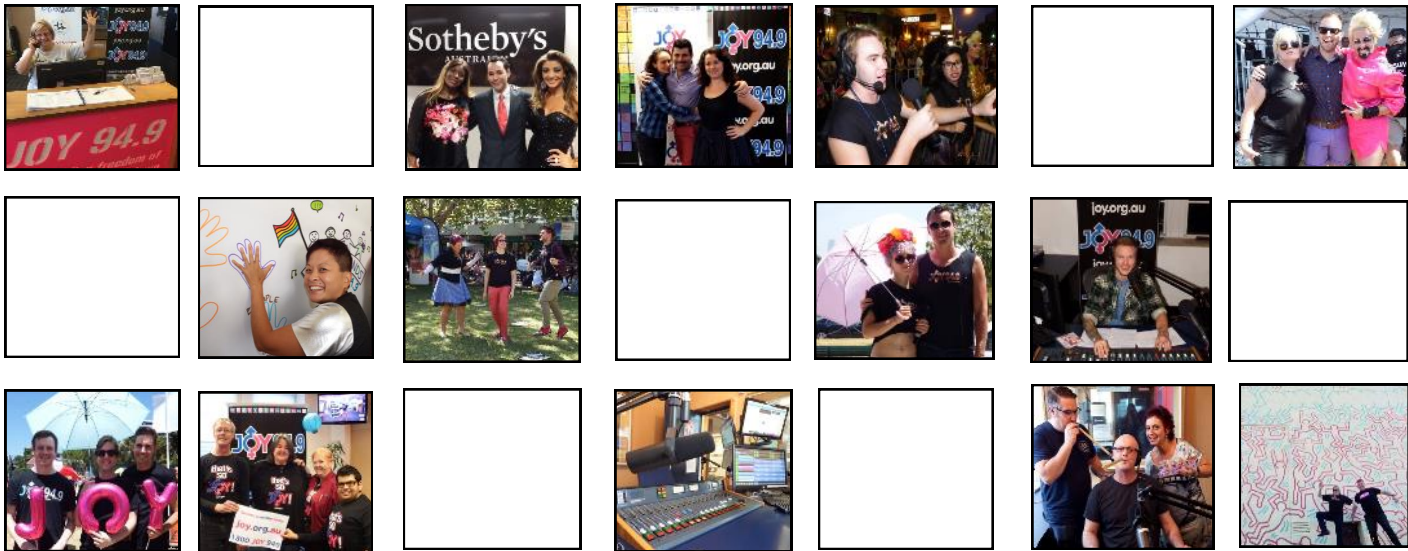




# Annual Report 2013/14



# Patrons

## Diamond Patrons

Gary Singer & Geoffrey Smith  
Zoe Davis  
The Broadtree Foundation

## Platinum Patrons

Kevan Walsh  
David Owen  
Chris Furneaux

## Gold Patrons

David 'Macca' McCarthy & Jonathan Yee  
Avi Miller  
John Caldwell  
Rodney Chiang-Cruise and Jeff Chiang-Cruise  
Warren Fuge and Michael Smith  
Timms Holden

## Silver Patrons

Trish Kerin  
Gavin Henderson  
John Keats  
Peter Stephenson & Mike Maher  
David Miles  
Sammy Cameron  
Helem Melbourne

## Bronze Patron

Kate Carnell  
David Cheshire  
Mark Farr  
Tom Mosby and Tony Ellwood  
Cherrie Miriklis



From April 12 to 20, JOY 94.9 ran an on-air and online fundraising campaign called 'Tech Drive 2014'. This was to raise much needed funds for technical equipment to benefit our wonderful volunteers. The goal was to raise \$15,000 and thanks to the generosity of our members and listeners alongside significant donations of 10 office chairs from proud JOY Patron Kevan Walsh and 25 computers through the National Australia Bank Helping Hand program this target was met.

We extend our sincere thanks to all our generous donors,  
sponsors, loyal members, dedicated volunteers and staff ...

...thank you

# Contents

1	Front Cover	16	Sponsorship Report
2	Contents	17	People, Services & Culture Report
2	Mission Statement	18	Office Admin Report
2	Purpose Statement	19	IT & Engineering Report
3	President's Report	20	Production Report
6	Secretary's Report	21	News & Current Affairs Report
7	Honorary Life Membership Award	21	Salesforce Report
8	Addam Stobbs Award for Broadcast Excellence	22	Website Report
8	Anne Hamilton Award for Volunteering Excellence	23	Social Media Report
9	Programming Team Report	24	Finance & Audit Report
12	Membership Report	26	Board of Director's Report
13	Organisational Chart	28	Financial Reports
13	Risk Report	39	Thank you
14	General Manager's Report	40	Back Cover

## 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 passion, dedication and commitment throughout the year.

**Front Cover: (L-R) 1st row:** Office Admin Julia, Special Guests Marcia Hines & Gina Liano with JOY Newsie & resident artist Ande at JOY Patron's events, volunteer broadcasters & fellow Greek Aussies Anastasia, Kyriakos & Shannon aka ShaPow, 2SER broadcasters on the ground at Mardi-Gras co-broadcast, volunteer broadcasters Taryn & James with a colourful JOY friend. **2nd row:** International Women's Day event participant, volunteer broadcasters Eldiesse, Patrick & Dylan at LaTrobe Uni Pride Week Outside Broadcast, volunteer broadcasters Hannah & Dan at Pride March, volunteer broadcaster Kurt sharing his bright smile. **3rd row:** Volunteers Mark & Brendan with JOY friend Leigh, Volunteer Jeff, special guest Michelle Parsons, volunteers Anita & Ayman celebrate Radiothon, Studio 1 "Singer-Smith Studio", Stephen, Chris & Michelle celebrate JOY's 20th birthday, Staff; Weekday Program Director Sarah Jane "SJ" & General Manager Conrad at the 30th anniversary of Keith Haring mural Outside Broadcast.

# President's Report

This year has been busy, with a lot of big achievements that will make our members very proud to be part of this amazing JOY 94.9 community.

I want to thank the huge number of people who have made JOY 94.9 thrive and deliver on our purpose in new and ever-exciting ways. From thousands of hours of great radio, through to World AIDS Day Worldwide—December 1, AIDS 2014 July 20-25, outside community broadcasts, the AFL Pride Cup, awards, training, tech drives, a huge Radiothon, and numerous volunteer and Patrons events. We have celebrated achievements, provided a voice and broken down isolation in so many new and varied ways.

We have been hard at work across our volunteer, operations and governance teams. Our volunteers have continued to deliver everyday excellence, including producing radio that has informed, inspired and empowered, as well as making sure the phones are answered, right through to delivering complex improvements to our IT and broadcast infrastructure. Our operations team has lead innovative projects while nurturing our ongoing systems, processes, and culture with skill, care and unending dedication. And finally our governance teams have stayed focused through a number of Committees and working groups, working on JOY's long-term sustainability and strategic priorities.

It has been an honour to serve as President of JOY 94.9 this year. It has been a pleasure to work with a strong team of fellow Board members. Together we've achieved a lot. Last December, for the first time, we took the courageous action to tell all members what we hoped to achieve for the year. I'm proud to say that we've delivered what we promised: staying focused on governance and strategy, delivering JOY's new Strategic Plan, updating our Rules of Association, developing our risk management, and continuing to build our communication across the station.

The Strategic Plan, Our Voice Our Vision 2014-2017, is a game-changer for JOY and its governance, strategy and focus. Not because it is revolutionary, but rather because after such extensive consultation, it can be collectively owned by all of us. After such careful consideration, it can guide all aspects of our operations. Built on 20 years of learnings, it can help us mature as an organisation, focusing even more on what is important, and letting go of distractions. With foundations based on greatest need, an evolved more inclusive purpose and JOY's first set of agreed values, it can empower everyone to work creatively and collaboratively towards serving our communities in ways we can't even imagine yet.

