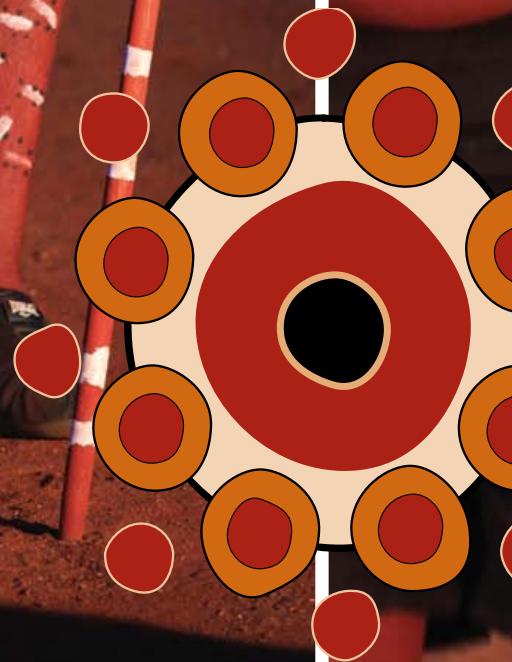
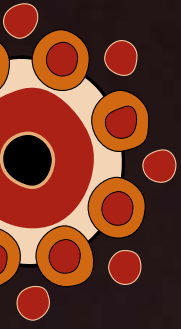




IRCA
Indigenous Remote
Communications Association

IRCA ANNUAL REPORT 2011-12





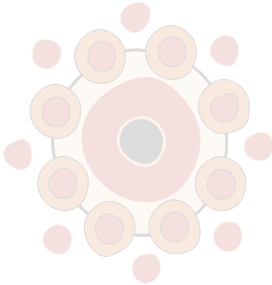
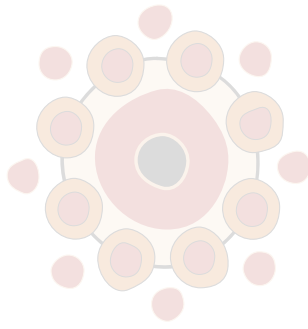
IRCA BOARD 2011–12

Chair	Noel Heenan
Dep Chair	Jenni Enosa
Secretary	Annette Victor
Treasurer	Nelson Conboy
	Belle Davidson
	Walter Lui
	James Bayung
	Michael 'Tubby' Lang

IRCA STAFF 2011–12

General Manager	Daniel Featherstone
Communications	Linda Hughes
Officer Administration & Membership Officer	Gilmore Johnson

(Note: Linda Hughes was GM during June – November 2011; Sofia Woods & Celestine Rowe-Byerley were Admin officers during the period)



MANAGER'S REPORT

2011–12 has been a very successful year for IRCA with excellent outcomes in remote sector representation, festival and events, projects and improved recognition of the sector's achievements and needs.

During the last year, IRCA has been through a transitional phase with a new Strategic plan being developed, a new Manager and revised organisational structure. We have put in significant effort to engage with the RIMOs, Board and other key stakeholders to ensure we fully understand the needs of the sector and are delivering relevant services and advocacy on behalf of the sector.

IRCA strives to build the capacity of its Board, provide Secretariat services to RIMO stakeholders and provide rigorous response to Government at policy level on behalf of the sector. We have sought to address the critical change issues for the sector brought on by digital switchover, the NBN, convergence and the Stevens Review recommendations.

IRCA is now in a good position to expand its outcomes in 2012/13 with increased funding, an additional staff position, a new website being developed, and good working relationship with all RIMOs and government. The new Strategic Plan provides direction for IRCA to help build the capacity of the remote media and communications sector over the next 3 years.



CHAIR'S REPORT

Over the last two years the Board has met together for three workshops to talk about the new Strategic Plan for 2012–2015. The new Plan will be tabled at the AGM for all Members to have a look at.

