

JOY 94.9 Annual Report



2015/16

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Our Patrons

Honorary Patron

The Right Honourable Lord Mayor
Robert Doyle

Diamond Patron

Anthony Hillier (for the estate of the
late John Patrick Foley)

Gary Singer and Geoffrey Smith

Broadtree Foundation

Platinum Patron

Kevan Walsh

Chris Furneaux

Rodney and Jeff Chiang- Cruise

Gold Patron

Richard Walters

Mark Farr & David Cheshire

Ken Speer

David 'Macca' McCarthy & Jonathan
Yee

Laurie Cato-Smith

Timms Holden

Warren Fuge & Michael Smith

Mark Boughey

Silver Patron

Marc Jay

Georgia D

Gavin Henderson

David Miles

David Owen & Henry Ruge-Rojas

Eric Harding & Athol Hawke

Tom Mosby & Tony Ellwood

Raymond Cowling

Bronze Patron

Andrew Balnaves & Carl Matto

John Keats

Graeme Robinson & Alan Pollard

Anthony Burkitt

Susan Townsend & Sue Wilkinson

Andrew Harvey

Helem Melbourne

Marg Gardner

Mario Blandin de chaplain

Warren Peat

Thank You

To all of our patrons, members, donor and sponsors - we could not do this without you.

Our Purpose

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

Our Values

In pursuing our purpose, we value:

Inclusion - To have diverse voices be heard and celebrated, representative of our diverse communities, promoting freedom of expression

Respect - To demonstrate pride in ourselves and our achievements, to recognise the work of our volunteers and staff, and to cherish strength in diversity

Integrity - To be professional, accountable, equitable, participatory and ethical

Sustainability - To be balanced in our content, finances, governance and operations, and individually in our work/volunteer commitments

Leadership - To be strategic, courageous and visionary, and to empower everyone to take creative and constructive action aligned with our purpose and values

Presidents Report

It makes me **so happy** looking at our updated and inclusive Purpose at the beginning of this Report! It reflects the fact that this year we successfully renewed our radio licence for another five years with an officially updated 'community of interest'. After 22 years, many conversations, and much hard work to evidence the change, our Purpose has evolved to reflect the diversity of our lesbian, gay, bisexual, transgender and intersex (LGBTI) communities. The revised statement also removes any ambiguity - if allies want to work towards JOY's purpose and align with JOY's values, they are welcome! This is JOY at its best, demonstrating what being an **inclusive organisation** is all about.

This year was the second year in our three-year Strategic Plan, *Our Voice Our Vision 2014-2017*, so it's fitting that it was a year of both **delivery and transition**. It's been a year of many highs and undoubtedly some lows. Spanning changes in the staff team, to changes in the grid, shifts in revenue streams and the development of our first aligned Business Plan, there has been a lot of change. Through it all, the whole JOY team from the Board through to sub-committees, staff and volunteers have been resilient and committed to achieving amazing things.

Governance

Our finances continued to evolve following a trend our Community Engagement Committee discussed with members at the last Annual General Meeting (AGM). Donations continued to rise, while sponsorship struggled. Memberships and fundraising also posted reasonable gains. These results again reflect the need for us to think smartly about our **holistic supporter model**, on which we made some progress this year thanks to our amazing Patrons and our biggest Radiothon ever. However, there is much more to be done, like the exciting work on our new Bequest Program, and the possibilities offered by our production and digital media strategies, including the potential integration with Bent TV.

Overall our revenue decreased about 8%. Prudently we also decreased our expenditure by about 8% to reach a similar net result to last year; **a net loss of \$21,070 with cash reserves of over \$300,000**. Not ideal and not the result we were working towards, but still healthy and pleasing given the change our organisation has faced.

Radio and associated media

We have **more listeners spending more time listening** to the station than ever before, which is tremendous. This has been helped by our increasing professionalism in entertainment, improved depth in our news and current affairs, reviewing our music policy so we keep playing Melbourne's most uplifting mix, and supporting an abundance of incredibly diverse specialist programs - in part thanks to our refreshed training and budding programs. We have also invested in a new regular data-stream to inform on-air decision making, and have reduced the number of grids in the year to allow more 'stickiness' between programs and their listeners.

Digital media, social media, streaming and podcasts have continued to explode, supported by growing dedicated volunteer teams. **Podcasts alone increased by an amazing 77% this year**, showing how much the media landscape is changing and how much JOY is making the most of it. With 51 active volunteers, our production team is now the second largest team at JOY, which has allowed us to diversify our revenue streams while also reaching new audiences.

Community

This year we've had an influx of volunteers and our Operations Committee, including our staff and core volunteers, have remained **highly committed and resilient**. They make such a strong group of community leaders. From programming the mainstage at Midsumma, to broadcasting nationally with SBS for Mardi Gras weekend, and producing 264 free community service announcements, JOY has never been stronger at engaging with our communities.

Current strategic projects underway make me **very excited** for the coming years. Projects like *Brand New JOY* are reimagining our brand's imagery to reflect our more inclusive Purpose statement. Our engagement with the Victorian Pride Centre is reimagining a permanent home for JOY and has influenced how the Pride Centre concept is being realised. Our national partnerships, like with SBS, and our production and digital media strategies are reimagining our connection with our audience and our voice's reach. All of this work shows that setting **ambitious goals** and then collectively working towards them achieves small miracles. The Strategic Plan that we launched in the first year of my presidency started to reimagine JOY's unique place in the world and it's clear today that we are making that collective vision a reality.

Thank you!

I want to thank the entire JOY community. Thank you to everyone who has made this final year, and all of my years at JOY, a very positive experience. I really have grown up in this organisation so as I reach my six-year term limit on the Board and stand down, it is bitter-sweet for me, but I have full trust in the whole team that miracles will continue to be achieved by this amazing JOY community.

A handwritten signature in black ink, appearing to read "Jed Gilbert".

Jed Gilbert

President



Treasurer Report

The Finance and Audit committee (FAC) is focused on maintaining good governance around the financial stability and future proofing JOY 94.9

The Financial Year (FY) 2016 was somewhat challenging with a change in leadership during the reported period. This resulted in lower than budgeted sponsorship revenues - which contributed towards a loss and decline in cash reserves.

