

The background of the entire image consists of numerous thin, parallel lines in a rainbow color palette (red, orange, yellow, green, cyan, blue, purple, magenta). These lines are oriented diagonally, sloping downwards from left to right. The word "JOY" is centered in the upper half of the image.

JOY

ANNUAL REPORT
2019/2020

JOY

JOY is Australia's LGBTIQ+ community media organisation, listed on the Australian Charities and Not for Profit Commission Register, with the purpose of building a more inclusive society.

We do this by providing the opportunity for freedom of expression, the breaking down of isolation and the celebration of the culture, achievements and pride of the diverse Rainbow Community.



**Independently
Out.
Loud.
and Proud.**

JOY

We are proudly funded through the amazing support of our listeners, members, patrons, donors, sponsors and Government, Philanthropic and Corporate funders.

Growing from our inception as Community Radio Station 3JOY in 1993, JOY now provides content across multiple platforms to enable the voices of our community to be accessible to people of all abilities and locations.

You can hear and see stories from the LGBTIQ+ community and our allies on JOY 94.9 Radio (FM and DAB+ trial), online via livestream, in JOY Podcasts and on JOY TV, 24 hours a day, 7 days per week at joy.org.au

Follow JOY on social media through Facebook, Twitter, Instagram and LinkedIn.

In addition to creating ground-breaking content, JOY provides education, sponsorship messaging and production services to the broader community, all of which provide the essential funds to fulfil our community-based purpose.

When you buy JOY's services you help create a more inclusive world.





A message from our President DAVID “MACCA” McCARTHY

As JOY approaches its 27th birthday on December 1st we can all feel proud of the achievements of the last twelve months. When I became your President last year it was apparent to me that the organisation was not in good shape.

The appointment of Ange Barry as our CEO was going to be pivotal to our survival and it has proved so. A new and refreshed board that was clearly focused on making the decisions and changes needed to our finances, governance, engagement and, in fact, our very survival was also needed.

The financial unsustainability of the station was apparent towards the end of the 2019 financial year and our survival was far from assured. This situation required some painful decisions and a complete overhaul of our finances, fundraising, financial reporting and governance. It was a stark choice we had to make.

Let me paint you the picture that we faced at the last AGM, where we recorded a loss of \$124,000 and equity of \$215,000. As a station we were in very real danger of not being able to continue to operate and we had some very nervous and challenging months financially. This year we report a surplus of \$120,000 and a welcome increase in equity to \$336,000 – that is a financial turnaround of \$244,000.

The financial reports are evidence of the turnaround, and if I may channel Paul Keating... they are a beautiful set of numbers.

We have undertaken a comprehensive governance review and we will be considering those findings and sharing them with you very soon. We will ask you to consider our recommendations for changes that we believe need to be adopted to our constitution to position JOY for the future and to reflect the changing environment in which we operate.

Stay tuned!

[Continue >](#)

A MESSAGE FROM OUR PRESIDENT

This past year has been overwhelmingly a positive one for me as your president, due to the support and commitment of your board, which has been focused, professional, diligent, committed and unified. Their support and friendship have been significant to me as your President and I want to place on record my thanks to and my respect for each and every one of them. They have devoted a huge amount of time and effort to bring the station to where we sit today. The entire JOY community is very fortunate to have such an outstanding board.

Our CEO, Ange Barry, has engaged with our members, stakeholders, team of volunteers and staff to truly reposition and remake JOY for the future. The long hours and hard work Ange invested in has set JOY up for a very positive future as we get ready to move to the Victorian Pride Centre early next year.

I have worked with many CEOs during my professional and community working life and Ange stands out as the most outstanding, committed, respectful CEO I have known. The achievements and success of our station are hugely due to her work and, dare I say, good humour. We are very fortunate to have her. From all the board, we look forward to the next year with Ange as our organisation's CEO.

COVID-19 has challenged us all professionally and personally, and JOY had to quickly move remote broadcasting due to the restrictions that were implemented by the government. All our presenters and volunteers have adapted to these changes and stepped up in a very difficult environment. It has not been easy, but we are sounding better as a station. We are more professional, diverse, relevant and stronger. We could not have done this without their commitment and hard work. Thank you to all our presenters and volunteers.

Our paid staff have worked incredibly hard to keep JOY vibrant, relevant and diverse. A lot of the time they have had to work remotely and under enormous pressure. They have delivered outstanding outcomes for your station and I thank them on behalf of the board and members.

I want to thank the Lord Mayor of Melbourne Sally Capp and the Melbourne City Council for their incredible support to JOY. They have been model landlords and have assisted JOY to remain at the City Village well beyond the time-frame expected.

The Victorian and Federal governments have provided substantial financial assistance to JOY through the COVID-19 outbreak, and without this our position would not be as healthy as it is now. While we cut our financial cloth to suit the environment late last year, the onset of COVID-19 would have had a very bad impact on JOY without their support.

In particular, the Victorian Government funding to assist with our move to the Pride Centre enables us to bring JOY into the 2020s with a level of broadcasting resources and technology we have never enjoyed before. It is going to deliver a technically up-to-date station, with a broad horizon and abilities for JOY to become stronger and increase its reach and to continue to showcase, advocate for and support our community.

During the last year we made several changes to our presenter line-up. The board was approached by Geoffrey Smith and Gary Singer with a proposal to institute a paid Breakfast and Drive team to assist in broadcasting a consistent sound while attracting more sponsorship during these high listener periods. Geoffrey and Gary very generously have provided funding to enable us to do this and the results are positive in terms of sponsorship and listener numbers without compromising the unique sound that is JOY. I want to place on record our sincere thanks for their very generous support of this initiative.

In closing, thank you for your membership and support of JOY. It has been an honour to be your President.

David 'Macca' McCarthy
President

JOY



Treasurer's Report

PRISCILLA JEFFERY, CPA

TREASURER/ FINANCE, AUDIT
AND RISK COMMITTEE CHAIR

After experiencing two difficult trading years, the JOY board has pleasure in presenting the financial statements of JOY Melbourne for the year ending 30 June 2020. Through hard work, a strategic restructure of the organisation, generosity from the community and donors, we are delighted to inform members that JOY has recorded an operating surplus of \$120,808 for the year. This has been a significant improvement on the reported deficit recorded in 2019 of \$124,539.

Earned Revenues

Like other organisations, JOY was not immune to the economic impacts relating to the COVID-19 outbreak. JOY's sponsorship revenues were down on 2019, however considering the economic impact caused by COVID-19, the result of \$337,871 was pleasing and encouraging. Similarly, memberships fees of \$110,235 were down on 2019 but for those members who were able to become a member or renew their membership, their commitment to JOY assisted with stabilising overall revenues during the difficult period.

Donations for the year were recorded at \$210,482, up on the 2019 result by \$55,300. Again, JOY wishes to thank the generosity from the community in its continued support.

The assistance from the Victorian Government requires a special mention and without its continued support, JOY would not be in a position to report on such a positive result for the year.

Other Income

JOY benefitted from the Federal Government's 'Cash Flow Boost' / COVID-19 relief initiative. For the year, JOY recorded a benefit of \$43,545 which assisted JOY's cash flow management during the months of March through to June.

Operating Expenses

As mentioned, JOY has successfully implemented a strategic organisational restructure which has resulted in enhanced operational management. This is indicative of JOY's cost base being reduced for the year by \$144,695 or 28.05%. Overhead expenses were reported at \$371,011 whereas for 2019 it was \$515,706.

Employee benefit expenses were marginally up on 2019, going from \$532,880 to \$543,802. Depreciation costs were also higher than 2019 by \$20,233, an increase to \$52,959 for 2020. The main driver of this increase was accelerated depreciation on redundant assets, predominantly ICT assets.



TREASURER'S REPORT

Priscilla Jeffery, CPA

Treasurer/ Finance, Audit and Risk Committee Chair

Financial Position

Throughout the year, JOY grew its total assets to \$711,549 as compared to \$314,480 in 2019. The main contribution to this growth has been the stabilisation of JOY's cost base whereby cash at bank reserves increased from \$200,416 in 2019 to \$602,791 in 2020. Total liabilities reported for the year ending 30 June 2020 were recorded at \$374,965, an increase on the reported 2019 amount of \$170,547. The significant driver of the increase to liabilities is Income Received in Advance. For 2019, these incomes in advance were recorded at \$15,000 however in 2020, the value has increased to \$216,869. Of this value, \$125,242 pertains to the Victorian Government's support of the JOY TV project. Funds have been carried over in the new financial year with the JOY TV project to be finalised in December 2020. The generous contribution made by Geoffrey Smith and Gary Singer to enable the Breakfast and Drive programmes sees their contribution of \$91,628 held in this account for utilisation during the 2020-21 financial year.

