

ANNUAL REPORT 2012

# Contents

<b>1</b>	Contents	<b>11</b>	Membership Committee Report
<b>1</b>	Mission Statement	<b>11</b>	Risk Committee Report
<b>1</b>	Purpose Statement	<b>12</b>	Performance Committee Report
<b>2</b>	President's Report	<b>12</b>	Social Media Committee Report
<b>5</b>	Finance Committee Report	<b>13</b>	Organisational Chart
<b>6</b>	Addam Stobbs' Award	<b>14</b>	General Manager's Report
<b>7</b>	Honorary Life Membership	<b>18</b>	Auditor's Report
<b>9</b>	Programming Committee Report	<b>19</b>	Financial Report 2011-12

## Mission Statement

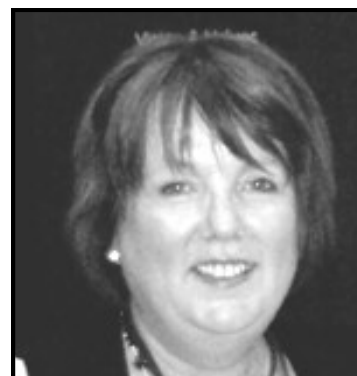
JOY 94.9 is a gay and lesbian volunteer based community radio station, committed to providing a voice for the diverse lesbian and gay communities, enabling freedom of expression, the breaking down of isolation, and the celebration of our culture, achievements and pride.

## 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.

Special thanks to Carol-Joy Pirie for cover design and all contributors including Leenie Fabri for compiling and layout, Phillippe Cahill and Chris Furneaux for proof-reading, and Anne Hamilton for administrative assistance.

# President's Report



## Breed Lewis

It was with mixed feelings that I took the reins in the role of President, after my dear colleague David McCarthy stepped down for health reasons. Firstly, David's are big shoes to fill! I was also concerned about my ability to commit the time needed to fulfil the role. However, my commitment to support the Board and to step up from the Vice President role to take over from David was validated by the overwhelming support I received from my fellow Board members.

## Here are just some of the things your Board Members have been up to on your behalf this year:

Alastair McKenzie – Vice President since November 2011, has assisted and supported me enormously this year. Alastair has amazing organisational skills in addition to his financial skills, and makes a significant contribution in ensuring that as a Board we are performing as we should. He keeps us on track with his pragmatic insights and has the courage to 'call' issues as they are. Alastair spread his wings and chaired the JOY Programming Committee (JOYpac) this year. Alastair took the approach of inviting members to join the committee, in an effort to broaden the opinion base, and to ensure our programming is representative of our membership. Thank you Alastair, your contribution, particularly as Vice-President, is very much appreciated.

Anthony Vitale joined the Board at the AGM in 2011. He brings professionalism, enthusiasm, and a great deal of experience. Anthony chairs the Social Media Committee. Together with the committee, Anthony has launched the Social Media Policy. Moving forward the plan is to develop a Social Media Framework, and following that a Social Media Strategy. In addition, Anthony recently took up the role of Public Officer following the resignation of Nick Bassett. This is an interim appointment until the new Board is in place.

Jed Gilbert assumed the role of Treasurer this year, chairing the Finance and Audit Committee. This committee plays the important role of overseeing the financial management of the organisation, to ensure appropriate governance is in place. The result of this enormously successful initiative is completely transparency, and confidence in the financial management of the organisation. Our continual improvement approach led to the revision of some of our key policies in this area this year. Jed also oversees the progress of the Strategic Plan and ensures it stays front of mind for the Board. Jed organised a planning day on September 8 to re-visit both the Cultural Survey Report and the Strategic Plan. This was a very successful day and we have now taken our Strategic Planning to a new level.

Kyle Minall resigned from membership committee to take a more active role as vice-chair of JOYpac – a succession plan devised by Alastair. Kyle has risen to this task with aplomb, and is actively involved in chairing the meeting and in decision-making with the committee.

Greg Adkins graciously accepted the task of re-vitalising the membership committee, and is actively recruiting for this committee. With Greg's knowledge of the organisation, he will be a great asset to this committee. Greg also conducted a review of the Constitution this year.

Trish Kerin, due to work commitments, has stepped down as chair of Performance Committee, but still actively participates in Board meetings, and is a member of the Risk Committee. Regardless of where she is, Trish always manages to attend our meetings, even if it is by phone. Trish is a rational, thoughtful contributor, and I have valued her advice and counsel this year.

David McCarthy (Macca) returned to the Board in June 2012, much to the delight of all Board members. Even when he was on leave of absence, he was available to me when I needed his counsel. He has taken on responsibility to represent JOY 94.9 on a working group at BeyondBlue. This is building on the relationship we have been nurturing with this important organisation, a natural fit as a community partner for JOY 94.9.

David also co-hosted our outside broadcast with 3AW's Neil Mitchell. This was a momentous event for JOY 94.9, evidenced by the wonderful response we have had from members and non-members, JOY listeners and 3AW listeners.

I would like to take this opportunity to thank all of our guests on the broadcast who included Lord Mayor Robert Doyle, Hon. Jeff Kennett, Bronwyn Pike, and Michael Carr-Gregg. To everyone who listened, turned up in the rain, and called in, thank you for your support. The topic of youth depression and suicide, particularly in our community, is one that we must continue to promote, so that we can hopefully make a change in someone's life. I know that Macca and Neil have plans for future events, so watch this space.

As president, my role is to chair the Patrons' Committee, which worked hard to organise the Launch Event on September 13, 2012.

**I am truly fortunate to have worked with such a great team this year, and everything we did, easy or tough, we did as a team, so thank you all!**

The 3AW outside broadcast (OB) was one of the highlights of 2012. However, it was not our only successful OB. We conducted a very successful OB at the MCG, in conjunction with AFL, as the AFL works on improving diversity in the AFL Community. We also attended Mardi Gras as a media partner this year, as well as having OB's at Midsumma, Chillout etc.



Pictured L - R:  
Dean Beck, Victorian Women's Football League  
Director of Media Leesa Catto, Jade Gulliver.  
Photographer: Betty Sujecki

Alastair McKenzie and I had a meeting with the Lord Mayor Robert Doyle in February 2012. Among the things we discussed with Lord Mayor were:

- Our tenure at 225 Bourke Street. Whilst the Lord Mayor cannot guarantee unlimited tenure at 225 Bourke Street, he did assure us that should there be an imperative to move us, we would have adequate notice, and he would endeavour to 'house' us elsewhere.
- A major event to cover GLBTI youth suicide and depression. The Lord Mayor suggested we contact Neil Mitchell, which I did. Neil responded positively within an hour of my email, and the rest is history.

