



ANNUAL REPORT 2022

**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.

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Thank you! 30

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 2022

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

Directors: Brendan Bonsack, Emma Hart, Heath Rickard (retired March), Helen Gwilliam, James McKenzie, Joe Malignaggi, Katia Lallo, Michele Vescio (retired March), Therese Virtue

Staff

Station Manager: Rachel Kirby | Program Coordinator: Michaela Stubbs

Projects Coordinator: Juliet Fox | Current Affairs Coordinator: Gab Reade

Office and Finance Coordinator: Loretta O'Brien

Volunteer and Training Coordinator: Leanne McLean / Innez Tulloch

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 / Innez Tulloch

CHAIR REPORT

Pilar Aguilera

The past year was another confronting one for our community due to the continued challenges presented by COVID, and the restrictions that it placed on returning to live broadcasting. These challenges were met with resilience and determination by our dedicated staff team and our regular army of volunteers. We successfully worked through access and participation issues to ensure COVID safe engagement at the station. Happily, by the year's end, we were well and truly open and accessible to the wider community including guests, performers and visitors. That said, we remain vigilant in doing what we can to keep everyone COVID safe.

In a year that presented many challenges, 3CR continued to be steadfast in its commitment to providing quality community radio and amplifying a diversity of community voices. Across our programming grid, it really is incredible to see the array of issues, communities and perspectives—so many of which simply do not appear on other media platforms.

In April we participated in a Strategic Planning Day and were able to fine tune our strategic priorities for 2022-2025. The Committee of Management has been able to track these priorities and during 2022 were able to focus on some key areas. These include: building stronger partnerships; resourcing communities; training more volunteers and mentors; and increasing our community engagement.

As part of this commitment to enhanced governance and strategic thinking, the directors of the Committee of Management completed governance training with an external organisation, Justice Connect, in September 2022. This training helped to improve our understanding of our role and responsibilities. It also focused our thinking on the importance of our organisation's governance practices, which in turn will help to ensure that the Committee of Management operates effectively and ethically in the years ahead.

Directly connected with the aims of the Strategic Plan, the Committee of Management approved a new role of Volunteer and Engagement Coordinator and appointed Innez Tulloch to the role in December 2022. This role is designed to enhance 3CR's outreach and engagement with its audience and community partners. The position is responsible for developing and implementing strategies for engaging new audiences, building partnerships, and strengthening the organisation's presence in the community. This is an exciting and complementary addition to our existing staff team.

As we look ahead, we remain committed to our vision of providing a vibrant and diverse platform for community voices and dissenting perspectives. We will continue to be relevant and loud in an ever-challenging world. I look forward to future challenges with a committed team of directors.



STATION MANAGER REPORT

Rachel Kirby

2022 did not start as we had hoped. In January and February, Victoria had record numbers of COVID cases and a scarcity of rapid antigen tests, once again delaying our planned re-opening of the station to broadcasters and guests.

To support new volunteers joining program teams and adhering to station restrictions, our general training course remained online for most of 2022. Our trainers and mentors offered small groups of trainees opportunities to learn panelling and gain studio experience in preparation for their eventual first live program.

In early June, we began welcoming back program teams to live broadcasting in a staged process to support COVID safe practices. Just in time for Radiothon, our annual fundraising event, the station was once again filled with volunteers. It was great to see so many of our listeners and supporters drop into the station and make their donations to keep us on-air for the year ahead. Our communities' financial support and solidarity keep 3CR independent and strong.

3CR broadcast an incredible array of content across 2022: outside broadcasts from the historic 50th anniversary of the Aboriginal Tent embassy in Canberra; Melbourne's first Trans Pride rally; and the first Melbourne May Day rally since 2019. Special broadcasts over the year included International Women's Day, Trans Day of Audibility and International Day of Peoples with a Disability. Our broadcasters, volunteers and technicians were out on the streets bringing these important events to our community of listeners.

Our current affairs, First Nations and community language programs produced a rich diversity of content representing their communities and activist campaigns.

Our music and arts program teams brought artists, musicians and bands back into the studios after a long two years of station restrictions.

