



# MEDIA

ANNUAL GENERAL MEETING 2025

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.

# MEETING APOLOGIES

- Warren Andrew
- Jason Heath
- Ian Graystone
- Tass Mousaferiadis
- Greg Axtens
- Aiv Puglielli
- Paul Kidd
- Nina Taylor
- Jason Ronald OAM
- Priscilla Jeffery (on behalf of Midsumma)
- Priscilla Jeffery (personally)



# John Wintle

President, JOY Media



## OUR VISION

Build a more authentic and inclusive society by amplifying rainbow voices across all generations now and into the future.



# Ryan O'Connor

Treasurer, JOY Media

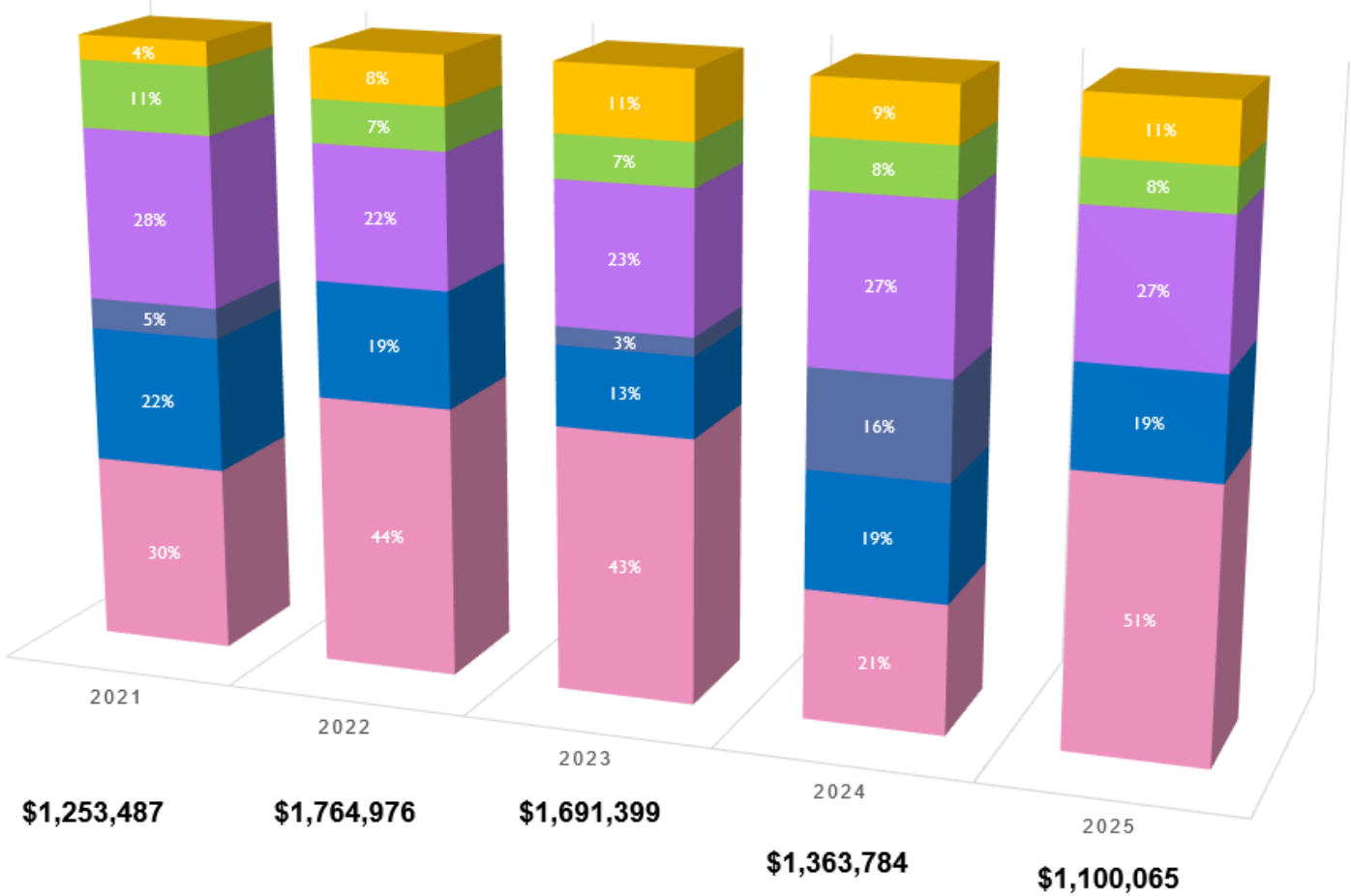
# TREASURER'S REPORT

## 2025 Financial Highlights

- **Net loss reduced from \$297k in 2024 to \$119k in 2025**
- **JOY generated \$1.1 million in revenue in 2025, compared to \$1.4 million in 2024**
- Sponsorship and fundraising was steady at \$674k in 2025, compared to \$672k 2024
- Membership income was down approximately \$20k in 2025
- Government funding was relatively steady at \$212k in 2025 compared to \$222k in 2024
- Overall decline in income from Radiothon - largely attributable to clash with Federal Election timing
- Bequest of \$250k received in 2024, with no further income from this source in 2025
- **On the expenses side, overall reduction from \$1.66m in 2024 to \$1.22m in 2025**
- Reduction in payroll and operational expenses
- **Cash reserves as at 30 June were sitting over \$500k and have been bolstered last week (mid-November 2025) with the receipt of the Federal Government funding promised during the 2024 election**
- **Total assets as at 30 June 2025 were \$666k compared to \$775k in 2024, representing a decline in cash on hand and continued depreciation of fixed assets and studio equipment**
- **Overall net assets and total equity as at 30 June 2025 of \$475k compared to \$593k as at 20 June 2024, reflecting the loss in the 2025 financial year**
- **Continued discipline and strengthened governance approach throughout 2025 financial year and beyond**
- The Board continues to focus on the financial stability and resilience of JOY and enabling the organisation to deliver on its strategic plan in a financially responsible manner

# REVENUE SOURCE CONTRIBUTION

■ Sponsorship 
 ■ Grants 
 ■ Bequests 
 ■ Donations and Fundraising 
 ■ Membership 
 ■ Other income





# Paul Scott-Williams

CEO, JOY Media

# CEO'S REPORT

## “THE IMPORTANCE OF JOY IN THE WORLD”

My name is Paul Scott-Williams, my pronouns are he/they, I am JOY member number 394 and the new CEO of JOY Media.

