



## Orange Community Broadcasters Ltd

(ABN: 16 387 554 344) (ACN: 652 572 739)

77 Kite Street, Orange, NSW, 2800

PO Box 1031, Orange, NSW, 2800

Tel: 02 7202 9455

Email: [secretary@fm1075.com.au](mailto:secretary@fm1075.com.au)

Website: [www.fm1075.com.au](http://www.fm1075.com.au)

### Newsletter February 2022

#### Message from the Chair

Orange Community Broadcasters was at Orange's Australia Day celebration in Cook Park and took the opportunity to meet with listeners and future listeners and to ask them to complete a community engagement survey. The results are later in this newsletter.

Thanks to Gerry Faulkner, Edi Huelmo, Gabbi Waterson, and Graeme Renaud for joining me in representing FM107.5 and encouraging people to complete the community engagement survey.

Members may be aware that the Community Group of the year Award was made to FM88 One Central West, as the only nominee for this category. A complaint has been made to Council about false claims that this narrowcast station is a community radio station.

We are very grateful for a donation of \$5,000 from one of our members who wants to remain anonymous.

Meetings of our Board of Directors are being held on the 3<sup>rd</sup> Monday of each month at 6p.m. and a summary of decisions will be included in each monthly newsletter.

The OCB Strategic Plan 2022 – 2027 has been approved by the Board and I am sending a copy with this newsletter. We still need to develop a Five Year Plan and that will be done by the Committees that will meet to develop the actions. Please have a look at the Committee section below for how you can help and when the meetings will be held.

The application for the Regional Youth Radio Program was submitted in partnership with JAM Orange in at the end of January and one of the requirements is that we have a Child Safe Policy. This was approved by the Board and is part of this newsletter. It is now a requirement for all presenters to obtain a volunteer Working With Children Check (WWCC) by 31<sup>st</sup> March 2022 so that we can be a Child Safe Organisation. Volunteer WWCCs are available free from Service NSW.

There are issues concerning the Vertel site on Mount Canobolas where we broadcast from, and we hope to be able to update members on the solution to these issues in the near future.

Cheers,

**Amanda Spalding**



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### **New Members**

New members approved by the Board at the February meeting are:

Pip Orr – who will also be a presenter

Ed Forde

Jane Forde

Luke Wilkinson of JAM Orange – who is a presenter on the Friday JAM Orange program

### **Finance Report**

We received a donation of \$5,000 from a member of FM107.5 for which we are very grateful. We have 2 new sponsors and need to keep up the effort of attracting new sponsors. We are continuing to receive income from selling old equipment.

I am in the process of developing and submitting grant applications, including 3 for Community Broadcasting Foundation grants, a Blayney Shire Council grant and a Charles Sturt University Grant. The bank balance is currently healthy.



## Featured Presenter of the Month – Edi Huelmo



Edi lives in Blayney and has been a volunteer presenter with FM107.5 for 18 years. This photo was taken at the Orange Australia Day event at Cook Park.

Edi presents her Filipino Program with fellow presenter Espie Johnson on Tuesdays at 6 – 7p.m. as one of our 3 Specialist Radio Programs for which we receive grant funding from the Community Broadcasting Foundation. The show plays classic Filipino Music and connects with the local Filipino community through language, music and news.

Edi has been our non-English speaking funding co-ordinator for 12 years.

Edi works as a mentor for community justice.

Edi says 'the thing I enjoy most about being a presenter on FM107.5 is being involved and being able to help our community. I would like to see FM107.5 holding monthly BBQs and raffles now that we are a charity.'

## Meeting Dates for Committees

The following Committees have been established and the first task will be to develop the Five Year Plan. Meetings will be held at 77 Kite Street, on the times and dates given below and volunteers are very welcome. If you would like to attend by Zoom please let me know at [orangecommunitybroadcasters@gmail.com](mailto:orangecommunitybroadcasters@gmail.com)

**GOAL 1: Sound Governance – Chair Darrell Hair – 12.30p.m. Tuesday 8<sup>th</sup> March**

**GOAL 2: Finances, Funding & Sponsorship and GOAL 3: Community Engagement, Publicity & Profile Raising – Chair Amanda Spalding – 12.30p.m. Thursday 10<sup>th</sup> March**

**GOAL 4: Members & Volunteers – Chair Amanda Spalding - TBA**

**GOAL 5: Management & Programming – Chair Mark Vale - TBA**

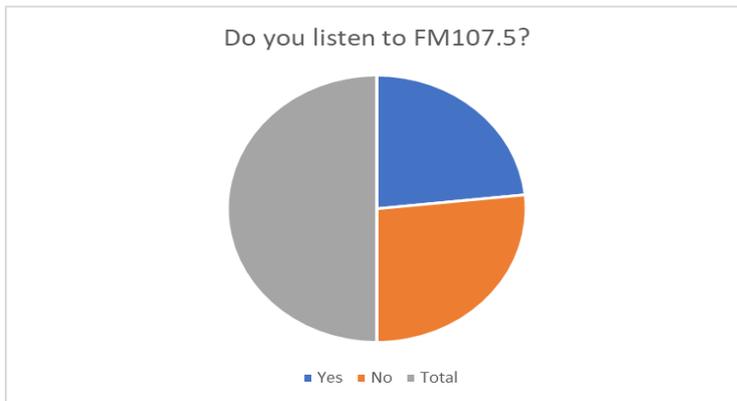
**GOAL 6: Technical and Asset Management – Chair Graeme Renaud – 10a.m. Saturday 26<sup>th</sup> March**

