



Annual Report 2013



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Mission Statement

JOY 94.9 is a gay and lesbian volunteer based community radio station, committed to providing a voice for the diverse lesbian and gay communities, enabling freedom of expression, the breaking down of isolation, and the celebration of our culture, achievements and pride.

Purpose Statement

The purpose for which JOY Melbourne is established is to provide the opportunity for freedom of expression, the breaking down of isolation and the celebration of the culture, achievements and pride of the diverse gay communities.

Thanks to Leenie Fabri for cover design, compilation and layout, and to all contributors including Phillippe Cahill and Chris Furneaux for proof-reading. **Special thanks to volunteer photographer Betty Sujecki for her enthusiasm and dedication to taking wonderful photos of JOY volunteers and events all year round.**

President's Report

This year on December 1, JOY 94.9 will be 20 years old. That is an achievement for any GLBTI Community Group, let alone a full time 24/7 community radio station. It's a milestone we can all justifiably be proud of. We have some exciting initiatives planned to celebrate this birthday. Stay tuned for more on this as we get closer to December 1.

It's easy for all of us to take for granted the huge effort and commitment that it takes to stay on air twenty four hours a day, seven days a week. As your President, I want to recognise the fact that our community is very well served by a hugely hard working and professional staff led by our General Manager, Conrad Browne.

The level of professionalism and commitment that Conrad exhibits every single day is huge and the station, our community and all of us are very lucky to have him. Conrad leads all of the station staff with dignity and honesty. I know Conrad will speak about the station staff in his report, but your Board recognises that the team he leads is strong, professional and dedicated. Thank you Conrad for being such a "rock" for the station.

Almost 300 volunteers generously give of their time and expertise to JOY 94.9 and the quality of the radio we produce is recognised not just in the community radio industry but more widely in commercial radio. It is simple, without every single one of our volunteers we would not be able to broadcast or exist. Your station is recognised as a benchmark in community radio and more than a few commercial stations would love to be as engaging and invigorating as JOY 94.9 is. On behalf of your Board, please accept our sincere thanks for all that you do for the station. Whether it's on air, in production or in support roles, you all make a difference. A big sincere thank you,

The financial stability of JOY 94.9 is a constant battle. It does not seem to get any easier, but the work of our Finance Manager Damira Rogoznica and the Finance & Audit Committee (FAC) Committee has again delivered a surplus, and a transparent budgeting process that bodes very well for the future.

Our annual Radiothon again delivered a strong financial outcome, which adds significantly to the bottom line. On behalf of your Board, I want to thank everyone who worked on Radiothon for the hard work and long hours that have gone into again delivering a surplus for JOY 94.9.

You may have heard me say this before, but "We are on-air, we don't run on air". For me, I want to personally thank the Board for placing their trust in me as President to lead the organisation.

It wouldn't be an understatement to say that it has again been a very difficult and challenging year. I have been incredibly fortunate to have the support of a very talented and hardworking Board. It has also been fantastic to be supported by an outstanding Vice President in Jed Gilbert, who has been a huge support to me and to the entire Board. Jed exhibits incredible grace and calm under pressure. Thank you Jed. Our Treasurer Laurie Cato-Smith has been a patient and diligent treasurer, who has demonstrated a clear and laser like focus on our financials. His leadership of FAC and the talent that he has recruited onto that committee has made, and will continue to make, a real difference to the financial stability and sustainability of JOY 94.9. Laurie, well done.

Your Secretary and Public officer, Luke Moon has the unenviable task of keeping pace with the legislative requirements we face as an organisation. I want to thank Luke for all that he has done on this and his valuable input at the Board.

Trish Kerin was co-opted back onto the Board to fill a vacancy, and further enhanced the staff performance management process we had in place, introducing greater transparency and accountability. A difficult objective to achieve in an organisation, especially a community based one. I am very pleased that Trish is standing for election at this AGM to continue the excellent work she has done for the organisation and I wish her all the best in this. Trish, a big thank you.

Kyle Minall, who is stepping down from the Board this AGM, has been a very effective head of the JOY Programming Advisory Committee (JOYPAC). The quality of the work of this committee, and the grid diversity and stability they have helped deliver, is a true credit to them all. Thank you Kyle and to JOYPAC.

Geoffrey Devine has brought a fresh set of eyes to how we engage our membership. As a membership based organisation, it is incredibly important that we constantly look at and review our membership engagement. Geoffrey has provided some valuable input regarding our internal processes. I know he will continue to support the ongoing review of these in the future. Thank you Geoffrey for your input at Board meetings and your honest and open approach to the work of the Board.

JOY is always a work in progress. I can confidently say that JOY 94.9 continues to deliver great radio, it is heavily involved in our community, and we have again reported a surplus. All Board members, staff and volunteers have played an integral role in delivering this for our station and our community.

We must not take JOY 94.9 for granted. Our community more than ever needs a strong diverse voice. Our continued success and relevance is dependent on the support of our members, volunteers and our community.

I wish all the candidates standing at this AGM election well. The role of a director of JOY 94.9 is a great honour, but it is also hard work, and the organisation needs fresh blood to continue its success and relevance.

The past year has been a challenging one, but a positive experience for me as your President. The demands are many, but the rewards have more than outweighed the demands. The increasing everyday travel and work demands outside JOY 94.9 in 2014, mean I will be stepping down from the Board at this AGM. I am a believer that ex-Presidents should not hang around the Board and accordingly I will not be serving out the remaining two years of my term.

Thank you everyone for your membership and support of JOY 94.9. It is your support that makes us the strong organisation we are today.

Finally I would like to acknowledge my partner Jonathan who has supported me and never complained about the time I spend at JOY. Thank you Jonathan, you are a very special guy.

David 'Macca' McCarthy

President

Strategic Planning Report

Our Voice, Our Vision – Strategic Planning Working Group

This year a Strategic Planning Working Group was formed to finalise JOY's new strategic plan: Our Voice, Our Vision. The work has built on the previous strategic plan, as well as a workshop between people from governance and operations.

This year the Working Group ran a strategic planning survey of members, listeners, volunteers and stakeholders, as well as people in governance and operations. We also had people completing the survey at key community events. We received over 250 responses, which just shows how many people care about the future of the station.

We are holding one final consultation for members prior to the AGM and then we expect to be able to finalise the new Strategic Plan shortly.

A big thanks to the members of the Working Group since its inception: Conrad Browne, Ben Holland, Andrew McNamara, David Hunt, Leenie Fabri, bek savic, Chris Jameson, and Jodie Wilmer.

Jed Gilbert

Vice-President, Chair of the Strategic Planning Working Group



Honorary Life Membership

Dennis Muir & Richard Walters



Dennis and Richard have willingly volunteered their efforts for JOY 94.9 and the rainbow community on a consistent basis for the past 11 years. In that time, both Richard and Dennis have committed their volunteering efforts to both on-air and off-air activities at JOY 94.9. The gentlemen have always behaved in an inclusive and positive manner with all passers-by, stall visitors, fundraiser punters and fellow volunteers. Their commitment has been endless to JOY 94.9 fundraising events, as well as to JOY's efforts in community engagement.

The couple contribute to JOY in a number of areas.