I was thrilled to be offered the opportunity to lead JOY Media and commenced my tenure on April 1<sup>st</sup> 2025. I thank the Board of JOY Media for the trust they have placed in me - in particular, past President Madeleine Swain, current President John Wintle and retiring Vice President David McCarthy. I have always been ambitious for JOY and now, even more so. Although my tenure as CEO only encompassed the last three months of the past financial year, I can summarise the key features that shaped the 2024/25 period. It was another challenging and complex year, however, there is no denying that JOY Media has endured. It was a time which has challenged us to listen, learn and lean into the best of what we do – our creativity, our energy and our determination. Our duty to effectively communicate with our diverse and dynamic community continues. I thank Isabelle James for the huge amount that she achieved in streamlining and improving administrative practices, Paul Horwell for his diligence as caretaker CEO at a very difficult transitional time, and my immediate predecessor, Con Keramitsis, who helmed JOY Media for six months with purpose, dignity and integrity.

# CEO'S REPORT

Most importantly, I am grateful to the JOY Media Management Team who have done incredible work in delivering sustained excellence through difficult times. They are amply supported by an inspiring, creative and generous music, broadcast and podcasting team of volunteers who give of their time and talent with passion and commitment. I particularly note the invaluable work of Head of Music, Michael Pohl and Music Interview Coordinator, Bryan McGrath.

I am also grateful for the important work of Anne Hamilton who quietly ensures that all our membership, volunteers and engagement processes are up to date and managed in an orderly way. Without our volunteers going above and beyond expectations JOY Media would simply not exist.

A newly restructured Executive Leadership Team of JOY Media was mostly established by the end of the 24/25 financial year, and I am excited to see what we can achieve together. They are a powerful team who demonstrate commitment and collegial alignment every day. I offer my sincere thanks to Operations Manager - Tamzyn Bielecka, Content Manager - Elliot Attard, Production Manager - Elizabeth Busch, IT & Tech Manager - Michael Strauss, Business and Partnerships Development Manager - Jason Heath, Finance Manager - Helen Walmsley and Communications, Events and Activations Manager, Triana Butler.