Highlight for FY 2016:

Radiothon revenues exceeded the previous years, membership revenues grew slightly and our bequest program is now being established.

Our auditors BDO, have given us a positive review and praised our systems and processes.

The focus moving forward is all about increasing our revenue streams to protect JOY 94.9. With the appointment of our new CEO and the development of a new budget, the organization is now well placed to meet these objectives and return to profitability.

Our strategy will include building both short term and long term funding capability to ensure the day to day running costs are covered as well as providing funds for future major initiatives.

Short term initiatives include identifying and securing larger sponsorship deals for longer periods, program specific sponsorships and establishing partnership arrangements.

Longer term focus will be on future proofing initiatives such as growing new sources of revenue, boosting the patrons program and growing the bequest program.

Thank you to all FAC members: Matt Kelly, Peter Froutzis, Mark Adams, John Tzimas, Mel Rich.

And a special thanks to Tennille and Damira.

Ian Graystone

Treasurer

Life Member Award

An honorary life membership is offered by the JOY board to recognise a member for their extraordinary commitment and contribution to the purpose of JOY 94.9.

David 'Macca' McCarthy has been a JOY member for over 17 years and been an on-air presenter for more than 10. During this time he has also spent 5 years serving on the board of JOY with 3.5 of those as our president.

Macca is also a roving ambassador for JOY in the areas of business, community and political arenas, always seeking out ways to promote and build JOY's strong reputation. He has tapped into his own personal network to bring high profile guests into the station as not only guests but also supporters and sponsors.

Macca's on-air presence commenced with 'Motoring Matters' - a regular segment on the Drive Show in 1999, he has held spots on a range of shows and been instrumental in special broadcasts including a JOY / 3AW joint outside broadcast with Neil Mitchell and Jeff Kennett about youth suicide prevention.

Over the last 6 years, Macca has lead the Saturday Magazine show with a slew of high profile co-hosts and guests, but has always made time to mentor emerging radio contributors many of whom have now secured roles in commercial and Government funded studios both in Australia and overseas.

His leadership in brokering relationships and agreements with a range of other organisations such as Mercedes Benz, Virgin Airlines, Victorian State Government, *beyondblue*, and SBS has assisted JOY significantly over the last 7 years and we look forward to continuing to work with Macca moving forward.

Macca is a respected member of the JOY broadcast team and family. We congratulate and thank him for an outstanding contribution to JOY.



Programming Committee Report

Programing Committee Chair Summary:

The last year has proved an exciting time for JOY's programing committee. We've overseen some exciting changes and been delighted to witness some positive trends in growth of listenership, increased female participation in presenting, in particular during prime time breakfast and drive, and an abundance of new specialist programs that reflect the wonderful diversity of the LGBTI community. We have made some changes to support the management of the program grid by reducing the annual cycle from four to three, we have invested in regular survey data to inform decision making, we have updated both our program and music policies and we've introduced more rigour in program reviews and coaching to ensure continuous improvement of program quality. We are in awe of the volunteers who provide some amazing radio and we look forward to supporting further growth in the reach and impact we can collectively have as 'your voice, your radio station.'

Finally, I'd like to personally thank James, Chris and Tim for their commitment in the roles of Program, Music and News Directors, respectively. In particular, I'd like to acknowledge James Findlay for his passion and tireless energy in the role of Program Director. Testament to James' talents, he has secured an amazing opportunity to work as a Producer at Triple J in Sydney. James has made a huge contribution to JOY and we wish him the very best in his future career.

Tanya Matthewson

JOYPAC Chair



Program Director Report:

JOY's programming has seen some dramatic changes in the past year. Our improvements in ratings and engagement are proof that these changes are having a positive impact.

Breakfast and drive times have strengthened with new voices, and new female talent in particular, joining the team. Jess and Mitch, Lulu and Michael, 1010Nat and Greta and Sam and Alex have been added to the line-up and have settled in well. Murphy's Law, C and C Drive and Triple Threat stood out as very popular in the 2015 listener survey as they continue to entertain and engage our listeners.

Our weekday programming saw a shift in April with the removal of the midday talk hour. This decision was designed to remove the perceived midday 'hand break' based on our listener's preference for music over talk-breaks and interviews at this time of day. This extra hour of music, plus the cementing of JOY's weekday position statement of "Melbourne's most uplifting music mix," has delivered rewarding results, with the time spent listening increasing dramatically in the period of October 2015-June 2016 both in average weekday and Monday-Friday periods. Further, anecdotal evidence is streaming in that more and more stores and businesses are playing JOY, which is wonderful to hear.

We also embedded our position statement of 'your voice, your radio station' across the station. This has resonated well with both listeners and presenters alike, affirming JOY 94.9 as the voice of the LGBTI communities. In the past year we have had many new additions to our specialist program grid that truly represents the diversity in our communities. It's fair to say we have never had a more diverse program grid, and I couldn't be more proud. We now have programming on a range of topics and themes that we didn't have before, including indigenous programs, feminist programs, a program on rainbow families and our first program totally presented by bisexual voices - not to mention the introduction of our rock and metal night.

As a result of all this hard work at the station we now have more listeners than ever. Our McNair ratings in July reported we had an increase of 31,000 new monthly listeners, up to 371,000. This increase was quite significant as JOY only managed to find 19,000 more listeners in the 29 months prior. Our April grid also saw the most new volunteers to the station than any previous grid change in JOY's history.

With these advances in programming, the influx of volunteers to JOY and thousands of new listeners, the challenge is to keep improving. This includes improving our sound, diversifying our voices further and making those new monthly listeners listen more often - all while finding more people to engage with the station on all levels. It's an exciting time for JOY, and I'm so proud of the progress we've made in the past year.

James Findlay

Program Director (outgoing)

News & Current Affairs Report:

It has been a huge year for JOY's news and current affairs team. This year saw the introduction of The Informer, JOY's nightly current affairs program (Monday-Thursday). After months of recruitment for the right dedicated, talented team, The Informer went to air in the April program grid with much anticipation. The program has been a huge success. The coverage during the election campaign was widely praised and the program's podcasts became the second highest downloaded JOY program behind Hide and Seek.

