
RADIO 4EB



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

Annual Report

2016 ~ 2017

The Ethnic Broadcasting Association of Queensland (EBAQ) Ltd



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2016~2017**

The EBAQ Ltd
Radio 4EB
140 Main Street
Kangaroo Point Qld 4169
PO Box 7300
East Brisbane Qld 4169
Telephone: (07) 3240 8600
Facsimile: (07) 3240 8633
Email: info@4eb.org.au
Internet: www.4eb.org.au

Compiled by:
4EB Staff

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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
Programming Co-ordinator	Levale Lio
Functions Co-ordinator	Lucy Stewart
Functions Assistant	Umesh Chandra
Sponsorship	Shyam Das
Marketing	Honey Binny
Marketing	Denis Audet
Policy and Procedures	Jayantha Wickramatunga
Building	Rashpal Singh-Heyer
Youth Affairs	Sarah Lio-Willie
Youth Affairs	May Yuen (Co-opted)

Staff

Member	Position
Peter Rohweder	Station Manager
Silvia Bosco	Administration Coordinator
Emilia Matula	Administration Assistant
Tuula Olin	Administration Assistant
Chris Green	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...

Group	Convenor	Returning Officer
Albanian	Hakki Braho	Denis Audet
Arabic	Akram Makarem	Shyam Das
Bangladeshi	Rajibur Reza	Denis Audet
Bosnian-Herzegovinian	Razim Mehmedovic	Minas Cassimatis
Chinese	Elsa Shuay	Lucy Stewart
Cook Islands	Kevin Dando	Irene Bayldon-Tavutavu
Croatian	Nikica Zlatunic	Nick Dmyterko
Czech	Karel Ulvr	Jay Wickramatunga
Dutch	Nicole Pieters	Sarah Lio-Willie
Fijian	Irene Bayldon-Tavutavu	Lucy Stewart
Filipino	Honey Binny	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	Ilona Fekete	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	Rosa Hirakata	Levale Lio
Latin Grooves	John O'Neil	Board of Directors
Lithuanian	Ona Jasinskiene	Sarah Lio-Willie
Macedonian	Dime Krstevski	Nick Dmyterko
Maltese	Lucy Stewart	Nick Dmyterko
Maori	Emma Hart	Irene Bayldon-Tavutavu

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RADIO 4EB LANGUAGE GROUPS...

Multicultural	Carolina Caliaba	Rashpal Singh-Heyer
Nepalese	Keshab Sharma	Rashpal Singh-Heyer
Niuean	Helen Samupo-Tagamotu	Levale Lio
Oxygen	Katherine Willis	Board of Directors
Pacific Wave	Irene Bayldon-Tavutavu	Board of Directors
Pakistani	Nadir Mazhar	Nondas Panagiotakis
Persian	Maryam Kia	Shyam Das
Polish	Marek Knappe	Minas Cassimatis
Portuguese	Carlos De Almeida	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	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	Thisara Pathirannehelage	Rashpal Singh-Heyer
Tamil	Remadevi Dhanasekar	Honey Binny
Telugu	Rajesh Mavuduru	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 40th 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 you this past year.

Over the last 18 months the most single challenging event affecting the station has been the CBF reforms & the implication on 4EB. We have submitted the relevant applications and have been advised of the amount we will be receiving.

At this point I would like to thank Peter Rohweder & Behrooz Farahnakian for completing all the necessary meetings with the groups to ascertain exactly what their requirements are and all the necessary paperwork. The process although lengthy and demanding was completed in a timely and professionally manner and in accordance within the guidelines of the CBF. Thank you for all the work you have done for this submission.

The 2016 Radiothon as most of you are aware was a record year. Thank you to the Greek group who excelled and produced an outstanding result of \$30,295 towards the final result of \$76,300. Thank you to all the groups that matched or excelled over their previous year's results, & thank you to everyone that participated in this fund raising event.