Once launched, our goal is for governance structures to be realigned to the Strategic Plan's five pillars. A Committee will be dedicated to monitoring performance and building capacity for each of the pillars.

Operations will have even further room to shine through identifying key priorities year-on-year, and the key investments that are required to make them happen. And everything will be aligned to achieving big, long-term goals. Overall, the plan will remain a living document, and if realised, within three years JOY will be even more relevant, even more globally-connected, and even more famous for GREAT RADIO.



Pictured: Volunteer Raena (3rd from left) with AIDS 2014 Conference delegates

This year JOY made important updates to our Rules, with the updates unanimously endorsed at a Special General Meeting of members. The updates ensure continued regulatory and licence compliance, reflected changes under a new governing Act, and clarified board term lengths to reduce turnover.

The Patrons Program has been reinvigorated this year. A fantastic event earlier in the year and continued engagement with all of our Patrons has helped contribute to donations being the highest JOY has ever seen. Special thanks go to the previous Presidents, and Gary Singer and Geoffrey Smith, for their visionary spearheading of this program.

The Board this year also continued its journey from a Board of Management to a true Board of Governance. While day-to-day challenges still present themselves, I want to commend the General Manager, Conrad Browne, and the team he leads, as well as my fellow Board members for remaining committed to a more strategic focus for the betterment of JOY as a whole – not just for this month but for the years to come.

I need to acknowledge the disappointing financial result for the year, being a loss of \$11,539. This result was in the context of year-on-year growth in donations and memberships, containment of expenditure, and the highest cash balance JOY has ever seen. Nevertheless, sponsorships fell considerably. I can assure members that actions have already been taken to prevent this from reoccurring, with early signs of success. While unacceptable, I need to reassure members that the loss does not threaten our ongoing sustainability, being 1.4% of revenue and 3.7% of cash.

Overall, in comparison to other organisations, the impact that we achieve for our level of income is remarkable.

I would like to thank the members of the Committees for their work this year, both in providing governance for the station and also in contributing to the strategic plan. These people give up their time in a very thankless task behind the scenes! This includes the members of the Finance and Audit Committee, the Programming Committee, the Membership Committee, the Risk Committee, and the Technical Advisory Committee. I would also like to thank the working groups for the Rules Review, the Strategic Plan and the Patrons Program.

I also want to thank my fellow Board Members for a fantastic year: Trish Kerin for her close support and steady guidance as Vice President, and for her chairing of the Performance Committee; Sammy Cameron for her dedication and careful management of the Secretary's role, and for the establishment of the Technical Advisory Committee; Laurie Cato-Smith for his integrity as Treasurer during a challenging financial year, and for his chairing of the Finance and Audit Committee; Geoffrey Devine for his dedicated stewarding of the Programming Committee; Melinda Rich and Cassie Chadwick for establishing and co-chairing the new Risk Committee, and for their contributions to the Finance and Audit Committee; Melanie Saba for her chairing of a renewed Membership Committee; Zemeel Saba for her contributions to the strategic plan working group and Programming Committee; and Christian Vega and Shannon Gillies for their contributions to the Board earlier in the year.

Finally, thank you to Conrad Browne for his constructive leadership, and to the entire operations team for their contributions to the strategic plan – and for the delivery of a stellar year! The lead up to our 21<sup>st</sup> birthday is a perfect time for reflection and celebration. Thanks to everyone who has made JOY what it is today. I hope that everyone continues to be a part of this amazing JOY community well into our young adulthood as an organisation.

**Jed Gilbert**

**President**



# Secretary's Report

The primary role of the Secretary is to ensure that the Board and JOY comply with the Rules of Association and all relevant legislation. This includes organising the dates that the Board meets, collecting and distributing reports, ensuring that minutes of meetings are recorded, keeping members informed of Annual and Special General Meetings, and communicating with Consumer Affairs.

This year the Board reviewed the Rules of Association, recommended important changes to the members, and conducted a Special General Meeting where the changes were passed unanimously. As we do every year, we also prepared the notices for the Annual General Meeting, collected and validated nominations for the Board, ensuring throughout this process that we complied with the Rules and Legislation.

This year the Board received 214 reports and conducted 12 Board meetings; quorum was achieved at each meeting. I would like to give special thanks to our Executive Assistant to the Board, Rebecca (Bec) Evans, who joined us in the middle of the year. Bec has tirelessly recorded and published minutes, organised our documentation repository and provided much needed and appreciated assistance to the Board and myself.

I'd also like to thank Kristoff Lajoie, Chris Furneaux, Josh Pearson, Avi Miller, Anne Hamilton, Conrad Browne, and my colleagues on the Board, for their assistance, guidance and counsel throughout the year.

**Sammy Cameron**

**Secretary**



**Pictured:** Volunteers Eldiesse, Patrick & Dylan at Pride Week Outside Broadcast at LaTrobe University



# Honorary Life Membership Award

## Chris Jameson

Honorary life membership is awarded by the JOY Board to recognise a member for their extraordinary commitment and contribution to the purpose of JOY 94.9. When you ask the staff and volunteers at JOY about Chris Jameson's contribution to the station it becomes very obvious that he is many things to many people. During his years at JOY Chris has contributed as a presenter, program director, music director, technical / IT support and so much more. His diverse skill base and passion for the station makes him the ultimate team player and an asset to everything he puts his hand up for and has his hand in. He exhibits a true professionalism to everything he does and



brings much skill, positive energy and commitment to his many roles, regardless whether they were paid or as a volunteer. His passion for music and the sound of JOY is evident in the many hours he dedicates to his role as Music Director and in turn his push to help move JOY in to a new era through implementing the digital play-out system and all that comes with it. He is patient, kind, seemingly tireless and a true champion of the station, its mission and purpose.



**Pictured:** Chris with his 'Thursday Drive—C & C Drive Factory' co-host and boyfriend/partner Cam Cook at Pride March and also at JOY, Chris hanging out with Irish pop sensation Jedward

# Anne Hamilton Excellence in Volunteering Award

## David Moyle



This award is presented to a volunteer who has excelled at performing their volunteer work in support of the JOY Mission and Values over the past 12 months. The JOY Mission and Values are achieved by staff and volunteers working together and observing strict standards of responsibility, ethical conduct, and seeking to maintain the trust and confidence of our staff / volunteer team, listeners and members. David has been involved in the station for the past 4 years and during this time he is probably best known for bringing jazz to JOY through his popular music program 'Bent Notes'. Behind the scenes, David has also

become an integral part of the volunteer team and has contributed greatly to the technical team, assisted with training and is a regular panel operator on site and back at the station for the many outside broadcasts JOY undertakes each year. His great attitude and easy going nature makes him a pleasure to deal with at all times. David is the ultimate quiet achiever, a fantastic all-rounder and is always willing to help out and help others and is a well deserving recipient for this prestigious station award.

# Addam Stobbs Excellence in Broadcasting Award

## Paul Anthony



This award is presented to a volunteer who has excelled at creating programming that fulfils the JOY Mission Statement and has demonstrated over the past twelve months their capacity to connect, represent and celebrate our diverse community through programming that uplifts, informs and empowers. In his 10 years at the station, Paul Anthony is best known for contributing to the daytime programming team as a presenter and producer. Within the JOY daytime format, Paul always incorporates a strong community focus to each show he does that brings an Inclusive, empowering and diverse range of content to listeners each week. He has mentored and assisted many new presenters

on-air and has in turn given these volunteers a voice and the opportunity to speak to their experiences as well, leading to many memorable moments on air. His commitment each week to JOY, community radio and the broader community is a great example to the power of community radio and what can be achieved every day on every show when the microphones go on.