We've seen over fifteen newsreaders join us in the past year with half of those being women. We've also been proud to witness a selection of our newsreaders getting jobs in the industry. I'd like to congratulate the following newsies who are now living their dream and working in the media:

- Mark Kearney (Bendigo Advertiser)
- Milan Stephens (ABC, now FOX Sports)
- Marnie Banger (AAP)
- Alex Darling (StarFM/2CS Mid North Coast)
- Stephanie McLean (92.9/2TM Tamworth)

As JOY continues to grow, we look forward to maintaining our position as a launch-pad for those budding journalists wanting to make their way into mainstream media.

James Findlay

Program Director (outgoing)

Music Director Report:

JOY's music continues to be a pivotal part of our weekday programming pillar. Our range of specialty music programs have again demonstrated that we can stand alongside any community station with our head held high, both in terms of program delivery and content excellence.

In 2015 - 2016 we overhauled our station music policy which was previously reviewed in 2007, including a starting point for a 'presenter toolkit' on ways to meet the policy targets. The policy covers all parts of our broadcast mix from magazine, specialty music and weekday music programming.

The key objectives for the renewed music policy were to:

- while allowing for appropriate exceptions (genre or program-style based) it sets relatively modest expectations that all existing programs should aspire to and a benchmark for all newly proposed programs to demonstrate how they will meet the targets from the outset.
- it should ensure that we meet our regulatory requirement to broadcast a minimum of 25% Australian music.
- it should ensure that we are seen to be representing our community of interest in the music we play.

In summary, the music policy requires that:

- program makers will endeavour to ensure that the total music played throughout a program includes at least 30% Australian content.
- program makers will endeavour to ensure that the total music played throughout a program includes at least 15% LGBTIQ content.

Due the financial constraints imposed by the cost of our APRA music broadcasting license, JOY must not exceed 59.9% music broadcast i.e. of the 168 hours per week we broadcast, no more than 100 hours may be music based. Our programming mix continues to meet this challenge and the constraint in itself provides the challenge to ensure our music programming meets a consistent standard of excellence and/or popularity as appropriate.

The weekday music mix is always an evolution of classic and current pop and the refocus on music only between 9am - 4pm demonstrated (through recent listener surveys) strong and increasing popular support for our 'signature sound'. A tweaking of the breakfast mix in particular complimented the new and existing breakfast programs this year. For the first time, weekday breakfast was the most listened to timeslot on the station.

One particular highlight of our specialty music programming for 2015-16 was the CBAA award for best new music program to 'Babblepop', our non-english language pop music program. An amazing array of popular Australian, International and queer musical artists were interviewed across the station. Dannii Minogue, Delta Goodrem, JD Samson, David Guetta, Sheena Easton, Little Mix, Jessica Mauboy, Conrad Sewell, Tina Arena, The Veronicas, Mans Zelmerlow, Melissa Etheridge, Bananarama, Nervo, Courtney Act and Patrizio Buanne to name just a few. In fact there were more than 350 music artists interviewed over the year.

Chris Jameson

Music Director



Adam Stobbs Award for Broadcasting Excellence

The Addam Stobbs Award for Broadcasting Excellence is awarded by the JOY Board to presenters and/or programs that have excelled at creating programming that fulfils the JOY Mission Statement and the JOY Programming Statement of connecting, representing and celebrating our diverse communities through programming that uplifts, informs and empowers.

The Addam Stobbs Award for Broadcasting Excellence 2016 is awarded to the **World Wide Wave** team.

Late on weekday evening in 2011, Tom, Hikaru and Squirrel commenced **World Wide Wave**, aiming to promote awareness of international LGBTI issues, by exploring one country at a time.

Over its first two years the program was a journey not only around the world but also across the JOY Program Grid, before settling in the prime-time slot of 7 pm Tuesday about three years ago.

Now led by Matt McDonnell, the **World Wide Wave** team undertake a significant production task every week, sourcing and recording interviews with politicians (including at least one heads of state), activists and community leaders, United Nations representatives, students and artists, professionals and many more from across the world at all hours of the day.

Over more than 200 episodes, the team have given equal coverage to the challenges and the successes of the world's diverse rainbow communities globally and continues to stand by their own mission statement and their W3JOY code of ethics.

In addition, the team maintains a strong social media footprint often updating followers several times a day with news and views from around the globe.

In June 2016, the **World Wide Wave** team led JOY 94.9's coverage of the shooting at Orlando's Pulse nightclub with the raw grief and emotion of the event evident through the program.

Congratulations to the **World Wide Wave** team, which during 2016 has included:

- Matt McDonnell
- Damian Sabatini
- Dean Galloway
- Paul Dexter
- Sarah Charnaud



Risk Committee Report

The Risk Committee attempts to understand and assess the risks that JOY faces, and, where possible, the Committee influences the organisation to create controls or behaviours that will reduce the chance of the risk occurring and/or reduce the impact/loss if the risk does occur.

Some of the higher profile issues faced over the year resulted in the creation of the Social Media Policy and a review of our Security Cameras. However, the biggest risks JOY faces relate to our sources of income, followed by risks related to our broadcast sound.

Over the past few years, the Risk Committee has maintained a Risk Register to assist with the management of all of JOY's risks. These risks are classified into five categories: Financial, People/HR, Reputation, Information Technology, and Sound.

I am happy to meet with anyone who has an interest in JOY's Risks to discuss.

Thanks so much to the members of this Risk Committee for their contribution over the year.

Andy McNamara

Risk Committee Chair



Community Engagement Report

The Committee Engagement Committee (CEC) emerged from the Membership Committee in 2015 in order to take a more holistic approach to community engagement including members, patrons and listeners who engage with JOY beyond the airwaves.

This year, CEC took on the ambitious project of assessing and updating JOY's supporter model, building on the work undertaken by PwC and the 2014-15 committee. This included hosting a members' workshop in December 2015, auditing supporter models used by other community radio stations and generating new ideas to engage members.

The JOY community is broad and diverse, and preferred methods of engagement vary widely. Through the many discussions held this year, it became clear that community engagement is about making people feel valued and connected, it's about democracy and community governance of JOY, and it's also about working with and extending our community to remain financially sustainable. The issue of inclusion was raised often: who is JOY for, and if it's for everyone in the LGBTIQ community, how can we reach those who can't or don't connect with us?

