



MEDIA

ANNUAL GENERAL MEETING 2023

JOY acknowledges that we work and broadcast from the lands of the Yaluk-ut Weelam clan of the Boon Wurrung peoples. We also acknowledge the traditional owners of lands throughout Australia – and pay our respects to elders past and present, brotherboys and sistergirls of the LGBTIQA+ Community.



A MESSAGE FROM OUR PRESIDENT - DAVID 'MACCA' MCCARTHY

As JOY turns 30 Years old on this coming Friday the 1st December all of us can feel justifiably be proud of our organisation. We have again grown the organisation and delivered another surplus. It's fair to say that its never totally calm seas at JOY- as a community broadcaster we have a much more difficult road to travel on than most of our commercial competitors. But we deliver radio, podcasts, events, diversity and Inclusion training that truly reflects and showcases our Rainbow community. This past year has been one of further financial responsibility while building a more resilient JOY.

This year we have grown our reach, programming, relevance and our financial stability. For the fourth year in a row, we have recorded a surplus. We have done this post pandemic, a lot of what we learnt during COVID has informed our operations and I believe we have a level of stability, financial reporting and broadcast compliance we can be proud of.

I have been very privileged to work with a dedicated and professional Board for the last year . Thank you to each and everyone of you for your commitment and professionalism. At the elections held before this AGM Nevena Spirovska and John Wintle were elected as new JOY Board members. Thank you for nominating to serve our members as a JOY Board members. Also, three existing Board members whose terms had expired were re elected. I welcome back to the Board Madeleine Swain , Nadine Cohen and Ally Doyle. I want to acknowledge Priscilla Jeffrey who served as our Treasurer for more than three years . Priscilla redesigned JOYs financial reporting and monitoring systems to make them fit for purpose. Priscilla resigned from the Board in May 2023 and was replaced by our current Treasurer, Tim Anderson.

I would like to also acknowledge Gary Singer who joined the JOY Board more than three years ago. Gary and his partner Geoffrey Smith have been strong supporters of JOY for decades and we thank you Gary for your service , generosity and participation. Gary subsequently resigned from the Board on 9 October this year. Our CEO Ange Barry has made the difficult decision to move on from JOY after almost five years. The strong partnerships we enjoy with all our stakeholder across the Not For Profit, Business and Government sectors are the result of Ange's hard work and dedication to JOY. Thank you, Ange, for your support of myself as Board Chair and President , your support of your team and my fellow Board members. We wish you well for whatever the future holds for you. The strong financial state JOY is in is in no small amount due to your work and diligence.

I have also received incredible support and encouragement from our members, volunteers, patrons and supporters who are always there for our station, Thank you. The paid staff of JOY work incredibly hard over long hours and we would truly not be in the healthy position we are in today without your work. Thank you. We have delivered another impressive financial result this year; four years of surpluses don't just happen- it happens when we have a clear focus, discipline , commitment and the infrastructure to deliver on our mission. To report this fourth consecutive surplus gives me enormous pleasure as President and Chair of the JOY Board that I have served on behalf of everyone in the JOY family.

The last year has seen the environment for our community to be constantly challenged by bigotry, discrimination and marginalisation. Joy has always advocated, supported and showcased our rainbow community. We will never rest in our efforts supporting and advocating for our diverse Rainbow community.

This is our community's voice. I have served almost seven years as your President and Chair over my three terms on the Board at various times.

It is an honour to have been your President of JOY, thank you for your encouragement and support.



A MESSAGE FROM OUR CEO – ANGE BARRY

Dear Friends,

I am delighted to report that the JOY team has delivered another outstanding year of original content for our LGBTIQ+ community that we proudly serve, alongside quality professional services to our donors, members, funders and clients who make our content work possible.

This year our talented content makers produced **6,000** hours of **original radio** reaching **162,000** weekly **listeners** across FM, DAB+ and streaming, **1,071 posts** on social media reaching **1.5 million people**, **2,543** podcasts receiving **425,103** downloads and covered **20 events** including Australia's World Pride Bridge Walk and Human Rights Conference.

To fund this work we received **848** donations, including two **bequests**, partnered with Equality Victoria to complete our JOY Nation and Relocation Project, held our most successful **Radiothon** and partnered with **Hyundai** and others to conduct our first **auction!** We engaged and provided professional **services** to **272** clients including not for profit, government, and corporate organisations.