Radiothon is just around the corner again, and I trust that all groups will 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.

This year a contingent of board members visited the Minister Grace Grace in July with the sole intention of selling our services to the government. We presented her with the facts and a proposal. We have the equipment, we have the knowledge & expertise in providing the necessary services. It's now up to the government to mandate and insist that the ethnic sector is also provided the opportunity to send out the government's message. This is

a challenge that I feel we can handle and accomplish with distinction.

As most of you already know, in 2018 we celebrate 30 years of being at Kangaroo Point, added to this is, the 40th anniversary of 4EB existence in 2019. These next 2 years are indeed significant milestones in our history, and it is the belief of the board that we celebrate these milestones, remembering all that made this path possible, our current path and our future. I welcome you all to the upcoming festivities and trust that you will all participate, and be proud of the fact that 4EB has survived and grown over the years and has positioned itself to seeing in the future. Details of the upcoming events will be forwarded to all our convenors and members via our newsletters, Emails, flyers and of course over the air from all of our programs.

In conclusion, I would like to thank all the Board of Directors for this year's work. Thank you for all of your work guidance and council, and to the staff, in carrying out all the requests of the board, 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.

This is 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 sharing this dream, 51 groups representing 52 different languages, and we are all sharing the world with you.

Thank you.



Nick Dmyterko
President, EBAQ Ltd

SECRETARY'S REPORT...

Another year has gone by and on reflecting back over the past 12 months I can see that it has been a very busy year for all.

Firstly, congratulations to all for the awards that were presented to 4EB from the CBAA for Excellence in Ethnic and Multicultural Broadcasting and from the NEMBC for "Best Station". These awards are for you the members for the exceptional work that each and every one of you contribute towards 4EB and the programs produced here.

This year we continued with the annual Governance Training concentrating on 4eb Strategic Plan, this included consultations with both staff and members. Thank you to those of you who attended and gave valuable input to our Strategic Plan.

As covered in the President's from 1st July we have had the change in CBF funding distributions. This has a significant effect on the funds available to 4EB income which means we will have to look at other ways to raise revenue to keep us going. This means there have had to be some changes to our original Building Plan as the costs there have risen beyond what we expected.

During Easter in April the Punjabi group again promoted 4EB Global with the broadcasting of the Sikh games from Adelaide. This looks like being an annual activity as 4EB is now the recognised Ethnic Broadcaster for the Games. Next year they will be in Sydney.

Our newsletter continues to be produced each month, and for this we have to thank Silvia who manages to get everything together ready for our convener's meeting each month. And a big thank you to those groups who provide us with the articles to share with our members.

Radiothon, once again was well supported particularly 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.

In April Peter, our Manager took three months parental leave, and during this time Behrooz Farahnakian took on the role of Assistant Manager. You will still see Behrooz as he is continuing in this role 3 days a week.

July is the time when we have our fund-raising dinner Dance and many thanks to Lucy Stewart for all the organisation of this event. Also, a big thank you to the groups who provided us with some delightful entertainment. Firstly, the Vietnamese group for their line dancing, the Japanese group for their performance and lastly for the Maori group and their cultural performance. It was great to see everyone having such a good time particularly when they were invited to join in.

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.

This year 4EB was invited to again host the NEMBC Women's State Forum. This is held in a different state each year, with the very first one in 2014 at 4EB. The day was officially opened by the Minister for Multicultural Affairs Minister Grace Grace. Guest speakers included President NEMBC Dr Tangi Steen, President EBAQ and Vice President NEMBC Mr Nick Dmyterko, Ms. Joan Pease MP Lytton and Michelle Brown Chair CBF Grants. The afternoon session consisted of workshops covering "Producing a Balanced Program" and "Useful Tips on how to use Audacity". Women from Ethnic Broadcasting stations from all Qld and Northern NSW were invited to attend, so we had visitors from as far away as Cairns attending.

