

Our Community **MATTERS**

Your community knowledge bank helping groups survive, improve, grow and innovate



Resources, News, Innovations and Tips on:

- ✓ Funding, Finance & Membership Management
- ✓ Leadership & Advocacy
- ✓ Management & Training
- ✓ Marketing & Media
- ✓ Boards, Committees & Governance
- ✓ Community & Business Partnerships
- ✓ Insurance & Risk Management

www.ourcommunity.com.au

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Welcome to the latest edition of **Our Community Matters**, your regular free community sector update. It is yet another benefit of membership of www.ourcommunity.com.au – the premier destination for Australia's 700,000 community, education and not-for-profit groups. Our Community provides community groups with the latest funding and fundraising news as well as practical management, board, marketing and community-business partnership information. Our Community also operates the [Australian Giving Centre](#), the free online donations service that has so far raised \$6 million for Australian community appeals. A summary of our services is listed at the end of this newsletter. If you have trouble reading this newsletter or have any comments please let us know by emailing kathyr@ourcommunity.com.au.

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1. Community View



Ten things you might have missed ...

By Rhonda Galbally AO
CEO

And so the end of year is nigh, and what a year it's been!

Thanks for your continued support during 2007. With your help we've achieved a great deal this year, and have plans for much more to come during 2008 and beyond. In case you weren't paying attention, here are 10 things you might have missed this year ...

1. Online donations go through the roof

The **Australian Giving Centre** is a free online donations service provided by Our Community with the support of Westpac.

It's been operating for seven years and every year sees a brand new benchmark set – this year, the Giving Centre has raised more than \$1.25 million for the community appeals listed on the site, compared with just under \$800,000 in 2006.

One and a quarter million dollars: when you think about it, that's a pretty staggering figure!

There are more than 1100 appeals currently listed on the site – 100 more than at the same time last year. And we've seen a doubling in the number of donations made through this service this year, from 6500 in 2006 to 12,200 so far during 2007 (and that's not even counting December, which has consistently been the busiest month for the Giving Centre).

We're planning some changes to this service during 2008 to improve the user experience for donors and the groups lodging appeals.

And we're eagerly anticipating another record-breaking year for the Giving Centre in 2008.

2. Australian Giving Week breaks through

Australian Giving Week, held around the country from December 3-9, received a lot of mainstream attention this year, which is good news for anyone who's interested in seeing more being done to support and strengthen the community sector.

Part of that success was due to our members' hard work in spreading the word; part of it was due to individual Australians' increasing interest in giving to the community (especially at this time of year); and part of it was due to the addition to the campaign of our great new honorary patron – Magda Szubanski (perhaps best known for her role as Sharon in the TV program *Kath and Kim*).

Our celebrity auction raised nearly \$4000 for some great Australian community groups but more importantly, it helped raise the profile of these groups, and the community sector in general.

We are already brimming with ideas for Giving Week 2008, which will be held from December 7-13.

Put it in your diary now!



3. Councils partner with Our Community to spearhead a revolution in local giving

And still on giving, this year saw more than \$356,000 pumped into local communities via Local Giving Centres run by a number of visionary local councils through the Australian Giving Centre.

A total of 220 appeals are listed through the Local Giving Centres, which are designed by local councils to form part of an integrated capacity building program – programs that are seeing local community groups reach new heights in fundraising and effectiveness.

A number of new Local Giving Centres, including Nillumbik and Melton in Victoria, will be coming on stream in early 2008, with others to follow soon.

4. Advocacy takes centre stage

I have long been a passionate promoter of the role that advocacy plays in creating a thriving, vibrant society, and this year we saw this issue take centre stage at our June Communities in Control conference.

Communities in Control saw around 1500 community sector workers and supporters come together to reflect, to hear some thoughtful and inspiring presentations and to meet and learn from each other.

We heard how advocacy by strong, fearless community groups has changed the world in the past, and how it continues to do so, even in the face of incredible obstacles. (If you're an advocate who's feeling a bit downtrodden right now, [click here](#) for reminder of why we do the things we do.)

In a fitting end to what has been widely acclaimed as the best Communities in Control yet, we joined voices with Paul Kelly and Kev Carmody (right) to sing that great advocacy anthem, *From Little Things Big Things Grow*.



We're not sure if we'll be able to top that in 2008, but we're certainly going to give it a good shot!

SAVE THE DATE!! Communities in Control 2008 will be held in Melbourne on June 16 and 17 (Monday & Tuesday). Details to follow in January.

5. Website enhancements

This year also saw the launch of a brand new section of our website – the Community Advocacy Centre at www.ourcommunity.com.au/advocacy.

This is the place where you can find a series of practical help sheets on how to make your advocacy campaigns really take flight. There are also links to those people integral to your struggle – your elected representatives and the media – and a range of advocacy tools.