**Pictured:** Paul Anthony & U.S Comedienne Margaret Cho



# Programming Committee Report

*"None of us is as smart as all of us." Ken Blanchard*

The JOY 94.9 Programming Committee (JOYPAC) is responsible for the station's broadcast content, our broadcasters, and our associated processes. JOYPAC consists of volunteers and staff in specific broadcasting leadership roles, elected experienced programming volunteers, station General Manager Conrad Browne and myself. I commend the reports from our program directors and area managers, printed below.

Again this year, much of the committee's time has been concerned with consideration and approval of the three-monthly changing specialist program grid. This regularly recurring function of JOYPAC is important for JOY 94.9's mission and purpose, and has again delivered high quality and diverse programming for another year.

JOYPAC has contributed to the station's new strategy, risk framework, and documented processes, as well as responding to broadcasting complaints. Notably, of the few complaints received, all were resolved to the satisfaction of the complainants, with no breaches of our broadcasting obligations.

JOY 94.9 has implemented strategies to increasing the breath of voices across the station, including female and trans\*, and will continue to prioritise this next year. Developing new current affairs content is an area needing our concentration. A comprehensive listener survey has also been conducted and the final report is being considered at the time of this report.

I would like to thank Conrad, Andrew, Sarah, Tim, Chris, Heath, Cam, Lisa, James, Rochen, Katie, Marg, and Shannon for their contribution this year. I offer particular thanks to Andrew Thorp who moves on to new work challenges from his successful term as Specialist Program Director.

I know that all JOYPAC members will continue to provide frank honesty, wisdom and creativity toward programming for the next year.

**Geoffrey Devine**

**JOY Programming Advisory Committee Chair**



**Pictured:** L-R: Volunteers Mark, Brendan & JOY friend Leigh

# Weekday Programming Report

It has been a really busy year for Weekday Programming at JOY 94.9

The daytime sound has gone from strength to strength, with plenty of new opportunities being offered to taste of radio graduates to join the weekly line-up. Given the overwhelming interest in volunteering as a presenter on JOY, we have created a fortnightly line-up for a few of the daytime slots to ensure that a wide variety of presenters get a chance to contribute to our on-air LGBTIQ rainbow community.

Annecto with their show 'Absolutely Everybody' joined the midday show line-up along side the revamped VAC sponsored show 'Well, Well, Well', as well as continuing programming 'Pets A-Loud', 'On the Line' and 'Been There, Done That.'

The number of women's voices on daytime has increased to 40%. Together with a couple of shuffles to breakfast and drive teams, this means that we have a strong, diverse line-up of great shows representing our rainbow community and going out to our 329,000 regular listeners.

It has also been a wonderful year for magic radio moments. Highlights included:

## World AIDS Day Worldwide

Our 24-hour radio and video simulcast on JOY 94.9's birthday for World AIDS Day Worldwide, with JOY interviewing experts, medical professionals and activists from around the world on-air and online via live streaming and podcasts on our dedicated website <http://worldaidsdayworldwide.org/>

This unique broadcast would not have been possible without the tireless work of JOY volunteers, presenters, and the technical team, as coordinated by Dean Beck. Through this broadcast, JOY has been chosen as a finalist for two CBAA awards. It also led to the incredible, very successful 6-day broadcast live from the AIDS 2014 Global Village at the 20<sup>th</sup> international AIDS conference held in Melbourne in July 2014.

## The Keith Haring 30<sup>th</sup> Anniversary Broadcast and Mural Restoration Launch

To celebrate this milestone community arts anniversary, Arts Victoria hosted a very special event unveiling the recent restoration of the beloved Keith Haring mural. Broadcasting live during Thursday Drive, JOY 94.9 presented the fascinating stories of the mural and the people involved in its creation and restoration to the world, including exclusive commentary and interviews with Heidi Victoria MP (Minister for the Arts / Women's Affairs / Consumer Affairs), renowned Italian conservator Antonio Rava, City of Yarra's Mayor Cr Jackie Fristacky, AIDS 2014 Communications Coordinator Lucy Stackpool-Moore, Living Positive Victoria President Ian Muchamore and much more. JOY 94.9 sincerely thanks the City of Yarra and Arts Victoria for their support and the opportunity to be a part of this fantastic event.

## JOY's Radiothon 2014

Themed 'That's So JOY!', this year's Radiothon was a tremendous success with presenters posting pictures of the #thatssojoy from the craziest places. The effort and enthusiasm that went into this special week from all JOY volunteers was incredible, resulting in a raft of fun activities on-air, including a gospel choir, a parade of drag kings and queens, and a host celebrities endorsing the station. Radiothon 2014 also highlighted the overwhelming support for JOY within our community.

## Transgender Awareness Day 2013

To mark International Transgender Day of Remembrance on JOY, presenter Sammy (with a Y) shared a fantastic two-hour special with listeners worldwide, interviewing folk within the community to create awareness, discussing some of the issues still affecting our transgender community today, and celebrating the positive changes that have been happening in recent years in Australia and worldwide.

## La Trobe University Pride Week

JOY 94.9 was honoured to be asked back to La Trobe Uni for the fourth year in a row to kick off their Pride Week celebrations with a 3-hour broadcast celebrating the diversity of the school and the talent of their LGBTIQ students, including interviews with educators, students and artists.

## Our aims for next year:

- Create a stronger representation of LGBTIQ voices across the station
- Feature and celebrate more significant days within the LGBTIQ calendar through special on-air programming
- Further increase the number of social media followers, podcast subscribers, members and on-air listenership figures through broadcasting that continues to uplift, inform and empower

**Sarah Jane “SJ” Kilalea**

**Weekday Program Director**

# Specialist Programming Report

Through 2013-14, 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 programs in every three-month program schedule.

Since July 2013, there have been a number of fantastic new programs launched, including 'TRANS\*positions', 'Babble POP!', 'Stand Up Straight', 'The Wet Spot', 'Turn The Beat Around' and 'The Woods'. We also say a massive thanks to those teams who have retired during 2013-14, including 'Fruit N Nut', 'Rainbow Reporter' and 'Gay News Week'.

During April and May 2014, JOY conducted its first online Listener Survey. The results of the Survey have clearly highlighted that our listeners have overwhelmingly positive attitudes to the programming delivered by JOY. But, of course, there are always opportunities to increase our engagement with listeners into the future.

As this is my final Annual Report as Specialist Program Director, I wish to thank all the numerous teams I have had the pleasure of working with over the past three years. I have no doubt that JOY will continue to evolve and provide members of our diverse rainbow communities, no matter their location in the world, with entertainment to enjoy, and the conversations that enable us to further understand, and better celebrate, our identity.

**Andrew Thorp**

**Outgoing Specialist Program Director**



# Membership Report

## Membership Support

JOY is starting to reap the benefits of the new database operating system, which went live in June 2013, with most routine processes like joining, renewal, donations and payments now being automated and handled online. Further development of the system has continued with mainly volunteer resources and guidance from the software contractor.

A recent enhancement allows the station to send an SMS to a member from within the database; for example, when a member wins a prize on-air, we can send the venue details via SMS.

Another improvement of the membership database system allows us to personalise electronic communications to the member, including offering an automated opt-out facility, making it easier to unsubscribe for those who don't want the monthly newsletters.

Our aim during the next year is to create additional functionality to automate other time-consuming and costly manual processes. Look out for your electronic membership card.

A valid email address is now essential for delivery of information to our members, such as JOY reports to our members. This information is now delivered by way of a regular newsletter from the General Manager reporting about day-to-day station activities, as well as updates from the Board of JOY about strategic aims and achievements. JOY has also re-developed the Smart-Phone App.

## Membership Development

The levels of JOY membership remain fairly static, seemingly reflecting the current subdued economic climate; and again we see that new memberships tend to balance those who don't renew.

JOY is proactively raising public awareness of the station and our activities through outside broadcasts like Pride Days at universities, the World AIDS Day Worldwide and AIDS 2014 Conference broadcasts, and more mainstream events like the AFL IDAHO broadcast, where we offer on-location member services.