Ensuring accessibility for community members across Australia, JOY covered over 20 events across the country including Sydney's World Pride International Human Rights Conference and the Harbour Bridge Walk. Of course, we didn't miss the usual favourites too – Midsumma, MQFF, Pride March, Victoria's Pride, ChillOut, Glam Slam, AFLW Pride Rounds and more!

Our focus on growing to a point of sustainability continued this year with a further **4 LGBTIQ+** community members appointed to the JOY paid team. We finished the financial year with our fourth consecutive **surplus**, totalling **\$86,277** which saw our **members equity** grow to **\$890,296**.

Work continued on building diversity and inclusion at JOY, both across our team participation and the content we deliver, and we have recently secured a further 12 months funding from Equality Victoria to support and remove barriers to access to JOY's platform and content for intersectional communities – an exciting next step in this important journey.

JOY continues to grow stronger, more sustainable and more inclusive due to the passion and commitment of our team, members and supporters, and I wish to thank all who have made this year possible – together we are building a more inclusive Australia!

In this, my last Annual Report with JOY after 4 1/2 years serving in the role of CEO, I thank you all for your support, and wish JOY Media the very best for the next journey.

186

VOLUNTEER
TEAM MEMBERS



Together

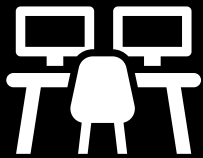


747

DONORS AND PATRONS
SUPPORTED JOY THIS YEAR

11

PAID TEAM (FTE)



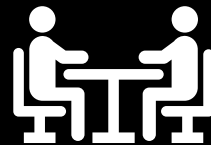
JOY
MEDIA

How we do what we do
July 2022 – June 2023



848

DONATIONS RECEIVED



272

PARTNERS AND CLIENTS



1,538

MEMBERSHIPS
(by 30/6/23)



Our Reach

JOY 94.9 RADIO Average Weekly Audience By Dayparts

BREAKFAST (5AM-9AM, Mon-Fri) **40,000**

MID MORNING (9AM-12PM, Mon-Fri) **29,000**

AFTERNOON (12PM-3PM, Mon-Fri) **27,000**

DRIVE (3PM-7PM, Mon-Fri) **37,000**

EVENING (7PM- 12AM, Mon-Sun) **18,000**

OVERNIGHT (12AM-5AM) **19,000**

WEEKENDS (Sat & Sun cumulative) **113,000**

* DATA FROM MCNAIR -THE NATIONAL LISTENER SURVEY, JULY 2023

(AUDIENCE BY DAY PARTS)



160,000 +
CUMULATIVE WEEKLY
LISTENERS FM & DAB+



9.7 HRS +
AVERAGE WEEKLY TIME
SPEND LISTENING



9173
AVERAGE MONTHLY
INTERNET RADIO UNIQUE
LISTENERS



32,000+
MONTHLY VISITS
JOY.ORG.AU



30,000+
MONTHLY PODCAST
DOWNLOADS

Social Media

Throughout 2022-2023, JOY's online audience has grown rapidly with more people engaging in our content every day.

Regardless of the time of year, JOY's digital audience responds most to posts that shed a light on;

- The hard-working team at JOY
- The community members and organisations we're supporting
- The Voices we are uplifting

JOY has a social media presence through Facebook, Twitter, Instagram and LinkedIn @JOY949.



42,440

FOLLOWERS



1,071*

POSTS



41,999

POST ENGAGEMENTS



302,128

FACEBOOK & INSTAGRAM REACH

*Organic only

Our Team

One thing that has not changed during our transformation to JOY Media is that our success is linked to both our volunteer and paid team members.

During 2022/23 our team continued to shine as they kept our community uplifted and connected, advocated on issues important to our LGBTIQA+ people, and were both brave and resilient in the uncertainty of continued remote work.

We could not have done this without 221 team members who performed 60 roles across our organisation.