The work of CEC led to changes to the way that people can financially support JOY, and laid the groundwork for future changes in the coming months in parallel with the JOY branding project.

Many thanks to committee members Chris Furneux, Declan Kelly, Adam Taia, Liz Landray, Craig Burnett and Tanya Matthewson - and to CEO Tennille Moisel for her guidance in recent months.

As the new business plan is implemented, CEC will take on a new form with a new focus in the coming year so that we can better meet the needs of the JOY community.

Steph Amir

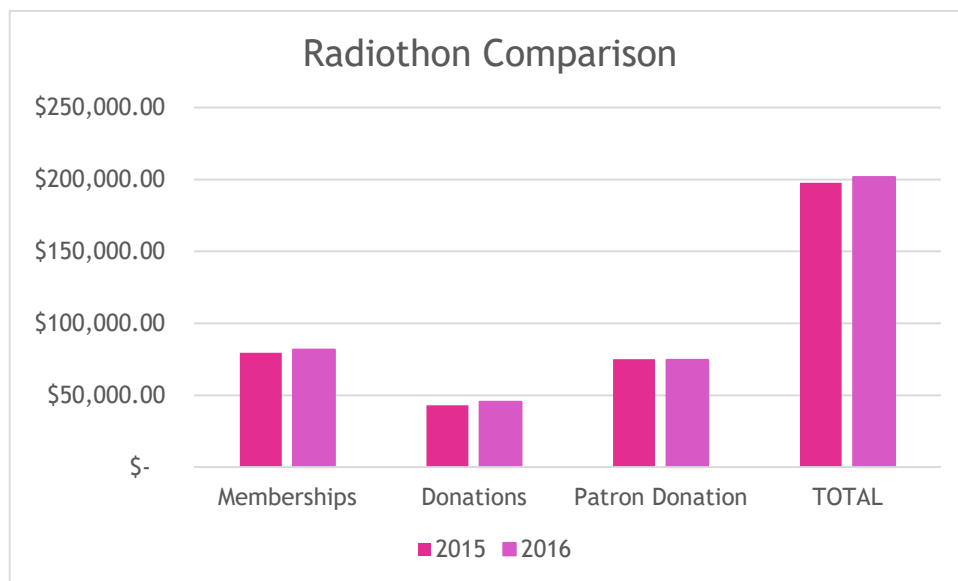
Community Engagement Chair



Radiothon 2016

We had an amazing (and very busy) week for Radiothon this year. Running from 3rd of June to 10th June we were blessed with some incredible guests and very passionate presenters who produced an outstanding week of radio for a cause.

We raised a total of \$201,721.50 during the full period which was up slightly on 2015 by just over \$4k.



As we have done for the last few years, we were again delighted to run our Hour of Power on the last day of Radiothon with JOY patrons Gary Singer and Geoffrey Smith matching each dollar donated.

Our major prize this year was a Holden Spark and was won by long-time member John Southern from Karinyup, Western Australia.

Radiothon 2016 was an awesome experience. Bringing Holden on board as our major prize partner was a fantastic opportunity to engage with a corporate organisation that is looking to work with JOY in areas of diversity and inclusion not just during our main fundraising event of the year but also during other LGBTI community and Holden specific events.

We are already planning for Radiothon 2017 and looking forward to it continuing to grow.



Technical Operations Report

The JOY Technical Advisory Committee's driving focus has been to ensure that JOY is provided, every day, with the best available software, engineering and Technical services and support.

This year the JOYTAC team reviewed the purpose and scope of the committee and determined that JOY would be better served by concentrating directing its energies on a more strategic mindset.

We determined a new name for the committee - JOY INFORMATION SYSTEMS STEERING COMMITTEE

The Mission statement for the Committee is:

The subcommittee is an executive level committee committed to providing high quality stewardship for initiatives and policy level planning for information technology for JOY Melbourne Inc.

The Subcommittee remit is to address the strategic fit, functional utility and investment into suitable information systems for JOY Melbourne.

The Subcommittee remit is to ensure that newly emerging technologies can be assessed and reviewed for viable inclusion into the service requirements for JOY Melbourne Inc.

The Committee has identified planning strategies for the work of JOY that will assist to ensure that JOY is able to provide service excellence for members and our external activities calendar.

The Committee is in the process of developing a Project Review model for assessing our external projects and developing a learning mechanism for to ensure continuous improvement of the delivery and execution of the work of JOY Information Systems

As the chair of the Committee and on behalf of JOY, I would like to praise and thank the team for their dedication and hard work for JOY. It has been an honour and a privilege to work with such a dedicated and committed group of professionals.

Cassie Chadwick

JOY Information Systems Chair

Production Report

This year JOY production scheduled and produced 264 free community service announcements (CSAs) and community promos (non-sponsor), along with scheduling and producing 300 sponsorship audio spots. We increased air-play of CSA's to 24,208 minutes of air-time across the year (4 minutes per hour, per day).

An increased workload has been made possible thanks to a dedicated and rapidly growing program production team coordinated by production manager Jason Gipps. Clayton Wimshurst has done a brilliant job of supporting the team as CSA co-producer and program imagery co-ordinator whilst John Von-Ahlen has stepped up as Ident co-ordinated editing and loading the never ending supply of celebrity messages of support. Special thanks goes to Leo Stubbing for arranging celeb messages of support.

Our podcasters have continued to outdo themselves exceeding download numbers almost every month of the year, taking our total podcast download figures from 21,736 downloads in July 2016 to 38,466 download in June 2016. We currently have 51 active volunteers contributing to our podcasting service making the program production team the largest volunteer team at JOY, following the broadcast team.

We are continuing to expand revenue streams in JOY production, including the ongoing distribution of community service announcements via the community radio sector, and producing sponsored podcasts such as our Berry Street and National Stroke Foundation podcasts.

Jason Gipps

Production Manager



Volunteer Coordinator Report

As always our volunteers are the life-blood of JOY. In 2016 we are thrilled to advise that we have our largest team of active members ever sitting at just over 320. As always - the roles that our volunteers fill are significant - ranging from Office Admin and presenters to Tech Coordinator, Music Director and Operations Support. We continue to be blown away by the level of skill, passion and commitment our volunteers bring to JOY.

