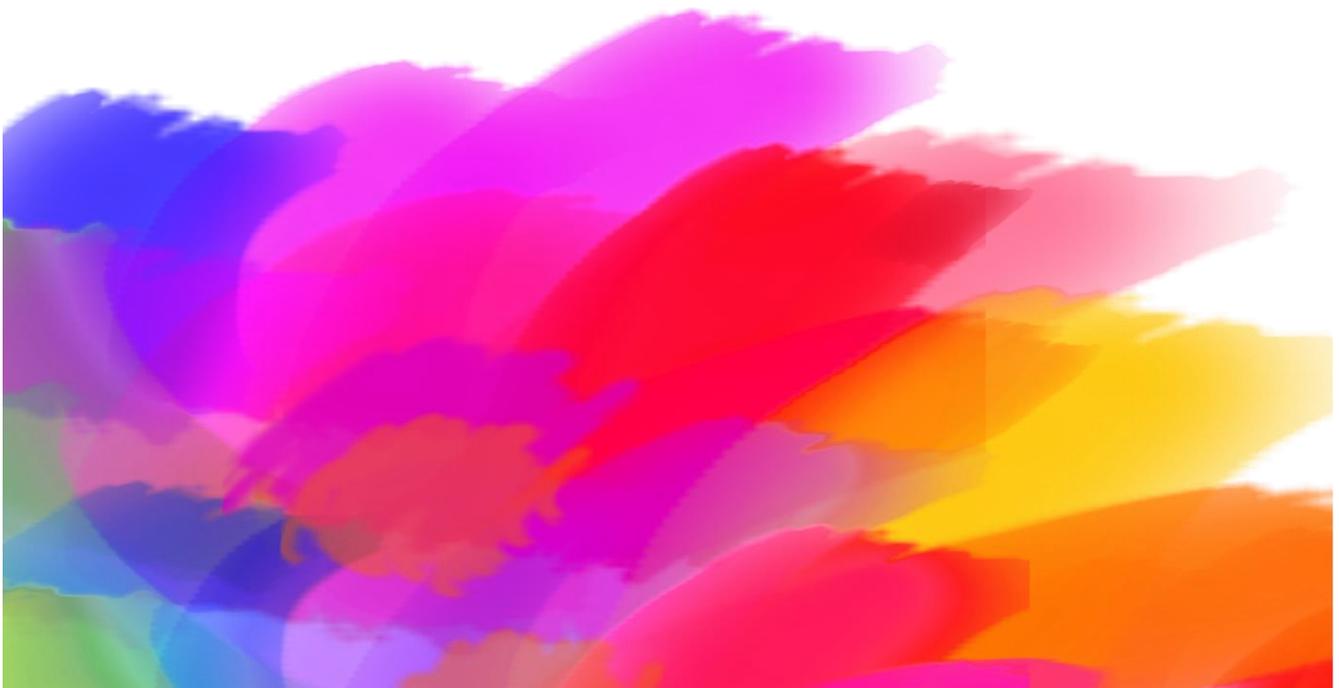


The National Ethnic and Multicultural
Broadcasters' Council (NEMBC)

Annual Report

July 2015 - June 2016



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Presidents Report

I would like to take this opportunity to reflect on my journey as President since elected to the position at the 2011 NEMBC Conference and AGM, held in Launceston, Tasmania. In particular, I want to reflect on the course of actions we have taken as an organisation in relation to the NEMBC's topical conference theme for this year, 'Identity and Representation'.



The NEMBC is the national peak body advocating for and representing the voices of ethnic broadcasters, based on 6 core functions. It is the main function of the NEMBC, that of advocacy and support of ethnic and multicultural community broadcasting, that I am interested in reflecting upon here. The question which comes to mind is that 'Has the NEMBC been representing the identity of the ethnic broadcasters and that of the ethnic and multicultural broadcasting sector fairly and appropriately?

Let me draw on some of the developments we have put in place since my election. Work on establishing a solid internal governance structure together with building our relationship with the rest of the community broadcasting sector were of paramount importance. As a result, a steady change of cultural and professional practices is in process. A board charter, a policy and procedures manual, a set of advocacy and lobbying strategies were developed, and making necessary changes to the organisation's constitution all contributed to a much improved and more stable organisation. Staff turn-over was lower than in previous years. In addition to use of social media, women, youth and ethnic community broadcasters were supported through annual forums and conferences, all of which have attracted noted politicians, leaders of like-minded organisations, academics and broadcasting experts.

So, in relation to our internal governance and operations, and provision of services to members, I applaud NEMBC in maintaining the identity of ethnic broadcasters and the ethnic broadcasting community, through responding to and appropriately supporting the needs of ethnic broadcasters. This, may I add, has been achieved through hard work, dedication of staff, the board and NEMBC members, despite a climate of uncertainties, including major CBF changes which will impact greatly on the ethnic broadcasters and the sector.

Talking of which, the CBF's structural and governance review has taken much of the organisation's attention in the last year, and will continue to do so, even beyond the implementation stage of the proposed changes. Just recently, the release of the two draft guidelines; Development and Operations Grants and Contents Grants, requires the NEMBC to respond on behalf of the ethnic sector and broadcasters. Like all other responses required by any national peak body or the CBF, the NEMBC has diligently constructed comprehensive and detailed responses to appropriately represent the voices of the ethnic broadcasters.

In the 2015 NEMBC Conference, a plenary session was held for the CBF to present their new structural and governance model. Many vehemently opposed the CBF's model, and consequently the NEMBC AGM strongly worded a motion which was unanimously passed to reject all changes. The NEMBC has upheld that decision and has not waived. So, has the NEMBC fairly and appropriately represented the identity of ethnic broadcasters and the ethnic community sector? In my opinion, yes it did and will continue to do so to ensure their identity and representation are not lost at the expense of corporatisation of a grass-root 'community' broadcasting industry.

MISSION

To advocate for ethnic community broadcasting, promoting multiculturalism, addressing racism and contributing to media diversity.

STRATEGY

Advocacy

Influence policy and funding opportunities affecting ethnic and multicultural communities

Influence attitudes to support diversity and multiculturalism

Member Services

Members are actively engaged in projects and activities

High level of interest by ethnic and multicultural communities in NEMBC

Profile & Partnerships

Successful relationships with partners and key stakeholders

Strategic approach to partnerships at national and state levels

On-going and diverse funding sources

Governance

Excellence in governance practices and procedures

Strong leadership and positive work culture

Results focused

Keep pace with best practices in governance standards

Secretariat

Effective and efficient systems and procedures strengthened

THE NEMBC

The core activities of the NEMBC are to work for the benefit of its direct membership, and taking into account the wider members of ethnic and multicultural community broadcasting, these activities include:

- Lobbying for its members to gain additional financial assistance and through advocacy work to receive wider recognition of multiculturalism and the work those ethnic community broadcasters serve.
- Running projects that assist stations and new and emerging communities to broadcast such as the ENGAGE project and the Next Generation media training.
- Our communications activities (EB Journal, website and social media) are fundamentally for our members but our messages reach a wider audience and so our members gain wider recognition as ethnic community broadcasters.
- The NEMBC Annual conference is a very direct activity to assist our members and any other Forums that are inclusive of ethnic community broadcasters.
- The improved governance of the NEMBC, such as a board charter, creates a more effective and efficient organisation that can assist our members.

