

JOY 94.9

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**Out.
Loud.
Proud.**



October 2019



JOY Members @ CHER Concert

Annual Report 2018/19

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Our 2018/19 Patrons

Diamond

David 'Macca' McCarthy &
Jonathan Yee

David Owen &
Henry Ruge-Rojas

Zoe Davis

Platinum

Chris Furneaux

Melinda Rich

Richard Walters &
Dennis Muir

Gold

Alistair Baird

Braith Bamkin &
Peter Van Gaalen

Darren Ford

Dene Cicci

Georgia D

Laurie Cato-Smith

Marcus King

Mark Boughey

Silver

Amanda Millar

Angus Wheelan

Anthony Adams

Anthony Burkitt

David Miles

Josh Pearson

Jude Monro

Jude Monro & Associates

Raymond Cowling

Tim Campbell &
Anthony Callea

Timms Holden

Bronze

Alistair Baird

Andrew Balnaves &
Carl Matto

Andrew McNamara

Andrew Thorp

Antony Jarvis

Karla Pincott

David Cheshire &
Mark Farr

Gavin Henderson

Gordon Wilson

Ian Graystone

James Hamilton

Ken Chuah

Kevin Anderson

Dr. Nigel Baldwin

Peter Froutzis

Steven Farley-Odgers

Warren Fuge &
Michael Smith

Yvette Wroby



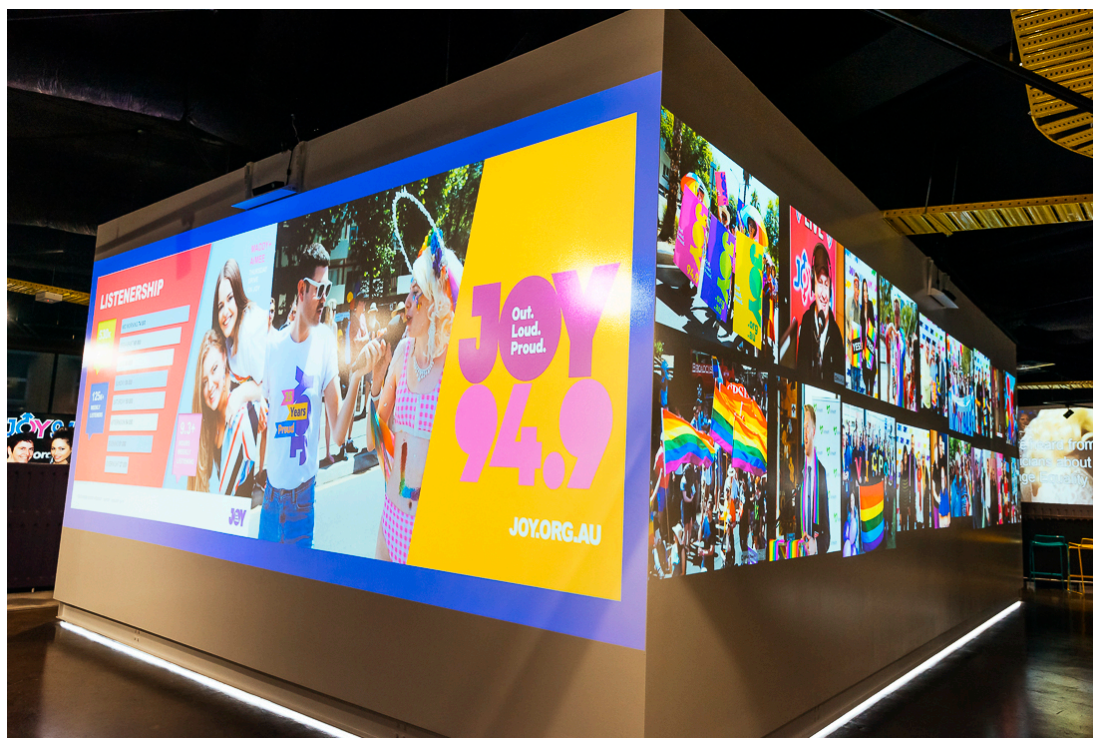
Thank you to all our generous patrons, donors and supporters!

Mission

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

Purpose

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 lesbian gay bi-sexual transgender and intersex communities.



