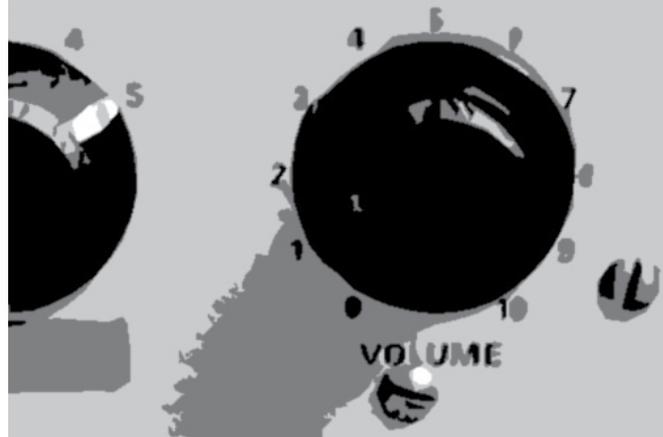
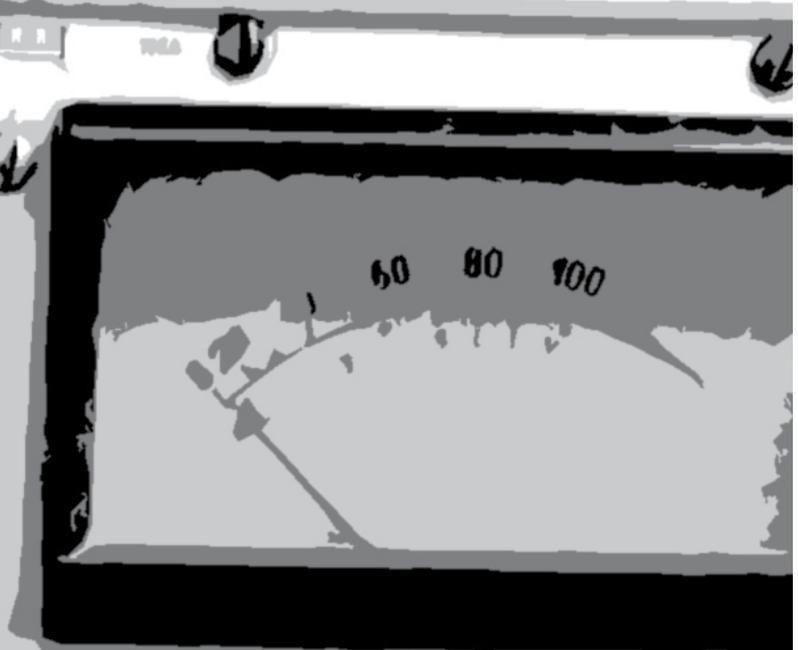




COMMUNITY RADIO
ANNUAL REPORT
2015



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WHY 3CR?

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

3CR PHILOSOPHY

3CR is a community radio station and a dynamic community hub that is now in its 39th year. Around 400 volunteer programmers present more 120 programs that go to air each week. The station broadcasts in approximately 18 languages including English, 24 hours a day, 365 days a year.

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

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

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

The station stages a number of special broadcasts each year to promote human rights issues, as well as local music and cultural events. In 2015 these included broadcasts on indigenous, homelessness, disability, the environment, women's and workers' rights.



COMMITTEE OF MANAGEMENT

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

2015 COMMITTEE OF MANAGEMENT

Chairperson: James McKenzie

Vice Chairperson: Terry Costello, Pat Khor

Secretary: Michael Smith

Treasurer: Perambalam Senthoooran

Directors: Helen Gwilliam, Marisol Salinas, Gonzalo Illesca, Liz Wright, Therese Virtue

STAFF

Station Manager: Marian McKeown

Programming Coordinator: Gab Reade

Projects Coordinator: Juliet Fox

Promotions Coordinator: Jarrod Marrinon

Current Affairs Coordinator: Ronny Kareni

Office and Finance Coordinator: Loretta O'Brien

Volunteer Coordinator: Rachel Kirby

Training Coordinator: Leanne McLean

Community Language Support Workers:

Namila Benson & Par Tha Hluan Mang Cin

CONTRACT STAFF

Technical Coordinator:

Greg Segal - GWS Audiovisual

Technical Assistant: Riah Williams

IT Coordinator: Luke Neeson

Accountant: Denis West - Administration Pro

ADMINISTRATION SUPPORT

Thanks to Michael Smith and Lee Heather for providing administration support throughout the year.