The launch of a Patrons' Program for JOY 94.9. The Lord Mayor agreed to host our event at Melbourne Town Hall on September 13, 2012. JOY 94.9 is blessed to have such a generous Patron as Robert Doyle. The Patrons' Program is an important initiative for JOY 94.9. We have many truly generous benefactors, but we have not ever put a formal structure around the process of donating to JOY 94.9. We recognised the need to put a process in place, whereby people who wish to donate have the opportunity of making either one-off or regular payments, can select an area of JOY where they would like their funds invested, and also receive recognition as a Patron of JOY 94.9. You will hear more about this initiative as it gains momentum throughout 2012.



Pictured L - R:  
Breed Lewis, Jeff Kennett,  
Conrad Browne, Lord Mayor Robert Doyle.  
Photographer: Betty Sujecki

One of my first tasks as President was to appoint Conrad Browne as Acting General Manager following the resignation of Corey Irlam. As a Board we decided to promote someone internally to the role, and give him/her the opportunity to demonstrate the skills required. I am very pleased to say that Conrad's position was made permanent effective July 1, 2012. He has shown professionalism, determination, integrity and resilience, and we are very happy with our decision to appoint him.

One of the initiatives I worked on this year was the development and roll-out of a Cultural Survey. Jed Gilbert and Leenie Fabri (Manager, People, Services and Culture) worked with me on this initiative. The survey went out just before Easter. The results were analysed by an independent consultant, who provided us with a report. This report has been shared with the volunteers, and the results were workshopped at our planning day on September 8. The outcomes of the workshop will be actioned in the coming year. The plan is to conduct this survey on an annual basis.

And so, as my tenure as President draws to a close, I wish to thank everyone at JOY 94.9 for their support and cooperation. You are truly inspiring – both staff and volunteers – and you deserve to be part of one of the best GLBTI Community organisations in Australia. It is because of you that we belong in that category.

To JOY members, many many thanks for your support. Without you we couldn't do it. Please keep listening, and if you want to be involved, contact us! We would love to have you as a volunteer.

Kind regards

**Breed Lewis**  
**President**



# Finance Committee Report

As the financial year closes, it's a great time to reflect on the capacity of JOY to pull through challenging times. Over the year, the organisation as a whole committed to tight fiscal controls, which has resulted in an even stronger and more sustainable JOY at year-end.

The 2011/12 financial year began with JOY consolidating its position and paying down prior year debts – leaving us debt-free. From early on, however, substantial underperformance against forecast income in challenging economic times meant some difficult decisions had to be made. From November onwards the Board and management made some tough cuts, invested in developing new income streams, and implemented cash-flow improvement strategies. The organisation really pulled together to improve our financial position from early in 2012 onwards.

The strategies have paid off, together with a solid Radiothon result, to produce a very strong cash position and an expected small surplus by year-end. This has enabled us to invest in JOY's future. Our equipment and technology needs are enormous, and I'm pleased to announce that JOY has created a Capital Fund to provide for the ongoing equipment and technology needs of the station. This fund is being contributed to monthly (over \$40,000 this year), and future tech drives will continue to go directly into this fund to acquit capital projects. Over time it is envisaged more will be contributed to this fund than is needed each year, to provide a growing nest egg for JOY. This fund will be key to the future sustainability of the station.

The Board will present a motion to its membership to create an additional \$15,000 Future Fund. This fund will be locked in term deposits with interest accruing, and with the use of the funds tied to a vote by JOY members. This will further add to the sustainability of JOY, no matter what challenges it faces in the future.

For the financial year 2012/13, management have conducted a thorough budgeting process including many people in the operations team, setting us up for a steady year of financial performance and consolidation. Our new budget also has increased provisions to invest in our most important resource: our people.

I'd like to give a big thanks to the leadership of Damira Rogoznica and Conrad Browne, the whole JOY crew for pulling through a tough period, my fellow Board members, and particularly the members of the Finance and Audit Committee. The Committee, developed by the former Treasurer Alastair McKenzie, is made up of volunteers and has proven itself to be absolutely invaluable to JOY by capacity-building robust accountability, innovation and critical thinking.

## Here's to the future of JOY!

Sincerely,

**Jed Gilbert**  
**Treasurer, Chair of the Finance and Audit Committee**

# Addam Stobbs' Award for Excellence in Broadcasting

Fun, uplifting, great rapport, well planned and professionally delivered – that's what David Lim and Jade Gulliver have brought to JOY with their fantastic show *Diff'rent Strokes*. After 5 years on-air, this dynamic duo made the switch from evening program to breakfast show in 2012 and brought their unique humour and style to JOY's daytime sound. Their partnership clearly demonstrates the diversity of our community and represents everything that's great about JOY – dedicated volunteers who consistently produce an entertaining and well produced show, and who are an excellent example of how paying your dues and putting in the hard work can lead to new challenges at the station. A great duo that signifies the future of JOY and a true asset to our community!

There's something *diff'rent* about Thursday breakfast on JOY. Join Jade and Dave every Thursday morning for a fun, camp and geek take on pop culture and the world as we know it. Every week, David and Jade join forces to present their contrasting take on pop culture, music, TV and online fads.



# Honorary Life Membership

Honorary life membership is awarded by the JOY Board to recognise a current or past member for their extraordinary commitment and contribution to the purpose of JOY 94.9. This year the Board is proud to award life memberships to:



**Andy Kay & Adrian Perillo-Phipps**

Their JOY journey started in October 2003, but they're best known for their breakfast show 'Andy & Adrian'. For 5 years they provided many memorable moments with amazing guests and unique situations including the inaugural broadcast and Radiothon launch from JOY's new Bourke Street studios with no walls, lots of dust & a bunch of builders banging around in the background! The journey we shared with Adrian last year as he became a same-sex coupled parent was somewhere the station had never gone before and created warm, emotion filled radio of, by and for our community. They retired from breakfast radio in March this year with almost 10 years on air and in that time the audience shared their lives as they grew up in front of us. Always entertaining, engaging and two of the nicest guys you'll ever meet.



