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# **RADIO 4EB**



**Ethnic Broadcasting Association of  
Queensland (EBAQ) Ltd**

**Annual Report  
2017 ~ 2018**

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**The Ethnic Broadcasting Association of Queensland (EBAQ) Ltd**



**Annual Report  
2017~2018**

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## TABLE OF CONTENTS...

<i>Mission Statement</i>	4
<i>Board of Directors and Staff</i>	5
<i>Radio 4EB Language Groups</i>	6...
<i>President's Report</i>	8
<i>Secretary's Report</i>	9...
<i>Station Manager's Report</i>	11
<i>Treasurer's Report</i>	12
<i>Financial Statements-APPENDIX</i>	13

## **Mission Statement**

*“To provide the communities of South East Queensland with a comprehensive ethnic broadcasting service of a high standard, whilst at all times promoting the principles of neutrality, independence, democracy, diversity and participation at all levels of multicultural media.”*

## **Vision Statement**

*“4EB is a media hub that provides the primary connection for culturally and linguistically diverse people.”*

## BOARD OF DIRECTORS AND STAFF...

### Directors

Position	Director
President	Nick Dmyterko
Secretary	Irene Bayldon-Tavutavu
Treasurer	Minas Cassimatis
Vice-President	Nondas Panagiotakis-Retired 2018
Programming Co-ordinator	Levale Lio
Functions Co-ordinator	Lucy Stewart
Functions Assistant	Umesh Chandra
Marketing	Honey Binny
Marketing	Denis Audet
Policy and Procedures	Jayantha Wickramatunga
Building	Rashpal Singh-Heyer
Youth Affairs	Shigemi Kurahashi
Youth Affairs	Sarah Lio-Willie
Youth Affairs	May Yuen (Co-opted)

### Staff

Member	Position
Peter Rohweder	Station Manager-Resigned 2017
Jo Pratt	Station Manager
Behrooz Farahnakian	Assistant Manager
Silvia Bosco	Administration Coordinator
Emilia Matula	Administration Assistant
Tuula Olin	Administration Assistant
Chris Green	Financial Officer-Retired 2018
Dilpreet Kaur	Financial Officer
Alex Oliver	Technician
Niyi Adepoyibi	Production and Sound Engineer
Alex Nagl	Production and Sound Engineer
Jeff Milne	Training Coordinator
Gavin Unsworth	System Administrator
Brendan Shirren	Website Administrator
Chris Nainby	Transmission Technician
Steven Riggall	The Wire Producer
Eduardo Jordan	Fair Comment Producer

## RADIO 4EB LANGUAGE GROUPS...

<b>Group</b>	<b>Convenor</b>	<b>Returning Officer</b>
Albanian	Hakki Braho	Denis Audet
Arabic	Akram Makarem/Amar Abid	Shigemi Kurahash
Bangladeshi	Rajibur Reza	Denis Audet
Bosnian-Herzegovinian	Sergej Abazov	Minas Cassimatis
Chinese	Elsa Shuay	Lucy Stewart
Cook Islands	Kevin Dando	Irene Bayldon-Tavutavu
Croatian	Nikica Zlatunic/Niko Soldan	Nick Dmyterko
Czech	Karel Ulvr	Jay Wickramatunga
Dutch	Ina Huig	Sarah Lio-Willie
Fijian	Irene Bayldon-Tavutavu	Lucy Stewart
Filipino	Reggie Renee Michelle	Irene Bayldon-Tavutavu
Finnish	Tuula Olin	Umesh Chandra
Focus	Bep Torkington	Board of Directors
French	Denis Audet	Lucy Stewart
German	Katharina Loesche	Levale Lio
Global Grooves	Rick Heritage	Board of Directors
Greek	Peter Kotis	Lucy Stewart
Hungarian	Janos Zrinyi	Lucy Stewart
Indian	Shyam Das	Irene Bayldon-Tavutavu
Irish	Declan Hosey	Nondas Panagiotakis
Italian	Duilio Monteverde	Lucy Stewart
Japanese	Saya Ageiwa	Honey Binny
Korean	Shina Kwack	Sarah Lio-Willie
Latin American	Norma Augent	Levale Lio
Latin Grooves	John O'Neil	Board of Directors
Lithuanian	Ona Jasinskiene	Sarah Lio-Willie
Macedonian	Olivera Stojcevska	Nick Dmyterko
Maltese	Lucy Stewart	Nick Dmyterko
Maori	Emma Hart/Mereana Wilson	Irene Bayldon-Tavutavu