Current Board and Leadership Team



President
David 'Macca'
McCarthy



Vice President
Madeleine Swain



Treasurer
Tim Anderson



Board Member
Ally Doyle



Board Member
Nadine Cohen



Board Member
Paul Horwell



Secretary
Pete Holmes



CEO
Ange Barry



Operations Manager
Jon Kok



Tech Manager
Michael Strauss



Content Team
Manager
Jacqui Kinder



Production
Coordinator
Elliot Attard



Services
Income Manager
Danni Karametos



Finance
Coordinator
Helen
Walmsley



JOY Academy
Manager
Fiona Newton



Office
Coordinator
Catalina Clarke



Interview
Coordinator
Dave Samuel



Interview
Coordinator
Con Keramitsis



Marketing and
Comms Coordinator
Triana Butler

You invested in us

In addition to our wonderful members, patrons, clients and donors we'd like to give a special thanks to:

- Ande K Art
- AVC
- Bayside City Council
- BHP Blackwoods
- Bowden Marsten Foundation
- Celluderm Skin Aesthetics
- City of Monash, Port Phillip
- ChillOut
- Coles
- Department of Transport
- Drummond Street Services
- Gadens Law
- Geoffrey Smith & Gary Singer
- GiveOUT Day
- Happy Tint
- Hyundai
- K&L Gates
- Kingston Reid
- LGBTQIA+ Health Australia
- MinterEllison
- Minus18
- Midsumma
- MQFF
- Move My Wheels
- Nicholes Family Law
- OMD
- P & O Cruises
- Selina Hotels
- Susanne Dahn Giving Fund
- Switchboard
- Tennis Australia
- Tucker Foundation
- Thorne Harbor Health
- Transgender Victoria
- Treasury Wine Estate (Squealing Pig)
- Vic Health
- Victorian Pride Centre
- Victorian Dep. of Family Fairness and Housing
- Western Bulldogs
- Yarra Trams

Thank you



July 2022

- VPC's 1st Anniversary
- Yesterday Once More celebrates ten years on air
- Yarra Trams Pride Tram partnership begins!



August 2022

- JOY Media rebrand rolls out
- For the first time, JOY goes up on billboards around Melbourne, promoting our flagship programs and services
- We celebrated Wear It Purple Day



September 2022

- JOY's Money Can't Buy Auction raises approx. \$70,000 for JOY
- JOY broadcasts the "Main Drag In Drag" street parade from Broken Hill's Broken Heel Festival in collaboration with 2DRY-fm



October 2022

- Hawthorn's AFLW team reveal their Pride Guernsey on Chicks Talking Footy
- The team from JOY's Checkpoint cover the biggest gaming event in the country, PAX Australia
- Our Breakfast team and our Drive team go head-to-head on Pop Queers

Community Moments



November 2022

- Queer AF gig takes place at The 86
- Sophie Ellis-Bextor appears on JOY Drive
- JOY joins and covers the Trans Pride March.
- JOY reports on the P and O Pride Cruises



December 2022

- We celebrated three million podcast downloads
- JOY celebrated the end of 2022 with a team Christmas party at the Pride Centre
- JOY Breakfast broadcast live from the Sound Box as part of Always Live
- The Pride Tram is launched



January 2023

- Midsumma Carnival and Pride Season Begins
- JOY covers the Australian Open Glam Slam, interviewing the legendary Billie Jean King
- Acknowledgement 2023 special event coverage



February 2023

- Midsumma Pride March
- The #AllAboard JOY Pride Tram Stop is set up just near the VPC
- Meta Viewing Party hosted by JOY @ the VPC
- JOY covers the Mardi Gras Parade & Better Together Conference

Community Moments



March 2023

- JOY covers Mardi Gras, WorldPride International Human Rights Conference and Sydney Harbour Bridge Walk
- Special event broadcast for ChillOut in Daylesford



April 2023

- The Murphys broadcast their final episode of JOY Breakfast
- Rach and Dean take over from The Murphys on JOY Breakfast



May 2023

- JOY Radiothon raises more than \$271,000 for JOY, our most successful Radiothon ever
- JOY celebrates IDAHOBIT Day, presenting to workplaces
- Volunteer LOVE event



June 2023

- JOY attends OMD Pride Month event
- JOY remembers Stonewall
- JOY commemorates the 45th anniversary of the first Mardi Gras in Sydney

Community Moments

Changing Face of Breakfast and Drive



JOY DRIVE
with EM & WARREN

WEEKDAYS 4PM - 6PM
94.9 FM | DAB+



JOY DRIVE
WITH WARREN
94.9 Radio



JOY BREAKFAST
with THE MURPHYS

WEEKDAYS 7AM - 9AM
94.9 FM | DAB+



JOY BREAKFAST
WITH RACH AND DEAN
94.9 Radio

Our Services

JOY exists to inform, entertain, uplift and connect the LGBTIQ+ Community and our allies, with the purpose of building a more inclusive Australia. We do this through the provision of content, education and live broadcast services.