# Australia Day 2022 Community Engagement

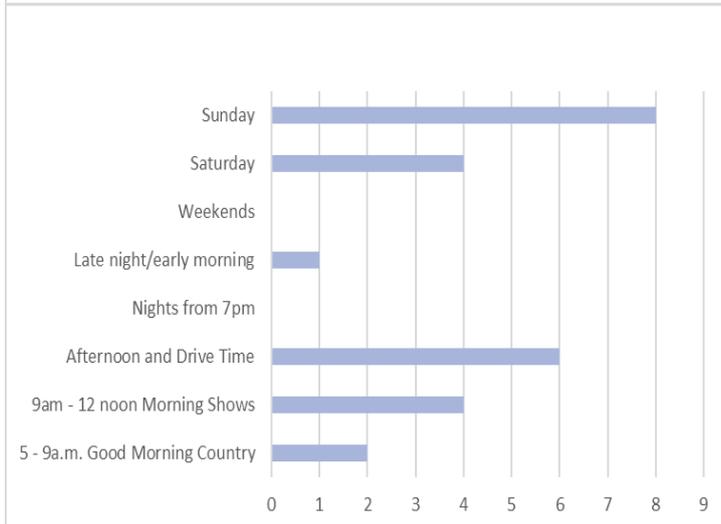
At the Orange Australia Day event at Cook Park, we encouraged local people to complete the FM107.5 Survey to go into a draw to win a \$50 Lander’s Music Voucher or one of 3 Arts OutWest CDs of Central West musicians called ‘While the World Waits.’ We received 15 completed surveys.

Here are the results of the engagement:

## 1. Do you listen to FM107.5?



## 2. What time of day/week do you listen?



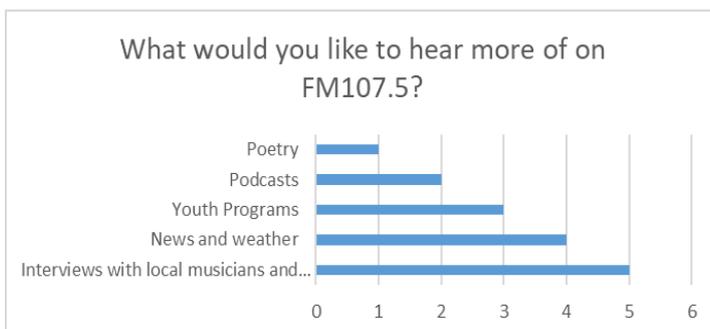
## 3. What is your favourite show?

Gerry Faulkner – Ireland Down Under 2  
They are all excellent 1

## 4. Would you recommend FM107.5 to friends and family?

Yes – 6

## 5. What would you like to hear more of?



## 6. What would you like to hear less of?

Head banging music - 1



## Volunteers Needed

We need all members to recruit sponsors and we are looking for volunteers to take on the following responsibilities:

Website

Social Media

Monthly Newsletter

## CBAA Community Radio Participant Census

**Please take part in the CBAA Community Radio Participation Census so that the work of 2OCB is recognised**



## We need YOU for our Community Radio Participation Census

**Complete for the chance to win one of three \$100 GiftPay Vouchers**

The CBAA is kicking off its biggest-ever [2022 Participation Census](#) and we need feedback from all volunteers and workers in community radio stations. This revamped survey, conducted every few years, aims to understand the people that make up our vibrant sector.

If you are a station manager, please forward the survey to your staff and volunteers – we want to hear from everyone! Please encourage your team to take part. The more that are involved means that we can get a better understanding of our people.

The Census data is important to us. By hearing from the people in our stations we can better:

- Understand the diversity of community radio workers and volunteers.

- Advocate for your station with Government.
- Share insights to deepen your knowledge of what drives your people.

The results will also give insight into why people work in community radio. We'll be able to share these insights to help you attract and retain volunteers and workers in our sector – more important now than ever before.

**[Complete the survey now](#). This should only take ten minutes of your time, and you can go in the draw to win one of three \$100 GiftPay vouchers.**

## Orange Community Broadcasters Ltd – Registered Charity

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## Policy Manual Policy 19

### Child Safe Policy

Orange Community Broadcasters Ltd. (OCB) is a child safe organisation.

Child safe organisations create cultures, adopt strategies and act to prevent harm to children. Systematically they should:

- Create conditions to reduce the likelihood of children being harmed
- Creates conditions that increase the likelihood of identifying and reporting harm
- Responds appropriate to disclosures, allegations and suspicions of harm.

