



## 2024 Annual Report- Radio 1RPH

### Introduction

I present the annual report of the activities of Radio 1RPH for the 2023-2024 year. This report covers station operations from November 2023 to November 2024. And the financial operations of radio 1RPH for the 2023-2024 financial year. This document is a report for this meeting. A formal annual report will be prepared and published on the radio 1RPH website.

### Management Committee

At the 2023 annual general meeting the following people were elected to the Committee

- Robert Altamore - President
- Alan Mitchell - Vice-President
- Lynne Duckham - Secretary
- Liam Jordan - Committee member
- Maree Caulfield - Committee member

The position of Vice-President Print Disability was vacant

The Committee was to appoint a Treasurer.

During the year, the following changes to the Committee occurred.

- Maree Caulfield was appointed as Treasurer, but subsequently resigned from the Committee in March 2024, as she was moving to Adelaide. I record our appreciation of Maree for her exceptional contribution during her time as a Management Committee member. Maree is now an active volunteer to the Adelaide radio reading service.
- Peter Copeman joined the Committee as an ordinary Committee member. The Committee assumed collective responsibility for the Treasurer role under the leadership of Alan Mitchell and myself.
- Lynne Duckham resigned from the Committee in August 2024. We thank Lynne for her contribution as Secretary and Committee member. I acknowledge her contributions to station administration, to the setting up



of the membership database and to her practical help with the implementation of the Studio D upgrade

- Lorraine Litster joined the Committee to fill this casual vacancy.

I thank Committee members for their helpful contributions and their personal support to me.

## Radio 1RPH administration

### Employees

I record our appreciation of our Station Manager Yvette Ho, who with the support of many volunteers has focused on external representation of the station, maintaining strong working relationships key stakeholders including the other radio reading services, Disability Media Australia (DMA) and the Community Broadcasting Foundation (CBF).

Yvette is on sick leave and has not been able to provide her personal contribution to this report.

Yvette Ho as Station Manager, with the support of volunteers has conducted station operations.

I also record our appreciation of our other employees - Production Manager Andy Lythgoe, and Program Director Crystal Clitheroe - who continue to produce, edit and schedule our programs and place them in the program automation system for broadcast. Andy's experience and knowledge of station operation has also been helpful to committee members and to our volunteers.

Indeed, I want to record our appreciation for the many station volunteers who contribute over and above their reading and presenting shifts, to maintaining our operations. I particularly acknowledge Maryanne Gore, Sarah Guise, David Moncrieff, Wendy Lim, and especially Roy Jeeves for his personal presence at the station and his willingness to take on tasks ranging from lawn mowing to administration.

### Teams

It has been a difficult year for station operations and we face challenges in station operations in the coming year.

This report includes contributions from:

- the Special Projects Team



- the Wagga Wagga Outside Broadcast Team
- the Wagga Wagga Daily Newspaper Readings Team
- the Technical Team
- Christian Perspectives Team

I especially acknowledge the contributions of:

- the Special Projects Team,
- the Wagga Wagga Outside Broadcast Team, and
- The Roster Team, which is making a major contribution with its regular updates and supporting volunteers, but we are aware it is being over stretched and needs support.

The Teams for areas such as programs, grants and property management have not been able to maintain their momentum or get off the ground. This has placed stress on our volunteers, our employees and the Committee, and is a challenge for the coming year.

## Volunteers

### Encouraging Volunteers

Goal 4 of our Strategic Plan requires that we create a culture that values, inspires, develops and encourages volunteers. Radio 1RPH currently has around 120 volunteers. In the 2023-2024 year we have recruited and trained sufficient new volunteers to maintain our level of volunteers and to fill our rosters.

### Special Thanks

I particularly acknowledge Maryanne Gore, Sarah Guise, David Moncrieff, Wendy Lim and Roy Jeeves. Notwithstanding these comments, I want to record our appreciation for the many station volunteers who contribute over and above their reading and presenting shifts to maintaining our operations.

### The Roster Team

Our Roster Team is the main way in which we interact with our volunteers. I record our appreciation of Alice Ferguson, Jeff McKenzie and Wendy Lim for their leadership of this team.

The Roster Team provides a weekly update to volunteers of the available shifts and other station news. This is important to the effective functioning of our station. The special projects team have also made a major contribution in



introducing new volunteers to the station and giving both new and long-term volunteers opportunities to do creative radio and build their skills. The Wagga Wagga live broadcast is an example of this type of activity which engages us with our community and provides our people with new and exciting experiences.