You can access our content via 94.9 FM, DAB+, JOY App, iHeart Radio, TuneIn, joy.org.au, JOY Podcast library and JOY TV.

JOY Academy provides a range of educational courses from online Podcasting to our Face to Face Radio Training, and Workplace Diversity & Inclusion Training.

JOY Technical Services and Production Services bring live broadcasting to the community, making events accessible to all who wish to participate.

To make our work possible, we also provide services to our Government, Corporate and Community clients, sharing their messages through podcasts and promotional campaigns, building their teams inclusivity practices and podcasting skills, providing voice over talent and live streaming services.





Content

The teams making our 53 programs across JOY 94.9 and JOY Podcasts continued to broadcast high quality, relevant, fun content that connected, informed and entertained our audience over this 12-month period.

From broadcasters to producers, newsreaders, podcasters and music teams, JOY kept audiences engaged during lockdowns, relocated and rebuilt our studios all whilst adapting to working remotely.

We are broadcasting more Australian and Rainbow music artists than ever before, with our work attracting awards recognition.

**JOY News readers now span
Monday to Sunday across
breakfast, drive shows, 7am to
6pm and weekends**



-  24 Music
-  8 Comedy and entertainment
-  5 Arts and Culture
-  5 Community and Society
-  3 News and Current Affairs
-  2 Technology
-  2 Regional and Rural
-  2 Health and Wellbeing
-  1 Multi-Cultural
-  1 First Nations
-  2 Sport



Content – Current Shows

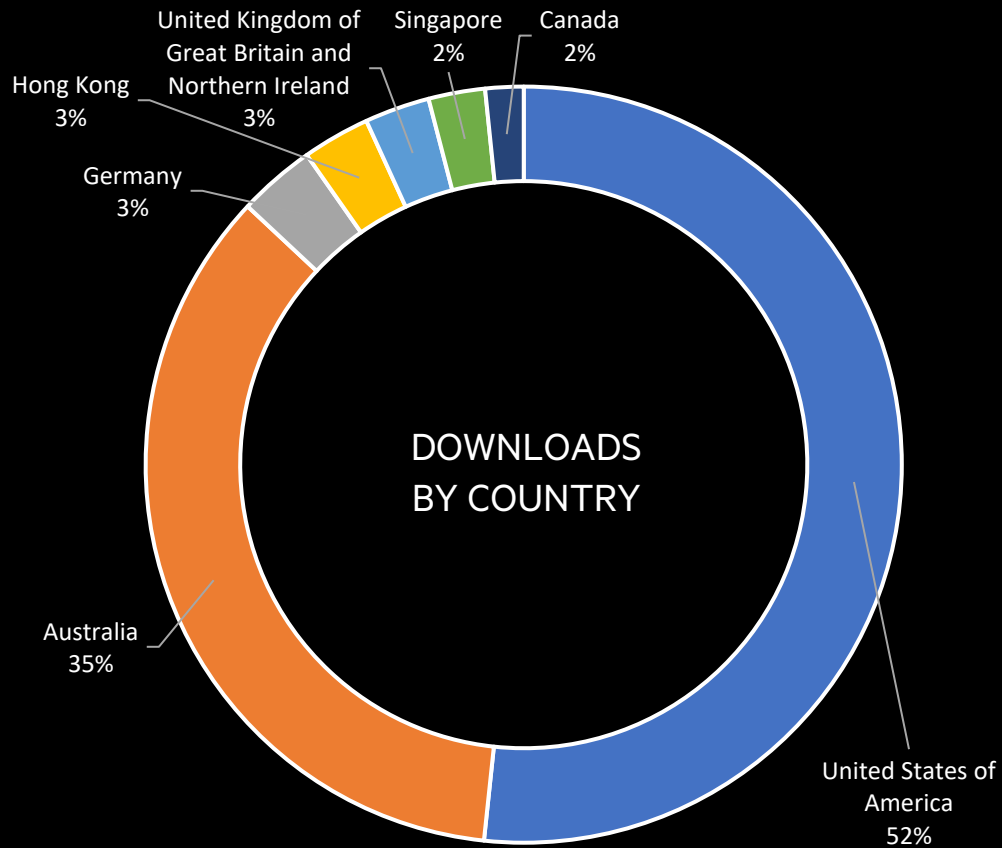
A Touch of Pink
babble POP!
Beatz House Party
Beatz Radio Australia
Bent Notes
Better Together
Bimbo Jones Radio Show
Black, White and Rainbow
Checkpoint
Chicks Talking Footy
Dance Mix