**Gary Wilson**

A member since 2001, Gary has made a significant contribution as a volunteer, presenter and newsreader over the past 11 years. Known to many as the Gazman, he's never been afraid to tell his own story on-air of being a formerly married man with children who came out later in life and embraced his true self and is a great example to other members of the community who may face the same situation. Gary is a true individual, a wonderful man and a great JOYster.





## Jodie Wilmer

Jodie's 16 years of outstanding contribution to JOY 94.9 has touched many and has been a positive influence within the station. As a producer/presenter of the 'Gayaway' travel show then 'Detours'. Jodie and her team combined interesting guests, social justice, tourism, GLBTI travel information and personal travel stories. Her volunteer participation includes Committee of Management, mentoring presidents, social/community connection, Finance and Audit Committee, and Risk Management Framework development and current chair. Her last 'Detours' show is Saturday October 13, but her dedication to JOY and love for broadcasting will continue in different ways, especially within the skills and passion shared with the JOY family.



## Gary Singer

Joined in August 1996 when JOY was a small aspirant vying for spectrum on 90.7FM. It was during his time as Deputy Lord Mayor that Gary was able to use his political influence to champion somewhat controversial initiatives including the establishment of Victoria's first Relationships Declaration Register and most notably the relocation of JOY and other GLBTI community organisations to 225 Bourke St. Since 2009, Gary and his partner, Geoffrey Smith, have run an on-air donation drive during Radiothon matching dollar-for-dollar that has since raised the station in excess of \$100,000. Gary is an exemplary ambassador for JOY.

# Programming Committee Report

It's often said that JOY is two stations in one, ranging from the dance music based programming weekdays, to the eclectic content we hear across evenings and weekends. This year saw another action packed year across the Program Grid, covering weekdays, evenings and weekends. There were a total of 46 specialty programs on-air across the four grids of the year, with many of our listeners' favourites remaining throughout the year. In any one week approximately 120 talented program makers contribute countless hours to provide entertaining and relevant content specifically tailored for our community – and they are all volunteers! We are not able to thank them enough for the unique programming they provide.

Not too far from the cut and thrust of the JOY studio, are the program decision makers. Also volunteers, they donate their time and expertise to monitor the sound of JOY and ensure the programming objectives of JOY are met. JOY has gained considerable traction through redefining the role of JOYpac. The committee now boasts a full and diverse membership, including a committed team of experienced and engaged members, who are involved in all key programming decisions. This has mostly been achieved through policy, but also through the contribution and commitment of our JOYpac team, whose achievements have contributed to a program selection process that is as transparent as it is rigorous.

In 2012 JOYpac endorsed a revised Programming Policy for the station. The process that commenced back in 2009 and the then Board was finally ratified and implemented in February, clarifying many of the grey areas and formalising much of what we consider business as usual. One of the most significant changes was the delegation by the Board to JOYpac of the quarterly Program Grid review and approval process. This has enabled greater scrutiny of programming decisions and allowed greater engagement within the governance structures for ordinary members.

One of the many highlights of the year was the JOYpac Strategic Planning Day held in March 2012. The objective of the day was to define a visionary statement consistent with our Statement of Purpose, which would become the basis for future decision making. The JOY 94.9 Dream Statement was ratified by the Board in April, and has since been posted in the studios encouraging our talented broadcasters to ***“connect, represent and celebrate our diverse community through programming that uplifts, informs and empowers”***.

This Programming Dream Statement now assists our Program Directors and Committee when evaluating new program proposals from our ever increasing pool of Taste of Radio graduates.

Through our Outside Broadcasts JOY 94.9 also continued its commitment to ***“enabling the freedom of expression, the breaking down of isolation, and celebration the culture, achievements and pride”***.

Key outside broadcasts carried out this year included:

- Feast Festival Picnic Day in Adelaide, Sunday November 27, 2011
- World AIDS Day / JOY 18<sup>th</sup> Birthday at Federation Square, Thursday December 1, 2011
- Carols By Queerlight from Prahran Market, Saturday December 10, 2011
- Midsumma Carnival, Sunday January 15, 2012
- Pride March, Sunday February 5, 2012
- SHADEs of JOY, A Sexual Health Forum, with the Country Awareness Network in Bendigo, Sunday February 19, 2012
- Mardi Gras Parade from Sydney, Saturday March 3, 2012
- Chill Out Festival from Daylesford, Sunday March 11, 2012
- Latrobe University Pride Week, Tuesday March 20, 2012
- Youth Suicide and Mental health focus co-broadcast with 3AW, Thursday May 3, 2012



Pictured L - R:  
Macca, Neil Mitchell, Lord Mayor Robert Doyle.  
Photographer: Betty Sujecki

Thanks to our amazing tech team for seamlessly pulling these broadcasts together and to all those involved in producing significant, relevant and important content.

News Director, Tim Lennox launched the 2012 workshop program with Channel 9 network presenter, Peter Hitchener as guest. JOY remains the only community radio station in Australia with its own news team presenting content specifically compiled for its defined audience, 365 days a year.

In twelve short months, we have come far, none of which could have been achieved without a supportive and capable Board. I would like to thank our former Broadcast Manager, Dean Murphy and our new Program Directors, Chris Jameson and Andrew Thorp for their outstanding contribution and ensuring a smooth transition. To the brilliant and talented team of volunteers at JOYpac, thank you for all the great work you have done – it can sometimes seem like a thankless task, but the fruits of your hard work are appreciated by all; and finally to you the member, thank you for listening! Stay tuned, there's more good news to come ...

**Alastair McKenzie**  
Vice-President and Chair of JOYpac

**Content Contributors**  
Andrew Thorp and Chris Jameson  
Program Directors

# Membership Committee Report

JOY's Membership Committee was chaired by Kyle Minall and addressed a number of strategic membership focused issues in the financial year.

These included:

- developing a lapsed members' drive post-Radiothon,
- development of a survey of lapsed members and a review of the results to inform ways of reducing "churn" in membership
- adaption of paper-based lapsed member surveys to online surveys
- review of non-Melbourne listener survey
- development of a telephone team
- further membership systems development alongside the key membership volunteer, Chris Furneaux.



