



Three D Radio

The Progressive Music Broadcasting Association

Annual Report 2023 - 2024

Three D Radio
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www.threedradio.com

Three D Radio acknowledges the Kurna people as the traditional and prevailing custodians of the lands from which we broadcast.

We recognise and respect the Kurna people's continuing cultural heritage, beliefs, and relationship with this land, and we pay respect to Kurna Elders, past and present.

This land was never ceded.

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1. CHAIR'S REPORT

As the curtains draw on the close of my second term as chairperson, I am happy to strut into the late Sunday night broadcast slot (theeNoWShoW, 10pm-midnight) with the knowledge that the collaborative efforts of a cohesive Board have been instrumental in delivering the PMBA Inc to the excellent and sustainable position we find ourselves in.

From the outset, I stated that my approach to being chairperson was different to those who previously held the position. I had no agenda other than getting the right folk on board to guide the PMBA to its current lofty heights. I thank each and everyone who has contributed to this and played a part in a remarkable journey. Board members, committee members, station members alike. Thank you.

The achievements we have achieved are commendable. Developing a Strategic Plan that embodies the true vision of the PMBA, aimed at delivering attainable and realistic goals. Rewriting of the constitution (thanks to fellow outgoing board member Tom for his diligent work on this). We established the Acknowledgement of Country and subsequent pledge to reconciliation. We have enhanced the PMBA's reputation not only in Adelaide but throughout the country.

There have been some decisions needed to be made that maybe haven't pleased all but I truly feel that the majority of PMBA members have acknowledged that any decision has been for the betterment of the station and has resulted in strengthening our station's presence in the community.

I am confident that whatever the composition of the new board may be, it continues to realise that our beloved station has the potential to enhance its visibility and significance within the Adelaide arts community. We must think locally while realising we can act globally. We have far more potential than we realise. The Board of the PMBA must embrace courageous decision-making to uphold a vision of relevance, positioning itself as a leader in an ever-evolving landscape.

It has been a privilege to have served in this position for the past four years. I offer a heartfelt thank you to the Board members who stepped up when I was side swiped with personal going ons toward the end of 2023. I feel that I never returned to the role at full capacity. If you feel my voice was quiet, rest assured I was there all the time.

It's been a blast.

So long, and thanks for all the fish.

Stay weird.

