

ANNUAL REPORT

2025

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 110 radio programs each week in multiple languages.

We prioritise the voices of women, LGBTIQA+, 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



After 15 years of working at 3CR, our Station Manager, Rachel Kirby, formally resigned in June. This news was received with great sadness by the Committee of Management, staff and the wider 3CR community. Over the past eight years in the role of Station Manager, Rachel shaped and elevated the position in ways that have been integral to the station's stability, resilience and growth.

The role of Station Manager carries an enormous workload and responsibility, and Rachel met these demands with dedication, warmth and an unwavering commitment to community.

She not only helped build 3CR's organisational strength but enabled the station to truly thrive. Her strategic vision, leadership and willingness to do the hard work arm in arm with community have left a lasting mark on the station. We extend our heartfelt thanks to Rachel for all she has contributed and we wish her every success in the next chapter of her journey.

Following Rachel's departure, we were pleased to welcome Meg Butler as our new Station Manager. Meg has had a long association with the station and stepped into the role with care, clarity and steadiness, and we thank her for steering the 3CR ship during a period of significant change.

And what a year it was — fast-paced, transformative, and full of momentum.

This year saw the development and approval of a new Strategic Plan covering the period 2026–2030. While 3CR's core purpose and values remain unchanged, the plan reflects important updates and refinements. These include renaming the focus area of Sector Development to Organisational Strength, strengthening governance structures, expanding community language broadcasting, and prioritising sustainable income alongside ongoing fundraising efforts. Together, these priorities position 3CR to remain strong, independent and community-led into the future.

Our community have continued to support us over the past year, demonstrated by a very successful Radiothon.

We welcomed three new affiliate organisations: FILEF – Federation of Italian Workers and their Families (Melbourne), VALID (Victorian Advocacy League for Individuals with Disability), and The Commons Social Change Library. Each of these affiliations reaffirms the importance of 3CR as a platform for voices often excluded from mainstream media.

We are particularly pleased to welcome FILEF back to the station. From the late 1970s through to the early 1990s, FILEF had a radio program on 3CR and were active members of the station.

Their return reflects a desire to fill a gap in Melbourne's Italian community media landscape by amplifying the aspirations of migrant workers and providing a political platform for social and economic justice. FILEF has already become a valued addition to our regular programming and continues 3CR's proud tradition of community language broadcasting.

This year also marked important milestones for the station. In July, 3CR was awarded its community radio broadcasting licence renewal by the ACMA, providing certainty and security for our broadcasting future. We also reaffirmed our values by declaring 3CR an Apartheid Free Zone, reinforcing our ongoing commitment to solidarity with Palestine.

As we reflect on a year of change, challenge and renewal, we look ahead with renewed vigour. Our community remains a gold standard for diversity, progressive politics and amplifying voices that challenge injustice—strengths that will only be reinforced as we approach our 50th year of broadcasting in 2026.

Each of us plays a small part in the larger 3CR story. As a largely volunteer-run station, 3CR exists because of the commitment and generosity of so many. I thank the Committee of Management for their dedication and leadership, and the hundreds of volunteers, broadcasters, listeners and supporters who keep this station alive. Finally I'd also like to thank our dedicated staff team who show up each day to make sure everything runs smoothly, they are at the coal face and are indispensable.

“ Lots of underrepresented voices and stories that are really important to hear and help build social cohesion ”
—3CR Listener

“ Thank you for the opportunity, great place, great people and great community! ”
—3CR training feedback



Broadcaster with *The Vibe Consultant*, Elysium in Studio 3

STATION MANAGER REPORT

Meg Butler

There were some significant changes for 3CR in 2025. Our longstanding Station Manager, Rachel Kirby, finished up her extraordinary contribution to station leadership mid-year.

Under Rachel's leadership, 3CR was able to maintain and grow its reputation as a vibrant community broadcaster, broadcasting the voices of underrepresented groups and providing independent and progressive programming to our listeners and supporters.

I'd like to thank Rachel for all her tireless work over the years, and also for leaving great handover notes!

In 2025, we launched four new programs; *Transcreator Radio*, *Resident Frequency*, *Radio FILEF* and *The Whole Shebang*. We continued our dedication to social justice and union solidarity, with live broadcasting from important community events that would otherwise not be accessible or available to people unable to make it to the event in person.