Pictured L - R:  
JB from Essendon Jeep, Jack (JOY member and Radiothon Prize Winner and now Jeep owner), Essendon Jeep team.  
Photographer: Betty Sujecki

# Risk Committee Report

Following on from the Risk Framework development in the previous financial year, Jodie Willmer, a member of the Risk Committee and CEO of a not-for-profit organisation, has been invited by the board to chair the Risk Committee from September 2012.

Together with the Risk Committee members, and the General Manager, the Risk Framework will be reviewed and updated; the risk committee will then engage with the Board, subcommittees, staff and volunteers. The aim is to merge these important organisational risk-oversight activities with the financial oversight activities of the Finance and Audit Committee (FAC) during the 2012-13 financial year.

As an early stage of this process, one FAC member will join the Risk Committee and vice versa. The Risk Committee works with the General Manager to provide the framework for potential and real risk to be identified, resolved and planned around. Both Risk Committee and the GM capture, document and report to the Board with high-end risk reported frequently and low-end risk documented annually. Risk, continuous improvement and OHS will be included as standard agenda items in all meetings across JOY. Via the Risk Framework and an engagement strategy, we aim to develop an organisational culture at JOY where risk is recognised and embraced as a very real possibility within a dynamic volunteer-based organisation so that JOY can learn and become stronger. The Risk Framework with regards to risk management is a tool to assist JOY to become sustainable and prepared, by embracing risk management principals and practices to achieve JOY's vision.

# Performance Committee Report

The Performance Committee meets with the General Manager several times to provide ongoing support. The performance Committee was also involved in the recruitment process for the General Manager.

## Social Media Committee Report

Formalised in December of 2010, the mandate of the Social Media Committee (SMC), is to develop policies to support the use of social media and other types of media for JOY 94.9. Another significant component of its mandate is to develop a strategy, which to positively grow JOY's social media footprint in a systematic way. In the absence of any specialised social media expertise, the SMC and JOY 94.9 had to work hard to develop a policy that provided fair guidelines for the use of social media within the station. Its greatest challenges have been 'achieving the balance' between 'policing' social media use, and 'encouraging the responsible use' of it. Wherever possible, the SMC has avoided a tone that dictates ways in which social media should be used. In the initial iterations of its policy, the SMC has aimed to encourage responsible personal and private use of social media in ways that ultimately 'do not bring JOY 94.9 into disrepute'. The policy is presently at an exciting stage where it is being developed into a framework underpinned by accountability and is driven by the responsibility of its users. In this regard, JOY 94.9 is ahead of many other community radio stations that do not yet have a policy or strategy to deal with their social media use. The SMC should be commended on its efforts thus far. This is a slowly evolving area of work, which develops organically through trial, error, feedback and research. A social media strategy will eventually accompany the policy. It will outline the ways social media can grow and ultimately benefit JOY 94.9. The Board and the operational team appreciate the importance of social media in their daily communication. Being able to firstly standardise its use, and then grow it, is very important to the SMC. The SMC envisages that the social media strategy will encompass areas such as technology, taking a coordinated "HUB" approach to the management of the social media requirements of JOY 94.9. I would like to thank Pete Dillon and Tusq for their work on the initial drafts of the JOY Social Media Policy that presently supports JOY 94.9's social media use. Thanks also to the users of social media at JOY 94.9, for their patience in the application of early drafts of the policy – it is organic and will take some time to bed down. Finally, thanks to the SMC for their commitment and input. If you are interested in becoming a part of the SMC, please contact us at JOY.

**Anthony Vitale**  
**Social Media Committee Chair**



The screenshot displays a Twitter feed with several tweets. The first tweet is from JOY 94.9 (@JOY949) dated 3h, announcing a special Seniors Week station event on Tuesday, October 2nd, from 11am to noon. The second tweet is from JOY 94.9 (@JOY949) dated 25 Sep, expressing gratitude to @BiAllianceVic for their support of #BiDay. The third tweet is from QNN (@QNNAus) dated 25 Sep, mentioning a gay gymnast Ji Wallace. The fourth tweet is from The KissMyArts Show (@joykissmyarts) dated 24 Sep, featuring Amber Nichols. The fifth tweet is from Pinnacle Foundation (@PinnacleFound) dated 23 Sep, regarding a 2013 application deadline for LGBTQ youth scholarships. The sixth tweet is from Diffrent Strokes (@diffstrokes949) dated 20 Sep, promoting a podcast chat.

JOY 94.9 @JOY949 3h  
JOY invites mature-aged community members to a special Seniors Week station event on Tue 2 Oct, 11am-noon. Learn (cont) [tl.gd/je5j16](#)  
Expand

JOY 94.9 @JOY949 25 Sep  
Yes indeed! " @BiAllianceVic: Big thanks to @Joy949 for their support of #BiDay. Looking forward to continue working together in the future."  
Expand

QNN @QNNAus 25 Sep  
On this week's QNN: Openly gay gymnast Ji Wallace speaks about #HIV and @sydneyconvicts takes out Purchas Cup. Listen: [cpod.org.au/page.php?id=158](#)  
Retweeted by JOY 94.9  
Expand

The KissMyArts Show @joykissmyarts 24 Sep  
The lovely Amber Nichols treats us to her beautiful tunes, singing some acoustic gems from her new EP tonight on @joykissmyarts @JOY949  
Retweeted by JOY 94.9  
Expand

Pinnacle Foundation @PinnacleFound 23 Sep  
3 weeks til 2013 application deadline - helping #LGBTIQ #youth with #scholarships & #mentors. Pls RT to help :) [thepinnaclefoundation.org](#)  
Retweeted by JOY 94.9

Diffrent Strokes @diffstrokes949 20 Sep  
The wait is over! Listen to our chat with @janeespenon & @GoCheeksGo about @TeamHusbands now in extended podcast form: [ow.ly/dR33J](#)  
Retweeted by JOY 94.9  
Expand



## MEMBERS

### BOARD OF DIRECTORS

**Breed Lewis** president  
**Alastair McKenzie** vice president  
**Jed Gilbert** treasurer  
**Anthony Vitale** secretary  
**David McCarthy**  
**Greg Adkins**  
**Kyle Minall**  
**Trish Kerin**  
**Nick Bassett**