#### OBJECTIVES

The objectives of this policy are to:

- Provide child safe environments for children and young people whilst on Orange Community Broadcasters' premises and with OCB volunteers.
- To promote the health, safety, welfare and wellbeing of children and young people.
- Adopt the Child Safe Standards.
- Compile and implement best practice approaches to child protection and adhere to NSW child protection legislation.
- Clarify and identify professional and legal obligations of OCB and its volunteers in relation to child protection.
- Implement clear procedures for prompt and confidential processes for any allegations against volunteers.
- To outline and clarify the process when children and young people are present in OCB premises and with volunteers at outside broadcasts.

#### APPLICABILITY

This policy applies to OCB volunteers who may come into contact with children at the OCB premises or while involved in outside broadcasts.

## General Standards

This policy is designed to assist with OCB's commitment to meeting the *Child Safe Standards* identified by the Royal Commission (2017), that is:

1. Child safety is embedded in institutional leadership, governance and culture.
2. Children participate in decisions affecting them and are taken seriously.
3. Families and communities are informed and involved.
4. Equity is upheld and diverse needs are taken into account.
5. People working with children are suitable and supported.
6. Processes to respond to complaints of child sexual abuse are child focused.
7. Volunteers who are involved with the Youth Radio Program and outside broadcasts involving children and young people are equipped with the knowledge, skills and awareness to keep children safe through continual education and training.
8. Physical and online environments minimise the opportunity for abuse to occur.
9. Implementation of the Child Safe Standards is continuously reviewed and improved.
10. Policies and procedures document how OCB is child safe.

## Participation of Children and Young Program

OCB supports the active participation of children and young people in the programs, activities and broadcasts we offer. We provide a range of ways to allow children and young people to provide feedback or raise concerns. We listen to their views, respect what they say and involve them when we make decisions, especially about matters that will directly affect them.

All OCB activities involving children, where the child is not accompanied by a guardian or parent, will require the parents to complete an enrolment form that will include the following information:

- Relevant medical, health and dietary information
- Authorisation of whether or not pictures can be taken of their child
- Clear instructions on who is authorised to pick up and drop off their child as well as contact details.

## Volunteers and Members of Orange Community Broadcasters Ltd.

OCB has implemented a risk-based approach to implementing this Child Safe policy which is applicable to volunteers OCB volunteers who may come into contact with children at the OCB premises or while involved in outside broadcasts. This policy will be implemented from March 2022 when all volunteer presenters of OCB will be requested to obtain a volunteer Working with Children Check and keep it up to date.

## Complaints Management and Reporting

All complaints from children, parents or members of the public will be managed in accordance with OCB's Complaint Management Policy and procedures.

Adopted at Board Meeting 21.02.2022



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## Strategic Plan 2022 – 2027

### 1. Introduction and History

Orange Community Broadcasters, FM107.5, has been operating for 24 years, since 1998, from its studio at 77 Kite Street, Orange, NSW 2800 with the transmitter located on Mount Canobolas (Gaanhabula). OCB made the change from an incorporated association to a company limited by guarantee that is a charity for the start of the 2021 – 2022 financial year.

OCB's licence is for the local government areas of Orange, Cabonne and Blayney and the broadcast area goes much further afield and includes Oberon, Dubbo, Wellington Cowra, Parkes, Forbes, Bathurst and Lithgow.

### 2. Board and Membership

The Board of Directors consists of:

Chairman and Treasurer Amanda Spalding

Secretary and Public Officer Darrell Hair

Directors Jon Carter, Graeme Renaud, Mark Vale.

There is a vacancy for another director to join the Board.

Current membership numbers are 68 of which 25 are women (37%). One member is under 18.

Of these members, 29 are regular presenters of which 9 are women (31%) and one is under 18. Two of our presenters are registered as disabled.

### Vision

FM107.5 is the community broadcaster for Orange, Cabonne and Blayney, engaged with and providing the local community of the Central West with locally produced information, news, music, and entertainment locally, and providing a local voice for people from different backgrounds.

### Mission

FM107.5 aims to contribute to the health and wellbeing of our local communities by providing access to a truly independent, community owned and operated local radio station, which will:

- Improve access to local information, community events and entertainment
- Increase the sense of connectedness in our community between people of all ages, social, cultural, and ethnic backgrounds with authentic local voices and
- upholding the **guiding principles of community broadcasting:**
- Promote harmony and diversity and contribute to an inclusive, cohesive, and culturally diverse Australian community
- Pursue the principles of democracy, access, and equity, especially for people and issues not adequately represented in other media
- Enhance the diversity or programming choices available to the public and present programs that expand the variety of viewpoints broadcast in Australia

- Demonstrate independence in programming as well as in editorial and management decisions
- Support and develop local arts and music
- Increase community involvement in broadcasting.