During 2015-16 our volunteers represented JOY incredibly well at a number of community events such as Midsumma, Pride March, Mardi Gras and Chillout Festival and were vital contributors to all of our JOY events including Summer of JOY, Radiothon, JOYs Trivia Night and Northside Bizarre.

This year saw the re-introduction of the Volunteer Coordinator role which is a testament to JOY's commitment to the welfare of our volunteers. We recognise that having a healthy volunteer group is about ensuring that we are able to fulfil our promises to our people. Critical to the success of the role is the improvement of our induction and ongoing training plans, communication, feedback processes and volunteer recognition.

During 2016-17 there will be a number of strategies put in place to ensure our volunteers feel appreciated and also that they have the opportunity to contribute to JOY in ways that are tangible. We are excited about continuing to grow JOY and being a safe place for the LGBTI community.

Alice Berkeley and Tennille Moisel

Volunteer Coordinator and CEO



Anne Hamilton Award for Volunteering Excellence

Anne Hamilton is a Life Member of JOY 94.9 and this Award acknowledges Anne's embodiment of the JOY 94.9 mission and values, her passion for community volunteering, integrity, work ethic and the quality of her work. Anne's enormous contribution to the organisation sets an excellent example for all volunteers. This award is presented to a volunteer who has excelled at performing their work in support of the JOY 94.9 mission and values over the past 12 months.

This year we honour Josh Pearson for the incredible amount of work he has done in supporting JOYs technology.

Josh has been a JOY volunteer since 2013. He came on board as part of the Tech Support team and has been instrumental in the ongoing maintenance of JOYs tech framework as well as a series of upgrades and implementations to continue to deliver JOYs tech solution.

During his time with Josh he has demonstrated our values with passion and enthusiasm - balancing a full time job and the role of Tech Coordinator to ensure that our presenters, staff and volunteers have access to working systems 24/7.

Josh shows fantastic leadership skills in the way he engages with our people, our sponsors and other stakeholders - never missing an opportunity to talk about the value of what JOY delivers for the LGBTI community. He consistently goes above and beyond to ensure the JOY is accessible to our programming team both in station and also out and about in the community.

Josh is also a supportive team member who is always available to help in a function that is rarely but is also committed to coaching and always looking for ways to make processes and systems easier for everyone at JOY.



CEO Report

It has been a whirlwind of activity here at JOY since I arrived in late April. Getting to know the team, completing my first Radiothon, producing the 2016-17 budget and business plan have kept me incredibly busy.

While I was only here for the last 2 months of this year, it is clear to me that the JOY machine has incredible capability and drive - my job as CEO is to ensure that we have appropriate systems in place to continue to evolve as a media agency and to ensure we are connected as a community platform.

Over the next 12 months you will see work executed against the 2014-17 Strategic Plan as well as additional activity from an operational perspective. We have been able to summarise our goal:

To be a media content creation agency for the LGBTI communities

This requires us to clarify what we do and ensure we are able to do it efficiently.

I have three pillars of organisational focus:

JOY Culture

- Values
- What we do
- Who are our stakeholders

Building an Agile Organisation

- Effective Organisation Structure
- Communication Matrix
- Change Management Framework
- Program of Works
- Culture of Improvement
- Diversified Revenue Streams

Controlled Performance

- Planning
- Communicating
- Engaging

There is no doubt in my mind that JOY is an outstanding LGBTI organisation and broadcaster and has been for almost 23 years, it is my privilege to help position the organisation to be able to continue this work for another 20 years.

I am absolutely thrilled to have joined the JOY team and am looking forward to working with this amazing group of incredibly passionate staff members and volunteers to continue to deliver against JOY's strategic plan and take JOY to the world.

Organisation Structure

Board of Directors

Jed Gilbert (President)
 Melinda Rich (Vice President)
 Ian Graystone (Treasurer)
 Cassie Chadwick (Secretary)
 Andrew Thorpe
 Andy McNamara
 Michael Strauss
 Steph Amir
 Tanya Matthewson

Board Sub-committees

Programming Advisory

Tanya Matthewson (Chair)
Andrew Thrope (Vice-Chair)
 Barb West
 Cameron Cook
 Greta Larkins
 Michael Pohl
 Sarah Chadwick
 NON VOTING MEMBERS

Program Director
 Chris Jameson
 Jason Gipps
 Tim Lennox

Technical Advisory

Cassie Chadwick (Chair)
 John Wintle
 Josh Pearson
 Lachlan Hickey
Michael Strauss
 Rachel Rees
 Warren Peatt

Community Engagement

Steph Amir (Chair)
 Chris Furneux
 Declan Kelly
 Adam Taia
 Liz Landray
 Craig Burnett
Tanya Matthewson