Volunteers remain the backbone of 3CR, contributing countless hours of their time at all levels of the organisation. We trained 48 new programmers in 2025 and welcomed 63 new volunteers through the door.

To keep the lights on and our signal strong, we rely largely on the financial support from our community of listeners, donors, and members. In 2025, we raised over \$300,000 through our annual Radiothon fundraiser.



This was a record achievement for the station and demonstrates the continued importance of our broadcast to our listeners and community.

Along with receiving donations, the station applied for and secured several grants. These grants enabled us to better resource and support our programming resulting in better programming for our community. The grants also made it possible for us to purchase a new backup transmitter and other technological upgrades which helps our broadcast break through the static.

We worked on expanding our relationships with like-minded organisations particularly through the delivery of media skills training. 3CR has an important role in supporting grassroots organisations and community groups to extend and improve their media reach. These relationships help consolidate 3CR's position as a key media resource and hub for community activism.

Our new strategic plan will take us through to 2030, and we are excited about 3CR's future. We carry optimism and determination into our 50th year in 2026, and hope you will join us in celebrating 50 years at our community day on Saturday 4 July at the Collingwood Town Hall.

3CR is powered by the kindness and dedication of our volunteers, affiliate organisations, staff, listeners, and supporters. And together we will continue to thrive.

“ I’m a 3CR volunteer and evangelist!

You can't hear our stuff anywhere else, especially when it comes to local movements for change and indigenous issues.

Trans rights too, queer media outlets don't cover trans issues the way 3cr does. By us and for us.

—3CR Volunteer

”



Broadcast team from the Plumbing and Pipe Trades Employees Union on May Day 2025



Broadcaster Scheherazade recording at a workers' rights rally in Naarm

PROGRAMMING 2025

In the past year, 3CR continued to deliver vital community-driven radio programming. The importance of 3CR programming cannot be overstated. We play a critical role in broadcasting content that supports and grows grassroots movements and gives voice to marginalised communities.

Our volunteer programmers broadcast 110 original weekly programs across current affairs, queer, music, arts and culture, reflecting the diversity and resilience of our community.

As we step into our 50th year in 2026, we look back and give thanks to the dedication of all our volunteers and supporters, it's because of the decades of hard work that 3CR remains a vital space for progressive broadcasting, radical expression, and community connection.

“

Next year we're having the 50th anniversary of both 3CR and *The Concrete Gang*.

The station's been doing a great job in the interest of working people, and people from minority and disadvantaged groups

—Warren, AKA Ralph Edwards, *The Concrete Gang* and *Creatures of the Industry* podcast

”

PROGRAM HIGHLIGHTS

UNION ISSUES COVERAGE

3CR maintained robust union programming throughout 2025, with several dedicated shows and special broadcasts focused on workers' rights and labor issues. The station broadcast extensive May Day coverage in 2025, including a special all-day broadcast on Thursday 1 May featuring union driven programming, and a two-hour live outside broadcast on Sunday 4 May from Trades Hall in Carlton at the May Day rally.

Every year, union voices and workers' issues are integrated into 3CR's daily breakfast programs and other current affairs programming. 3CR remains a dedicated union ally, maintaining the station's proud tradition as a union-based community radio station that broadcasts working-class perspectives and supports working peoples' struggles.

Listen: 3cr.org.au/asiapac
3cr.org.au/breadline
3cr.org.au/concretengang
3cr.org.au/fireupplumbers
3cr.org.au/mayday2025
3cr.org.au/mua
3cr.org.au/solidaritybreakfast
3cr.org.au/sticktogether

AUSTRALIAN FIRST NATIONS BROADCASTING

With 10 hours a week of dedicated First Nations programming, 3CR continued to reflect our ongoing dedication to supporting Australian First Nations self-determination, sovereignty, and cultural resilience.

Our *Beyond the Bars* Special Broadcast reaches a significant milestone of 25 years on air next year. Our Tunnerminnerwait and Maulbouyheener broadcast, and our invasion day coverage continued to provide our community with unique and powerful broadcasting not heard on other radio stations.

Listen: 3cr.org.au/balamwaa
3cr.org.au/beyondthebars2025
3cr.org.au/billabongbeats
3cr.org.au/blakndeadly
3cr.org.au/bunjilfire
3cr.org.au/invasionday2025
3cr.org.au/kulturalkinetics
3cr.org.au/theblackblock
3cr.org.au/tunnerminnerwait2025
3cr.org.au/yillamin

DISABILITY DAY

To mark International Day of People with Disability, our 12-hour broadcast went to air on Wednesday 3 December with the theme 'RIGHT RELATIONS & INNOVATIONS.' The theme centered on disabled people's visions of a safe future for everyone, and the relationships and innovations that can get us there.

