

No. 89 Yarona Building
2nd Floor
Cnr 3rd & Watt Street
Wynberg
2090

P.O Box 39108
Bramley
2018

Tel: 011 440 5419/21

Email: sales@alexfm.co.za
Web: www.alexfm.co.za

Registration: NPC 2015/404296/08



Annual General Meeting

Secretariat Report

Date: 17 August 2024
Venue: Sankopano Community Centre
Time: 09h00
Prepared by: Mafasi Kubayi
Designation: Secretary

Board of Trustees: Isaac Mangena (Chairperson), Refiloe Lekota (Deputy Chairperson), Gregory Baloyi (Treasurer), Mafasi Kubayi (Secretary), Zelda Hlongwane (Deputy Secretary), Keith Maphutha, Sicebi Radebe,

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[Greetings]

Avuxeni,

To: the community of Alexandra,
our esteemed guests,
the staff and the Board.

1. Introduction

As the Secretary of the Alex FM Board of Directors, I am pleased to provide you with this comprehensive report of our term of office at this Annual General Meeting.

I have had the honour of serving as the Secretary from 2018 to date. I want to begin by expressing my heartfelt gratitude for the trust you have placed in me and for the opportunity to serve in this current board. The forthcoming report encapsulates our triumphs, obstacles, resolutions, and the strides we have made over the years.

Before delving into the report, I want to extend my sincere appreciation to all members, staff, and stakeholders. Your unwavering commitment and contributions have been pivotal to our success.

2. Composition of the Board

The Board of Alex FM was elected in November 2018 by the community of Alexandra at a meeting convened at CJC. The election happened in a very politically- charged environment, following the disruptions of at least one of the AGM meetings set for these elections.

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The Board was elected consisting of the following members:

i.	Isaac Mangena - Chairperson
ii.	Refilwe Lekota - Deputy-Chair
iii.	Mafasi Mafasi - Secretary
iv.	Zelda Hlongwane - Deputy Secretary
v.	Bongani Mandita - Treasurer
vi.	Keith Maphutha – Additional member
vii.	Vuyani Baloyi – Additional member
viii.	Mish Hlophe – Additional member
ix.	Sicebi Radebe – Additional member
x.	Greg Baloyi – Additional member

The composition of this Board was disrupted the resignation of some of the members, namely, Mr. Bongani Mandita and Mr. Vuyani Baloyi and suffered the loss of Mr Mish Hlophe who passed away due to Covid-related complications. The Chairperson, upon the powers vested in him, appointed Mr. Greg Baloyi as the Treasurer of the Board to replace the previous Treasurer who has since resigned. Further, Mr. Maphutha appointed the Board's Stakeholder Relations Manager and Spokesperson. The quorum of this Board was not

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affected by the loss and resignation of the aforementioned members, accordingly, the Board used its discretion so as to not replace them.

3. Background

The Board was appointed following a tumultuous relationship between the previous Board and some members of the community. The tensions between the community and the previous Board infiltrated into the operations of the Station and some of the staff members rebelled against the latter. This affected the general morale and performance at the Station.

The matter took a turn for the worst when a group calling itself Listeners Forum took the previous Board to the courts and to ICASA's Tribunal, the CCC. Some scathing judgements were made by the Courts against the previous Board, which served nothing but to polarize the community of Alexandra. The judgements were later overturned and cleared the Board. However, the matters before ICASA's CCC dragged on, and became the baptism of fire for the current Board. The Board was dragged and appeared before ICASA's CCC to answer to the sins of the previous as alleged by the Listeners Forum. In response, the station's management and the community convened an urgent meeting to elect interim board members, ensuring the organisation's continuity. This action aimed not only to keep the station operational but also to prepare for a comprehensive community meeting and ensure compliance with ICASA regulations.

The issues tabled before the CCC included, among others, the non-disclosure of financial statements, changes in the Station's trading address without informing ICASA, the movement of the Station from operating as a Trust to a

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Non-profit Organisation. As a result, the issuance of the Station's Broadcasting Licence was affected. Furthermore, there was an issue pertaining to the credentials of the meeting wherein this Board was elected and same was addressed with the CCC. ICASA cleared the Board on many of the issues and made recommendations for this Board to address some of the shortcomings.