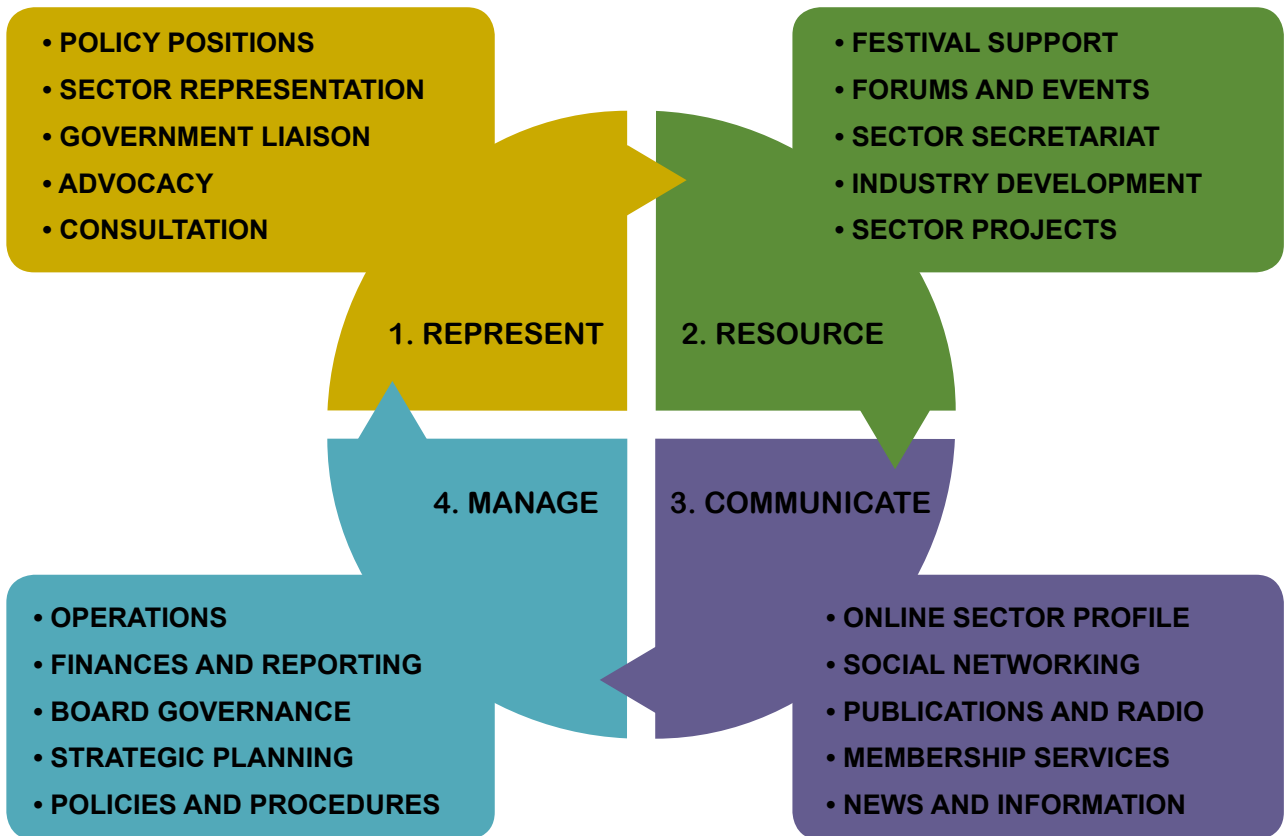
Each year the IRCA Board also meets together for governance training which is making our leadership strong and giving us an understanding of our roles and responsibilities.

We are pleased with how IRCA is going and are proud of this important work – seeing our law, our language, our land, and our voice, made stronger through media!

Noel Heenan, IRCA Chair

Daniel Featherstone, General Manager

IRCA's four strategic quadrants of activity –



Vision

IRCA is a peak body that represents and advances the media and communications needs of remote Aboriginal and Torres Strait Islander (ATSI) communities. We support the development of a sustainable and vibrant remote media and communications industry.

Core Values

IRCA's Core Values:

1. Remote Indigenous people, through access to appropriate organisational support, resources and delivery platforms, are able to create their own media, cultural expression and representation.
2. Strong sustainable remote Indigenous media and communications sector.
3. Strong language and culture are fundamental to identity and wellbeing.
4. Strong communications networks throughout remote Indigenous Australia.
5. Strong healthy communities.

REPRESENTING

IRCA represents and promotes the interests and achievements of the remote Indigenous media and communications industry and remote Indigenous people. Based on effective sector consultation, IRCA advocates to Government on policy, program planning and Sector needs.

Remote Telecommunications / Broadband for the Bush

IRCA has continued to advocate for appropriate telecommunications infrastructure for remote Australia, arguing that there is huge unmet demand for basic telephony services not being address by the National Broadband network (NBN).