COMMITTEES

Finance Sub Committee

Convener: Perambalam Senthoooran

Training Sub Committee

Convener: Leanne McLean

Program Sub Committee

Convener: Gab Reade

Promotions Sub Committee

Convener: Juliet Fox and Jarrod Marrinon



STATION MANAGER REPORT

40TH BIRTHDAY PLANNING

With preparations for the 40th Birthday in full swing, 2015 was a busy year for 3CR. We established two new Working Groups in addition to the Book Working Group. The Events Working Group was established to lay the groundwork for a major exhibition at Gertrude Contemporary and the Audio Working Group was formed to prepare archival audio for use throughout 2016. Text for the book was finalised and the extensive research proved an invaluable source of information for other activities.

ACMA LICENSE RENEWAL

After submitting our application for a license renewal to the Australia Communications and Media Authority (ACMA) in 2014 we received notice in 2015 that the application was successful and our broadcast license as well as related apparatus license was renewed for another five years until 2020. While our apparatus license has always been held by the Community Radio Federation, our broadcasting license has been held by a company called Community Radio Melbourne, a subsidiary of the Community Radio Federation. This was at the request of the Media Minister in 1977 as the legislation at that time required a company with shareholder capital to be the license holder. In 2015 ACMA advised the Community Radio Federation that this historical anomaly was made possible under an old licensing system that is now redundant. As ACMA was planning to merge the two systems, they now require the holder of the broadcasting license to be the same as the holder of the apparatus license and they requested we nominate who that would be. On advice, the Community Radio Federation was nominated and is now the broadcast licenseholder and the apparatus license holder. Community Radio Melbourne will now be wound up.

BUILDING REFURBISHMENT

We also undertook a major refurbishment of our premises at 21 Smith Street. We began with a thorough tidy up ahead of the entire building being re-carpeted, and repainted. New lino was laid, kitchen cabinetry was replaced, bathroom cabinetry was installed and the toilets were modified to improve wheelchair access. Some repairs were also undertaken with a couple of walls being entirely replastered and skirting boards replaced. The work will be finished off with new furniture in 2016. The disruption was significant and staff and volunteers are to be commended for their patience.

TRANSMITTER SITE

The heightened level of activity in 2015 extended all the way out to our transmitter site in Werribee. We had Digital Radio Melbourne join us as a tenant and with the completion of our microwave repeater move, 3CR's technical team was able to complete the installation of the new Nautel transmitter purchased in 2013. The transmitter site was also earmarked for some refurbishment attention with the wooden hut doors scheduled to be replaced with exterior steel doors in 2016.

AFFILIATES

We were pleased to welcome Green Left Weekly as a new affiliate – an exciting collaboration between two progressive media outlets. Green Left Radio went to air in mid-2015 and has proved to be a fantastic addition to the programming grid, breaking news and providing insightful analysis.

CONSTITUTIONAL REVIEW

The process of reviewing the station's Memorandum of Association (sometimes referred to as our Constitution) continued in 2015 with significant progress being made. It is a complex exercise to update the document in a way that is consistent with the requirements of the relevant legislation while also maintaining our longstanding internal governance structures. It's anticipated that a new Constitution will be passed in 2016, the culmination of many years of work.

STAFFING

There were few changes to the staff group in 2015. Jarrod Marrinon left as Promotions Coordinator and different aspects of the role were temporarily filled by Lara Soulio, Michael Smith and Leanne McLean.

FUNDRAISING

In 2015 we had one of the most successful Radiothon's in the history of the station, raising \$274,000 in donations. We were thrilled to receive a very generous one-off donation from Trevor Grant and the CFMEU/Concrete Gang once again exceeded their target by a long way. But even accounting for these one-off factors it's still an unprecedented result, where we met the overall station target. Overall, donations met about 30% of our operational budget. These funds go toward paying for the day-to-day costs of running the station from the electricity that powers our transmitter to our broadcasting license fees.

3CR is committed to maintaining its independence and this includes financial independence. In 2015 we maintained our goal of raising 65% of our operating funds independently via the generous donations of our supporters, service fees generated through hire of our studios and transmitter, training fees, merchandise sales, benefits and raffles.

Special thanks to the teams from Done By Law, and Tuesday Hometime for their outstanding fundraising efforts. Once again, thanks also to the Anarchist Media Institute and the businesses who donated product for the Gardening Radiothon.

GRANTS

3CR seeks grants to support our broadcasting priorities; in 2015 the station received funding from a number of sources to fund project work including Beyond The Bars; the Sustainable Breakfast series (live broadcasts from Friends of The Earth); and We Weren't Born Yesterday – a documentary series that explored issues around queerness and ethnicity from an intergenerational perspective.