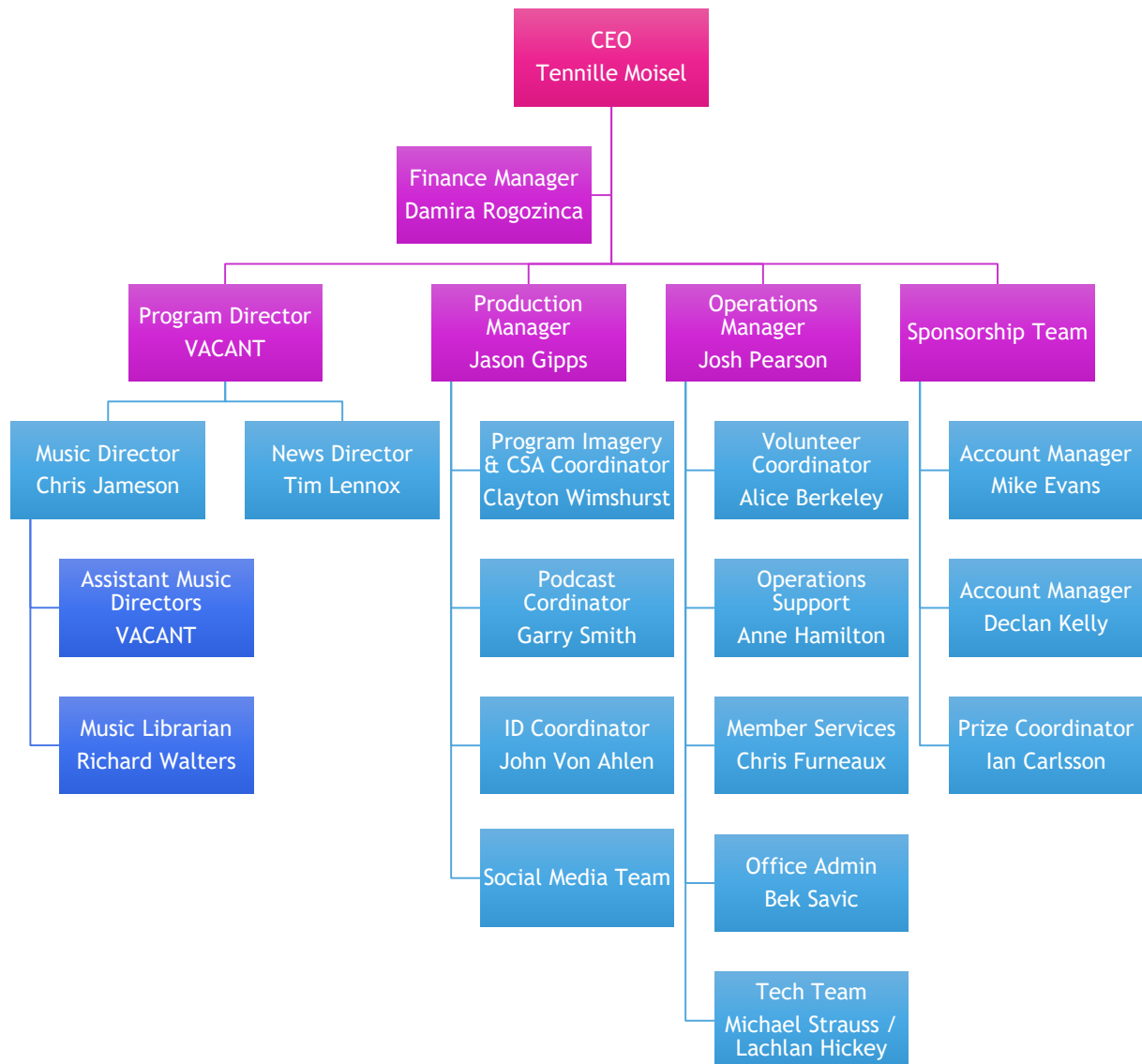
Risk

Andy McNamara (Chair)
 Anthony Bendall
 Marianne Choong
 Mona Meighan
 Mark Adams
 Rachel Rees

Finance and Audit

Ian Graystone (Chair)
 Damira Rogoznica
 Mark Adams
 Matt Anderson
 Matt Kelly
Melinda Rich
 Peter Froutzis

Operations Team Structure (as at October 2016)



2016-17 Business Plan on a Page

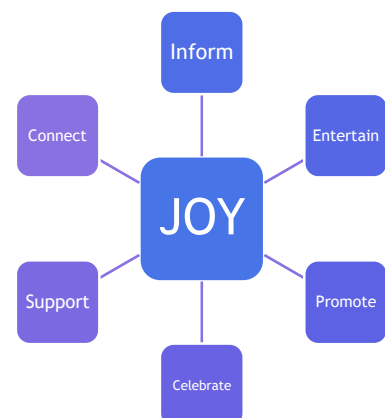
OUR GOAL: *To be a media content creation agency for the LGBTI communities*

HOW: By building an agile organisation that can leverage its skilled people to capitalise on opportunities and integrate change with ease.

| Radio and media | Community | People | Infrastructure | Governance |
|--|---|---|---|--|
| <ul style="list-style-type: none"> • Deliver quality programming that serves our purpose and demonstrates our values. • Achieve more people accessing our content and with increased interaction | <ul style="list-style-type: none"> • Provide a voice and build community • Celebrate ourselves, our community and our supporters to nurture further community support | <ul style="list-style-type: none"> • A culture that reflects our values + an interconnected community • Empowered and skilled professional volunteers • Strong and consistent workforce planning | <ul style="list-style-type: none"> • Develop detailed technology strategy • Minimise risk and balance with cost • Build robust processes, procedures and repeatability • Build engagement in stations infrastructure strategy | <ul style="list-style-type: none"> • Financial sustainability • Highly functioning governance, with a strong focus on purpose, values, compliance and strategy • A permanent home |



2016 /17 KEY NO.s
INCOME = \$1,019,064.29
EXPENSES = \$904,373.21
PROFIT = \$49,449.65



APPENDIX

Financial Statements 2015/16

**JOY MELBOURNE INC.
(REG NO A0027660E)
BOARD OF DIRECTORS REPORT
FOR THE YEAR ENDED 30 JUNE 2016**

Your Board of Directors submits the financial report for Joy Melbourne Inc. (the Association) for the financial year ended 30 June 2016.

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 |
| Cassie Chadwick | Elected October 2013 |
| Melinda Rich | Elected October 2013 |
| Stephanie Amir | Elected October 2014 |
| Tanya Matthewson | Elected October 2015 |
| Ian Graystone | Elected October 2015 |
| Andrew Thorp | Elected October 2015 |
| Andy McNamara | Elected October 2015 |
| Geoffrey Devine | Resigned October 2015 |
| Laurie Cato-Smith | Resigned October 2015 |
| Trish Kerin | Resigned October 2015 |
| Nathan Miller | Resigned October 2015 |

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 Association's activities occurred during the year.

Operating Result

The deficit from ordinary activities, before transfers to / from reserves for the year was \$21,070 (2015: deficit \$14,454) and no provision for income tax was required as the Association is exempt.

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



Chairman
Jed Gilbert



Treasurer
Ian Graystone

Date: 7th October 2016

Note from JOY Secretary:
at time of publication, Michael Strauss (seconded February 2016)
was inadvertently omitted from the above list of Board Members.