- In December 2011, IRCA submitted a detailed response to the Regional Telecommunications Review 2011–12, outlining the potential of a widening digital divide under current NBN planning. It included:

Effective and accessible communications are essential for people living in small disparate communities to overcome the inequities due to remoteness. The future viability of communities will be largely determined by the quality of communications infrastructure connecting them. Under current NBN planning, 93% of Australians will have access to the fibre-to-the-home at 100Mbps, while the 3% of Australians living in remote areas of Australia will receive a satellite solution at 12/1Mbps. There is real concern that this discrepancy will lead to a two-speed economy, reducing the ability to provide two-way applications needed for remote health, education, justice and media services, and will effectively limit the economic and social development opportunities in remote Australia. Further, the satellite solution will exclude mobile telephony from being viable in remote areas.

The final report ‘Regional Communications: Empowering Digital Communities’ (released June 2012) cited several quotes from IRCA’s submission. The report contains many significant recommendations for remote communities which IRCA will continue to push to be implemented.

- Following the successful ‘Broadband for the Bush’ forum held in Alice Springs in 2011, IRCA has built strong partnerships with key remote-focussed organisations – Centre for Appropriate Technology, Ninti One, Centre for Remote Health, Desert Knowledge Australia, Australian Communications Consumer Action Network (ACCAN), Swinburne University – leading to planning of a follow up *Broadband for the Bush 2* Forum for July 2012 and the establishment a ‘Broadband for the Bush’ Alliance as a powerful advocacy, project and research group for remote Australia.

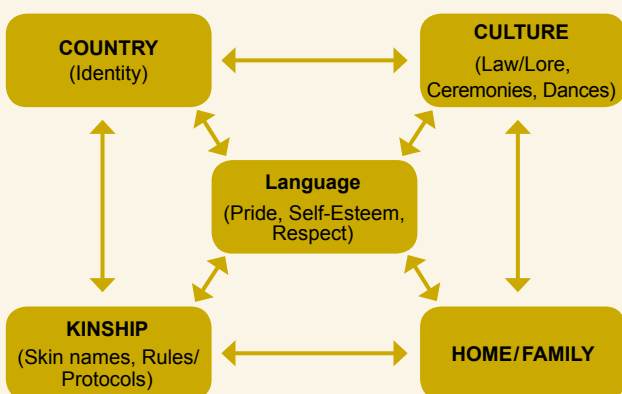
Promoting Indigenous Languages

IRCA submitted a response to the ‘Language Learning in Remote Indigenous Communities’ Inquiry in 2011, stating:

Languages contain complex understandings of a person’s culture, their identity and their connection with their land. Language enables the transference of culture and cultural knowledge across generations. Languages are a source of pride and strength.

IRCA sees an intrinsic link between remote indigenous media production and language maintenance. Supporting languages can have flow on benefits into broader educational, employment and health outcomes. Languages are a key to unlocking indigenous disadvantage and crucial in the journey of reconciliation.

IRCA presented to the Senate hearing in Alice Springs in April 2012 and was represented by Chairperson Noel Heenan, IRCA and ICTV staff and five PAW Media workers. A second submission was prepared from statements by those who presented. The final Inquiry report, entitled ‘Our Land Our Languages’, included numerous quotes from IRCA submissions, including a diagram about the interconnected role of language by Lionel James of PAW Media (below).



Other IRCA activities relating to telecommunications advocacy included:

- Submitting a response to the Convergence Review in October 2011, outlining existing convergence within the sector but highlighting the lack of adequate telecommunications infrastructure, limiting remote participation in a convergent digital economy;
- Meeting with Minister Conroy's advisers and DBCDE Digital Economy representatives regarding remote broadband and telecommunication needs;
- Participating on the Advisory Committee to the Home Internet Research Project undertaken by Centre for Appropriate Technology/ Swinburne University in 3 remote NT communities;
- Developing a strategic working partnership with ACCAN.

Digital Switchover

The Australian Government's Digital Television Switchover program is well underway, with analog television services being progressively switched off and replaced by digital services by the end of 2013. Remote Indigenous communities will now receive 17 mainstream television channels, including NITV, plus open narrowcast channels.

The big change is that households in remote and regional communities will now receive TV direct from the VAST (*Viewer Access Satellite Television*) digital satellite by a Direct-To-Home (DTH) model with a satellite dish on each roof. The current Aurora satellite system will be switched off at the end of 2013.