### BOARD SUB-COMMITTEES

**FINANCE & AUDIT**  
**Jed Gilbert** chair  
**Alastair McKenzie**  
**Conrad Browne**  
**Dallas Beeston**

**MEMBERSHIP**  
**Kyle Minall** chair  
**Alastair McKenzie**  
**Chris Furneaux**

**PERFORMANCE MANAGEMENT**  
**Breed Lewis** chair  
**Conrad Browne**

**RISK**  
**Nick Bassett** chair  
**Andrew Sandham**

### BOARD SUB-COMMITTEES

**PROGRAMMING**  
**Alastair McKenzie** chair  
**Dean Murphy**  
**Geoff Williams**  
**Heath Brice**  
**Kyle Minall**  
**Lachlan Beaton**

**Marg Gardner**  
**Paul Williamson**  
**Scott Tetley**  
**Sonja Souter**  
**Tim Lennox**

**SOCIAL MEDIA**  
**Anthony Vitale** - chair  
**Doug Pollard**  
**Hikaru Freeman**

**Jacqui Stuart**  
**Katie Purvis**

### STAFF & OPERATIONS TEAM

**GENERAL MANAGER \*** Conrad Browne  
**ADMIN / FINANCE**  
**finance manager \*** Damira Rogoznica  
**human resources \*** Leenie Fabri  
**office admin coordinator** Bek Savic  
**operations support** Anne Hamilton  
**BROADCASTING**  
**music coordinator** Simon Edwards  
**music coordinator** Taryn Walton  
**music director** Chris Jameson  
**music librarian** Richard Walters  
**news director** Tim Lennox  
**production manager \*** Jason Gipps  
**program director – specialist \*** Andrew Thorp  
**program director – weekday \*** Chris Jameson  
**GRANTS**  
**people service & culture mgr \*** Leenie Fabri  
**MEMBERS & SERVICES**  
**membership coordinator** Chris Furneaux  
**member services** Samantha Gardiner  
*radiothon*  
**SPONSORSHIP**  
**sponsorship manager \*** David Hunt  
**account manager \*** Phillippe Cahill  
**prize coordinator** Dennis Muir  
**prize coordinator** Ian Carlsson  
**TECHNICAL**  
**IT / broadcast engineering** Nick Bassett  
**website / social media** Chris Jameson  
**VOLUNTEERS / COMMUNITY ENGAGEMENT**  
**people service & culture mgr \*** Leenie Fabri  
**training courses \*** Leenie Fabri  
**fund raising & events**

GOVERNANCE

OPERATIONS

\* paid role

# General Manager's Report

## Conrad Browne



After 7 years as a volunteer and staff member, it was an honour to be asked in December to step in and take on the role as Acting General Manager for JOY. After a period of uncertainty and great change, it was obvious to me that the station needed stability and a new sustainable strategy for JOY's short and long term future. With the help of a very supportive Board, I restructured the staffing model to reflect the immediate needs of the station and introduce more **responsibility and accountability** across these areas. The restructured team was made up of a dedicated and enthusiastic bunch of folks, who already contributed so much to the station, and were now stepping up in to expanded or new roles. From Training and Grants to Broadcasting and Production, everything was reviewed and revised to ensure the station went forward with a stable team, strong vision and an achievable plan for 2012.

The recently vacated Broadcast Manager role was split in two, with Chris Jameson taking over as Weekday Program Director and Andrew Thorp as Specialist Program Director. Both brought their considerable skills and knowledge of the organisation to these roles, guiding the on-air teams through various challenges and important projects faced by the station, including a very busy summer season of outside broadcasts, an ever changing on-air programming grid and more. Both did it in a professional and determined manner, with Chris also offering much needed additional support and guidance to other key areas of the station, including daytime music, I.T. and online development.

Leenie Fabri, JOY's Manager of People, Services & Culture, went full time in February and completely redeveloped JOY's 'Taste of Radio' training program, while also managing the entire Grants process for the station. Her experience, comprehensive skills and knowledge of the sector were put to great use. In this short period of time 42 participants completed the 8 week Taste of Radio course between February – August, with 35 of those participants becoming official volunteers, who are now involved in the broadcast team. This is an amazing result and a real testimony to Leenie's dedication to this project as the sole trainer and driving force behind JOY's on-going commitment to excellence in training and broadcasting, which is recognised across the community broadcasting sector.



In terms of Grants management, Leenie acquitted over \$16,000 worth of grants from the 2009 – 2011 period and successfully gained over \$35,000 in funding for the station in the first half of 2012 which will see multiple benefits to the station in terms of programming content, online promotions and technical developments. From a People, Services and Culture perspective, Leenie also continued to look after the 250 active volunteers who contribute to the variety of teams and departments that keep the station **on-air 24 hours a day**, 7 days a week.

Her achievements in this very important area include the management of the Volunteer Recognition Program, which since November 2011 has seen a volunteer, a broadcaster and community supporter recognised on a monthly basis with a certificate of appreciation and listing in the JOY Members e-newsletter. JOY now also has a regular “thank you” announcement to all volunteers being broadcast throughout the year, plus on-air vignettes highlighting the diverse volunteer base being broadcast during National Volunteer Week. Leenie has also driven the station’s focus on increasing the amount of women participating within the organisation, resulting in an increase in women focused events hosted by JOY, an active recruitment of women at a governance and operations level, and an increase of female focused programming including the Victoria Police GLLO monthly ‘Lesbians Matter’ show.

Sponsorship and Production continue to play a vital role in the station, not only funding much of the stations resources but also connecting the community to JOY’s audience. David Hunt and Phillippe Cahill continue to deliver solid sponsorship results in the wake of the economic down-turn and ever changing media landscape. Their combined sales achievements has allowed the JOY brand to continue to be a key presence at community events such as Midsumma, Pride March and Chillout, while David’s dedication to fundraising and promotions has seen great returns from events such as the Northside Bizarre and JOY Trivia Tournament. Phillippe has also been the driving force behind JOY’s expansion of the web based Salesforce tool, which will be a huge benefit to the station in the months and years ahead with its impact on our ever growing online dependency to deliver results in membership, sponsorship, administration and more. As Jason Gipps stepped in to the full time Production Manager role in 2012, he has continued to successfully develop this area through managing the delivery and expectations of on-air content for the sponsorship team and community service announcement program, the introduction of the program production team to offer support for presenters with podcasting and show imaging, plus the roll out of providing additional production services to businesses and organisations as a new revenue stream for the station.

So much goes on behind-the-scenes at JOY from an administration and operational perspective, and it’s thanks to the commitment of people like JOY’s Membership Services Coordinator, Chris Furneaux and Operations Support from Anne Hamilton, that you’ll always know as a station our policies and procedures are up-to-date, and our members are being well cared for too.