COMMUNITY BROADCASTING FOUNDATION

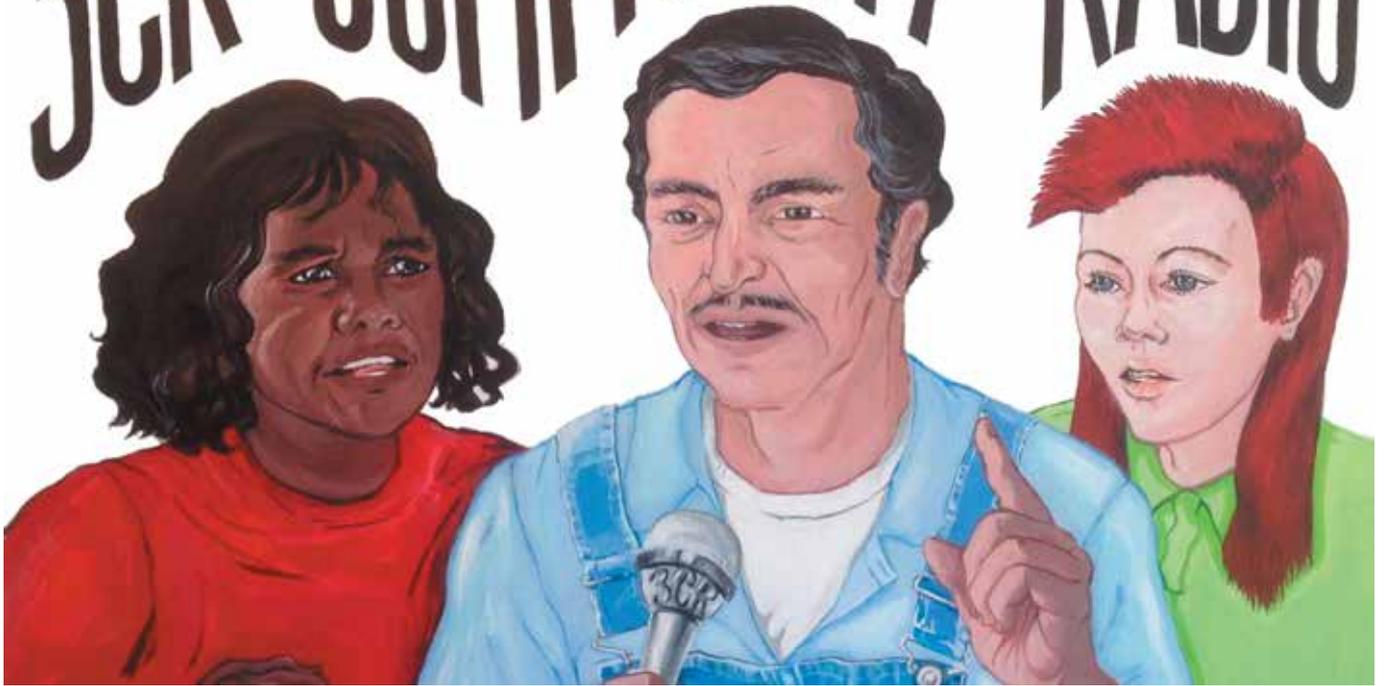
Government funding is accepted in the form of one-off grants for specific projects or program payments through the Community Broadcasting Foundation. 3CR received CBF funding for five programs broadcasts nationally on the Community Radio Network: Earth Matters, Women on the Line, Sick Together, Lost in Science and Accent of Women. The station also received funding to support broadcast of indigenous and ethnic language programs as well as a transmission subsidy. In 2015 there were nine hours of indigenous programming per week and approximately 18 hours of ethnic broadcast that received funds to offset program expenses, purchase equipment for the station and offset some of the transmission costs. The CBF also funded the Beyond the Bars broadcast and We Weren't Born Yesterday.

THE YEAR AHEAD ...

Our goals for 2016 are to raise the profile of the station through the many 40th Anniversary events that are planned, consolidate our work as Melbourne's first community owned and controlled radio station and to continue our tradition of innovative broadcasting.

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

3CR COMMUNITY RADIO



GRANTS RECEIVED 2015

DEPARTMENT OF JUSTICE

Koori Justice Unit	\$5,500
Corrections Victoria	\$5,500
	\$11,000

COMMUNITY BROADCASTING FOUNDATION

Transmission Subsidy	\$5,049
Indigenous Programming	\$51,480
Ethnic Programming	\$52,356
National Programming Grant	\$123,285
Beyond The Bars 2015	\$27,500
Queering The Air	\$7,313

CITY OF YARRA

Sustainable Breakfast	\$5,500
Beyond The Bars	\$21,800

\$316,283

PROGRAMMING

Since 1976, 3CR has delivered current affairs, music, and community language programming that can't be heard anywhere else.

2015 presented some significant highlights for our broadcasters and the station. We continued our tradition of innovative and unique special broadcasts. We have a number of well established special broadcasts including Beyond The Bars, Disability Day and International Women's Day. In 2015 we were thrilled to add a few new ones including We Weren't Born Yesterday, the Jazz On A Saturday 2,000th Show and Decolonisation and The Free Movement of People.

There were over 130 programs on 3CR in 2015. We trained, supported and prepared seven new programs to join the 3CR grid and bid a sad farewell to five programs.