For RIBS communities, this means the end of local community TV broadcasting. Despite IRCA's efforts over several years, the government has ruled out any funding options for upgrading self-help TV retransmission facilities to digital or pooling of the subsidies towards upgrade costs. However, IRCA has continued to advocate strongly for the continuation of the community licensed TV service via digital broadcast to maintain local content programming and to enable viewing outside of houses or where DTH services are not functioning.

IRCA has also argued that the cost of ongoing maintenance of DTH equipment should not be the householder's responsibility but be covered by the government. The Stevens Review also recommended this. As yet this is not resolved.

IRCA communicated regularly with Digital Switchover Taskforce, DBCDE and politicians throughout the year

to raise remote sector concerns about these issues as well as Satellite Subsidy Scheme (SSS) eligibility and rollout timetables. IRCA distributed Information sheets about switchover and SSS to RIMOs and RIBS communities.

With the Aurora satellite being switched off at end of 2013, IRCA has been seeking a timeframe for the switchover of satellite radio services to VAST and urging the need for replacement VAST decoders for all RIBS radio services.

ICTV channel on VAST

After 5 years without a full-time channel, it was announced that Indigenous Community Television ICTV is to be allocated an open narrowcast channel on the VAST digital satellite by Minister Conroy on 28th May 2012. This is a huge achievement for the remote media sector, finally coming after years of lobbying for a full time channel by ICTV, IRCA and the RIMOs.

Congratulations to ICTV and well done for keeping up the fight to achieve this. IRCA acknowledges the support of the IBP and DBCDE staff for their efforts in securing the channel.

ICTV provides a highly valued service to remote Australia, supporting the maintenance of language and culture, providing an important conduit for information to remote communities, and supporting the development of the remote Indigenous production sector. ICTV and IRCA also jointly manage the IndigiTUBE website, with many remote produced videos available as view-on-demand.

ICTV is currently working out the playout arrangements for the new service with Imparja TV, which was funded to provide playout and uplink of the service. IRCA has assisted ICTV in its discussions with DBCDE and Imparja throughout the planning process. ICTV is planning to begin broadcast on VAST from December 2012.





RESOURCING

IRCA seeks to promote capacity building and development of the remote Indigenous media sector; IRCA organises industry forums and events and provides appropriate services and projects in response to identified needs.

Remote Media Festival

The 13th National Remote Indigenous Media Festival was held in Umuwa community in APY Lands of SA in October 2011 and hosted by PY Media. It was a huge success with over 120 participants attending from across Australia. This fabulous event delivered a rich program of skills workshops, industry forums, nightly screenings, Awards Ceremony, AGM's of both IRCA and ICTV and a closing night extravaganza.

IRCA worked closely with host organisation PY Media in planning and coordinating the festival. IRCA's involvement included: securing and acquitting all funding; facilitating planning committee meetings; creating and maintaining an online Festival portal; Festival design, marketing and merchandise; working with ICTV on Awards coordination; registration, travel and accommodation planning; organising catering; coordinating

Left: Annette Victor filming school kids at Ardyaloon (One Arm Point), WA.

Top: Trevor Ishiguchi broadcasting from PAKAM.

Bottom: Ladies performing Inma (dance) at the Festival.



skills workshops and industry forums; Festival logistics including site set up and bump out; and documenting and publicising Festival outcomes. IRCA produced a Pictorial Festival magazine to showcase the rich and vibrant achievements and outcomes of the event.

Planning for the 14th National Remote Indigenous Media Festival being held at Djarindjin hosted by PAKAM, has been underway since March 2012 with a preliminary visit by Daniel to PAKAM (Broome) and to Djarindjin, funding agencies have been successful in bringing in record support this year.



Top left: PY Media AGM & Planning meeting.

Top right: Tubby Lang, Derik Lynch, Sandra Lewis, Cathy Wintinna (L-R).

Bottom left: Stanley Douglas and Sandra Lewis chairing AGM.

Bottom right: PY Media worker Kirsten Kahn filming at festival.

PY Media Capacity Building Project

From March-November 2011, IRCA undertook a project to assist PY Media with a change management and restructure process, including the planning of the 13th Annual National Remote Indigenous Festival to be hosted by PY Media and held in Umuwa in October 2011.