Broadcasting:

Richard is JOY's Music librarian. He goes beyond his duty and seeks out rare, unusual, queer and other special interest music for programs and presenters across the JOY schedule, but

particularly for JOY's popular Specialty programs. The gents have a long standing electro-pop music program of their own, ***A Touch of Pink***, which showcases on average 15% GLBTIQ artists. They can always be relied upon to present their program or find a suitable replacement when required. Richard has also sourced a range of GLBTIQ music for JOY's music library.

Operations:

Dennis is a Prize Coordinator, contributing to the administration and coordination of over \$80k of member incentives per year. Originally, Dennis was an Office Admin Support and OA Trainer, but when his hearing and eye sight deteriorated, he looked for another opportunity that would be better suited to him. Richard continued in his OA role and OA Trainer, and has now become an OA disability support person. With Richard's help, a volunteer has support and access to the station on a monthly basis.

The commitment and contributions of both Dennis and Richard can be directly translated into numerous benefits for JOY:

- Shared JOY 94.9 knowledge disseminated to hundreds of volunteers through OA training
- Encouraging a positive environment for volunteerism and volunteers
- Being on-air together as a couple is a wonderful representation of a loving long-lasting relationship for our community
- Their on-air program ***A Touch of Pink*** will celebrate 10 years in 2014, contributing to a stable grid



- They create an inclusive atmosphere when at the station
- Created and retained corporate relationships with regards to prizes and music
- Listeners have access to a range of GLBTIQ music sourced by Richard
- As broadcasters, they are a voice for the senior community (a very cool, young / senior voice)
- Access for JOY members with disabilities to participate at the station

Addam Stobbs Award for Broadcast Excellence

Dean Beck

Dean Beck's introduction to JOY was through Addam Stobbs. So it is fitting after four years on air, that he is now the recipient of this award. As a broadcaster, he is passionate, enthusiastic, interested and informed. Each of his programs has community interests at the core, no matter the topic. He is a highly versatile presenter across a range of genres. Besides creating engaging radio, he also goes beyond the broadcasting side to connect and empower the community through his roles as an ENUF ambassador and MC / speaker at various community events. He ensures all of his programs are thoroughly researched and informative, with the tone of his efforts always positive, inclusive and challenging when needed. Dean Beck can be heard every week on JOY 94.9 on **Word for Word** and **On The Line**.



Anne Hamilton Award for Volunteering Excellence



Avi Miller

Avi essentially single-handedly redeveloped the JOY website, from re-design, data transfer and implementation through to on-going maintenance and content updates. Avi provided countless hours of volunteer time, with the commercial estimate of this time valued at well over \$10,000. Since the new JOY website was launched in March 2013, it has enabled JOY to reach a broader audience. Another major benefit saw hosting of JOY podcasting brought in-house, so that delivery of JOY podcasts could

continue and develop without relying on a third party service. The implementation of the new website has also resulted in the diversification and up-skilling of our volunteer base, given that a greater number of potential volunteers now recognize they no longer 'have to' be on air, and can support the community through other means.



bek savic

As volunteer Radiothon Special Projects Coordinator for 2013, bek savic excelled in this role alongside maintaining her regular long term commitments to JOY. She not only made the commitment in a volunteer capacity, but she did an outstanding job, both from an admin and coordination perspective, and also from a people management point of view. She was meticulous with processing, ensuring that art work was accurate for print media, T-shirt design was awesome, and people were well trained and comfortable with telephone requirements and on-air promotions. bek made

an extra effort to put to work external volunteers in newly formed roles that benefited our organisation, ensuring that we both grew as an operation, that volunteers were properly engaged for their level of expertise. The Radiothon/Volunteer Thank You Party at The Eureka and the Wrap Up party, both organised by bek, were wonderful events and successes because of her ability to plan well, problem solve and follow through independently, as well as work within a team. She worked tirelessly and proved again her undying commitment to JOY 94.9. bek has been a long serving volunteer, including 11 years as a volunteer and member, 10 years on-air on breakfast programming with **The Pop Tarts** and **bek-fast** and 7 years in the role of Office Admin Coordinator, managing JOY's second largest team.

Programming Committee Report

It's incredible how quickly a year passes at JOY. The focus this year has varied for us as a committee. With some new members joining the committee throughout the year as vacancies arose, we had a constant influx of ideas and expertise. I want to thank each member of the Committee for their dedication and commitment. It can be hard to get everyone together in the same room, but I am glad to say we were able to do that regularly.

I would be remiss not to thank Chris Jameson for his work both as Weekday Program Director (WPD) and Music Director (plus on-air and IT work). He leaves the WPD role with a strong legacy. Chris, and with Andrew Thorp, were the first two Program Directors (PD's) in our new structure and they have moulded the roles well for our current and future PD's. On the same note, welcome to SJ Kilalea as the new Weekday Program Director! The heart and soul of community radio is the specialised programs that go to air each and every day of the year.

Through 2012-13, JOY 94.9's specialist program makers continued to deliver great radio across weeknights and weekends by connecting, representing and celebrating our diverse communities through programming that uplifts, informs and empowers. On average, there are 70 program makers across 40 specialist programs in every three-month program grid.

The revamped Taste of Radio course has provided fantastic opportunities to a new range of presenters bringing greater diversity to the program grid. New programs as diverse as ***Vixen Hour***, ***The Locker Room***, and ***Yesterday Once More*** are just a few of the examples of the benefit of the Taste of Radio.

Of course, new programs could not be scheduled if it were not for current presenters taking regular periods of leave, and if volunteers did not retire their programs occasionally. Big thanks to those who have retired during the year, and for those who do regularly rest, like the teams from ***The Cubby House***, ***Salt n Pepper*** and the ***Full Catastrophe***, just to name a few.

Pictured L-R: Bryan and Kath from ***Lefty Pinkos*** and Leo and Johnno from ***Sound Museum*** with the talented Aussie starlet Jessica Mauboy .



Pictured L-R: Dylan and Hannah from *Little Fish* with Latrobe Uni guest and JOY Office Admin volunteer Fernando at the Latrobe Uni Pride Week Outside Broadcast during Weekday Programming.



JOY 94.9 enhances the fulfilment of our mission statement through our Outside Broadcast schedule. In 2012-13, in addition to our annual 'Summer of JOY' schedule inclusive of Midsumma, Pride March, Mardi Gras, and Chill Out Daylesford, there were several OBs worth highlighting.

- The AFL and JOY collaborated in the first “**JOY Live at the G**” broadcast on August 17, 2012, highlighting how Australia’s premier sporting organisation is creating a safe, welcoming and inclusive environment for all communities of Australian society.
- With thanks to funding from Community Broadcasting Foundation, the **Spirit Lounge** team, in conjunction with Freedom 2 Be, presented the Freedom of Spirit broadcast from the VAC -GMHC on October 19, 2012; it was an amazing broadcast highlighting the stories of those with Christian backgrounds.
- On April 28, 2013, JOY travelled to Bendigo for the third annual “**SHAG Roadshow**” to discuss sexual health and gender diversity, in partnership with Family Planning Victoria; although targeted to LGBTI youth in regional Victoria, this broadcast provides vital information for us all.

Our Outside Broadcasts and program podcasts are now reaching a much larger listenership with thanks to the new JOY website. The capacity for the JOY website to integrate podcasts, video, social media and written content means that program makers now have the opportunity to develop multimedia content on a weekly basis.

Over the next twelve months, the JOY 94.9 specialist programs will continue to provide members of our G, L, B, T and I communities, no matter their location in the world, with entertainment to enjoy, and conversations that enable us to further understand and better celebrate, our identity.