From disabled peoples' relationship with unceded Indigenous land and Sovereignty, community relationships, arts and culture, access and inclusion, intimate relationships and ending violence, marriage equality for disabled people, forming families, assistance animals, transformative justice, disabled people's relationships with technology, carer relationships, and so much more.

Listen: 3cr.org.au/disabilityday2025
3cr.org.au/boldness
3cr.org.au/brainwaves
3cr.org.au/raisingourvoices



“ 3CR is the only radio station I listen to on a regular basis. I love the current affairs content, it helps me connect to radical thoughts and events.

While I like many programs, I think *Tuesday Hometown*, *A Friday Rave*, *Anarchist World this Week*, *Bunjil's Fire* and *Palestine Remembered* are some standouts but there are many more I could list.

—3CR Listener ”

Invasion Day broadcast team Keiran, Talgium and Robbie at Camp Sovereignty



Thursday Breakfast broadcaster Priya interviewing a protestor at the Disrupt Land Forces rally

NEW PROGRAMS

Radio FILEF

Wednesday 6.30-7.30pm

We provide a platform for those often overlooked by mainstream media, featuring in-depth interviews with a variety of community members and spotlighting issues that legacy media ignores. Our bilingual program is accessible to all generations of Italian migrants and anyone who appreciates Italian culture, history, and politics. Presented by FILEF - Federation of Italian migrant workers & families.

Listen: 3cr.org.au/filef

Resident Frequency Radio

Thursday 12-1pm

Bringing you the latest tracks and chats with artists and community from the Collingwood hood. Presented by Resident Frequency Studio.

Listen: 3cr.org.au/residentfrequency

The Whole SHEbang

Wednesday 2-4pm

All things SHE - songs written or performed by women, music that illustrates the integral role women play in the development of popular and alternative music, changing landscapes and paving the way for others. Plus special guest interviews exploring all of life's meanderings. Presented by Tanya-Lee Davies.

3cr.org.au/shebang

Trans-creator Radio

Fortnightly Friday 9-10am

Trans-creator Radio, celebrates trans, gender diverse and non-binary culture; a cacophony of love, community and hubris. Our principal interests are creativity, cultural hyper-awareness, extreme trans social assertiveness, minimal apologetics and sheer ostentatiousness. We want the world, we want it now. Presented by Madison Moffat.

Listen: 3cr.org.au/transcreator

CBAA RADIO AWARDS

3CR had a bumper year for awards from the Community Broadcasting Association of Australia in 2025.

Winners

Outstanding Volunteer: Tilde Joy

Outstanding Presenter, News & Current Affairs:
3CR Breakfast

Station Leadership: Rachel Kirby

Finalists

Outstanding Presenter, Nasser Mashni, *Palestine Remembered*

Outstanding Program - News & Current Affairs:
Vivien Langford, *The Climate Action Show*

The Troy Garner Award – Best Program Sports:
The Sporting Record



“ Having lived in the Carlton towers for 28 years and attended Carlton Primary School, with deep family ties to the community, it meant a great deal to me to share my insights on the government's proposal to demolish the towers. Thank you for providing a platform for these essential stories to be heard.

—Sadam

”

Photo by Samy Ibrahim for the 'Our Stories, Our Flats' podcast series

PROJECTS 2025

It was a busy year for 3CR projects with several new partnerships and podcast series, alongside our annual activities such as *Beyond the Bars* and Disability Day. Our projects focused on the fight to save public housing, the importance of community language content, amplifying queer voices and histories and shining a light on the ongoing dangers of climate change from a youth perspective.

3CR projects continued to engage with new groups and ideas, providing access, resourcing and coverage to underrepresented social justice issues.

PROJECT HIGHLIGHTS

OUR STORIES, OUR FLATS

'Our Stories, Our Flats' is a 4-part podcast series about living and thriving in the Carlton public estates. The series was created by and for residents of the Carlton Flats and captures the vibrancy and richness of the residents who call the Carlton Flats home.

The project aims to document peoples' lives as authentically as possible and create an intimate listening experience that resonates with everyone. 'Our Stories, Our Flats' is written, produced, and edited by Ayan Shirwa. Thanks to the City of Melbourne for their financial support of this project.