The Board has formed the Membership Advisory Committee to examine the options for developing growth by strategic planning and governance review.



## Radiothon

JOY's Radiothon for 2014 was, in short, a huge success contributed to by many hands. This year, JOY broke down the stereotype of the "That's So GAY!" slogan and turned it into "That's So JOY!" The response was overwhelming. JOY was able to raise almost \$189,000 with \$40,000 of that generously donated by Geoffrey Smith & Gary Singer in the annual 'Dollar for Dollar' drive.

(**Pictured:** Presenters getting excited during Radiothon—Ginni, Shannon aka ShaPow & Dan)

The operational staff acknowledges and thanks the JOY volunteers who put in hours of work in front of the microphone and behind the scenes, and a huge thank you to our prize and station sponsors.

**Membership Team:** Chris Furneaux, Anne Hamilton, Melanie Rich and Adam Taia.

# Organisational Chart



JOY Melbourne Inc / A0027600E ABN 52 334 960 531 level 9, 225 Bourke Street Melbourne 3000 / Tel 1300 JOY 949

## ORGANISATION STRUCTURE

as at 10 JUN 2014

### MEMBERS

#### BOARD OF DIRECTORS

<b>DIRECTORS</b>	
<b>Jed Gilbert</b>	<b>president</b>
Trish Kerin	vice president
Laurie Cato-Smith	treasurer
Sammy Cameron	secretary
Cassie Chadwick	
Geoffrey Devine	
Melanie Saba	
Melinda Rich	
Zemeel Saba	

**executive assistant to Board**  
Bec Evans

**assisting the BOARD**  
Kristoff Lajoie constitution review

#### BOARD SUB-COMMITTEES

<b>FINANCE &amp; AUDIT</b>	
<b>Laurie Cato-Smith</b>	chair
Cassie Chadwick	Matt Anderson
Conrad Browne	Matt Kelly
Damira Rogoznica	Melinda Rich
	Peter Froutzis

<b>MEMBERSHIP</b>	
vacancy - chair	Chris Furneaux
Conrad Browne	Adam Taia

<b>PATRONS'</b>	
<b>Jed Gilbert</b>	chair

<b>PERFORMANCE MANAGEMENT</b>	
<b>Trish Kerin</b>	chair
	Conrad Browne
	Jed Gilbert

<b>RISK</b>	
<b>Melina Rich</b>	chair
Conrad Browne	Cassie Chadwick
	Laurie Cato-Smith

<b>PROGRAMMING</b>	
<b>Geoffrey Devine</b>	chair
Andrew Thorp	Katie Purvis
Cameron Cook	Lisa Robbins
Chris Jameson	Rochen Pace
Conrad Browne	Sarah Kilalea
Heath Brice	Scott Tetley
James Findlay	Shannon Power
	Tim Lennox

#### STAFF & OPERATIONS TEAM

<b>GENERAL MANAGER *</b>	<b>Conrad Browne</b>
<b>ADMIN / FINANCE</b>	
finance manager *	Damira Rogoznica
operations support	Anne Hamilton
<b>BROADCASTING</b>	
program director – specialist *	Andrew Thorp
program director – weekday *	Sarah Kilalea
music director	Chris Jameson
assist music director	Leo Stubbing
assist music director	Dylan Adler
music librarian	Richard Walters
news director	Tim Lennox
production manager / podcasts *	Jason Gippis
<b>MEMBERSHIP</b>	
membership development manager *	Adam Taia
member services coordinator	Chris Furneaux
<b>SOCIAL MEDIA</b>	
twitter	Katie Purvis
facebook	Lisa Robbins
<b>SPONSORSHIP</b>	
sponsorship account manager *	Phillippe Cahill
prize coordinator	Dennis Muir
prize coordinator	Ian Carlsson
<b>TECHNICAL OPERATIONS</b>	
IT coordinator	Josh Pearson
engineering coordinator	vacancy
online development coordinator	Avi Miller
outside broadcasts coordinator	vacancy
<b>VOLUNTEERS / COMMUNITY ENGAGEMENT</b>	
people service & culture mgr *	Leenie Fabri
training courses / grants *	
office admin coordinator	Bek Savic

### GOVERNANCE

### OPERATIONS

## Risk Report

We have made enormous progress on risk management this year.

Past Risk Committees have done great work to establish broad risk frameworks. Our aim this year was to take the next step, by developing JOY's Risk Register and Risk Matrix. These risk assessment tools help us consider the risks and complexities we face and, importantly, get us developing actions to manage those risks.

We were able to do this work with the enthusiastic involvement of many staff and volunteers, who contributed their passion and ideas during our consultation phase – thank you! My fellow Board member Cassie Chadwick has been an instrumental part of this small but important committee.

The next phase of the Risk Committee's work will be to operationalise the ongoing management and reporting of risks on the Risk Register. We also need to further embed the consideration of risk in all of JOY's activities.

**Melinda Rich**  
**Risk Committee Chair**

# General Manager's Report



When you celebrate a milestone in your life, it's often a time for reflection and the chance to look forward to new opportunities. For JOY 94.9, as an organisation and as a community broadcaster, this is obviously something that is very present in all of our minds as we look to celebrate 21 years on air this December 1. When looking back on this year, it's once again so very inspiring to see where we have come from, what we've achieved and what we've learnt along the way.

We celebrated the station's 20<sup>th</sup> birthday in December with one of the most ambitious projects in JOY's history – World AIDS Day Worldwide. This 24-hour radio and

web-streaming extravaganza connected internationally renowned experts in HIV medicine and science with local and diverse community leaders globally. It also provided JOY the opportunity to look back at its own history and achievements, and acknowledge those individuals who have contributed to its continued success along the way. The amount of work that went in to delivering this incredible project from a technical and programming perspective was outstanding and a true testament to the inspiring effort of a small and dedicated team who assisted in making this 'dream' project a reality. This also coincided with the launch of AIDS 2014, the largest conference of its kind to ever be hosted in Melbourne, and recognised JOY's long term commitment as a voice for all in the community, setting the stage for a truly inspiring week-long broadcast in July 2014 live from the Global Village at the conference.

Following our 20<sup>th</sup> birthday was another very successful 'Summer of JOY', with the station being seen and heard at all of the key events on the LGBTIQ calendar including Midsumma Carnival, Pride March and Mardi Gras. We also continued our successful Mardi Gras broadcast partnership with 2SER and contributed once again to their LGBTIQ pop up digital radio station, allowing us to be heard right across Sydney for one month in the lead up to the parade. This was another great reminder too about the importance collaboration plays within the community broadcasting sector and one that also saw JOY become a contributing partner in 2014 to 'The Wire', a daily current affairs program broadcast exclusively on over 200 Community and Indigenous radio stations around Australia.

An additional highlight during this time was the City of Yarra Taste of Radio Project. Thanks to grant funding from the Yarra Council, 10 fee-free scholarships for our 8-week radio course were offered to those who live, work or play in the Yarra municipality. This culminated in the graduates participating in a very special outside broadcast in March to mark 30 years since legendary New York City gay street artist Keith Haring's iconic mural was unveiled at the Collingwood Technical School. As a long term fan of the artist and his significant contribution to queer culture, this was personally a great honour to attend and be involved in. For the station, it again cemented JOY's reputation as a key player within Melbourne's arts community.

Financially, JOY continued to look at 'alternative revenue streams', alongside traditional methods such as membership and sponsorship, to fund the station's activities and continued growth. While we ended the financial year with a small loss, we saw some excellent growth in areas such as fundraising, particularly with Tech Drive 2014 which saw over \$20,000 worth of cash and equipment collected to benefit the volunteers,



and also with another successful Radiothon. This year's Radiothon theme was 'That's so JOY!'. The station celebrated with its volunteers, members and listeners on air, online and at various events, finishing up with one very lucky member winning a Smart Car thanks to proud JOY sponsor Mercedes Benz Berwick. Donations continued to grow during this time too, particularly due to the incredible support of proud JOY patron's Gary Singer and Geoffrey Smith and their annual dollar for dollar donation show. This year saw \$80,000 raised in that amazing hour of radio alone, contributing to many happy tears around the station (mainly mine). It was a particularly wonderful way to end another superb Radiothon.