Members of the committee: Heath Brice (NV), Shannon Power (V), Dean Murphy (V), Paul Williamson (V), Cam Cook (V), Katie Purvis (V), Marg Gardner (V), Scott Tetley (V), Chris Jameson (NV), Tim Lennox (NV), Conrad Browne (V), Sarah Kilalea (NV), Andrew Thorp (NV).

Weekday programming on JOY continued to engage the community across the past year with a proven combination of popular music and entertaining talk, plus the introduction of more specialist type shows to the weekday midday timeslot that gained new listeners and delivered even more informative and empowering content. The dynamic volunteer collective of presenters, program support and music team members all contribute to the station's weekday programming, and through doing so continue to see JOY set a high standard for quality broadcasting in the community radio sector.

The results from the November 2012 – May 2013 McNair Ingenuity Research survey showed that overall, JOY's listenership was up 50% to 329,000 listeners per month from the previous survey in 2008 and that daytime programming played a significant role in this increase.

The weekday daytime team also delivered new content with special focus day programming for Celebrate Bisexuality Day, Intersex Awareness Day, Transgender Day of Remembrance and



International Lesbian Day, plus outside broadcasts for Pride Week at Latrobe University and with the VGLRL and VAC for International Day Against Homophobia (Pictured above L-R: Christian from *The Vixen Hour*, Roz Ward from Safe Schools Coalition and Anastasia from *OMG! It's Anastasia*), Biphobia and Transphobia. In late 2012, we also welcomed the Lost Dogs Home to JOY

with *Pets Aloud*, a pet program with a strong GLBTI focus that quickly established itself as a listener favourite.

As volunteer music director, Chris Jameson and the music team are responsible for selecting the music that is played during daytimes on JOY. Two key goals of the music policy (that daytime music will contain at least 35% Australian & NZ music and will contain at least 10% music from openly GLBTIQ artists) were achieved in August 2013, a first for the station since the policy was established in 2008.

In June 2013, JOY's Weekday Program Director Chris Jameson stepped down after 18 months in the role. Chris's commitment to JOY as a volunteer and staff member started in 2006. His contribution to the station has always been greatly appreciated, and he continues to be an asset for JOY, bringing his knowledge and passion to the station in his continuing volunteer roles as the station's Music Director and as an on air presenter.



Pictured L-R: Weekday Program Director, Sarah 'SJ' Kilalea, Specialist Program Director, Andrew Thorp, Music Director and outgoing Weekday Program Director, Chris Jameson

In July we welcomed volunteer presenter and former Summer of JOY Coordinator Sarah Kilalea in to the role of Weekday Program Director. Sarah came to JOY via the UK, Africa and Dubai, with an extensive work history in radio and community organisations. Sarah is passionate about working at JOY and helping to create great programming, addressing issues that are important to our listeners and continuing with JOY's legacy of being an exceptional community radio station with "*great presenters, awesome music, relevant content and amazing volunteers.*"

For the year ahead, we look forward to new shows, diverse voices, more amazing music and great content that will see the daytime sound of the station continue to deliver on the JOY 94.9 Programming Dream Statement, which encourages all broadcasters to "connect, represent and celebrate our diverse community through programming that uplifts, informs and empowers".

Kyle Minall
JOY Programming Committee Chair

Andrew Thorp
Specialist Program Director

Chris Jameson
Outgoing Weekday Program Director

Sarah 'SJ' Kilalea
Weekday Program Director

News & Current Affairs Report

The JOY news team continues to be of gradually changing composition, but remaining stable at around 30 members— a consistent approximate 10% of JOY volunteers.

The "newsies" are a mixture of journalism and communication students, and some who are just interested in the area as a contrast to their usual occupations.

As a program, news is the longest running over JOY's 20 years, having been the very first to air on the station's first day.

These days we are working towards more integration between news and the increasing number of current affairs programs being broadcast on JOY.

For example, with the 2013 Federal election program on JOY, news reporters, wearing JOY 94.9 news team accreditation lanyards, were able to report from election night party gatherings.

The result — along with half hour progress updates from monitoring other coverage — was enhanced credibility for the JOY broadcast, and subsequent praise.

A recent news workshop with the JOY news team discussed further enhancements. Where possible, we will have greater sound reporting from GLBTI community events.

The team of volunteers provides news bulletins 365 days a year – usually 50 a week, including headline updates.

Tim Lennox
News & Current Affairs Director

Pictured: L-R: News Director Tim Lennox
and News Reader Ande Kay



Membership Services Report

The original JOY membership database operating system (Filemaker), which was first implemented in 1998, needed to be upgraded to a more modern approach to data management. Recently, a new operating system (Salesforce) has been considered, as it can provide the automation and reporting functions JOY needs, as well as integrating with other existing JOY processes on Salesforce.

The new Salesforce Membership management system includes a secure online payment process, an automated membership renewal reminder process delivered by email or hard mail, and an automated receipting process after payment, as well as providing many analytical and management reports.

It should also reduce the complexity of processing and managing membership renewals each Radiothon, by having instant online payments via our Radiothon phone room, leading in to our automated processes.

Massive effort by JOY volunteers was required to consider and test the new tailored system, to liaise with the system developers, and to cleanse and validate all old database information before migration. The data migration occurred with minimal glitches, but fine-tuning the system and familiarisation with the reports and automated workflows process will take a few months. Both systems will be run in parallel for some time, until we are satisfied with the new system and the old one can be considered redundant.

Membership levels have been static now for some years, with new memberships tending to balance those who do not renew. A reduction in total membership levels was recorded at June30, 2013. This is not particularly satisfactory.

The Membership Committee has been considering possible strategies to address this trend, but the solution may require dedicated resources and a fresh approach to membership recruitment and retention practices. This has been represented to the Board for consideration and implementation by a dedicated and qualified team.

Chris Furneaux

Member Services Coordinator

Pictured L-R: General Manager Conrad Browne, Radiothon Coordinator bek savic, **proud JOY Patrons and annual Radiothon dollar-for-dollar donators Geoffrey Smith and Gary Singer**, middle/behind volunteer Johnno from Tuesday Breakfast Froth, Music Director Chris Jameson and Weekday Program Director SJ Kilalea.



Membership Support Report

With the assistance of grant funds, and after six months of development work, in March the JOY membership database was migrated to a new online platform called Salesforce. Then in early June we implemented a new online secure payment system for new and renewing memberships, and donations. This important development has allowed the organisation to save operating costs like postage and stationery, and importantly to automate a previously manual and time-consuming process. This brings the membership database (or records) onto the same platform as JOY Sponsorship.

Other membership initiatives that Salesforce has permitted us to tackle in the short-term included:

- further development of the member retention program in relation to lapsed memberships
- the ability to identify an email contact address that has 'bounced' and commence a program to re-establish contact with current members with incorrect or out of date contact details
- improved reporting capabilities, both financial and operational.

Planned Salesforce initiatives may include:

- volunteer management system
- prize management system
- alternate member communication methods

Member numbers as of end June is over 1900 - our key membership volunteer, Chris Furneaux looks after all membership operating processes.

Anne Hamilton Operations Support

Pictured: JOY member and lucky winner, Theresa picking up the keys to the Radiothon 2013 prize, Suzuki Swift, BIG THANKS to JOY Radiothon sponsor Yarra Suzuki.