*Continued on Page 7*

## RADIO 4EB LANGUAGE GROUPS...

Multicultural	Carolina Caliaba	Rashpal Singh-Heyer
Nepalese	Keshab Sharma	Rashpal Singh-Heyer
Niuean	Helen Samupo-Tagamotu	Levale Lio
Oxygen	Board of Directors	Board of Directors
Pacific Wave	Irene Bayldon-Tavutavu	Board of Directors
Pakistani	Shoaib Zaidi	Nondas Panagiotakis
Persian	Maryam Kia/Zohreh Shirhadaie	Shyam Das
Polish	Marek Knappe	Minas Cassimatis
Portuguese	Carlos De Almeida/Lilian Dias	Jay Wickramatunga
Punjabi	Harjit Singh Saini	Umesh Chandra
Romanian	Gabriel Ghircoias	Irene Bayldon-Tavutavu
Russian	Ellen Manou	Denis Audet
Samoan	Peni Fenunuti	Minas Cassimatis
Scottish	Sam Heron/Shona Felsman	Honey Binny
Serbian	Vlastimir Jokic	Nick Dmyterko
Slovak	Ingrid Pride	Jay Wickramatunga
Slovenian	Vanesa Lahovec	Minas Cassimatis
Spanish	Oscar Vaccari	Irene Bayldon-Tavutavu
Sri Lankan	Kumarasinghe Mudiyansele	Rashpal Singh-Heyer
Tamil	Remadevi Dhanasekar	Honey Binny
Telugu	Sudershan Kanthakadi	Umesh Chandra
Thai	Boom Buchanan	Sarah Lio-Willie
Tokelauan	Tito Esekia	Levale Lio
Tongan	Pelu Veikoso	Jay Wickramatunga
Turkish	Ekrem Talha Uyarel	Shyam Das
Ukrainian	Martha Hupalo	Irene Bayldon-Tavutavu
Vietnamese	Sanh Nguyen	Umesh Chandra
Women's Profile	Maureen Mopio-Jane	Board of Directors

## President's Report

Board members, convenors and members of 4EB FM welcome to the EBAQ's Annual General Meeting. I would like to thank you all for participating and taking the time to find out exactly what the board of directors and staff have done for the organisation and membership this past year.

This period has been one of many changes for the organisation. I would firstly like to thank Peter Roweder for his 15 years of leadership and wish him all the best for whatever his future holds. I would also like to acknowledge the tireless efforts of Chris Green, our Financial Officer and wish him a long and healthy retirement.

The financial result for the year reflects a loss of just under \$10,000 years. This carries on a trend from the previous year. As you are all aware, the shift in funding parameters from CBF continues to have an impact on the station and we are still working to make the internal changes in our management and practice to meet this challenge. We are also receiving \$75,000 less in core funding for this year than we did last year, which increases the need to look at our fund raising model to ensure our long-term viability.

The 2017 Radiothon again was a huge success, with \$82,504 raised. Thank you to all of the Groups for your efforts in this area. This year's Radiothon is just around the corner, and I encourage you to again take an active role in promoting this yearly event and participate. Please let's all get behind the great venture and raise the bar to an even higher sum of money. These are valuable funds that 4EB require.

As most of you already know, in August we celebrated 30 years of being at Kangaroo Point, added to this is, the 40<sup>th</sup> anniversary of 4EB existence in 2019. These are indeed significant milestones in our history, and as we celebrate these milestones, we remember all that made this path possible, our current path and our future.

Our new Station Manager, Jo Pratt, joined us this year and I look forward to working closely with her as we celebrate 40 Years past and plan for the future.

In conclusion, I would like to thank the Board of Directors for this year's work. **Thank you** for all of your work guidance and council. Thank you to the staff, in carrying out your day-to-day responsibilities running the organisation. To the sponsors that have continued their sponsorship arrangements with the station, and more than 800 volunteers who dedicate their time and provide news, information, music, laughter and a familiar voice for your respective communities, a huge thank you.

This is a wonderful gift you are giving this city and your communities. This is what community radio embraces and celebrates, this is the true spirit of 4EB. Let's all continue sharing this dream, 51 groups representing 52 different languages, and we are all sharing the world with you.

**Nick Dmyterko**

**President EBAQ Ltd**



## Secretary's Report

The 2017-18 financial year has been another full year, with lots of changes. In November, Peter Rohweder our manager of 15 years resigned and took annual leave and long service leave from 15<sup>th</sup> December. Thank you to our Assistant Manager Behrooz Farahnakian for filling this position until the appointment of the new manager Ms Jo Pratt in April. Since her commencement it has been non-stop. With both Corporate and NFP experience plus amazing skills in grant writing, she is proving to be a very valuable member of our team. Another change in HR was the retirement of Chris Green our Finance Officer in June. Chris stayed on and did a very thorough hand-over to our new Finance Officer, Dilpreet Kaur, who joined us mid-June in preparation for end of year financial statements.

Some of the highlights for the year include:

Radiothon: 2017 was a record year for 4eb with the highest total donated and received.