25th Anniversary Exhibition

President's Report

Your Board is pleased to provide this update in our Annual Report for the 2018/19 financial year. It has been a year with both positives and negatives for JOY.

Importantly, JOY remains the communications hub of the LGBTIQ communities, allowing our voices to be heard and our stories to be told. Our content has significant impact, and we now reach well over 500,000 listeners each month on both analogue and digital radio broadcast channels, and even more via our podcasts. There is something for every JOY listener, from our uplifting music mix on weekdays, to our specialist programming in the evenings and on the weekends. Thank you to everyone who is a part of making such great content that resonates so strongly with our listeners.

Running a radio station is an expensive undertaking and our financial result this past financial year has been incredibly disappointing. Sponsorships remained quite strong in an increasingly tough business environment, and membership incomes during Radiothon were also very positive. But we fell well short of our goals on other donations and fundraising, and this is a vital part of our income each year. We will need to work hard in the coming financial year to rebuild and broaden our revenue base to secure JOY's financial sustainability, having done what we must to reduce our cost base.

Our biggest opportunity and challenge ahead is our move to the Victorian Pride Centre. Pleasingly, we have received support from the Victorian Labor government via recurrent funding of \$200,000 per year for the next four years 2019-2022. This is a great start and will support us through the critical transition period prior to and following our expected relocation in the second half of 2020. But additional significant capital investment will be required to fit out the JOY broadcast operations in the VPC. Your Board and CEO are actively pursuing all opportunities to secure additional funding, as it's vital that we use this move to the VPC to future proof our technology and operations for the next phase of JOY's life as a vibrant community LGBTIQ organisation.

I'd like to thank everyone who has made a contribution to JOY this year - our members, patrons, sponsors, staff, volunteers and my fellow directors on the Board. Everyone who makes a contribution to JOY, in whatever way they can, makes a difference. Please continue to support JOY in the year ahead - this is a critical time in our history and we are always stronger working together towards a common goal.

Melinda Rich
Former President
Secretary



Treasurer's Report

The financial year was difficult for JOY as we have unfortunately incurred an operating loss of \$124.5K. Our overall revenues for the year were comparable to that of 2018, being \$956.7K and \$955.6K respectively. Sponsorships performed well at \$498.7K, given the staff transitions in this area. Membership and donations were held at 2018 levels in an increasingly competitive space as other LGBTI community groups reach out for donations. JOY also received a significant bequest of \$54,400 from the estate of Mr Alan Pollard. Mr Pollard's generous bequest has been allocated to the special purpose fund held in our equity account. The other patron donations received during the year are listed on page 3 of the Annual Report. JOY wishes to thank all generous donors for their support during the year. JOY's grant income for the year was down on 2018, however grants are dependent on what is available in the market. Our fundraising incomes were down on 2018 but comparable to the 2017 result. JOY wishes to thank the ongoing support of our friends at Northside Bizarre who kindly donated \$11K in 2019. Concerning other revenues for 2019, we saw an increase in training revenues for the year, which is very positive.

Whilst our overall revenues for the year were comparable to 2018 our cost base, \$1.08M, for the year was above 2018 by 5% or \$53,400. Employee wage expenses were similar to 2018 at \$532.8K. Operating costs however were above 2018. Unfortunately, JOY had to absorb an extraordinary cost of \$40,000 that pertained to bad debts incurred from prior year sponsorship sales. JOY also absorbed increased technology maintenance and support costs as these services were outsourced to a third party supplier.

JOY's equity at 30 June 2019 is reported at \$215,776 (2018: \$340,315) which includes bequests and special purpose donations of \$66,995. Similarly, cash on hand at 30 June 2019 was \$200,416. JOY's current assets were \$314,480 at 30 June 2019 (2018: \$414,744) and JOY's non-current assets (technology, studio and office equipment) at 30 June 2019 have a depreciated asset value of \$71,843. JOY's current liabilities were \$170,547 at 30 June 2019 (2018: \$176,599).

Due to the two years of operating losses reported, the JOY board has already taken prudent steps to reduce the operating expenditures for the 2020 financial year and beyond. We have reduced the employee headcount providing a cost saving of some \$75K compared to 2019. Further, a review of JOY's technology equipment leases and IT support contracts are currently being performed and we are confident that savings will be realised. This review of JOY's technology infrastructure is to identify areas to minimise the cost of ownership, obsolescence and risk of failure and to ensure JOY's readiness for its move to the Victoria Pride Centre.