# CEO'S REPORT

The financial result for the 24/25 year was a significant improvement on the previous year but still not where we want to be. My focus is squarely on the future and striking a path which engages our community in new and interesting ways whilst steadfastly delivering reliable quality, diverse music and voices, important, relevant news and community information. All of this will be done with the overarching aim of achieving a surplus for the next financial year and beyond.

My first three months as CEO involved placing my focus on understanding the organisation, articulating a future-focussed vision and strategy and setting a clear path toward sustainability. I have enjoyed getting to know and work with the JOY Board and thank them all for their commitment to the JOY Media community of volunteers and listeners.

It has been encouraging to be part of a culture of improvement that will hone the quality of governance oversight of JOY Media into the future. This will inevitably ensure a strategically focussed and aligned organisation. I have worked with the Management Team to introduce a new Operational Strategy of Interdependence which is proving to be highly effective in facilitating collaboration, flexibility and innovation. Over time, we plan to extend this ethos to include everyone who works and volunteers for JOY Media under the banner of an initiative titled "One Team: JOY".

# CEO'S REPORT

Achievements across 2024/25 include the successful delivery and completion of the first two years of the Intersectional Voices Grant, supported by the Department of Families, Fairness and Housing. This program was led by Elliot Attard with support from Brett Hibberd and Jason Heath. Thanks to Elliot's diligence, JOY Media has been funded for a further two years to continue delivery of this innovative program. JOY Media's involvement in the 2025 Pride Season was somewhat limited, but all activations were delivered with energy and enthusiasm by a dedicated team of staff and volunteers. I congratulate our Business Development and Partnerships Manager Jason Heath, who commenced his tenure with JOY Media in December 2024 and has been achieving substantial results in generating income through investment in JOY Media, plus building and resetting industry relationships. This bodes very well for the future.

I am struck by how far JOY Media has come from its humble beginnings 32 years ago. I'm sure we all wish that world politics could have evolved to a more elevated level of discourse which promotes tolerance, acceptance, diversity and individuality. But that is not the reality right now. More than ever, we need good people to stand up, to be heard and to advocate for all that we are and all that we as a community have worked so hard to achieve. The role of JOY Media in this context is more important than ever, and I intend to lead in a manner that is forthright, factual, intentional and inclusive. Leadership in such times comes with heightened expectations and varying political machinations and policy movements that require meticulous attention. I have greatly appreciated the collegial support and wise counsel of all members of the Board of JOY Media since my commencement.

# CEO'S REPORT

JOY Media exists today within a paradigm of conflicting social and political ideologies. JOY was launched almost 33 years ago in response to the AIDS crisis with a mission to inform, educate, entertain and thereby unite our community. Three decades later that same mission continues.

By some measure, the threats to our community are greater now due to the insidious proliferation of misinformation, disinformation and alternative facts. Push-backs against the “woke agenda” feel personal and close - on your phone, on your computer, on your socials, your TV and in the streets. Social conscience and personal accountability appear to have become rare qualities. The loudest voices of hate are given the largest platforms through which to spew their anti-LGBTQIA+ views unchecked, and the mainstream media appears to lap it up with barely a comment.

in this, my first Annual Report for JOY Media, I have had cause to reflect on my journey since first volunteering with JOY more than thirty years ago, to now stepping into this key leadership role. I keep a photo in my office from when I attended one of the first JOY radio training courses run by John Jennings in the South Melbourne studios.

# CEO'S REPORT

Standing steadfast in opposition to this is JOY Media – still the only full-time media organisation in Australia that specifically broadcasts to and by our Rainbow Community. Our Vision, our Mission and our Purpose remain clear and more relevant than ever! We strive always to amplify Rainbow voices, to uplift and inspire, to build a more authentic and inclusive world. Most of all, we remain out, loud and proud!

I am conscious that we are farewelling David “Macca” McCarthy from the Board. Having now fulfilled his many years of tenure, it is a bittersweet moment for me to see him depart so soon after taking the reins of JOY Media. However, as always, Macca remains a steadfast source of advice, perspective, history and dreadful jokes! Macca has given everything he has to ensure the survival and growth of JOY Media, and it hasn't been easy. There is nothing that anyone can say that could adequately reflect all that Macca has done for the benefit of JOY Media. His level of commitment, passion and determination remains singular in its impact, and we have all benefitted. Thank you, Macca!