Finally, JOY has improved its overall equity position by reporting \$336,584 for the year (2019: \$215,776). The \$336,584 equity position contains bequests and special purpose donations of \$66,995.

Summary

Members can be reassured that the board continues to be focused on the financial stability of JOY. Ange Barry and her team continue to work extremely hard to create a dynamic, efficient and sustainable resourcing model coupled with robust commercial management.

JOY Melbourne Incorporated

Statement of Profit & Loss

Financial Years: 2020, 2019 & 2018



	\$ 2020	\$ 2019	\$ 2018
Revenues			
Sponsorships	337,871	498,746	542,303
Memberships & Donations	320,717	325,733	319,575
Bequests and Special Purpose Donations	614	66,955	5,000
Fundraising Incomes	32,332	16,042	25,012
Training Incomes	10,714	16,659	7,191
Grants	340,358	32,459	55,979
Interest Received	2,520	179	624
Total Revenues	1,045,126	956,773	955,684
Extraordinary Income			
Cash Flow Boost / COVID19 Relief	43,454	-	-
Total Extraordinary Income	43,454	-	-
Expenditures			
Salary & Wage Expenses	(543,802)	(532,880)	(527,855)
Depreciation Expense	(52,959)	(32,726)	(36,492)
Administration & Overhead Costs	(371,011)	(515,706)	(463,565)
Total Expenditures	(967,772)	(1,081,312)	(1,027,912)
Operating Surplus (Loss)	\$ 120,808	(\$124,539)	(\$72,228)

JOY Melbourne Incorporated

Statement of Financial Position

Financial Years: 2020, 2019 & 2018



	\$ 2020	\$ 2019	\$ 2018
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	602,791	200,416	194,071
Trade and other receivables	27,911	94,188	209,104
Other assets	11,765	19,876	11,569
TOTAL CURRENT ASSETS	642,467	314,480	414,744
NON-CURRENT ASSETS			
Property, plant and equipment	69,082	71,843	102,170
TOTAL NON-CURRENT ASSETS	69,082	71,843	102,170
TOTAL ASSETS	711,549	386,323	516,914
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	139,604	120,173	131,028
Employee benefits	18,492	35,374	21,445
Income in advance	216,869	15,000	24,126
TOTAL CURRENT LIABILITIES	374,965	170,547	176,599
NON-CURRENT LIABILITIES	-	-	-
TOTAL LIABILITIES	374,965	170,547	176,599
NET ASSETS	336,584	215,776	340,315
EQUITY			
Accumulated surplus	336,584	148,821	340,315
Special Reserve		66,955	
TOTAL EQUITY	336,584	215,776	340,315

JOY Melbourne Incorporated
Statement of Changes in Equity
As at 30 June 2020



2020:	Accumulated Surplus	Special Reserve	Total
Balance at 1 July 2019	148,821	66,955	215,776
Surplus for the year	120,808	-	120,808
Balance at 30 June 2020	269,629	66,955	336,584

2019:	Accumulated Surplus	Special Reserve	Total
Balance at 1 July 2018	340,315	-	340,315
Deficit for the year	(124,539)	-	(124,539)
Bequests & Special Purpose Donation	(66,955)	66,955	-
Balance at 30 June 2019	148,821	66,955	215,776

JOY

A Message From our CEO

ANGE BARRY





A MESSAGE FROM OUR CEO

Having the honour of joining JOY as CEO in early August 2019, the focus of the financial year for me has been working with the community to rebuild the internal and external connectedness and direction of this wonderful organisation. Together, we have made the transition from a financially frail group back to a strong, focused and robust organisation, with its sights on a very bright future.

The year has been a time of reflection for JOY, enabling us to build a shared vision on our purpose, our participation and community engagement, and how we sustain ourselves.

Starting with a board refresh, building of a leadership team and engagement meetings with members and volunteers, a direction was set to review both our content offering and service provision to ensure JOY represents and serves the Rainbow community of today.

A new JOY sound is evolving, including a revamped Program Grid, paid JOY Breakfast and Drive presenters (funded by our patrons Geoffrey Smith and Gary Singer) and upbeat promotional stings, marking our increased professionalism and connectedness across our multiple channels.

Again, JOY attracted awards for our content, including a rare second award for our Sydney Gay and Lesbian Mardi Gras 2020 parade coverage.

A new picture is also evolving at JOY with the launch of JOY TV, a video streaming channel hosted on our website and YouTube, combining the important Bent TV archive. With support from the Victorian Government, we launched our very first JOY TV show, Kerrie & Dolly in April this year as a COVID-19 measure. Our second show launched late 2020 and more are in planning.

Importantly, we have focused on building new income streams through our service provision to the broader community, while pursuing our purpose of building a more inclusive Australia. JOY Services include JOY Academy – education services, JOY Sponsorship – on-air, on-site, on-demand and online advertising, and JOY Production – podcast creation, studio hire and voiceover work. These services have enabled JOY to work on exciting projects including the NAB Loud and Proud podcast series and the Stroke Foundation’s Young Stroke Project.

Coupled with our work in building JOY’s services income, 2020 saw us achieve an extremely successful Radiothon outcome. An amazing team effort, supported by our members, patrons and listenership’s generosity in response to the enthusiasm and dedication of our content makers!

Of course, among this activity we have also planned and prepared for our move to the Victorian Pride Centre, a substantial exercise requiring funding, creativity and innovation to make this a possibility. Again, in partnership with the Victorian Government, we have been able to navigate this change well and sit poised to prepare our prototype studio and broadcast set-up, ready for transport to St Kilda!

On reflection, I am incredibly proud of our achievements and, when combining the impact of the COVID-19 pandemic with our activities, there is much to celebrate this year.

In particular, I wish to thank and acknowledge our wonderful volunteer content makers and leadership team who together relocated the majority of JOY’s work to our team’s homes in the space of several days, keeping JOY on air and ensuring our service provision continued at a time when our community needed us most to stay informed, connected and entertained.

Finally, I wish to thank the entire JOY family, who make our work and our success possible – our volunteers, leadership team, Board led by David McCarthy (a great support to me), listeners, clients, donors and funders, patrons and pro bono partners. Without your support, our success would not be possible.

Ange Barry
CEO



**JOYOUS
INCLUSIVE
COURAGEOUS**

JOY

WE ARE YOU!

JOY is a collective made up of the wonderful diverse voices of the rainbow. Powered by almost 300 volunteers, led by a small leadership team, JOY's presenters, producers, newsreaders, podcasters and everyone in between, deliver quality community media, every hour, every day of the year.

JOY informs, entertains, and empowers rainbow communities across Australia and the world, with the purpose of building a more inclusive society.

620,000

LISTENERS PER MONTH

LISTENER TESTIMONIALS

JOY

...it certainly enlightened me in many ways and really hit home in some cases as well. I thank you for taking the time to do such a powerful interview and I hope others have benefited from it just as much as I have, I thank you from the bottom of my heart and wish you all the best. "

"In the midst of a 100-year pandemic you guys are a 100-year uplifting sensation!
You have turned a nasty horrible time of our lives into a breath of fresh air."

"We are more than happy to support JOY. It is a great organisation and our young people and myself love listening to the station!"

