

# COMMUNITY ACCESS MEDIA ALLIANCE ANNUAL REPORT



## From the chair

Kia ora koutou,

CAMA is entering what feels like a watershed year with both funding and legislative changes on the horizon. Marry this with the endless march of technology and its impact on media consumption, and the Access sector could quite easily have fallen behind. Instead, with the new vision laid out in this updated strategic plan, recent robust and, at times, difficult sector conversations around what collectively we need to do, and at all times the guidance from our irreplaceable National Representative, we're ready to face what 2025/6 brings.

The potential for funding reductions is real and intimidating, and like other non-commercial media sector members, we are concerned about the medium-term viability of a small number of our CAMA whānau. But CAMA is built on a foundation of mutual support, and partners will make every effort to mentor those who require it. We are also fortunate to have the <u>accessmedia.nz</u> strategy and platform underpinning our activities, ensuring that, with continued development, we meet our audiences where they gather to find niche content.

I expect the platform to come further to the fore with the eventual rewrite of the longstanding Broadcasting Act. Section 36c of the Act has been central to Access Media's identity and kaupapa for forty-plus years, and this poses something of an existential question but also allows us to ensure the best of what we do is reflected in the next version of the legislation and our funding model.

I reflect on and would like to reiterate the words of my immediate predecessor, Jo Holsted: "...let's be courageous in recognising the need to evolve and clear about the values that need to be upheld within that evolution."

Ngā mihi nui,

Phil Grey
CAMA Chair



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\*Please note that this annual report doesn't feature CAMA's financial performance due to a delay in the auditing process.



# Strategic plan

## **Executive summary**

This strategic plan outlines an ambitious pathway for the Community Access Media Alliance (CAMA) to achieve its vision of an inclusive, innovative, and sustainable Community Access Media sector in Aotearoa. Focused on inclusion, equity, collaboration, and cultural responsiveness, it highlights CAMA's commitment to empowering communities, promoting equitable media representation, and enhancing the influence of its member organisations.

Vision	Mission
Aotearoa has a vibrant, diverse, innovative, and sustainable Community Access Media sector that is valued for its democratic, community, and cultural uniqueness.	CAMA represents, promotes, and advocates for Community Access Media in Aotearoa, championing inclusivity, community connection, and equity. CAMA is nationally led, locally driven.



## **Funding sustainability**

- Strengthen CAMA's relationship with NZ On Air and other key stakeholders to advocate for equitable, secure, and sustainable funding for member organisations and ensure their autonomy and operational resilience.
- Identify and facilitate funding opportunities for the sector, including national advertising/messaging campaigns and negotiating sector-wide contracts to reduce operating costs.

## **Advocacy and promotional activity**

- Position CAMA as the representative voice and advocate for Community Access Media during legislative reviews and discussions on policy and reforms.
- Advocate for the Community Access Media sector's unique core services and representative function in Aotearoa, particularly in times of crisis.
- Advocate for Community Access Media to remain independent and autonomous, ensuring member stations retain control of their operations within funding limitations while empowering communities to shape and drive their narratives.
- Elevate the visibility of CAMA and the Community Access Media sector to improve recognition and awareness among the public, policymakers, and stakeholders.
- Identify and facilitate promotional opportunities for the sector.

## **Collaboration and sector development**

- Facilitate and support best practices, innovation, collaboration, and professional development within Community Access Media to improve sustainability and ensure member organisations collectively adapt to the changing media landscape.
- Develop best-practice templates, resources, and guidelines to promote excellence and consistency across member organisations.

#### **Shared vision**

- Strengthen the understanding of and commitment to the CAMA kaupapa across all members and stakeholders.
- Promote diverse and meaningful engagement in CAMA activities, including conferences, workshops, and strategic discussions.
- Develop communication structures to enhance transparency, inclusivity, and collaboration among members.

## **Cultural responsiveness and inclusion**

- Deepen partnerships with Tangata Whenua and integrate Te Tiriti o Waitangi principles into CAMA's strategy and operations.
- Advocate for inclusive practices that prioritise underrepresented voices in Community Access Media content.
- Encourage diversity in participation and representation across all levels of the sector.