Key outcomes of this project included:

- Completion of a new 3-year Strategic Plan 2012–15, following extensive consultation with Board, staff and stakeholders;
- Developed a new Organisational Structure with Position Descriptions linked to the Strategic Plan;
- Establishment of PY Productions as activity generated income production division of PY Media, aimed at re-stimulating production activity and promoting Anangu employment and cultural maintenance;
- Separate incorporation and independent management and operations of the PY Ku Rural Transaction Centre Network (PY Ku);
- Assistance with planning and coordination of the Remote Media Festival in Umuwa with excellent participation and feedback;
- Successful PY Media AGM with a new Board and renewed sense of enthusiasm from Board and staff;
- Completion of funding applications (e-subs) for triennial funding for 2012–15;
- Assistance to Board with recruitment of new PY Media Manager.

COMMUNICATING

IRCA communicates effectively with its membership, stakeholders and the broader public. IRCA is widely recognised as the representative body for remote Indigenous media and communications. IRCA uses online, print, radio and other communications forms to build industry networks and promote the outcomes of the sector.

Dennis Charles editing at PAW Media



IRCA Website & Online Presence

IRCA Website

IRCA continues to maintain the sector Wiki site remotemediawikispaces.com while developing the new IRCA website (to launch in early 2013). This site provides access to documents, activities, press releases, and RIMO bulletins as they become available. Thanks to ICS and CBF funding, IRCA's new website, www.irca.net.au will profile and promote the remote media sector and its key organisations and provide a portal for sector resources.

IndigiTUBE

IRCA continues to work with ICTV in deepening remote people's engagement with the IndigiTUBE video and radio streaming portal. IRCA has developed and distributed Marketing materials, undertaken a badging campaign, established Facebook and Twitter social media presence and is working to a Marketing Plan.

Social Networking

IRCA continues to build its Industry Networks using online social networking platforms to raise awareness of media sector issues, promote successes and provide general information in relation to Television, Radio, Internet, Mobile phone, Music and Archiving. IRCA Australia has 1010 Facebook Friends and we have 481 Twitter followers.

Linkages

IRCA continues to build linkage with other peak bodies including:

- AICA: IRCA liaises with AICA staff and consults on common policy matters; it cooperates with AICA in relation to sharing industry information, needs and positions relevant to the remote media sector. IRCA submitted a remote sector response to the AICA 'Blackprint' discussion paper.
- ACCAN, peak body for telecommunications consumer advocacy: During the period IRCA regularly consults with their policy staff and included ACCAN in the Broadband for the Bush Alliance. We have successfully lobbied for an Indigenous policy officer at ACCAN.

Publications

The Festival Pictorial Magazine was published and distributed following the Festival and is included with this Annual Report. IRCA continues to distribute eBulletins to the Sector and stakeholders, providing updates on events, industry information and general news. IRCA eBulletins were distributed in March and May this year.



Top left: Premiere screening of Coniston at Yuelamu community.

Top right: Staff & Board of PAW Media at Yuelamu.

Bottom left: PAKAM filming at Ardyaloon (One Arm Point)

Bottom right: IRCA reps with Kevin Ebsworth at CAAMA OB truck launch.

RIMO Visits and Events

- Daniel Featherstone, Noel Heenan and Nelson Conboy were pleased to attend the launch of CAAMA's new John Macumba training room & outside broadcasttruck also (remove 'also') in April 2012.
- The IRCA Manager attended the Premiere screening of PAW Media's important documentary 'Coniston' at Yuelamu Community in June 2012.
- The IRCA Manager spent a week in May visiting PAKAM hub in Broome and travelling to Djarindjin / Ardyaloon (One Arm Point) / Beagle Bay to prepare for the Remote Media Festival.
- Gilmore Johnston visited QRAM in Cairns in May 2012.

Sector Consultation:

IRCA consults with its membership through quarterly Board meetings, the annual Festival, industry and technical forums, and regular telephone and on-line communication. As well as Board meetings, IRCA also facilitates regular RIMO Manager advisory group meetings by teleconference. Other expert advisors are invited to participate where appropriate. IRCA is committed to facilitating at least one face-to-face RIMO Manager's meetings per year. This enables cross-pollination of ideas, provides assistance and support to new Managers, enables sharing of resources and provides IRCA with a mandate around sector issues.

IRCA maintains regular email correspondence and teleconference contact between RIMO Managers and IRCA Board members enabling input into IRCA documents, papers and projects.