The Sector

Ethnic community broadcasters play a very important role in building and maintaining a harmonious and successful multicultural society. Broadcasters provide essential information and cultural services to communities across Australia. Recent surveys reveal that in an average week, the sector produces over 2,000 hours of ethnic radio programs and broadcasts in over 100 languages.

The key role of the NEMBC is to promote and represent the interests of ethnic and multicultural broadcasters in Australia, to advance the development of a harmonious multicultural society, and to combat racism.

The NEMBC represents thousands of ethnic broadcasters throughout Australia. In every capital city there is a large ethnic community radio station, not to mention the dozens of community radio stations in metropolitan, regional and rural areas that host ethnic and multicultural programs. There are almost 100 community radio stations that broadcast ethnic or multicultural programs. Not only does multicultural radio facilitate cultural and linguistic continuity and create a space for self-representation, belonging and inclusion in the community, but it also works towards strengthening multiculturalism and countering stereotypes.

The NEMBC develops policy and strongly advocates for multiculturalism and multilingualism. It lobbies the federal government for the funding of ethnic programming, training, and the development of women's and youth broadcasting and broadcasting for emerging and refugee communities.

The NEMBC's membership is made up of approximately 600 radio program groups, speaking over 100 different languages, within the 100 radio stations broadcasting ethnic or multicultural programs around Australia.

The NEMBC also engages a large audience with its triannual publication, The Ethnic Broadcaster journal, which is distributed nationwide to over 600 organisations, as well as the extensive membership via their stations.

The annual conference provides an opportunity for the NEMBC to collaborate and communicate with its membership, making the NEMBC a truly representative peak body for multilingual and multicultural community broadcasting.

Community radio encourages a creative, representative and participatory media sector that provides an alternative to mainstream media and values community interests, needs and local culture. The NEMBC recognises this and actively supports the unique service of ethnic and multicultural community broadcasting.

1. ADVOCACY AND POLICY DEVELOPMENT

The NEMBC continues to represent its members and ethnic and multicultural community broadcasting to advocate and develop policy and to seek additional funds. Representation and policy strategies to support multiculturalism, multilingualism and community broadcasting include: liaising with government; developing and writing submissions; attending forums and events, creating partnerships with like-minded organisations such as radio stations, human rights groups, arts and multicultural groups.

The NEMBC continued to seek bipartisan support for ethnic broadcasting, which serves the settlement and cultural and linguistic needs of this diverse population, as well as providing a genuine commitment to multiculturalism. The overwhelming majority of NEMBC members, broadcasters, executives and other committee members hold leading positions in the wider ethnic and general community organisations, and are important contributors to ethnic and multicultural community broadcasting.

1.1 Speaking To Government

The NEMBC worked with the community broadcasting peak sector organisations to develop a whole of sector approach that recognises the diversity of the sector, especially when working on funding submissions to government. The NEMBC will continue to support key areas to drive ethnic community sector growth.

The NEMBC continues to be consistent in its a funding submission to the Federal Government and continues to prosecute it's case with a well-referenced fifteen page document explaining three key areas where additional funds are required for ethnic community broadcasting. Last years submission was distributed to 34 politicians with requests for a meeting. The key funding areas are:

1. Targeted Support for Refugee and New and Emerging Communities

Ethnic community radio provides disadvantaged refugee and recently arrived communities with the opportunity to disseminate culturally and linguistically specific information about Australia, community services, news and current affairs, so as to facilitate settlement and social cohesion. Public investment is sought to build the capacity of ethnic broadcasters to support better settlement services information, training in broadcasting and media leadership, and initial start-up and support for on-air broadcasting.

Investment sought: \$350,000 annually

2. Training and Skills Development for Ethnic and Multicultural Broadcasters

Given the large volunteer base in ethnic broadcasting, training and skills development are integral for further development. Training is a highly specialised service especially for language maintenance and development, and therefore needs to be customised to meet the needs of a diverse range of broadcasters. Public investment is sought to build on successful youth media training conducted during 2012 and 2013 by rolling the program out across a wider area, including regional Australia. With a volunteer support base of 4,000 broadcasters, the funding sought equates to less than \$100 of training for every person in the ethnic broadcasting sector.

Investment sought: \$250,000 annually

3. Content and Program Production

The strong emphasis on maintenance and development of language means that program content, produced locally by the communities themselves, is the backbone of ethnic community broadcasting¹. Content production is funded via an hourly rate paid to each station. However, strong growth in the sector has seen output increase by 53% in the last decade without any commensurate increase in public investment. This has led to a decline in the rate paid from a decade ago of \$50 to \$40 for each hour of content produced, and no significant increase in the amount to match the growth. This is putting substantial pressure on the sector's capacity to develop quality content across a diverse number of cultural groups. Public investment is sought to restore and increase the hourly rate for content production to \$60 per hour.

Investment sought: \$1,100,000 annually

Total investment sought: \$1.7 million

1.2 Sector Meetings and Reviews

Meetings held to advocate and develop policy for ethnic community broadcasting include:

Sector Roundtable meetings

- 19 -20 January 2016 the Sector Roundtable to discuss the CBF Reforms.
- 30 October 2015, a special one day session to discuss the CBF reforms.
- 24 - 25 August 2015 Sydney.

1.3 CBF Reviews

- 23 July 2015 NEMBC submission to the CBF Structure and Governance Review Consultation
- 18 December NEMBC Submission to the CBF Structure and Governance Review Consultation 2nd Round

1.4 EGAC MEETINGS

The NEMBC meets with EGAC regularly to discuss and develop policy for the ethnic community broadcasting sector. The NEMBC met with EGAC on 31 July 2015 and on the 4 February 2016. Some of the main issues raised and developed with EGAC were:

- The NEW and Emerging Communities List: The NEMBC developed a comprehensive updated list of new and emerging communities that had been approved by the NEMBC Executive Committee. Most of the revisions are based on the most recent national census and the relevant communities' access to media. The results are now available online at the CBF website.
- The NEMBC is developing a resources manual for ethnic broadcasters, and space on its website for broadcasters to give each other tips on how to improve their programs. As a representative organization the NEMBC is not comfortable guiding stations on how to inform their broadcasters about content, but it can advise on best practice without itself getting involved in program production. This approach to educate ethnic community broadcasters will aim to improve content production and help to ensure program eligibility for CBF grants.
- Conference; General discussion about the conference will see a better format for recording the conference and having a record online including video material. Feedback from the conference occasionally recommends the need for program skill development, but there is neither time nor facilities to do this at the conference; state or regional forums and definitely at the radio stations itself may be a better option for those activities.

2. NETWORKING and STRENGTHENING PROFILE

The NEMBC has excellent working relationships with many like-minded organisations, with reciprocal attendances at conferences, seminars, joint campaigns, events and festivals. The NEMBC will continue to maintain these relationships, and be well-represented at sector conferences.

The NEMBC continues to use networking and partnership as a means to strengthen issues of multiculturalism and multilingualism with relevant organisations such as the Federation of Ethnic Community Councils Australia (FECCA) and Ethnic Community Councils Victoria (ECCV). The ENGAGE Project and Media Kit have been successful in will fostering partnerships with Migrant Resource Centres, Settlement Service Providers and many other stakeholders. The *ENGAGE* project will continue to work in regional Victoria and establish a working model that can be used in other states to support linkages between ethnic communities and regional stations. There has been discussion with Multicultural NSW about rolling out a similar *ENGAGE* project in NSW.