KARL MELVIN

2. PMBA INC. BOARD



Karl Melvin
Chair



Allison West
Treasurer



Tess Penglis
Secretary



Sonia Mir
Ordinary Member



Tom McFarlane
Ordinary Member



Tiff Stodart
Co-opted Member



Georgia Oatley
Co-opted Member



Anthony Merlino
Co-opted Member

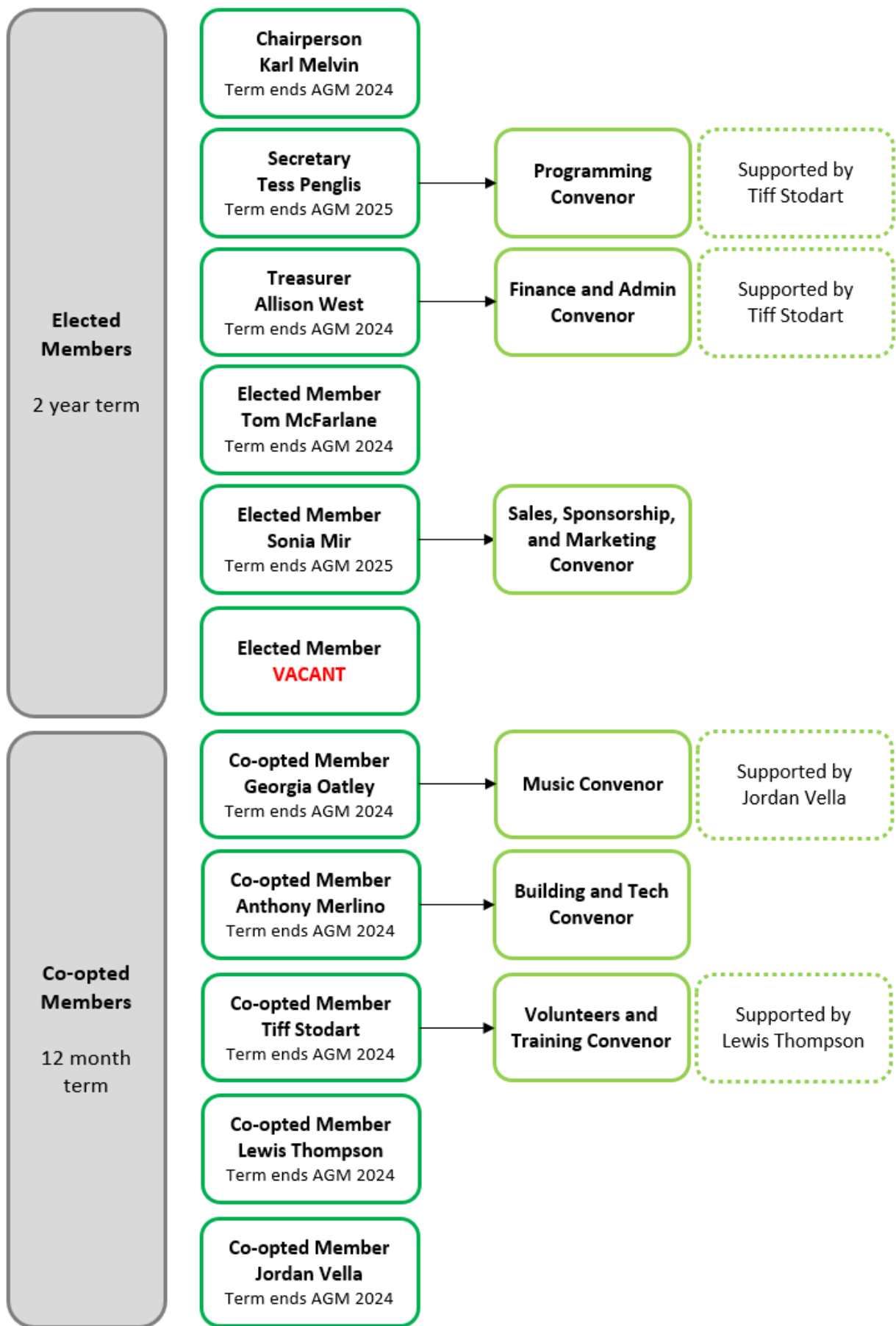


Lewis Thompson
Co-opted Member



Jordan Vella
Co-opted Member

3. BOARD STRUCTURE & TERM EXPIRY



4. TREASURER'S REPORT

The PMBA continues to be in a very healthy financial position. The audited summary of the June 2024 Financial Statements is provided in **Appendix A**.

2024 Financial Year

Total Income is \$134,791 as of June 2024, within \$1K to last financial years income. Notable variances – the Access grant timing variance only. An invoice was raised in July 2024 for the 2024/2025 financial year.

Expenses are \$109,995, up \$13,500. Variances include \$5K up on t-shirt costs (for Hoodie), electricity up \$5.4K (due to a timing difference as the council did not bill in a timely manner), rent up \$4K, conference costs (including hosting costs) up \$3.8K and APRA down \$4K (timing difference in payment only).

Overall, we have a net profit of \$24,796 compared to \$39,033 at the same time last year.

Balance Sheet

Cash in cheque account is \$184,076 and the term deposit is \$145,696. The petty cash float remains at \$400. Total cash is \$330,192 compared to \$296,106 at the same time last year.

ALLISON WEST

5. PMBA INC. CONSTITUTION DISCUSSION PAPER

1. On 23 May 2024, the members resolved to adopt a revised version of the written constitution of the PMBA in the form earlier circulated (**Constitution**).
2. As part of the general discussions leading to the adoption of the revisions to the Constitution and at the May 2024 General Meeting, various issues were raised by members in relation to particular provisions in the Constitution and other proposed additions/revisions. Due to time constraints/notice requirements, they were not incorporated into the Constitution or voted upon at the General Meeting.
3. The purpose of this paper is to record those matters so that they can be considered by the incoming Board and the membership and, if considered appropriate, adopted by further resolution of the members.
4. Where appropriate, suggested revisions to the wording of the Constitution have been proposed.
5. As recorded in the minutes of the May 2024 General Meeting, the proposed further revisions that were identified (but not yet incorporated) included in relation to the following:
 - 5.1. revisions to align Board reporting with the number of general meetings held annually;
 - 5.2. revision of terminology to be media-agnostic reflecting electronic record-keeping;
 - 5.3. insertion of cross-reference to existing PMBA policies regarding dispute resolution;
 - 5.4. further clarification of rules around poll voting and items to which it attaches; and
 - 5.5. revision of rules regarding proxy voting.
6. Each of those is addressed in turn below.
7. The first is a proposed revision to align Board reporting with the number of general meetings held annually, through an amendment to clause 48 of the Constitution as follows:

“48. The Board shall keep a record of the activities of the Association and shall report on these activities at the Annual General Meeting. The Board shall otherwise prepare regular quarterly reports of the activities of the Association and post copies to which are to be circulated to each the members of the Association electronically in advance of each General Meeting held in accordance with clause 50 herein.”
8. The second is a proposed revision of terminology to be media-agnostic reflecting electronic record-keeping, which could be addressed by the insertion of the following additional definition in clause 8 of the Constitution:

*“**book** (for the purposes of clauses 37 and 60 herein) means either a hard or electronic copy of the same.”*
9. The third is in terms of the insertion of a cross-reference to existing PMBA policies regarding complaints and/or dispute resolution, which could be addressed (if considered necessary) through the insertion of a new stand-alone provision into the Constitution somewhere appropriate (such as a new clause 24A) to the effect that:

“24A. Any disputes between members (including members of the Board and/or the Chairperson) are to be dealt with in accordance with the policies set out in the PMBA Policy and Procedures Manual, as updated from time to time.”

10. In respect of the conduct of meetings more specifically, a deliberate decision was taken to remove the reference to 'the standing orders' from the earlier iteration of the constitution. General Meetings ought normally be conducted within the discretion of the Chairperson and subject to the usual requirements for procedural fairness and natural justice. It is rare for a voluntary organisation to have any prescriptive provisions or rule in the constitution for the conduct of meetings, particularly as to the conduct of the proceedings of the Board. As to the latter, it ought reasonably be a matter for the Board to regulate its meetings as it sees fit (subject to the other provisions of the Constitution) – per existing clause 40.
11. The fourth is in relation to the insertion of further clarification of the rules around poll voting at General Meetings and the items to which it attaches. This is a topic which was raised at the May 2024 General Meeting and could easily be addressed by some minor changes to clauses 66, 68 and 69 of the Constitution as follows:
 - “66. *All questions for the decision of a General Meeting shall be determined by a show of hands of the members present in person or by proxy and entitled to vote unless a poll is called for by 11 members present and entitled to vote with such poll to be conducted by way of secret ballot.*”
 - “68. *Other than where specifically provided for in this constitution, if a poll is demanded on any resolution, noting it is to be conducted by way of secret ballot, it shall be taken in such manner as the Chairperson directs and the result of the poll shall be deemed to be the resolution of the Association in General Meeting.*”
 - “69. *No poll shall be demanded on the question of the election of a Chairperson or on the question of the adjournment of a General Meeting but (provided it is called for by a sufficient number of members present) is available in respect of any other matter.*”
12. The final issue is in respect of proxy voting, which was raised by Geoff Peake in the lead up to the May 2024 General Meeting. Geoff's comments were as follows:

Appreciating our GMs are attended by less than 50% of membership, there remains a real risk that the current proxy voting rules allow any singular member to collect unlimited (potentially >50% of membership) proxy forms, and without requirement for the absent member to assign their vote, the present member is able to allocate at their discretion.

I propose three inclusions for the memberships consideration

 - (i) Limit the number of proxys that any singular member may represent at the GM;*
 - (ii) Consider inclusion on the absent/proxy submission of who they are assigning their vote;*
 - (iii) allow the cut-off time to be one-hour before meeting start, allowing those who are absent due to circumstances on the day of GM, to still be eligible for a proxy.*
13. Given the substantive (rather than procedural) nature of those comments, no attempt has been made as yet to craft any proposed amendments/insertions to the Constitution to capture the suggestions made (presumably to clause 72 and surrounds). However, it has been included in the Annual Report to encourage further discussion/consideration.

TOM MCFARLANE

6. STRATEGIC PLAN

Our Vision

We exist to promote the principles of independence of programming, diversity of output, and the widest expression of viewpoint. We provide specialist programs directed to groups or sectors within the community whose interests, needs and problems are not adequately served by existing broadcast. We aim to support and collaborate with kindred bodies and are valued as critical to a strong and sustainable music industry in South Australia.