In conclude my first report with a simple question: After all this time, why is JOY still here?

The answer is the same as it has been since day one – because what we do and why we do it is **important!**

**Paul Scott-Williams**

CEO, JOY Media

# WHO IS JOY

227 

VOLUNTEER  
TEAM MEMBERS



8.5 

PAID TEAM (FTE)



63 

PARTNERS AND CLIENTS



421 

DONORS AND PATRONS SUPPORTED  
JOY THIS YEAR

1048 

DONATIONS RECEIVED



1300 

MEMBERSHIPS



\*as at Nov 2025

# YOU INVESTED IN US

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

- Victorian Department of Families, Fairness and Housing
- Community Broadcasting Foundation
- OMD
- Coles
- Undivided
- Monash IVF
- Victorian Department of Transport
- Victorian Department of Education
- Spark Foundry
- Thorne Harbour Health
- OzChild
- MyMac
- LGBTQ+ Health Australia
- Ryval Media
- Genea Fertility
- NAB
- United Airlines
- Nicholes Family Law
- Multicultural Centre for Women's Health (MCWH)
- UM
- Melbourne United
- Australian Government Department of Health, Disability and Ageing

# Thank you

# CONTENT

The teams making up our 59 programs across JOY 94.9 and JOY Podcasts continued to broadcast high-quality, relevant and fun content that connected, informed and entertained our audience over this 12-month period.

## **COMMUNITY & SOCIETY**

Big Bi+ Questions  
Di Hard  
Generation Speak  
JOY Community Highlights  
Living Life Single  
Melanated in Melbourne  
Nouveau  
Resurrection  
Science Queeries  
Technogaze  
The I in Us  
The Open Table  
Word for Word

## **COMEDY & ENTERTAINMENT**

Dykes on Mykes  
Friday Night Live  
JOY Breakfast  
JOY Drive  
JOY Weekend Breakfast  
JOY Weekly  
Just Gay Stuff  
Laugh Out Proud

## **HEALTH & WELLBEING**

Hide and Seek  
Knowing Me, Knowing You  
Well, Well, Well

## **NEWS & CURRENT AFFAIRS**

JOY News  
QNN  
Saturday Magazine  
World Wide Wave

## **ARTS & CULTURE**

Checkpoint  
Everybody Eats  
Geeks Out  
LA Spinz  
Out Takes  
Spoken Word  
Sunday Arts Magazine  
Take Me To Your Reader  
The Cabaret Room