The NEMBC will continue its partnership with African Media Australia and Universities to work on the recommendations and actions from the inaugural National Migration, Media and Integration/Social Cohesion Conference 2016.

Some of the key recommendations from this conference were:

Summary of Key Recommendations

Mainstream Media

Commercial and public media

- Recruiting more journalists (both cadets and experienced reporters) from multicultural backgrounds.
- Training existing journalists on diversity, cultural competency, and ways of proactively engaging with new and emerging migrant communities.
- Appointing a diversity officer as a dedicated contact with migrant communities within media organisations.
- Creating regular forums for contact between journalists and new migrant communities.

Community media

- Encouraging and rewarding community media outlets for offering employment pathways and training programs that promote entry-level positions for young journalists from migrant communities.

Government and Regulators

- Promoting forums and events that enable regulators and politicians to increase awareness of the situation through contact with journalists, further training, and research and monitoring initiatives.

Universities and Tertiary Institutions

- Encouraging and funding academics to increase awareness of the situation through relevant research and monitoring projects.
- Strengthening networks through roundtable meetings of interested academics and media and community representatives.

Community Organisations

- Facilitating community organisations to be more proactive in engaging with local journalists and editors.
- Helping NGOs and community organisations to react to specific articles and broadcasts that misrepresent migrant communities or fail to offer them a balanced 'right of reply'.
- Educating and training community members in writing press releases, identifying media opportunities, and approaching journalists with stories that cast their communities in a positive light.
- Using comedy events and cultural performances to promote positive media stories.



Inaugural National Migration, Media & integration/social cohesion (NMMI) Conference 2016



Griffith University Project

This NEMBC worked with researchers from Griffith University and the University of South Australia to seek funding to develop a research project.

Primarily, this project is designed to provide new perspectives on the researchers' previously completed national audience survey of Australian community broadcasting, which culminated in the report *Community Media Matters: Australian community broadcasting audiences talk back* (Meadows, Forde, Ewart, Foxwell, 2007). The project identifies that current ongoing research funded by the sector – primarily, the McNair Ingenuity quantitative survey – is in English, and online only, which is problematic for the ethnic broadcasting audiences. Indeed, these hurdles were the impetus for the initial 'Community Media Matters' national research project in 2003. The following seven issues that need attention in order to both update the previous research and to address current challenges that confront the ethnic broadcasting sector in Australia:

1. New global migration patterns which have led to new emerging communities
2. The digital revolution – implications for both broadcasters and their audiences
3. Multiculturalism – the online streaming of particular cultural content is enabling people to create different connections to home; and enabling ethnic community broadcasting to reach different audiences
4. Radicalisation – a considerable preoccupation for Federal government policy, and a new challenge for ethnic community radio in particular to consider and develop strategies around
5. More seniors involved within ethnic community broadcasting – what is the impact of this?
6. The engagement of young people, particularly from new emerging communities with specific needs/interests
7. The changing landscape of volunteering – a confronting issue for the sector as volunteer levels drop and change

3. COMMUNICATIONS

The NEMBC uses a number of ways to communicate with members, organisations and the public. The Ethnic Broadcaster journal has been a mainstay of communicating with members and organisations.

3.1 The Ethnic Broadcaster

Communication with ethnic broadcasters and publication of *The Ethnic Broadcaster* journal

The Ethnic Broadcaster journal is read widely, not only by ethnic and multicultural broadcasters but also by a range of people and institutions interested in ethnic and multicultural affairs and broadcasting. The NEMBC has been able to expand its mailing list to include a larger number of members and organisations; the present mailing list is at 2,500 individuals with an estimated readership of 7,000.

There will be a minimum of three issues published in the funded year, complemented by ebulletins and matching regular up-to-date and relevant news and information presented on the NEMBCs main website, alongside active youth and women’s websites. EB journals are archived and are available on the NEMBC website.

EB Journal continues to be a rich source of information for ethnic community broadcasting and continues with a more in-depth, research and evidence based approach. There is a good balance between articles from politicians, academics and experts and the reports from “*Around the Stations*” keep the important community ethos and expression of ideas from our members.

The EB will continue to report on members and station activities and provide information on policy, technology, funding, training, multicultural and social justice issues and human rights.

Edition Autumn/ Winter 2016

We are pleased to see the ‘*Racism It Stops With Me*’ Campaign is continuing into its fourth year. The NEMBC is a supporter of the Australian Human Rights Commission campaign and we are pleased to be able to show our support on the front cover of this edition. In the coming years the Commission will focus on a number of areas including media and we look forward to explore ways to work in that area.

We acknowledged the Federation of Ethnic Community Broadcasters (FECCA) 2015 Conference and congratulate the organisers on a dynamic conference that showcased the strength of multiculturalism. In this edition we have run a number of articles from the FECCA conference. The full conference proceedings are an invaluable source of information and can be downloaded from the FECCA website.



A review of the NEMBC awards category has been proposed in order to encourage more applicants from a range of different programs, see inside this edition for some new categories.

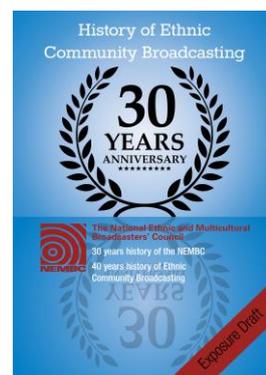
From 'Around the Stations', we hear from 3ZZZ on their new premises and innovative AFL program, 2MFM's Award winning media campaign, 3MDR's Tamil program, 2SER losing programs, WOW FM's Xmas give-aways and EB's involvement with the Sikh Games - All that reading and much more, in this edition of EB.

A Special edition 'History of Ethnic community broadcasting'

The 'Foreword' explained this edition:

2015 marked the 30th anniversary of the National Ethnic and Multicultural Broadcasters' Council (NEMBC) as well as the 40th anniversary of ethnic community broadcasting in Australia.

To celebrate these milestones, the NEMBC looks back over the past 40 years of ethnic community broadcasting through the publication of this special commemorative edition of our national magazine, The Ethnic Broadcaster. With an aim to encapsulate the key social, political, and economic events impacting the sector throughout its 40-year history, this publication is arranged as a chronological timeline with 'popups' throughout which provide detail into specific historic moments. From Australia's pre-colonial multilingualism, to the abolition of the White Australia Policy in 1973, this timeline explores the way in which the social and political landscape of Australia has shaped the evolution of ethnic community broadcasting, and in turn the way that ethnic community broadcasters have reflected and represented a changing nation.



More than ever, it is clear that ethnic community broadcasting plays a vital role within the wider community broadcasting sector, as record numbers of migrants are now calling Australia home. Approximately 230,000 people migrate to Australia each year, and this number is growing. On Australia Day 2015 alone, 16,000 people became Australian citizens. This means that today, more than a quarter of the country's population originates from other countries, from a vast range of ethnic, cultural and linguistic backgrounds.

Fortunately, the continual development of the ethnic community broadcasting sector today aligns with this ever-evolving multicultural landscape. With an average weekly airtime of 2,000 hours per week in over 100 languages, ethnic community radio has a growing presence within Australia's largest media sector.

In this edition the NEMBC wishes to not only celebrate this remarkable milestone, but also pay tribute to the dedicated pioneers and volunteers of the sector.