The 2023 – 2027 Strategic Plan identifies six key strategic pillars, each driving specific goals. Over the past year, we've achieved the following milestones under each pillar:

Strong Governance

1. We updated the PMBA's Constitution to align with best practice guidelines and in response to a need identified through our broadcast licence renewal process.
2. Terms of reference were developed for PMBA committees to define roles, responsibilities, relationships, and accountabilities, and to support cross-committee collaboration.
3. We reinstated the annual review of committee effectiveness including the term of appointment of committee members following the Annual General Meeting (AGM), as required by the PMBA Constitution. This includes the annual appointment of committee convenors, matching skills to roles after the AGM.
4. We worked closely with committees to collate our broadcast licence renewal submission ahead of time, allowing peace of mind if the Australian Communications and Media Authority (ACMA) required any additional information.
5. We identified key personnel to represent Three D Radio as our council liaison, with contingency arrangements to ensure this critical relationship remains strong.
6. We finalised the agreement to extend our lease with the council for our final term.

Engaged Membership

1. We implemented Profiler, a customer relationship management (CRM) system – designed specifically for community radio – to support engagement with current members and reengagement with historical members.
2. Our volunteer expression of interest (EOI) form is now available as a smart form, available to our community via the Three D Radio website, at any time. The use of a smart form allows us to run targeted recruitment campaigns depending on station needs, via our social media platforms.
3. Our training programs underwent comprehensive review, addressing gaps and introducing an announcer self-assessment tool to further develop member skills.
4. We reinvigorated our induction process, moving essential compliance modules online, to allow our in-person induction sessions to focus on critical Three D content. This has in turn supported volunteers' transition from induction to on-air broadcasting and active membership.

First Nations Representation

1. In partnership with Warriappendi Secondary School, we continue to support students learning about radio broadcast. Through this partnership, we have had the privilege of engaging students to record Three D's Acknowledgement of Country and provide valuable contributions during NAIDOC week.
2. We are one of a very few volunteer organisations in Australia to self-nominate for the pilot Reconciliation Commitment, which has been endorsed by Reconciliation Australia. Through this, we have pledged to:
 - Build positive two-way relationships based on trust and respect between Aboriginal and Torres Strait Islander and non-Indigenous Australians throughout our community.
 - Create an environment where Aboriginal and Torres Strait Islander Australians participate equally and equitably.
 - Build strong governance mechanisms that actively support all dimensions of reconciliation.
 - Value and recognise Aboriginal and Torres Strait Islander histories, cultures and rights as part of a shared national identity.
 - Foster acceptance of our nation's history.

Inclusive and Diverse

1. We proudly support The RaT, a disability led radio show coordinated in partnership with Tutti Arts, a multi-arts organisation that supports learning disabled and neurodiverse artists.
2. In collaboration with the City of Norwood, Payneham, and St Peters, we continue to deliver radio broadcast training to members of the local council area. The Elevate Radio show is brought to the airwaves by young people, for young people.
3. We continue to actively seek diverse representation across our on-air programming, committees, and Board.
4. We continue to exceed national quotas for content diversity.

Community Reach

1. We continued to extend our community reach through increased outside broadcasts at events like WOMADELAIDE, Save The Cranker Rally, Froth and Fury, Beer & BBQ, Spacejams, and many more.
2. We hosted a Spring Indies Party at Ancient World as part of the 2023 CBAA conference in Adelaide, showcasing some of Adelaide's local artists and supporting local record label representation.
3. We hosted the SACBA 2023 conference welcome event, including a station tour.
4. Representatives from Three D Radio were invited to speak on panel sessions at both the CBAA and SACBA conferences during the last 12 months.
5. We continue to deepen our community connections through attendance and sponsorship of major industry events such as the South Australian Music Awards.
6. We provided ongoing support for the South Australian Reclink Community Cup, a charity footy match that raises funds for individuals facing disadvantage.
7. We participated in the 'South Aussie Music T-Shirt Market' to raise funds for Support Act during national Ausmusic T-Shirt Day, wrapping up Good Music Month.
8. In collaboration with Sofar Sounds, as part of Sofar's unique and intimate concerts, we transformed the Three D studio into a performance venue.

Clear Communication

1. We continue to refine our communication mechanisms across all strategic pillars, using consistent, relevant, and accessible communication methods. Shout out again to all who helped with the implementation of the Profiler CRM database, development of our committee terms of reference, volunteer EOI forms, modernization of our induction program, and the other communication initiatives that cross-pollinate into previous pillars.