We love JOY to always sound good, but we also like us to look good too. So we must also acknowledge the design talents of JOY volunteers Grant Cook and Joel Heferen, who ensure our visual presence at events and for media promotions always means we’re looking our best out there in the real and virtual worlds. We also know that our members love a great giveaway, so thanks to our wonderful prize team of Dennis Muir, Ian Carlsson, Kevin Ashley and David Hunt, who always make sure they are processed and ready to go each week.

We always acknowledge that without our volunteers JOY couldn't exist, not just due to the fantastic folks who present hours of fabulous shows every week but also the wonderful behind-the-scenes office administration team too, skilfully led by the Office Admin' Coordinator Bek Savic.

**“Welcome to JOY 94.9”** is the catch cry of our Office Admin' volunteers, whether greeting you over the phone or via the intercom. The Office Admin' team is made up of more than 50 volunteers, either holding one of the 46 permanent shifts across the week, or filling in for adhoc vacancies when they can. The role has a variety of duties, and a shift can last from 2 to 4 hours, between 7am and 11pm, 7 days a week.

Pictured L - R:  
Office Admin' Volunteers  
Eric Harding and Gordon Tervit.  
Photographer: Betty Sujecki



The office admin volunteer is an invaluable support to the program on-air and to the broader JOY 94.9 community. As an entry level volunteer role at the station, volunteers are exposed to all facets of the radio station, with most people moving on to other roles at the station. In fact, our President, General Manager and both program directors all started at the 'front desk'. As a result, our team has a high turnover of volunteers, which keeps our fantastic Office Admin trainers very busy.

Some of the changes and highlights for this team include the streamlining of the training process with a focus on office admin' volunteers only; an increase in the number of trainers to provide flexibility for volunteers attending training, as well as sharing of the workload for the trainers; the introduction of an online roster allowing volunteers to update their absences and fill in for vacancies in real time from any location; timely updates to the vacancies listed on the website allowing potential volunteers to only apply for a vacancy that suits their availability; and regular get-togethers of the office admin' team, held at the JOY 94.9 studios, allowing many volunteers to meet their team mates for the first time.

As always, keeping JOY on-air and all back-office functions running is a challenge, especially when working with limited resources, both in terms of volunteer time and finances. This has meant that the technical operations team, lead by Nick Bassett and Matt Nock, have had to be creative and inventive. This past year saw JOY face a number of problems, including the complete failure of the Main Fileserver – which hastened (at a large cost) the implementation of our newly donated server infrastructure, kindly provided by IBM. On a positive note this year also saw the introduction of synchronised clocks around the station. For the first time, rather than having a different time every direction you look, we now have a single time based source! Thanks to Matt Nock, Nick Bassett, Lucas Williams, Chris Jameson and Matt Thomson for giving up their entire Easter Weekend to see these implemented and, of course, it would not have been possible without the funds raised through the GH Cloakroom. Earlier this year also saw nearly \$13,000 raised courtesy of our very generous supporters with the “Tech Drive 2012” for the refurbishment of Studio 4, JOY's very busy little production studio.

We are now completing plans for this studio, and thanks to an equipment grant from the Community Broadcasting Foundation, will be giving this studio a much-needed facelift later this year. The Music, I.T. and Engineering teams have also been busy sourcing a new digital playout system, which will allow digital storage and playback of our ever growing music library, as well as replacing the worn out dCart systems. We have found the ideal system that will offer us reliability and usability and we look forward to implementing it across the station soon. JOY is always on the quest to keep our computer equipment as current as possible, updating when funds allow, and the I.T. team are always busy implementing best-practice systems that will allow us to quickly resolve issues. To all of the I.T. and Engineering Teams for their tireless work in keeping things running, we thank you: Matt Nock, Nick Bassett, Jayne Monroe, Michael Bayliss, David Moyle, Colin Krycer, Nigel Slater, Chris Jameson and Ben Horan.

With this great team in place and the support of our wonderful operations team, volunteers and Board, we headed in to the 'Summer of JOY' with our annual outside broadcasts at Midsumma Festival, Pride March, Mardi Gras and ChillOut Festival. In March we also celebrated queer film with our special members session at MQFF, as well as broadcasting live from La Trobe University's Pride Week celebration. We finished the financial year with the annual JOY Radiothon membership Drive. This year we were very fortunate to have the support of the City of Melbourne, who funded a Radiothon Coordinator role for the station that was filled by Sammi Whitehead. Sammi was a wonderful addition to the JOY crew during this busy and eventful period. The station also had an amazing major prize of a 2 door Jeep Wrangler Sport, worth over \$35,000, to giveaway courtesy of our fantastic JOY Radiothon sponsor Essendon Jeep. So JOY sent out the call for everyone to 'Join the JOY Ride' for Radiothon in June and they did, with a 5% increase in membership and 40% increase in donations recorded over the 10-day period, including a substantial dollar-for-dollar donation thanks to long term JOY supporters Gary Singer and Geoffrey Smith.



As we near the end of 2012 and reflect back we also must acknowledge the passing of Bill Jeffrey in February. Bill had been involved since the station's inception, was proud JOY member number 10, and was made a life member in 2008. Bill's extraordinary commitment to JOY and the community was always evident in his enthusiasm as a volunteer and on-air presenter. Bill was the ultimate quiet achiever and is sorely missed.

So as we look toward the future, the challenges that JOY faces as an organisation and broadcaster may evolve and no doubt more will appear. I know that with the continued support and dedication of our Members, Volunteers, Board, Operations Team, Sponsors, Community Partners and Supporters that we will rise above them all and continue to bring the voices of the **LGBTIQ community to Melbourne, Australia and the World!**

**Conrad Browne**  
**General Manager**

**Report contributors:**  
**Leenie Fabri, Jason Gipps,**  
**David Hunt, Matt Nock, Bek Savic.**



# Auditor's Report



Tel: +61 3 9603 1700  
Fax: +61 3 9602 3870  
www.bdo.com.au

Level 14, 140 William St  
Melbourne VIC 3000  
GPO Box 5099 Melbourne VIC 3001  
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 2012, the statement of comprehensive income, and statement of cash flows for the year then ended, notes comprising a statement of significant accounting policies and other explanatory information, and the Board of Management's Report.