## **Central West Demographics**

The detailed demographics of the Orange, Cabonne and Blayney Local Government Areas, and trends for the Central West Libraries region (Cabonne, Blayney, Orange, Cowra and Forbes) are in Appendix 1 from the 2016 census. In summary, the Central West is predominantly a white English speaking area where the population is growing in the urban centres and becoming more diverse with the growing counties of origin being India, Philippines, South Africa and China.

Overall, the residents of Orange are younger than the residents of more rural parts of the region and it has a higher proportion of residents of working age.

## **Listeners**

The Audience Summary for the Orange and Bathurst areas is at Appendix 2 and shows that 30% of the population over the age of 15 listen to community radio, which means 26,000 people are listening, with 1,000 people listening exclusively to community radio. Some 7,000 listeners are over 55 and the remaining 19,000 are between 15 and 55. More men (60%) than women (39%) listen to community radio in the Orange and Bathurst region and 1% of listeners identify as gender diverse.

## **Objectives**

1. To operate as a charity that is a company limited by guarantee that is sustainable and to undertake all measures necessary to provide a radio broadcasting service to encourage, enable and facilitate communication within the community by operating and developing community media activities.
2. To enable and facilitate communication within the community by broadcasting programs dealing with local issues, events, culture and activities that are authentic and excellent, innovative, sustainable, accessible, trusted and diverse and engage in important conversations so that local Australian stories are told and heard.
3. To promote the work of Australian musicians and performers.
4. To provide the opportunity for community groups and related associations, organisations and individuals to be involved in the production and presentation of original programs.
5. To encourage and develop uses of radio for community and public affairs, education, culture, information, entertainment and recreation by, for and directed to the local community by presenters who are representative of the local community
6. To promote and encourage innovative and experimental uses of radio.
7. To teach, train, instruct, prepare and assist members to produce material for transmission and to provide facilities for members to learn and practise the technical and aesthetic aspects of radio broadcasting and production.

## GOALS:



### **GOAL 1: Sound Governance**

OCB will ensure that our governance processes are sound and ethical ensuring that we can achieve our vision and objectives.

(including frequency of Board meetings, Board performance, risk appetite, succession planning, committees, policies and procedures including being recognised as a Child Safe organisation).



### **GOAL 2: Finances, Funding & Sponsorship**

The Board of OCB will manage and monitor the finances to ensure that the company is viable, financially sustainable and fulfills its commitments to sponsors, funding bodies and the local community.

(including charity status, budget, business plan, stakeholders, sponsors, philanthropy, grants).



### **GOAL 3: Community Engagement, Publicity & Profile Raising**

OCB will strive to be a well-recognised and respected community radio station that caters to the information and entertainment needs of the wider community in Central West NSW.

(including outside broadcasts, questionnaires, social media, branding, marketing, website).



### **GOAL 4: Members & Volunteers**

OCB will expand the existing membership base and ensure that we foster a caring and respectful culture that supports on air presenters and other volunteers to deliver excellence in community broadcasting.

(including newsletters, membership benefits, membership drives, presenters are representative of the community we serve).



### **GOAL 5: Management & Programming**

OCB will support the General Manager and other volunteers to deliver a variety of programs that reflect the expressed needs of listeners and the wider Central West community.

(including programming, podcasts, outside broadcasts).



## **GOAL 6: Technical and Asset Management**

OCB will develop and maintain an asset register, manage assets and plan for future needs so that they can be part of the business plan and future budgets.

(including fault logs, asset planning and management)

### **Sub-Committees**

A sub-committee has been established for each Goal to develop OCB's **Five Year Plan** in consultation with members and stakeholders.

### **Stakeholders**

The Councils of Orange, Cabonne, Blayney, Cowra, Forbes, Parkes, Oberon and Lithgow.

Local Aboriginal Land Councils in the Central West

Community Groups

Schools

Universities

Sponsors and potential sponsors.

### **Board Approval**

This Strategic Plan 2022 -2027 was approved by the Board of Directors on 21<sup>st</sup> February 2022.