Whilst the 2019 financial year was difficult, members can be reassured that the board is focused on the financial stability of JOY. Our new CEO, Ange Barry, together with the JOY staff are working extremely hard to create a dynamic, efficient and sustainable resourcing model coupled with robust commercial management. The board and management will continue with their ongoing efforts to identify cost reduction opportunities and these will be applied to the operating budget when they arise.

I would like to thank our previous Treasurer, Ian Graystone, for his efforts and a special thank you to the members of the Finance, Audit and Risk Committee and the rest of the board for their support.

Priscilla Jeffery

Treasurer/ Finance, Audit and Risk Committee Chair



Honorary Life Member

Honorary life membership is awarded by the JOY Board to recognise a member for their extraordinary commitment and contribution to JOY. Since JOY was founded in 1993, 30 honorary life memberships have been awarded.

This year we have two new life members

David Moyle

David has been volunteering at JOY since 2010.

Joining the broadcast team to take over the Bent Notes jazz program, later producing podcasts for the program, and put his hand up for tech and station support for Outside Broadcasts. David was the recipient of the Volunteering Excellence award in 2014. He has helped out in a number of other areas, and shows too with panel operation, and was the anchor host for a new podcast show. David also champions the broadcaster 'panel refresher' training program. David took over the Outside Broadcast Coordinator role 2016, and Bent Notes continues on-air every Sunday evening.

David has been crucial in putting so many outside broadcasts to air over his many years at JOY, some in difficult locations. His 'can do' attitude and calmness under pressure is matched only by his passion and commitment to JOY (and Jazz!).



Thank you and congratulations David !

David Hunt

David has been volunteering at JOY since 2008.

On-air with Back To The Future in 2008, Friday Drive from 2010 and Sunday Arts Magazine from 2014 both continue on the program grid. Formally joining the Funding Working Group, and the Events Team in 2017 to revive the JOY Trivia events, David has always supported various activities and events at or outside the station.

David has demonstrated his professional and personal commitment to JOY as a presenter, fundraiser and ever-visible advocate for JOY. He makes himself available to assist folk who are new to the station and nothing is ever too much trouble.



Thank you and congratulations David !

Anne Hamilton Award for Volunteering Excellence

This award is to celebrate and recognise volunteering excellence. Anne Hamilton is a life member of JOY, and the award was instituted in her name to acknowledge her embodiment of the JOY mission and values over many years. It also acknowledges Anne's passion for community volunteering, and her integrity, work ethic, focus on quality and enormous contribution to JOY and the excellent example she sets for us all in selfless volunteering. The inaugural Anne Hamilton Award was presented at the 2013 Annual General Meeting.

The award goes to **Michael Polh**

Michael has volunteered at JOY since 2012. He is the producer and host of BabblePOP! - the show with songs in a language other than English., and also the producer and host of JOY Eurovision. If that wasn't enough Michael is one of our radio trainers.

Taking over the Music Director role in 2017, Michael now leads the music team with great passion to create Melbourne's Most Uplifting Music Mix for JOY, five days every week from the start of Breakfast to the end of Drive. For events and special broadcasting JOY requires a special music mix, and Michael enthusiastically drives the creation of these playlists.

Michael plays a vital role in ensuring we remain compliant with our broadcasting licence, by leading the station in the enormous task of collecting and marshalling details for our quarterly APRA (Australian Performance Arts Rights Association) reporting.

Michael's work ethic, attention to detail and passion for music and particularly for community radio, drive him to stand out as an example of volunteering excellence. His work supports many other broadcasters to be able to realise their show and aspirations.

Congratulations Michael !



Addam Stobbs Award for Broadcasting Excellence

Addam Stobbs was a life member of JOY, he made an enormous contribution over many years. We still feel the loss of his extraordinary passion, humour and enthusiasm. He is remembered by many as a mentor and friend. At the Annual General Meeting that same year 2010, the Board instituted an Award for Broadcasting Excellence. The Addam Stobbs Award for Broadcasting Excellence, is awarded by the Board to presenters and/or programs that have excelled at creating programming that fulfils the JOY mission statement and the JOY programming statement, connecting, representing and celebrating our diverse communities through programming that uplifts, informs and empowers.