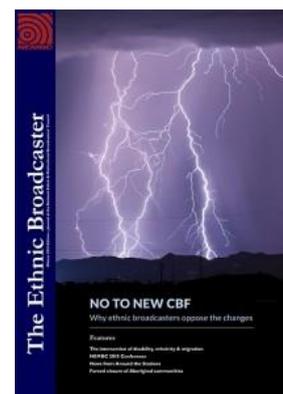
Winter edition 2015

This edition featured details on the NEMBC 2015 upcoming conference as well as the following articles:

CBF Reforms

The lead article was about the Community Broadcasting Foundation's (CBF) proposed new model of operation and expressed deep concern about the complete departure from what we know as the CBF.

This new model will do away with a system that has been developed over the past 30 years. The system in place now is democratic, open and transparent,



with representation from the sector that provides accountability.

The present strength of the CBF comes from its formal structures and links to the peak sector bodies. The peak sector bodies (NEMBC, AICA, RPH and CBAA) have been able to directly contribute to the decision-making of the CBF. It is a vital link that provides legitimacy to the CBF. It gives the community broadcasters a sense of ownership, participation, access and involvement in CBF decisions and directions.

The relationship provides a system of communication and checks-and-balances on the funding, whilst allowing the CBF to still operate at 'arms-length' from the sector in accordance with government agreements.

This unique model reflects the very ethos of community broadcasting by allowing access and participation, reflecting the diversity of the sector. The CBF works well because it has the confidence of the community broadcasting sector and the government.

An article on creating radio content

How to make great content for a community language radio programs as the start of developing a resource manual for ethnic community broadcasters.

There were also a number of articles on disability:

- The National Ethnic Disability Alliance Inc. (NEDA) talking about the submission to the Productivity Commission Inquiry into Australia's Migrant Intake by Nadimul Haque Mandal. NEDA believes that Australia's approach to migration and disability, via successive Governments, has been and still is discriminatory towards those applicants living with disabilities.
- Pino Migliorino, Managing Director of DiverseWerks, tells us about the issues that impact on people with disability from Culturally And Linguistically Diverse (CALD), backgrounds and how ethnic media and community organisations can contribute.

White Ribbon campaign

An article about the White Ribbon and it's series of workshops for people from ethnic and diverse backgrounds. White Ribbon is Australia's only national, male led campaign to end violence against women. It encourages male leadership in the prevention of violence against women, based on the understanding that most men are not violent. White Ribbon Australia, in partnership with the Settlement Council of Australia, the Migrant Resource Centre of South Australia and Myriad Consultants is delivering a series of training workshops across Australia for culturally and linguistically diverse men on preventing gender-based violence in our communities.

Community Radios in Nepal

On April 25, 2015, Nepal was struck by an earthquake which measured 7.9 in magnitude. It was the worst natural disaster to strike Nepal since the 1934 Nepal-Bihar earthquake. The earthquake triggered an avalanche on Mount Everest, killing at least 19, making April 25, 2015 the deadliest day on the mountain in history. The article included an appeal for community radio stations in Nepal to rebuild.

Intergenerational issues facing refugee and migrant young people

Adolescence is a significant time of change for young people. This article spoke about intergenerational refugee and migrant young people experiences during times of change and how it has helped some to inform their development and sense of identity. For many migrant and refugee young people, parents and family members, this occurs while they are also negotiating new cultural, social and legal contexts, creating additional complexities.

3WBC Victorian Ethnic Broadcasters' Forum

Ethnic Broadcasters from around Victoria gathered in Box Hill on Sunday 28 June 2015 for the Victorian Ethnic Broadcasters Forum, hosted by Whitehorse Boroondara FM Community Radio, 3WBC 94.1 FM. This forum, the sixth since it began, was a great opportunity for broadcasters to meet, share ideas and discuss experiences and issues affecting the community broadcasting sector.

Services to Aboriginal communities in Western Australia

Western Australian State Premier Colin Barnett announced on 12 November 2014 that the state would no longer provide services like water and electricity to up to 150 remote Aboriginal communities, following the Federal Government's decision to stop subsidising these services from mid-2015. The lack of essential services would effectively force Aboriginal people in remote communities from their homelands. A broad coalition of people around the country has been protesting against the proposed removal of services to Aboriginal communities in Western Australia.

Youth Forum at 4EB

The annual 4EB Youth Forum was held on Saturday, 9 May 2015. The event was well attended and a great opportunity for our young broadcasters to network and share ideas in the ever changing landscape of radio.

Around the Stations

This edition has an excellent collection of articles on a range of issues and news from 'Around the Stations'.

3.2 Website and Facebook

The CBF Online grant has allowed the NEMBC to work with web developers Dvize to redesign our website using a Wordpress based platform.

The website redevelopment has achieved the following goals:

- more user-friendly for staff and sustainable through staff turnover
- simpler for viewers to navigate
- accessible on more platforms and devices

The new website is responsive (optimised for computer, tablet and smartphone) and easier to navigate, helping our members and audience to access the information they need, in the manner that suits them.

The Wordpress engine has made the website more user-friendly not only for staff, but also enabled integration of content produced by our members and eChamps. The new Culture Cloud section is much more useable than its predecessor and will allow ethnic broadcasters to create a profile and share podcasts or promote their program.

Better integrated social media sharing has helped us to promote our services, publications and events. We have gone from 371 likes to 615 likes on Facebook, and our Twitter followers have also grown from 822 to 1054.

The website was launched prior to the NEMBC National Conference in November 2015. In the month of the launch, the website had an average of 174 views per day, compared to an average of 30 views per day for the old website. This continued through December with an average of 58 views per day, even though the NEMBC office was closed for half the month, bringing us close to the target of 60 views a day as outlined in our original grant application.

The NEMBC uses a number of ways — other than the EB Journal — to communicate with members, organisations and the public. The NEMBC has an organisation Facebook page, and each staff member has access to this page, to advertise activities and announcements of importance to the public. Twitter and

Facebook are used regularly and have become more popular as tools for communication. EBulletins are consistent throughout the year and are a great way to advertise the NEMBC Annual Conference.

4. MEMBERSHIP

At the end of the 2015-2016 period, the NEMBC had 594 financial members at 49 stations which is an increase of 38 members.

While there are almost 100 stations that play ethnic programs the CBF allocated ethnic program grants to 65 stations, some of which only received funding for part of the year. So with 49 stations represented among the NEMBC membership, out of approximately 61 stations that broadcast ethnic programming year round, the NEMBC has the bulk of the membership that represents almost 80% of potential stations.

The NEMBC will endeavour to maintain its membership in the next year and the majority of stations.

A view of membership over the years since 2007:

2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
540	591	560	593	532	613	626	562	556	594

5. YOUTH and WOMEN'S ACTIVITIES

The following projects are aimed at increasing the participation of young people in ethnic broadcasting, showcasing ethnic broadcasting as a means of building social cohesion and connection for young people. In terms of working towards positive outcomes for women within the sector, the Project Officer will work towards facilitating projects aimed at informing and empowering women broadcasters and also highlighting the contribution women make to ethnic broadcasting; with a view to building on the capacity to increase representation of women within the sector.