Listen: 3cr.org.au/ourstoriesourflats

COMMUNITY LANGUAGE PROMOTIONS

With the support of a Yarra City Council grant, we promoted the station's dynamic community language content with a series of videos from our broadcasters. These were shared across social media platforms and continue to gain view statistics.

The series was shared during Volunteer Week in May 2025 with thousands of views and featured programmers from the station's Somali, Tamil, Hongkong, Latin and South Sudanese communities.

QUEER HISTORIES, QUEER FUTURES

'Queer Histories, Queer Futures' is an audio journey into the stories of LGBTQIA+ communities in Merri-bek, past, present and future. From pubs to squats, protests to parties, discover Merri-bek's queer history as told by the people who shaped it.

Over 14 episodes listeners discover the collective histories of LGBTQIA+ organising, activism and community in Merri-bek and imaginings for the future. Queer Histories/Queer Futures is a Lee Ellis Working Group initiative of Merri-bek Libraries. Produced for Merri-bek City Council by 3CR Community Radio.

Listen: 3cr.org.au/queerhistoriesqueerfutures

CLIMATE PODCAST PROJECT

We worked with the Australian Youth Climate Council to create a podcast series focused on climate action by young people. The series delved into the intersections of climate, social and racial justice; explored international advocacy in the coal finance sector; and unpacked fracking and the future of energy. The series was funded by the City of Yarra.

Listen: 3cr.org.au/fromusforus



“ Dear 3CR radio team, thank you for your collaboration, ideas, support and shared commitment this year.

We have loved connecting and creating with you.

We look forward to what 2026 will bring! ”

—River Nile School Team

First Nations team at the 2025 *Beyond the Bars* CD launch
L-R Alera, Bart, Shiralee, Keiran, Tjimba, Tye, Jazz, Joseph and Kutcha

IMPACT IN 2025

Our impact is broad, tangible, and deeply significant. With nearly 50 years of community broadcasting, we are a trusted voice, championing positive, progressive social change at every moment. Here is a snapshot of just some of our impacts in 2025.



110

Local programs on air weekly



22,000+

Social media followers (we ditched X!)



3,500+

Individual donations to the station



\$300,000

Amount raised through community donations



8

Weekly shows syndicated to community radio stations across Australia



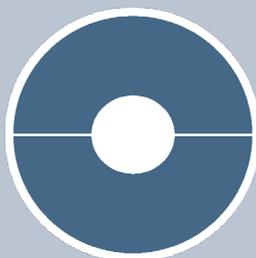
48

New broadcasters trained and resourced



68

Partnerships with local community organisations



8

Weekly First Nations programs



9

Outside broadcasts



“ Thank you so much for taking the time to train us, the trainers were really clear, kind and engaging ”
—Training participant

Salaam Radio Music School project training upstairs in the 3CR meeting room

TRAINING 2025

In 2025, we trained 48 new programmers, reinforcing our commitment to strengthening content creation and technical excellence in community broadcasting. Throughout the year, five general radio training courses were delivered, supported by 24 dedicated volunteer 3CR broadcast journalists who mentored participants. Their expertise and guidance were instrumental in building trainees' skills, confidence, and capacity to report on and engage meaningfully with their communities.

Our peer-led training model remains central to our approach, providing comprehensive instruction in technical production, storytelling, and broadcasting practice. This model encourages collaboration, empowerment, and mentorship, enabling trainees to take ownership of their media platforms and create content that amplifies community voices. The general radio training program offers a supportive and flexible learning environment with a strong emphasis on practical, hands-on experience, allowing participants to begin producing meaningful and impactful content quickly.

A hybrid delivery option is also available, ensuring the training is accessible to volunteers with diverse needs. This approach supports people living with disability, those unable to take time away from paid work, and those with caring responsibilities. Small-group, in-person sessions are offered where required, ensuring participants can engage safely and comfortably, rather than being required to attend standardised in-person training.

In 2025, program graduates went on to contribute across a wide range of broadcasts, including four community language programmers, three new First Nations programmers as well as programmers joining affiliate programs, breakfast shows, queer, environmental, music, and arts programming. By equipping participants with the tools to shape media that reflects and serves their communities, we continue to support and strengthen diverse voices within the media landscape.