In particular by the Greek Group. We realise that there is more pressure being placed on community groups for donations as the Funding Bodies have less money to distribute. So again thank you to all for your efforts to keep funds coming in to 4EB.

Our Women's Luncheons have continued to be popular events with an afternoon making new friends and learning something new from our chief guest of the day. We submit an article for our newsletter and each quarter to the NEMBC Magazine, and this has led to stations in other states following our example.

Your Board continue to meet monthly to discuss and plan the future of EBAQ. The areas constantly reviewed are the financial health of the organisation, as well as the strategic direction and progress against our strategic plan and all things governance. Continuing on from the consultations in 2017 with conveners, members and staff, the Board have been reviewing the EBAQ constitution. This is a very long process, but I can say we are almost there.

This year we have represented EBAQ at both the CBAA and NEMBC conferences as well as other community events across South East Queensland.

Our monthly newsletter is a core tool in our ongoing communication, alongside our social media platforms and website, not only with the membership, but also externally. I would like to thank Jeff Milne, Behrooz Farahnakian and Silvia Bosco for all their efforts in continuing to ensure these key communication tools are activated and also congratulate you on your contributions. It is all the amazing and exciting news you have to share which make these things possible.

I say each year that 4EB would not continue to run so smoothly if it were not for the dedicated staff that we have here. It takes team work to operate, so a big vote of thanks to Jo, Behrooz and Silvia who are our main points of contact. Thank you to Emilia, she is the first voice and face as you enter the building on Wednesdays. We also have our Finance Officer, Dilpreet Kaur who is also on the ground floor and looks after all our accounts, as well as Jeff Milne our Trainer. Of course some of the most important staff work upstairs and out of sight, our Technical and Production Team. Many thanks to Alex Oliver who is always available to assist, and Niyi Adeyoyibi and Alex Nagl, who make sure that all our production material is quality and ready to go and that our pre-recorded programs are put to air on time.

I would like to make special mention of our celebration in August of our 30 Years of Broadcasting on Kangaroo Point. Congratulations to everyone for the exceptional work that each and every one of you contributed towards this event and for your continued efforts in making 4EB the leader in Ethnic Radio broadcasting. As I have said on many occasions, I am so proud to be part of this amazing 4EB family, it makes the position of Secretary an enjoyable one.

Radio 4EB FM Certificates of Appreciation 2018 will be awarded to:

### **Category One:**

At least Five (5) years of exceptional contributions to the EBAQ Ltd.  
No recipients in 2018

### **Category Two:**

At least five (5) years involvement as a Convener of the EBAQ Ltd.  
Presented to Viet Tran, Vietnamese Group

### **Category Three:**

At least seven (7) years consistent involvement in program production and broadcasting.  
No recipients in 2018

**Category Four:**

At least ten (10) years continuous membership of the EBAQ Ltd.

Presented to Daniella Hill, Le Thi Lam, Ta Phuoc Le, Loc Van Nguyen, Van Nam Nguyen, Hai Thi Nguyen, Em Tran, Viet Tran,

**Category five (5) Life Membership:**

In recognition of an exceptional contribution to the station by an individual:

No recipients in 2018

In conclusion, our success is due to the untiring efforts of the whole team here at 4EB. The Board of Director's, the management and staff, our dedicated Broadcasters, Group Committee's and the wonderful band of volunteers, who make up the family of 4EB.

You are all Very Special People. I thank each and every one of you for your continued support during this past term. Without your contribution, we would not continue. Together we look forward to many more years of 4EB FM and Global Digital. I wish the New Incoming members all the success for the future.

**Irene Bayldon Tavutavu**

**Secretary, EBAQ Ltd.**

## **Station Manager's Report**

This period saw a lot of changes for the Station in terms of Management. The previous Station Manager, Peter Rohweder moved on after 15 years of being in the role. In the interim period before the appointment of the new Station Manager, I acted in the role.

That major shift however, did not stop the station from continuing to grow and supporting the various cultural groups that have chosen South East Queensland as their home and want to have a voice on radio airwaves.

The funding structure from the Community Broadcasting Foundation has changed significantly in the last couple of years and that has created some new challenges for the Station in terms of reporting and also managing the budget. The operational budget from the Foundation is now less than before and that adds a new challenge to the operation of the station.

As a result, the importance of Fundraising has risen significantly for the station. Last year we ran a very successful Radiothon campaign and hit a new target of \$82,504.00. This was made possible by approaching many numbers of politicians, government departments, and providing extra support and encouragement to language group in their fundraising efforts. We hope to at least match these efforts in the coming year.

In terms of attracting younger members to the community radio scene, Radio 4EB has been proactive in running multiple engagement projects such as the **Media Skills for Young People**, a series of workshops teaching basic broadcasting skills to youth of multicultural background and encouraging them to be the voice of their communities, **Radyo Palaro**, teaching kids of various background Radio Drama, and **Production of Pakiwaitara**, a series of Maori stories to inspire kids of New Zealand background.