Youth:

The Youth Committee has been active in developing youth projects and will continue to look at new and innovative ways to motivate and inspire young broadcasters. The NEMBC Youth Committee has devised a set of objectives as part of their 2015-2017 Strategic Plan. These include a focus on the following key areas over the next two years:

- Empowering young people to create programs and lead in key areas of innovation and growth within the ethnic broadcasting sector
- Enable a greater reach of communication, information and knowledge sharing with key organisations around Australia to increase awareness and create opportunities for young broadcasters
- Aim to increase community engagement over the next two years
- Educate with the view to enabling adaptation to changes in the technology, culture and practices of young people

The Youth Committee Strategic Plan is:



RadioActive Youth Committee Strategic Plan

Strategic Directions	Key Priorities for Action	Key Performance Indicators
1 Communication	1.1 Regular communication between the representatives on the youth committee and between the youth committee and the Project Officer (PO). This includes regular communication by email, phone and facebook. 1.2 Regular communication between the Youth Committee and the Executive Committee. 1.3 Regular communication between the Youth Committee and young broadcasters. 1.4 Regular Communication within the youth committee.	<ul style="list-style-type: none"> Committee meetings are showing good attendance and each member is able to meet the quota of attending at least 4 out of 6 meetings per year as set out in the NEMBC Radioactive Code of Conduct. Whole Radioactive committee participates in discussions and has regular input when requested. The Radioactive Convenor is primary contact for the Executive Committee. The Convenor provides written reports to Executive Committee at their quarterly meetings in conjunction with the project officer.
2 Effective Representation	2.1 A clearly defined role for the Youth Committee representatives. 2.2 To keep young broadcasters engaged as valued contributors of radio stations and the broader community. Facilitating their voices to be listened to. 2.3 Ensure issues faced by young broadcasters addressed. 2.4 To highlight the importance of the community radio for multiculturalism and the role of young people within that agenda. 2.5 Be an approachable and well-known body for young broadcasters to raise issues too directly.	<ul style="list-style-type: none"> The Radioactive committee members are fulfilling their roles as per their role descriptions and code of conduct. The Induction kit has been presented to each new member of the youth committee. Travel subsidies are offered to young people travelling to the Radioactive conference from rural and regional areas. Concerns of young broadcasters are raised and advice is sought from the secretariat in order to advocate on their behalf.
3 Increasing Youth Involvement	3.1 Empower young people to create programs and lead in key areas of innovation and growth. 3.2 Maintain broadcasting as a dynamic opportunity, with more than just announcing on offer, promoting the idea of transferable skills and a broader sense of community involvement and skill development. 3.3 Advocate for the importance of youth programming and access for youth involvement.	<ul style="list-style-type: none"> New Youth radio shows become members of NEMBC. Links are formed with organisations outside NEMBC both at a local level by Radioactive State Reps and at a National level by the convenor. Increased Traffic through culture cloud. Open days held at radio stations that encourage young people to learn more about their radio stations. Radioactive Committee has involvement with Youth Award at NEMBC Awards and members of the committee are involved in the judging process and presentation of the awards.
4 Strengthening Advisory Capacity	4.1 Enabling the expression of opinions of young broadcasters supports the NEMBC to fulfil its role as the peak body. 4.2 Help young broadcasters to be heard as a key part of the decision making process. 4.3 Provides a strong foundation for the sector to build from.	<ul style="list-style-type: none"> Radioactive Convenor is consulted by NEMBC Secretariat and Executive on issues affecting young people. Issues important to youth broadcasters collected during Radioactive Conference.

The NEMBC Women's Committee

The NEMBC Women's Committee and its activities have become more visible in the last years, particularly during the NEMBC Conferences and through establishing national and state based networks.

The Women's Committee will continue to showcase the work it does at the upcoming 2016 NEMBC Conference, with a view to raising the profile of women involved in ethnic broadcasting in Australia.

In 2016 the Women's Committee developed their strategic plan.



NEMBC Women's Committee 2016 – 2018 Strategic Plan

Strategic Directions

Priority areas

1. Networking	3.1 Capacity building in women broadcasters to share knowledge and skills	3.1.1 Have assisted in organising and presenting programs/sessions/forums/ that will promote information dissemination 3.1.2 Have communicated and networked with fellow women broadcasters in committee members respective stations and states 3.1.3 To build confidence in women to speak up To assist in presenting programs/ sessions/ forums/ that will promote information dissemination Valuing each other's expertise and knowledge Acknowledging each other's strengths and skills Work with the Youth and Women's Officer to disseminate timely and relevant information
2. Growth and Advocacy	1.1 Be active in connecting / networking / collating / collecting information, concerns and issues from each state/territory	1.1.1 Improved networking systems, within groups/radio station/wider community 1.1.2 Have established state/city based networking meetings Have linked in with youth members and increase those interactions
3. Presence and Influence	2.2 Increase women's participation	Conference 2.2.1 Continue involvement in conference planning 2.2.2 Work towards women being represented equally on boards, ethnic organisations, program production and presenting roles.
4. To Maintain a Strong and Mutually Supportive Working Relationship between the NEMBC and the Women's Committee	4.1 To promote mutual respect through positive interactions formally and informally 4.2 Increase communication with the Project Officer and the Secretariat 4.3 Facilitate and disseminate communication	Communications 4.1.1 The committee has worked co-operatively, proactively and productivity to achieve its goals 4.1.2 Foster strong links with the NEMBC Youth Committee
5. Promote and market cultural development of women	5.1 Promote cultural development 5.2 Empower women	5.1.1 Has built a closer link with community radio stations in each state 5.1.2 Disseminated information through the NEMBC website and EB 5.1.3 Increasing women's participation in ethnic broadcasting

Women's State Forum A key priority for the Women's Committee in servicing the needs of women broadcasters' has been achieved, with the implementation of the first NEMBC 2014 Women's State Forum in Brisbane for Queensland based broadcasters. The NEMBC intends to hold state based forums on a yearly basis, the last one was in July 2015 in Sydney, for women broadcasters based in NSW.

2015 Women's State Forum (NSW)

The NEMBC Women's State Forum was held at the Addison Road Community Centre in Marrickville, New South Wales with host community station Radio Skid Row on Saturday, August 8 2015.

Thirty three ethnic women broadcasters attended the forum, which was sponsored by the Community Broadcasting Foundation (CBF).

The forum included workshops on the following topics:

- Voice production with Sheerien Slindera, Marketing Manager at McDonalds and former SBS Producer
- Keynote speech and presentation with Peggy Giakoumelos, SBS Journalist
- Drumming/Healing workshop with Manos Healing Group
- Vox pops and program presentation workshop with Nicola Joseph, Chief Executive Officer Community Media Training Organisation
- Using social media for your program with Maxine Johns, DJ and blogger

Travel subsidies for ethnic women broadcasters from regional and rural areas were offered to assist with travel expenses in getting to and from the event.

The State Women's Forum (NSW) achieved the following outcomes for ethnic women broadcasters:

Develop strategies for support Ethnic women broadcasters had the opportunity to meet each other and discuss what was happening at their stations. Workshop hosts were former community broadcasters who have achieved a high level of success and are in media management roles. This was an opportunity to gain some professional advice and also find out how other community radio stations operate.

Education and skills building Workshops were held over the day, teaching women practical skills that allow them to make their programs better and promote the work they do within their communities and at their radio station.

Inform and inspire Industry professionals hosted a variety of workshops and imparted advice based on working experience in the industry. These workshops focused on skills to build better programs, reaching audiences and confidence building exercises. Exposure to these ideas will have a positive impact on the work women ethnic broadcasters do at their stations.