4. Mandate of the Board

The mandate of the Board includes, but is not limited to:

- √ Stabilising the Station
- √ Boosting staff morale
- √ Striving to get Broadcasting Licence
- √ Dissolution of the Trust
- √ Securing the finances of the station
- √ Keeping the Station on air

5. Challenges and Successes

The Board experienced challenges relating to court cases, the pending licence renewal application, the Covid-19 pandemic, the July 2022 looting, and the passing of staff members and a Board member.

The Board has been successful in ensuring that the Station enjoys stability in the past 5 years than it has in a long time, the improved staff morale, a financially sound and stable Station and the dissolution of the Trust.

6. The work of the Board

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Throughout 2019 to date the Board conducted a total of 41 meetings, which include both virtual and physical attendances, and a total of 6 strategic meetings/bosberaads we held.

Our journey has been marked by a series of challenges. One of the main issues revolves around the Station's licence and its current status which is closely tied to the registration status. We have been evaluating whether operating as a Trust is advantageous for the Station. To resolve this, we instructed Hlongwane SZ Attorneys Inc. to embark on the legal process to dissolve the Trust and we can confirm that the Trust has been duly dissolved through the office of the Master of the High Court. The Station is met with another challenger relating to the spectrum, which occasionally causes the radio to go offline and emit an unusual sound.

Following the looting incident, the Board has considered setting up a satellite studio at Alex Mall. This would ensure our operations remain uninterrupted should an event of a similar nature occur in the future. The implementation of this plan has been delayed due to a lack of funds for the necessary equipment.

7. The Staff component

The Alex FM staff consists of a team of 57 staff members and volunteers wherein half of whom are women and serve as our on-air presenters. The staff component includes 80% of the youth. We are proud to report that through our strategic partnerships with various stakeholders, Alex FM has over the years hosted nearly 50 learners who were part of skills development and training

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programs. Currently, Alex FM is home to 42 permanent employees who are responsible for the station's day-to-day operations, ranging from management, technical and content production, on-air talent, sales and marketing, to general and admin staff. We also have 15 young people from the community serving as volunteers.

The Station has a funeral policy covered by Simply Funeral Policy underwritten by Old Mutual. The policy provides for cover for staff, including the interns and volunteers, and extends cover to their immediate families as well. The policy pay-out is structured as follows: main member, spouse, and children from 14 to 21 years are covered for R 50,000.00 each; 6 to 14 years are covered for R 25,000.00 each; 0 to 6 years are covered for R 10,000.00 each. The station is contributes 100% of the monthly premium for the staff, which means that no staff member pays for this service or policy.

8. Donations and Contributions

On behalf of the Board, I would like to take this opportunity to acknowledge the following stakeholders / corporate friends of the Station who made contributions and donations to the Station over the years:

i.	National Lotteries Commission
ii.	Afrika Tikkun
iii.	The Abandant Media Group

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iv.	Prime Media
v.	Power FM
vi.	Legal Aid South Africa
vii.	Siemens
viii.	Standard Bank
ix.	Lesedi 7 Group
x.	Project Isizwe
xi.	Old Mutual
xii.	LM radio
xiii.	South African Community Radio Organisation (SACRO)
xiv.	National Community Radio Forum (NCRF)
xv.	Media Heads 360
xvi.	Children's Radio Foundation (Now called The Radio Workshop)
xvii.	The US Embassy
xviii.	And many local businesses that continued to support the station.

9. Conclusion

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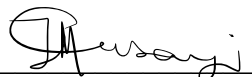


In closing, I would like to express my deepest gratitude to everyone who has been part of this journey. Despite the challenges we faced, we have shown resilience and determination, embodying the spirit of our vibrant community of Alexandra. Our collective efforts have ensured that Alex FM remains a beacon of hope and a voice for our community.

As we look to the future, we remain committed to our mission of providing quality broadcasting and serving as a platform for learning and development. We will continue to adapt and evolve in this technologically advanced world, ensuring that we stay relevant and continue to meet the needs of our community.

Thank you for your unwavering support and trust. Together, we will continue to build on our achievements and take Alex FM to greater heights.

Respectfully submitted,

 (Signature)

Mafasi Kubayi (Secretary)

Date: 22 July 2024