TRAINING HIGHLIGHTS

TRAIN THE TRAINER

In 2025, a revised delivery model was introduced for the Train the Trainer workshops, with the course delivered over two evenings. This approach increased accessibility for volunteer programmers balancing broadcasting with other commitments.

The Train the Trainer program upskills experienced programmers to support the training of new volunteers during general training. A key outcome of the program is building confidence among participants to recognise their capacity to share skills and knowledge, reflecting the station's community-based approach to learning and participation.

By supporting on-air programmers to take on training roles, new volunteers benefit from learning alongside a diverse group of broadcasters with varied programming styles and perspectives. This model strengthens skills development across the station, supports peer mentoring, and contributes to a broad and representative range of community voices on air.

MEDIA SKILLS WORKSHOPS

3CR delivers On Demand Media Skills Training to local community groups and activists, supporting grassroots organisations to extend the reach of their campaigns and messages beyond their immediate communities. The training covers writing effective media releases, developing strong interview skills to ensure participants stay on message, navigating mainstream media, and practical strategies for engaging with the media.

In 2025, the Migrant Workers Centre participated in this training.

"I wanted to say on behalf of the team a big thank you for your time and energy in these training sessions!"

—Omar, Migrant Workers Centre



TRAINING FEEDBACK

“ I enjoy the different views everyone has and different training methods ”

“ There were really good practical tips given by the trainers from their own experience, as well as general tips, I feel more comfortable introducing people and conducting interviews ”

“ Great having two trainers with different styles for the session ”

“ It was great to finally put it all together and produce a show ”

Broadcaster with *Uprise Radio Koshin* editing in Studio 2



Green Left Radio broadcasters in the 3CR courtyard – Steph, Chloe and Zane

COMMUNITY RADIO FEDERATION

3CR is a community-controlled and run media organisation at all levels of governance and operations. Our governance structure enables 3CR to engage with like-minded community organisations as well as individual community members. The governing body at 3CR is the Community Radio Federation (CRF), which consists of representatives of affiliated member organisations and elected representatives who guide and serve the interests of the station.

In 2025, we had 32 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.

AFFILIATE MEMBERS 2025

AMIDA

Anarchist Media Institute

Australia Asia Worker Links

Australian Manufacturing Workers' Union

Australian Unemployed Workers Union

Borderlands Cooperative

Campaign for International Cooperation and Disarmament

CEPU Plumbing Division

CFMMEU Construction & General Division

Council for the Defence of Government schools

Federation of Community Legal Centres

FILEF

Friends of the Earth

Green Left Weekly

Housing for the Aged Action Group

Latin American Info Centre (Aus Cuban Friendship Society)

Local Food Connect

Maritime Union of Australia

Melbourne Unitarian Peace Memorial Church

MMTed Pty Ltd

Prosper Australia

Tenants Union of Victoria

The Boite

The Commons Social Change Library

Val's LGBTI+ Ageing & Aged Care

VALID

Victorian Jazz Club

Voice of West Papua

Wellways Australia Ltd

NEW AFFILIATE PROFILES

In 2025 we welcomed three new Affiliate members to the Community Radio Federation.

Federation of Italian Workers and their Families (Melbourne), FILEF

While FILEF joined as a new affiliate earlier this year, FILEF actually have a long and proud history of solidarity with 3CR going back to the 1980s.

FILEF broadcast their program *Radio FILEF* on Wednesdays 6:30-7:30pm in Italian and English. They amplify the diverse and radical voices of the Italian community in Naarm/Melbourne and beyond. The program covers current affairs both locally and in Italy, exploring the rich roots of Italian culture and the unique experiences of migrants living abroad.

The bilingual program is accessible to all generations of Italian migrants and anyone who appreciates Italian culture, history, and politics.

The late great Cr Gaetano Greco was key in revitalising FILEF Naarm, and their re-engagement with 3CR. We are so pleased to welcome FILEF back into the community and as an official affiliate of 3CR.

Victorian Advocacy League for Individuals with Disability, VALID

VALID is well known to many in the 3CR community, and they have been regular contributors and guests to several of our programs over the years.

VALID's vision is a world in which people with disabilities are empowered to exercise their

human rights, in accordance with the Universal Declaration of Human Rights and the UN Convention on the Rights of Persons with Disability (CRPD).