Discuss Sector Matters NEMBC Operations Officer addressed the forum on behalf of the NEMBC in relation to the NEMBC campaign to protect ethnic broadcasting. Broadcasters took campaign flyers and petitions back to their stations. Attendees also had the opportunity to ask questions about what they can do as part of the campaign to protect programs at their station.

NEMBC Women's Committee History Currently, a History of the NEMBC Women's Committee is in the process of being compiled and will be presented at the NEMBC 2016 Annual conference and used as a working document to conduct further research into the involvement of ethnic women in community broadcasting. The project features a collection of oral histories from past Women's Committee members, from every state, over the last twenty years. This project will paint a valuable picture of the role ethnic women have played in community radio.

The Women's Living Stories Project This project is an online audio collection of the histories of migrant and ethnic women in Australia and has been rejuvenated in 2016. The NEMBC is currently promoting the project and receiving submissions all year round.

6. New and Emerging Communities

The NEMBC has a strong focus on assisting new and emerging communities.

The NEMBC is continuing with its *ENGAGE* project to work in regional and rural areas of Victoria to support those new and emerging communities who aren't represented at their local community station and provide them an opportunity to receive radio training so they are 'radio-ready' to start an on-air radio program. The ultimate goal is to create the right environment for these programs to be sustainable so they can provide an important link of information, entertainment and news to their local community.



The NEMBC has focused on Shepparton.

The NEMBC, in conjunction with *ENGAGE* project partners aims is to commence between six to nine new ethnic language radio programs on Shepparton's community radio station ONE FM, and maintain their on-air viability between 2015 and 2017. One of these programs is a weekly multicultural program.

The 2015 to 2017 *ENGAGE* project is mainly funded by the Department of Social Services (DSS) and with contributing funds from the CBF.

The radio programs will provide culturally and linguistically diverse communities and multicultural organisations with a regular media outlet to provide settlement services announcements, information about local programs, and share stories of interest to culturally and linguistically diverse communities within the Shepparton region. The multicultural radio program(s) will be a bridge for ethnic communities, multicultural organisations, the radio station and the wider community.

The *ENGAGE* Radio Program Access project has employed two people; a trainer coordinator based at the radio station, and a producer for the weekly multicultural radio program who also does outreach work.

Radio Programs Commenced: In October last year broadcasting commenced. In total, four hours of multicultural broadcasting are put to air each week.

Four programs are currently on-air. They are:

- Multicultural Mix program
- Congolese program
- Punjabi program
- Farsi program

The multicultural mix program broadcasts in a different language every week and invited different cultural groups onto the program.

Media Kit

The *ENGAGE* project also finalised a Media Kit that will be distributed widely around Australia and be sent to settlement service providers to encourage connections between radio stations and new and emerging communities, and for radio stations to encourage outreach work.

The Media Kit continues to be used in a number of workshops and for training educators and there has been 280 media kits distributed to date.

7. CONFERENCES

The NEMBC's National Conference for 2015 was held in Melbourne from 27-29 November at Oaks on Market, 60 Market Street, Melbourne. This was followed by the Youth Media Conference on Friday 27 November 2015 and the NEMBC AGM on Sunday 29 November. This year's conference theme was Connect – Create – Celebrate.

The NEMBC 2015 conference was held on 27 to 29 November, at the Oaks on Market in Melbourne and proved to be another successful national conference. Prominent members of Parliament opened the event and there were good opportunities for in-depth presentations and the highly attended robust discussion groups.

Participation levels were at their highest because of the combined Youth Media Conference that has now become a permanent fixture of the main conference. There were a total of 180 participants and envisage that these numbers will increase as the Youth Media Conference gains in popularity.

Even while attendances have grown over the years there still remains a strong sense of connection. It was stated a number of times that the conference is an event with a real sense of the NEMBC community and 'family'. The glue that binds everyone is not just community radio, but multiculturalism and its connection to language and culture.



Youth Conference - 27 November 2015

NEMBC Youth Media Conference was held at Oaks on Market, Friday 27 November. This conference was an opportunity for young broadcasters to hear inspiring stories, learn from industry professionals and create national networks with other broadcasters and media makers from around Australia.

Presentation topics covered the following:

- Keynote speech on diversity in the media
- Q&A panel feat. discussion and questions on modern cultural identity
- Group discussion on what's missing from the media and the state of Australia's media today

Workshops covering the following:

- Making great promos
- Writing news
- Talking to decision makers
- What it's like being an award winning journalist at SBS
- Talking about sensitive topics in the media



Program Outline for the Main Conference 28 November 2015

Official Opening

Opening the conference was the Communication Minister Senator the Hon. Mitch Fifield (via video presentation), Shadow Minister for Citizenship and Multiculturalism & Shadow Assistant Minister for Communications Michelle Rowland MP, and Senator Scott Ludlam

Keynote Speaker

The keynote speaker was Stefan Romaniw OAM.

Mr Stefan Romaniw OAM holds the position of Executive Director of Community Languages Australia. He has served terms as Chairperson of the Victorian Multicultural Commission (VMC) under both governments and is currently Chairman of the Australia Day Committee (Victoria).

Plenary Session: Citizenship, Belonging and Representation

There were two sessions:

1. The role of media in citizenship and belonging
2. Effects of 'New Media'

Workshop Sessions

Workshop sessions covered the following topics:

- Resilient Communities
- Regional and Rural Stations
- Advanced Social Media
- Special session on CBF reforms: presentations from the CBF and the NEMBC.

Gala Dinner

The Gala Dinner was held at Oaks on Market, 60, Market St, Melbourne Saturday, 28 November. At this event the National Ethnic and Multicultural Broadcasters' Council (NEMBC) announced the winners of our four broadcasting awards to recognise excellence in ethnic and multicultural community broadcasting in the following categories:

- NEMBC Program of the Year
- The Multicultural/Ethnic Women's Program of the Year
- The Multicultural/Ethnic Youth Program of the Year
- The Tony Manicaros Award and grant of \$2,000

AGM Sunday 29 November 2015

The NEMBC Annual General Meeting was held on Sunday morning at 9am. This year was an election year.

eChamps

As part of the NEMBC conference, the NEMBC runs a training program for multicultural broadcasters to get hands-on experience using online media applications such as Facebook, Twitter, blogging, YouTube, as well as using audio and video tools. This year there were eight participating eChamps.

8. COMMITTEES and GOVERNANCE

The 30 years existence of the NEMBC warranted particular attention in terms of its historical development as an organisation which advocates for and on behalf of ethnic and multicultural broadcasters in Australia. Since it was incorporated under the Associations Incorporation Act 1991 of the Australian Capital Territory, NEMBC has gone through a number of significant changes including the adoption of a Board Charter in 2012, and more recently a successful application for a Deductible Gift Recipient (DGR) status and now looking to move from an association to a company limited by guarantee.

The NEMBC, in general, runs an economically tight organisation. It is committed to further improving efficiency and professionalism at all levels: executive committee, standing committees and staff.

Our Strategic Plan shows that the NEMBC has taken on good governance practises and will keep pace with best practises in governance standards. The NEMBC is presently looking at changes to the NEMBC

Constitution and has pro-bono legal assistance to modernise the constitution and bring into line with the present model rules. The NEMBC will move from an association to a company structure.