### Volunteer Induction and Training

In the 2023-2024 year, the induction and training of volunteers had been handled by members of the Roster Team and the Special Projects Team and experienced volunteers. The quality of our live to air and pre-recorded programs remains high. However, we are aware that our current approach to the induction and training of new volunteers places a heavy burden on those involved and that we need to improve our performance of this important aspect of our service.

### Volunteering ACT

Radio 1RPH is a member of Volunteering ACT and worked with Volunteering ACT to promote volunteering in the ACT. An interview with the CEO of Volunteering ACT and promotional announcements were broadcast to promote the ACT volunteer awards. The Radio 1RPH volunteer cohort has been nominated for volunteer team of the year. The awards will be announced on Thursday 5 December, the International Day of the Volunteer.

### Finances

Goal 3 of our strategic plan requires us to endeavour to become financially self-sustainable. We have seriously failed in this area.

The outcome for the 2023-2024 financial year was an operating loss of \$79,100. The main cause of this outcome is substantially due to our inability to generate the income needed to sustain our operations from CBF grants and other sources. This will continue to be a problem for us in the 2024-2025 financial year as the outcome of our CBF Round 1 grant for this coming year was again disappointing.

The other minor cause of this outcome is the incurring of expenses in the 2023-2024 year which should have been incurred in the previous year. Like all community organisations, we face rising costs in staff, electricity, insurances and building and transmitter maintenance. Some of our traditional forms of income especially government sponsorship campaigns are decreasing, as people shift their attention from radio and television to social media.



The Management Committee has been diligent in controlling expenditure via financial processes put in place by Maree Caulfield that continue to work well with the support of our bookkeeper Amanda Sang. However, we cannot avoid the expenditure necessary to maintain the human and material aspects of our broadcasting infrastructure.

The Management Committee is ever mindful of the organisation's financial viability and has therefore set a solvency benchmark of a cash balance of 6 months of operational expenditure as a trigger for decisive action on our continued operation. The Management Committee does not have immediate answers to our financial predicament. At this time, I can assure you that the Management Committee will consider all options regarding both income and expenditure and will, if necessary, take the financially responsible and hard decisions.

Radio 1RPH participated in the Hands Across Canberra Giving Day in March 2024 through, we received \$9,000. Continuing sources of donations included: the Hands Across Canberra website; the Canberra Southern Cross Club Community Rewards program; and the Gungahlin Branch of the Country Women's Association.

### Strategic Planning

The Committee recognises that our current Strategic Plan is out of date and we need a new Strategic Plan to enable us to address the issues facing us in the current media environment. We have recently partnered with the Empact Group who have generously offered to assist us to develop a new strategic plan on a pro bono basis.

An email has been sent to members and volunteers inviting their participation in this process. We have had an excellent response and look forward to both the process and the outcome of this initiative.

### Programs

Goal 2 of our Strategic Plan requires us to deliver program which are responsive and relevant to our target audience, taking account of new developments in technology. Goal 1 of our Strategic Plan also require us to strengthen and build stakeholder engagement across the community. Our programs are our highlights for our listeners, and our shop window to the community.



Radio 1RPH volunteer readers and presenters deliver 30 hours of live newspaper readings every week and keep up a high level of first run and replayed recorded programs to fill our daily broadcast schedule.

We have completed the transition from hardcopy printed papers to reading from online digital sources for weekday readings. This is not without difficulties and we thank our volunteers for their perseverance.

### Community Outreach

Station Manager Yvette Ho and the members of the Special Projects Team have led our community outreach activities.

Yvette has designed new and attractive brochures and fridge magnets to promote our service. These have been very important in the effectiveness of our community outreach activities. These include:

- A two day outside broadcast from the Wagga Wagga show in October 2024;
- Information stalls at community expos for volunteers, seniors, veterans and people with disabilities; and contacts and interviews with representatives of community organisations in Canberra, Wagga Wagga and Junee.

Our community Roundup program broadcast 9:15 am and 8:00 pm each Monday to Friday. These 520 broadcasts per year is one important way in which we both reach out to the community and provide relevant information to our target audience.

Our Disability Reform Program produced by Sarah Guise and broadcast twice weekly keeps our listeners informed of current developments in the rapidly changing disabilities services sector.

Liam Jordan has continued to produce “Noise Control Radio” a program based on atmospheric soundscapes which provide a soothing and restful nighttime environment for neurodivergent listeners.

These programs, combined with the disability specific programs sourced from other radio reading services enable us to provide a comprehensive suite of programs specific for our target audience of people with disabilities.