After three years as General Manager and over nine years with the station, I am still equally inspired and amazed by the people who choose to work and volunteer at the station every day. It's the collective experience, hours and dedication that they bring to JOY, which makes us so much more than just a radio station.

As always, I offer my sincere gratitude and thanks to the entire Operations team and the Board, who through their skills and efforts make JOY a true representation of the strength and spirit that is so evident within our diverse and vibrant 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. For that I offer my sincere gratitude and utmost respect. To our members and supporters – it's your generosity and love of the station that means we continue to grow, thrive and connect with each other through the power of our voices being heard every day on-air and online around the world.

As we look towards our 21<sup>st</sup> year on-air, we know that there will always be new challenges to face. But we also know that the values, purpose and mission for the station that we have lived by for the past 20 years remain true and are as important as ever – that as a volunteer-based community radio station, we are committed to providing a voice for the diverse lesbian, gay, bisexual, transgender, intersex, queer and allied communities, enabling freedom of expression, the breaking down of isolation and the celebration of our culture, achievements and pride.

Congratulations to you all on this wonderful achievement and thank you for your continued support.

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



**Pictured: Left: Conrad Browne**  
**Right: World AIDS Worldwide 24hour**  
**Broadcast**

# Sponsorship Report

It's been a transitional year for JOY Sponsorship, marked by unexpected change, a challenging economic climate, and exciting new sponsorship broadcasting opportunities.

After eight years with the JOY Sponsorship Team, including five years as Sponsorship & Promotions Manager, David Hunt decided it was time to move on professionally in April. A key figure at the station, David made a significant contribution and had an enormous impact during his time as a JOY staff member – a legacy of tireless engagement and commitment that thankfully continues with his ongoing contributions as a volunteer broadcaster.

It's always exciting when JOY undertakes to prove and extend its capabilities with a ground-breaking broadcasting initiative. A world and JOY first, the extraordinary 2013 World AIDS Day Worldwide 24-hour radio and web simulcast also represented an auspicious and unique sponsorship partnering opportunity that the sponsorship team were enormously proud to take to market and which generated a phenomenal response from our sponsorship partners.

Following on from the launch in 2012 of 'Pets Aloud', as co-produced and sponsored by the Lost Dogs' Home, JOY's programming and sponsorship teams continued working together to develop and rollout fully sponsored shows, co-produced in partnership with key not-for-profit community organisations, for broadcast in the weekday lunch hour community talks timeslot. The first win of this nature for 2013-14, was securing 'Pets Aloud' for a second full year sponsored season on-air. This was followed by the launch in January of new social inclusion show 'Absolutely Everybody', sponsored by and produced in conjunction with Annecto. And then in April, we had the re-launch of long-time JOY favourite 'Well, Well, Well'. Now co-produced AND sponsored by the Victorian AIDS Council, the all "new and improved" 'Well, Well, Well', was given a new lease of life in a prestigious and high profile weekday timeslot, with a refreshed format and expanded production/presenter team. These shows represented a great win-win scenario for the station, in terms of high quality, meaningful, community focused and produced content that is also generating a steady stream of guaranteed regular sponsorship revenue with a full year commitment.

Looking ahead, the new financial year is brimming with promise, excitement and possibility. With the changing of the guard, the Sponsorship team will be refreshed, restructured and expanded with new talent. JOY's sponsorship team member Phillippe Cahill was appointed to the position of Sponsorship Manager, supported by two new sponsorship account managers, Mike Evans and Mark Hadden, who come to the station with between them, an explosive combination of skills and experience, including a real understanding of and commitment to the station, an extensive network of community contacts, proven negotiation, delivery and customer service skills, and relevant media sales experience. It bodes well for the future and the early results are already very promising.

(Pictured: L –R New Team: Mark, Phillippe, Mike)

**Phillippe Cahill**  
**Sponsorship Manager**



# People, Services & Culture Report

**Volunteers are the back bone of JOY 94.9.** The organisation is a collection of almost 300 volunteers and a handful of staff. Our people are diverse in interests, beliefs, abilities and cultures, with one passion drawing us all together – community; the rainbow community. This year, our whole volunteer team celebrated with three major get-togethers. Two of our departments also hosted end of year celebrations with their teams. As a thank you, we shared approximately eighty volunteer appreciation incentives, such as discounted tickets, free tickets and special events/sessions for JOY volunteers, all provided by external organisations.



**International Women's Day** celebrations included a special live on-air radio show produced and presented by women, a women's only rooftop event, all day focused programming, and a social media and web presence. The special radio show nurtured the talents of the women within our organisation, formalising a mentoring model for volunteers to develop talents such as executive producing, multi-media creation and broadcast journalism.

**JOY acknowledges that training is a vital source of professional and personal development** for both volunteers and staff, and demonstrates this through providing access to regular and varied training opportunities. This year, we hosted over 75 training sessions for volunteers, ensuring our people are informed, grow and are engaged in their various roles at JOY 94.9.

The Taste of Radio training course has delivered its third successful year with eight courses, seventy graduates, a 'Class of 2013' Party and over \$20,000 in revenue. Demand for the course remains strong. The City of Yarra generously funded a diversity project that enabled ten community members to participate in the Taste of Radio course and delivered an exciting special Outside Broadcast to celebrate the 30<sup>th</sup> anniversary of artist Keith Haring's mural in Collingwood.



**The Grants team has had a fruitful year, resulting in \$42,884 in grants being awarded to JOY.** We have focused our efforts on acquiring alternative revenue streams, to ensure station sustainability, to build capacity and to develop projects and people. Of particular note, the Community Broadcasting Foundation generously funded the JOY AIDS 2014 6-day broadcast from the International 20<sup>th</sup> AIDS Conference, as well as providing a subsidy for the expenses relating to our transmission. The Department of Social Services also made possible a sensational all day radio special 'Seize The Day', featuring young people's voice, to mark National Youth Week. And finally, recognising that summer is our community's most active time of year, the City of Melbourne also provided the station with the funds necessary to employ a 'Summer of JOY' Coordinator, enabling JOY to focus our attention on the many community events that we support and promote. **JOY extends our thank you to these and indeed all our generous believers.**

**Leenie Fabri**

**Manager People, Services & Culture**



# Office Admin Report

The Office Admin team is a group of over 50 volunteers who love to support JOY 94.9 in a 'behind the scenes' role. We support the on-air programs and the broader JOY 94.9 community from 7am to 9pm every day of the year. As an entry level position at JOY, we find many of our volunteers start their JOY journey in our team and then move on to other volunteer roles. It's a great introduction to the organisation – just ask our General Manager and President!

In the last 12 months, we have reduced most of our 9pm to 11pm volunteer shifts as we found it difficult to recruit for this timeslot, and many of the on-air teams have the capacity to be self-supporting at that time of night. That didn't reduce the interest in our other vacancies and we received over 50 applications to volunteer this year with a third of these progressing on to training in the role.

We currently have a small group of 4 trainers responsible for all of the new recruits to the team and we'll be expanding this team to allow flexibility for volunteers attending training, as well as sharing the workload for the trainers. We'll also be looking at working with other support teams to build rapport and share skills.

**Bek Savic**

**Office Admin Coordinator**

**Pictured:** Office Admin Volunteer Julia Makowski welcomes JOY visitors with a friendly smile



# IT and Engineering Report

## Technical Governance:

This year the Board established the JOY Technical Advisory Committee (TAC), a sub-committee to provide governance for JOY's Broadcasting, Technology and Communications equipment needs. The initial focus of TAC is to establish a governance foundation, including:

- Delegation of authority
- Procurement strategy
- Managing human resources
- Risk analysis and mitigation
- Asset management and planning

Once work on each of these projects has progressed sufficiently, TAC plans to develop and publish a JOY Technology Strategy. There is much work to do, and the TAC sub-committee invites experienced, enthusiastic and interested volunteers to help us progress this critically important work.