PROGRAMMING SUB COMMITTEE

Marisol Salinas; Aran Mylvaganam; Osman Shihaby; Sue Leigh; Lia Qian; Bec Smith; Benny Gregersen; Amy McMurtrie; Michael Smith; Annie McLoughlin; Ronny Kareni (Current Affairs Coordinator); Gab Reade (Program Coordinator).

SPECIAL BROADCASTS

Tunnerminnerwait and Maulboyheener 20 January

Commemorating two Indigenous Freedom Fighters who were the first to be publically executed in Victoria. The broadcast has played a key role in the campaign to gain recognition of the executions.

Survival Day – 26 January

3CR's indigenous broadcasters Live cross from Invasion Day Rally which shut down the Australia Day March in Melbourne's CBD

International Women's Day - 8 March

Where the Heart Is – 12-2 Friday 20th March. Live broadcast from the annual festival for Melbourne's homeless population. Presented by the Roominations program

Sustainable Breakfast – 23-27 March

Live broadcast from Friends of the Earth Food Coop and Organic Café, Smith Street, Collingwood.

Presented by Breakfast programs and supported by the City of Yarra and Friends of the Earth.

Anzac, The Armenia Genocide and The Politics of Remembering – 24 April

A reflection on the history that is missing from the ANZAC Centenary Commemorations.

May DAY – 1 May

3CR special broadcast on news and views from local and international workers, as well as all the details on events happening on May Day. Also included a live cross from the rally and march to Stop The Closure of Indigenous Communities in Western Australia

Nepalese Earthquake Emergency Appeal

3CR's Nepalese program Melbourne Chautari, broadcast an appeal to support the survivors of the Nepalese Earthquake

Burning Vinyl LIVE from the Public Bar

Every Friday in June Burning Vinyl broadcast live from the Public Bar (2-4pm) in the spirit of Radiothon and Rock n roll

Beyond The Bars - 6-10 July

Connecting indigenous people in the prison system back to family and culture during NAIDOC Week

Tamil Radiothons

Xmas and Good Friday

Putting SexC into Transmission - 28 July

Coinciding with World Hepatitis Day, 3CR collaborated with Living Positive Victoria, Hepatitis Victoria and Joy FM to present a program destigmatising coinfections of HIV and HEP C.

Decolonisation and The Free Movement of People

Panel discussion presented by Women on the Line at the August 2015 Melbourne Anarchist Book Fair about decolonisation, borders, the nation state and the violence used to uphold them.

Earth Matters 1000th Program - 11 September

Over 500 hours of radio from the frontlines of environmental struggles in Australian and around the world

Jazz on a Saturday 2000th Program – 28 March

Celebrating the radio program of the Victorian Jazz Club. Live Broadcast from the Rising Sun Hotel

We Weren't Born Yesterday - April 2015

A series focusing on the voices of GLBTIQ people from Vietnamese, Chinese, Arabic and Hindi speaking backgrounds. Produced by the Queering the Air Collective.

Brainwaves Mental Health Week - 7th October

Coinciding with Brainwaves 5th Birthday the broadcast presented a retrospective look at coverage around mental health

Left After Breakfast – 1st November

Live from the St Kilda Eco Centre, the Legendary Left After Lunch.

The Peoples Response (COP21) 16th – 28th November

3CR Breakfast and Beyond Zero Emissions presented a series of regular reports, interviews and commentaries in the lead up to , and during, the People's Climate March and COP21 (the UN climate conference in Paris).

Eureka Rebellion - 3rd December

As the sun was rising in the early hours of the morning 3CR broadcast from Dawn Ceremony at Eureka Park to celebrate the 160th anniversary of the Eureka Rebellion. 4-6am. Hosted by Joe Toscano

Disability Day - 3rd December

12+ hours of Radio by, for and about people with disability

PROGRAM CHANGES IN 2014

NEW PROGRAMS

Apartment of Sound (Wednesday 11pm)
Corzza's Deadly Lifestyle Show (Thursday 2pm)
Enpsychedelia (Sunday 2pm)
Greek Resistance Bulletin (Tuesdays 10pm)
Green Left Weekly Radio (Fridays 8am)
Progressive Beats (Saturdays 1am)
Tak Radio (Hazaragi) (Sundays 5pm)

PROGRAM DEPARTURES

Ancestors Echo
Diffused Frequency
Feminist Focus
Indearts
Turkish Women's Show



Burning Vinyl LIVE from the Public Bar



Nicole Curby (3CR), Meriki Onus (WAR) and Lucy Honan (RAC) at the Women on the Line live broadcast.



The Left after Breakfast live broadcast.



Marcus Harrington and Tim Nelthorpe, May Day.