## **SPORT**

Chicks Talking Footy  
Game On  
Hit Me Up

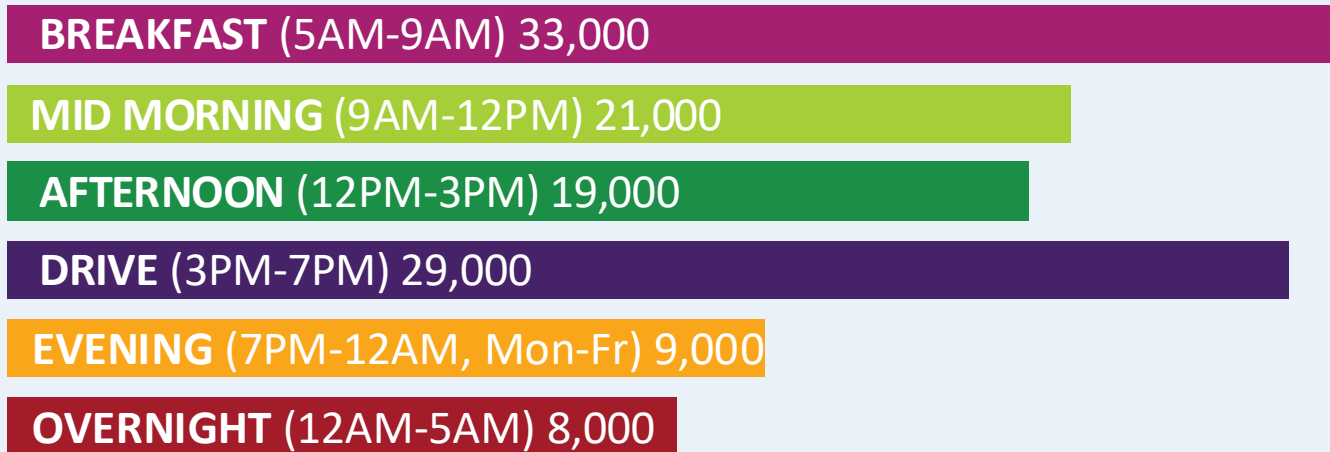
## **MUSIC**

A Touch of Pink  
Babble POP! / JOY Eurovision  
Backstage Confide  
Beatz Radio  
Bent Notes  
Classic 90s and 00s  
Hot Bread  
JOY Daytimes  
Jukebox JOY  
Living in the 70s  
Miss Chatelaine  
Neon Nights  
So, Basically...  
Soul Provider  
Strictly Soundtracks  
The Sound of Now  
Three Chords & The Truth  
Turn the Beat Around  
Yesterday Once More

# AUDIENCE

## JOY 94.9

### Average Weekly Audience By Daypart



\* DATA FROM MCNAIR -THE NATIONAL LISTENER SURVEY, JULY 2025  
(AUDIENCE BY DAY PARTS)



**146,000 +**

CUMULATIVE WEEKLY LISTENERS



**7.6 HRS +**

AVERAGE WEEKLY TSL (TIME SPENT LISTENING)



**30,660**

AVERAGE MONTHLY INTERNET RADIO UNIQUE LISTENERS



**3236**

AVERAGE MONTHLY UNIQUE USERS



**18,444**

AVERAGE MONTHLY PODCAST DOWNLOADS

# TOP 10 PODCAST DOWNLOADS

## BY PROGRAM

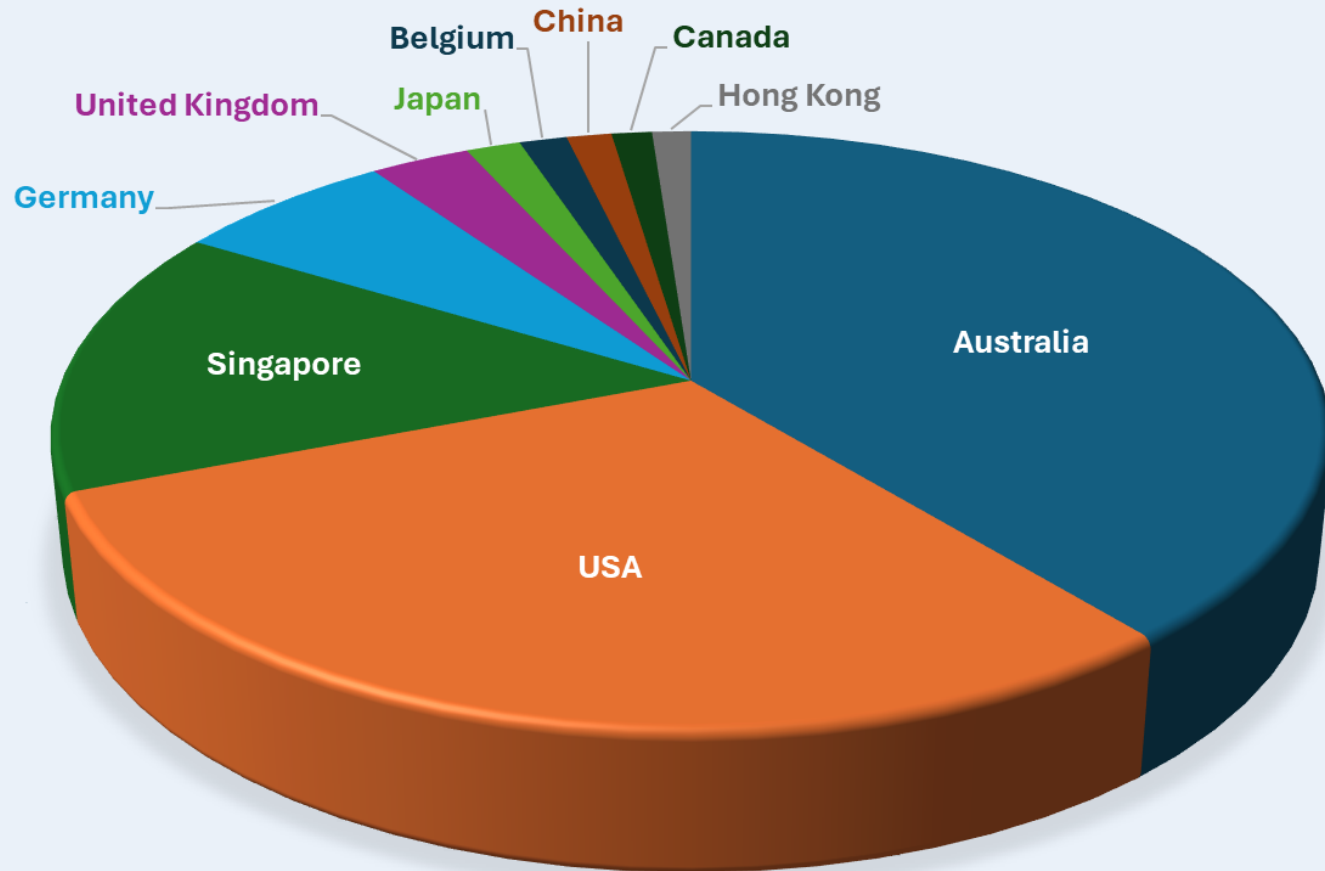
<b>Saturday Magazine</b>	<b>24,847</b>
<b>JOY Drive</b>	<b>11,840</b>
<b>Hide and Seek</b>	<b>11,507</b>
<b>Checkpoint</b>	<b>8,798</b>
<b>JOY Breakfast</b>	<b>8,408</b>
<b>Neon Nights</b>	<b>7,076</b>
<b>Well Well Well</b>	<b>6,751</b>
<b>Out Takes</b>	<b>3,727</b>
<b>Turn the Beat Around</b>	<b>3,073</b>
<b>Word for Word</b>	<b>2,991</b>