Organisational Chart



JOY Melbourne Inc / A0027601E ABN 52 334 960 331 level 9, 225 Bourke Street Melbourne 3000 / tele 1300 JOY 949

ORGANISATION STRUCTURE

as at 28 AUGUST 2013

MEMBERS

BOARD OF DIRECTORS

DIRECTORS

David McCarthy	president
Jed Gilbert	vice president
Laurie Cato-Smith	treasurer
Luke MOON	secretary
Geoffrey DEVINE	
Kyle Minall	
Melinda Rich	
Sammy Cameron	
Trish Kerin	

BOARD SUB-COMMITTEES

FINANCE & AUDIT

Laurie Cato-Smith chair	Luke Moon
Conrad Browne	Matt Anderson
Damira Rogoznica	Matt Kelly
Jed Gilbert	Melinda Rich
	Peter Frouzisz

MEMBERSHIP

Geoffrey Devine chair	Chris Furneaux
	Conrad Browne

PERFORMANCE MANAGEMENT

Trish Kerin chair	Conrad Browne
	David McCarthy

RISK

Luke Moon chair	Laurie Cato-Smith
Conrad Browne	Matt Nock

PROGRAMMING

Kyle Minall chair	Heath Brice
Andrew Thorp	Katie Purvis
Cameron Cook	Marg Gardner
Chris Jameson	Paul Williamson
Conrad Browne	Shannon Power
Dean Murphy	Scott Tetley
	Tim Lennox

STAFF & OPERATIONS TEAM

GENERAL MANAGER *

Conrad Browne
ADMIN / FINANCE
finance manager *
office admin coordinator
operations support
BROADCASTING
program director – specialist *
program director – weekday *
music director
music coordinator
music coordinator
music librarian
news director
production manager / podcasts *
MEMBER SERVICES
membership coordinator
SOCIAL MEDIA
administrator
twitter
facebook
SPONSORSHIP
sponsorship / promotions mgr *
sponsorship account manager *
prize coordinator
prize coordinator
TECHNICAL
IT services
website
VOLUNTEERS / COMMUNITY ENGAGEMENT
people service & culture mgr *
training courses / grants *

GOVERNANCE

OPERATIONS

* part time

General Manager's Report

On Sunday December 1, JOY 94.9 celebrates its 20th birthday. Not only is this a significant milestone as an organization, but a true testament to the individuals that have given so much of their time, energy and enthusiasm to get us there. Over my 8 years of involvement with the station, I've been privileged to see this first hand across so many areas and believe that what drove the station at the beginning is still key to why we continue today - to provide the opportunity for freedom of expression, the breaking down of isolation and the celebration of the culture, achievements and pride of the diverse GLBTIQ communities.

JOY's 20th year has been so many things – exciting, challenging, eventful and overall, one of continued growth and learning. The highlights have been many, starting in November 2012 with the Community Broadcasting Association of Australia awarding JOY the 2012 Most Innovative Outside Broadcast or Special Event Broadcast Award for the 3AW/JOY94.9 'Better Together' joint broadcast on youth suicide (**pictured left:** JOYsters celebrates win).



A very successful 'Summer of JOY' followed with the station being seen and heard at all of the key events on the LGBTIQ calendar, including Midsumma Carnival, ChillOut and Mardi Gras. With the latter, we extended our partnership with our Mardi Gras broadcast partner

2SER to include a one month digital radio station. This allowed JOY to be heard across Sydney on the 2SER digital frequency, culminating with a wonderful outside broadcast where together we brought the glitz and glamour from the parade on Oxford Street to the world.

Thanks to social media, we connected with even more listeners from around the globe and succeeded in delivering another fantastic broadcast event.

The 2013 Radiothon theme was 'JOY to the World' and saw the station celebrate with its volunteers, members and listeners on air, online and at various events, with a wonderful campaign resulting in one lucky member winning a Suzuki Swift. Donations continued to grow during this time and with the move to online membership, JOY took another step in ensuring we stay up to date with new technology and trends.

Financially, JOY is now in a very secure position that has allowed growth to occur across many areas, from programming and training to technology and infrastructure. Projects such as the rebuild / fit-out of Studio 4 and the introduction of digital playout have proved challenging but worthwhile, and will see great changes in the sound and development opportunities for the station in the near future.

As General Manager, I truly believe that the key to the station's continued success lies within the amazing people who choose to work and volunteer here. It's the collective experience, hours and dedication that individuals put in to JOY in their respective roles, when brought together, that allows the station to be so much more than just a radio station. With that I offer my sincere gratitude and thanks to the entire Operations team, who through their skills and efforts make JOY a true representation of the strength and spirit that is so evident within the vibrant GLBTIQ community. To the volunteers - your contribution is never underestimated or underappreciated, and it's through you that our collective voices are heard and celebrated every day for the entire community. To our members and supporters – it's with thanks to your generosity and love of the station that we continue to grow, thrive and continue to connect us all to each other through the power of our voices being heard every day across the airwaves.

As we celebrate our 20th birthday, it's not only a time to look back and celebrate what we have achieved and contributed to the community, but also to look to the future and ponder what's next for the station. The possibilities and opportunities are endless, as are the challenges and possible disappointments. But I believe we will continue to deliver quality community radio with the strength, pride and resilience that the gay, lesbian, trans*, bisexual and intersex communities are known and respected for.

Conrad Browne

General Manager

Sponsorship Manager's Report

Even with the doom and gloom of 2012/2013 worldwide financial down turn, JOY's sponsorship team ended the financial year in the black! It was a hard year with many of our regular clients feeling the pinch, and sadly a few of them closing their doors. This meant we had to re-think and approach our game plan in a completely new manner. But it was also perfect timing for us, as the station's profile has grown in the market place. We started picking up clients in areas/sectors we had never before. Even better was the belief some of our long team clients demonstrated in the station, continuing with "long-term" contracts (6-12 months). This belief and willingness to support the station has come from the sponsorship team being very stable, with the same team being together for over 3 years, as well as Jason Gipps our Production Manager taking on extra duties of selling sponsorship to Not-For-Profit and Community Groups at reduced rates.

The biggest growth arena has been the entertainment industry. It has taken a few years to build trust within the sector. It has helped that our website is much more user friendly thanks to the web team and with social media playing a big part. We now have some of the biggest theatre and concert promoter's taking out sponsorship on JOY, including The Recital Centre, Arts Centre, The Production Company, Comedy Festival, Mariah Carey, Aqua to name a few.

There have been a lot of sponsors where we are very proud of the relationship we have fostered: Adelaide Feast Festival (gay & lesbian festival), Chill Out Festival, Lost Dogs Home with their weekly on-air show, and Gold Coast Tourism, plus major prize sponsors, and long term small business like Happy Tint, Kenny's Trees & Stumps and our longest running program sponsor Mannhaus.

With so many theatre, concerts and events sponsors, as part of their sponsorship packages they have offered tickets for on-air giveaways. This has been hugely popular with our members, as we have given away tickets to King Kong, Singing in the Rain, tailor made shirts and Ricky Martin just to name a few. And of course, there was the car we gave away through Radiothon.

The next year will be challenging, but we are well placed, and the team is confident we can achieve another year in the black.

David Hunt

Sponsorship & Promotions Manager

Manager People, Services & Culture Report

The year's focus has been on creating frameworks that support cultural change in the organisation.

Volunteer Week was celebrated with an event, an on-air thank you announcement and vignettes. Volunteers were also given gifts including JOY Tshirt and CDs, and we all had a fun get together.