Dave Cooper In The Mix
Drag Race Review
Dykes on Mykes
Fertility Journeys IVF
For One Night Only
Friday Night LIVE
with David and Sue
GAYDIO Dance Charts
Game On!
Geeks OUT
Group Therapy Radio
Goulburn Valley Pride
Hide and Seek
In The Studio
JOY Breakfast
JOY Classic 90s
JOY Daytimes
JOY Drive

JOY Eurovision
JOY Live: Queer AF 2023
JOY Weekend Breakfast
JOY Weekly
Jukebox JOY
Laugh Out Proud
Lewis Jenkins In The Mix
Live Life Daily
Life Is A Disco
Living in the 70s
Miss Chatelaine
Morlando In The Mix
Neon Nights
Nik Denton Toolbox House In
The Mix
Our Mosh Pit
Out in the Outback
Out Takes

Pop Queers
Saturday Magazine
Saturday Night House Party
Soul Provider
Strictly Soundtracks
Sunday Arts Magazine
Take Me To Your Reader
The Cabaret Room
The Latest LGBTQIA+ Health
The Rainbow Advocate
The Sound of Now
This Girl Can
Three Chords & the Truth
Turn the Beat Around
Well, Well, Well
Word for Word
World Wide Wave
Yesterday Once More

JOY Podcast Downloads



YTD TOP 10 PODCASTS:

1.	Saturday Magazine	103,894
2.	Hide and Seek	31,400
3.	World Wide Wave	23,658
4.	Neon Nights	19,875
5.	Well, Well, Well	17,465
6.	Checkpoint	15,202
7.	Triple Bi-Pass	11,601
8.	Word for Word	10,362
9.	Out Takes	8,167
10.	JOY Drive	6,595

1,161

DOWNLOADS
PER DAY

425,103

DOWNLOADS FY'23

3,245,208

All Time

JOY Live Broadcasts

As we recovered from the pandemic, JOY kept finding new and exciting ways to keep our community connected through JOY Technical Services!



We broadcasted or streamed from:

- Midsumma Carnival and Pride March
- Glam Slam
- Victoria's Pride and the Pride Tram Ride, Fitzroy
- Acknowledgement 2023
- Better Together Conference, Adelaide
- World Pride and Mardi Gras Viewing Party live
- ChillOut Festival
- Always Live SoundBox



Tech Services Provision

- Minus 18 Purple Pride
- RCH Training Day
- Splunk workshop
- Minus 18 Halloween party
- Switchboard AGM & 30th Birthday
- Minus 18 Pride Galaxy
- Inclusive Rainbow Voices Launch
- Star Health training day
- Women with Disabilities Victoria - Pride in conversations
- Queer AF
- Matchworks Employment Fair
- ChillOut Festival



2023 CBAA Award Excellence in Outside Broadcasting

JOY Media ChillOut Festival 2023 Broadcast



JOY Academy

JOY Academy, our education hub, provides inclusive, accessible skills training to participants online and in person. Our programs are tailored to participants needs, experience and knowledge levels.

- Diversity and Inclusion Workplace Training and Presentations
- Podcast creation training for individuals and workplace teams
- Radio creation training for individuals
- Compliance training for content makers

JOY has begun integrating several courses into an online eLearning platform to make both internal and external training even more accessible.

13 Courses **311** Participants



2023 Board Positions

Retiring Board Members

Gary Singer

New Board Members

Ally Doyle

John Wintle (Secretary)

Madeleine Swain

Nadine Cohen

Nevena Spirovska

2023 Award Presentations

At JOY Media we recognise the extraordinary efforts of our team with awards and life membership.

**Addam Stobbs Award
for Broadcasting
Excellence**

**Life Member
Recognition**

**JOY Volunteer of
the Year Award**

**The President's
Award**

Hide and Seek

Tim Little

Michael Whelan

Jon Kok

Priscilla Jeffrey

Mark Adams

Geoffrey Smith

Chris Furneaux

Dr Todd Fernando



Treasurer's Report

Tim Anderson

Treasurer / Chair of Finance, Risk and Audit Committee (appointed 18 May 2023)

The JOY Board has pleasure in presenting the audited financial statements of JOY Melbourne Inc for the year ending 30 June 2023.

Firstly, the JOY Board wishes to acknowledge the outstanding service of Priscilla Jeffrey who stepped down as a JOY director and Treasurer this year, having served since October 2018. Priscilla's contribution and legacy will long live on.