In August we celebrated the 35th year of broadcasting peer-led program *Raising our Voices*. Presented by affiliate member Action for More Independence and Dignity in Accommodation, AMIDA. The birthday episode featured the voices of current and previous presenters, guests, and technical producers. Congratulations to AMIDA and the many broadcasters and producers who have been part of this important program. Disability advocacy has achieved so much over the years, and *Raising Our Voices* has led the way in self-advocacy and disability justice.

In November, we held our first live music event in over two years. 3CR Music Feast at the Brunswick Ballroom featured a talented lineup of musicians and MCs and was a great opportunity to support and celebrate the live music scene in Melbourne and our community. In early December, we held our 3CR volunteer awards. It was great to celebrate our broadcasters achievements and to present the Spirit of 3CR award to Robbie Thorpe.

As we continue to rebuild and recover from the multi-layered challenges of the past few years, 3CR remains a vibrant, diverse community producing content unique to the communities we represent.

Thank you to all of our broadcasters, volunteers, committee and federation members and the staff team for your commitment to keeping 3CR radical, independent and community owned.

Left: 3CR broadcaster Phuong at the Melbourne Trans Pride Rally

FINANCIAL SUMMARY

3CR continues to be in a solid financial position and able to support our operations into the future. A key strength lies in the ownership of our 3CR studios in Fitzroy and our transmitter site in Werribee. In 2022 we adhered to our tight operational budget, delivering our diverse program grid and managing the return to live broadcasting for many of our program teams.

MEMBERSHIP

Subscriptions

Subscriptions affirm our organisation's membership structure and are a vital aspect of supporting the station's governance requirements. As of December 31 2022, we had 836 subscribers.

Our members have a say in the decision-making of the station, and we are committed to the principle of community-owned and controlled media.

Affiliate Membership

3CR is governed by the Community Radio Federation, comprised of elected station and subscriber representatives and affiliated organisations and unions. In 2022, the Community Radio Federation included 32 affiliate members.

Union affiliation, fundraising and donations continue to be crucial to the station's political and financial longevity. Current union affiliates are the CFMMEU – Victorian Division, Maritime Union – Victorian Division, Electrical Trades Union, Australia Manufacturing Workers Union and CEPU-Plumbing Division.

FUNDRAISING

Radiothon

Radiothon is our major annual fundraiser and involves a station-wide on-air appeal in June, with program teams hosting benefits and fundraisers throughout the year.

Thanks to the generous support of our listeners and supporters we raised \$275,000, a total of 1,831 individual donations. This fundraising covers one-third of our operational costs and supports the station's financial independence.

Bequests

In 2022, we received two substantial bequests. One from 3CR stalwart Ralph Knight, and a second bequest from 3CR listener Thomas Reidy. Both have left a generous legacy to the station that will enable us to continue our work. For information on leaving a gift to 3CR in your Will, please get in touch with our Station Manager.

Funding and Grants

Community Broadcasting Foundation funding supports our First Nations and community language broadcast teams, and five national programs available through the Community Radio Network. The CBF also provided funding for *Beyond the Bars*, our annual prison radio project held during NAIDOC Week.

We received funding through the Victorian Department of Premier and Cabinet Multicultural Communications Outreach Program to support a *PX Whanau* podcast project, and *On The Road Again*, a Victorian Government initiative in partnership with Creative Victoria and the Community Broadcasting Association of Australia funded our 3CR Music Feast event.

The City of Yarra provided funding support for our International Women's Day, International Day of People with a Disability special broadcasts and the *Beyond the Bars* project.

PROJECT FUNDING 2022

Community Broadcasting Foundation

Development and Operations	\$ 79,274
Content Development – <i>Beyond the Bars</i>	\$ 23,898
Content Development – Specialist Indigenous	\$ 65,290
Content Development – Specialist Ethnic	\$ 29,250
Content Development – National Program	\$ 99,777

Total	\$297,489
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Local Government

City of Yarra

<i>Beyond The Bars</i>	\$ 11,413
International Day of People with a Disability Project	\$ 10,100
International Women’s Day outside broadcast	\$ 1,000

Total	\$ 22,513
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State Government

Department of Justice and Community Safety

Beyond The Bars	\$ 12,735
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Department of Premier and Cabinet