## **Independent member practices for collective impact**

- Inclusion and accessibility: Community Access Media is by, for, and about communities. Member organisations aim to protect, promote, and prioritise underrepresented voices in the media.
- Equity: Member organisations aim to reduce barriers to accessing media by providing opportunities, training, and facilities for underrepresented groups and individuals.
- Manaakitanga: Member organisations uphold a culture of care, respect, and generosity, creating environments where content-makers can feel supported and valued.

#### **Contributing to the alliance**

- Responsiveness: Members respond to the requests and guidance of the CAMA Executive and National Representative, ensuring collective goals are achieved efficiently and effectively.
- Members monitor and respond to the changing media climate, including legislative reforms, audience behaviours, and funding environments.
- Collaboration: Members share resources, innovations, and knowledge to strengthen the collective while remaining operationally autonomous.
- Future-focused leadership: Members proactively identify, contribute to, and respond to emerging technologies, ensuring Community Access Media remains relevant and impactful.
- **Best practice:** Members support their teams in upskilling and adopting best practices for wider growth, sustainability, and excellence in the sector.
- Honouring Te Tiriti o Waitangi: Members embed the principles of Te Tiriti across governance and operations, fostering meaningful partnerships with tangata whenua.

#### 2024 Snapshot Suite

The 2024 Snapshot suite aims to build on its 2023 counterpart to shape CAMA's strategic agenda for 2024 and beyond.

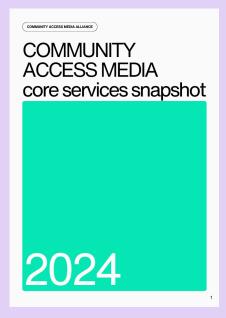
The majority of managers completed a survey (which was revised, streamlined, and reproduced following its 2023 counterpart) in April. Between May and June, answers were analysed, recorded and fact-checked, with the first draft of designs completed. Given the varying answers - which were incomparable in some circumstances, a second draft dataset was sent to the membership in June. Corrections, updates, analysis, and the design/mock-ups were completed in August. The 2024 Snapshot (in its entirety) was distributed to the membership for consultation, and it was signed off for distribution in September.

The resulting information formed the basis of a suite of documents:

- 1.2024 Community Access Media resourcing snapshot (for funders);
- 2.2024 Community Access Media: Reach your audience (for advertising/messaging pitches and campaigns);
- 3.2024 Community Access Media core services snapshot (for the public); and
- 4.2024 Community Access Media snapshot (for internal membership use).

The documents were designed to cater to different audiences: funders (resourcing snapshot), potential advertisers (reach your audience), general stakeholders and the public (core services snapshot), and the membership (snapshot for internal use). In October, the core services snapshot was distributed to the public, media, and other stakeholders. In November and December 2024, the resourcing snapshot was presented to NZ On Air and the Ministry for Culture and Heritage.







## Snapshot findings

#### 2024 Snapshot suite - continued

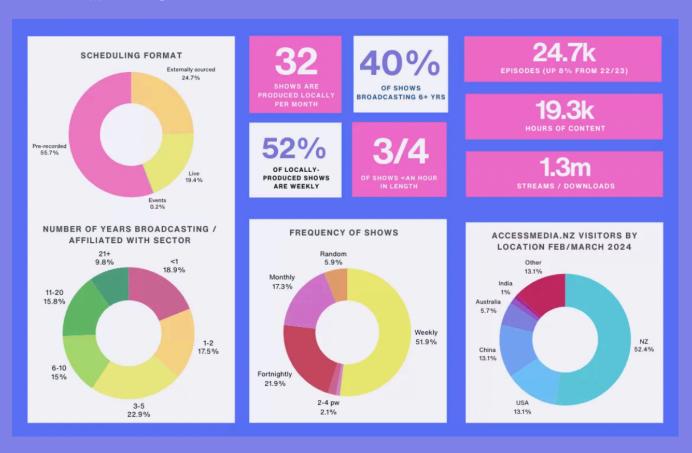
The 2024 CAMA Snapshot combines survey, public information, and data from Aotearoa's 12 Community Access Media stations. It shows the sector is punching above its weight, creating an average of 306 locally produced shows per month in 53 languages.