JOY has recorded an operating surplus of \$86,277 for the year, below the 2022 surplus of \$418,238. Last year was an exceptional year, including securing and delivering the successful FabJab COVID vaccination campaign supported by Equality Victoria which generated \$250K and assisted JOY navigate the COVID period.

JOY's earned revenues for 2023 were recorded at \$1,691,399, a decline of 3.4% on the 2022 result of \$1,750,734.

Given the current economic climate, it was encouraging to see JOY generate sponsorship revenues of \$719,785 for 2023. While this was below the record \$764,096 achieved in 2022, that year included \$250K generated by the successful FabJab campaign. It is pleasing to see sponsorship revenues trending up over the long term. Membership income remained stable at \$124,506 for 2023. JOY wishes to thank all those members who were able to renew their membership or become a new member during the year.

Donations and fundraising revenues were also encouraging for the year, totalling \$393,426. JOY wishes to thank the wonderful supporters who donated during the year, contributing to an increase of 2.5% on 2022. JOY was also grateful to receive a generous bequest of \$50,000 during the year. Other incomes increased by 20% to \$180,525 in 2023. Government grants for 2023 totalled \$223,157, down from \$328,097 in 2022.

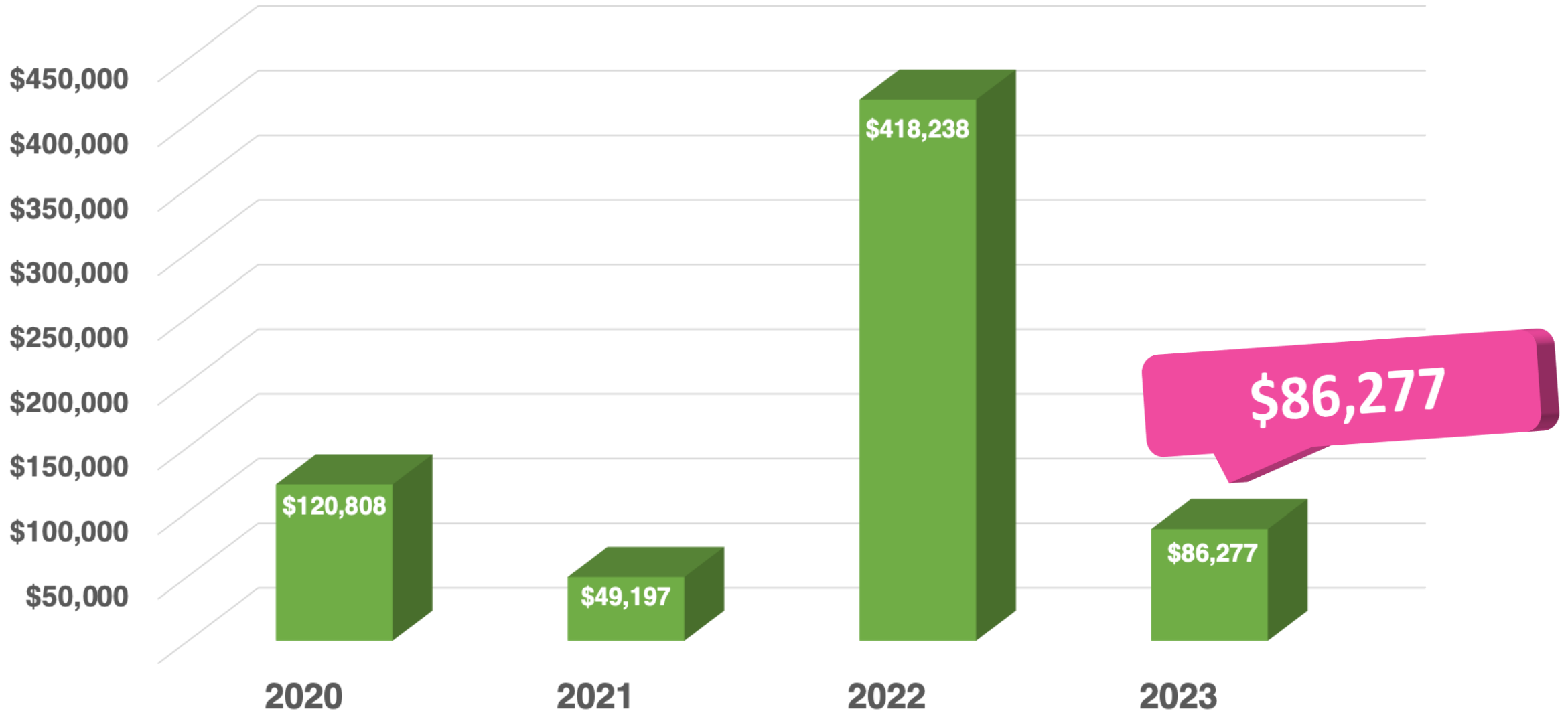
Operating expenses increased on the prior year by \$258,384. This was primarily the result of salary and wage expenses which increased by \$292,456 in 2023, reflecting additional roles created to drive income generation and support JOY's operations. Depreciation expenses remained steady from the prior year at \$38,050. Administration and overhead costs came in at \$536,230, a decrease of around \$34K on 2022.