SPECIAL PROJECTS

In 2015 3CR Projects provided a range of community groups and marginalised issues with an active voice in the media. We presented live outside broadcast events, provided specific support for community language programs, and continued our commitment to providing a voice to Aboriginal prisoners.

PROJECTS SUB COMMITTEE

Fiona Dean, Kate Elliot, Areej Nur, Helen Gwilliam and Juliet Fox/Promotions Coordinator (facilitators).

FUNDED PROJECTS SUPPORTED IN 2015

Sustainable Breakfast Series (\$5,000)

Funder: City of Yarra

Following on from its delicious success in 2014, the Sustainable Breakfast Series went to air again in 2015 with radical radio, a delicious free breakfast and live local music. A live audience joined 3CR breakfast presenters to discuss local sustainability issues—from setting up cheap renewable energy and workers co-operatives, to urban agriculture and building resilient communities in the Yarra area. Hosted by Friends of the Earth Food Coop and Organic Café.

Beyond the Bars 2015 (\$56,000)

Funder: CBF (\$25,000), City of Yarra (\$21,800), Department of Justice – Corrections Victorian and Koori Justice Unit combined (\$10,000)

In 2015 the Beyond the Bars project 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 12.

3CR Book project (\$59,215)

Funder: Public Records Office of Victoria (\$8,500), City of Melbourne (\$14,000), 3CR bequests (\$36,715)

In 2015 the Book Working Group continued its efforts on the 3CR book, finalising a magnificent publication for print in 2016 celebrating 40 years of the station. The book consists of over 60 distinct features across nearly 300 pages, and over 200 people have contributed to the making of the book.

Queering the Air (\$7,313)

Funder: CBF

The grant allowed the Queering the Air Collective to produce four hour-long episodes exploring GLBTIQ heritage in four language communities: Vietnamese, Chinese, Arabic and Hindi. Many of the producers are from these four communities, and this project allowed the producers to research and present their findings on queer heritage in their respective cultures.

Community Language Workers (\$25,000)

Funder: CBF

The grant allowed 3CR to engage two young CALD women to work with existing community language programmers to improve their shows' online and external presence, as well as to work with other community groups to encourage greater CALD youth involvement at the station. The project was able to facilitate new youth involvement and to extend the outreach of some existing programs.

3CR ONLINE

Facebook www.facebook.com/3crrmelbourne

Likes

5,881 in 2015

4,634 in 2014

3,570 in 2013

2,503 in 2012

1,794 in 2011

Twitter www.twitter.com/3cr

Followers

4,602 in 2015

3,655 in 2014

1958 in 2013

1201 in 2011

Website www.3cr.org.au

There were 8,805 visitors in the month of October 2015. On average 10,000 unique visitors per month in 2014.

eNewsletter subscribers:

1,676 in 2015

1,613 in 2014

1,189 in 2013

1,139 in 2012

Average open rate of 30%. Redesign of the enewsletter has increased traffic back to 3CR website, and looks much better!

Podcasts

In 2015 we trained programmers to load their podcasts directly to the website. The Training Coordinator managed the training roll out and continues to train new podcasters and troubleshoot podcast problems.

44 programs podcasting in 2015 – (this drop may be attributable to programmers choosing not to podcast this year because they believe Audio on Demand is providing sufficient replay option.)

58 regular programs in 2014

57 in 2013

45 in 2012

Audio On Demand

In October 2015 Audio on Demand had 3,638 unique listeners, increasing from 2,966 in October 2014. In August 2013 Audio on Demand was used to listen to programs 3,785 times.

CRAM guide

The annual CRAM guide, including 24 contributors and 30 pages of content, was distributed to over 2000 people.

Station services

For the past 39 years, 3CR has provided an invaluable forum for hundreds of community groups to promote their activities via community service announcements. In 2015 the station coordinated the production and broadcast of over \$23,000 of paid announcements. Additionally, we coordinated six paid station tours, studio hire and other station services. Announcements included around 80 individual announcements from over 25 community groups, as well as contra announcements and bulk bookings through Spots and Space, City of Yarra, and Leba Ethnic Media.



Queering the Air program team



Sustainable breakfast broadcast from Friends of the Earth



Sustainable breakfast broadcast from Friends of the Earth



Beyond the Bars 2015, photo Jessie Boylan



Beyond the Bars 2015, photo Jessie Boylan

TRAINING

Training at 3CR is vital for the rejuvenation of skills, particularly in an environment where technology changes regularly. Training enables new people to learn the skills of radio and become the program makers of tomorrow. As such, the station makes a huge investment into running a highly organised training program. A team of experienced programmers run five general training courses per year as well as many tailored training projects.

The Training Sub Committee conducted a major revision of the training course in 2015, updating the course content, revising session plans, updating course materials and sourcing new audio for training exercises. A key outcome of this was the production of a new training manual, the 3CR Programmers Radio Handbook ready for use in 2016.