This award goes to **Bent Notes**

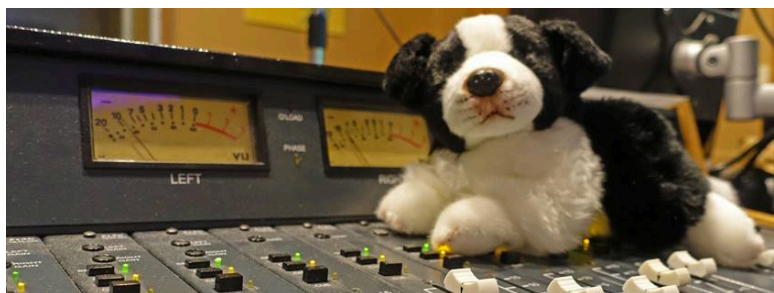
The award reflects the significant and ongoing contribution that Bent Notes has made to the quality and diversity of the JOY on-air sound.

Bent Notes exemplifies consistent, high quality programming. David Moyle started broadcasting his version of the show ten years ago this coming December, and it has been on air every Sunday night since then, with the exception of one or two special JOY events where the team was asked to take a rest. Paul Gardner and Corey Barr joined David shortly after that first show, and together the team has broadcast over 500 shows.

Across the last decade they have taken the initiative to move outside the studio, broadcasting from the Wangaratta Festival of Jazz and Blues across six years, and doing a full program OB last year from the Marysville Jazz and Blues Weekend, in a joint effort with UGFM.

Bent Notes makes the time to train new volunteers, on top of producing a highly organised show. This year they added Jett Mahoney to the team, after she joined the show as a trainee.

Bent Notes is a high-quality, informative and joyful program that showcases the team's combined deep love of jazz and radio. Congratulations to David Moyle, Paul Gardner, Corey Barr and Jett Mahoney for producing a program that others can look to as a benchmark of quality and consistency at JOY.



'Rex'

Chief Executive Officer

JOY experienced a transition in leadership during the financial year with the departure of CEO Tennille Moisel on 7 March 2019, and after an extensive and thorough recruitment process, Ange Barry was appointed as the new CEO of JOY 94.9 from 5 August 2019.

Ange has an impressive and diverse background with a range of skills that make her the right person to lead JOY over the coming years. She brings a breadth of executive leadership experience in both corporate roles and more recently in the broadcasting and not-for-profit sectors. She has strong skills in a number of areas important to JOY's future, including growth strategy design, development and implementation, income generation and planning.

A big thank you to James Hamilton for leading the team at JOY as Acting CEO over the months between January and August 2019.

Melinda Rich

Former JOY President

25 Year Retrospective Exhibition Experience

JOY commenced broadcasting on 1 December 1993. In November 2018 we celebrated 25 years of JOY with an "Exhibition Experience". A fabulous display of the people, places and stories from the JOY archives revealed some of the history of the station over 25 years.



Peter Fortey



John Oliver

The exhibition was held near the JOY studios in the Foy's Arcade premises owned by ISPT (Industry Superannuation Property Trust), where a whole floor is devoted to the latest digital display techniques. ISPT partnered with JOY to turn our selection of photos into a vibrant inter-active digital display, presenting JOY in modern technology in an Exhibition Experience. The exhibition presented the JOY story in photographic slideshow and colour video formats, and in an array of documents and ephemera, including photocopies of the original application to the Broadcasting Authority in Canberra seeking our first licence. As an added bonus to visitors, John Oliver, member #1 and founder of JOY, was on hand with other members from the early days, to tell the real stories.

JOY and GLOBE share the limelight with a joint exhibition

JOY and G.L.O.B.E. (Gay & Lesbian Organisation of Business & Enterprise) partnered in a display of 25 years of both organisations in a joint exhibition in April 2019. Held in Foy's Arcade, the exhibition was an amalgamation of memorabilia and photographs from the respective 25 year histories of both GLOBE and JOY, presented in digital format.



Membership

The annual Radiothon campaign in May attracted 152 new members. Together with our loyal renewing members this brought our numbers to 1990. Although this figure was down 102 from 2018, a trend experienced by many community radio stations, JOY continues to encourage the community to show its support in this special way.