The Advocacy Centre wasn't the only thing added to our website during 2007. This year also saw the addition of the 10 greatest speeches of all time (you can find them in the [Leadership Centre](#)), a host of new policies (in the [Policy Bank](#)), and lots of new help sheets.

The Australian Institute for Corporate Responsibility was also locked into place (look under the '[Corporate Responsibility](#)' tab), providing practical, achievable corporate responsibility tips and resources for large, medium and small businesses and community organisations.

We also made some changes to the homepage this year, with more to be unveiled early in 2008.

6. Recognising Community Heroes (I)

Community Heroes can be found in every street of every suburb and town in every state and territory of Australia, but too often we forget to say thanks.

In an effort to spread the word about some of the great work being done to strengthen and enliven our communities, this year we introduced the Community Heroes initiative.

This is where we highlight one extraordinary person doing their bit for their community, profiling their work in this newsletter, posting it on the website (www.ourcommunity.com.au/heroes) and sending them a certificate, some prizes, and a word of thanks.

We've been delighted with the response to this new program and look forward to reading more great stories in 2008.

7. Recognising Community Heroes (II)

The paid workers of Australian community groups were also singled out for recognition during 2007, with the introduction of the Alcoa Foundation Outstanding Community Worker Award.

We were overwhelmed by the response to this initiative, the sheer number of nominations received, and the incredible stories of workers who exemplify the sector's ideals of dedication, excellence and service.

Read an update on these awards in [Part 9](#) of this newsletter.

8. Recognising Community Heroes (III)

Community Idol was another highlight of 2007 – once again providing the chance to uncover and expose to the nation another crop of outstanding community organisations.

Two Eight Two Eight, United Cricket Club and Yirra Yaakin Aboriginal Corporation were among the groups that showed themselves to be well-governed, well-managed, inclusive, innovative and of extreme importance to the communities they serve.

We look forward to reading all about another set of great community groups – maybe yours? – in the lead-up to Communities in Control 2008.

9. Spreading skills, knowledge

This year we introduced two half-day training sessions – one on fundraising and one zeroing in on grantseeking – and took them around the country.

Almost 2000 people have now completed one of these practical workshops, and we're really pleased that so many of you are finding these sorts of training opportunities so valuable and such a great supplement to the help sheets, books and other knowledge services we provide.

Additional ad-hoc training sessions were also conducted all over the country on a range of topics, with Our Community stalwarts Patrick Moriarty and Kate Caldecott both developing quite a cult following!

And with the help of Clare D'Souza, we also did the rounds of pretty much every regional centre in Victoria as part of the *Getting Recognised* series of free workshops funded by Regional Development Victoria and delivered by Our Community in cooperation with the Victorian Country Press Association, Australia Post, and the Municipal Association of Victoria.

We're planning more half-day workshops and more training opportunities in 2008 – not just on fundraising and grantseeking, but also on meetings, marketing and conflict resolution.

Meanwhile, well over 350 people have now gained a formal qualification recognising their skills and knowledge in the area of not-for-profit governance.

Our Community's Patrick Moriarty joined with BSI Learning's Andrew Wright to deliver the four-day Certificate IV in Business (Governance) in cities and towns across Australia – a course that is fast gaining acclaim. You can find out more and book in for 2008 by going to www.ourcommunity.com.au/certificateiv.

10. Expanding the library

This year saw the launch of four new how-to books, all of which were written for and road-tested by Australian community organisations.

Effective Letters: 50 of the Best provides 50 template letters to help community groups fundraise, connect, lobby, organise and influence. Thanks to Australia Post, the book was distributed free to the 1500 delegates at the June Communities in Control conference, and is now for sale through our website.

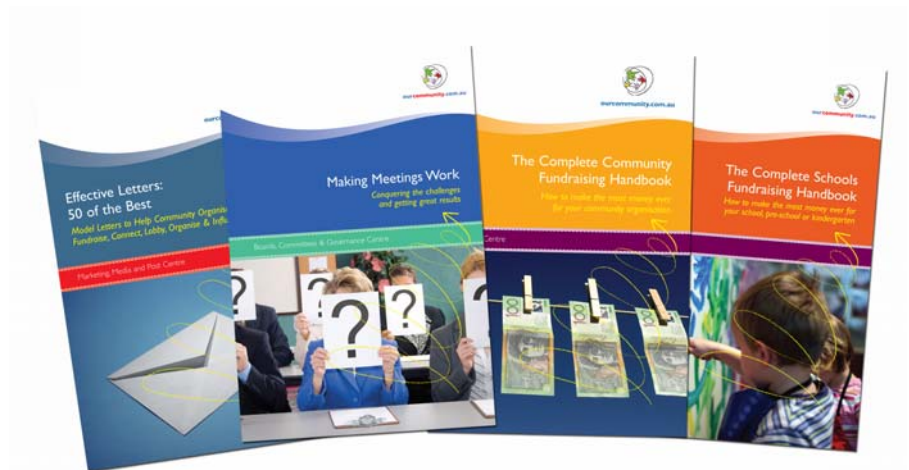
Making Meetings Work: Conquering the Challenges and Getting Great Results is an essential guide to making community group meetings more effective and productive. The book steers the reader through all facets of meetings – from planning beforehand to mop-up afterwards – and takes a look at the meeting from the point of view of the chair, the secretary, the treasurer, general participants and the board.