Multicultural Communications Outreach Program	\$ 21,000
Creative Victoria - On the Road Again (CBAA)	\$ 30,000

Department of Jobs Precinct and Regions

Ventilation Grant	\$ 1,354
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Total	\$ 65,088
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Total funding and grants	\$385,090
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PROGRAMMING 2022

In June we slowly began welcoming our program teams back into the station for live broadcasting. Our community of volunteer broadcasters have shown incredible resilience and dedication to their programs and community adapting to the challenges of remote broadcasting and changing COVID restrictions in the station. Despite the challenges, our broadcast teams produced informed, community-driven content covering the issues and concerns of our diverse community.

Programming across the year represented our community's action and activism across social justice issues, community campaigns, arts and music. We broadcast once again from the streets at rallies and events across Melbourne, and welcomed back musicians into the studios for live-to-air broadcasts.

PROGRAM HIGHLIGHTS

Invasion Day

Every year 3CR marks Invasion Day with special programming that gives voice to the ongoing struggle for First Nations justice. 3CR's First Nations programmers broadcast live from the Aboriginal Tent embassy in Canberra as we commemorated the embassy's 50th anniversary on 26 January.

The embassy is one of the world's longest-continuing protest sites, occupying the lawns of Old Parliament House since 1972.

The broadcast included archival audio, speeches, the rally in Canberra and live interviews.

The seven-hour special broadcast also discussed genocide, sovereignty, treaty, pay the rent, deaths in custody, truth and justice, and the lore of the land, with interviews with special guests from across Australia. The audio is available on-demand on the 3CR website.

www.3cr.org.au/invasionday2022

Forum for Dwelling Justice

3CR recorded the Forum for Dwelling Justice, held in Melbourne in August. The forum focused on the deepening and expanding housing crisis and the collective fight for dwelling justice in solidarity with First Nations sovereignty.

The forum highlighted the relationship between ongoing colonial dispossession, housing injustice, incarceration, racial violence and poverty to build solidarity among movements.

Broadcast on 3CR program *Acting Up*, the four-part series is available on-demand on the 3CR website.

Part 1: Sovereignty and decolonisation keynotes
Part 2: Incarceration, displacement, policing and race
Part 3: The politics of dwelling on stolen land
Part 4: Documenting the movement
www.3cr.org.au/actingup

Left: 3CR live broadcast tent at the 50th Anniversary of the Aboriginal Tent Embassy, Canberra



Left: 3CR broadcaster Jiselle at the Melbourne May Day rally
Above: *The Sporting Record*, broadcast team Below: 3CR broadcaster Robbie Thorpe with Gary Foley

May Day

Each year 3CR celebrates May Day with a special programming highlighting the achievements of the labour movement and showing solidarity with the continued struggle for labour rights and fair working conditions for all.

The eight-hour special featured coverage and analysis of local and international labour issues and a live cross from the Melbourne May Day rally, including speeches, interviews and vox pops. The audio is available on-demand on the 3CR website.

www.3cr.org.au/mayday2022

Trans Pride March Outside Broadcast

Melbourne's first Trans Pride March was held on Sunday 13 November. Founded by Rebeckah Loveday, Sasja Sýdek and Miss Katalyna, the event was held to 'highlight Trans visibility like never before by uplifting voices in our community and to continuously pass the mic.' Starting outside the State Library of Victoria and marching through the city to the steps of the Victorian Parliament, 3CR broadcast live from the rally.

Organised by 3CR's *Queering the Air* team, the broadcast was presented in the studio by Sally Goldner, *Out of the Pan* and James McKenzie, *In Ya Face*. Phuong Tran, *Tuesday Breakfast* and Sasja Sydek, *Queering the Air* were on-site with production support from Jacob Gamble also from *Queering the Air* and technical support from Katia Lallo, *Done By Law*. The audio is available on-demand on the 3CR website.

www.3cr.org.au/transpridemarchmelbourne

Rest is Survival

On International Day of People with a Disability, in December we presented 12-hours of special programming. The theme of this year's broadcast, *Rest is Survival*, featured a diverse range of 3CR programmers and guests critically examining notions of rest, disability, capitalism and the ongoing impacts of COVID.