#### The Responsibility of the Board of Management for the Financial Statements

The Members of the Board of the company 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 company'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

BDO East Coast Partnership ABN 83 236 985 726 is a member of a national association of independent entities which are all members of BDO (Australia) Ltd ABN 77 050 110 275, an Australian company limited by guarantee. BDO East Coast Partnership and BDO (Australia) Ltd are members of BDO International Ltd, a UK company limited by guarantee, and form part of the international BDO network of independent member firms. Liability limited by a scheme approved under Professional Standards Legislation (other than for the acts or omissions of financial services licensees) in each State or Territory other than Tasmania.

**JOY MELBOURNE INC.  
(REG NO A0027660E)  
BOARD OF MANAGEMENT'S REPORT  
FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2012**

Your Board of Management submits the financial report for JOY Melbourne Inc. (the Association) for the financial year ended 30<sup>th</sup> June 2012.

**Committee of Management**

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

David McCarthy	Elected November 2009
Alastair McKenzie	Elected November 2009
Breed Lewis	Elected November 2010
Nick Bassett	Resigned August 2011
Greg Adkins	Elected November 2010
Trish Kerin	Elected November 2010
Cameron Cook	Expired November 2011
Kyle Minall	Elected November 2010
Jed Gilbert	Elected November 2010
Anthony Vitale	Elected October 2011

**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<sup>th</sup> June 1993 and is prescribed association pursuant to the requirements of the Associations incorporation Act 1981.

**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 \$35,235, (2011: profit \$72,832) 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 Management.



Chairman



Treasurer

Date: 20<sup>th</sup> September 2012

JOY MELBOURNE INC.  
(REG NO A0027660E)  
BOARD OF MANAGEMENT'S REPORT  
FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2012

The Board of Management 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 Management 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<sup>th</sup> June 2012 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 Management and is signed on behalf of the Board of Management by:



Chairman



Treasurer

Date:



September 2012

JOY MELBOURNE INC.  
(REG NO A0027660E)  
STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2012

	Note	2012 \$	2011 \$
Operating Revenue	2	786,086	801,026
Operating Expenses			
Audit Fees		(6,000)	(9,200)
Bank Charges		(4,140)	(3,274)
Depreciation & Amortisation		(55,272)	(43,643)
Employment Expenses			
Sales Staff		(67,808)	(34,791)
Station Staff		(298,477)	(207,543)
Fundraising expenses		(31,029)	(7,723)
Interest Expenses		(626)	(1,976)
Programming Expenses		(29,754)	(29,366)
Promotions and Publicity		(82,491)	(100,784)
Rent and Office Expenses		(136,050)	(245,855)
Telephone		(21,525)	(28,330)
Transmitter Costs		(17,679)	(15,709)
Operating Expenditure		(750,851)	(728,194)
Profit / (Loss) after Income Tax		35,235	72,832
Other Comprehensive Income for the year		-	-
Total Comprehensive Income For The Year		35,235	72,832

The accompanying notes form part of these financial statements.

**JOY MELBOURNE INC.**  
**(REG NO A0027660E)**  
**STATEMENT OF FINANCIAL POSITION**  
**FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2012**

	Note	2012 \$	2011 \$
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	4	223,177	168,458
Trade and Other Receivables	5	27,467	35,468
Other Current assets	6	23,138	32,699
<b>TOTAL CURRENT ASSETS</b>		<b>273,782</b>	<b>236,625</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	7	215,398	253,860
Intangible assets	8	1,400	1,943
<b>TOTAL NON-CURRENT ASSETS</b>		<b>216,798</b>	<b>255,803</b>
<b>TOTAL ASSETS</b>		<b>490,580</b>	<b>492,428</b>
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	9	20,625	62,530
Short Term Financial liabilities	10	584	15,000
Provisions	11	28,604	29,092
Other	12	43,480	23,044
<b>TOTAL CURRENT LIABILITIES</b>		<b>93,383</b>	<b>130,466</b>
<b>NON-CURRENT LIABILITIES</b>			
Long-Term Financial Liabilities	10	-	-
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>-</b>	<b>-</b>
<b>TOTAL LIABILITIES</b>		<b>93,383</b>	<b>130,466</b>
<b>NET ASSETS</b>		<b>397,197</b>	<b>361,962</b>
<b>EQUITY</b>			
Retained profits	13	397,197	361,962
<b>TOTAL EQUITY</b>		<b>397,197</b>	<b>361,962</b>

The accompanying notes form part of these financial statements.



**JOY MELBOURNE INC.**  
**(REG NO A0027660E)**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2012**

	Note	2012 \$	2011 \$
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>			
Receipts from sponsors, members, grants, donations and fundraising			
Receipts from sponsors, members, grants, donations and fundraising		828,820	774,413
Payments to suppliers and employees		(744,256)	(684,591)
Interest received		2,048	2,133
Borrowing costs paid		(626)	(1,976)
Net cash provided by operating activities – Note B		85,986	89,979
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>			
Payment for property, plant and equipment		(16,267)	(40,235)
Net cash used in investing activities		(16,267)	(40,235)
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Proceeds from borrowings		-	-
Repayment of borrowings		(15,000)	(15,000)
Net cash used in financing activities		(15,000)	(15,000)
<b>Net increase in cash held</b>		<b>54,719</b>	<b>34,744</b>
Cash at beginning of year		168,458	133,714
<b>Cash at end of year – Note A</b>		<b>223,177</b>	<b>168,458</b>

The accompanying notes form part of these financial statements.

JOY MELBOURNE INC.  
(REG NO A0027660E)  
STATEMENTS OF CASH FLOWS  
FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2012

NOTES:	2012 \$	2011 \$
<b>A RECONCILIATION OF CASH</b>		
For the purpose of the cash flow statement, Cash includes cash on hand and in banks and investment in money markets. Cash at the end of the financial year is shown in the cash flow statement is reconciled to the related items in the balance sheet as follows:		
Cash on hand and at bank	223,177	168,458
<b>B Reconciliation of net cash provided operating activities to profit(loss) after income tax</b>		
Profit / (Loss) after income tax	35,235	72,832
Non-cash flows in profit after tax		
Depreciation and Amortisation	55,272	43,643
Donation In-Kind	-	(51,000)
Doubtful Debts	(7,040)	2,221
Changes in Assets and Liabilities		
Decrease / (Increase) in trade & other receivables	24,603	11,615
Decrease / (Increase) in inventories	-	1,422
Increase (Decrease) in trade and other payables	(14,103)	(9,804)
Increase / (Decrease) in provisions	(7,981)	19,050
Net cash provided by / (used in) operating activities	85,986	89,979
The Association has a credit stand-by or financing facilities in place being a bank overdraft.	30,000	5,000
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<sup>TH</sup> JUNE 2012

**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 Committee of Management 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 and do not take into account changing money values, or except where specifically state, 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:	Interpretation 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 income 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<sup>TH</sup> JUNE 2012

**NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (continued)**

The depreciation amount of all fixed assets including buildings and capitalised leasehold improvements is depreciated 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 or cash equivalents includes 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 income statement.