## Appendix 1 – Demographics

### Demographics of our Licence Area

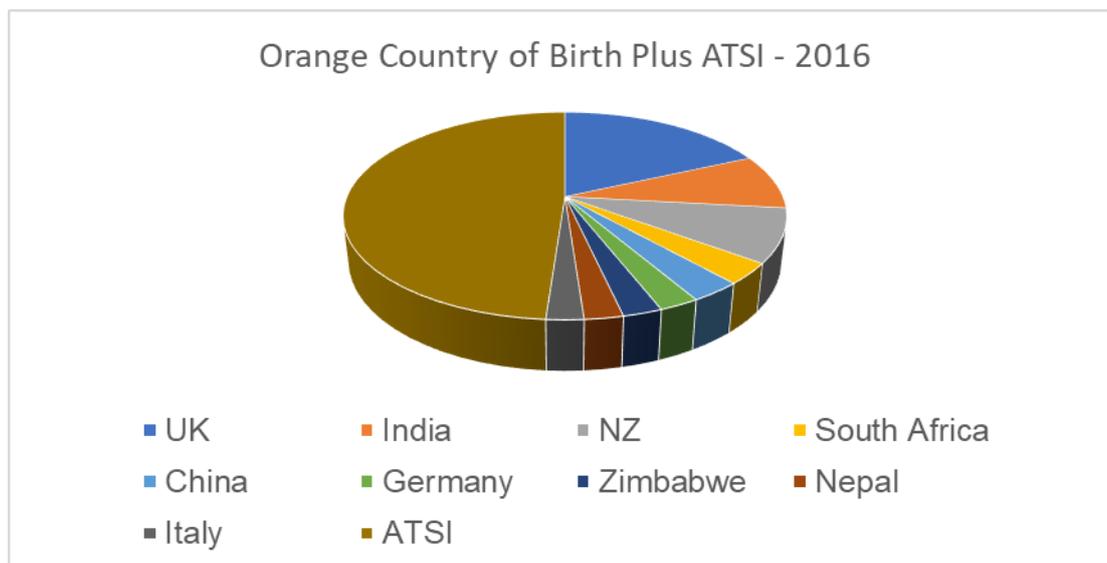
#### Orange LGA – 2016

**Born in Australia 94% of which Aboriginal and Torres Strait Islander 9.2% = 3,110**

Australia	33,654
UK	803
India	377
NZ	368
South Africa	145
China	140
Germany	109
Zimbabwe	107
Nepal	105
Italy	101
	35,909

**Working age population – 61.2%**

**2016 population 35,909. Overseas born 9.4% (2011 8.5%)**



#### Cabonne LGA

**Born in Australia 94.1% - Aboriginal and Torres Strait Islander 4.8% = 607**

Born in Australia	12,776
Northwest Europe	393
Sub Saharan Africa	68
Southeast Asia	67
South and East Europe	27
Other Overseas Born	<u>246</u>
Total 2016	<u>13,577</u>

**Working age population 58.7%**

**2016 Population 13,577. Born overseas 5.9% (6.2% in 2011)**

### **Blayney LGA**

**Born in Australia 93.8% - Aboriginal and Torres Strait Islander 4.7% = 324**

Born in Australia	6,888
Northwest Europe	257
NZ and Oceania	88
Other Overseas Born	<u>110</u>
Total 2016	<u>7,343</u>

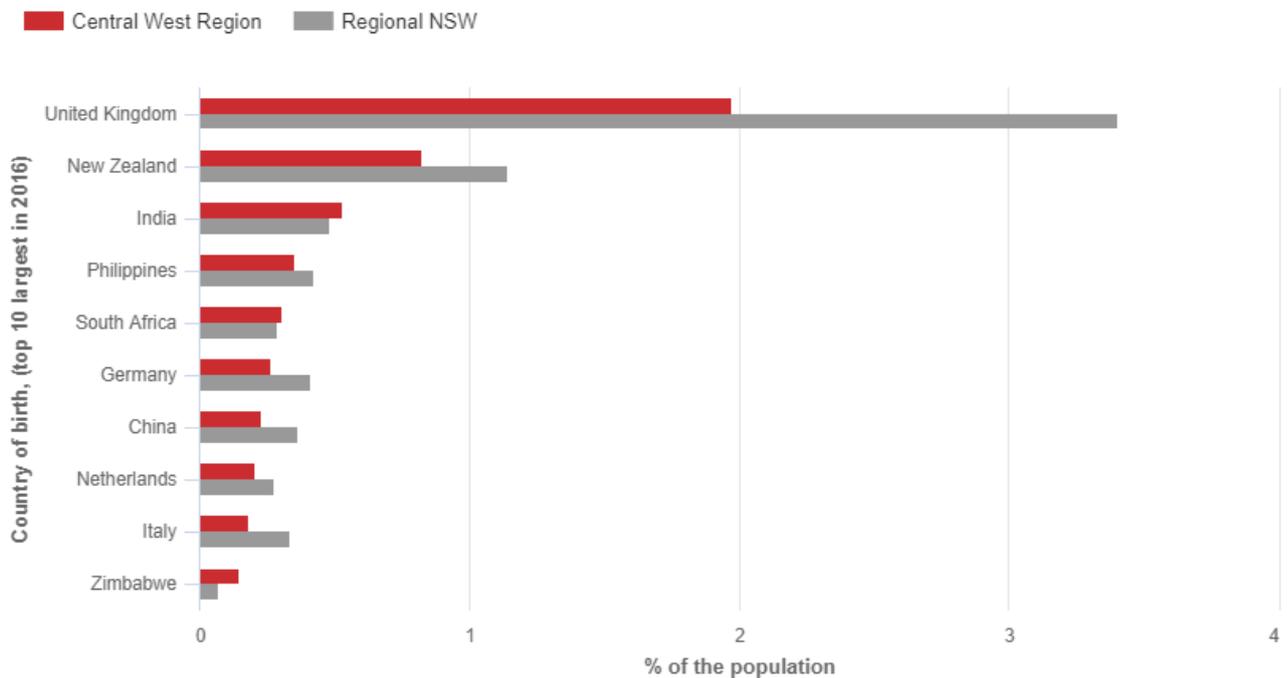
**Working age population 59.4%**

**2016 Population 7,343. Born overseas 6.2% (5.9% in 2011).**

### **Central West Demographics**

Demographic trends information is available for the **Central West Libraries** area that consists of the local government areas of Blayney, Cabonne, Orange, Cowra and Forbes that shows the trends from 2011 to 2016 revealing a significant increase in residents born in India, followed by the Philippines, South Africa and China. The Central West Libraries area has unusually large numbers of young people and children under 19 as shown in the Age-Sex Pyramid below.