It also provides a handy chapter on some of the things that can go wrong, and strategies for dealing with the challenges.

And finally, late this year we launched two books that bring together many years of wisdom about working at the coalface of community fundraising.

The Complete Schools Fundraising Handbook and *The Complete Community Fundraising Handbook* provide a tour through the six essential pillars for community groups serious about raising funds: Donations; Grants; Community-Business Partnerships; Alumni/Friends; Special Events; Earned Income.

The books – one written for a community group audience, the other for schools and kindergartens – provide some practical tips that can be quickly and easily implemented and that will immediately boost money raised through fundraising.



Early next year will see the release of our yearly *Top 50 Grants* guides, which highlight 50 of the best granting programs available to all types of community organisations in each state and territory of Australia.

The voucher on the bottom of [Page 12](#) can be used to buy any of these new books, or indeed any of those in our catalogue, which can be found at www.ourcommunity.com.au/books.

This year has also seen a change in Federal government, and all the promise that brings for increased state and federal cooperation, and the opportunity for entering a new era of nation building, reform and social justice.

Of course, there remain some serious challenges and I've no doubt all of our work will need to continue in earnest during 2008 and well beyond.

But as I wrote on these pages a couple of months ago, I really do believe that we are living in the early days of a better nation. Exciting times ahead.

This year has also been a great year for Our Community. We were delighted to receive a series of accolades during 2007, including being recognised as an "über-cool social capitalist company" through the Cool Company award, and winning a Marketing Institute Award in recognition of our partnership with Australia Post.

And while we continue to find new ways to serve the community sector, we've been careful not to neglect the things we've been doing for years that are still making a difference in communities across Australia:

- our newsletters (providing grants updates, fundraising and governance help, community updates and capacity building tips);
- our free and ever-expanding collection of help sheets and other web content;
- our online services, including the Board Matching Service, the Good Moves jobs newsletter and the Community-Business Partnerships Matching Service;
- and of course our conferences.

We have a lot more up our sleeves for 2008: some new half-day training opportunities; more changes to the layout of our website; some exciting new services to connect businesses with the community sector; the release of the program for CIC 2008; and much more.

Thanks to our key alliance partners – Westpac, Australia Post, Alcoa and Hesta – and thanks to you, our members, for joining us in a great year of community building.

Wishing you a safe, joyful and restful holiday.

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2. 'Mindful' leadership a key to improving boards (and other governance news)

Mindful leadership is a vital part of improving leadership on boards, according to Foundation Professor of Management at the Melbourne Business School, Amanda Sinclair.

Prof. Sinclair, who was among a number of distinguished speakers at Our Community's Board Builder conference in November, said the concept of mindfulness came from the Buddhist tradition, and was the idea of "leading with presence and a commitment to purpose, intention and to 'being in the moment'."

Professor Sinclair said mindful leadership also emphasised the importance of really listening to others and having a real focus when attending meetings.

"A lot of us spend our time coming into meetings with a head full of thoughts about what happened this morning, over the weekend or what we've got on tomorrow, instead of being in the here and now. And yet there is enormous value for us as leaders to be really present to the experience that we're having right here and right now," she said.

Other speakers during the one-day conference included Dr Jim Cavaye, director of Cavaye Community Development; Murray Baird, senior partner and not-for-profit law experts Moores Legal; Catherine Brown, director of Catherine Brown and Associates; and Tim Mason, Westpac Bank.

A full rundown of conference highlights will be featured in the next edition of Our Community's *Board Builder* newsletter. For more information, follow this link: www.ourcommunity.com.au/boardbuilder.

New Governance Code for the community sector

Those of you who attended the Board Builder conference would already know about a draft Code of Governance that we are working on for the Australian community sector.

This is an exciting initiative that we see as an opportunity to help the sector gain some clarity about what governance is for, the values it encompasses, and the rules that flow from these principles.

We've made a start, but we are now seeking input from all of our members, and in fact anyone with an interest in the community sector, in formulating the final version, which will be released at Communities in Control 2008 in June.

The code currently has sections on board membership; collective commitment; democratic governance; management of the board; direction; risk management; accountability; transparency; community responsibility; environmental responsibility; diversity and empowerment; ethical fundraising; and effectiveness – but what emerges after consultation may be totally different.