Total assets reduced to \$1,084,175 as compared to \$1,129,371 in 2022, largely due to recorded depreciation of equipment. Cash reserves increased by \$240K to reach \$857,490 in 2023. Total liabilities reported for the year ending 30 June 2023 were recorded at \$193,879, a decrease on the 2022 amount of \$325,352.

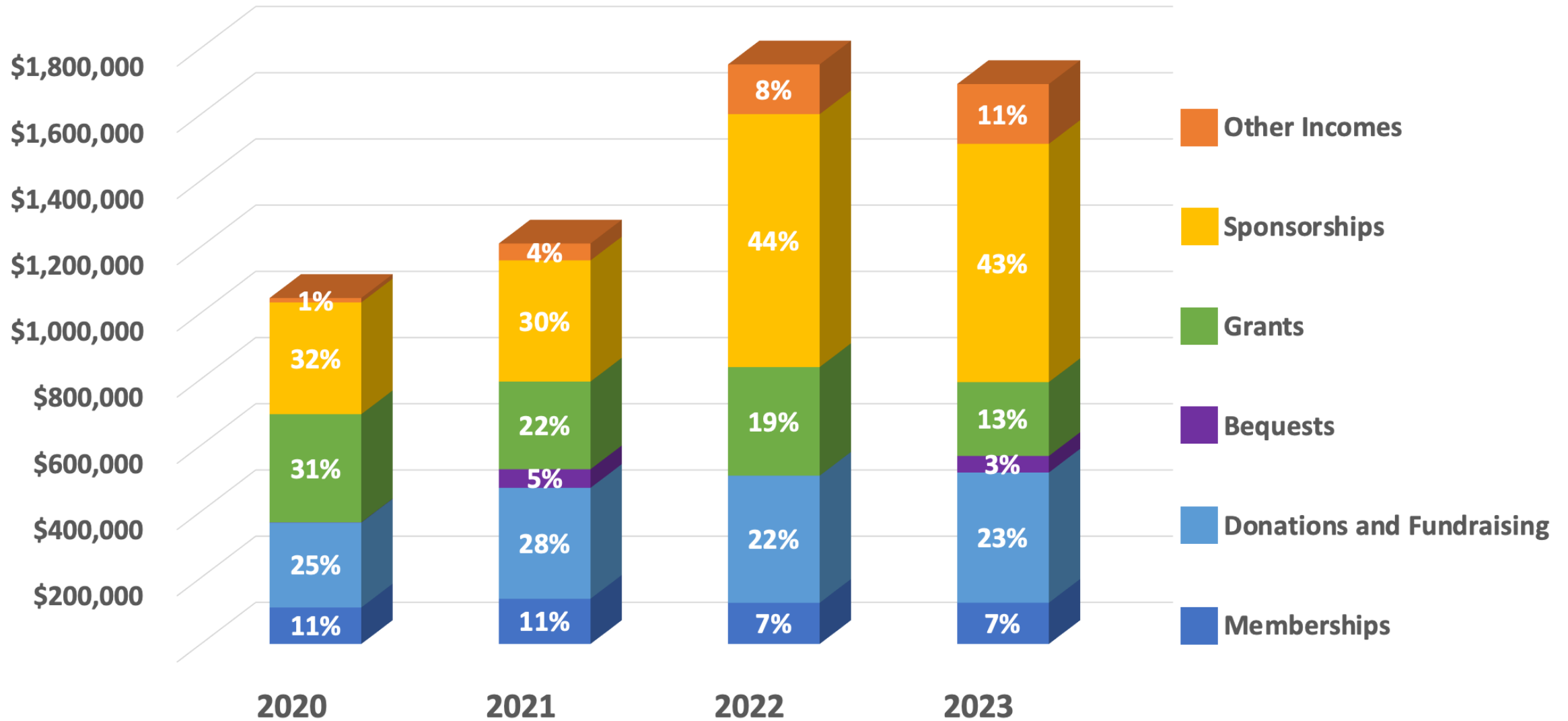
Finally, with the operating surplus of \$86,277 reported for 2023, JOY has improved its overall equity position to \$890,296.