281

VOLUNTEERS

34,000

FOLLOWERS
ON SOCIAL MEDIA

2.3

MILLION

PODCAST DOWNLOADS

JOY

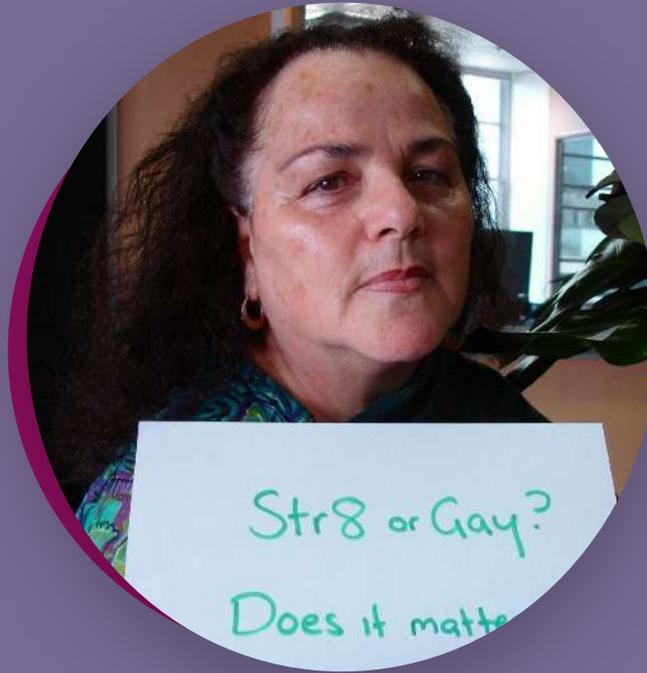


AYMAN BARBARESCO

JOY Volunteer from 2014 -2018.

As well as some time at the Front Desk, Ayman was part of the broadcast team for absolutely everybody.

Ayman was a remarkable member of our community as an advocate, volunteer, contributor, motivator, inspiration and friend.



HARRIET CORNFELD-FRASER

For more than twenty years Harriet was a passionate, devoted supporter of JOY and in particular Yesterday Once More. She was a true doyen of the radio station and her long association gave her insight and wisdom into JOY's activities.

Harriet will be sadly missed by her JOY family.



JOY



Ti Butler

Addam Stobbs Award for Broadcasting Excellence

“It’s such an honour to receive this award, and to be recognised not just alongside the other recipients of this award, but also the much missed Addam Stobbs. JOY is a community that I am so proud to be part of, and to be recognised for broadcast excellence amongst this community of phenomenal broadcasters is one of my proudest achievements.

Huge thanks to the team I work with that help bring my show to air: Jordan Johnstone, for connecting the show up on air each week, our Program Director, Rachel Tyler Jones, for encouraging me and backing my skills; and our music team, led by Music Director Michael Polh and Interviews Coordinator Bryan McGrath, for their support not just with The Sound of Now, but also the Six at Six, which wrapped up earlier this year after ten years on air.”

Clayton Wimshurst

Anne Hamilton Award for Volunteering Excellence

“Having volunteered at JOY for over 5 years now I have been delighted by the experiences that it has afforded me. Starting as a podcaster and moving into other roles like a producer, presenter and trainer, JOY has given me skills that have translated into my day job and even helped me to get leadership roles in teaching. Being part of JOY has benefited me in so many ways and I love what I do.

I wish to thank the entire JOY community for all of their tireless work. I have worked on a variety of shows with some amazing cohosts. As part of the production team, Jason Gipps gave me an amazing start and I have loved the continuation of that work with Jack and Jordan. Our work could not go ahead without the amazing Anne, Chris and a small collection of paid staff who all go above and beyond. No matter what your role is at JOY you add to an amazing community and I thank you all for what you do”.

Martin Foley MP

The Inaugural President’s Award

JOY awarded Hon. Martin Foley MP, Minister for Health and Equality, the inaugural President’s Award, in recognition for his extraordinary commitment and contribution to JOY and to the LGBTIQ+ community.

Minister Foley was the guest speaker at the meeting, where he highlighted the achievements of the community to date, and the importance of continued work in building a more inclusive Australia.



ANNE HAMILTON

This year we farewell long-term JOYster Anne Hamilton who has given JOY many years of her energy, passion and commitment. On behalf of us all at JOY we thank you and wish you farewell.

OUR BOARD



President
David 'Macca' McCarthy



Vice President
Helen Jentz



Treasurer
Priscilla Jeffery



Secretary
Pete Holmes



Director
Mark Adams



Director
Gary Singer



Director
Madeleine Swain



OUR TEAM

CURRENT LEADERSHIP TEAM

- **Chief Executive Officer**
Ange Barry
- **Communications & Events Manager**
Alejandra Laiton
- **Commercial Solutions Manager**
Amy Barclay
- **Program Director**
Rachel Tyler Jones
- **ICT & Site Relocations Project Manager**
Michael Strauss
- **Production & Services Manager**
Jordan Johnstone
- **Finance Coordinator**
Helen Walmsley



Ange Barry



Rachel Tyler Jones



Jordan Johnstone



Alejandra Laiton



Michael Strauss



Amy Barclay



830

DONORS AND PATRONS
SUPPORTED JOY THIS YEAR



1,030

DONATIONS RECEIVED



1,769

MEMBERS (by 30/6/20)

23 SUBSCRIBERS

(by 30/6/20)

Launched April 2020

JOY Breakfast and JOY Drive are on air!

Thanks to our generous patrons Geoffrey Smith and Gary Singer, JOY launched JOY Breakfast in April 2020 hosted by Anna and Dean Murphy, followed by the launch of JOY Drive in June 2020, hosted by Dee Mason and Warren Andrew.

Geoffrey and Gary's belief in supporting independent community media is helping us boost our consistency of sound which is critical to our survival in a rapidly evolving media space.



FUNDERS

- ✓ Victorian Department of Premier and Cabinet
- ✓ Community Broadcasting Foundation
- ✓ Lesbians Inc. Australia
- ✓ ISPT
- ✓ Susanne Dahn at the APS Foundation

PARTNERS

Including pro-bono

- ✓ AVC - Tech equipment support
- ✓ Salesforce - Corporate volunteer program and Sydney Gay and Lesbian Mardi Gras partner.
- ✓ K and L Gates - Legal support
- ✓ City of Melbourne – Occupancy support

SPONSORS

- ✓ 49 SPONSORS RAN
- ✓ 68 CAMPAIGNS

CSAs

60 CSAs Produced
– Played 10,653 times!

Community events: Midsumma Festival, Geelong Rainbow Festival, Trans Poetry Slam and Ballarat Frolic Festival. For important community days such as Intersex Awareness Day, Trans Day of Visibility and IDAHOBIT Day.

Community groups: Melbourne Wranglers Wrestling club, Climbing QT's Rock-climbing Club and Low-Res Choir.

COMMUNITY MOMENTS



JOY



AUGUST 2019

Wear it Purple Day: JOY 94.9 celebrates Wear it Purple Day and Rainbow Youth

OCTOBER 2019

JOY signed Darlington Statement: Proudly supporting our Intersex family members, JOY officially signed the Darlington Statement.

Intersex Awareness: We're highlighting the 'I' in 'LGBTIQA+' because every letter is equally as important!

Annual General Meeting: JOY Melbourne Inc. Annual General Meeting held Sunday 20 October 2019 at RMIT University.

GLOBE Community Awards: JOY covered the awards and saw the Chicks Talking Footy team receive the GLOBE Community Award for Media Excellence!

NOVEMBER 2019

Transgender Awareness: Happy Transgender Awareness Week from your allies at JOY.

Transgender Day of Remembrance Vigil: JOY honours our Transgender friends and family who are no longer with us.

ARIA Music Awards: Betty and Mark on the Red Carpet at the ARIA Awards.



DECEMBER 2019

JOY at the Victoria Pride Centre:

JOY received the key for our new home at the Victorian Pride Centre this morning!

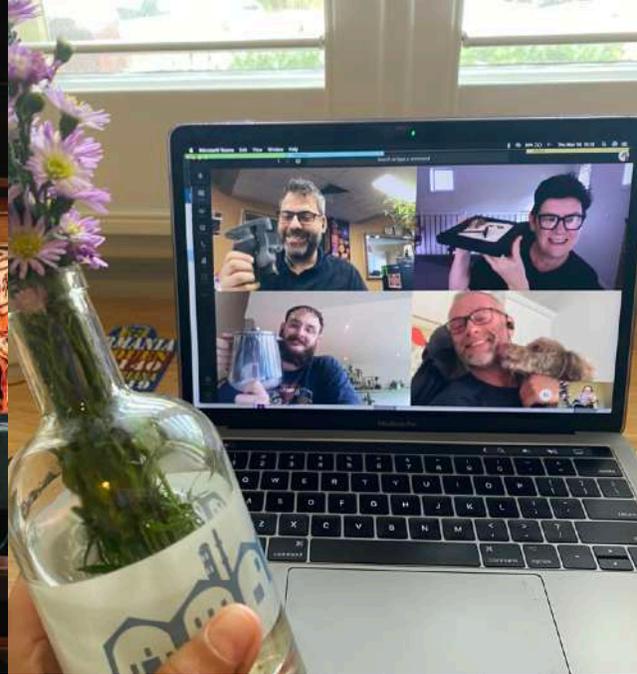
NGV Keith Haring | Jean-Michel Basquiat:

Crossing Lines: JOY broadcast live from the NGV to celebrate this talented pair.