**JOY MELBOURNE INC.
(REG NO A0027660E)
BOARD OF DIRECTORS REPORT
FOR THE YEAR ENDED 30 JUNE 2016**

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 2016 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
Jed Gilbert



Treasurer
Ian Graystone

Date:



October 2016

JOY MELBOURNE INC.
(REG NO A0027660E)
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2016

| | Note | 2016 \$ | 2015 \$ |
|---|----------|----------------|------------------|
| Operating Revenue | 2 | 939,328 | 1,026,601 |
| Operating Expenses | | | |
| Audit Fees | | (8,250) | (7,415) |
| Bank Charges | | (4,092) | (5,412) |
| Depreciation & Amortisation | | (46,811) | (61,977) |
| Staff Salaries & Wages | | (473,652) | (481,098) |
| Fundraising expenses | | (5,134) | (3,153) |
| Interest Expenses | | (267) | (248) |
| Programming Expenses | | (44,171) | (47,185) |
| Promotions and Publicity | | (108,171) | (159,028) |
| Rent and Office Expenses | | (212,333) | (237,571) |
| Telephone | | (38,089) | (19,532) |
| Transmitter Costs | | (19,428) | (18,436) |
| Operating Expenditure | | (960,398) | (1,041,055) |
| Deficit after Income Tax | | (21,070) | (14,454) |
| Other Comprehensive Income for the year | | - | - |
| Total Comprehensive Income for the year | | (21,070) | (14,454) |

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 2016

| | Note | 2016 \$ | 2015 \$ |
|--------------------------------------|------|----------------|----------------|
| CURRENT ASSETS | | | |
| Cash and Cash Equivalants | 4 | 305,110 | 373,320 |
| Trade and Other Receivables | 5 | 33,057 | 38,512 |
| Other Current Assets | 6 | 30,180 | 21,536 |
| TOTAL CURRENT ASSETS | | 368,347 | 433,368 |
| NON-CURRENT ASSETS | | | |
| Property, Plant and Equipment | 7 | 138,554 | 145,975 |
| Intangible Assets | 8 | - | - |
| TOTAL NON-CURRENT ASSETS | | 138,554 | 145,975 |
| TOTAL ASSETS | | 506,901 | 579,343 |
| CURRENT LIABILITIES | | | |
| Trade and Other Payables | 9 | 14,353 | 16,981 |
| Short Term Financial Liabilities | 10 | 2,308 | 3,854 |
| Provisions | 11 | 44,228 | 54,658 |
| Other | 12 | 65,460 | 100,946 |
| TOTAL CURRENT LIABILITIES | | 126,349 | 176,439 |
| NON-CURRENT LIABILITIES | | | |
| Provisions | 11 | 2,468 | 3,750 |
| TOTAL NON-CURRENT LIABILITIES | | 2,468 | 3,750 |
| TOTAL LIABILITIES | | 128,817 | 180,189 |
| NET ASSETS | | 378,084 | 399,154 |
| EQUITY | | | |
| Retained Profits | 13 | 378,084 | 399,154 |
| TOTAL EQUITY | | 378,084 | 399,154 |

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 2016

| | Note | 2016 \$ | 2015 \$ |
|--|------|-----------------|----------------|
| CASH FLOW FROM OPERATING ACTIVITIES | | | |
| Receipts from sponsors, members, grants, donations and fundraising | | 898,539 | 1,079,377 |
| Payments to suppliers and employees | | (929,206) | (974,978) |
| Interest received | | 2,115 | 4,869 |
| Borrowing costs paid | | (267) | (248) |
| Net cash (used in) / provided by operating activities – Note B | | (28,819) | 109,020 |
| CASH FLOW FROM INVESTING ACTIVITIES | | | |
| Payment for property, plant and equipment | | (39,391) | (51,272) |
| Net cash used in investing activities | | (39,391) | (51,272) |
| Net increase / decrease in cash held | | (68,210) | 57,748 |
| Cash at beginning of year | | 373,320 | 315,572 |
| Cash at end of year – Note A | | 305,110 | 373,320 |

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 2016

| NOTES: | 2016 \$ | 2015 \$ |
|---|------------|------------|
| A RECONCILIATION OF CASH | | |
| For the purpose of the statement of cash flows, cash and cash equivalents include cash on hand and in banks and investment in money markets. Cash and cash equivalents at the end of the financial year as shown in the statement of cash flows is reconciled to the related items in the statement of financial position as follows: | | |
| Cash and Cash Equivalent | 305,110 | 373,320 |
| B Reconciliation of net cash provided from operating activities to profit / (loss) after income tax | | |
| Deficit after income tax | (21,070) | (14,454) |
| Non-cash flows in profit after tax | | |
| Depreciation and Amortisation | 46,811 | 61,977 |
| Doubtful Debts | - | 6,822 |
| Loss on Disposal of Asset | - | 2,891 |
| Changes in Assets and Liabilities | | |
| Decrease / (Increase) in trade and other receivables | (3,189) | (7,961) |
| Increase / (Decrease) in trade and other payables | (51,895) | 68,451 |
| Increase / (Decrease) in provisions | 524 | (8,706) |
| Net cash provided by operating activities | (28,819) | 109,020 |
| 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 2016

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 Australian Charities and Not-for-profits Commissions Act 2012. The Board of Directors has determined that the Association is not a reporting entity.

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

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

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

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

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

a. Grants and Donation Income

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

b. Membership Subscriptions Income

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

c. Property, Plant and Equipment

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

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

JOY MELBOURNE INC.
(REG NO A0027660E)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

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 2016

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 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 | 2016 | 2015 |
|--------------------|----------------|------------------|
| | \$ | \$ |
| Sponsorship Income | 444,785 | 617,377 |
| Donations | 259,582 | 181,957 |
| Membership Fees | 106,580 | 100,111 |
| Grants Received | 72,118 | 93,415 |
| Fundraising | 16,489 | 10,116 |
| Other Income | 37,659 | 18,756 |
| Interest Received | 2,115 | 4,869 |
| | 939,328 | 1,026,601 |

JOY MELBOURNE INC.
(REG NO A0027660E)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

NOTE 3: PROFIT **2016**
\$ **2015**
\$

Profit has been determined after:

Crediting as income:

| | | |
|-------------------|-------|-------|
| Interest Received | 2,115 | 4,869 |
|-------------------|-------|-------|

Charging as expenses:

| | | |
|--|--------|--------|
| Depreciation and impairment of plant and equipment | 46,811 | 61,977 |
| Auditors' remuneration | 8,250 | 7,415 |