I say each year that 4EB would not continue to run so smoothly if it were not for the dedicated staff team that we have here. It takes team work to operate so a big vote of thanks to Peter and Silvia who are our main points of contact. Thank you to Emilia, who is currently on leave, she is the first voice and face as you enter the building on Wednesdays and Thursdays. Thank you to Tuula who is filling that position for the next few weeks. We also have our Finance officer Chris Green who is also on the ground floor and looks after all our accounts. Of course, some of the most

important staff work upstairs and out of sight. That is our Technical and Production Team. Many thanks to Alex Oliver who is always available to assist us with the technical issues. Then in production we have Niyi Adeyoyibi and Alex Nagl, who make sure that all our production material is ready for us and that our pre-recorded programs are put to air on time. 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 enjoyable.

Radio 4EB Certificates of Appreciation 2017 were awarded to:

Category Two:

At least five (5) years involvement as a Convener or Director of the EBAQ Ltd.

Jay Wickramatunga

Category Three:

At least seven (7) years consistent involvement in program production and broadcasting.

**Beno Groothoff
Bep Torkington
Cornelius Huig
Greta Schimpf
Helen Dykstra
Ina Huig
Moattar Reza
Nadir Mazhar
Rens Broos**

Category Four:

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

**Anneke Van Kammen
Bernardus Prange
Chi Nguyet Du
Clyde Torkington
Daniela Hill
Donella Polley
Dorothy Dawn Theunissen
Duong Dac Tran
Elsa Hardenberg
Em Tran
Gea Lastdrager
Grace Watkins
Gregg Torkington
Hai Thi Nguyen
Hendrik Bremer**

**Indrani Doloswala
Jan Van Hees
Jenny Morhee
Johanna Zeissink
Johanna Wassenberg
John Appelman
John Morhee
John Thomas
Julie Bremer
Le Thi Lam
Markandu Kumarathash
May Dempster
Paritam Kumar Dutta
Pillaiyanthamby Sivasithamparam
Samannal Gunaratne
Stella Krist
Ta Phuoc Le
Thi Hoang Nga Cao
Thisara Pathirannehelage
Tuan Minh Le
Udaya Madugalle
Van Nam Nguyen
Vasuki Sivaanathan
Vilma Torkington**

President's Shield:

Presented for outstanding achievement-

Greek Group

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, 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.



**Irene Bayldon-Tavutavu
Secretary, EBAQ Ltd**

STATION MANAGER'S REPORT...

Radio 4EB continues to grow as an organisation and maintains a large amount of support from the community. The station must maintain this support whilst getting more people involved in the station. It is a challenge for a community organisation but there are opportunities for people to be involved in all facets of the station.

In the coming 12 months, the station will experience increased costs across a number of areas at the station and decreased income due to less funding from the Community Broadcasting Foundation. 4EB needs to develop new income streams to strengthen the financial position of the organisation.

Fundraising has remained successful with a record amount raised from Radiothon. Also, the station's Annual Dinner Dance continues to be a financial success but will need to change in future years to maintain this success. The fundraising efforts have been well supported with revenue being raised from other areas such as sponsorship, membership, one off grants and proceeds from production services.

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 acknowledge the great work of all of the staff - Silvia Bosco, Alex Oliver, Chris Green, Behrooz Farahnakian, Emilia Matula, Tuula Olin, Niyi Adeyoyibi, Alex Nagl, Eduardo Jordan and Steven Riggall. I welcome the return of Jeff Milne to the station and must also give a special mention to Carolina Caliaba who was successful in securing several grants for Radio 4EB.

The station would not exist if it were not for all of the volunteers. I acknowledge and thank all of those people who volunteer their time as a board member, programming committee member, broadcaster, panel operator, and those who fundraise, promote, and market the station to the community.

4EB must always remain focused on the people in the community who we are the primary connection for.