Radio 1RPH continues to broadcast specific programs for Remembrance Day, Anzac Day, Christmas and Easter. We acknowledge our volunteers who brought these programs to us.

### Special Projects Team Report

(Contributed by Maryanne Gore).

Led by Sarah Guise and Maryanne Gore, the Special Projects Team pulls in volunteers from all areas of the Station to assist with activities such as interviews, audio descriptions and displays. The Special Projects Team has established a shared calendar to record and document activities throughout the year, to guide planning and resourcing.

The Team's major displays this year have been at the:

- Volunteer Expo, 18 May 24 at the University of Canberra,
- Veteran's Expo, 20 July 24 at Hughes Community Centre,
- Disability Expo, 6 and 7 September 24 at EPIC, and
- Seniors Expo, 25 September 24 at the Old Bus Depot Markets.

Lots of Radio 1RPH volunteers assisted with these expos and a survey questionnaire was also administered, to collect information about who is listening, what they like and what don't like. The summary report of these surveys is still in preparation.

We take the opportunity at all these displays to connect with other exhibitors and produced programs that have gone to air, most notably, the two-part report on the Disability Expo containing interviews with:

- Tim Murdoch, the Disability Expo Ambassador who is a musician with cerebral palsy,
- the event MC, Mel Harrison,
- people from Sexual Health and Family Planning ACT, Guide Dogs ACT/NSW, Blind Cricket ACT, Eyes for Life, Bindi Maps and Fragile X Association.

Many of these programs are available to listen to on Radio1RPH's podcast library.

For the 2024 Paralympics in Paris in August and September 24, Sarah Guise, Maryanne Gore and Rhod McDonald produced eight 15-minute Paralympic Bulletins combining our own interviews and article readings with interviews sourced from the Community Broadcasting Association of Australia (CBAA). This



collaboration with CBAA has been quite fruitful, where we attend an online weekly meeting to keep in touch with issues coming up and share our interviews and topics.

A great source of interview subjects can actually be found within our own volunteer cohort, for example, Ben Signor interviewed Bob Sobey, one of our Wagga readers, and Maryanne Gore interviewed Suzi Bond, our “Butterfly Show” presenter.

The Hands Across Canberra appeal which runs in March around Canberra Day enabled our Station to participate as both a Charity Partner gaining donations and as a Media Partner enabling the other charities to get their message across. Radio 1RPH received \$7,601 in donations and aired interview programs with Karinya House, Pegasus Riding for the Disabled, Directions Health, Technical Aid for the Disabled (TADACT) and Home in Queanbeyan

We also provided Audio Description programs included for events such as:

- “Enlighten” -, the illumination of Parliamentary Triangle buildings,
- the “Bleeding Green” interviews - an oral history project from the Canberra Raiders,
- the Street Art Festival at The Creative Element in Fyshwick; and
- a visit to the Kambah Sustainability Fair.

Book authors were also strong contributors to program content, including:

- Kristen Lang, an American author, on her new kids book “The Cane Kids” about using the white cane and in her day work as an orientation and mobility specialist,
- Sandie Docker, author of “The Lyrebird Lake Ladies Choir”,
- Tania McCartney, author of Flora: “Australia’s Most Curious Plants”; and
- Natalie Leske, author of “Dogs with Jobs”.

Throughout the year, we devoted more time to keeping the Facebook and Instagram advertising of programs more current resulting in more reach through social media for the Station.





## Wagga Wagga Outside Broadcast Team Report

(Contributed by David Moncrieff and members of the Wagga Wagga Outside Broadcast Team).

Radio 1RPH conducted an Outside Broadcast from the 2024 Wagga Wagga Show on Friday 13, and Saturday 14 September 24. The Outside Broadcast was intended to raise the station profile in the Wagga Wagga community, build local audience reach and provide opportunities for other medium term and longer-term outcomes. Radio1RPH has broadcast to Wagga Wagga since 2009 and, apart from occasional exposure to local service clubs, little has been done to promote the service in the region since then.

Over the two days some 10 hours of live programming was presented from the show. This included the regular morning reading sessions, extended by one hour on Friday morning to allow readings of The Australian, the Canberra Times and the Wagga Daily Advertiser to be done live from Wagga Wagga to all listeners.

The Friday evening “Opinion” reading session and “Around Canberra” segments were also presented live. Schedule adjustments enabled the 1:30 to 3:00 pm period, normally occupied by the BBC World Service on Fridays, to be replaced by live information produced by volunteers for and about the Wagga Wagga region. Similarly, book reading repeats normally scheduled from noon until 1:30pm on Saturday afternoons were delayed by 90 minutes to create a window for further live programs from Wagga Wagga.