**Sammy Cameron**

**Technical Advisory Committee Chair**

## Technical Operations:

2013/14 has been an exciting year for Technology at JOY.

Our Technology Department has seen many changes this year, with the increase of new technology being deployed around the station, including 20 new computers for Volunteers and Staff kindly donated by NAB, as well as deployment of new servers donated by IBM. These significant donations have enabled JOY to replace some of its older technology.

The formation of the new JOY Tech Team this year has also seen an increase in the involvement of volunteers in the decision making processes for IT at the station.

Our plan for the 2014/15 period is to continue replacing our aging Broadcast infrastructure, with plans for replacing the FM transmitter, digital processing and changing the way we deliver audio to our broadcast site.

A massive thanks to Chris Jameson and Anne Hamilton, and all who have contributed over the last year.

**Josh Pearson**

**Technical Operations  
Coordinator**

**Pictured:** A handful of JOY's World AIDS Day Worldwide Team (L-R) Matt Thomson, Andrew Thorp, Avi Miller, Josh Pearson, social media guru Katie Purvis tweeting for @JOY949



# Production Report

JOY Production has expanded its reach this year by producing more frequent community announcements promoting local events and services. Approximately 120 announcements were produced this year, as well as around 140 audio pieces that promoted JOY events and initiatives. Production Manager Jason Gipps also produced and scheduled close to 300 paid sponsorship (advertisement) announcements in the same period.

Over the year, we saw an increase in the number of volunteers who form the program production team too. This team consists of 44 volunteers who re-produce previously aired content in podcast form, made public weekly. Special broadcasting events were also highlighted via podcast, including Midsumma Festival, Volunteer Week, Youth Week and International Women's Day. With thanks to great content and the fostering of a strong relationship with iTunes, individual JOY programs have enjoyed upwards of 5450 downloads across the year.

2013-2014 saw the creation of three new volunteer roles within the team. Patrick Weyland-Smith took on the role of Community Service Announcement Producer, whilst Callum Padgett stepped up as JOY Audio Promotions Producer. Further support came from Chris Quirke, our new Program Identification Producer, who provided more direct support to individual on-air teams. We also acknowledge the continued support of Heath Brice, our podcast trainer and coordinator, who is a great example of a JOY volunteer dedicated to recruiting new JOY volunteers.

Looking forward, early indications suggest that we will continue to offer even more community support over the coming year, with even more frequent JOY specific promotional material on-air. We are also expecting increased demand from the sponsorship team, with regards to the need for produced sponsorship announcements as the sponsorship advertising revenue stream grows.

**Jason Gipps**

**Production Manager**



**Pictured:** Callum Padgett;  
Audio Promotions Producer



# News & Current Affairs Report

As producers of JOY's longest running program, in fact the very first program on-air 21 years ago, the JOY news team continues to ride the ups and downs of volunteer life. A highlight this year has been the team's contribution on December 1 to the amazing, continuous 24-hour World AIDS Day broadcast. That meant a special news bulletin every two hours over the entire period. It also meant conversion of Studio 2 from a radio studio to a video studio. In another change, presenters Matt Thomson and Tim Lennox, the youngest and oldest News team members, had to actually wear suits. Another highlight this year, was the award-winning JOY outside broadcast from the AIDS 2014 Conference in July, during which news team members joined other JOY volunteers in recording a range of interviews by conference presenters.

At present, new news presenters are being trained to ensure we can maintain the full roster, providing 66 headline and full news bulletins each week; that's 3432 scheduled news bulletins per year! A recent recruiting drive is expected to ease the availability pressures on the news roster as well as enabling us to expand the team's role. More team workshops are planned for the dedicated and varied team of LGBTIQ "newsies".

**Tim Lennox**

**News Director**

# Salesforce Report

The development of the JOY membership database and online payment system (using the Salesforce software platform) has continued, with mainly volunteer resources and the guidance of a contractor. The online secure payment system for membership and donations is now bedded down, since going live in June 2013, and is functioning well.

Twelve months ago we started with a very basic and brand new membership process. We now have processes that cater for all membership types. This has meant online processing has increased by 37% in that time, which saves an awful lot of postage stamps.

Our aim during the next year is to create additional functionality to automate other manual time-consuming processes. Hence our need (and sometimes a request) to have an up-to-date email address for each JOY member, so we can keep reducing operating expenses.

**Anne Hamilton**

**Station Administrator**

# Website Report

This year has seen a focus on creating project-specific websites to feature and focus on particular content and events. The two primary examples are World AIDS Day Worldwide and JOY's coverage of the 2014 International AIDS Conference (AIDS 2014).

The World AIDS Day Worldwide project was a particular highlight for JOY's online team, as it delivered 24 hours of continuous streaming audio and video to a global audience. For 24 hours, our radio station turned into a television station, complete with three broadcast-capable studios and two remote camera crews covering all the World AIDS Day events in Melbourne.

I am proud to say that we were able to stream constantly without interruption for all 24 hours. This was only possible with the amazing effort from an army of volunteers who spent well over 30 hours setting up, producing, presenting, editing and vision mixing throughout the day.

You can watch all 24 hours of content at <http://worldaidsdayworldwide.org>.

Following from our success of World AIDS Day Worldwide, JOY embarked on the longest outside broadcast in our history: live coverage from the Global Village at AIDS 2014. Over the six days of the AIDS 2014 conference, JOY was able to deliver near real-time publishing of audio content to the dedicated AIDS 2014 website.

This content was produced and delivered onsite at the Global Village by our incredible team of journalists and podcasters. Analytics from the event showed global reach and coverage, with an average rate of well over 2,500 episodes downloaded per day from every continent and almost every country in the world.

To listen to all of JOY's AIDS 2014 coverage, visit <http://aids2014.joy.org.au>.

Both of these events were featured on both the worldwide and Australian iTunes Store, and we continue to develop our relationship with the Apple iTunes team.

Our focus for 2015 is deeper online integration with JOY's new digital play out system, both on the website and on the JOY mobile smartphone apps.

**Avi Miller**

**Online Development Coordinator**



**Pictured:** Studio 2 "Tim Lennox Studio" Panel

# Social Media Report

2013/14 was a big year for JOY social media. With the continued growth of our committed volunteer team, JOY's social media activity and presence grew exponentially.

## To highlight some key achievements:

- JOY's Twitter and Facebook accounts both hit over 6,000 followers
  - The JOY 94.9 YouTube channel was re-established with fresh videos
  - A JOY Instagram account was established for sharing photos from interviews, JOY events and around the station
  - JOY's special social media casts from Mardi Gras and Pride March had a combined reach of 20 million people worldwide
  - Delivered comprehensive JOY social media coverage of major health conferences and events, including World AIDS Day Worldwide 2013 & AIDS 2014
  - full coverage of key JOY outside broadcasts, such as the AFL IDAHO broadcast
  - Increased integration with sponsorship team activity, enabling the inclusion of social media posts as part of sponsorship packages
  - Wider social media promotion of JOY programming, particularly weekly specialist shows and special event broadcasts, through advanced notifications, photos and promotion of podcasts
- The social media team continue to work on strategy and governance ideas with regular reports to the operational team

As JOY heads into our 21<sup>st</sup> birthday celebrations and the peak 'Summer of JOY' 2015 activity season, incorporating Midsumma and Mardi Gras, the social media team continues to evolve and progress, adopting news ideas and best practices. Our primary goal is the continued development and presentation of a professional, fun and friendly brand identity, combined with a back to basics approach in refining what we know, and doing it better.