Key data from the February/March 2024 survey revealed:

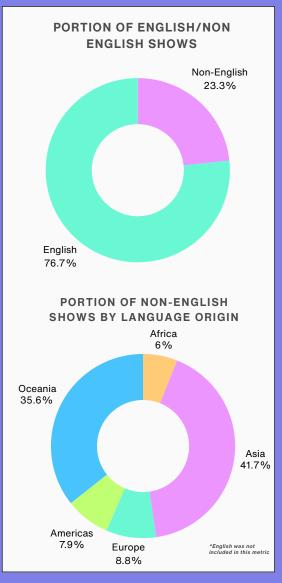
- Two-thirds of all shows are locally produced.
- Ninety-five per cent of all locally produced content serves communities prescribed by s36(c) of the Broadcasting Act, the sector's core purpose.
- Almost half of all locally produced shows have been broadcast for more than six years.
- Almost a quarter of shows are broadcast in languages other than English.
- At least 306 community groups and organisations are affiliated with the sector.

The Snapshot also highlights the significance of equipping content-makers with the tools to create content by, for, and about their respective communities:

- Between February and March this year, Community Access Media staff spent 258 hours training the community to create content.
- Almost 60 per cent of the training was dedicated to new content-makers.
- In a single-day snapshot, staff across the 12 stations spent an average of 42 hours (per station) providing technical assistance to content makers.



## Snapshot findings



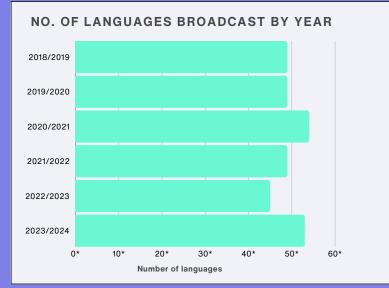
53
LANGUAGES

23%
NON-ENGLISH
CONTENT

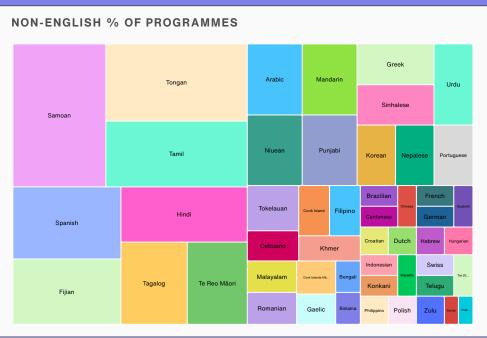
"With Masterton recently welcoming refugees of our community, the radio programme is extremely useful for us in developing relationships, creating acceptance and understanding with the wider Wairarapa community."

- Tashriq Hanif, Ahmiddaya Muslim Community, Arrow

"[Our show] an important part of the lives of the Tongan Community in Auckland and particularly the older people and those who do not understand, or have limited understanding of the English language. It is an information source for health matters, and it gave out information during COVID-19 as well as other health problems affecting the Tongan community." - Amelia, Leo o Felenite, Planet



"Radio is one of the best ways we can reach out to our communities on matters important to them. Migrant communities encounter so many challenges and difficulties in their new, adopted homeland. Oftentimes, these challenges cause anxiety and at times. depression. Inspirational articles we share on radio help alleviate their anxiety and help avoid people getting into depression." - Pilipinas Mabuhay, Planet



#### **Establishment of working groups**

The recommendations in last year's Snapshot sparked membership discussion about the future of CAMA and the sector. With Broadcasting Act reforms likely to progress in 2024, the membership needed to decide its core functions, points of difference, and what it hoped to gain from potential changes. As a result, a working group was formed, which was made up of membership representatives and the CAMA national representative.