JANUARY 2020

Better Together Conference: The JOY crew audio-recorded all the sessions (except the CAUCUS spaces) to capture this important event.



MARCH 2020

JOY moves to remote

broadcasting: JOY goes into lockdown due to the COVID-19 pandemic and JOY Broadcasters move to remote broadcasting to keep the station on-air.



MAY 2020

Volunteer Week LOVE event: JOY is made up of hundreds of amazing volunteers who keep the station running, both on and off air. From all of us here at JOY, thank you to volunteers everywhere.

IDAHOBIT Day: JOY recognises the International Day Against Homophobia, Biphobia, Intersexism and Transphobia.



JUNE 2020

Global Pride 2020: JOY joins Interpride and supports Sydney's successful bid for WorldPride



JOY

SERVING YOU

With the sole purpose of building a more inclusive Australia, JOY has grown from our base as a community radio station, now blossoming into a multi-channel content provider, bringing you the stories, news, creativity and performances of the LGBTIQA+ community and our allies.

In addition, JOY offers services to the Australian community, who are in turn building a more inclusive world by choosing JOY. From Podcast creation, studio hire, voice over talent, video and sound production, JOY is proud to work with you and your organisations to share your stories.



**620,000 FM
LISTENERS
MONTHLY**



94.9 RADIO

JOY 94.9 Radio has a diverse array of programs available live to air on 94.9 FM and DAB+ trial, via streaming through our website, the JOY app and TuneIn, iHeart Radio and on demand through our JOY Podcasts section.

Our programs are made by JOY's team of volunteer broadcasters, who dedicate themselves to creating high-quality content in service to our community of listeners around Australia and the world.

They represent the voices of, and issues relevant to the Rainbow Communities, and their work helps to create a more inclusive Australia.



94.9 RADIO

239
VOLUNTEER
CONTENT MAKERS

620,000
FM LISTENERS
MONTHLY

70,000
DAB+ LISTENERS
MONTHLY

73
JOY PROGRAMS

JOY Programs per type

Music	27
Prime time	18
Talks	30

JOY Programs per category

Arts & Culture	4
Business & Money	1
Comedy & Entertainment	25
Community & Society	9
Health & Wellbeing	3
Music	27
News & Current Affairs	3
Science, Technology & Environment	1
Sport	2

JOY PROGRAMS

Out Takes

Geeks Out

Checkpoint

Sunday Arts Mag

Got Money

Big breakfast

Bloody Marys

Ben and Gabe

Tom and Mikey

G Spot

Murphy's Law

Jacq and Dene

MAD Wednesday

Mish and Mates

David and Sue

Annie and Ando

Tom and Jess

Vic and Em

Warren and Anastasia

JOY Breakfast

JOY Drive

Pop Queens

Laugh Out Proud

The Late Late Breakfast Show

Drive Thru with Johnno

Friday Night Live with David
and Sue

Dykes on Mics

Bad Gays

Triple Bi Pass

Word for Word

A Little Pod of JOY

This Australian Life

How Do You Do That

Transgender Warriors

Trans POV

The Gender Agenda

Youth In Control

Hide and Seek

Well Well Well

Hooked

6@6

Soul Provider

Local Roots

Our Mosh Pit

Lose Control

Turn The Beat Around

Living in the 70s

In The Studio

Babble Pop

UK Lock In

Saturday Night House Party

Dance Mix

Miss Chatelaine

Caffe Latte

Three Chords and the Truth

Yesterday Once More

Queen of the Night

Bent Notes

The Cabaret Room

Triple X

The Sound of Now

Film on the Radio

Neon Nights

Strictly Soundtracks

Homophonics

Queer Island Discs

A Touch of Pink

Saturday Magazine

World Wide Wave

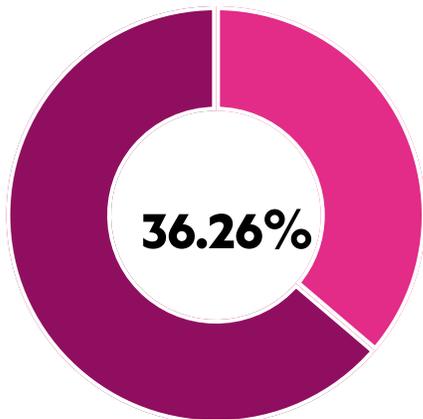
The Informer

Experiment Q

Chicks Talking Footy

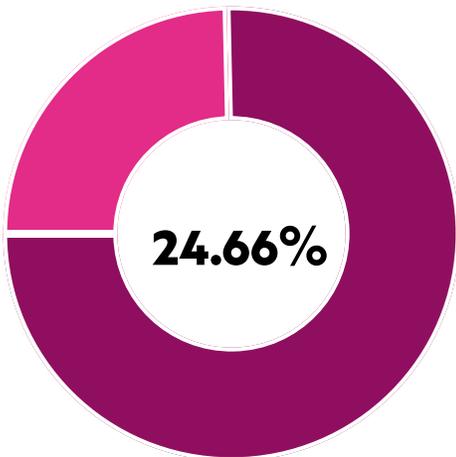
The Bench

Music on JOY



Australian
Music

Rainbow
Music



*Scheduled for 2019/20

News on JOY



With our own in-house News Service, JOY proudly brings rainbow news to our community.

The dedicated News team pivoted during the COVID 19 lockdown this year, running hourly news from 23rd of March – 3rd of July, with **85 Bulletins per week**, a total of **15 weeks or 1,275 hourly news bulletins** for COVID-19.