We are so grateful through our social media channels that the community invite us into their lives, phones, computers and tablets every day and look forward to the future as we continue to grow in the social media sphere and can't wait to see what #2015willbring.

## Social Media Team:

- **Facebook**—Lisa Robbins
  - **Instagram**—Leo Stubbing
  - **LinkedIn**—bek Savic
  - **Twitter**—Katie Purvis
- Adam Taia**—Social Media Coordinator

**Pictured:** JOY App





# Finance & Audit Report

Finance Advisory Committee (FAC) continues to add great value to JOY. FAC's primary focus for the financial year ended June 30, 2014 was JOY's financial strength and long term financial viability. Financial reports were reviewed monthly and compared with budget. As with previous years, FAC concentrated on revenue generation, with particular emphasis on Sponsorship, JOY's primary source of income. Membership, donations and fundraising were also addressed, to ensure JOY continues to be able to pay its operating costs, and to build sufficient cash reserves to fund asset replacements and future unforeseen costs. FAC will continue its focus on income into the future whilst ensuring cost control.

FAC contributed to JOY's 2014/15 budget by ensuring there are opportunities for JOY to further enhance its financial strength and invest in vital infrastructure required to serve JOY's community and listeners. In addition, FAC assisted with the preparation of JOY's Strategic Plan. Key financial performance measures have been included to maximize JOY's financial stability over the period of the Strategic Plan.

Melinda Rich, Cassie Chadwick, Matt Anderson, Matthew Kelly, Peter Froutzis, Mark Adams, Conrad Browne, Damira Rogoznica and Laurie Cato-Smith are members of FAC. During the year FAC said farewell to Richard Ginsburg. Richard was FAC's Executive Assistant for many years. Tim Anderson is FAC's new EA and we welcome him to the team. Thanks to all of you for your outstanding work. The time you devote to FAC each month is greatly appreciated.

**Laurie Cato-Smith**  
**FAC Chair, Treasurer and Board Member**



**Pictured:** Studio 1—"Singer-Smith Studio"

## Schedule 1

Regulation 15

### Form 1

*Associations Incorporation Reform Act 2012*

Sections 94(2)(b), 97(2)(b) and 100(2)(b)

This form is required to be provided to the members at the AGM with the association's accounts.

### Annual statements give true and fair view of financial performance and position of incorporated association

We, Jed Gilbert and Patricia Kerin, being members of the Board of the JOY MELBOURNE INC certify that—

The statements attached to this certificate give a true and fair view of the financial performance and position of the JOY MELBOURNE INC during and at the end of the financial year of the association ending on 30/06/2014.

Signed:  PRESIDENT

Dated: 13/11/14

Signed:  VICE PRESIDENT

Dated: 13/11/14

**JOY MELBOURNE INC.  
(REG NO A0027660E)  
BOARD OF DIRECTORS REPORT  
FOR THE YEAR ENDED 30 JUNE 2014**

Your Board of Directors submits the financial report for Joy Melbourne Inc. (the Association) for the financial year ended 30 June 2014.

**Board of Directors**

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

Jed Gilbert	Elected November 2011
Geoffrey Devine	Elected October 2012
Laurie Cato-Smith	Elected October 2012
Trish Kerin	Elected October 2013
Sammy Cameron	Elected October 2013
Cassie Chadwick	Elected October 2013
Melinda Rich	Elected October 2013
Zemeel Saba	Appointed June 2014
Melanie Saba	Appointed June 2014
David McCarthy	Resigned October 2013
Luke Moon	Resigned October 2013
Shannon Gilles	Elected & Resigned during the year
Christian Vega	Elected & Resigned during the year
Kyle Minall	Resigned October 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 Reform Act 2012.

**Significant Changes**

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

**Operating Result**

The loss from ordinary activities, before transfers to / from reserves for the year was \$11,539 (2013: profit \$27,950) 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



Treasurer

Date: 29th October 2014



JOY MELBOURNE INC.  
(REG NO A0027660E)  
BOARD OF DIRECTORS REPORT  
FOR THE YEAR ENDED 30 JUNE 2014

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 2014 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:

29<sup>th</sup>

October 2014

**JOY MELBOURNE INC.**  
**(REG NO A0027660E)**  
**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 30 JUNE 2014**

	Note	2014 \$	2013 \$
Operating Revenue	2	<u>848,573</u>	<u>888,831</u>
<b>Operating Expenses</b>			
Audit Fees		(8,800)	(9,628)
Bank Charges		(4,704)	(4,060)
Depreciation & Amortisation		(59,670)	(61,012)
Staff Salaries & Wages		(375,702)	(377,210)
Fundraising expenses		(2,500)	(26,253)
Interest Expenses		(102)	(75)
Programming Expenses		(45,232)	(29,972)
Promotions and Publicity		(129,443)	(126,975)
Rent and Office Expenses		(197,167)	(188,030)
Telephone		(18,356)	(19,480)
Transmitter Costs		(18,436)	(17,986)
Operating Expenditure		<u>(860,112)</u>	<u>(860,881)</u>
Profit / (Loss) after Income Tax		<u>(11,539)</u>	<u>27,950</u>
Other Comprehensive Income for the year		-	-
Total Comprehensive Income For The Year		<u>(11,539)</u>	<u>27,950</u>

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 2014**

	Note	2014 \$	2013 \$
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	4	315,572	293,335
Trade and Other Receivables	5	34,116	43,405
Other Current Assets	6	24,793	21,116
<b>TOTAL CURRENT ASSETS</b>		<b>374,481</b>	<b>357,856</b>
<b>NON-CURRENT ASSETS</b>			
Property, Plant and Equipment	7	158,676	199,887
Intangible Assets	8	895	857
<b>TOTAL NON-CURRENT ASSETS</b>		<b>159,571</b>	<b>200,754</b>
<b>TOTAL ASSETS</b>		<b>534,052</b>	<b>558,612</b>
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	9	9,582	22,106
Short Term Financial Liabilities	10	1,585	1,798
Provisions	11	47,743	46,743
Other	12	42,163	49,612
<b>TOTAL CURRENT LIABILITIES</b>		<b>101,073</b>	<b>120,258</b>
<b>NON-CURRENT LIABILITIES</b>			
Provisions	11	19,371	13,206
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>19,371</b>	<b>13,206</b>
<b>TOTAL LIABILITIES</b>		<b>120,444</b>	<b>133,464</b>
<b>NET ASSETS</b>		<b>413,608</b>	<b>425,148</b>
<b>EQUITY</b>			
Retained Profits	13	413,608	425,148
<b>TOTAL EQUITY</b>		<b>413,608</b>	<b>425,148</b>

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 2014**

	Note	2014 \$	2013 \$
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	4	315,572	293,335
Trade and Other Receivables	5	34,116	43,405
Other Current Assets	6	24,793	21,118
<b>TOTAL CURRENT ASSETS</b>		<b>374,481</b>	<b>357,858</b>
<b>NON-CURRENT ASSETS</b>			
Property, Plant and Equipment	7	158,876	199,887
Intangible Assets	8	895	857
<b>TOTAL NON-CURRENT ASSETS</b>		<b>159,571</b>	<b>200,754</b>
<b>TOTAL ASSETS</b>		<b>534,052</b>	<b>558,612</b>
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	9	9,582	22,106
Short Term Financial Liabilities	10	1,585	1,798
Provisions	11	47,743	46,743
Other	12	42,163	49,612
<b>TOTAL CURRENT LIABILITIES</b>		<b>101,073</b>	<b>120,258</b>
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Provisions	11	19,371	13,206
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<b>NET ASSETS</b>		<b>413,608</b>	<b>425,148</b>
<b>EQUITY</b>			
Retained Profits	13	413,608	425,148
<b>TOTAL EQUITY</b>		<b>413,608</b>	<b>425,148</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 JUNE 2014