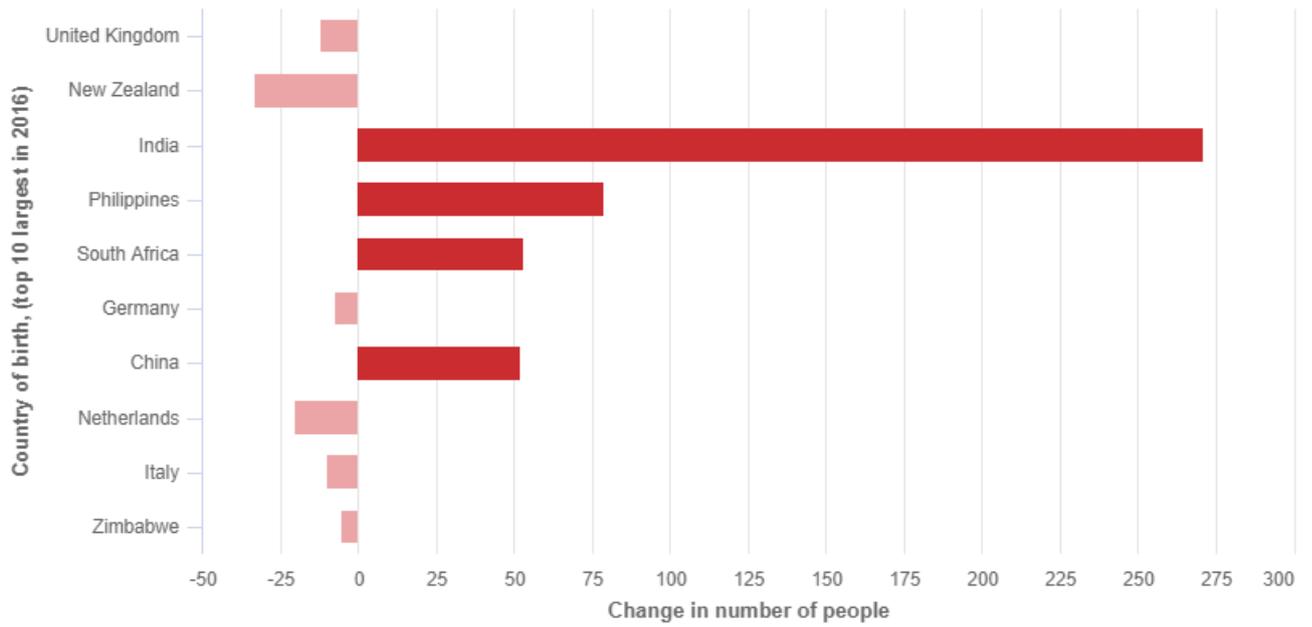
### **Birthplace, 2016**



Source: Australian Bureau of Statistics, [Census of Population and Housing, 2016](#) (Usual residence data). Compiled and presented in profile.id by [.id](#) (informed decisions).