The JOY Funding Working Group continue to examine new strategies to encourage membership.

Volunteering

JOY is fuelled by almost 300 volunteers, and we value their ongoing commitment and passion. Our volunteers power station activities, and generate a level of expertise that is truly amazing. Over the year we had 73 new volunteers join the team, replacing many who moved on due to work commitments, moved away or retired after many years volunteering.

If we put a dollar value on the work done by our incredible volunteers, a conservative estimate would be \$1.5 million for this year. This is the power volunteer support brings to not-for-profit organisations like ours.

Now 25 and a ½ years young, we acknowledge our longest serving volunteers:

Tim Lennox (aka Robert Suggett) 25 years

Robert Brierley 22 years

Chris Furneaux 22 years

Katie Purvis 20 years

JOY encourages members of the community to get involved in the running of the station. For members of our wider community, volunteering in the office admin team can be a fantastic introduction to JOY and a way to support on-air programs from 7am to 9pm, seven days a week. Vacancies can be found on the JOY website.

JOY volunteers @ Midsumma



Dean



Mikey & Dylan



Will, Tom & Pete



Judy



Ben



Tom, Gabby GLLO & Will

Program Director's Report

The 2018/19 year was a tumultuous one for JOY, but even in difficult times good things can happen, and I am especially proud of the achievements we have made in programming over our 25th year as a station. We saw our audience grow to 589,000 monthly listeners across FM and DAB+, with many more tuning in via streaming.

We sent a team of reporters to Mardi Gras and created a four-hour audio spectacular that is allegedly the most diverse broadcast made in Australia for the year (and possibly ever). Our team interviewed people from all parts of our communities - our youth, our elders, our First Nations people, those with disabilities, parents, politicians and a few stunned tourists - and they did it from the streets, from the marshalling areas and from on top of a float in the parade. A huge thank you to everyone who participated in Mardi Gras and all other parts of our 2019 Pride season, it was a mammoth effort and you rose to the challenge admirably.

Congratulations too to Jason Heath, who received the 2018 CBAA Award for Excellence in Music Presenting for his work with Local Roots. Jason has exemplified JOY's values of inclusiveness and diversity in his work with Local Roots, by becoming a mentor and teacher to a team of young presenters. Where last year you would have heard Jason doing the show solo, now when you tune in you're hearing the next generation presenting Local Roots, with Jason largely behind the scenes. This willingness to step into a mentoring role is what will keep JOY's knowledge alive and humming, and it's an example I hope we can all embrace.

Finally, on a personal note, thank you. I joined the station part way through Pride season this year, and while that was never going to be an easy introduction, the warmth and support I have received from the JOY community has been overwhelming. Thank you to every presenter, producer, panellist and podcaster who helps to create our on-air sound. In particular I would like to send a special thanks to my immediate team - Michael Polh our Music Director; John Wintle. our Music Coordinator; Gary Wilson, our News Director; Judy Kelly, our News Coordinator; Fiona Brook, our Interviews Coordinator; Tom Morgan, our previous Program Coordinator; and Rachel Morrison and Con Keramitsis our current Program Coordinators. The work we do at JOY every single day helps to make Australia more inclusive, more diverse and hopefully more loving, and I'm very grateful to be able to support that work in my role.

Keep making great radio!

Rachel Tyler Jones



JOY@ Mardi Gras

Music Director's Report

‘Music produces a kind of pleasure which human nature cannot do without – ‘ (Confucius)

Throughout recent history, our communities have used music to bring pleasure, love and joy to times of sadness, pain and heartbreak. It is with this in mind that we acknowledge the importance of the music we play on JOY to celebrate and remember the past, while looking forward to the future.

Whether it is a big dancefloor anthem or the newest pop hit during your workday in Melbourne's most uplifting music mix, or some adventurous Aussie indie, heart-wrenching soul or queer electronica in our specialist music programming, the pleasures we provide you with are made for every human.

It is a pleasure to craft our musical offerings for you, and we are proud of our ambitious music targets. Programs on JOY are expected to play at least 30% Australian music, surpassing the community radio requirement of 25% local content. As an LGBTI radio station, we also expect to hear at least 15% queer music during our programming. This year, Australian music made up 35% of the scheduled daytime playlist, while music by queer artists was at 22%.