TRAINING SUB COMMITTEE

Teishan AHearne, Mark Tyler, Maja Graham, Elena McMaster, Michael Smith, Nicky Stott and Leanne McLean (Training Coordinator).

TRAINERS

Micheal Smith, Elena McMaster, Teishan AHearne, Paul Elliott, Adrian Wong, Peter Davis, Annie McLoughlin, Stu Burns, Kate Elliott, Rosalind Hall, Dale Bridge, Chris Lassig, Jonathan Pipke, Phillippe Perez, Mark Tyler, Liz Wright, Regan Bleechmore, Nicole Curby, Sean Bezar, Emma Hart and Ania Anderst.

TRAIN THE TRAINER

Ten people completed Train The Trainer Training in 2015, delivered by Nicky Stott and Teishan Ahearne.

NEW PODCAST SYSTEM

With the introduction of a new podcasting system in 2015, the 44 programs that podcast required training in the new system. This took place over a number of weeks in March and April. Programmers continue to receive training from the Training Coordinator on a needs basis once they are approved to podcast by the Programming Sub Committee.

GENERAL TRAINING COURSES

Five general training courses were delivered in 2015. The sixty modules were delivered by an array of volunteer trainers including a number of new trainers.

“This was a really good session – lots of info, examples, hands on practice based and really empowering too!”

“Excellent alternating of theory, practice and feedback.”

The range of training participants was varied and interesting. Programs people were joining included a great cross section of the grid: Keep Left, Somali Show, Tamil Voice, Enpsychedelia, Nostalgia, SUWA, Solidarity breakfast, Greek Resistance Bulletin, Gardening Show, Beyond Zero Science, Breakfast, Queering the Air, Radical Philosophy, Green Left Radio, Refugee Radio, Global Intifada, Lost in Science, Corzza’s Deadly Lifestyle Show, Girls Radio Offensive, Chin Radio, Accent of Women, Public Housing as well as a specialist crew of live-to-air technicians.

ADVANCED COOL EDIT

Michael Smith delivered two sets of Advanced Cool Edit Training to programmers who are now making their own promos and Community Service Announcements.

LIVE-TO-AIR TRAINING

For more than 15 years 3CR has delivered Live-to-Air/Audio Engineering training to experienced 3CR volunteers. Priority is given to women/trans/ and gender diverse people in order address gender imbalance in the field. In 2015 the station delivered this sophisticated training to five volunteers who will now be mentored by senior audio technicians in their regular live-to-air work with programs such as Burning Vinyl and Music Matters.

TAILORED TRAINING

Brainwaves Training

In March-April specialised training was delivered to twelve new Brainwaves volunteers during a six week course. These trainees went on to make an outstanding contribution to the program throughout the year.

Yarra Youth Training

In her capacity as a Community Language Project Support Worker, Namila Benson initiated a project with Yarra Youth Services. Four to six young African-Asutralians completed a five week training, producing a demo show called Smooth Bounce.

FUTURE PLANS

Dinesat 10 upgrade

An upgrade of the station's on-air playout system will require training for all 3CR programmers.

Data Retention

Thoughtworks has offered training in online privacy practices and phone usage. Planned for April 2016.

Advanced Interview Skills

A follow up to the general training course.

Making training videos

General instructional videos, for example, how to use the telephone in Studio 2.



Participants from the Yarra Youth Training



Participants from the Yarra Youth Training



Participants from the Yarra Youth Training



The panel in studio one



Participants from the Yarra Youth Training

VOLUNTEERS

Each year 3CR receives approximately 140 new volunteer enquiries that result in about 50-60 in-person meetings at the station.

As in previous years, most new volunteers in 2015 went on to join existing programs with specifically selected volunteers joining breakfast programming. A handful of new volunteers successfully proposed new programs that went to air in 2015.

AWARDS

CBAA 2015 Awards Finalists

- Troy Garner Excellence in Sports Programming: What's The Score \$port?
- Excellence in Indigenous Broadcasting: Yarra Elders precious Memories
- Excellence in Ethnic and Multicultural Broadcasting: We Weren't Born Yesterday

The Mental Health Services Media Achievement Awards 2015

- Letter of Commendation for Brainwaves

Australasia's Association of Philosophy Media Professionals' Award

- Special Commendation for Radical Philosophy

3CR AWARDS

To acknowledge the skill and dedication of 3CR programmers, two awards were presented in 2015 at the 3CR end of year celebration. The winners were:

The Spirit of 3CR Award celebrates a volunteer or group of volunteers who through their significant contribution to the Station embodies the values of 3CR - participation, collectivity and solidarity, the sharing of knowledge, time, and their skills to enrich the station community.

Awarded to the Concrete Gang, the program of the CFMEU.