People within our community who have physical and intellectual disabilities have wanted to become JOY volunteers for years. But in the past, physical boundaries like stairs, or not having a support person available, have unfortunately often prevented them. Now a wider range of access and support needs are being met as new volunteers engage with the organisation. This has been a great achievement made possible with the help of a small handful of volunteers and staff, plus the wonderful facilities of the City Village. Further meeting our Mission Statement to break down isolation by extending improved access to some of the most marginalized members of our community and having them come on board as vital and engaged new JOY volunteers has made JOY a brighter place.



I have delivered 7x Taste of Radio (ToR) courses in 2012/13, with 70 participants graduating with the skills and knowledge to broadcast quality radio. **(Pictured left: 2013 ToR graduates).** We consistently retain more than 90% of graduates, who then go on to become volunteers. With my station knowledge and guidance as Manager PSC, at the conclusion of each course participants who wish to stay on at JOY are placed in a volunteer role of their own choice.

The benefits to the broadcast team include having informed broadcasters with a social awareness, who are prepared to represent the community with diverse, quality programming.

The ToR department is a consistent revenue stream, raising nearly \$20,000 with demand remaining high. I have implemented a qualified back-up radio trainer to add to our ToR toolkit.

The ToR course also gives two potential fee-free placements within each course to those experiencing financial hardship. This has provided a source of engagement for many. JOY is honoured to continue this community training scholarship.

I created a ToR inclusion statement to ensure that the goals are achieved, especially in terms of diversity of participants.

In December 2012, we launched the Refresher training course, designed specifically for existing broadcasters, in the areas of media law and codes of practice, interviewing and presentation. I have trained 4x volunteer trainers to deliver the Refresher training course sessions.

The Grants Department has had a successful year, raising over \$46,000. For JOY, this has meant the ability to deliver projects like special outside broadcasts at Mardi Gras, a subsidy for our transmission and, additional funds to support the rebuild of Studio 4 – Production Booth.

Leenie Fabri

Manager People, Service & Culture

Office Admin Coordinator's Report



The office admin team is a team of 50+ 'Masters of First Impressions' that greet you over the phone or over the intercom. We have 46 permanent shifts across our roster, staffing the desk from 7am to 11pm, 7 days per week. It's an amazing service we provide to our fellow volunteers, members and listeners, as most community radio stations can only answer their phones during business hours.

Many of our volunteers want to give something back to the community and use this entry level volunteer position at JOY 94.9

to do that. It's often the gateway for their continued involvement at the station and can lead all the way to the top. Our General Manager even started out volunteering in the role.

In the last 12 months, we've had over 40 people express their interest in volunteering in the office admin team. More than 20 of those people moved through the recruitment and training process to take on one of the permanent shifts. Of those new volunteers, many have already taken on additional roles at the station, in broadcasting, podcasting and other projects.

We're currently addressing the challenges for a team that replaces up to half of its volunteers annually. The changes implemented in the previous 12 months have bedded down and are continuing to make the office admin team more effective. Our next goals are to increase engagement within the team and reduce absenteeism. Our volunteers have fabulous ideas, so we'll be doing this in consultation with the team, during face to face get-togethers and online activities.

bek savic

Office Admin Coordinator

IT and Engineering Report

The 2012/13 year has seen some very big changes to the IT and engineering operations at JOY.

We have embarked on probably our biggest program of technology changes since moving from Coventry Street in 2008. By far the biggest of these is the planning, and commissioning of our brand new Digital Playout system, which will allow us to move our massive CD library into a digital storage and playout system for instant retrieval.

We have also radically changed the way we do our outside broadcasts, to be much more efficient . At the same time, JOY IT keeps stretching and refining our skills. No challenge has been too big for our Technical team, from a broadcast from the middle of a roundabout in Adelaide, to a forum in an old fire-station, annual favourite Pride March, and all the way to Sydney for Mardi Gras where we delivered our highest quality broadcast ever while running two stations from JOY – one broadcasting to our regular listeners, and another for our “digital” audience in Sydney through a Joint Venture with 2SER-Digital.

Our innovative approach to technology saw JOY present an extremely well received forum at the CBAA conference in November showcasing our own technology. Even now, we receive questions from other stations who want to know how we “make our magic”.

Our Information Technology has also seen many changes, with our team busily building a new infrastructure around donated equipment from IBM – a virtualised environment built for resilience – so a failure on one item does not bring us down. In addition to this, most of our PCs for staff and volunteers have been replaced with much more reliable equipment.

A big thanks to all who have contributed over the years and to those who helped this year: Ben, Michael, Jayne, Avi, Colin, Lucas, Josh, and Tim.

Matthew Nock

IT and Engineering Services

Production Manager's Report

The last year has been a positive one for JOY Production.

Audio production support for Daytime and Specialist programs has been increased, such as editing outside broadcast events for use on-air or program specific content. In the same period, ‘Production Services’ which is an income stream provides quality audio services to clients outside the station. It has become a great source of funding for the station, with our production manager Jason Gipps exceeding targets and always being on the lookout for new ways to build on this. Our most successful arrangement is through our agreement with advertising agency 4PeopleMedia to produce all of their audio content for clients.

Our volunteer program production team has grown in strength and as a result the vast majority of our JOY programs now have content available for podcast on the JOY website. This has been made possible by the development and implementation of the program production team put in place in early 2012. The process has seen volunteers provided with basic audio production skills and regular guidance to contribute to the success of our JOY podcast service. A simplified and beautified interface on the JOY website has not just made it easier for our volunteers to share content, but it has also made the service attractive for our viewers. As of July 2013, we had a total of 5746 audio files available to listen to or download, with website visitors listening to our podcasts for an average of 29 minutes, and benefiting from the equivalent of 116 days of continuous play content.

We thank our volunteers for the role they play in the program production team, for their professionalism and enthusiasm for providing quality on-air content online in order to reach a broader audience.

Over the next year our production manager plans to look further afield for new opportunities to contribute to our sponsorship bottom line via podcast sponsorship, as well as to build on commercial relationships to lift production service arrangements as a source of revenue, and to develop the skills of the volunteers on our team.

Jason Gipps

Production Manager

Salesforce Report

JOY's implementation of CRM platform Salesforce across our operations gathered force in 2013, with the long cherished dream of JOY online membership payments finally realised just in time for Radiothon renewal season in June.

Partnering with Salesforce consultancy AAKonsult, JOY implemented a Salesforce platform based online payment system. This included the successful migration of JOY's membership database into Salesforce, achieving excellent results for the streamlining and automation of many Membership processes, including renewals.

JOY first began using Salesforce in 2006, in limited fashion as a CRM tool to assist with the operations of the sponsorship sales team. At the time JOY was awarded 10 free user licenses by Salesforce on an ongoing basis, the standard offering given to all NFPs when electing to use the platform for their operations.

With the expansion of JOY's use of Salesforce since that time into new areas of JOY's operations such as membership, by 2013 our entire allotment of free user licenses had been taken up. And with our plans for future expansion of JOY Salesforce use into other areas such as Volunteers, Office Admin, Prizes and more, it quickly became apparent that we would need more user licenses to accommodate all our needs.