Survival for many in our disability community, both before the pandemic and now, means taking deep rest. Rest for our disabled and ill bodies, minds, and nervous systems, because we have no other option. Rest in isolation and self-quarantine. Rest whilst waiting for health care and care services. Restorative rest for healing. Rest to preserve and affirm the worth of our bodies, minds and lives.

But who has access to rest under colonial capitalism? Those who can buy it access it, as survival is for those who can afford it and who can participate in an increasingly unsafe workforce to do so.

In this year's Disability Day Broadcast, guests discussed rest as a necessity for survival, the ways disabled people are habitually denied both rest and income, reflections on disabled rest and joy, disabled Indigenous anticapitalist futures, and much more. Universal access to rest, wellness, and life is Disability Justice.

The full audio is available on-demand on the 3CR website.

www.3cr.org.au/disabilityday2022



NEW PROGRAMS

We welcomed three new programs to the 3CR grid in 2022. Congratulations to all of the volunteer broadcasters for completing training both online and in-person and thank you to all trainers and mentors who provided support.

The Sporting Record, Thursday 4-4.30pm, casts a critical eye over the world of sport.

Voices at the Table Chat, Wednesday 6-6.30pm monthly, a peer-led initiative by 3CR affiliate member AMIDA, provides practical information to ensure people with a cognitive disability have a real and equal voice on boards, committees and advisory groups.

PX Whanau, Saturday 1.30-2pm, presented by 3CR affiliate member PacifiqueX covers news and views from our queer Pasifika community, including the arts and culture and the events that build and nourish our people.

CBAA RADIO AWARDS

3CR was recognised at the Community Broadcasting Association of Australia, CBAA Community Radio awards 2022, with three nomination finalists: *Palestine Remembered* for Excellence in news and current affairs; International Women's Day Street Party in Best Special Event Broadcast; and *Beyond the Bars*, 20 years on the Inside podcast in Excellence in Indigenous Broadcasting. Congratulations to all of the broadcasters, volunteers and technicians involved.

Yeah Nah Pasaran won the award for Best Radio Program - Talks. *Yeah Nah Pasaran* presents a weekly program examining, through an anti-fascist lens, ethnonationalism, white supremacy and neo-fascism in so-called Australia, Aotearoa and around the world. Congratulations to the *Yeah Nah Pasaran* team.

Above: 3CR broadcaster Sasja at the Melbourne Trans Pride Rally

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 via our website has reached over 25,000 site visits per month. Our monthly eNewsletter is distributed to over 3,700 inboxes.



@3csmelbourne

4,589 people follow the station on Instagram, with many more shows curating their accounts, providing a great visual insight into programming at the station.



Audio on demand

The ability to listen anytime is growing in appeal across the 3CR community, with audiences accessing over 45,000 hours of our audio on demand each month.



@3CR

Our Twitter account is an important way to connect with our communities, promote upcoming content, and sharing audio that people have missed. In 2022 we had 9,834 followers.



Podcast

3CR's weekly contribution to the world of podcasting is 60 regular shows—increasing our station content's accessibility and reach via podcast platforms.



facebook/3csmelbourne

Facebook remains an important platform for connecting and communicating with people online, and in 2022 we had 11,642 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>

3CR'S LIVE PRISON RADIO 4-8 JULY 2022

BEYOND THE BARS

PROJECTS 2022

Our station-based projects focus on unique programming, targeted training, and connecting to communities beyond our weekly programming and general training. With the station re-emerging from two years of COVID safe restrictions in the station, we were able to return to in-person project training, special broadcasts and events both in the station and out in the community.

PROJECT HIGHLIGHTS

International Women's Day

On March 8, we celebrated International Women's Day with 24 hours of programming led by 3CR's women and gender-diverse broadcasters. Programming on the day included an outside broadcast from the 3CR street party held on Little Victoria Street, adjacent to the station.

The street party included an all women and gender-diverse lineup of performances from 3CR's talented volunteer broadcasters, 3CR technicians and support crew.

The broadcast, including the street party event, is available on-demand on the 3CR website.