It is a pleasure to have artists chatting about their craft on JOY. Over 200 interviews have taken place across the year, with singers, songwriters, instrumentalists and performers taking the time to share the pleasure music produces. You have heard from big names, like Adam Lambert, Amanda Palmer, Mojo Juju, Samantha Jade, Charli XCX, Hanson, Peking Duk and the Ten Tenors, as well as talented locals, such as CXLOE, Nathan Cavaleri, Seb Monet, Emily Hatton, Kerryn Fields, Reigan, and Indy Stanton. Thankfully they are all available in our vast podcast library if you missed one!

It is a pleasure to bring musical events to you. Your radio was your ticket to live broadcasts from the Stonnington Jazz Festival, Eurovision in Tel Aviv, and the Wangaratta Festival of Jazz and Blues, among others. We also loved seeing so many JOY members enjoy the awesomeness that is Cher when she was in town.

It is a pleasure to celebrate volunteers who put time and love into what they do. We officially congratulate Jason Heath who, for what he does with Australian music program Local Roots, won a 2018 CBAA Community Radio Award for Excellence in Music Presenting. Massive thanks go to the members of the Music Team, who assist me in my role:

- John Wintle, as Music Co-ordinator, who looks after data entry, playlist creation and the regular APRA reporting like a pro. Without John, I'd be snowed under with admin, paperwork and crashing computers.
- Taryn Walton, as Music Interview Co-ordinator, who leaves us to continue journeying through life. Thank you for the massive work you've done over the years to look after such an important part of our station's story.
- Richard Walters, as Music Librarian, who ensures the music we receive ends up in our digital library for all presenters to use. There's always music to catalogue and Richard always seems to make the piles of CDs disappear.
- The volunteer digitisers, who have spent countless hours ripping our vast CD library and uploading it into our digital playout system.

It is a pleasure to work alongside the numerous label, management and artist teams. These people, across mainstream and independent music, provide us with the music that you hear and are always working to make their artists available for interviews and promotion. We may be a community radio station, but our reach is massive, and our reputation is positive.

The pleasure of music is one that will never disappear. Music makes us human. We look forward to bringing you even more musical pleasure in the coming year, no matter what style, tempo, key or melody that might be.

Michael Polh



JOY Production

This year JOY Production produced 304 campaigns, equating to 45,518 on air spots that ran for a total of 388 hours. Of these campaigns 164 were sponsorship campaigns and 140 were community service announcements and station sound.

In 2018/19 we made a change to how we produce CSA's, favouring organisations that are specifically about and for the diverse LGBTIQ+ communities. This allowed us to better support organisations that are for JOY's audience of interest and also close some of the back doors that allowed potential sponsorship dollars to be grouped into CSA's.

Throughout the year a significant effort was made to achieve a balance of voices to reach parity between traditionally masculine sounding voices and traditionally feminine sounding voices. A noticeable change has occurred that can be heard in the broadcast, with further ground to be covered to reach your goal.

A heavy focus was spent throughout the year on developing the products and services that can be offered by JOY Production outside of the traditional radio sponsorship model. We have developed podcasts and, IVR (interactive voice response) phone trees, and fostered relationships with external podcasters to use (and pay for) our studios for recording. The ground work was laid during 2018/19 and is beginning to yield business in 2019/20.

JOY podcasts saw a strong and consistent year, with a total of 434,114 podcasts downloaded, equating to 1,189 podcasts downloaded every day. We saw growth in the numbers of podcast downloads from overseas with 51.9% of our podcast downloads coming from international users.

The Production Team has been bolstered by the tireless work of
Program Imaging Coordinator – Clayton Whimshurst,
Ident Coordinator – John Von-Ahlen
Podcast Coordinator – Pete Holmes, and
Production Assistants – Jordan Johnstone and Sekar Astiari.

Special thanks are in order to our 110+ strong team of dedicated podcasters, who make JOY one of the most robust providers of podcasts in the community radio space.

Training

JOY Training and Technology comes under the Production banner in the 2019/20 financial year, having been under the Operations Manager's structure in 2018/19.

This year, JOY's radio training course saw an uptick in the frequency of training and the number of volunteers trained to be broadcasters. A total of 72 people graduated from the course.

Jack Traynor - Production Director