CBAA Awards 2019

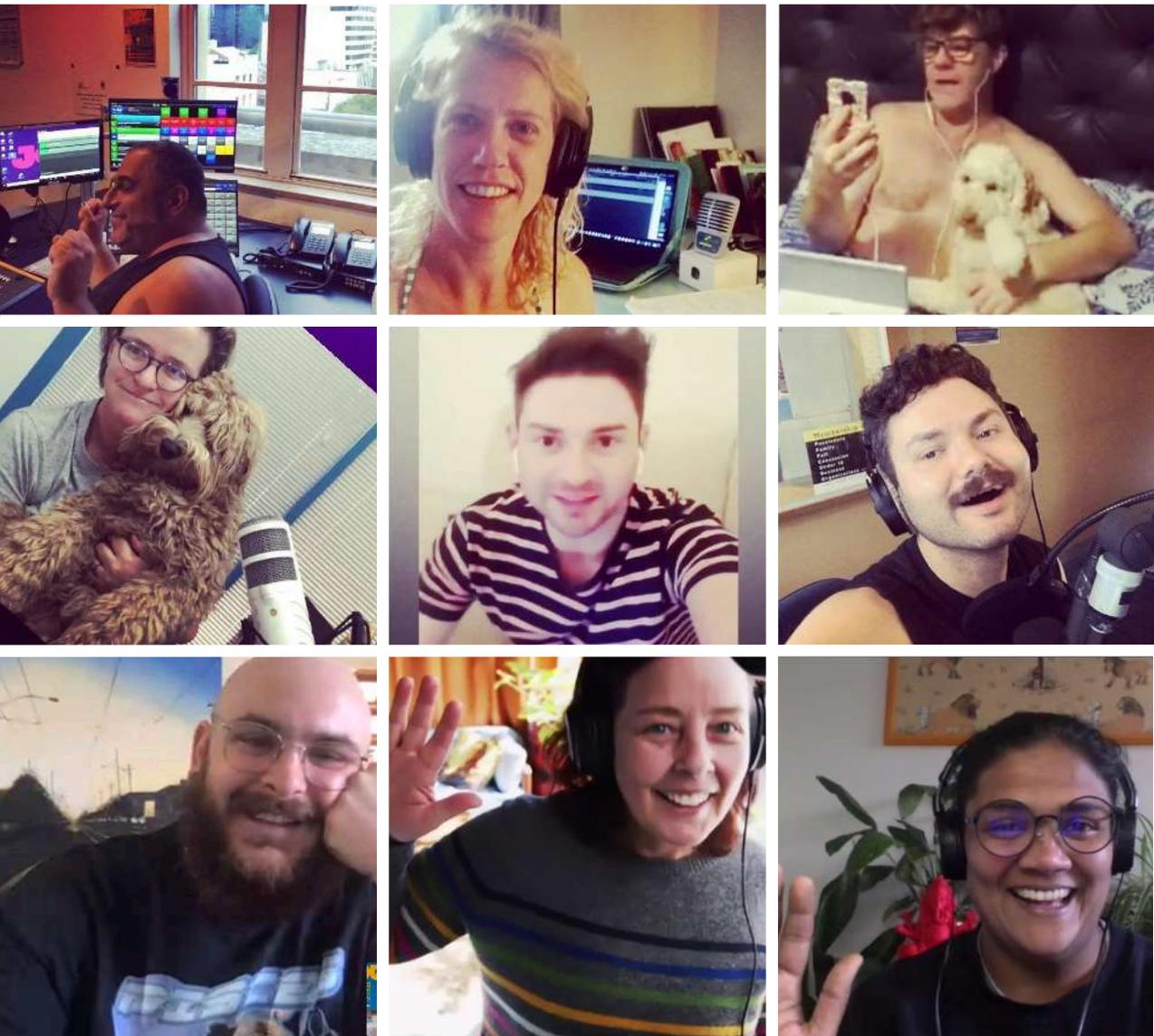


JOY won two CBAA Awards and was a finalist in five other categories in 2019

Congratulations to the JOY team who worked on the **Sydney Gay and Lesbian Mardi Gras 2019 Broadcast** for winning the **Best Special Event Broadcast award**, and **Checkpoint** for winning the **Excellence in Innovative Programming Content award**.

Congratulations too to the teams behind Eurovision Top 100, Hooked, Saturday Magazine, The Bench and to Alex Dislakis, who were all finalists.

COVID-19 Response



On the 19th of March, JOY went into lockdown due to COVID-19. A skeleton staff were left at the station, and our shows had to shift from broadcasting live to pre-recording at home in their cars, wardrobes and other makeshift recording studios.

Making radio in this way takes a long time and is a lot of hard work, and our volunteers stepped up to keep JOY broadcasting and on the air.

Thank you to everyone who purchased and borrowed gear, learned how to edit audio, helped someone else to do their show, got your files in on time and kept our listeners company when they needed you most.

Your hard work has kept our station running – thank you.

111

JOY volunteers attended the COVID-19 response online meeting – March 2020

62

of shows on air, including JOY Daytimes, just before the lockdown.

57

of shows with new content on air, including JOY Daytimes, after entering lockdown. (We lost 5 in that first lockdown due to inability to broadcast from home)



JOY News went to hourly during the first COVID-19 lockdown and The Informer Daily delivered deep dive coverage.

JOY Broadcasts on the Australian Community Radio Network



After winning the CBA Award in 2019, **Checkpoint** was commissioned to produce a one-hour version of the show that is now broadcast around the nation via the CRN each week.

During Melbourne's COVID 19 lockdown, **The Informer** team pivoted to creating a daily 30-minute version of the show for three months, which was picked up by the CRN as their daily COVID-19 update program for that period.

2019 GLOBE Awards



Congratulations to the **Chicks Talking Footy** team, who received the GLOBE Community Award for Media Excellence!

AUDIO VISUAL REFRESH

We launched key visuals and updated sound for JOY Up Early, JOY Breakfast, JOY Music Mix and JOY Drive



Next Steps

We held Next Steps meetings with our broadcasters — opening up the new channels to our content makers

(JOY TV, JOY News, JOY Podcasts).



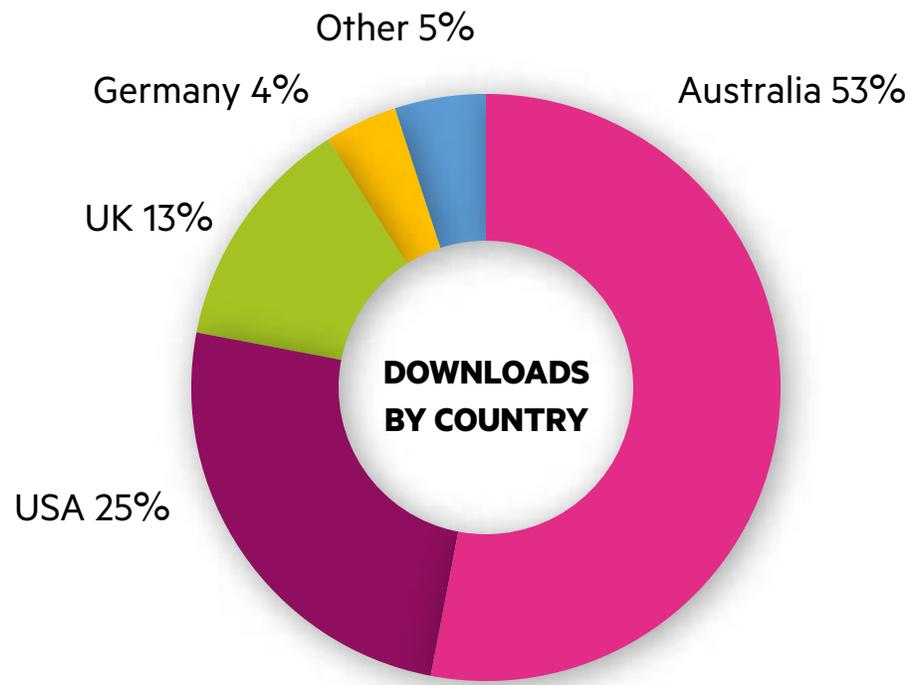
PODCASTS

With the world's largest rainbow podcast library incorporating our live shows and podcast-designed content, JOY's podcasts have reached the trending lists of iTunes and are downloaded over 40,000 times per month in Australia and beyond.

In addition, JOY hosts rainbow content podcasts for others and creates engaging podcasts for organisations.



PODCASTS



PODCASTING SERVICES

Over the past financial year, JOY has produced Podcasts for a number of clients, including the Metro Tunnel Project Podcast, the School Improvement Podcast for Teacher Magazine, The Stroke Foundation’s Enable Me Podcast and the NAB Loud and Proud Podcast.

JOY’s podcast library welcomed additions from our partners including the “Let’s talk about suicide” podcast and the “Nicholes Family Law podcast” series.