NOTE 4: CASH AND CASH EQUIVALENTS

| | | |
|---------------------------------|---------|---------|
| Cash on hand | 500 | 500 |
| ANZ Joy Melbourne Inc. | 202,851 | 116,043 |
| ANZ Special Purpose Fundraising | 3,020 | 54 |
| ANZ Reserve Fund | 15,168 | 15,168 |
| ANZ On-Line interest Saver | 83,371 | 241,355 |
| Fundraising Float | 200 | 200 |
| | 305,110 | 373,320 |

NOTE 5: TRADE AND OTHER RECEIVABLES

CURRENT

| | | |
|-----------------------------------|--------|----------|
| Trade Debtors | 33,057 | 54,427 |
| Less Provision for Doubtful Debts | - | (15,915) |
| | 33,057 | 38,512 |
| Other Receivables | - | - |
| Total Trade and Other Receivables | 33,057 | 38,512 |

NOTE 6: OTHER CURRENT ASSETS

| | | |
|-------------|--------|--------|
| Prepayments | 30,180 | 21,536 |
| | 30,180 | 21,536 |

JOY MELBOURNE INC.
(REG NO A0027660E)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

| | 2016 | 2015 |
|--|----------------|----------------|
| | \$ | \$ |
| NOTE 7: PROPERTY, PLANT AND EQUIPMENT | | |
| Leasehold Improvements | 132,697 | 132,697 |
| Less Accumulated Depreciation & Impairment | (132,697) | (130,996) |
| | <u>-</u> | <u>1,701</u> |
| Computer Equipment | 156,778 | 133,370 |
| Less Accumulated Depreciation & Impairment | (116,591) | (100,554) |
| | <u>40,187</u> | <u>32,816</u> |
| Plant & Equipment | 302,560 | 287,310 |
| Less Accumulated Depreciation & Impairment | (209,079) | (182,986) |
| | <u>93,481</u> | <u>104,324</u> |
| Office Furniture and Equipment | 47,414 | 46,682 |
| Less Accumulated Depreciation & Impairment | (42,528) | (39,548) |
| | <u>4,886</u> | <u>7,134</u> |
| Total Property, Plant & Equipment | <u>138,554</u> | <u>145,975</u> |
| NOTE 8: INTANGIBLE ASSETS | | |
| License Application | 3,195 | 3,195 |
| Less Amortisation | (3,195) | (3,195) |
| Total Intangible Assets | <u>-</u> | <u>-</u> |
| NOTE 9: TRADE AND OTHER PAYABLES | | |
| CURRENT | | |
| Trade Creditors | 6,991 | 6,228 |
| GST Payable | 7,362 | 10,753 |
| | <u>14,353</u> | <u>16,981</u> |
| NOTE 10: SHORT TERM FINANCIAL LIABILITIES | | |
| CURRENT | | |
| ANZ Visa Card | 2,308 | 3,854 |
| Total Short Term Financial Liabilities | <u>2,308</u> | <u>3,854</u> |
| NOTE 11: PROVISIONS | | |
| Current | | |
| Provision for Annual Leave & Bonuses | 22,364 | 23,246 |
| Provision for PAYG Withholding | 5,716 | 15,143 |
| Provision for Long Service Leave | 8,251 | 5,563 |
| Superannuation Payable | 7,897 | 10,706 |
| | <u>44,228</u> | <u>54,658</u> |
| Non - Current | | |
| Provision for Long Service Leave | 2,468 | 3,750 |
| | <u>2,468</u> | <u>3,750</u> |

JOY MELBOURNE INC.
(REG NO A0027660E)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2016

| | 2016 | 2015 |
|-----------------------|---------------|----------------|
| | \$ | \$ |
| NOTE 12: OTHER | | |
| CURRENT | | |
| Accrued Charges | 28,910 | 27,244 |
| Income in Advance | 36,550 | 73,702 |
| | <u>65,460</u> | <u>100,946</u> |

NOTE 13: EQUITY

Retained Earnings

| | | |
|---|-----------------------|-----------------------|
| Retained profits at the beginning of the year | 399,154 | 413,608 |
| Total Deficit for the year | (21,070) | (14,454) |
| Total Equity | <u>378,084</u> | <u>399,154</u> |
| Adjustment to prior year Equity | - | - |
| Total Equity | <u>378,084</u> | <u>399,154</u> |

NOTE 14: COMMITMENTS

Operating Lease commitments

| | | |
|----------------------------------|---------------|---------------|
| Payable – minimum lease payments | | |
| Less than 12 months | 8,960 | 8,960 |
| Between 12 months & 5 years | 10,413 | 20,203 |
| | <u>19,373</u> | <u>29,162</u> |

The equipment lease is a non-cancellable operating lease but not recognised in the financial statements.

This agreement will expire in August 2018.



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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 2016, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the Board of Directors Report.

The Board of Directors Responsibility for the Financial Report

The Board of Directors are responsible for the preparation and fair presentation of the financial report, and have determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of Australian Charities and Not-for-profits Commission Act 2012 and is appropriate to meet the needs of the members. The Board of Directors responsibility also includes such internal control as the Board of Directors determine is necessary to enable the preparation and fair presentation of a financial report that 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 entity's preparation and fair presentation of the financial report 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made the Board of 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 have complied with the independence requirements of the Australian professional accounting bodies.



Opinion

In our opinion the financial report presents fairly, in all material respects, the financial position of Joy Melbourne Inc. as at 30 June 2016, and its financial performance and its cash flows for the year then ended in accordance with the financial reporting requirements of Australian Charities and Not-for-profits Commission Act 2012.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Joy Melbourne Inc. to meet the requirements of Australian Charities and Not-for-profits Commission Act 2012. As a result, the financial report may not be suitable for another purpose.

BDO East Coast Partnership

A stylized, handwritten-style version of the BDO logo, with the letters 'BDO' in a dark grey or black ink.

A handwritten signature in dark ink, appearing to read 'James Mooney', written over a light grey circular background.

James Mooney
Partner

Melbourne, 7 October 2016

JOY Melbourne Incorporated

Melbourne City Village

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Melbourne Vic 3000

ABN 52 334 960 331

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