Members can remain assured that the JOY Board continues to be focused on the financial stability of JOY. Ange Barry and the team continue to work extremely hard to create an efficient and sustainable resourcing model coupled with robust commercial management.

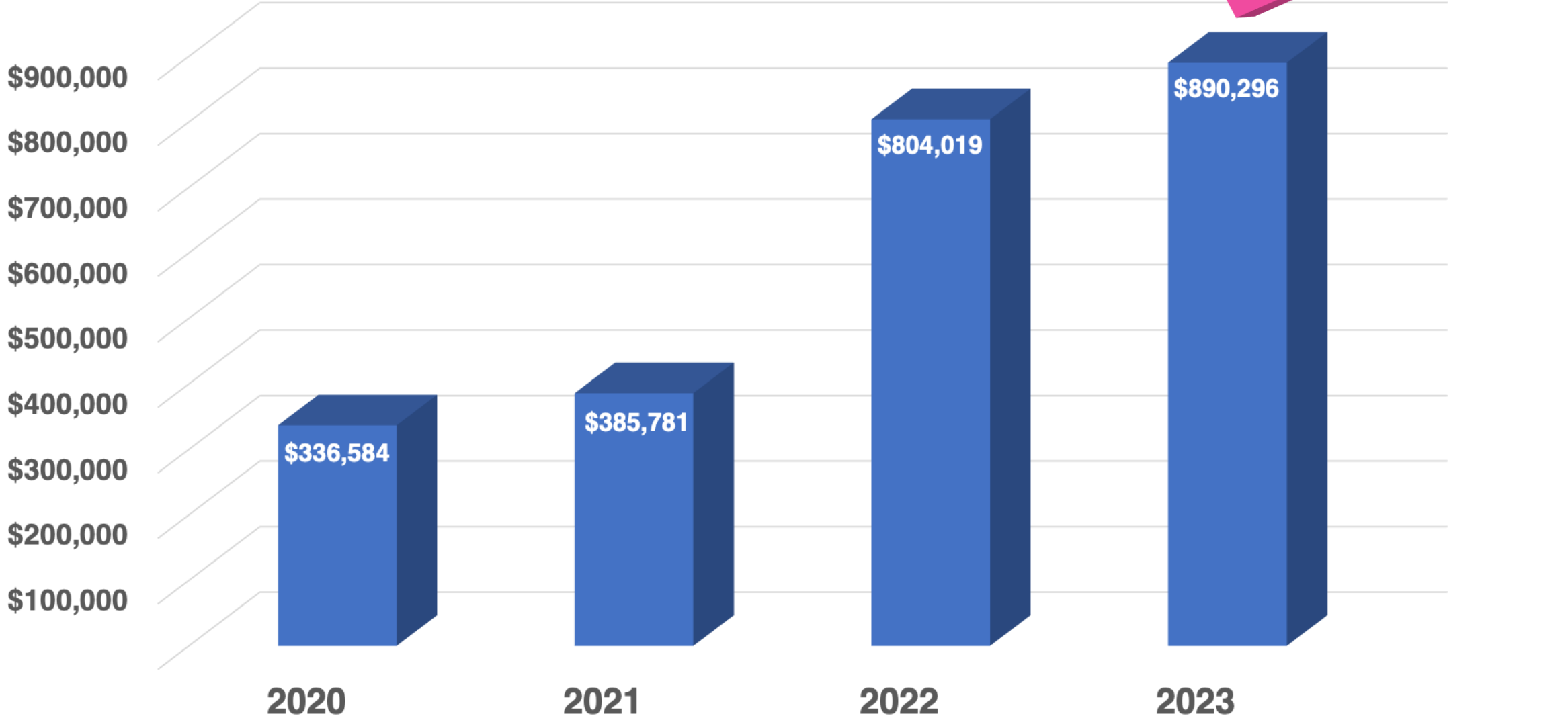
Operating Surplus



Revenue Source Contribution



Equity Balance





MEDIA