Sincere thanks to our outgoing Board members – Karl Melvin, Tom McFarlane, and Allison West, whose leadership has been instrumental in achieving many of the milestones outlined above. Additionally, a heartfelt thanks to our dedicated PMBA members, whose feedback during our strategic plan consultation period, and ongoing support to deliver strategic initiatives in alignment with our 2023-2027 vision has been invaluable. I have been proud to see the impact of our focus and I'm excited to see what's in store for us in the years to come, under our new Board.

TESS PENGLIS

7. COMMITTEE REPORTS

7.1 BUILDING AND TECHNICAL

Convenor: Anthony Merlino

Members: David Corkill, Charley Farley, Peter Jenkins, Michael Marner, Anthony Merlino, Ian Moore.

Another successful year for building and tech. Some upgrades, but mostly refinements to improve the efficiency and longevity of our infrastructure. Thanks to our amazing tech team who go above and beyond.

Just a few key notes from this past year...

- We've implemented a new audio failover system that monitors broadcast silences lasting longer than 90 seconds. When detected, our broadcast stream automatically switches to the Graveyard Ghoul to maintain continuous service of our FM, DAB and web stream.
- Further developments on replacing the shared antenna-combiner at Mount Lofty. Fresh FM has secured the necessary funding for the project. Once quotes are finalised, work is expected to begin in early 2025.
- The old FM transmitter that had been in service for over 30 years has been scrapped and our hut at Mount Lofty has never been cleaner. Thanks, Charley, for hauling the junk!
- David and Peter have tackled the momentous task of upgrading our Three D software we use on the studio and brains computers from Python 2 to Python 3.
- Michael's continued efforts maintaining the website and Three D app as well as developing a new version of the Graveyard Ghoul based on a new programming language with a sleeker user interface.
- Building and Tech also got nominated for an award at the CBAA conference!

Building and Tech are excited for another year of projects and are always looking for enthusiastic individuals with an interest in tech to get involved. You don't need to be a tech expert—curiosity is all you need!

Also, thank you to everyone who makes the effort to report tech faults to the bulletin board, makes our detective work immensely easier!

ANTHONY MERLINO

7.2 FINANCE AND ADMIN

A very special thank you to Rosa Nistico, Judi Dyson and Sandy Jacobe for their ongoing commitment to Three D Radio. And for surviving another very busy radiothon. The admin team was also complemented by Anna Simpson for a short time.

Rosa works closely with our Treasurer, Alli West, to keep the finances in order and accessible in a timely manner. We are very grateful to both!

Judi, Sandy and Anna have been excellent with their work keeping on top of the admin, memberships, and subscriptions. Also surviving another successful radiothon frenzy! Spending much time sorting through the relentless emails and queries and sharing appropriately so we don't miss things. It's a skill :)

Thank you all for your work, it is muchly appreciated!

The committee is looking at some additions to the current workflow of the reception aspect at Three D Radio. With the implementation of a new Customer Relationship Management (CRM) program before Radiothon 2024, and Reception being covered Mon-Fri, 10am-2pm, for access (community and station) and consistency.

If you are interested in some fun times helping out at reception, or just love entering data, and responding to emails, please reach out anytime.

TIFF STODART

7.3 MUSIC

This year the music committee has been having lots of fun getting to work on our various tasks.

The Depthcharge 2024 was another great and diverse compilation with lots of great feedback. This is the second year of having the digital download codes, so far the numbers from last year and this year sit about the same being a 7% of all subscribers downloading it digitally. Not a huge number but the experiment continues.

We have had the Digital Upload Submission form in use, which has been a very smooth transition. We have been able to prioritise local music uploads and have a much more streamlined process without having to filter through all the spam email. However, we have a much clearer way to monitor how many submissions we get - and it's a lot! We need help from more members to help upload tracks. We plan to hold some training sessions and also create training videos to help people learn so they can help keep on top of the submissions. Please reach out if you have interest in learning. Every submission helps!

We have also been trying to gather data from our membership, via polls on the bulletin board, to understand how they engage with the physical catalogue to help inform our maintenance of such. Thanks to those who answered!

We've also been considering the rise of AI Music technology and are forming a policy on the matter. As it stands, we do not accept the upload of AI Music into our catalogue. However, announcers can play AI music if they choose, but it needs to be mentioned on air and in the logging sheet that it is AI, and it cannot count towards any quotas.