The group put together a document with key messages and questions that were put to the membership, including calls to include case studies, testimonials, data, trends, and examples. Two final foundational documents were created. The first focuses on the sector's funding framework and Broadcasting Act positions, and the second highlights the sector's core services and unique value proposition.

The foundational documents were designed to serve as key points of reference for submissions, the 2024 Snapshot suite, stakeholder engagement and advocacy discussions, and this year's NZ On Air managers' hui. Establishing a working group model was a first in terms of CAMA collective engagement, which led to the formation of an additional funding working group in late 2024.



#### NZ On Air managers' hui

Station managers travelled to Wellington for this year's NZ On Air managers' hui in November. In response to the current fraught economic climate, the membership formed a collective stance in preparation for the hui to address the following questions:

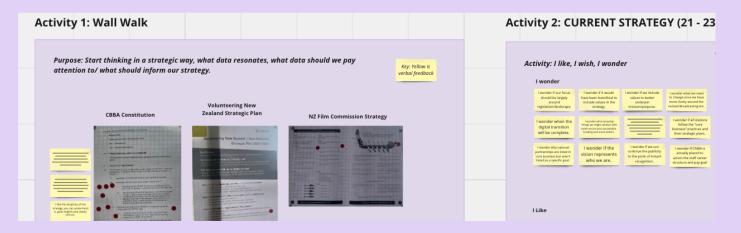
- Is the current model working?
- Is it still fit for purpose?
- How do we look to reach audiences?
- How do we measure that?
- Who is better placed to administer pūtea?
- Is the status quo better?

Discussions with NZ On Air regarding the aforementioned questions were beneficial in that they laid the groundwork for assessing the sector's future and sustainability and for developing the next iteration of CAMA's strategic plan.

#### Strategic Plan 2025

Following the inaugural sector Snapshot in 2023, the CAMA executive conducted a membership survey in late 2023 to assess the association's future priorities. The membership stressed the need to prioritise funding and diversity of content, followed by community relationships, technology, governance, and staffing. Although the membership shared different views of CAMA's (and the sector's) core purpose and direction, the survey revealed the need to collectively come to a consensus on the next CAMA Strategic Plan.

As station managers gathered in Wellington for the NZ On Air managers' hui in November, a day was reserved for a strategic planning workshop led by Fresh FM business development manager Ceara McAuliffe Bickerton. Engagement was high, and feedback was gathered and streamlined to produce a draft strategic plan. The draft will be distributed to the membership in early 2025 for consultation.



#### **Memorandums of Understanding**

Work commenced in 2022 to update CAMA's MOU with the **National Emergency Management Agency** (and other media partners). The draft has been finalised and will be officially signed in early 2025.

After a series of discussions with **Radio New Zealand** in 2023 regarding licensing agreements, the recognition of shared values culminated in a Memorandum of Understanding to share content and collaborate in November 2023. In November 2024, this MOU was reviewed and renewed for another year.

The MOU enables RNZ and CAMA stations to share content and office space with visiting RNZ staff when they need a space to work while travelling. This builds on the shared offices that already exist in some parts of the country, for example, in Manawatū and Taranaki. Third-party licensing agreements to share news bulletins are expected to be resolved in 2025.



#### Aotearoa's biggest podcasting platform gets a makeover

In 2024, CAMA's <u>accessmedia.nz</u> underwent a major makeover to ensure Aotearoa New Zealand's niche media sector meets communities where they access content.

The <u>accessmedia.nz</u> platform, which houses more than 1,000 podcast titles generated by CAMA's 12 Community Access media organisations, originated in the mid-2000s and has grown to be a key part of the sector's success.

Today's <u>accessmedia.nz</u> makeover includes a number of new features – including being available in Te Reo Māori and marks a shift in strategy.

Platform project lead Phil Grey says successful podcast delivery depends on identifying audience expectations regarding where and how to find content.