## Change in birthplace, 2011 to 2016

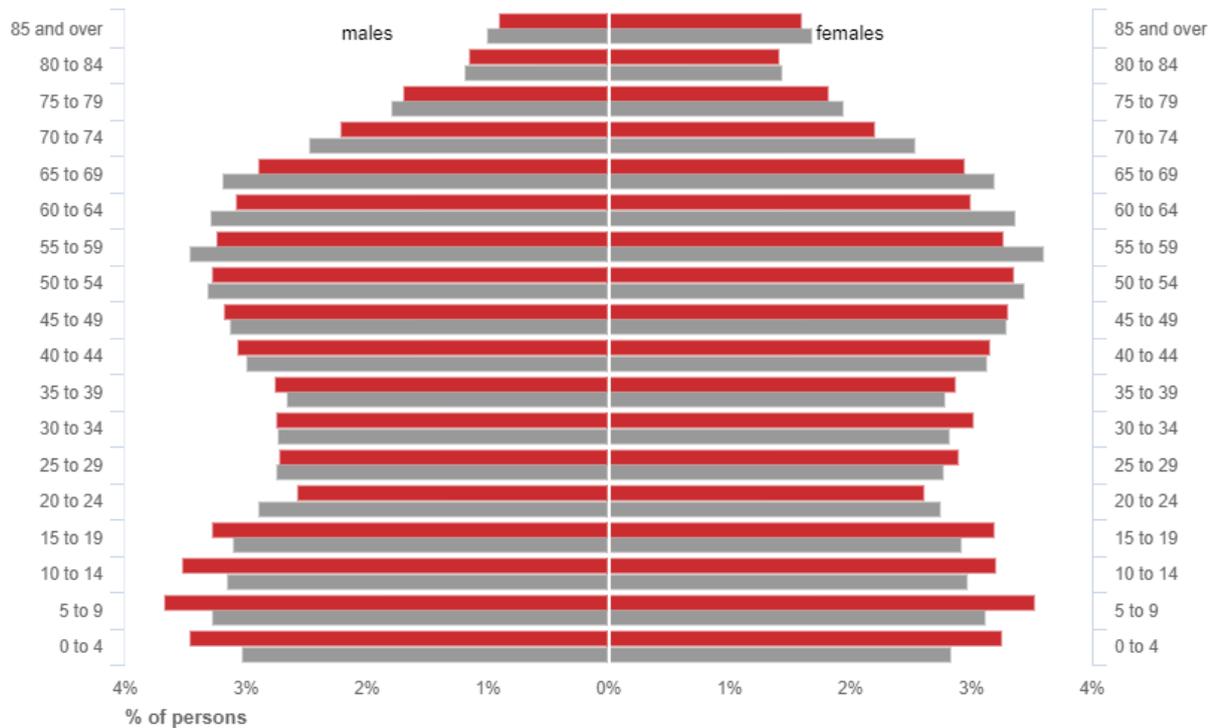
Central West Region



Source: Australian Bureau of Statistics, Census of Population and Housing, 2011 and 2016 (Usual residence data). Compiled and presented in profile.id by id (informed decisions).