The Executive Committee met on following occasions

Executive Committee Meeting Attendance June 2015 to June 2016					
	August 15	26 Nov 15	Feb 16	May 15	
Tangikina Steen – President NEMBC, SA	x	x	x	x	
Nick Dmyterko – Vice President - QLD	x	x	x	x	
Luigi Romanelli – Secretary- TAS	x	x		x	
Joe De Luca – Treasurer, NT	x	x	x		
Cristina Descalzi – President 5EBI, SA		x		x	
Manuel Vincent Rodrigues –WA	x		x	x	
Irene Tavutavu – Women’s Committee Convener - QLD	x	x	x	x	
Abdul Ghannoum - 2MFM Vice President NSW		x		x	
George Salloum – President 3ZZZ, VIC	x		x	x	
Curtis Ho – Youth Committee Convener - Hobart FM, NSW					
Werner Albrecht – 1CMS, ACT	x	x	x	x	
Osai Faiva – 2000FM, NSW			x		
Aguer Athian – Youth Rep			x	x	

9. ADMINISTRATION and STAFFING

Staffing - Human Resource Management

The NEMBC staffing situation is
 Executive and Policy Officer; Russell Anderson.
 Project Officer; Tara Egan.
 Operations Officer; Fiv Antoniou
 Administration Officer; Sarita Yadav
 Bookkeeper; Rob Borlase
 Event Organiser: Heidi Jeptha
 Graphic-designer; Baz Vidhyapathy

This Annual Report was prepared by:



Russell Anderson
 Executive and Policy Officer
 email: exec@nembc.org.au

National Ethnic and Multicultural Broadcasters' Council Inc
Financial Report for the Year Ended 30 June 2016

COMMITTEE'S REPORT

Your committee members submit the financial report of National Ethnic and Multicultural Broadcasters' Council Inc for the financial year ended 30 June 2016.

Committee Members

The names of committee members throughout the year and at the date of this report are:

Tangikina Steen (SA) - President	Nick Dmyterko (QLD) - Vice President
Joe De Luca (NT) - Treasurer	Luigi Romanelli (TAS) - Secretary
Curtis Ho – (TAS)	George Salloum (VIC)
Manuel Rodrigues (WA)	Abdul Ghannoum (NSW)
Irene Tavutavu (QLD)	Werner Albrecht (ACT) – Public Officer
Cristina Descalzi (SA)	Osai Faiva (NSW)

Principal Activities

The principal activities of the Council during the financial year were to:

- 1) Promote and represent the interest of ethnic and multicultural community broadcasters throughout Australia in Radio, Television and other electronic media;
- 2) Advance the development of a harmonious multicultural society in Australia through broadcasting; and
Assist the efforts of all broadcasters to achieve a quality service for their communities.

Significant Changes

No significant change in the nature of these activities occurred during the year.

Operating Result

The deficit after providing for income tax for the 2016 financial year amounted to \$70,518 (\$29,442 deficit in 2015).

The Committee Members declare that:

- a) The accompanying financial report, being a special purpose financial report, is drawn up so as to present fairly the state of affairs of the council as at 30 June 2016 and the results of operations for the year ended on that date;
- b) The accounts of the Council have been properly prepared and are in accordance with the books of account of the Council;
- c) There are reasonable grounds to believe that the Council will be able to pay its debts as and when they fall due; and
- d) The accounts have been made in accordance with Australian Accounting Standards and other mandatory professional reporting requirements to the extent described in Note 1 to the financial statements and the Associations Incorporations Act 1991 (Australian Capital Territory).

Signed in accordance with a resolution of the members of the committee.



Tangi Steen - President



Joe De Luca - Treasurer

Dated this day the 21 of October 2016

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2016**

	Note	2016	2015
		\$	\$
INCOME			
Revenue	2	491,150	451,619
		<u>491,150</u>	<u>451,619</u>
EXPENDITURE			
Administration Expenditure		(560,634)	(477,642)
Depreciation		(1,034)	(3,419)
		<u>(561,668)</u>	<u>(481,061)</u>
Profit before income tax		(70,518)	(29,442)
Income tax expense	1a		-
Profit for the year		(70,518)	(29,442)
Other comprehensive income			
Items that will not be reclassified to profit or loss:		-	-
Items that will be reclassified subsequently to profit or loss when specific conditions are met:		-	-
Total other comprehensive income for the year		<u>-</u>	<u>-</u>
Total comprehensive income for the year		<u>(70,518)</u>	<u>(29,442)</u>

The accompanying notes form part of these financial statements.

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2016

	Note	2016	2015
		\$	\$
ASSETS			
CURRENT ASSETS			
Cash and Cash Equivalents	3	382,767	460,817
Trade and Other Receivables	4	2,718	11,425
TOTAL CURRENT ASSETS		<u>385,485</u>	<u>472,242</u>
NON-CURRENT ASSETS			
Property, plant and equipment	5	1,016	2,050
TOTAL NON-CURRENT ASSETS		<u>1,016</u>	<u>2,050</u>
TOTAL ASSETS		<u>386,501</u>	<u>474,292</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	6	78,854	106,217
Provisions	7	35,463	25,373
TOTAL CURRENT LIABILITIES		<u>114,317</u>	<u>131,590</u>
NON-CURRENT LIABILITIES			
TOTAL NON-CURRENT LIABILITIES		<u>-</u>	<u>-</u>
TOTAL LIABILITIES		<u>114,317</u>	<u>131,590</u>
NET ASSETS		<u>272,184</u>	<u>342,702</u>
EQUITY			
Retained surplus	8	272,184	342,702
TOTAL EQUITY		<u>272,184</u>	<u>342,702</u>

The accompanying notes form part of these financial statements.

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2016

	Note	2016	2015
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash receipts in the course of operations		490,648	436,679
Cash payments in the course of operations		(577,907)	(429,516)
Interest received		9,209	13,981
Net cash (used in)/generated from operating activities	9(b)	(78,050)	21,144
CASH FLOWS FROM INVESTING ACTIVITIES			
Payment for plant and equipment		-	(354)
Net cash used in investing activities		-	(354)
Net increase /(decrease) in cash held		(78,050)	20,790
Cash on hand at the beginning of the financial year		460,817	440,027
Cash on hand at the end of the financial year	9(a)	382,767	460,817

The accompanying notes form part of these financial statements.

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act 1991 (Australian Capital Territory). The Council has determined that the association is not a reporting entity.

The financial statements have been prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where stated specifically, current valuations of non-current assets.

The preparation of a financial report in conformity with Australian Accounting Standards, as applicable, requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the result of which forms the basis of making the judgements about carrying values and assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates. These accounting policies have been consistently applied by the Council.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the year in which the estimate is revised if the revision affects only that year, or in the year of the revision and future years if the revision affects both current and future years.