The broadcasts were accompanied by opportunities to meet show patrons passing our broadcast point on a main thoroughfare through the show ground. The concept was enthusiastically supported by a cohesive team, comprising a core group of Wagga Wagga readers, with support from the wider volunteer community both on site and as back up in Canberra.

A core group met fortnightly from early April to scope and plan the broadcast. The Wagga Wagga Show Society supported Radio1RPH by providing a secure broadcast space and power. Volunteers participated at their own cost, the only call on the station was the costs of trailer hire and fuel for the towing vehicle to transport equipment and polo shirts for participants. The broadcast was highly successful, with a few minor technical and operational lessons learned.

Interviews used in the 90-minute segments included with the show society



president, the Young Achievement Award winners, local community leaders and general descriptive items about the show and its events. Volunteers took turns to meet passersby in front of the broadcast site, meeting regular listeners and raising awareness of the service. In addition to informal conversations, 37 surveys were filled out, seven had heard of us, 30 had not. Of those who had not heard of us, 19 were interested to take a brochure and fridge magnet and to tune in.

Valuable links were made with the Daily Advertiser, the local ABC and the local community radio station, particularly with their technical operator. In addition, extensive use was made of social media in support of the broadcast, for example pictorial posts directly relating to the event received more than 2,000 hits on the first day, and 361 hits on posts for the second day.

Executive Producer for the outside broadcast was David Moncrieff, with support from Wagga Wagga team coordinator, Virginia Brown, assistant producer, Andy Bell, with support from Maryanne Gore and Sarah Guise, and technical support from Malcolm Walker, Andy Lythgoe and Nev Blyth.

Radio1RPH President Robert Altamore addressed Wagga Wagga Rotary Club on Thursday night, with Sarah Guise and Robert Altamore met Wagga Wagga City Council staff and participated in meeting passersby. As a result, the council has allowed Radio1RPH material to be put in the council foyer.

Others directly involved included Bob Sobey, Sue Jose, Kent Brown, Greg Thomas, Deb Stevens, Peta Moore, Rhod McDonald, Pene Lee, Roy Jeeves and our Junee representatives, Heather and Peter Jauncey.

### [Wagga Wagga Daily Newspaper Readings Team Report](#)

(Contributed by Virginia Brown)

Radio 1 RPH continued to broadcast the Wagga Daily Advertiser, Monday-Friday. The Wagga team ended the year with 15 volunteers consisting of 8 Presenters/Readers and 7 Readers.

Although we farewelled some members of the team this year, in particular Jan Hure and Barbara Berce, it was lovely to welcome new Volunteers, who brought new voices and different perspectives to the broadcast.



Throughout the year it has become apparent that the format of the Wagga Advertiser is changing. There are many days where there is no Editorial, no Letters and/or no Local Opinion piece and limited Local Sport. A number of opinion pieces are the same as printed in the Canberra Times, which may result in an opinion piece being read twice in one day. Sport reports may be local or can be about national or international sports and personalities.

This presents a challenging time for the Wagga team to navigate. We have started to look at the issue, with the aim to develop a practical and flexible resolution to this ongoing situation. I am confident that in the year ahead, our live reading of the Wagga Advertiser will continue to inform our listeners of the news, sport and events that affect them.

### Christian Perspectives Team Report

(Contributed by Wendy Altamore)

We welcome Alison Waddell who reads for both the Christian Team and the general newspaper reading team.

We farewell Glenn Henzell who has resigned due to ill health. We thank him for his contribution and wish him and his wife Marja well. Alison Waddell has joined us and we welcome her as a reader.

The Christian Perspectives program includes material from over 30 Christian publications and online sources. We receive material from 6 churches in Wagga Wagga and 3 churches in Junee. I acknowledge and thank the following people and organisations:

- The members of the **Lutheran churches** in Canberra, Queanbeyan and Wagga Wagga who pay half of the cost of the sponsorship of the “Face to Face” program which is broadcast during the week;
- The **Campbell Gospel Chapel** (open Brethren) for sponsoring the broadcast of George and Rita Galieh’s program;
- Alan and Sue Mitchell, Peter Ellis and Camilla Shaw for providing me with program material; and
- **Peter and Heather Jauncey** for providing material from the churches in Wagga and Junee and for representing the station to the Junee community in which they now live.



