform for connecting and communicating with people online, and in 2023 we had 12,141 followers.

“ I’m so grateful for the opportunity to participate in this project. I thought you did an extraordinary job of organising and the interviews were thoughtful, engaging and respectful. ”



# TRAINING 2023

The annual project of training new 3CR journalists to feel confident to go out into the community to cover on-the-ground perspectives continues to be an important task. 3CR's peer-delivered training equips new volunteers across all facets of broadcasting. Our model of peer-led training, mentoring and upskilling is central to our approach of empowering the community to create and determine their own media content.

## TRAINING HIGHLIGHTS

### **New on-air software**

We implemented our new on-air play-out software mAirList. The new digital playout system replaces Dinesat and allows greater access for volunteers to their audio files and an easier automatic playout mode. With a tight training plan supported by training videos and notes, hundreds of programmers were trained to use mAirList across a short timeframe. Our generous trainers offered many hours of their time to mentor fellow programmers in using the new system.

### **Our unique training culture**

Participants in our training courses love the collegial training atmosphere at 3CR and appreciate how our trainers create a comfortable, safe, and supportive learning environment.

Our training ethos respects the amazing depth of knowledge and skills that people bring with them to 3CR. Our sessions are designed with interesting exercises to draw out people's experience for sharing with the group. Our training culture fosters the understanding that joining 3CR and making radio is a rewarding community-building activity, not just for ourselves and our organisations, but for the thousands of listeners our broadcast reaches. The work we do, the content we record and produce, absolutely changes lives and the world for the better. Some words our participants use to sum up their training experience: "love the responsiveness, inclusion, humour and passion" "fun, reassuring, kind" "inspiring, exhilarating, outstanding."



# COMMUNITY RADIO FEDERATION

## AFFILIATE MEMBERS 2023

3CR prides itself on being actively run by our community members, providing media access and opportunities for participation to the communities we represent. One way we do this is through our operating structure. 3CR is governed by the Community Radio Federation (CRF).

The CRF consists of representatives of affiliated member organisations and elected representatives who serve the interests of the station's member organisations, volunteers, and subscribers. In 2023, we had 33 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.

### **New Affiliate members**

The Community Radio Federation welcomed two new affiliate member organisations.

*Local Food Connect* who began programming in 2023 and the Australian Unemployed Workers Union who are set to begin broadcasting in early 2024.

3CR welcomes new affiliates and encourages like-minded organisations to join us. Your participation ensures the strength of independent media and gives your issues and your community a voice.

The collective structure of 3CR is underpinned by affiliate groups and we welcome all affiliation enquiries. Please email the Station Manager, at [stationmanager@3cr.org.au](mailto:stationmanager@3cr.org.au)

### **AFFILIATE MEMBERS 2023**

AMIDA  
Anarchist Media Institute  
Armenian Gen. Benevolent Union  
Australia Asia Worker Links  
Australian Manufacturing Workers' Union  
Australian Unemployed Workers Union  
Borderlands Cooperative  
Campaign for International Cooperation and Disarmament  
CEPU Electrical Division  
CEPU Plumbing Division  
Ceylon Tamil Association Vic  
CFMMEU Construction & General Division  
Council for the Defence of Government schools  
Dardi Munwurro  
Darfur Community Association of Australia  
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 REPORT 2023

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 2023**

	Note	2023 \$	2022 \$
<b>Revenue and other income</b>	2	1,031,227	1,357,233
<b>Expenses</b>			
Employer expenses		718,360	683,936
Depreciation and amortisation		42,858	21,565
Project and program expenses		187,280	197,124
Operational and building expenses		111,317	126,995
Other administrative expenses		49,747	42,376
Total expenses		<u>1,109,562</u>	<u>1,071,996</u>
<b>(Deficit)/ Surplus before income tax</b>		(78,335)	285,237
Income tax expense		-	-
<b>Net current year (Deficit) / Surplus</b>		<u>(78,335)</u>	<u>285,237</u>
<b>Other comprehensive income</b>			
Revaluation increment - Werribee Transmission site		8,825,000	-
<b>Total other comprehensive income</b>		<u>8,825,000</u>	<u>-</u>
<b>Total comprehensive income</b>		<u>8,746,665</u>	<u>285,237</u>

The accompanying notes form part of these financial statements.

**Community Radio Federation Limited**  
**Statement of Financial Position**  
**As at 31 December 2023**

	Note	2023 \$	2022 \$
<b>Assets</b>			
<b>Current Assets</b>			
Cash and cash equivalents	4	1,372,481	1,419,221
Trade and other receivables	5	23,587	12,044
<b>Total Current Assets</b>		<u>1,396,068</u>	<u>1,431,265</u>
<b>Non-Current Assets</b>			
Property, plant & equipment	6	19,403,087	10,618,100
<b>Total Non-Current Assets</b>		<u>19,403,087</u>	<u>10,618,100</u>
<b>Total Assets</b>		<u>20,799,155</u>	<u>12,049,365</u>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Trade and other payables	7	46,506	34,438
Deferred income	8	96,291	104,136
Employee benefits provision	9	42,382	42,647
<b>Total Current Liabilities</b>		<u>185,179</u>	<u>181,221</u>
<b>Non-Current Liabilities</b>			
Employee benefits provision	9	84,670	85,503
<b>Total Non-Current Liabilities</b>		<u>84,670</u>	<u>85,503</u>
<b>Total Liabilities</b>		<u>269,849</u>	<u>266,724</u>
<b>Net Assets</b>		<u>20,529,306</u>	<u>11,782,641</u>
<b>Equity</b>			
Retained surpluses		230,140	210,323
Reserves		20,299,166	11,572,318
<b>Total Equity</b>		<u>20,529,306</u>	<u>11,782,641</u>

The accompanying notes form part of these financial statements.



# 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.

Thank you to our 2023 funders, sponsors and supporters:

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Second Chance Cycles - VACRO

Spots and Space

Thorne Harbour Health

Vixen Collective

Wildlife Victoria

Victoria Law Foundation





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