MANAGING

IRCA conducts its peak body operations in line with good governance, transparent financial management and within a framework of best practice policies and procedures. IRCA has strong human resource capability and is committed to strategic fundraising and project development. IRCA is guided by direction from the Board and its Strategic Plan.

Board Governance And Strategic Planning

As well as quarterly Board meetings by teleconference and the Festival AGM, IRCA conducted face-to-face Board Meetings and a Strategic Planning session in Alice Springs in April. This was an important opportunity for Board and staff to work together on IRCA policies and procedures and to discuss sector issues and future directions.

Following extensive consultation with the Board, RIMO Managers and sector stakeholders, the new Strategic Plan 2012–15 is due for completion by the end of 2012. It will provide direction for IRCA to support sector development over the next 3 years.

Staffing

General Manager: After 3 years in the General Manager role, Linda Hughes resigned in November 2011, but agreed to take up the position of part time Communications Officer with IRCA. A new Manager was recruited in November but the Board chose not to extend the contract beyond the probation period. Daniel Featherstone, who had been acting in the role of Projects Officer, was then asked by the Board to take up the position of Acting Manager in February 2012 until a second recruitment process could be completed. Daniel subsequently applied for the role and was successfully offered the position in June 2012.

Administration and Membership Officer: During 2011/12 this National Jobs Package funded position has been filled by Sofia Woods (July – September

2011), Celestine Rowe-Byerley (September – November 2011) and Gilmore Johnson (March to June 2012). Each brought their own unique skills and talents to the role. Each undertook training as part of the role, including Gilmore participating in a 3-day Corporate Governance and Youth Leadership workshops. The Admin and Membership Officer liaises with Board and Membership re events, meetings and industry news and provides administrative support at IRCA.

Funding & Finances

In 2011/12 IRCA received and fully acquitted the following funding:

DBCDE Indigenous Broadcasting Program:

• IRCA Operations	\$ 178,000
• IRCA Operation-Content Funding	\$ 50,000
• Capacity Building PY Media	\$ 30,000
• Contingency (Strategic Planning)	\$ 17,720

Office for the Arts:

• NT Jobs Package	\$ 42,305
• IndigiTUBE Creative Industries Portal	\$ 29,950
• Community Broadcasting Foundation	\$ 27,267
• Other	\$ 12,500

TOTAL FUNDING	\$ 387,742
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See the attached Income and Expenditure Statement from the 2011/12 Audit Report for other income, including Festival sponsorship and generated income, and full expenditure breakdown. IRCA finished the year with a small surplus of \$14,999.

FINANCIAL REPORT

INDIGENOUS REMOTE COMMUNICATIONS ASSOCIATION

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30TH JUNE 2012

	Note	2012 \$	2011 \$
EXPENDITURE			
Accounting & Bookkeeping Services		9,968.72	9,338.57
Administration Costs		12,647.13	12,028.00
Auditor's Remuneration		2,727.28	1,300.00
Bad Debts Written Off		537.40	-
Bank Charges		149.05	147.10
Cleaning		2,787.41	3,267.34
Computer & Production Consumables, Software & Supplies		-	916.36
Consultants, Contractors & Other Outsourced Services		87,192.93	42,140.06
Depreciation		7,649.20	7,240.55
Directors' Fees		-	301.70
Electricity		4,464.17	4,176.34
Email, Internet & Website		-	4,971.77
Festival Expenses		49,137.02	-
General Supplies & Expenses		8,768.62	1,874.09
Hire & Rental of Equipment & Facilities		8,714.34	6,516.98
Holiday Pay, Movement in Provision		(447.65)	298.44
Insurance		3,447.64	2,276.58
Leasing Charges			
Operating Lease Rental		11,234.80	13,801.42
Legal Costs		-	1,048.74
Meetings & Seminars		16,021.73	290.91
Marketing & Promotions		6,936.37	4,635.41
Motor Vehicle Expenses		8,168.09	4,859.66
Postage & Freight		264.77	255.45
Printing, Stationery & Office Supplies		5,478.85	4,107.89
Property Expenses		-	1,156.68
Purchase of Minor Assets		1,150.69	513.59
Rent		37,024.67	29,032.65
Repairs & Maintenance		3,853.52	297.00
Returned Grant Funds		1,000.00	2,840.00
Staff & Board Training and Professional Development		6,348.70	11,051.38
Staff Recruitment & Relocation		711.60	309.87
Streaming Expenses		3,001.63	1,703.10
Subscriptions		(68.18)	1,998.18
Superannuation Contributions		4,906.30	9,819.90
Telephone		6,142.65	5,273.63
Travelling Expenses		50,346.93	67,658.40
Wages		129,832.31	146,548.90
Venue Hire		-	5,277.09
		<u>490,098.69</u>	<u>409,273.73</u>