This is an issue that needs to be monitored as the landscape changes and there is grey area. There are always exceptions to the rule. Example, a local artist releases an AI song that is widely enjoyed and aligns with our values as a Progressive music organisation and that it benefits said community.

IF for some reason an AI song was to be uploaded, it needs to be clearly labelled as being AI & it would not be considered for weekly or yearly charts.

Always more faces welcome at Music Committee meetings! We have lots of laughs.
6:30pm, every 4th Thursday of the Month.

GEORGIA OATLEY

7.4 PROGRAMMING

It's been another busy year for the Programming Committee. During the reporting period, we've tackled the usual challenges – shuffling shows, filling gaps, and moving the never-ending puzzle pieces to keep the grid alive and vibrant. In addition to this, the committee has been progressing our governance and communication processes. Here's a snapshot of what we've achieved:

- Implemented a probationary period to support successful new show applicants settle in.
- Updated the shift scanner preamble to provide transparent, clear communication for announcers and applicants, including essential eligibility information.
- Successfully developed a monitoring and reporting tool to provide tangible and constructive feedback to announcers, and to support the identification of training needs, in conjunction with the Volunteers and Training (VAT) Committee.
- Developed a committee terms-of-reference to provide clarity and transparency of the scope, decision making, and accountability of the committee.

We're continuing to refine our processes to support our operation and communication whenever we can find the time.

The committee reminds all members that announcers seeking to change the approved structure or format of their show must submit a notification of the change to the Programming Committee via the Shift Scanner. This includes the addition of a co-host or other changes to hosting arrangements, or any other variations from what was originally approved by the Programming Committee. Changes should be submitted by person the change concerns (e.g. if a new co-host is joining, the new co-host should submit the change). This process ensures Three D Radio stays on top of our reporting requirements for our broadcast licence – and as such, the committee takes this very seriously. Please note, providing this information does not mean your timeslot will be affected; it's simply a mechanism to keep the Programming Committee informed. Thank you to everyone who has submitted show variations through the Shift Scanner to date and to those who continue to embrace the processes necessary to keep our station operational.

During the reporting period, we welcomed new voices, celebrated shifts in energy, and said goodbye (for now) to some beloved shows:

- Darcy Mae took over Sonic Seasoning.
- Aurora brightened Friday mornings with Hybrid Dawns.
- Lewis launched Low Noise High Output.
- A-Mix came and went.
- RaT went from show trial to winning their very own bilby award.
- Will kicked off Feedback Loop.
- Kathy started Echo and the Gator Skaters.
- Jordan and the Three D Film crew introduced Magic 8 Ball.
- Zoe brought us the Bamboo Groove.
- Maggie rocked Mondo Trasho.
- Josh made a return to The Nest.
- Plus, we've seen a plethora of co-hosts joining and gentle movements across the grid to support Three D's sound.

A monumental thanks to everyone who's contributed to this ever-evolving landscape. Special shout-out to Tiff, Sandy, and Matina for their commitment and ongoing support with this massive workload.

TESS PENGLIS

7.5 STATION SPONSORSHIP, SALES, PROMOTIONS & MARKETING (SSPAM)

Convenor:

Sonia Mir

Key Members:

Tiff Stodart, Zoe Goldfinch, Steve Hocking, Pip Allen, Josh Hibovesky, Allison West, Mary Cavallaro, Micheal Marner and Renee Marner

Radiothon 2023



Last year we took you on a World Tour for Radiothon 2023! We generated over \$11,000 in t-shirt sales alone with our double sided, program guide, tour tee... in dark green! By end-September 2023 we had received \$51,035 in subscriptions, over \$8,000 in membership fees plus another \$4,734 in donations. These results were all higher than the previous year.

Our subscription prices remained the same for another year. And our prizes were again plentiful – a huge thanks to our supporters.

The call centre in Studio 3 was in action and listeners were encouraged to phone in when members – of which there were many – were not able to take their calls. All subscribers heard their name announced on air once again. Online subs and orders were strong!

A fabulous day was had by all at our Radiothon After Party on Saturday 9 September. Maisie, Mum Thinks Blue and Glowing entertained the crowds with their energy and infectious enthusiasm! We stuck with the BYO format this time, set up the merch tent to showcase our gear, sold a few items, encouraged subscriptions, and even ran a raffle to keep the energy high!