"We've taken a step sideways – focusing on mobile optimisation in favour of the existing <u>accessmedia.nz</u> app. That'll keep working for most, but we will cease any development, meaning that as devices and operating systems advance, the app will become redundant." And that's ok, Grey adds.

"A separate app is costly, and in the current environment, we can do far better investing in adding features to the main <u>accessmedia.nz</u> platform".



#### **Latest Podcast Episodes**



Published: 22/10/2024 7:00 a.m.
The Sound of
Harpies and...

Dive into captivating stories, insightful discussions, and...

RADIO SOUTHLAND



Published: 22/10/2024 7:00 a.m. **Akapapa - The Journey...** 

Akapapa - The Journey Home, hosted by Ingrid, is a podcas... RADIO SOUTHLAND



Published: 22/10/2024 7:00 a.m.
The Wisdom
Collective - Playin...

Join us as we discuss all the ways we shrink ourselves to...
RADIO SOUTHLAND



Published: 22/10/2024 7:00 a.m Sounds of Southland -...

This week Tom talks about things you could have gone... RADIO SOUTHLAND



Published: 22/10/2024 7:00 a.m.
Old Folks At
Home-22-10-2024

Pat Corkery is the new host for the iconic Southland radi... RADIO SOUTHLAND



Published: 22/10/2024 7:00 a.m. **Lorraine in Spain-22-10-2024** 

Join expat Southlander Lorraine for her latest...



Published: 21/10/2024 10:00 p.m.
The Joy of Classical
Music - Ep 73 -...

This episode of Joy Of Classical Music is all about... FREE FM



Published: 21/10/2024 9:40 p.m.
The Tongan
Women's...

Old and new Tongan music, education updates, health... PLANET FM



Published: 21/10/2024 9:30 p.m.
ACTivate - ECPAT

Interview with Acting Director of ECPAT New Zealand, an... PLAINS FM 96.9



Published: 21/10/2024 9:00 p.m. **Earthwise - Marcus Coll Revisited** 

A discussion on conservation, the environment or peace... PLAINS FM 96.9



PEAINSEM

Published: 21/10/2024 8:30 p.m.
Voices of Peace and
Aroha - Episode 91

A weekly programme about Muslim faith, culture, and... PLAINS FM 96.9



Published: 21/10/2024 8:00 p.m.

Namaste Nepal - A

Revisited talk with...

A Revisited talk with Singer Ankita Ghatani PLAINS FM 96.9

#### Further advocacy, funding, and promotional activities in 2024

- Regular consultation and communications with the CAMA membership.
- Inductions with new CAMA members.
- Bi-monthly and regular contact meetings with the Ministry for Culture and Heritage (MCH), NZ On Air, media undersecretary Jenny Marcroft and former media minister Melissa Lee.
- Two delegates attended this year's CBAA conference on the Gold Coast.
- Funding pitches for national partnerships with Niche Media, Ministry of Business and Innovation (MBIE), Broadcasting Standards Authority (BSA), Naked PR, Health NZ Te Whatu Ora, National Emergency Management Agency (NEMA), and the Emergency Management Leadership Group.
- National partnership meetings and relationship procurement with NEMA, Radio New Zealand (RNZ), BSA, Ministry for Ethnic Communities, CBAA, AMARC International, Health NZ Te Whatu Ora, Better Public Media, Student Radio Network, Give A Little, NCRA/ANREC (Canada), Office of the Health and Disability Commissioner, Impact Lab, Huber Social.
- Transmission consultation input to MBIE/MCH regarding licence frequencies.
- Consultation/submission and workshop on MCH's Amplify: A Creative and Cultural Strategy for New Zealand.
- Consultation on AMARC International's community radio survey.
- Consultation preparation for Broadcasting Act reforms with Better Public Media.
- Presentations to Golden Bay's University of the Third Age, Emergency Management Leadership Group (regional civil defence representatives).
- 2024 Resourcing Snapshot presentations to MCH and NZ On Air.
- Community Networks Aotearoa's State of the Sector Survey results.
- SROI scoping document, procurement of consultant services, and pitch to NZ On Air.
- Facilitation with the BSA to cross-promote multi-language messaging and video content.