FINANCIAL REPORT continued

INDIGENOUS REMOTE COMMUNICATIONS ASSOCIATION

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30TH JUNE 2012

	Note	2012 \$	2011 \$
GRANTS EXPENDED			
OFTA, Operating Costs		-	230,000.00
OFTA, NT Jobs Package, Prior Year		(0.40)	0.15
OFTA, NT Jobs Package Current Year		42,305.00	47,038.40
DBC&DE, Contingency Funding		17,720.00	-
DBC&DE, Operating Costs		178,000.00	-
DBC&DE, Operating Costs - Content Funding		50,000.00	-
DBC&DE, Indigitube Creative Industries Portal		29,950.00	-
DBC&DE, Capacity Building Grant - PY Media		30,000.00	-
Community Broadcasting Foundation, Indigitube Project		-	29,285.00
Community Broadcasting Foundation, Remote Media Festival		20,000.00	20,000.00
Community Broadcasting Foundation, Online Champions Festival		-	24,700.00
Community Broadcasting Foundation, Group Based Pathways Trg		7,267.40	30,212.60
FaHCSIA, Leadership & Engagement Workshop		-	9,223.30
Screen Australia, Remote Media Festival		5,000.00	-
SA Film Corporation, Remote Media Festival		7,500.00	-
		<u>387,742.00</u>	<u>390,459.45</u>
OTHER INCOME			
Auspice, Administration & Management Fees		13,292.76	-
Sponsorship		19,671.97	-
Recoveries & Reimbursements		27,374.63	8,003.63
Other Revenue		45,749.78	13,962.65
Loss on Sale of Non-current Assets		(1,284.18)	-
Subletting Income, Rent		12,551.18	11,975.41
		<u>117,356.14</u>	<u>33,941.69</u>
		505,098.14	424,401.14

AUDITOR'S OPINION

In our opinion, the financial report of Indigenous Remote Communications Association Aboriginal Corporation presents a true and fair view in accordance with applicable Accounting Standards and other mandatory professional reporting

requirements in Australia the financial position of Indigenous Remote Communications Association Aboriginal Corporation as at 30th June 2012, and the results of its operations and cash flows for the year then ended.

Brian Tucker CPA



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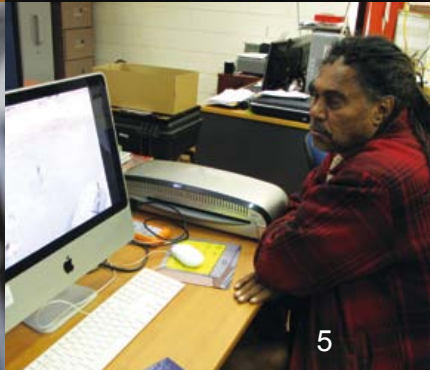
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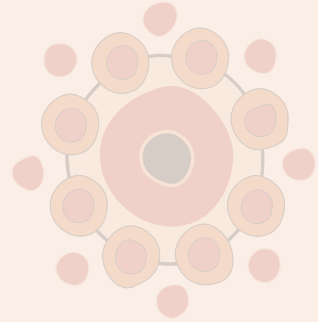
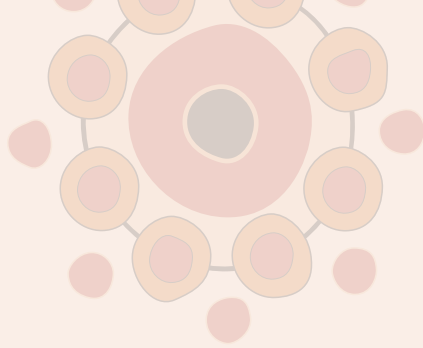
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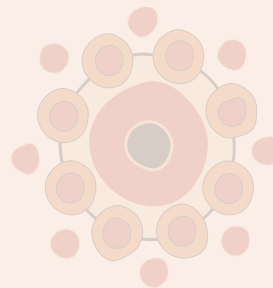
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- 1: PAW Media team with swag of awards at Festival.
- 2: Preston Award winner Walter Lui, of Darnley Island TSI.
- 3: Philip Batty, Freda Glynn and Ted Egan at CAAMA launch.
- 4: Iwantja Band perform at 2011 Festival closing night.
- 5: Francis Kelly at Yuendumu.
- 6: IRCA Strategic Planning meeting, Alice Springs.
- 7: Annette Victor receives award at 2011 Festival.
- 8: Jenni Enosa at Festival industry forum.