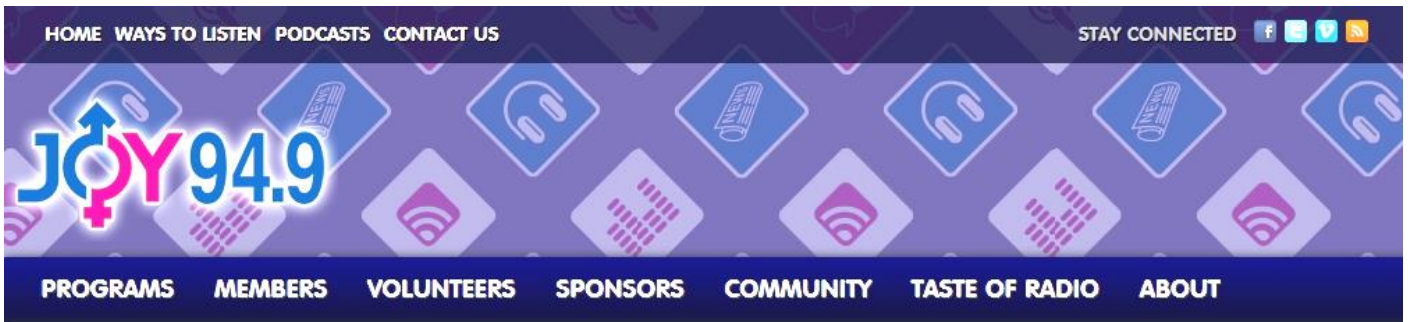
So in June 2013, JOY applied for a Salesforce Foundation Grant to get an additional 10 free user licenses. The grant was awarded and an additional 10 free user licenses were received in September, bringing our total allotment of free Salesforce User Licenses to 20. This represents a significant win for JOY that will allow us to continue developing our use of the Salesforce platform without incurring any additional ongoing user license costs.

Looking to the future, work on refining and extending JOY's use of Salesforce continues. Phase two JOY Salesforce implementation planning is just commencing, with work over the next 12 to 18 months aiming to focus on membership, volunteer and sponsorship operations.

Phillippe Cahill

Salesforce Coordinator

Website Report



This was a big year for JOY's online presence. At the start of the year, the aging JOY website was replaced with a brand-new site, built in WordPress. The new site went live in February 2013 and was immediately a hit with presenters, podcasters and our listeners. As part of the migration to the new website, JOY also began a very successful sponsorship agreement with Australia's leading hosting company, Bulletproof. This sponsorship agreement has allowed JOY to reclaim control of the content hosting for its extensive library of podcasts.

Obviously, the major highlight of the year is the launch of the new website, but there have been some other significant online achievements as well:

- The previous website had little to no program-related updates. The new website has over 90 registered authors and publishes new content every day with facilities for tracking web traffic.
- The average time spent by a listener on the JOY website has increased from less than 30 seconds to over 7 minutes per visit.
- JOY's podcasting rates have increased dramatically; some podcast episodes are downloaded over 5,000 times in a single month. The total number of podcast downloads has also doubled since March, from around 30,000 to over 60,000 per month.

During the Sydney Mardi Gras 2013 parade, we had an onsite social media team that was live-blogging the parade from start to finish. This resulted in nearly 800 images being published to the JOY website, Facebook and Twitter simultaneously. We also had a record number of livestream listeners during the Mardi Gras parade, with a peak of over 200 listeners online.

In 2014, the online development team will be looking to further improve the usability of the JOY website by improving the navigation of the site itself. This will allow listeners to discover new programs and new content, right across the station.

As Online Development Coordinator, I would most like to thank Conrad Browne, Chris Jameson and Matt Nock from JOY for the support and assistance they provided through the migration period. I would also like to thank my team members, Adam Taia and Raena Jackson Armitage for the dedication and attention they've paid to the website.

Finally, I would really like to thank all of the JOY presenters and podcasters who spend hours each week sharing their content on the JOY website.

Avi Miller

Online Development Coordinator

Social Media Report

JOY's social media – which consists of our website, Facebook (FB) page and Twitter account – is becoming increasingly popular and important to the station's operations. A team of volunteers with varying levels of expertise keeps the content up to date, and the increase in website page-views and FB and Twitter followers is evidence that we are doing something right.

Social media accounts are now created by the program directors when a new program is added to the JOY grid. Each program gets a Facebook page and a Twitter account. The standard Facebook page name is *Program Name on JOY 94.9* while the Twitter account is *@ProgramNameOnJOY*. These accounts are automatically linked to the program page on the JOY website.

Official JOY Facebook posts and tweets generally advertise upcoming special events (such as outside broadcasts and days such as International Day Against Homophobia), newsworthy and/or famous guests coming up on individual JOY programs, or events that JOY is sponsoring. Our Facebook page also often posts photos of studio guests with presenters, and of special events. On Twitter, we also feature 'general information' tweets that direct people to our website to find out how to become a member, how to get involved as a volunteer or sponsor, details of our program grid, and so on.

Lisa Robbins has been our Facebook volunteer for the past year and has been doing fantastic work in this role engaging with our community, while Katie Purvis has been JOY's Queen Twit since January 2011. In April 2013 Kevin Newman offered his skills and expertise to JOY as a social media officer, developing our Radiothon social media strategy and an ongoing strategy for the station, and providing support to Lisa and Katie.

Over the past year our Facebook fans have grown in number from 3336 to 5123. Our Facebook continues to grow and develop every day, reaching more members of the community than we have before.

Since Katie took over the Twitter account in January 2011, we have gone from about 1300 followers to over 5700. New followers are coming on board at the rate of about 140 per month. The account really proves its worth during events such as Sydney Mardi Gras and the special Jedward show (27 June 2013), during both of which we received many tweets and gained many new followers. During the Jedward show the hashtag we created was trending in the top 10 in Melbourne (**see picture**).

Kevin Newman and Katie Purvis
Social Member Team

Melbourne Trends · Change

#afl eagles bombers

#godons

#tomic

West Coast

Essendon

#MentionSomeoneHandsome

#JedwardJOY

Bombers

Eagles

Bernard Tomic

Finance & Audit Committee (FAC) Report

Your FAC is a great team of JOY Volunteers who enjoyed a very productive year.

Throughout the financial year ending 30 June 2013, FAC focused primarily on JOY's financial strength, long term financial viability and associated risks.

Financial reports were reviewed monthly and compared with budget. FAC devoted many sessions to revenue generation with particular emphasis on sponsorship, our primary source of income. Membership income and renewals were also addressed to ensure JOY is able to pay for all its operating costs and to build sufficient cash reserves to fund asset replacements and future unforeseen costs. FAC will continue to focus on essential revenue streams into the future.

The 2013/14 budget is another area that FAC spent many hours reviewing and challenging. This budget provides opportunities for JOY to further enhance its financial strength and invest in vital infrastructure required to serve our community and listeners.

Matt Anderson, Matthew Kelly, Peter Froutzis, Melinda Rich, Luke Moon, Conrad Browne and Laurie Cato-Smith are members of FAC. Finance Manager, Damira Rogoznica, attends FAC meetings and Richard Ginsburg is FAC's Executive Assistant. Jed Gilbert resigned during the year. Thanks to all of you for your outstanding work and the amount of time you devote to FAC each month.

Laurie Cato-Smith

Chair of FAC, Treasurer and Board Member

Auditor's Report



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AUSTRALIA

INDEPENDENT AUDITOR'S REPORT

To the members of Joy Melbourne Inc.