There are no significant judgements made by management in the application of Australian Accounting Standards that have significant effect on wither the financial report or estimates with a significant risk of material adjustment in the next financial report.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

The Council operates as a non-profit organisation promoting and supporting ethnic and multicultural broadcasting in Australia.

a. **Income Tax**

No provision for income tax has been raised, as the entity is exempt from income tax under division 50 of the Income Tax Assessment Act 1997.

b. **Property, Plant and Equipment (PPE)**

Property, plant & equipment are included at cost less, where applicable, any accumulated depreciation. All fixed assets are depreciated over the estimated useful lives commencing from the time the asset is held ready for use. The gain or loss on disposal of all fixed assets is determined as the difference between the carrying amount of the assets at the time of disposal and the proceeds of the disposal, and is included in the operating surplus of the Council in the year of disposal.

c. **Non Current Assets**

The carrying amounts of all non current assets are reviewed to determine whether they are in excess of their recoverable amount at balance date. If the carrying amount of non current assets exceeds the recoverable amount, the asset is written down to the lower amount. In assessing the recoverable amounts, the relevant cash flows have not been discounted to their present value.

d. **Employee Benefits**

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured to the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

e. **Grants Received**

Grant revenue is recognised at fair value of the consideration received net of the amount of goods and services tax (GST) payable and is recognised when the grant provided is receivable.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2016

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

f. **Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST. Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the assets and liabilities statement.

g. **Impairment**

The carrying values of the Council's assets are reviewed at each balance date to determine whether there is an indication of impairment.

h. **Trade and Other Payables**

When grants are received, an undertaking is signed by the Council ensuring that funds will be disbursed only to approved applicants and any excess funds will be refunded to the grantor. Accordingly, due to the undertaking being a legal document, enforceable at law, a liability arises as the funds are either owed to approved applicants or the grantor. This liability is categorised as a grant committed included in Payables.

i. **Comparative Figures**

When necessary, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

j. **Standards that are in existence but not effective**

The council have considered accounting standards issued not effective at the date of this report and believe that there will not be any material adjustment to the report as a result of the application of these standards.

NOTE 2: REVENUE

	2016	2015
	\$	\$
Annual Conference Registrations	15,218	14,025
Other Annual Conference Sponsorship and Grants	12,000	4,500
CBF Sector Coordination Grant	383,776	370,277
CBF and Other Project Funding	55,846	36,611
Membership Income	15,100	12,225
Investment and Interest Income	9,210	13,981
	<u>491,150</u>	<u>451,619</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2016

NOTE 3: CASH AND CASH EQUIVALENTS

	2016	2015
	\$	\$
Bendigo Bank	21,498	13,533
Bendigo Bank Term Deposits	360,913	447,010
Petty Cash Float	356	274
	<u>382,767</u>	<u>460,817</u>

NOTE 4: TRADE AND OTHER RECEIVABLES

Trade and Other Receivables	105	818
Prepayments	2,613	2,613
GST Receivable	-	7,994
	<u>2,718</u>	<u>11,425</u>

NOTE 5: PROPERTY, PLANT AND EQUIPMENT

	Furniture & Fittings	Office Equipment	Total
	\$	\$	\$
COST			
Balance at 1 July 2015	8,951	34,192	43,143
Acquisitions	-	-	-
Disposals	(469)	(365)	(834)
Balance at 30 June 2016	<u>8,482</u>	<u>33,827</u>	<u>42,309</u>
DEPRECIATION AND IMPAIRMENT LOSSES			
Balance at 1 July 2015	(8,392)	(32,701)	(41,093)
Depreciation charge for year	(296)	(738)	(1,034)
Disposals	469	365	834
Balance as at 30 June 2016	<u>(8,219)</u>	<u>(33,074)</u>	<u>(41,293)</u>
Net Book Value at 1 July 2015	<u>559</u>	<u>1,491</u>	<u>2,050</u>
Net Book Value at 30 June 2016	<u>263</u>	<u>753</u>	<u>1,016</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2016

NOTE 6: TRADE AND OTHER PAYABLES	2016	2015
	\$	\$
Tony Manicaros Trust Account	30,362	30,435
Trade and Other Payables	7,681	24,848
Sundry Accruals	14,415	3,396
Payroll Liabilities	-	6,478
GST/ BAS Payable	1,523	5,963
PAYG Payable	-	6,402
Superannuation Payable	5,976	5,455
Grants and Projects Committed	18,897	23,240
	<u>78,854</u>	<u>106,217</u>

NOTE 7: PROVISIONS

Current Employee Entitlements	35,463	25,373
	<u>35,463</u>	<u>25,373</u>

NOTE 8: RETAINED SURPLUS

Retained Surplus at the beginning of the financial year	342,702	372,144
Net surplus (deficit) attributed to members of the council	(70,518)	(29,442)
	<u>272,184</u>	<u>342,702</u>

NOTE 9: CASH FLOW INFORMATION

a. Reconciliation of Cash

Cash	21,855	13,807
Term deposits and cash at call	360,913	447,010
Total cash and cash equivalents	<u>382,768</u>	<u>460,817</u>

b. Reconciliation of cash flow from operations with operating surplus / (deficit)

Operating surplus / (deficit)	(70,518)	(29,442)
Non-cash flows in statement of profit or loss and other comprehensive income		
Depreciation	1,034	3,419
Changes in Assets and Liabilities		
Decrease / (increase) in receivables	8,707	(951)
Decrease / (increase) in prepayments	-	(8)
Increase / (decrease) in creditors and payables	(27,363)	39,966
Increase / (decrease) in provisions	10,090	8,160
Net Cash Flow used in Operating Activities	<u>(78,050)</u>	<u>21,144</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2016

NOTE 10: FINANCIAL INSTRUMENTS

a. **Interest rate risk exposure**

The Council's exposure to interest rate risk is presently limited to its cash assets. Cash assets represent funds held in cheque and business management accounts during the period and these funds earned interest at rates ranging between 0% to 3%, depending on account balances.

b. Credit risk exposure

Credit risk represents the loss that would be recognised if counter-parties fail to perform as contracted.

The credit risk on financial assets of the Council which have been recognised on the Statement of Financial Position is generally the carrying amount, net of any provisions for doubtful debts.

NOTE 11: ASSOCIATION DETAILS

The registered office and principal place of business of the Council is

National Ethnic and Multicultural Broadcasters' Council Inc.

Suite 1 / 288 Brunswick Street

Fitzroy VIC 3065

NOTE 12: EVENTS AFTER THE BALANCE SHEET DATE

Since 30 June 2016, there are no matters or circumstances that have arisen which requires adjustments to or disclosure in the financial statements.

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NATIONAL ETHNIC AND
MULTICULTURAL BROADCASTERS' COUNCIL INC**

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of National Ethnic and Multicultural Broadcasters' Council Inc (the association), which comprises the committee's report, the statement of financial position as at 30 June 2016, the statement of profit or loss and other comprehensive income for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the certification by members of the board of management on the annual statements giving a true and fair view of the financial position and performance of the association.

Committee's Responsibility for the Financial Report

The committee of National Ethnic and Multicultural Broadcasters' Council Inc is responsible for the preparation and fair presentation of the financial report, and has determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the Associations Incorporation Act 1991 (Australian Capital Territory) and is appropriate to meet the needs of the members. The committee's responsibility also includes such internal control as the committee determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation and fair presentation of the financial report, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NATIONAL ETHNIC AND
MULTICULTURAL BROADCASTERS' COUNCIL INC

Opinion

In our opinion, the financial report gives a true and fair view, in all material respects, of the financial position of National Ethnic and Multicultural Broadcasters' Council Inc as at 30 June 2016 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the requirements of the Associations Incorporation Act 1991 (Australian Capital Territory).

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial report has been prepared to assist National Ethnic and Multicultural Broadcasters' Council Inc to meet the requirements of the Associations Incorporation Act 1991 (Australian Capital Territory). As a result, the financial report may not be suitable for another purpose.



LBW Chartered Accountants



Sripathy Sarma

Principal

Dated this 21st day of October 2016



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