
RADIO 4EB



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

**Annual Report
2018 ~ 2019**

The Ethnic Broadcasting Association of Queensland (EBAQ) Ltd



**Annual Report
2018~2019**

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TABLE OF CONTENTS...

| | |
|--------------------------------------|------|
| <i>Mission and Purpose Statement</i> | 4 |
| <i>Board of Directors and Staff</i> | 5 |
| <i>Radio 4EB Language Groups</i> | 6... |
| <i>Chairman's Report</i> | 8 |
| <i>Station Manager's Report</i> | 9 |
| <i>Treasurer's Report</i> | 10 |
| <i>Financial Statements-APPENDIX</i> | 11 |

Vision Statement

“To be the leading multicultural broadcast service connecting people through language and culture.”

Purpose

“To provide inclusive, quality multicultural community broadcast services.”

BOARD OF DIRECTORS AND STAFF...

Directors

| Position | Director |
|----------------------|----------------------------------|
| Chairperson | Nick Dmyterko |
| Company Secretary | Irene Bayldon-Tavutavu |
| Treasurer | Minas Cassimatis |
| Director | Umesh Chandra |
| Director | Shigemi Kurahashi |
| Director | Lucy Stewart |
| Director | Umesh Chandra |
| Director | Honey Binny |
| Director | Rashpal Singh-Heyer |
| Director | Faiza El-Higzi |
| Director | Shyam Das |
| Director | Sarah Lio-Willie |
| Director | May Yuen (Resigned 2019) |
| Youth Representative | Khwezi Nkwanyana (Co-opted 2019) |

Staff

| Member | Position |
|---------------------------|-------------------------------------|
| Jo Pratt | Station Manager |
| Behrooz Farahnakian | Marketing and Communication |
| Silvia Bosco | Administration Coordinator |
| Kylie Miles | Finance Officer/Consultant |
| Alina McGowan | Finance Officer |
| Alex Oliver | Technician |
| Niyi Adeyoyibi | Production and Sound Engineer |
| Alex Nagl | Production and Sound Engineer |
| Jeff Milne | Training Coordinator and Compliance |
| Gavin Unsworth | System Administrator |
| Brendan Shirren | Website Administrator |
| Chris Nainby | Transmission Technician |
| Steven Riggall | The Wire Producer |
| Eduardo Jordan/Demi Lynch | Fair Comment Producer |
| Trevor Kabagambe | Office Assistant |
| Bahador Valadi | Music Masala Project Manager |

RADIO 4EB LANGUAGE GROUPS...

| Group | Convenor | Returning Officer |
|-----------------------|----------------------------------|--------------------------|
| African | TBC | TBC |
| Albanian | Hakki Braho | Shyam Das |
| Arabic | Amar Abid | Shigemi Kurahash |
| Aramaic Languages | Dina Saleem Hanhan | Manager |
| Bangladeshi | Rajibur Reza | Shyam Das |
| Bosnian-Herzegovinian | TBC | Minas Cassimatis |
| Caribbean | TBC | TBC |
| Chinese | Elsa Shuay | Sarah Lio-Willie |
| Cook Islands | Kevin Dando | Irene Bayldon-Tavutavu |
| Croatian | Niko Soldan | Nick Dmyterko |
| Czech | Karel Ulvr | Reggie Michelle |
| Dutch | Ina Huig | Sarah Lio-Willie |
| Fijian | Irene Bayldon-Tavutavu | Lucy Stewart |
| Filipino | Honey Binny | Irene Bayldon-Tavutavu |
| Finnish | Kris Olin | Umesh Chandra |
| Focus | Bep Torkington | Manager |
| French | Denis Audet | Lucy Stewart |
| German | Katharina Loesche | May Yuen |
| Global Grooves | Rick Heritage | Manager |
| Greek | Peter Kotis | Shigemi Kurahashi |
| Hungarian | Ben Potzy | Lucy Stewart |
| Indian | Shyam Das | Faiza El-Higzi |
| Irish | Declan Hosey | Faiza El-Higzi |
| Italian | Duilio Monteverde/Alex Favali | Lucy Stewart |
| Japanese | Ayumi Maeda | Honey Binny |
| Korean | Shina Kwack | Sarah Lio-Willie |
| Latin American | Adan Orozco-Jimenez/Julio Correa | Khwezi Nkwanyana |
| Latin Grooves | John O'Neil | Manager |
| Macedonian | Olivera Stojcevska | Nick Dmyterko |
| Maltese | Lucy Stewart | Nick Dmyterko |
| Maori | Mereana Wilson | Shyam Das |