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report of Joy Melbourne Inc., which comprises the statement of financial position as at 30 June 2013, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

The Responsibility of the Board of Directors for the Financial Statements

The Members of the Board are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Associations Incorporation Act 1981 and is appropriate to meet the needs of the members.

The members of the Board's responsibility also includes such internal control as the directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we followed applicable independence requirements of Australian professional ethical pronouncements.



Opinion

In our opinion the financial report of Joy Melbourne Inc. is in accordance with the Associations Incorporation Act 1981, including:

- (i) giving a true and fair view of the entity's financial position as at 30 June 2013 and of its performance and cash flows for the year ended on that date; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1 and the Associations Incorporation Act 1981.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Directors of the Board financial reporting responsibilities under the Associations Incorporation Act 1981. As a result, the financial report may not be suitable for another purpose.

BDO East Coast Partnership

James Mooney
Partner

Melbourne, 17 October 2013

Financial Report 2012-13

JOY MELBOURNE INC.
(REG NO A0027660E)
BOARD OF DIRECTORS REPORT
FOR THE YEAR ENDED 30 JUNE 2013

Your Board of Directors submits the financial report for Joy Melbourne Inc. (the Association) for the financial year ended 30 June 2013.

Board of Directors

The names of the members of the Board of Directors throughout the year, and at the date of this report are:

David McCarthy	Elected November 2012
Alastair McKenzie	Resigned October 2012
Breed Lewis	Resigned October 2012
Greg Adkins	Resigned June 2013
Trish Kerin	Appointed December 2012
Kyle Minall	Elected November 2011
Jed Gilbert	Elected November 2011
Anthony Vitale	Resigned June 2013
Luke Moon	Elected October 2012
Geoffrey Devine	Elected October 2012
Laurie Cato-Smith	Elected October 2012
Sammy Cameron	Appointed August 2013
Melinda Rich	Appointed August 2013

Principal Activities

The principal activity of the Association during the financial year was the provision of a community radio service to and for Melbourne's diverse gay and lesbian community.

Incorporation / Status

The Association was incorporated on the 28 June 1993 and is a prescribed association pursuant to the requirements of the Associations incorporation Act 2012.

Significant Changes

No significant change in the nature of the Associations activities occurred during the year.

Operating Result

The profit from ordinary activities, before transfers to / from reserves for the year was \$27,950 (2012: profit \$35,235) and no provision for income tax was required as the Association is exempt from income tax.

Signed in accordance with a resolution of the Board of Directors.

Chairman

Date

17 October 2013

Treasurer

**JOY MELBOURNE INC.
(REG NO A0027660E)
BOARD OF DIRECTORS REPORT
FOR THE YEAR ENDED 30 JUNE 2013**

The Board of Directors has determined that the Association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the Board of Directors the financial report as set out on pages 2 to 11

- a) Presents a true and fair view of the financial position of Joy Melbourne Inc. as at 30 June 2013 and its performance for the year ended on that date.
- b) At the date of this statement, there are reasonable grounds to believe that Joy Melbourne Inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Board of Directors and is signed on behalf of the Board of Directors by:



Chairman



Treasurer

Date:

17 October 2013

JOY MELBOURNE INC.
(REG NO A0027660E)
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2013

	Note	2013 \$	2012 \$
Operating Revenue	2	888,831	786,086
Operating Expenses			
Audit Fees		(9,828)	(6,000)
Bank Charges		(4,060)	(4,140)
Depreciation & Amortisation		(61,012)	(55,272)
Employment Expenses			
Sales Staff		(73,994)	(67,808)
Station Staff		(303,216)	(298,477)
Fundraising expenses		(26,253)	(31,029)
Interest Expenses		(75)	(626)
Programming Expenses		(29,972)	(29,754)
Promotions and Publicity		(126,975)	(82,491)
Rent and Office Expenses		(188,030)	(136,050)
Telephone		(19,480)	(21,525)
Transmitter Costs		(17,986)	(17,679)
Operating Expenditure		(860,881)	(750,851)
Profit / (Loss) after Income Tax		27,950	35,235
Other Comprehensive Income for the year		-	-
Total Comprehensive Income For The Year		27,950	35,235

The accompanying notes form part of these financial statements.

JOY MELBOURNE INC.
(REG NO A0027660E)
STATEMENT OF FINANCIAL POSITION
FOR THE YEAR ENDED 30 JUNE 2013

	Note	2013 \$	2012 \$
CURRENT ASSETS			
Cash and Cash Equivalents	4	293,335	223,177
Trade and Other Receivables	5	43,405	27,467
Other Current Assets	6	21,118	23,138
TOTAL CURRENT ASSETS		357,858	273,782
NON-CURRENT ASSETS			
Property, Plant and Equipment	7	199,887	215,398
Intangible Assets	8	867	1,400
TOTAL NON-CURRENT ASSETS		200,754	216,798
TOTAL ASSETS		558,612	490,580
CURRENT LIABILITIES			
Trade and Other Payables	9	22,105	20,625
Short Term Financial Liabilities	10	1,798	583
Provisions	11	46,743	28,694
Other	12	49,612	43,480
TOTAL CURRENT LIABILITIES		120,258	93,382
NON-CURRENT LIABILITIES			
Provisions	11	13,206	-
TOTAL NON-CURRENT LIABILITIES		13,206	-
TOTAL LIABILITIES		133,464	93,383
NET ASSETS		425,148	397,198
EQUITY			
Retained Profits	13	425,148	397,198
TOTAL EQUITY		425,148	397,198

The accompanying notes form part of these financial statements.

JOY MELBOURNE INC.
(REG NO A0027660E)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2013

	Note	2013 \$	2012 \$
CASH FLOW FROM OPERATING ACTIVITIES			
Receipts from sponsors, members, grants, donations and fundraising		870,012	828,820
Payments to suppliers and employees		(759,062)	(744,256)
Interest received		4,251	2,048
Borrowing costs paid		(74)	(626)
Net cash provided by operating activities – Note B		<u>115,127</u>	<u>85,986</u>
CASH FLOW FROM INVESTING ACTIVITIES			
Payment for property, plant and equipment		(44,969)	(16,267)
Net cash used in investing activities		<u>(44,969)</u>	<u>(16,267)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of borrowings		(0)	(15,000)
Net cash used in financing activities		<u>(0)</u>	<u>(15,000)</u>
Net increase in cash held		70,158	54,719
Cash at beginning of year		<u>223,177</u>	<u>168,458</u>
Cash at end of year – Note A		<u>293,335</u>	<u>223,177</u>

The accompanying notes form part of these financial statements.

JOY MELBOURNE INC.
(REG NO A0027660E)
STATEMENTS OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2013

NOTES:	2013 \$	2012 \$
A RECONCILIATION OF CASH		
For the purpose of the statement of cash flows, cash and cash equivalents include cash on hand and in banks and investment in money markets. Cash and cash equivalents at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows:		
Cash and Cash Equivalent	293,335	223,177
B Reconciliation of net cash provided from operating activities to profit / (loss) after income tax		
Profit / (Loss) after income tax	27,950	35,235
Non-cash flows in profit after tax		
Depreciation and Amortisation	61,012	55,272
Doubtful Debts	6,220	(7,040)
Changes in Assets and Liabilities		
Decrease / (Increase) in trade & other receivables	(20,137)	24,603
Increase / (Decrease) in trade and other payables	7,455	(14,103)
Increase / (Decrease) in provisions	32,627	(7,981)
Net cash provided by / (used in) operating activities	115,127	85,986
Amount of credit stand-by or financing facility in place, being a bank overdraft	30,000	30,000

There were no non-cash financing activities during the period.