<https://www.3cr.org.au/iwd2022>

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, 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 2022 *Beyond the Bars* broadcast from six Victorian prisons. Full broadcast details, including audio on-demand, can be found on the 3CR website.

www.3cr.org.au/beyondthebars

Above: *Beyond the Bars* 2022 Original artwork by Suzzane at DPFC, gifted to 3CR, 2021





PX Whanau podcast series

Presented by 3CR affiliate member, PacificueX, the *PX Whanau* team produced a special 16-episode podcast designed by and for the LGBTIQ+ Pasifika community providing support, accurate information, and real-life experiences during the COVID-19 pandemic crisis. This specifically tailored podcast series aims to alleviate the loss of connection and promote a healthy, well-informed engagement with our people. The podcast series is available on-demand on the 3CR website.

www.3cr.org.au/PXWhanau

Trans Day of Audibility

On Sunday March 27, 3CR presented seven hours of trans audibility in the lead-up to Trans Day of Visibility on March 31. The programming included a showcase of trans voices, performers and issues. The audio is available on-demand on the 3CR website.

www.3cr.org.au/transdayofaudibility2022

3CR Radio Music Feast

3CR held a free music event in November at the Brunswick Ballroom as part of the Community Broadcasting Association of Australia's partnership with Creative Victoria's On The Road Again initiative. The project connected Victorian community radio with the state's live music scene.

The 3CR Music Feast featured a stellar line-up, including Ajak Kwai, Kutcha Edwards, Lady Lash, the Black Jesus Experience, the Cherry Reds, Soju Gang, Marroushti, Uncle Robbie Thorpe and MC Shiralee Hood. Thank you to the performers, 3CR technicians and volunteers who gave their time to put on our first in-person music event in over two years.

Top left: 3CR front window celebrates the 40th anniversary of the decriminalisation of homosexuality in Victoria

Below left: The Cherry Reds performing at 3CR Music Feast

Above: Dale and Marroushti performing at 3CR's International Womens Day street party



TRAINING 2022

3CR delivers general radio training to our volunteer broadcasters and Train the Trainer courses to our cohort of trainers. We also provide podcast and tailored training to external organisations, audio masterclasses in live-to-air broadcasting and tailored training to support our diverse program grid.

We have adapted our training modules and resources to respond to COVID safe best practices in the station. We offer smaller training groups to allow new and existing volunteers access to the studios and resources they need.

We began 2022 by delivering online radio training to our broadcasters, supported by individual studio sessions with mentors. In the second half of the year, we were excited to switch back to in-person group training at the station. We provided podcast and tailored training to external organisations, skillshares for and by 3CR programmers and specialised training for specific projects.

Thank you to all of the 3CR trainers for your dedication and enthusiasm and for sharing your excellent broadcast skills with new volunteers. Your generosity keeps the station growing each year with the addition of new talented broadcasters.

TRAINING HIGHLIGHTS

Eritrean Voices

Throughout August and September, we provided specialised radio training to five young women from the Eritrean community. The training was delivered at 3CR and the Sunshine Library by 3CR trainers Michele Vescio and Ayan Shirwa. The training covered media law, interviewing, scripting, voice and microphone technique, audio editing and production.

Eritrean Voices, Monday 6.30-8pm
www.3cr.org.au/eritrean

Brainwaves

Brainwaves is a weekly program presented by 3CR affiliate member, Wellways. The program actively engages those living with a mental illness as researchers, interviewers, performers and program designers while promoting community mental health awareness. We trained a new group of enthusiastic Wellways volunteers to go to air, keeping this great program thriving.

Brainwaves, Wednesday 5-5.30pm
www.3cr.org.au/brainwaves

Top left: *Raising our Voices* broadcast team
Below left: 3CR broadcaster Therese learning the new on-air playout software

Raising Our Voices & Voices at the Table Chat

We delivered training to program teams *Raising Our Voices* and *Voices at the Table Chat*, both programs being initiatives of affiliate organisation AMIDA. *Raising Our Voices* is produced and presented by people with disabilities covering housing, discrimination, difficulties with public transport and self-advocacy issues. *Voices at the Table Chat* is a peer-led initiative and provides practical information to ensure people with a cognitive disability have a real and equal voice on boards, committees and advisory groups. The training was delivered online and covered broadcast skills and program production planning.