Continued on Page 7

RADIO 4EB LANGUAGE GROUPS...

| | | |
|-----------------|-----------------------------------|------------------------|
| Multicultural | Rick Heritage | Rashpal Singh-Heyer |
| Nepalese | Keshab Sharma | Rashpal Singh-Heyer |
| Niuean | Helen Samupo-Tagamotu | May Yuen |
| Oxygen | Board of Directors | Manager |
| Pacific Wave | Irene Bayldon-Tavutavu | Manager |
| Pakistani | Dania Zaidi | Faiza El-Higzi |
| Persian | Alex Firouzabadi | Shigemi Kurahashi |
| Polish | Marek Knappe | Minas Cassimatis |
| Portuguese | Lilian Dias/Elisabeth Ferreira | Reggie Michelle |
| Punjabi | Harjit Singh Saini | Umesh Chandra |
| Romanian | Gabriel Ghircoias | Irene Bayldon-Tavutavu |
| Russian | Ellen Manou/Liudmila Larkina | Shyam Das |
| Samoan | Peni Fenunuti | Minas Cassimatis |
| Scottish | Shona Felsman | Honey Binny |
| Serbian | Vlastimir Jokic/Milanko Crnjanin | Nick Dmyterko |
| Slovak | Ingrid Pride/Emilia Matula | Reggie Michelle |
| Slovenian | Vanesa Lahovec | Minas Cassimatis |
| Spanish | Jose Manuel Serrano Santos | Irene Bayldon-Tavutavu |
| Sri Lankan | Kumarasinghe Mudiyansele | Rashpal Singh-Heyer |
| Tamil | Remadevi Dhanasekar/Siva Kailasam | Honey Binny |
| Telugu | Sudershan Kanthakadi | Umesh Chandra |
| Thai | Boom Buchanan | Sarah Lio-Willie |
| Tokelauan | Tito Esekia | May Yuen |
| Tongan | Pelu Veikoso | Reggie Michelle |
| Turkish | Ekrem Talha Uyarel | Shigemi Kurahashi |
| Ukrainian | Martha Hupalo | Irene Bayldon-Tavutavu |
| Vietnamese | Sanh Nguyen | Umesh Chandra |
| Women's Profile | Maureen Mopio-Jane | Manager |

Chairman's Report

In two months 4EB will celebrate a milestone, 40 years of broadcasting our unique programs to Brisbane & beyond. What an achievement, especially when there a number of volunteers currently broadcasting that were here from the very beginning. This is a milestone worth celebrating.

Today we celebrate another milestone, and that being our election process of our annual General Meeting, where 6 possibly 7 long serving board members retire & open the way for our younger generation to step up and be heard. With that, I would like to thank a number of long-standing directors for your commitment towards the company and 4EB.

Minas Cassimatis, the treasurer for so many years. Irene Tavutavu (Bayldon), the company secretary, Lucy Stewart, our events co-ordinator, Sarah Lio-Willie, our youth representative, then board member then our legal advisor, and Rashpal Heyer-Singh our Mr Fix-It. Thank you for all the work that you have done for the company & 4EB. Between all of you, there is in excess of 100 years of experience in all facets of the organisation.

I reflect back on all the changes the station has gone through in the past 40 years, all the ethnic groups, all the committees, all of our members, and I feel proud that I was a part of this wonderful organisation and more so, I feel proud that I had the honour to be at the helm with all the volunteers & staff and their support.

But the future of radio is definitely bright, and definitely needed by our existing communities and more so, the new emerging communities that need our medium to communicate. It is up to all of us to maintain and improve all areas of our service and look towards the future and not be afraid of new and emerging technologies that may look different. If we all have an open mind, the sky is our limit. And in my mind, that's a good thing.

In conclusion, I would like to thank all the Board of Directors and the Sub-committees for this year's work. **Thank you** for all your work, guidance and council. Thank you to the management and staff, in carrying out all the requests of the board, to the sponsors that have continued their sponsorship arrangements with the station, to all the convenors of the groups and more than 700 volunteers who dedicate their time to provide news, information, music, laughter and a familiar voice for your respective communities.