A HUGE thank you to everyone who contributed to making Radiothon such a success! From answering calls and spending countless hours at the station, to reaching out to supporters about prizes, packing and delivering subscription packs, and making those all-important trips to the post office — every effort mattered.

Whether you encouraged listeners to subscribe or pitched in behind the scenes, it was truly a team effort that brought Radiothon 2023 to life.



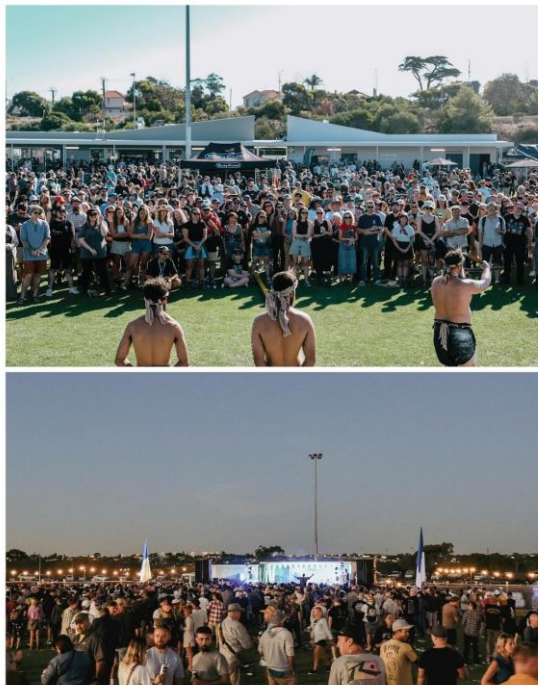
Community Engagement

The momentum Three D has gained over the past 12-months has been huge! From July 2023 to June 2024, Three D have been super busy consolidating our position as the voice of the wider Adelaide music and arts community.

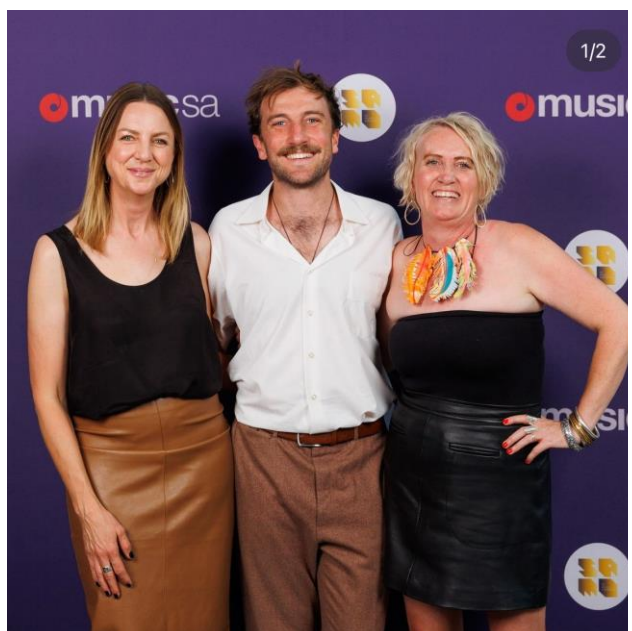
Outside Broadcasts (OBs) have once again been a standout feature of our involvement, but our engagement goes far beyond that. It's the events we're invited to, the gigs where we show our support, the collaborations with bands and labels, the contra deals that boost our visibility, and the new relationships we continue to forge every month.

Here's a rundown of what we've been up to:

- July – Beer & BBQ Festival OB
- September – Reclink Community Cup live match call OB from Mount Barker + SACBA Welcome Event
- October – Space Jams OB + Spring Indies Party at Ancient World + National Live Music Awards
- November – CBAA Conference + SA Music Awards sponsorship + Froth & Fury OB + South Aus Music T-Shirt Market
- December – Three D Radio Birthday Party
- January – Top 93+7 countdown and full day broadcast
- February – Nice Day To Go To The Club OB
- March – WOMAD OB + SA Music Annual Music Survey
- April – Save The Cranker Rally
- June – Scouted OB



Thanks again to all involved for collaborating, supporting and strengthening our community engagement.



Reclink Community Cup 2023

On a glorious spring day, on Sunday 10 September, hundreds of music-loving footy fans travelled to Mount Barker for the annual Reclink Community Cup.