## BY EPISODE

<b>Hide and Seek</b>	<b>Needle Play</b>	<b>796</b>
<b>Trans P.O.V.</b>	<b>The One With Gender Affirmation</b>	<b>569</b>
<b>Hide and Seek</b>	<b>Rocco Steele</b>	<b>466</b>
<b>Triple Bi-Pass</b>	<b>5 Years of Bi+ Pride</b>	<b>447</b>
<b>Hide and Seek</b>	<b>HIV Migration Disclosure</b>	<b>416</b>
<b>Hide and Seek</b>	<b>Gaymers</b>	<b>374</b>
<b>Hide and Seek</b>	<b>Massage</b>	<b>361</b>
<b>Hide and Seek</b>	<b>Sir Leo BDSM Therapy</b>	<b>345</b>
<b>Saturday Magazine</b>	<b>Simon Ruth</b>	<b>334</b>
<b>Hide and Seek</b>	<b>PrEP Shortage</b>	<b>320</b>

# TOP 10 PODCAST DOWNLOADS

BY COUNTRY



Australia	64,299
USA	49,601
Singapore	23,961
Germany	10,892
United Kingdom	4,914
Japan	2,683
Belgium	2,343
China	2,211
Canada	1,984
Hong Kong	1,906

# SOCIAL MEDIA

JOY has not had a dedicated social media manager for much of the 2024-25 financial year, so the growth shown across this time can be attributed to the continued effort by JOY's on-air teams to create engaging, relevant content which reflects our LGBTQIA+ communities.

The most successful posts made by JOY across the past year have been those which celebrate JOY's community: presenters, listeners, programs, and community moments.

In the face of the soulless AI slop beginning to proliferate social media, JOY will continue to remain proudly focused on the people of our community and the issues that matter to us.

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



**11K**

INSTAGRAM @JOY949



**17K**

FACEBOOK /JOY949



**2K**

LINKEDIN: JOY Media

# OUT AND ABOUT

**Outside Broadcasts and Activations are our opportunity to connect with our listeners face to face, developing emotional connection between our presenters and listeners, creating positive memories for our fans, and building brand loyalty.**

## **Activations**

- Midsumma Carnival
- Victoria's Pride Street Party
- Moonee Valley Festival
- PAX Australia