What a wonderful gift you are giving this city and your community. This is what community radio embraces and celebrates, this is the true spirit of 4EB.

Let's all continue singing the same song, 55 groups representing 62 different languages, and, **WE'RE ALL SHARING THE WORLD WITH YOU.**

Nick Dmyterko

Chairman, EBAQ Ltd

Manager's Report

The last 17 months have certainly been full. I have thoroughly enjoyed taking up the Station Manager's role and working alongside the Board of EBAQ over these months in what has been a period of significant change for the organisation.

I would firstly like to commend the Board and Governance Sub-Committee on their vision and gumption to dig in and work on some very significant changes to the governance of the Company and to really move the station into a strong position for future stability and growth. We finish this reporting period with a new and compliant Constitution, revised By-Laws and a suite of Policies and Procedures to support these two critical documents in development. I look forward to working with the in-coming Board to further this good governance practice.

I would like to make a special mention to outgoing Board members, Irene Tavutavu (Bayldon), Lucy Stewart, Sarah Lio-Willie, and Rashpal Heyer-Singh. You have all served many years on the Board and the Company has benefitted greatly from your time and energy. I would particularly like to extend a huge thank you to our former Treasurer, Minas Cassimatis; we have worked very closely over the past 17 months and I greatly appreciate your support, and words of wisdom and experience as we have had quite a challenging year with stabilising the HR and new systems to support our financial management. The strength of the auditor's feedback on the results of this process is confirmation it was work well done.

Whilst this financial year shows a deficit, we have managed to turnaround our core funding position for the 2019-2020 period and I look forward to working with our broadcasters and community to continue to grow our subscriber base, donations and sponsorship over the next 12 months.

I would like to thank the Chair, Nick for his leadership and robust conversations about the Company, the station and the sector more broadly, as together we have worked to align the station with current legal and compliance practice. It has been a pleasure working with you.

To the rest of the Board, staff and volunteers, as we approach our celebration of 40 years 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, 2019. Herein, I submit to the members of EBAQ LTD the Financial Statements and Auditors report dated September, 2019. This report includes income and expenditure, balance sheet, changes in equity and statement of cash flows for the 2018-2019 reporting period.

Overall in the period we saw a 41% increase in income for administration and management fees, this was largely due to the Manager identifying a significant amount of unbilled income from the 2017-2018 period, now fully recouped. We also saw an increase 19% in membership income, congratulations to the Groups for their efforts here. We had a 32% increase in interest income from fixed deposits, resulting in an over-all 4% increase in the Company's income.

This is quite an achievement considering we had a significant decrease in operational income from CBF, to the value of \$75,000, as well as the 17% decrease in our Radiothon results. This is reflected in the overall operating loss of \$78,339.05. However, we have been advised of our success in the current round of operational funding, recouping the previous decrease and increases to our content funding mean I believe the station to be in a stable financial position, demonstrating the potential for a strong business position into the future.

In my time at 4EB, I have had the privilege of working with late Presidents: Tony Manicaros, Patrick Cole and George Sudull, as well as Dr Peter Ho and Nick Dmyterko. I can't thank those people enough for the constant support in achieving brilliant outcomes for 4EB.

I would also like to mention the station's managers: Greg Marsh, Mark Rogers, Geoffery Souranis, Damien Lee, Bruce Nelson, Peter Rowheder and the current Station Manager, Jo Pratt. What we have achieved over the years towards the development of the organisation is for its members to judge.

It is with pleasure that I have served this Board and I share many memories and special moments with fellow members of the Board. I have appreciated the past 17 months working alongside the Station Manager and whilst the transition from MYOB to Xero has not been without its challenges over the past 12 months, the positive feedback from the auditor that we are in a strong position is testament to the hard work of Jo and the team in the office. I commend them for all the fabulous work that they do and wish them the best in the future.

It is my recommendation to the members that the 2018-2019 Audited Financial Report be accepted and the auditor, Jason O'Connor be reappointed for the next financial period.

Minas Cassimatis

Treasurer, EBAQ Ltd

FINANCIAL STATEMENTS

APPENDIX