PODCAST SERIES PRODUCED	EPISODES
STROKE FOUNDATION	14
NAB LOUD AND PROUD PROJECT	6
METRO TUNNEL	10
TEACHER PODCAST	8

434,785

DOWNLOADS THIS YEAR

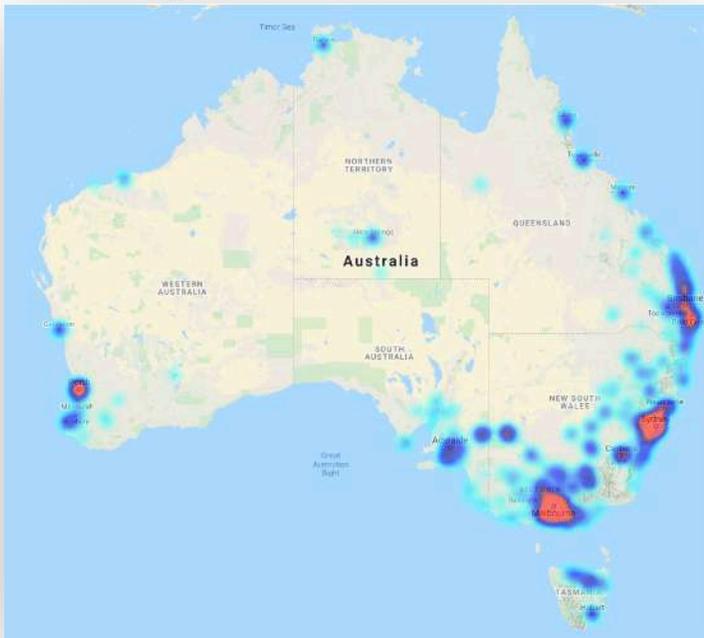
1,188

DOWNLOADS PER DAY

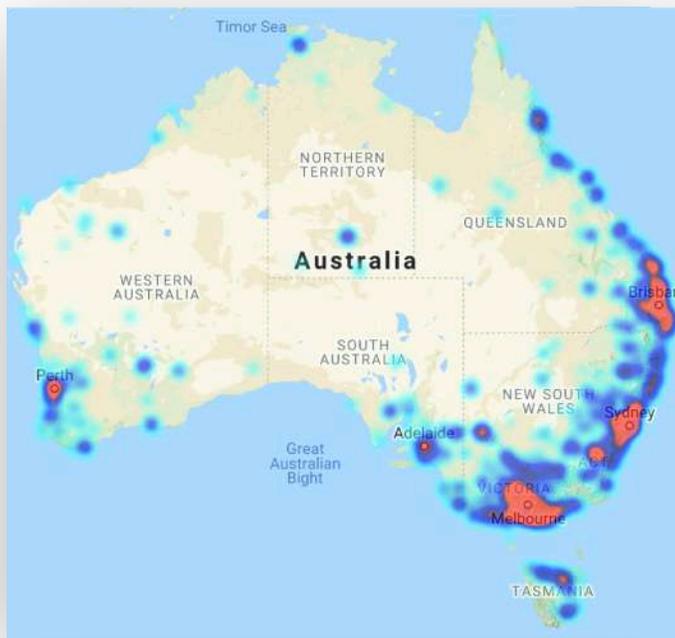




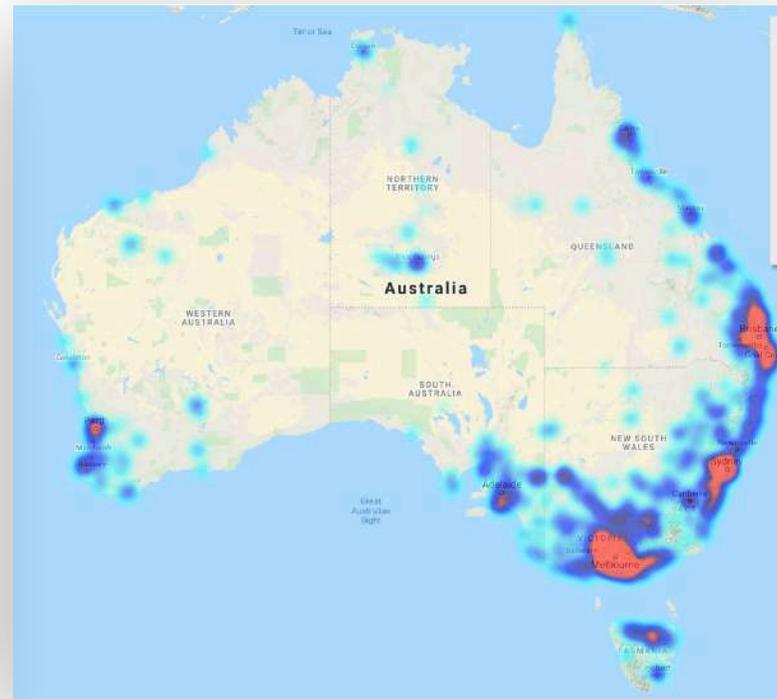
PODCASTS



PODCAST DOWNLOADS		(MONTHLY AVE)
Melbourne		4,150
Sydney		1,242
Tuggerah		741
Brisbane		513
Perth		477



STREAMING		(12 months unique listener)
Victoria		33,093
New South Wales		11,752
Queensland		6,964
Western Australia		2,931
South Australia		2,294



LISTENER MINUTES	
Tune in and Web stream (1)	12,565
IHeart Radio (1)	2,007
Listeners in Australia (2)	346,478,012

(1)
(2)

Unique listeners (ave monthly)
Listener minutes (12 months)



TV

Embracing digital video production, JOY is proud to bring you rainbow community generated content.

JOY TV also proudly provides access to our predecessor, Bent TV's archive.



Episode Views

33,241



Segments

20

Dean Arcuri
Thursday 29 October



Segments

20

Initially streaming twice weekly, KERRIE & DOLLY, a live variety show hosted by Kerrie Stanley and Dolly Diamond featured on JOY TV every Thursday at 7:30pm (AEST).

This collaboration is supported by the Victorian Government.

Facebook: facebook.com/kerrieanddolly
Instagram: @kerrieanddolly
Twitter: @kerrieanddolly

Community Darling, bringing stories from grass roots communities

Community Darling is a segment of Kerrie and Dolly covering all things going on within the LGBTQI+ Victorian Community, hosted by Dean Arcuri.

facebook.com/deanationdeanarcuri

JOY NEWS, bringing current Rainbow community news including COVID updates

JOY NEWS is a segment of Kerrie and Dolly bringing current Rainbow community news including COVID updates hosted by Judy Kelly.



6 Courses

45 Participants



ACADEMY

JOY Academy is the education hub of JOY. Delivering online and in person, JOY provides Inclusivity, Radio and Podcasting and tailored practical courses. JOY Academy helps individuals explore and develop new skills and facilitates group sessions perfect for workplace training.

Not shying away from the challenges of COVID-19 restrictions, JOY developed a brand new online learning course. **The Online Podcasting and Radio Content Course is conducted entirely online**, teaching participants to create content from home, making it accessible to people around Australia.

Our new **Inclusivity Training** is ready to go, awaiting COVID 19 normal! JOY will be offering LGBTQIA+ inclusivity training for businesses, not for profits and start-ups. A chance to help make Australia a safe and inclusive place for all.



68

CAMPAIGNS

65

PRODUCED SPOTS

66.6
HOURS



SPONSORSHIP

Providing a platform for Australia's businesses and organisations to connect with our 620,000 plus monthly listeners and online audiences is an important role JOY plays, generating much needed funds to sustain our work! By choosing JOY as their provider, in addition to a great service, our clients are also helping to build a more inclusive Australia.

This year we broadened our sponsorship offering to include multi-platform packages on-air, online, on-site and on-demand.

JOY thanks our wonderful sponsors and clients who have shared their message with our audiences across FM, DAB+, JOY website and our social media this year!



GIGS



AUGUST 2019

OCTOBER 2019

NOVEMBER 2019

ART AUCTION

Our first fundraising event of the financial year, David Hunt and the Sunday Arts Team held a successful Art Auction for JOY.

NORTHSIDE BIZARRE

Thanks to Brett and his team at The Laird for supporting JOY and Thorne Harbour Health!

THE FIRST ON AIR GAY WEDDING

Congratulations to Geoffrey & Daniel who were legally married on-air on JOY 94.9 on 1 November 2019.

Y2YES – Live at Sircuit

Partnering with the iconic Sircuit, JOY celebrates Y2Yes with a live broadcast



DECEMBER 2019

FEBRUARY 2020

**SAT MAG LIVE FROM
MELBOURNE TOWN HALL**

Hosted by City of Melbourne, and supported by St Ali, Macca, Tas and the team bring Melbourne to JOY.

MIDSUMMA CARNIVAL

Thank you Midsumma Festival. Always proud to be part of this important event!

**MELBOURNE
PRIDE MARCH**

JOY 94.9 at Pride March 2020
© Betty Sujeki

GAYTIMES FESTIVAL

JOY 94.9 broadcasting live from #gaytimesfestival 2020



FEBRUARY 2020

AFLW PRIDE ROUND

The Chicks Talking footy team broadcast the AFLW Pride Game between the Bulldogs and Carlton at Whitten Oval.

WHAT A DRAG FUNDRAISER

#JOYFundraiser - For one night only, Chapel Off Chapel turned into an 80s spectacle.

MARCH 2020

SYDNEY GAY AND LESBIAN MARDI GRAS BROADCASTING

JOY 94.9 covered the Sydney Gay and Lesbian Mardi Gras 2020 supported by our partner Salesforce and hosted by The Burdekin Hotel's rooftop!

CHILLOUT FESTIVAL – POP QUEERS LIVE

Pop Queers: LIVE AND SEMI RURAL at the Daylesford Hotel, Saturday 7th March



MARCH 2020

CHILLOUT CARNIVAL OB

Annie and Ando Broadcasting live from @chilloutfestival_Daylesford!