Raising Our Voices and *Voices at the Table Chat*,
Wednesday 6-6.30pm
www.3cr.org.au/raisingourvoices

Online promotion

In May 2022, we delivered two training sessions for 3CR programmers to promote their shows online. Trainer Paddy Dobson delivered a web and social media session, and 3CR broadcaster Priya Kunjan presented an audiogram skillshare. We developed a series of resources, including training videos available on-demand for all 3CR broadcasters.

CMTO Pathways Training

3CR successfully received funding from the Community Media Training Organisation, CMTO, to run two Pathways training courses for 16 new broadcasters. An additional benefit of this grant was funding to employ two 3CR trainers, Kelly Whitworth and Brendan Bonsack, as station coaches to work alongside CMTO trainer Maddy McFarlane to develop session plans and deliver the training.

Through this station coaching, the support of Maddy provided professional development experience for 3CR's trainers. It also gave them the opportunity to register as CMTO Pathways trainers so that 3CR may engage them as Pathways trainers in the future.

New on-air play-out software training

3CR is implementing new on-air play-out software, mAirlist. In October 76 priority 'live to air' program teams were trained in the new software using on-demand videos and in-person training resources. This will continue in 2023 to cover all program teams in the lead-up to the launch of the new play-out software. Thank you to the training subcommittee members for all their efforts in supporting our program teams.



Above: Maddy CMTO, with trainees Andrew, *Rainbows Don't Fade with Age* and Gabby, *Living Free*
Below: 3CR trainers Ayan and Michele, delivering the *Eritrean Voices* training



Above: Affiliate member *Voice of West Papua* broadcasters Joe and Neuvatterra
Below: New affiliate member Val's LGBTI+ ageing and aged care, broadcast team live in the studio
Top right: Broadcasters from the union affiliate, PPTEU prerecording their *Fire Up* show.



COMMUNITY RADIO FEDERATION AFFILIATE MEMBERS

3CR prides itself on being actively run by our community members, providing media access and 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 comprises representatives of affiliated member organisations and elected representatives who serve the interests of the station's member organisations, volunteers and subscribers.

In 2022, we had 32 affiliated member organisations, from community associations to unions and activist organisations. A special thank you to all of our affiliate members. Your political and financial support keeps us strong and independent.

New Affiliate members

The Community Radio Federation welcomed three new affiliate member organisations.

Val's LGBTI+ ageing and aged care, part of Rainbow Health Australia, located at the Australian Research Centre in Sex, Health and Society, La Trobe University.

Their program, *Rainbows Don't Fade with Age*, will begin broadcasting in 2023 and aims to empower older LGBTI+ people to seek the information and support they deserve as they age.

PacificqueX is a community organisation that celebrates the unique identities and issues of Victoria's Pacific Island LGBTQIA+ community. Their program, *PX Whanau*, began broadcasting in late 2022.

MMTed is an educational organisation aiming to provide free online and in-person education to communities interested in broadening their understanding of macroeconomics through the lens of Modern Monetary Theory. Their program, *MMTed*, is due to start in 2023.

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

AFFILIATE MEMBERS 2022

AMIDA, Action for More Independence & Dignity in Accommodation	Green Left Weekly
Anarchist Media Institute	Housing for the Aged Action Group
Armenian General Benevolent Union	Latin American Info Centre
Australia Asia Worker Links	Maritime Union of Australia
Australian Manufacturing Workers' Union	Melbourne Unitarian Peace Memorial Church
Borderlands Cooperative	MMTed Pty Ltd
Campaign for International Cooperation and Disarmament	PacifiqueX
CEPU Electrical Division	Prosper Australia
CEPU Plumbing Division	SUWA, Squatters and Unwaged Workers Airwaves
Ceylon Tamil Association Vic	Tenants Union of Victoria
CFMMEU Construction & General Division	The Boite
Council for the Defence of Government schools	Val's LGBTI+ Ageing & Aged Care
Dardi Munwurro	Victorian Jazz Club
Darfur Community Association of Australia	Voice of West Papua
Federation of Community Legal Centres	Wellways Australia
Friends of the Earth	
Gender Equity Victoria	