## Technical Report

(Contributed by Malcolm Walker, Technical Director)

### Wagga Wagga

Our Wagga Wagga site is situated about 3-hours' drive from Canberra. There is also a translator station at the town of Junee, which re-transmits our program to local listeners. With funds from a recent grant, we have upgraded our facilities in Wagga Wagga to provide a better RDS (Radio Data Service) to provide information to listeners about station identification and program summary. In addition, we purchased equipment to upgrade our IT connection from Canberra to allow updating the displayed data. We also installed a new off-air receiver to improve monitoring of our program transmitted in Wagga Wagga.

We have for some time intended to improve our profile in the Wagga Wagga area by doing an Outside Broadcast from the city of Wagga. We accomplished this in September this year by broadcasting a live program from the Wagga Wagga show. The Technical department provided equipment and assistance to the team of volunteers who travelled to Wagga and conducted the broadcast which proved to be a great success.

### Canberra.

At the studios in Canberra, with the assistance of a grant, we were able to purchase equipment and software to upgrade our automation (play-out) system which included new software and two new computers.

We have completed an upgrade of studio D which involved the purchase in installation of new equipment. This included the latest model digital console. The furniture was also replaced and the room re-painted and re-carpeted.

We have also upgraded the station's security alarm system to include a key-fob arrangement which replaced the existing front-door key. Access to the security system via computer was added as well.

### Technical Capacity Review

The Committee commissioned Chris Deacon to review and provide a report on the organisation's technical infrastructure and capacity both in relation to broadcasting and station administration. Chris has provided a comprehensive report detailing our current technical capacities, their strengths and weaknesses and recommendations to enhance our broadcast and administrative systems for



the future. We have taken the first small steps to implement Chris's report with the purchase and installation of the Radio Boss program automation and broadcast software. However, there is much to be done to implement the recommendations in this report. We need a person to work with the Committee and our staff to drive the implementation of this report.

### Digital Radio

Liam Jordan represents Radio 1RPH as a director Community Digital Radio Canberra Pty Ltd the company which underpins the access of community broadcasters to the digital audio broadcasting (DAB+) infrastructure in Canberra. In October this year, Canberra Community Broadcasters were provided with the written agreements which would govern our access to digital infrastructure. There are several complex and interlinked documents which the Management Committee will consider. However, there is little scope for us to influence the form of these agreements and little risk to us as the CBAA obtains and administers the funding for our digital service. I anticipate we will sign the agreements and continue our digital service.

In last year's report I mentioned the potential to broaden our offering to our listeners by broadcasting different programs and time shifting programs by differentiating our AM/FM and digital streams. We have not realised this potential in the current year.

### Disability Media Australia (DMA)

Ben Signor represents us at DMA which is our peak body for media access for people with disabilities. Yvette Ho also attends meetings of DMA Station Managers.

Radio 1RPH is an active participant in and contributor to Powerd Media which Disability DMA has established as a multi disability and multi-media platform to carry content produced by people with disabilities across, screen, audio, podcasts and written articles. Powerd Media has continued to grow and hosts around 500 items of content including new articles, podcasts and TV programs. Visit <https://www.powerdmedia.com>

The balancing of risk management with the new emerging technologies will be a key item of discussion at DMA's annual Planning Day in March 2025.



Through the CBAA, DMA continues to advocate for more funding for the community broadcasting sector of which Radio 1RPH is a part. There were no changes made to the membership of the DMA Board from the Annual General Meeting held on 11 November 24.

### In Memorium

Radio 1RPH acknowledges persons who have died during the reporting period and their contributions to our service.

#### **Barbara Blackman**

Barbara Blackman was a pioneer and founder of the Radio for the Print Handicapped (now Radio Reading) movement in Australia and was actively involved in the establishment of Radio 2RPH in Sydney. When she moved to Canberra, Barbara became an active participant in Radio 1RPH: contributing her informed opinion as a listener from our target audience; speaking at our fundraiser dinners; and granting permission to Radio 1RPH to record and broadcast her book "Glass after Glass."

Barbara was an active member of the blind and vision impaired community and their organisations including Blind Citizens Australia. Barbara was a strong advocate for all things audio, including the joy of soundscapes and the benefits of audio-enabled adaptive technology. Barbara was also a supporter and patron of the arts.

#### **Andrew Eagles**

Andrew Eagles was a member of the Christian Perspectives Team and a general news reader for many years, until he had to cease reading due to the onset of Parkinson's Disease. Andrew was keenly interested in Radio 1RPH's affairs and attended and supported our social and fundraising events.

To Barbara and Andrew, we say "thank you" and we offer our sincere condolences to their families.