This massive day brought together Adelaide's local musicians alongside the journalists, presenters, and announcers who support the industry, all gathering at the brand-new oval at Summit Sports and Recreation Park, to see the Anchors take on The Rockatoos!

Gates opened at 12pm, offering family-friendly fun and a vibrant community atmosphere. As always, proceeds went to Reclink Australia's sport and recreation programs.

The Rockatoos may have taken home the cup but the real winner was friendship...



CBAA Conference + Spring Indies Party

Our Spring Indies Party kicked off Good Music Month at Ancient World with a handpicked showcase of visionary local record labels and their artists. This event was on the CBAA 2023 Conference official event program and well attended by a large number of community broadcasters from across Australia. The night featured performances from Baby Mo, Nick Vulture, Erin Buku, Crepuscular, Gratts and our very own Raw Like Sushi, Sam!

Special thanks to the City of Adelaide, Music SA, Adelaide City of Music, and the Community Broadcasting Association of Australia for making the event possible.



Three D Radio Birthday Party

On 21 December we turned 44 with a beautiful, low key celebration at the station. We celebrated in Studio 3 and said thank you to our volunteers for another year of rad achievements!

We handed our pins recognising our volunteers years of service. Zack was our MC. There was live music and Carlo and Betty's gorgeous vegan foods filled our bellies and souls.



Awards

We attended the SA Music Awards, SACBA Awards, CBAA Awards and the National Live Music Awards (NLMAs) where our very own Isaac Selby was host.

Sponsorship Round Up

A big thank you to Tiff, Michael, and Renee for keeping everything running smoothly behind the scenes, ensuring we maintain our existing sponsors while building relationships with new ones.

We're incredibly grateful to our long-term sponsors, The Wheaty and Hotel Metropolitan, as well Ancient World, The Gov and more who took up promo opps with us over the past year. A special shout out as well to all the bands and events that have booked airtime with us—your support means the world to us!

If you're interested in getting involved in sponsor and partnership activities or management, we'd love to hear from you. Your help would make a huge difference.

Getting Social

A huge thank you to the amazing station members who keep the news and updates flowing across our website, Facebook, and Instagram accounts. A special shoutout to Aurora, Zoe, Georgia, Isaac, and everyone else who contributed their time and effort—your continued support is invaluable!

This time last year our Instagram account had 4,193 followers and we now have 5,714 followers. Our Facebook also grew slightly from 11,717 followers to 11,983 followers. Our audience growth is all via non-paid posts. We do not advertise or boost posts or try to fight the algorithm.

Our growth has been steady and organic, but 2025 presents a massive opportunity to expand further in the social and digital space. Radio today is so much more than broadcasting on the FM dial—it's about creating a dynamic, multi-platform presence that engages audiences everywhere. Hit us up if you are ready for the challenge!

The SSPAM committee is always looking for enthusiastic members to join us! If you're interested in getting involved with station events, Radiothon, social media, content updates, sponsor engagement, and more, come along to a meeting. We meet on the fourth Wednesday of each month at 6pm. Can't make it in person? Let us know, and we'll dial you in online. We'd love to have you on board!

SONIA MIR

7.6 VOLUNTEERS AND TRAINING (VAT)

It has been a great year for Volunteers and Training with the introduction of the Elevate program, replacing New Vibes. Collaborating with the St Peters and Norwood Council, we have introduced several new members to the station who have all contributed in one way or another, both on-air and off-air. The first group of Elevate members graduated in October, after six months of training, with the second group just recently getting on air this November.

Regarding Mystery Train, Anna Zilm is currently at the helm, a recent graduate of the program. Several announcers throughout the past year utilised the Train to garner valuable on-air announcing skills, and have now established shows on the fortnightly roster. Plans are underway for new on-air talent after an induction early in 2025 for new members. There are also plans for pre-record training videos being populated on our Intranet throughout the next year, ensuring current announcers have access to tutorials when absent from the station.

I would like to put in a big thank you to Michael Hunter for his commitment to the Elevate program. Weekly, Michael is monitoring the new trainees in Studio 1 ensuring they are comfortable on-air. With already ongoing commitments to the Music Committee, Michael has stepped up into this role effortlessly, and has been a great help in ensuring that newcomers to the station are secure.

LEWIS THOMPSON

APPENDIX A – AUDITED FINANCIAL STATEMENTS

Provided as a separate attachment.