APRIL 2020

JOY'S MOST SUCCESSFUL RADIOTHON

On behalf of everyone at JOY we want to say a massive thank you to our family of listeners and followers- YOU!

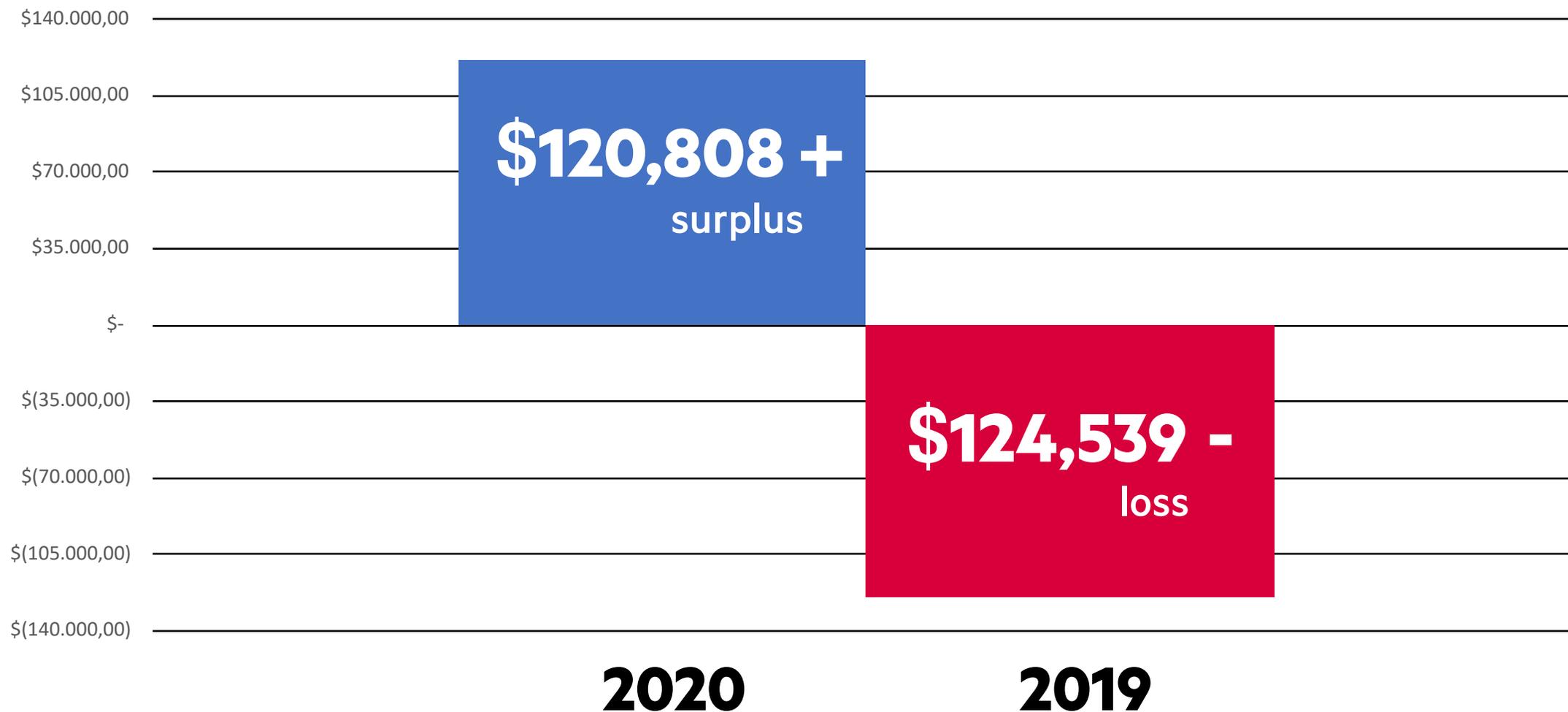
JUNE 2020

DRAG DRIVEWAY PERFORMANCE

Our dear Frock Hudson performed at Emily's driveway - Emily was one of the winners of #JOYRADIOTHON.