JOY MELBOURNE INC.  
(REG NO A0027660E)  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2012

**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 balance sheet 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 an equity reserve.

**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**

	2012	2011
	\$	\$
Sales	2,259	2,199
Donations	125,727	66,427
Donations in kind	-	51,000
Fundraising	19,137	16,718
Grants Received	27,229	58,482
Interest Received	2,048	2,133
Membership fees	135,485	110,723
Other income	19,951	9,143
Sponsorship (advertising income)	454,250	469,201
State Government Grant	-	15,000
	<b>786,086</b>	<b>801,026</b>

**JOY MELBOURNE INC.**  
**(REG NO A0027660E)**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2012**

<b>NOTE 3: PROFIT</b>	<b>2012 \$</b>	<b>2011 \$</b>
Profit has been determined after:		
Crediting as income:		
Interest Received	2,048	2,133
Charging as expenses:		
Depreciation of plant and equipment	55,272	50,807
Auditors' remuneration	6,000	9,200
<b>NOTE 4: CASH AND CASH EQUIVALENTS</b>		
Cash on hand	538	400
ANZ Joy Melbourne Inc.	21,077	58,135
ANZ Special Purpose Fundraising	12,488	176
ANZ Grants Account	318	5,318
ANZ On-Line Interest Saver	187,380	100,349
Fundraising Float	1,007	1,007
Undeposited Funds	369	2,973
	<u>223,177</u>	<u>168,458</u>
Reconciliation of Cash		
Cash and Cash Equivalents	223,177	168,458
<b>NOTE 5: TRADE AND OTHER RECEIVABLES</b>		
CURRENT		
Trade Debtors	23,013	42,508
Less Provision for Doubtful Debts	-	(7,040)
	<u>23,013</u>	<u>35,468</u>
Other Receivables	<u>4,454</u>	<u>-</u>
Total Trade and Other Receivables	<u>27,467</u>	<u>35,468</u>
<b>NOTE 6: OTHER ASSETS</b>		
Prepayments	23,138	32,699
	<u>23,138</u>	<u>32,699</u>



JOY MELBOURNE INC.  
(REG NO A0027660E)  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2012

	2012	2011
	\$	\$
<b>NOTE 7. PROPERTY, PLANT AND EQUIPMENT</b>		
Leasehold Improvements	132,697	132,697
Less accumulated depreciation & Impairment	(66,679)	(42,334)
	<u>66,018</u>	<u>90,363</u>
Computer Equipment	122,734	111,357
Less accumulated depreciation & Impairment	(64,318)	(52,727)
	<u>58,416</u>	<u>58,630</u>
Plant & Equipment	197,915	193,026
Less accumulated depreciation & Impairment	(121,254)	(106,211)
	<u>76,661</u>	<u>86,815</u>
Office Furniture and Equipment	43,365	43,365
Less accumulated depreciation & Impairment	(29,062)	(25,313)
	<u>14,303</u>	<u>18,052</u>
<b>Total Property, Plant &amp; Equipment</b>	<u>215,398</u>	<u>253,860</u>
<b>NOTE 8. INTANGIBLES</b>		
License Application	3,195	3,195
Less Amortisation	(1,795)	(1,252)
<b>Total Intangibles</b>	<u>1,400</u>	<u>1,943</u>
<b>NOTE 9. TRADE AND OTHER PAYABLES</b>		
<b>CURRENT</b>		
Trade Creditors	7,348	54,701
GST Payable	13,277	7,829
	<u>20,625</u>	<u>62,530</u>
<b>NOTE 10. FINANCIAL LIABILITIES</b>		
<b>CURRENT</b>		
ANZ Visa Card	584	-
Loans - Unserved	-	15,000
	<u>584</u>	<u>15,000</u>
<b>NON CURRENT</b>		
Loans - Unsecured	-	-
	<u>-</u>	<u>-</u>
<b>Total financial Liabilities</b>	<u>584</u>	<u>15,000</u>
<b>NOTE 11: PROVISIONS</b>		
<b>Current</b>		
Provision for Annual Leave & Bonuses	21,911	18,822
Provision for PAYG Withholding	2,089	6,294
Superannuation Payable	4,694	4,766
	<u>28,694</u>	<u>29,882</u>

28,693	29,892
--------	--------

JOY MELBOURNE INC.  
(REG NO A0027660E)  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30<sup>TH</sup> JUNE 2012

	2012	2011
	\$	\$
<b>NOTE 12. OTHER</b>		
<b>CURRENT</b>		
Accrued Charges	16,601	20,771
Income in Advance	26,879	2,273
	<u>43,480</u>	<u>23,044</u>

**NOTE 13. RESERVES**

<b>Retained Earnings</b>		
Retained profits at the beginning of the year	361,962	289,130
Total comprehensive income for the year	35,2354	72,832
Total Equity	<u>397,197</u>	<u>361,962</u>
Adjustment to prior year Equity	-	-
<b>Total Equity</b>	<u>397,197</u>	<u>361,962</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	60,068	50,235
Between 12 months & 5 years	52,489	123,551
	<u>113,457</u>	<u>181,786</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 component of rent but it cannot be determined. This agreement will expire in April 2014.



**JOY Melbourne Incorporated**

Melbourne City Village  
Level 9 / 225 Bourke Street  
Melbourne VIC 3000

ABN 52 334960 331

**Telephone** 1300 569 949

**Fax** +61 3 92676080

**Email** [info@joy.org.au](mailto:info@joy.org.au)

**Website** [www.joy.org.au](http://www.joy.org.au)

**Facebook** [facebook.com/joy949](https://facebook.com/joy949)