FINANCIAL REPORT 2022

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 2022

	Note	2022 \$	2021 \$
Revenue and other income	2	1,357,233	1,328,264
Expenses			
Employer expenses		683,936	617,755
Depreciation and amortization		21,565	22,144
Project and program expenses		197,124	159,410
Operational and building expenses		126,995	112,280
Other administrative expenses		42,376	40,000
Total Expenditure		<u>1,071,996</u>	<u>951,589</u>
Surplus (deficit) before income tax		285,237	376,675
Income tax expense		-	-
Net current year surplus (deficit)		<u>285,237</u>	<u>376,675</u>
Other comprehensive income		-	-
Total other comprehensive income		<u>-</u>	<u>-</u>
Total comprehensive income		<u>285,237</u>	<u>376,675</u>

The accompanying notes form part of these financial statements.

Community Radio Federation Limited
Statement of Financial Position
As at 31 December 2022

	Note	2022 \$	2021 \$
Assets			
Current Assets			
Cash and cash equivalents	4	1,419,221	1,243,269
Trade and other receivables	5	12,044	21,885
Total Current Assets		<u>1,431,265</u>	<u>1,265,154</u>
Non-Current Assets			
Property, plant & equipment	6	10,618,100	10,541,392
Total Non-Current Assets		<u>10,618,100</u>	<u>10,541,392</u>
Total Assets		<u>12,049,365</u>	<u>11,806,546</u>
Liabilities			
Current Liabilities			
Trade and other payables	7	34,438	61,336
Deferred income	8	104,136	131,597
Employee benefits provision	9	42,647	44,826
Total Current Liabilities		<u>181,221</u>	<u>237,759</u>
Non-Current Liabilities			
Employee benefits provision	9	85,503	71,383
Total Non-Current Liabilities		<u>85,503</u>	<u>71,383</u>
Total Liabilities		<u>266,724</u>	<u>309,142</u>
Net Assets		<u>11,782,641</u>	<u>11,497,404</u>
Equity			
Retained surpluses		210,323	315,886
Reserves		11,572,318	11,181,518
Total Equity		<u>11,782,641</u>	<u>11,497,404</u>

The accompanying notes form part of these financial statements.

Thank you to our 2022 funders, sponsors and supporters:

City of Yarra

Community Broadcasting
Assoc of Australia

Community Broadcasting
Foundation

Connecting Home

Corrections Victoria
and Koori Justice Unit -
Department of Justice
and Community Safety
(Victorian Government)

Creative Victoria

Department of Jobs,
Precincts and Regions
(Victorian Government)

Department of Premier
and Cabinet (Victorian
Government)

Earth Greetings

Ethicaljobs.com.au

Holding Redlich

Internode

LEBA Ethnic Media

Living Koko

Lomond Hotel

Media Insights

Multicultural Centre for
Women's Health

NEMBC

New International
Bookshop

Second Chance Cycles -
VACRO

Spots and Space

Thorne Harbour Health

Victorian Seniors Festival





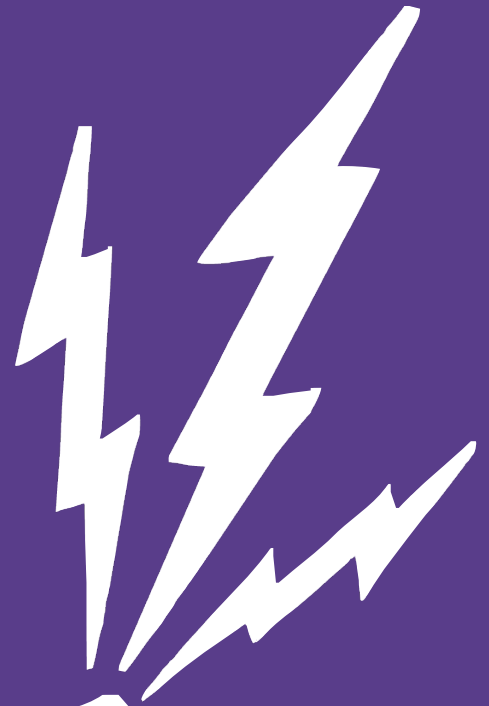
THANK YOU!

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.



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