Outstanding Volunteer Contribution awarded to a programmer who has, over a significant period of time, been an outstanding broadcaster as well making a contribution to the day-to-day running of the station.

Awarded to Sue Leigh formerly of Monday Breakfast and a volunteer receptionist.



Robbie Thorpe, Lex Wotton, Ronnie Kareni



The Eritrean program team



The Concrete Gang, winners of the Spirit of 3CR Award



3CR volunteer, Sue Leigh

IT AND TECHNICAL

In 2015 we completed the move of our microwave radio repeater between two DHS buildings in Fitzroy. This repeater is the intermediate point in the link that sends audio from 3CR's studios in Smith St, Fitzroy, to our Werribee AM transmitter site. The path from the repeater to Werribee had been obscured by residential construction on the north edge of the CBD. Fortunately we discovered that moving it to the DHS tower at 95 Napier St, Fitzroy, gave a line of sight path to Werribee along Latrobe St, an alignment that's unlikely to be built out. Apart from approval from DHS, we also required a planning permit from the state government, and a building permit from the City of Yarra. The major items we had to move were two 1.8m parabolic antennas (with new steelwork), and an equipment cabinet. The link went on-air in May 2015, and has worked reliably since.

The completion of the microwave repeater move allowed our attention to return to the new Nautel AM transmitter purchased in 2013. The first task was removing the old AWA transmitter – at 800kg this was a considerable task. Fortunately we found an amateur radio operator who was prepared to come and collect it. Not so pleasant was the disposal of its PCB laden capacitors, an expensive exercise involving high temperature incineration. Installation of the Nautel was straightforward until we discovered it was configured for 115V North American power, not Australia's 240V. A replacement transformer is expected early in January 2016.

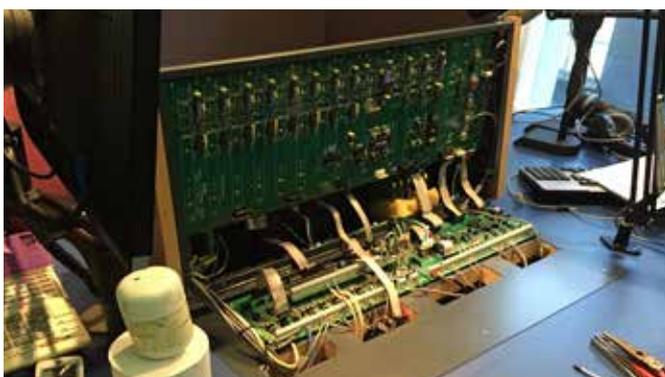
2015 also saw the addition of a new transmitter tenant in the form of Digital Radio Melbourne – a consortium that operates digital radio transmission facilities in Melbourne, including all commercial and community stations, as well as SBS and ABC digital radio. While their main site is at Mt Dandenong, they've installed several lower power repeaters across the metro area to fill in areas where reception isn't that good.

Our Werribee site is ideal for such a service, on account of its location, and also because of the 80m height of our towers. A contract was signed in October, and by December technical work was under way, starting with an upgrade to the Werribee air-conditioning system. It's expected the repeater will be on air in April 2016.

In the studios most developments have been behind the scenes in the IT area. We were fortunate to have new equipment donated by subscribers and volunteers, including a new Training laptop and Talkback computers. The changeover to Windows 7 is all but complete, with all volunteer and staff PCs now upgraded. Our Dinesat playout software remains on XP, requiring an upgrade to work on Windows 7. The new version has some unresolved issues for client PCs, although we have developed the prototype of a virtualised server on new hardware. Ongoing work covers software upgrades and hardware repairs, and we expect we'll make good use of our own archiving software as the 40th Anniversary project uncovers a rich supply of historical material from the early days of 3CR.

Our internet "audio on demand" was improved by the addition of a second dedicated ADSL connection. This ensures the outside provider we use has uninterrupted streams of our programs. A new fail-over router also provides mutual redundancy between the two ADSL lines.

The first part of 2015 saw major noise impact from the demolition and construction works next door to 3CR's studios. The double-glazing and external door seals fitted in 2014 made life bearable for staff and volunteers, although ground vibration did impact on the studios. During the worst periods we had presenters using headsets with closely spaced boom microphones, removing most of the noise from next door.