REMOTE INDIGENOUS MEDIA ORGANISATIONS

CAAMA

Central Australian Aboriginal Media Association, NT
 PO Box 2608, Alice Springs NT 0870
www.caama.com.au

NG MEDIA

Ngaanyatjarra Media, WA
 Irrunytju Community PMB
 Via Alice Springs NT 0872
<http://ngmedia.wikispaces.com>

PAKAM

Pilbara and Kimberley Aboriginal
 Media Association, WA
 PO Box 2708, BROOME WA
www.pakam.com.au

PAW MEDIA & COMMUNICATIONS

Pintubi, Anmatjere, Warlpiri Media &
 Communications, NT
 CMB Yuendumu
 Via Alice Springs NT 0872
www.pawmedia.com.au
www.yapabeats.pawmedia.com.au

PY MEDIA

Pitjantjatjara Yankunytjatjara Media Association
 PMB Umuwa Community
 Via Alice Springs NT 0872
www.pymedia.org.au

GRAM

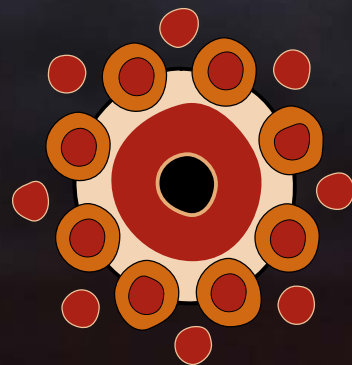
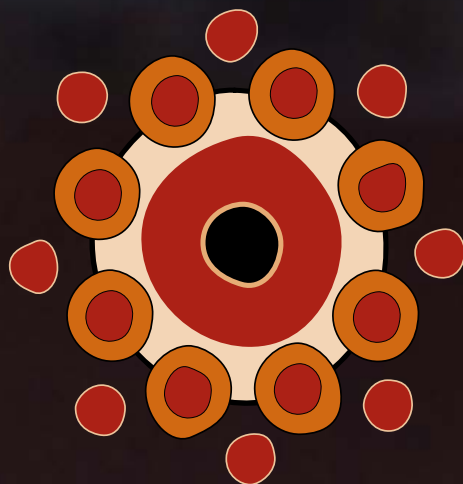
Queensland Remote Aboriginal Media
 Aboriginal Corporation
 PO Box 1164
 North Cairns Qld 4870
www.qramac.org.au

TEABBA

Top End Aboriginal Bush Broadcasting Association
 886 Stuart Hwy
 Pinelands NT 0811
www.teabba.com.au

TSIMA

Torres Strait Islands Media Association
 PO Box 385,
 Thursday Island Qld 4875
www.tsima4mw.org.au



CONTACT

INDIGENOUS REMOTE
COMMUNICATIONS ASSOCIATION
ABORIGINAL AND TORRES STRAIT
ISLANDERS CORPORATION (IRCA)



10B WILKINSON STREET
PO BOX 2731
ALICE SPRINGS NT 0871

P 08 8952 6465
F 08 8992 9669
M 0437 798 076

E manager@irca.net.au

<http://remotemedias.wikispaces.com>
www.irca.net.au
www.indigitube.com.au

FACEBOOK: IRCA Australia
TWITTER: IRCAustralia

ABN 78413 550324



Australian Government
Indigenous Broadcasting Program



Australian Government
Indigenous Culture Support



IRCA acknowledges the significant support it receives from:

- Indigenous Broadcasting Program through the Department of Broadband, Communications and the Digital Economy;
- Indigenous Cultural Support and National Jobs Package through Office for the Arts;
- Community Broadcasting Foundation.

Cover Image: Dance performance at 2011 Remote Media Festival, choreographed by Francis Kelly of PAW Media, with candles being lit to represent the growth of the remote media industry (Photo: Daniel Featherstone)