	Note	2014 \$	2013 \$
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>			
Receipts from sponsors, members, grants, donations and fundraising		843,125	870,012
Payments to suppliers and employees		(805,912)	(759,062)
Interest received		3,613	4,251
Borrowing costs paid		(102)	(74)
Net cash provided by operating activities – Note B		<u>40,724</u>	<u>115,127</u>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>			
Payment for property, plant and equipment		(18,487)	(44,969)
Net cash used in investing activities		<u>(18,487)</u>	<u>(44,969)</u>
<b>Net increase in cash held</b>			
Cash at beginning of year		293,335	223,177
Cash at end of year – Note A		<u>315,572</u>	<u>293,335</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 2014**

NOTES:	2014 \$	2013 \$
<b>A RECONCILIATION OF CASH</b>		
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	315,572	293,335
<b>B Reconciliation of net cash provided from operating activities to profit / (loss) after income tax</b>		
Profit / (Loss) after income tax	(11,539)	27,950
Non-cash flows in profit after tax		
Depreciation and Amortisation	59,670	61,012
Doubtful Debts	4,228	6,220
Changes in Assets and Liabilities		
Decrease / (Increase) in trade and other receivables	1,385	(20,137)
Increase / (Decrease) in trade and other payables	(15,876)	7,455
Increase / (Decrease) in provisions	2,856	32,627
Net cash provided by operating activities	40,724	115,127
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 2014

**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 Reform Act 2012 (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:	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 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 2014

**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 profit & loss statement.

JOY MELBOURNE INC.  
(REG NO A0027660E)  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2014

**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**

	2014	2013
	\$	\$
Sponsorship Income	521,643	568,262
Donations	138,787	121,285
Membership Fees	109,027	107,218
Grants Received	42,684	46,496
Fundraising	15,663	21,639
Other Income	16,956	19,656
Interest Received	3,613	4,251
Merchandise Sales	0	24
	<u>848,573</u>	<u>868,831</u>

JOY MELBOURNE INC.  
(REG NO A0027660E)  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2014

**NOTE 3: PROFIT**

	2014 \$	2013 \$
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Profit has been determined after:

Crediting as income:

Interest Received	3,613	4,251
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Charging as expenses:

Depreciation of plant and equipment	59,670	61,012
Auditors' remuneration	8,600	9,828

**NOTE 4: CASH AND CASH EQUIVALENTS**

Cash on hand	500	500
ANZ Joy Melbourne Inc.	79,411	26,465
ANZ Special Purpose Fundraising	12	13,484
ANZ Reserve Fund	27,218	27,268
ANZ On-Line Interest Saver	208,231	224,618
Fundraising Float	200	1,000
	315,572	293,336

**NOTE 5: TRADE AND OTHER RECEIVABLES**

**CURRENT**

Trade Debtors	39,427	38,771
Less Provision for Doubtful Debts	(10,448)	(6,220)
	28,979	32,551

Other Receivables	5,137	10,854
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Total Trade and Other Receivables	34,116	43,405
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**NOTE 6: OTHER CURRENT ASSETS**

Prepayments	24,793	21,118
	24,793	21,118



**JOY MELBOURNE INC.**  
**(REG NO A0027660E)**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2014**

	2014	2013
	\$	\$
<b>NOTE 7: PROPERTY, PLANT AND EQUIPMENT</b>		
Leasehold Improvements	132,697	132,697
Less Accumulated Depreciation & Impairment	(111,076)	(89,190)
	<u>21,621</u>	<u>43,507</u>
Computer Equipment	126,252	126,252
Less Accumulated Depreciation & Impairment	(94,830)	(80,212)
	<u>31,422</u>	<u>46,040</u>
Plant & Equipment	254,534	238,956
Less Accumulated Depreciation & Impairment	(159,160)	(139,367)
	<u>95,374</u>	<u>99,589</u>
Office Furniture and Equipment	46,682	43,773
Less Accumulated Depreciation & Impairment	(36,223)	(33,022)
	<u>10,459</u>	<u>10,751</u>
<b>Total Property, Plant &amp; Equipment</b>	<u>158,876</u>	<u>199,887</u>
<b>NOTE 8: INTANGIBLE ASSETS</b>		
License Application	3,195	3,195
Less Amortisation	(2,500)	(2,328)
<b>Total Intangible Assets</b>	<u>695</u>	<u>867</u>
<b>NOTE 9: TRADE AND OTHER PAYABLES</b>		
<b>CURRENT</b>		
Trade Creditors	211	13,048
GST Payable	9,371	9,057
	<u>9,582</u>	<u>22,105</u>
<b>NOTE 10: SHORT TERM FINANCIAL LIABILITIES</b>		
<b>CURRENT</b>		
ANZ Visa Card	1,585	1,798
<b>Total Short Term Financial Liabilities</b>	<u>1,585</u>	<u>1,798</u>
<b>NOTE 11: PROVISIONS</b>		
<b>Current</b>		
Provision for Annual Leave & Bonuses	38,023	41,331
Provision for PAYG Withholding	3,907	2,297
Superannuation Payable	5,813	3,115
	<u>47,743</u>	<u>46,743</u>
<b>Non - Current</b>		
Provision for Long Service Leave	19,371	13,206
	<u>19,371</u>	<u>13,206</u>

JOY MELBOURNE INC.  
(REG NO A0027660E)  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2014

	2014	2013
	\$	\$
<b>NOTE 12: OTHER</b>		
<b>CURRENT</b>		
Accrued Charges	16,450	19,520
Income in Advance	25,713	30,092
	<u>42,163</u>	<u>49,612</u>

**NOTE 13: EQUITY**

<b>Retained Earnings</b>		
Retained profits at the beginning of the year	425,148	397,198
Total Profit or Loss for the year	(11,539)	27,950
Total Equity	<u>413,608</u>	<u>425,148</u>
Adjustment to prior year Equity	<u>-</u>	<u>-</u>
<b>Total Equity</b>	<u><b>413,608</b></u>	<u><b>425,148</b></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	0	57,740
Between 12 months & 5 years	<u>0</u>	<u>0</u>
	<u>0</u>	<u>57,740</u>

The property lease was a non-cancellable operating lease for a three-year term that ended on 30 April 2014. Rent is now on a month by month basis.

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 August 2018.

# Thank you

JOY 94.9 gratefully acknowledges the following organisations and individuals for their significant support in 2013/14:

- \* 2SER \* 3MDR \* AAkonsult \* AFL \* AIDS 2014 \* Annecto \* Arts Victoria \*
- \* beyondblue \* Bulletproof \* Channel 31 \* Chris Dancy \* City of Melbourne \*
- \* City of Yarra \* Community Broadcasting Association of Australia \*
- \* Community Broadcasting Foundation \* Department of Human Services \*
- \* Dr Lucy Stackpool-Moore \* Jason Ball \*
- \* La Trobe University Counselling Service Queer Program \* Living Positive Victoria \*
- \* Lost Dogs Home \* LOTL \* MCV \* Melbourne Queer Film Festival \*
- \* Mercedes Benz Berwick \* Midsumma Festival \* Mindframe \* Minus 18 \*
- \* National Gallery of Victoria \* National LGBTI Health Alliance \*
- \* Pacific Friends of the Global Fund \* Pink Media Group \* Positive Life NSW \*
- \* Pride in Diversity \* Radio Adelaide \* SameSame \* Sircuit Bar \*
- \* Star Observer \* Sydney Gay & Lesbian Mardi Gras \* The Laird Hotel \*
- \* Victorian AIDS Council \* Victorian Multicultural Commission \*
- \* Yarra Trams \* Youth Affairs Council of Victoria \*

With special thanks also to our dedicated volunteers, staff, board, loyal members, generous patrons, donors, sponsors, diverse community groups and organisations for their continued support.



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**Twitter** @JOY949



**Pictured:** Volunteer Ayman Barbaresco helping members to join and renew their membership during Radiothon