#### Advocacy efforts in 2024 focussed on the following:

- 1. Relationship building and national partnership procurement;
- 2. Current funding arrangements;
- 3. Improving capacity and operational resourcing; and
- 4. Community Access Media's unique point of difference.

124

NEWSLETTER
SUBSCRIBERS

79
MEDIA MENTIONS

447
FACEBOOK FOLLOWERS

18k FACEBOOK REACH

# Advocacy highlights

#### **CAMA** represented the sector at CBAA conference

Our friends in Australia, the Community Broadcasting Association of Australia, celebrated its <u>50th anniversary</u> at its annual conference in October this year.

Two CAMA delegates attended this year's conference to learn from our sister organisation, strengthen ties, and build relationships.





CAMA messaging campaign with Health NZ - Te Whatu Ora

Health NZ – Te Whatu Ora and the Community Access Media sector teamed up to to deliver a messaging campaign to raise health awareness among Pacific families in 2024. Targeted messaging featured on Pacific-related shows and social media pages between October and December on Planet FM, Free FM, Wellington Access Radio, Plains FM, Otago Access Radio, Radio Hawke's Bay, and MPR.





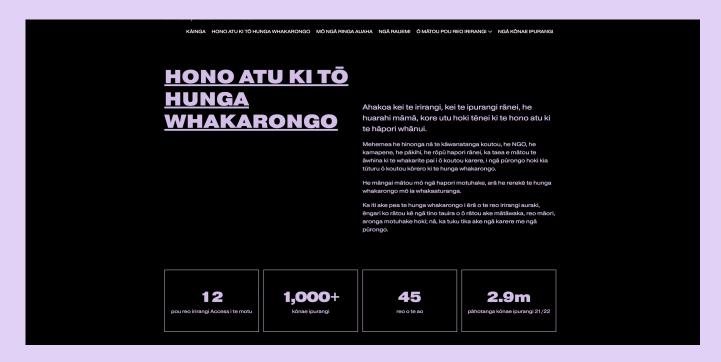
## Training initiatives

#### **CAMA** committed to cultural competency

CAMA is committed to championing partnership, participation, and protections afforded in <u>Te Tiriti o Waitangi by providing resources for station staff and content makers</u>.

In 2023, CAMA secured NZ On Air funding to facilitate Te Tiriti o Waitangi training for the sector. CAMA worked with <u>Reo Rua Ltd</u>'s Te Ataahia Hurihanganui to complete the sixweek training module, which finished in June 2024.

Thanks to Te Ataahia Hurihanganui's expertise and support from Meta Digital, the funding was also used to translate <u>cama.nz</u>'s evergreen content. It means our website is now available in te reo Māori and English.



#### Further professional development & training activities in 2024:

- Station-driven webinars to upskill members on better utilisation of accessmedia.nz
- To increase collaboration in the sector, CAMA introduced an additional internal newsletter for the CAMA membership. This inaugural newsletter aims to provide resources, information, and sector news for non-managers working at the 12 stations.
- Broadcasting Standards Authority video distribution via CAMA communications channels. Workshops with CAMA members will commence in February 2025.
- The consolidation, gathering, and uploading of webinars, templates, presentations, and other resources are available via the sector-specific section on the cama.nz website.

#### CAMA members embrace the future and undergo a technology refresh

**Fresh FM** (Te Reo Irirangi o Te Tauihu o Te Waka a Māui) has amplified the voices of Nelson, Tasman, and Marlborough for 30 years. To celebrate, the station launched a new digital platform in 2024.

Available via <u>fresh.co.nz</u>, the revitalised platform aims to equip Fresh FM with the tools to continue amplifying Te Tauihu's voices now and in the future.

It embodies Fresh FM's values of inclusivity and empowerment, giving volunteer programme makers greater creative freedom while making it easier for listeners to connect.