Peter Rohweder

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, 2017. Herein, I submit to the members of EBAQ LTD the Financial Statements and Auditors report dated September, 2017. This report includes income and expenditure during the 2016/2017 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.

I can state that EBAQ at the end of the financial year has achieved a surplus. Therefore, I believe that the Station is in a stable financial position demonstrating the potential for a strong business position in the future. In the last financial year EBAQ has seen a 8 percent increase in the Radiothon and a 7 percent increase on sponsorship. Also, it is important to mention a 9 percent decrease from the interest received from fixed deposits and our overall income was 9 percent lower than the previous year.

On the expenses we saw an 11 percent increase on electricity and a 30 percent increase on license fees and charges and a 15 percent increase on rates and land taxes, still with the expenses we manage to eliminate the postage charges by 40 percent. Also repairs and maintenance was 9 percent lower than the previous year. Hence, I draw special attention to these areas of budgeting and look forward to exploring a new avenue to accomplish a positive outcome.

Many technological changes have occurred since my last treasurer's report in 2016 and those modifications can only be achieved by generating income from memberships, grants, sponsorships and fundraising events, including the Radiothon. Thus, it is vital that all members participate during the stations fundraising activities. Extra funds will be necessary to achieve and maintain a substantial station. Radio 4EB Global Digital requires skilled and professional staff, as well as an organised administration system to continue to offer a high standard of broadcasting services. Evidence of the staff special qualities amongst many other aspects of delivering services to our members, is the maintenance of the OB

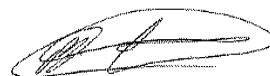
Van. The OB Van is a link between the groups and the members at cultural events. The OB Van is an important visual component of delivering programs to the community. The groups can be proud of taking the OB Van to outdoor events.

It is my role as the Treasurer to emphasise the importance of becoming financially independent. Currently, we do rely on government funding and internal income. As many of you are aware the changes in the government financial distribution amongst the community radio sector, it is critical that the station act as a collective voice. This responsibility depends on the board members, convenors, staff and members.

If all of us want to see the station continue in the future, taking proper care of the station at all times will diminish the possibility of legal proceedings and will reduce the company's costs. The Maintenance cost of the station equipment is very high and continuous improvements on FM and Global is necessary to maintain standards.

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 technician, and production officers Niyi Adepoiyibi and Alex Nagl.

My sincere thanks goes to the executive 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

Policies and Procedures Report

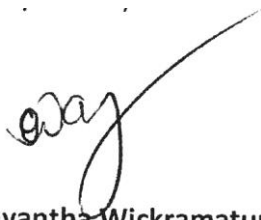
The Board is pleased to inform members that Policy and Procedures Manual (PPM) was updated in 2016/17 to make sure that the station has kept the pace with emerging technologies and changes taking place in community broadcasting nationwide. The updates have been made to following areas of interest for Broadcasters, Panel Operators, Board and the Office:

1. Returning Officer's report at Group AGM s
2. AGM Guidelines for Conveners
3. Guideline for the use of OB van
4. Membership requirement for Global broadcasting
5. Process to manage the occurrence of a tie result in Group AGM elections
6. Strengthening the governance around broadcasting of political content
7. Process for the election of Office Bearers after Group AGM s
8. Time frame for the submission of Group AGM minutes to the office
9. Highlighting the ethical frame work associated with the use of Social Media in 4EB
10. Incorporation of Community participation Policy
11. Incorporation of NEMBC Policy on Human rights, multiculturalism, diversity and Equal Opportunity within EBAQ governance framework.

The Board has also removed irrelevant and outdated clauses in the PPM and the PPM was updated with new terminology to match with CBF, NEMBC and other broadcasting agencies.

The Board is now considering to separate the PPM into two different documents to make it more accessible. This task is being undertaken in consultation with legal professionals to ensure that we are complying with local, state and commonwealth statutory requirements.

Prepared by



Jayantha Wickramatunga

Director (Governance and Procedures)

Financial Statements

APPENDIX