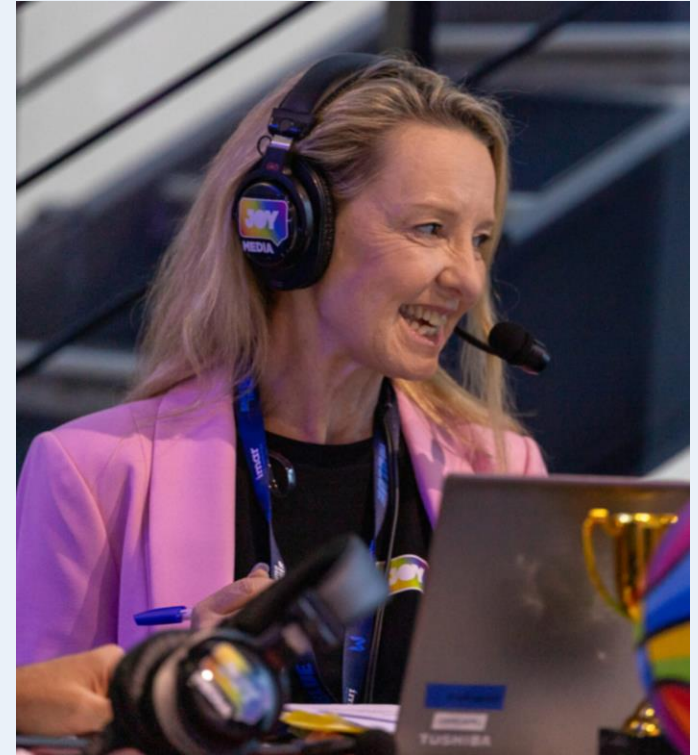
**JOY provides tech services to clients who hold events and meetings at the Victorian Pride Centre.**

## **Outside Broadcasts**

- Midsumma Pride March
- Bendigo Pride Festival
- Melbourne United Pride Match (pictured)
- Oscar Ballet

## **JOY Gigs audio visual services**

- NDIS Summit
- Wear It Purple Day
- Splunk Careers in STEM
- City of Port Phillip



Jacqueline Shields at Melbourne United Pride Round OB (photo by David Pellerin)

# THIS YEAR AT JOY



JULY

AUGUST

**Season 2 launch**

Plus: JOY Breakfast expansion

**Induction of new LGBTQIA+ Commissioner**

Plus: NewGen Families Live Webinar

# THIS YEAR AT JOY



**SEPTEMBER**

**Oscar Ballet outside broadcast**



**OCTOBER**

**CBA Award for  
Outstanding Production Contribution**  
plus: Checkpoint at PAX Aus, Finalist for The Darling Award

# THIS YEAR AT JOY



**NOVEMBER**

**Joss wins at Gender Revel Gala**  
plus: Brett interviews JoJo Siwa, AGM



**DECEMBER**

**2024-25 Summer Season Launch**  
plus: Sunday Sizzle

# THIS YEAR AT JOY



## JANUARY

**Midsumma Carnival**

plus: Collette Mann on JOY Drive



## FEBRUARY

**Midsumma Pride March**

plus: Victoria's Pride Street Party, Moonee Valley Festival,  
Melb United Pride Round OB, Season One 2025 Launch

# THIS YEAR AT JOY



**MARCH**

**Bendigo Pride Festival OB**

plus: Fierce Female Forces with Monash Uni



**APRIL**

**David & Sue 15<sup>th</sup> Anniversary Special**

plus: ESC Top 100, Rainbow Votes

# THIS YEAR AT JOY



**MAY**

**JOY Radiothon 2025  
plus: JOY Radiothon Party**



**JUNE**

**L.O.V.E. Event for Nat'l Volunteering Week**

# JOY ACADEMY



## The 2024/2025 year saw:

- 43 trainees across 6 courses
- 8 scholarships funded by Victorian Intersectional Voices Grant
- 20 participants have gone on to join as JOY Team Members



# GUEST SPEAKER

**Andrew Staite**

CEO, The Pinnacle Foundation



**Out. Loud. Proud.**

# 2025 JOY AWARDS

We recognise the extraordinary efforts of our team with awards and life membership

## Addam Stobbs Award for Broadcasting Excellence

Warren Andrew, Con Keramitsis, Latham Smith - JOY Drive

Cal Hawk, Jack Crnjanin, Rachel Cook, Joel Parker, Michael Whelan - Well, Well, Well

## JOY Volunteer of the Year Award

Wayne Garner

## Life Member Recognition

Clayton Wimshurst, Gavin Henderson, Madeleine Swain

## President's Award

David "Macca" McCarthy



**Out. Loud. Proud.**