**OAR FM** also redesigned and relaunched the accessibility-friendly OAR.ORG.NZ in 2024.

OAR engaged local "accessibility champions" to review the station's eight-year-old website and establish a wish list of features that would unlock its potential. Perspectives ranged from lived experience of visual impairment to the professional expertise of an Access Consultant and Educator.

Meta Digital was then tasked with site design, focusing on accessibility, discoverability and speed. The result is a clean, accessible and modern website that looks beautiful on desktop and mobile devices.



## WAR prioritised youth broadcasting and launched new website

Wellington Access Radio (WAR) kicked off a new youth broadcasting project to elevate local youth voices in 2024.

The current youth shows feature a new Youth Broadcasting logo, website page, and promotional poster run as part of the station's 2024 focus to increase its youth programming.

WAR also launched its new website. Thanks to funding from ANZ Staff Foundation and Meta Digital, the website is more user-friendly, logical, and accessible.





#### Radio Hawke's Bay launched emergency broadcast app

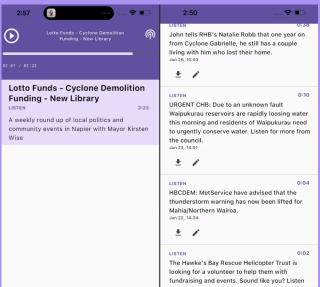
Cyclone Gabrielle highlighted the need for communities to access vital information during emergencies. To combat these challenges, Kinga VoxPop Ltd, together with Radio Hawke's Bay, developed and piloted a new Emergency Broadcast System (EBS) to provide residents with reliable, detailed, and timely information during disasters.

EBS leverages existing AM/FM infrastructure and adds a unique digital platform for residents, emergency services, and media outlets to connect and share vital information.

It is not a replacement for Emergency calls or a public emergency alerting system; rather, it is another tool that adds timely public information about emergencies outside of social media.

The EBS combines the strengths of traditional radio with innovative digital tools to empower communities to better prepare for, respond to, and recover from emergencies.





#### **ART and visual impairments**

In 2022, Blind Low Vision NZ Taranaki Community Committee members Graham Mosen and Geoff Aitken asked whether Access Radio Taranaki could share stories of local people with visual impairments.

As a result, 'Talking About Seeing' was born, bringing together 26 conversations between blind, deaf-blind, and low-vision people and their supporters. Audio and written versions are now held in the Alexander Turnbull Library. In 2024, the show also culminated in the printing of a physical book.



#### CAMA saddened by the passing of Rod Oram, Jonathan Hunt, and Graham Priest

In 2024 we mourned friends of the sector, business and climate commentator Rod Oram, former Labour Party MP Jonathan Hunt, and long-term Coast Access Radio broadcaster Graham Priest.

A multi-award-winning business journalist and editor, Rod Oram worked for the New Zealand Herald and Financial Times. He was also a dynamic and thoughtful keynote speaker at a CAMA conference hosted by Planet FM, and his values significantly aligned with the sector's kaupapa.

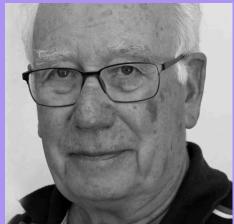
Jonathan Hunt, one of the longest-serving Labour Party Members of Parliament, entered Parliament in 1966 and held roles as Minister of Housing, Tourism, and Broadcasting. He was a long-time patron of CAMA (formerly ACAB) and strongly advocated for the sector.

For 10 years, Graham Priest hosted 'A Political Point of View,' a show dedicated to interviewing politicians from local and central government.

Our thoughts and sympathy go to our friends' whānau, colleagues, and community.







## Plains FM's 'Cult Chat' took home NZ Radio & Podcast award

Plains FM's 'Cult Chat' took home the 'Best Access Radio Programme' at this year's NZ Radio & Podcast Awards.

Hosted by Dr Caroline Ansley, Lindy Jacomb, and Liz Gregory, 'Cult Chat' aims to raise awareness of New Zealand's 'cultiverse' by speaking to survivors, experts, and others.