They join 3CR with a dedication to representing, promoting and strengthening the perspectives of the intellectual disability community. VALID is focused on advancing an equal position in society for people with intellectual disability and media representation and participation is vital to this. We look forward to working with VALID and will appreciate their valuable contributions.

The Commons Social Change Library

The Commons Social Change Library exists to make social movements smarter and stronger. They are an online library for the change makers of the world and for those interested in social change, activism, advocacy, and justice. They support the power and effectiveness of progressive social change efforts by collecting and sharing resources from Australia and around the world.

The Commons Social Change Library shares our values of working toward greater inclusion through sharing knowledge across languages and geographies, and centering the experiences and stories of those most impacted by injustice. They are a valued and familiar contributor to 3CR, and we look forward to continuing to work with The Commons Social Change Library.



Members of the *Fire Up!* radio show presented by the Plumbing and Pipe Trades Employees Union in the 3CR courtyard

FINANCIAL SUMMARY

Through careful and strategic budget management, 3CR is in a sound financial position. Our staff and committee are committed to responsible, ethical, and sustainable financial management.

We thank our members, volunteers, and affiliates for their ongoing support and look forward to another successful year.

Membership

The station primarily operates as a federation of affiliated community organisations and unions and is supported by subscriptions from individual members.

In 2025 the Community Radio Federation Ltd welcomed three new affiliate members, bringing our total number of affiliated organisations to 32. Union support in terms of affiliation and donations continues to be crucial to the station in terms of political and financial support. Current union affiliates are the CFMEU – Victorian Division, Maritime Union – Victorian Division, Australia Manufacturing Workers Union and CEPU-Plumbing Division.

Subscriptions

Subscriptions also grew in 2025 with 1082 paid up subscribers. Our members play an active role in decision-making, reflecting our dedication to community-owned and controlled media.

Funding and Grants

Funding from the Community Broadcasting Foundation (CBF) plays a vital role in supporting some of our core programming, providing the financial resources needed to deliver a diverse range of content.

Specifically, these grants help sustain our Indigenous and community language programs, as well as five national broadcasts via the Community Radio Network. In addition, the continued support from CBF for our *Beyond the Bars* prison radio project has been instrumental in ensuring its ongoing success over several years.

FUNDRAISING

Radiothon

Our annual Radiothon broke a station record in 2025, raising over \$300,000 from over 3,500 individual donations.

This was a huge all-of-station effort, and the outcome reflects the value our programming and our station has to our community.

Bequest

We did not receive any new bequests this year. For more information on leaving a gift to 3CR in your will, please contact our Station Manager.

PROJECT FUNDING 2025

Community Broadcasting Foundation

Development and Operations	\$226,347
Content Development – Indigenous <i>Beyond The Bars</i>	\$ 27,928
Content Development – Specialist Indigenous	\$ 65,290
Content Development – Specialist Ethnic	\$ 32,140
Content Development – National Program	\$131,893

Total	\$483,598
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Local Government

City of Yarra

<i>Beyond The Bars</i>	\$ 9,500
International Day of People with a Disability Project	\$13,000

City of Melbourne

<i>Our Stories, Our Flats</i>	\$ 7,050
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Total	\$ 29,550
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State Government

Department of Justice and Community Safety

<i>Beyond the Bars 2025</i>	\$ 22,484
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Total	\$ 22,484
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Federal Government

Department of Industry, Science and Resources

Community Engagement Through Media and Technology	\$ 5,000
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Total	\$ 5,000
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Total funding and grants	\$ 540,632
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FINANCIAL REPORT 2025

THE FULL AUDITED FINANCIAL REPORT
IS AVAILABLE ON REQUEST



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.

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 2025

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

Directors: Brendan Bonsack, Em Collard, James McKenzie, Joe Malignaggi, Priya Kunjan, and Therese Virtue.

STAFF

Station Manager: Rachel Kirby / Meg Butler

Program Coordinator: Michaela Stubbs

Projects Coordinator: Juliet Fox

Current Affairs Coordinator: Karina Aedo

Office and Finance Coordinator:

Loretta O'Brien / Annette Hong

Administration Support: Mara Bonacci

Volunteer and Training Coordinator:

Innez Tulloch

Technical Coordinator: Riah Williams

IT Coordinator: Luke Neeson

CONTRACT STAFF

Technician: Greg Segal – GWS Audiovisual

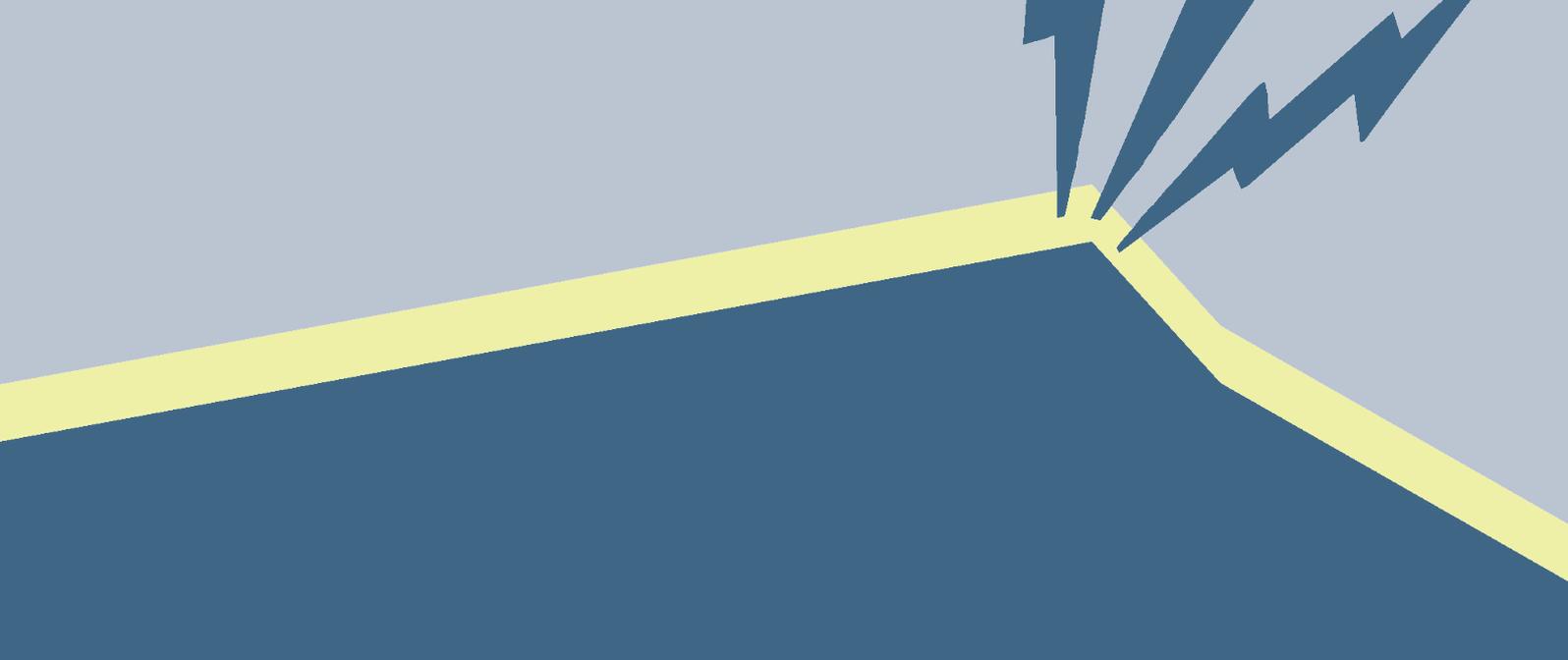
Auditor: Simon Hourigan



Thank you to our 2025 funders, sponsors and supporters:

Australian Communities Foundation
Animal-Free Science Advocacy
Bicycle Network
City of Melbourne
City of Yarra
ClubMates Travel
Cooperative Power Australia
Community Broadcasting Foundation
Corner Hotel
Department of Industry, Innovation and
Science
Department of Justice and Community
Safety
Drunken Poet
Earth Greetings
Ethicaljobs.com.au
Ethnic Communities' Council of Victoria
Go Kindly
Greville Records
Holding Redlich
Inner North Community Foundation
LEBA Ethnic Media
Little Rocket
Lomond Hotel
Maribrynong City Council
Media Insights
Merri-bek City Council
Merri Creek Tavern
Migrant Workers Centre
Multicultural Centre for Women's Health
NEMBC
New International Bookshop
Northcote Social Club
Only Just
Project Fresh Start
Second Chance Cycles - VACRO
Spots and Space
Swinburne University
The Old Bar
The Wilderness Society
Thorne Harbour Health
Victorian Aboriginal Child and
Community Agency
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