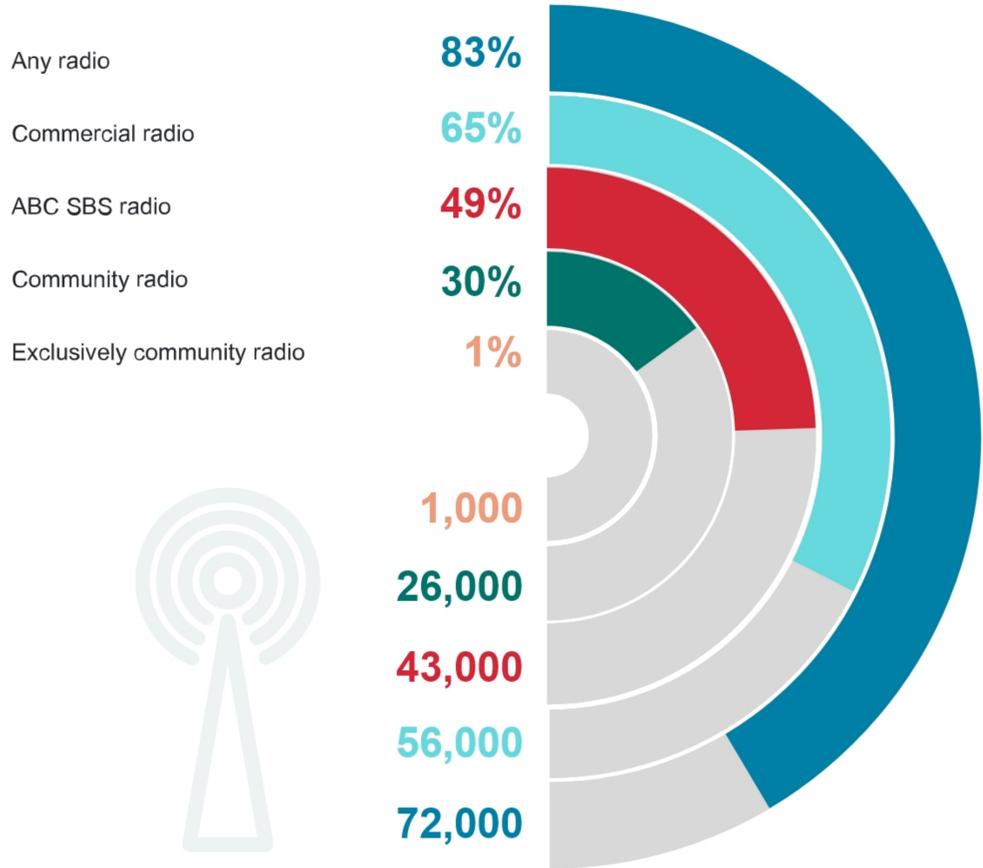
## Age-sex pyramid, 2016

■ Central West Region ■ Regional NSW

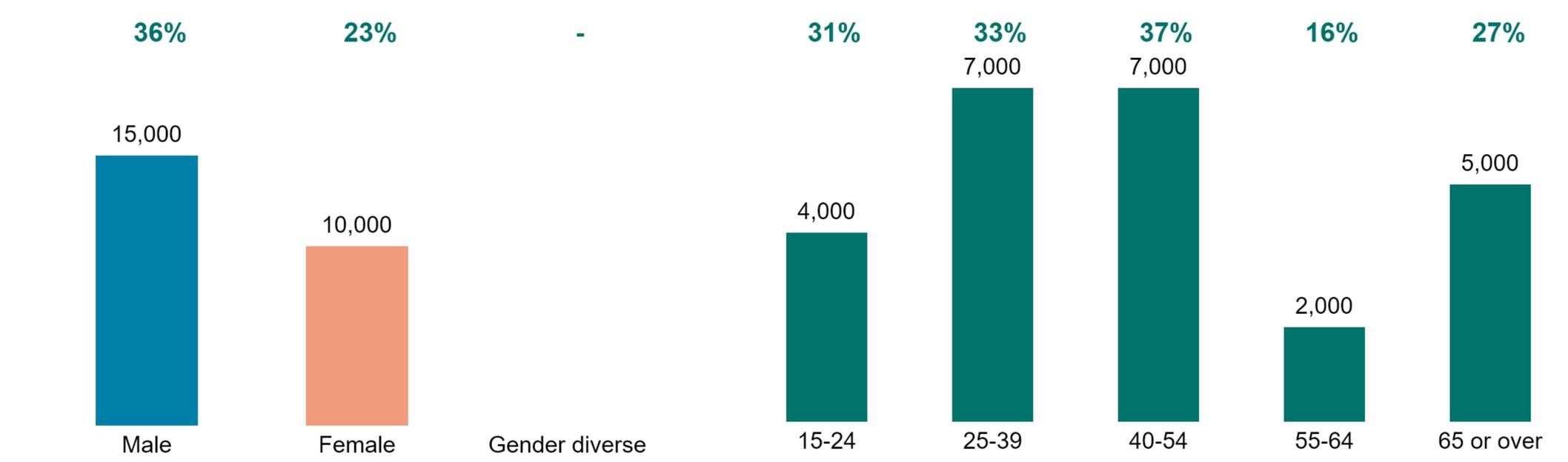


Source: Australian Bureau of Statistics, Census of Population and Housing, selected years between 1991-2016 (Enumerated data). Compiled and presented in profile.id by id (informed decisions).

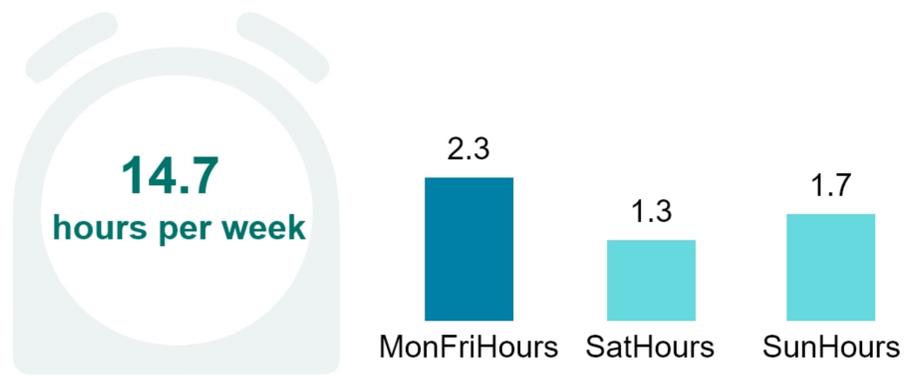
## Market Overview - Population 15+



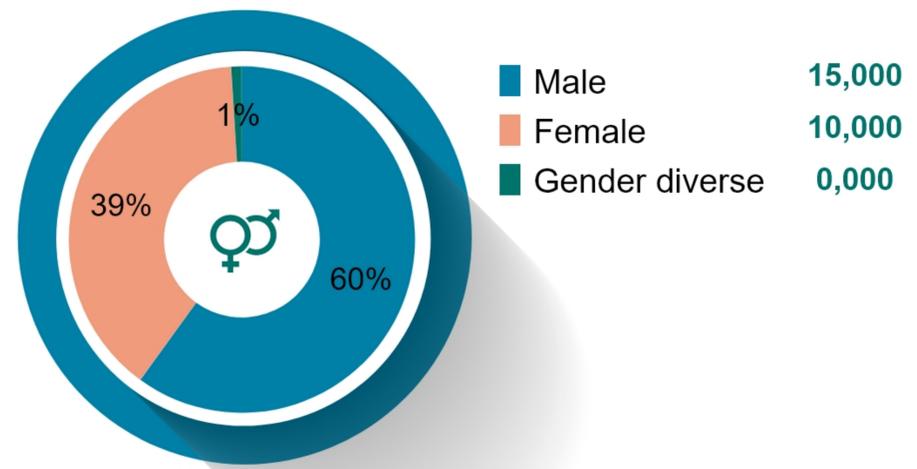
## Community Audience Reach



## Time Spend Listening



## Gender Profile



## Age Profile