In this next year, the station needs to be a lot smarter finding and growing income sources and use some of its current sources of income, such as studio hire, translation services and sponsorship a lot better. Also, the station needs to seek new sources of revenue by establishing strong partnerships with other organisations and applying for a range of grants.

Next calendar year, will also mark a significant milestone for the radio station, as we will be celebration 40 years of being on air in 2019. Therefore, we will need to lay a good ground for further relationships with politicians and other community organisations, in order to prepare for this achievement. Good planning will be necessary for the station as we enter into this year and need to organise various functions to highlight the importance of the work we have been doing for the past 4 decades.

Technical facilities, maintenance and repairs remain a key priority at the station as a professional standard must be maintained thereby minimising disruptions for volunteers and staff as well reducing labour and repair costs. 4EB is a local community organisation using cost effective resources and technology suitable to the size and budget which the station must work within.

I want to thank all the Board members, volunteers and staff for their continued support of the station and their hard work. Also, it is important to acknowledge those businesses and organisations who chose to promote their work through 4EB. The station's vision is to be a hub for all communities of Queensland and a primary connection for culturally and linguistically diverse people, therefore it is important always look for ways to strengthen that connection.

**Behrooz Farahnakian**

**Acting Station Manager, EBAQ Ltd**

Starting at the Station at the tail-end of this reporting period, I am enthusiastic about the possibilities the future holds for the station. As we approach our 40<sup>th</sup> year of Broadcasting we should be proud of all that has been achieved and excited for the future. 4EB is a community with unparalleled richness in our diversity and the many strengths that diversity brings. I look forward to working alongside the team of staff, Board and many, many volunteers that make up this community, and invite you input into the future direction of the Station and how we can continue to promote Community, Connection and Culture, both internally and externally to our valuable listeners and other partners.

**Jo Pratt**

**Station Manager, EBAQ Ltd**

## **Treasurer's Report**

It is my pleasure as the Treasurer of EBAQ LTD to present my report and the financial statement of the company ending on the 30th June, 2018. Herein, I submit to the members of EBAQ LTD the Financial Statements and Auditors report dated September, 2018. This report includes income and expenditure during the 2017/2018 financial year and includes a report on assets and liabilities, cash flow, notes of the financial report, income expenditure statement, and the independent Auditors statement.

Firstly, I must draw attention to page 13, Note 13 Prior Years Adjustment. Due to an accounting error in the previous year, \$24,200 was left in the records for 2017 which was unspent grant monies for this current period. With this adjustment last year's result changes from a surplus to a deficit of \$10,686. Whilst this year's result is slightly better at a loss of \$9770, it is still a trend that we need to be mindful of, in particular in the context of this year's decreased Operations and Development income from CBF.

Overall this period we saw an increase of 7% in Radiothon, 27% in Membership income and an 11% increase in grant income; with an overall increase in income of 6%. I believe that the Station is in a stable financial position demonstrating the potential for a strong business position in the future. We saw a decrease of 25% in sponsorship income, which was largely due to the unstable staffing arrangements across this period.

As we head into 2019 and our 40<sup>th</sup> Anniversary of Broadcasting, with a new Manager who brings a lot of experience with fundraising and grant writing, we will need to prioritise fundraising efforts, including sponsorships as well as looking at alternative grant income. The new Manager and Finance Officer, Dilpreet Kaur have been working towards transitioning our financial management system to Xero and have advised that this system will allow for greater tracking of our business performance, positioning us for growth.

It is with pleasure that I serve this Board and I share special moments with fellow members of the Board. I couldn't have held this position without the help and advice of the Station Manager, Peter Rohweder, the Assistant Manager, Behrooz Farahnakian, and the hard working team of employees, Administrator, Silvia Bosco, Finance Officer, Chris Green, Training Coordinator, Jeff Milne, Technician, Alex Oliver and Production Officers Niyi Adepoiyibi and Alex Nagl. I would like to thank Peter and Chris for their efforts over the years and welcome the new Station Manager, Jo Pratt and new Finance Officer, Dilpreet to the team and look forward to continuing to work with them in the future.

My sincere thanks goes to the Executive and other members of the Board as their time and passion for EBAQ Ltd is invaluable. I would also like to thank all volunteers who provided a positive contribution towards the development of the Organisation. I would also like to acknowledge each one of the 4EB supporters for the great effort and commitment and dedication to the station. Without your endless support and loyalty 4EB would not stand as strong and be in the position it is today.

**Minas Cassimatis**

**Treasurer, EBAQ Ltd**

**FINANCIAL STATEMENTS**

**APPENDIX**