**JOY MELBOURNE INC.
(REG NO A0027660E)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2013**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act 1981 (Vic.). The Board of Directors has determined that the Association is not a reporting entity.

The financial report has been prepared on an accrual basis and is based on historic costs. It does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The financial report has been prepared in accordance with the following applicable Accounting Standards and Interpretations:

AASB 101:	Presentation of Financial Statements
AASB 107:	Cash Flow Statements
AASB 1031:	Materiality
AASB 1048:	Intpretation and application of Accounting Standards

No other Accounting Standards, Interpretations or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The following material accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report:

a. Grants and Donation Income

Grants and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt. Any unspent amounts have been carried forward to the following financial year. All revenue is stated net of the amount of goods and services tax.

b. Membership Subscriptions Income

In accordance with generally accepted accounting principles for similar organisations, membership subscriptions are accounted for on a cash receipts basis.

c. Property, Plant and Equipment

Each class of property, plant and equipment are included at cost less depreciation and impairment losses or at independent valuation.

The carrying amount of plant and equipment is reviewed annually by the Board to ensure that it is not in excess of the recoverable amount of the assets.

JOY MELBOURNE INC.
(REG NO A0027660E)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2013

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

The depreciation amount of all fixed assets including buildings and capitalised leasehold improvements is calculated on a diminishing value basis over their useful lives to the Association commencing from the time the asset is held ready for use.

d. Income Tax

The Association has been granted exemption from income tax under section 50-15 of the Income Tax Assessment Act 1997, as amended.

e. Leases

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

f. Employee Benefits

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits have been measured at the amounts expected to be paid when the liability is settled.

g. Provisions

Provisions are recognised when the Association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow can be reliably measured. Provisions are measured at the best estimate of the amounts required to settle the obligation at reporting date.

h. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, and other short-term liquid investments with original maturities of three months or less.

i. Impairments

At each reporting date, the Association reviews the carrying values of its tangible and intangible assets to determine whether there is an indication that those assets have been impaired. If such an indication exists, the recoverable amount of the assets, being the higher of the asset's fair value cost to sell and the value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of profit or loss and other comprehensive income.

JOY MELBOURNE INC.
(REG NO A0027660E)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2013

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)

j Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

k Investments

Investments held are originally recognised at cost which includes transaction costs. They are subsequently measured at fair value which is equivalent to the market bid price at reporting date. Movements in fair value are recognised through retained profits.

l Comparative Figures

When required, comparative figures have been adjusted to conform to changes in presentation for the current year.

NOTE 2: OPERATING REVENUE

Income

	2013	2012
	\$	\$
Sales	24	2,259
Donations	121,285	125,727
Fundraising	21,639	19,137
Grants Received	46,496	27,229
Interest Received	4,251	2,048
Membership Fees	107,218	135,485
Other Income	19,656	19,951
Sponsorship Income	568,262	454,250
	888,831	786,086

JOY MELBOURNE INC.
(REG NO A0027660E)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2013

NOTE 3: PROFIT

	2013 \$	2012 \$
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Profit has been determined after:

Crediting as income:

Interest Received	4,251	2,048
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Charging as expenses:

Depreciation of plant and equipment	61,012	55,272
Auditors' remuneration	9,828	6,000

NOTE 4: CASH AND CASH EQUIVALENTS

Cash on hand	500	538
ANZ Joy Melbourne Inc.	26,465	21,077
ANZ Special Purpose Fundraising	13,484	12,488
ANZ Capital Fund	27,268	318
ANZ On-Line interest Saver	224,618	187,380
Fundraising Float	1,000	1,007
Undeposited Funds	0	369
	293,335	223,177

NOTE 5: TRADE AND OTHER RECEIVABLES

CURRENT

Trade Debtors	38,771	23,013
Less Provision for Doubtful Debts	(6,220)	-
	32,551	23,013

Other Receivables	10,854	4,454
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Total Trade and Other Receivables	43,405	27,467
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NOTE 6: OTHER CURRENT ASSETS

Prepayments	21,118	23,138
	21,118	23,138

JOY MELBOURNE INC.
(REG NO A0027660E)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2013

	2013	2012
	\$	\$
NOTE 7: PROPERTY, PLANT AND EQUIPMENT		
Leasehold Improvements	132,697	132,697
Less Accumulated Depreciation & Impairment	(89,190)	(66,679)
	<u>43,507</u>	<u>66,018</u>
Computer Equipment	126,252	122,734
Less Accumulated Depreciation & Impairment	(80,212)	(64,318)
	<u>46,040</u>	<u>58,416</u>
Plant & Equipment	238,956	197,915
Less Accumulated Depreciation & Impairment	(139,367)	(121,254)
	<u>99,589</u>	<u>76,661</u>
Office Furniture and Equipment	43,773	43,365
Less Accumulated Depreciation & Impairment	(33,022)	(29,062)
	<u>10,751</u>	<u>14,303</u>
Total Property, Plant & Equipment	<u>199,887</u>	<u>215,398</u>
NOTE 8: INTANGIBLE ASSETS		
License Application	3,195	3,195
Less Amortisation	(2,328)	(1,795)
Total Intangible Assets	<u>867</u>	<u>1,400</u>
NOTE 9: TRADE AND OTHER PAYABLES		
CURRENT		
Trade Creditors	13,048	7,348
GST Payable	9,057	13,277
	<u>22,105</u>	<u>20,625</u>
NOTE 10: SHORT TERM FINANCIAL LIABILITIES		
CURRENT		
ANZ Visa Card	1,798	584
Total Short Term Financial Liabilities	<u>1,798</u>	<u>584</u>
NOTE 11: PROVISIONS		
Current		
Provision for Annual Leave & Bonuses	41,331	21,911
Provision for PAYG Withholding	2,297	2,089
Superannuation Payable	3,115	4,694
	<u>46,743</u>	<u>28,693</u>
Non - Current		
Provision for Long Service Leave	13,206	0
	<u>13,206</u>	<u>0</u>

JOY MELBOURNE INC.
(REG NO A0027660E)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2013

	2013	2012
	\$	\$
NOTE 12: OTHER		
CURRENT		
Accrued Charges	19,520	16,601
Income in Advance	30,092	26,879
	<u>49,612</u>	<u>43,480</u>

NOTE 13: EQUITY

Retained Earnings

Retained profits at the beginning of the year	397,198	361,963
Total Profit or Loss for the year	27,950	35,235
Total Equity	<u>425,148</u>	<u>397,198</u>
Adjustment to prior year Equity	<u>-</u>	<u>-</u>
Total Equity	<u>425,148</u>	<u>397,198</u>

NOTE 14: COMMITMENTS

Operating Lease commitments

Premises

Non-cancellable operating leases contracted for, but not capitalised in the accounts:

Payable

Less than 12 months	57,740	60,968
Between 12 months & 5 years	0	52,489
	<u>57,740</u>	<u>113,457</u>

The property lease is a non-cancellable operating lease for a three-year term, commencing from 1 May 2011, with rental increases of 4% per annum.

Joy Melbourne Inc. leases a photocopier from Sharp Finance but does not pay directly for the machine. The copy charge includes a component of lease but this cannot be accurately determined. This agreement will expire in April 2014.



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