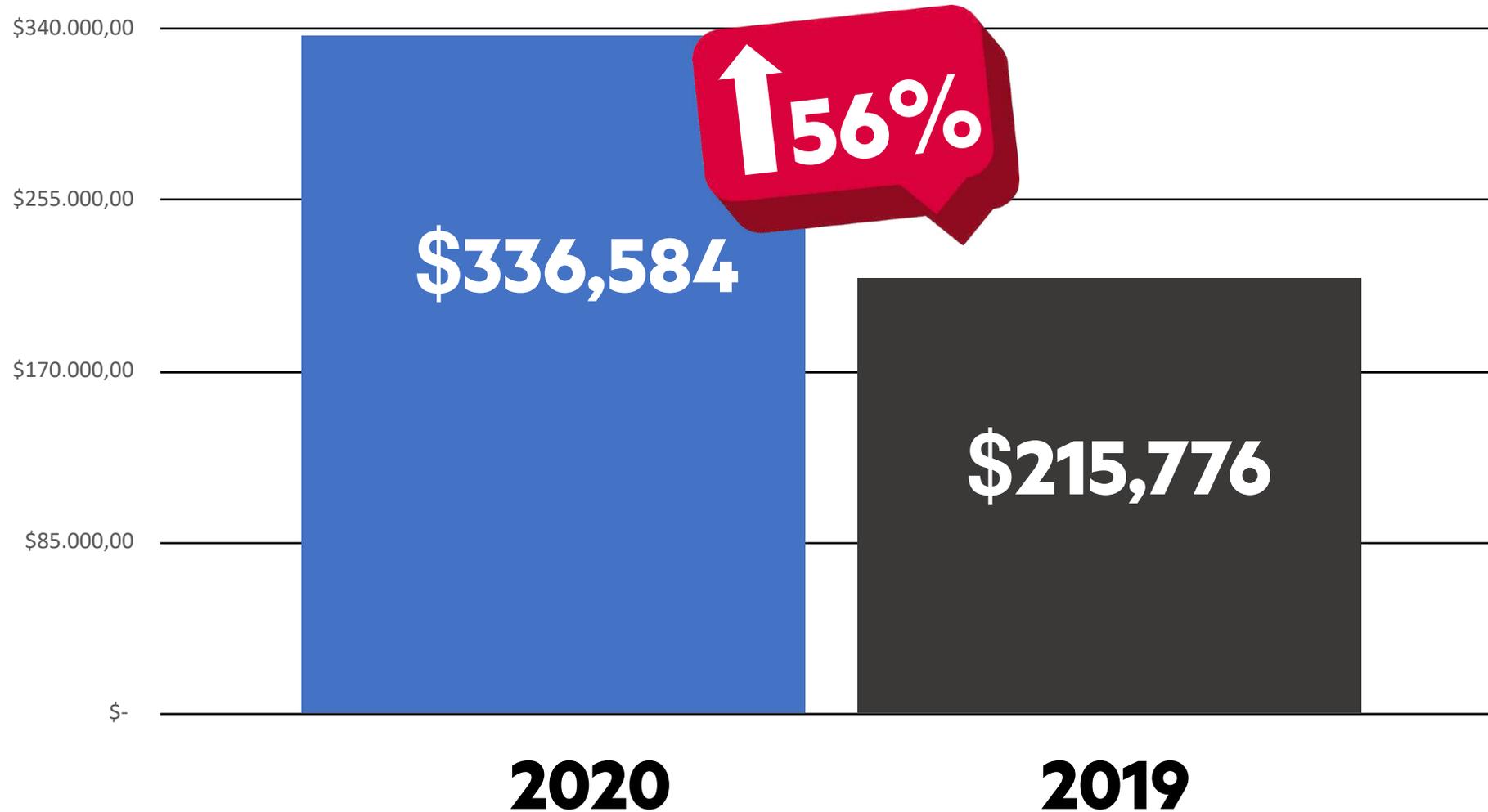
THE MONEY STUFF

Financial Result



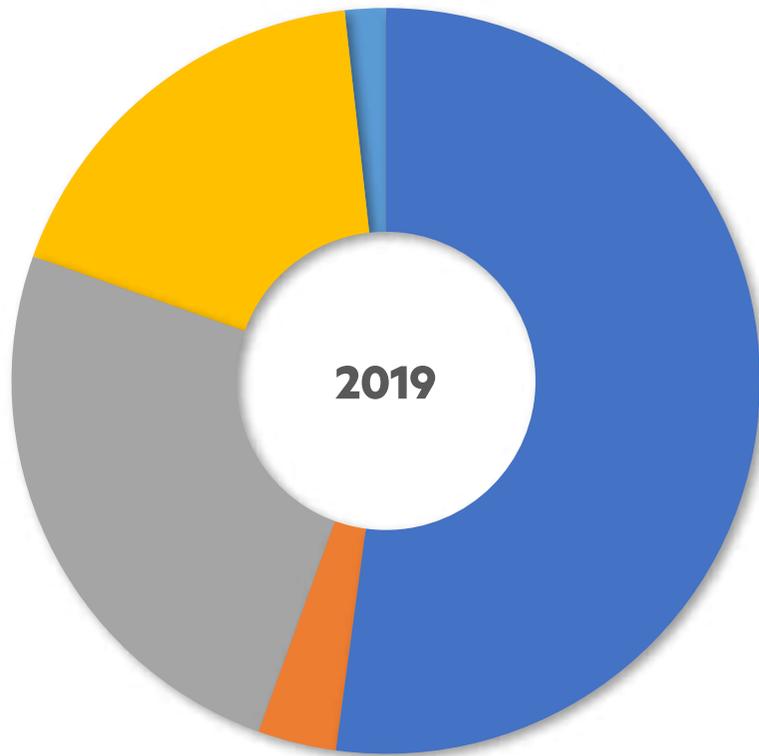
THE MONEY STUFF

Equity Balance

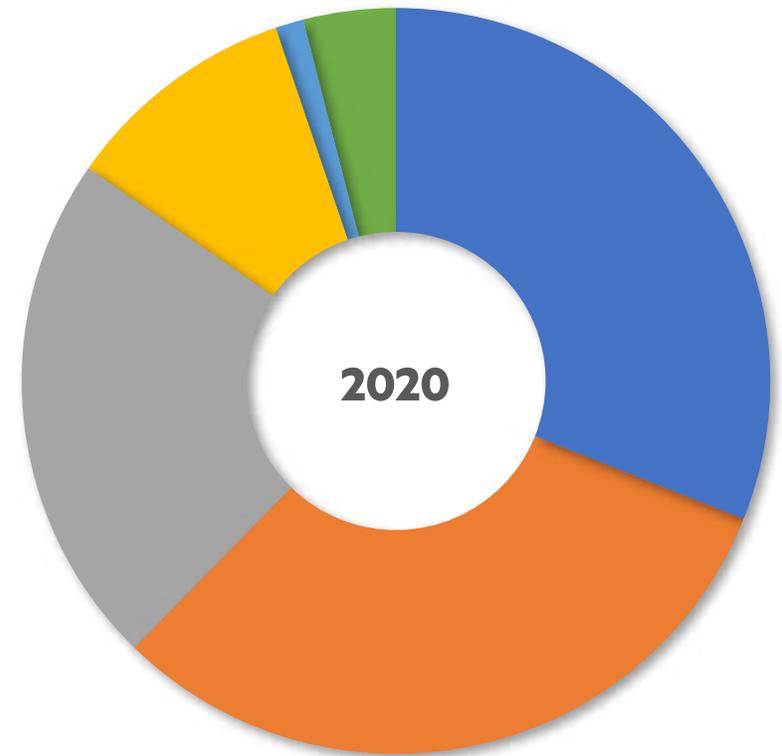


THE MONEY STUFF

Revenue by Source



- Sponsorship
- Funding
- Donations and Fundraising
- Membership
- Other
- Cash Flow Boost





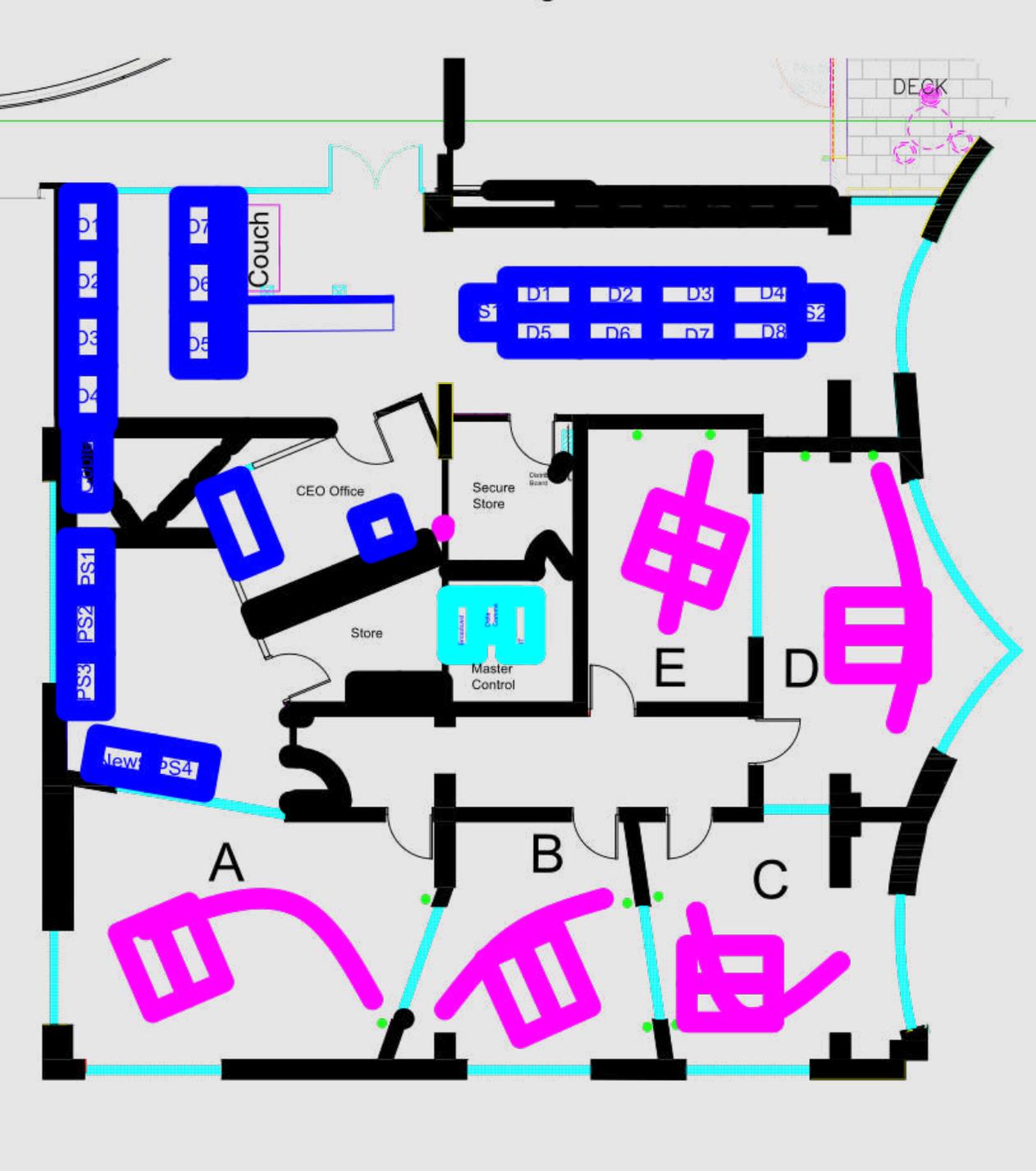
**FEB
2021**

**MOVE TO THE
PRIDE CENTRE**

WHAT'S NEXT

The shift to the Pride Centre will most certainly take time and adjustment, however it will bring JOY closer to fellow LGBTIQA+ organisations and allow for new creative and collaborative opportunities.

JOY has five multi-use studios at the Pride Centre, four of which will be capable of broadcasting radio. The new studio equipment will be fully digital, which brings a high degree of flexibility to what we can do.



VICTORIAN PRIDE CENTRE

See in the image left JOY's floor map at the Victorian Pride Centre.

Studios are marked at A, B, C, D and E.



JOY MEDIA.

**Independently
Out.
Loud.
and Proud.**

A NEW NAME. A NEW DIRECTION.

JOY

JOY.ORG.AU

 | FILES  | GIGS  | PODCASTS  | NEWS  | TV  | 94.9 RADIO  | ACADEMY