## Arrow FM showcased 100 poems by Janet Frame

Fifty-nine readers showcased Frame's works in a 100-day programme to celebrate the centenary of her birth on 28 August, 1924.

Special features included a reading in Te reo Māori by Te Whakapono Waikere and a 2002 recording by Janet Frame herself.

The 100-day event was made possible thanks to the Janet Frame Literary Trust and Masterton Creative Communities. Arrow FM, Wairarapa Word, and Wairarapa Library Service produced the episodes.

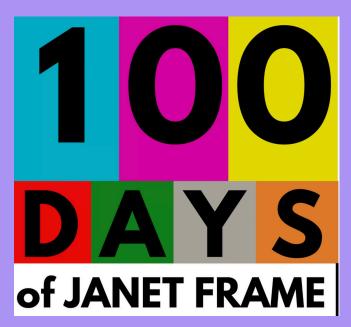


## OAR FM show makes history with the country's longest running programme

2024 marked 90 years since Radio Church – originally known as Radio Church of the Helping Hand – was first broadcast across New Zealand's airwaves.

Started in 1934 by Reverend Leslie Bourneman Neale and broadcast via now-defunct Station 4ZM, Otago Access Radio (OAR FM) is now the home to the weekly show hosted by a cross-denominational group from Dunedin ministries.

Reverend Donald Phillipps (pictured) first started contributing to the show in the 1980s.



## **Haere mai**

#### **CAMA** welcomes new leadership

CAMA elected a new leadership team in June following the retirement of two key executive members.

<u>Free FM</u> general manager Phil Grey now leads CAMA's executive as chair, with <u>Radio Hawke's Bay</u> station manager Kelly Reid as vice chair. <u>Plains FM</u> station manager Nicki Reece has taken up the role of secretary, with all accounting duties covered thanks to the new treasurer, Lesley Paris, station manager at <u>OAR FM</u>.

The new executive replaces chair Jo Holsted and treasurer Christine McKechnie – both of Planet FM fame – who have led the charge since 2020.

Throughout their tenure, the duo oversaw significant changes, including increases in public funding and advocacy, sector-wide advertising and marketing campaigns, and the introduction of a new resources repository via <u>cama.nz</u>.









Wellington Access Radio welcomes new community production coordinator, Pinky Johnston

Pinky took up the role of community production coordinator in July, bringing experience in visual arts, music retail, DJing, community groups, unions, and non-profits.

Pinky's role is to help content makers record and upload their shows and to deliver technical support and training.

Pinky and friendly guide-dog Lyric, aren't new to WAR, having hosted <u>Sunday Sads</u> – a show where Pinky and guests curate a suitably moody playlist each week.



## **Haere mai**

Fresh FM welcomes new business development manager, Ceara Mcauliffe Bickerton

Ceara took up the role of business development manager in 2024, bringing a wealth of experience in the tech and startup sectors.

Passionate about change management and innovation, Ceara previously worked in the US before returning to Aotearoa, where she worked as a business design management consultant and founded a tech startup in the volunteering sector.





Wellington Access Radio welcomes new station manager, Tony Kemp

This year, Wellington Access Radio (WAR) bid farewell to Pip Adam and welcomed Tony Kemp as its new station manager.

Tony is no stranger to WAR, having worked in various roles since starting as a volunteer more than a decade ago.



Brent Harbour joined Planet FM in 2024, having worked in radio stations all over Aotearoa, Australia, Dubai, and the UK.

With more than 30 years of broadcasting experience, Brent brings a lifetime's worth of rich radio experience to the Community Access Media sector.





Access Radio Taranaki welcomes new manager Tracey Blake

Tracey Blake also joined the CAMA whānau in 2024, bringing a 35-year career in radio to Access Radio Taranaki (ART).

Having worked as an announcer and promotions and marketing manager for MediaWorks and the Radio Network/NZME, Tracey hopes to increase ART's visibility and awareness to continue to connect with the community.

# Thank you!

Thank you for taking the time to read this report. Any questions, please reach out.

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