Repairing the panel in studio four



3CR technician Riah Williams installing our new transmitter



AFFILIATE MEMBERS

Action for More Independence & Dignity in
Accommodation (AMIDA)

Anarchist Media Institute

Arada Ethiopian Cultural Centre Inc

Armenian Gen. Benevolent Union

Aust Saay Harari Association Inc

Australia Asia Worker Links

Australian Chin Community Eastern
Melbourne

Australian Manufacturing Workers Union

Beyond Zero Emissions

Buoyancy Foundation

Campaign for International Cooperation and
Disarmament

Ceylon Tamil Association Vic

Communications Electrical and Plumbing
Union

(CFMEU) Construction & General Div

Council for the DOGS

EarthSharing Australia

Ethiopian Community Association

Federation of Community Legal Centres

Friends of the Earth

Green Left Weekly

Hararian Community Association of Australia

Housing for the Aged Action Group

Latin American Info Centre

Maritime Union of Australia

Melbourne Unitarian Church

Mental Illness Fellowship

National Union of Workers

Ogaden Community Of Australia

Roominations

Save Albert Park

Short Statured People of Australia (SSPA)

Squatters and Unwaged Workers Airwaves

Tenants Union Of Victoria

The Boite

Victorian Jazz Club

Victorian Labour College

Voice of West Papua

3CR PROGRAMMING GRID 2015

Accent of Women	Hot Damn Tamale	Raising our Voices
Afghan Radio	Housing for the Aged Action Group	Refugee Radio
African Australian Voice	I-Nity Riddims	Renegade Economists
Alternative News	In Ya FaceJazz on a Saturday	Rock and Roots
Anarchist World this Week	Keep Left	Roominations
Apartment of Sound	Koori Survival Show	Saay Xaba
Arada Ethiopian Show	Latin American Update	Save Albert Park
Are You Looking At Me	Lazy Wednesday Afternoon	Shake Rattle and Roll
Armenian News	Left After Breakfast	Shiftegan
Arts Express	Let the Bands Play	Showreel
Asia Pacific Currents	Let Your Freak Flag Fly	Small Talk
Beyond Zero	Liberian New Life	Solidarity Breakfast
Black Block	Living Free	Somali Language Show
Blak 'N' Deadly	Lost In Science	Spoken Word
Blues With a Feeling	Macedonian	Steam Radio
Brainwaves	Macedonian Music	Stick Together
Burning Vinyl	Mafalda	Swing n Sway
Celtic Folk Show	Melbourne Chautari	Tak Radio (Hazaragi)
Chin Radio	Monday Breakfast	Talkback With Attitude
City Limits	Monday Greek	Talking Sheds
Come On, Come In	Mujeres Latinoamericanas	Tamil Manifest
Corzza's Deadly Lifestyle Show	Music Matters	Tamil Voice
Dgym TimeDirt Radio	Music Sans Frontieres	The Alternative
Dogs	Night Owls on Rhythm	The Boldness
Doin Time	Nostalgia Unlimited	The Concrete Gang
Done by Law	Ogaden Show	The Heavy Session
Enpsychedelia	On Screen	The Suwa Show - Squatters and Unwaged Workers Airwaves
Eritrean Voices	Out of the Blue	Thursday Breakfast
EthiopianFire First	Out of the Pan	Tuesday Breakfast
Fire Up	Palestine Remembered	Tuesday Hometime
Food Fight	Planet X	Unitarian Half Hour
Freedom of Species	Precioues Memories	Urban Voice
Friday Breakfast	Progressive Beats	Voice of Chile
Gardening Show	Published.....Or Not	Voice of West Papua
Girls Radio Offensive	Queering the Air	Wednesday Breakfast
Global Intifada	Radical Australia	What's the Score, \$Port?
Great Voices	Radical Philosophy	Women on the Line
Greek Resistance Bulletin	Radio Chori	Yarrabug
Green Left Weekly Radio	Radioactive Show	
Hillbilly Fever	Raise the Roof	
Hip Sista Hop		





THANKYOU TO OUR SUPPORTERS

Thank you to everyone involved in keeping the station going: the subscribers and all the people who donate their time, skills, knowledge, money and of course, passion.

The station wouldn't exist without your support.



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the 1990s, the number of people in the world who are illiterate has increased from 400 million to 600 million.

It is not only the illiterate who are at risk of being left behind. The world's population is growing rapidly, and the number of people who are poor is increasing. In 1990, there were 1.2 billion people living on less than \$1 a day. By 2000, there were 1.5 billion, and by 2010, there will be 2 billion.

The world's population is also becoming more diverse. There are now over 200 different languages spoken in the world, and the number of different ethnic groups is increasing. This diversity is a source of strength, but it also presents challenges for education.

One of the biggest challenges is that many of the world's poor live in rural areas where there are few schools. Even when there are schools, they are often of poor quality. This means that many children are not getting the education they need to succeed in life.

Another challenge is that many of the world's poor are women. Women are often responsible for the education of their children, but they may not have the time or resources to do so. This means that many girls are not going to school.

There are many ways to address these challenges. One way is to build more schools in rural areas. Another way is to improve the quality of the schools that are already there. We can also try to get more women into the workforce so that they can have the time and resources to educate their children.

Education is the key to a better future for all of us. It is the only way to break the cycle of poverty and to create a world where everyone has a chance to succeed. Let's work together to make sure that every child has the opportunity to learn.

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