We'd love it if every one of our members would download a copy of the draft code, take some time over the break to read through it, and get back to us in the New Year (sometime before April 15, 2008) about what you think we've done right, and what we need to change.

The code is loaded online at www.ourcommunity.com.au/governancecode.



Community sector governance hits the headlines

There's been a lot of huffing and puffing in the media of late about the perceived deficiencies in the governance of the community sector.

The questions have been raised by the largest manager of charitable trusts in Australia, the Perpetual Foundation, following the release of a new report on leadership and management in the sector.

The report highlighted two main deficiencies in the community sector: a lack of management capability and a lack of knowledge and data about the sector.

However, it was the perceived deficiencies in governance that Perpetual chose to highlight.

“There has been a lot of discussion about cause and symptoms and we think that the cause and the solution lies with good governance, and there’s nothing from our experience that would suggest that is not the case,” said foundation head Catherine Baldwin.

She said governance was more tricky in the not-for-profit sector than in the corporate world, and the idea that someone could or should carry out a “traineeship” in governance by joining a not-for-profit board before moving on to a corporate board was ridiculous.

“It should be the other way around,” she said.

Perpetual has announced that it will be changing the way it assesses grants applications to bring governance into the spotlight. The changes will follow a period of consultation and should be in place by 2009.

Other issues highlighted in the SEEN report include the shortcomings and short-termism of funders; the misunderstanding and confusion created by a “naïve adoption of ‘business’ vocabulary”; resource wastage; underdeveloped accountability, transparency and solvency; lack of advocacy and a “generally reactive stance”; and a misalignment of interests.

Contrary and Congruent Views of Leadership and Management in the Australian Social Economy can be downloaded from the SEEN website at <http://seen.org.au/>.

And if you’re keen to improve your knowledge and skills in the area of not-for-profit governance, you may wish to sign up for the Certificate IV in Business (Governance). New dates have been announced for 2008 – [click here](#) for details, or go to www.ourcommunity.com.au/certificateiv.

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3. Remembering Bernie Banton – a great community advocate

On 5 December, 2007, both Australian and NSW state flags were lowered to half mast on all NSW government buildings to mark the state funeral of a man who had never held an official position and who had been harshly criticised by members of the last government.

Bernie Banton was a freelance campaigner for social justice, and the widely recognised face of the legal and political campaign to achieve compensation for the many sufferers of asbestos-related conditions contracted working for James Hardie.



Bernie had worked for James Hardie for six years in the 1970s. Later, when he saw what was happening to his mates – of his 137 fellow workers, only eight are still alive – he took up working for the union-backed campaign to make the company pay compensation.

The fight went on for decades, as Banton himself developed asbestosis, mesothelioma, and Asbestos-Related Pleural Disease (ARPD).

When the fight with James Hardie was won, Banton went on to badger the Federal Government to have mesothelioma drugs included on the Pharmaceutical Benefits Scheme, and found himself in direct conflict with Tony Abbott, the then health minister.

Typically, he won that fight, too, and the government backed down.

Banton knew how to make his voice count in the service of his good causes. Thousands of asbestosis sufferers have reason to thank him, and all Australians can be proud that people like Bernie Banton are leading campaigns for social reform in this country.

We should respect his courage, learn from his techniques, and follow his example.

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4. Ten top tips for campaigners

If you're cut from the same mould as Bernie Banton, there's a new guide out from the UK's National Council for Voluntary Organisations (NCVO) that could be of assistance.

The guide outlines 10 top tips towards good practice in campaigning:

- 1. Select the issue that's right for you:** The key factors are "winability" and impact.
- 2. Compile strong and compelling evidence:** Good evidence is a key, and should be robust, relevant, practical, compelling and well-presented.
- 3. Understand targets and audiences and track what's going on:** Be clear who the targets are, identify how you can get to decision makers, and analyse the power of your position in comparison to your opposition.
- 4. Be clear what you are trying to achieve:** Identify your target and what you want them to do, and think about both short and long-term objectives. Ensure your objectives are well-founded, but be prepared to adapt them if needed.
- 5. Use a range of tactics according to the situation:** Adapt your tactics according to resources and support and consider switching targets to exert additional leverage.
- 6. Involve beneficiaries:** Their involvement is vital because it adds legitimacy and can make hard-won change sustainable.
- 7. Find and work with useful allies:** Seek out allies from beyond your sector, decide the exact nature of your joint working, and establish an understanding about purpose and parameters.
- 8. Communicate well and persistently:** Remember the "four P's" – pitch, positioning, presentation and persistence.
- 9. Stay with the issue through to resolution:** Get the balance right between short-term urgency and the long-term picture. Focus on results, not promises.
- 10. Promote a campaigning culture.**

The entire publication – *Tips on Good Practice in Campaigning* – can be downloaded from <http://tinyurl.com/2a34rv>.

And don't forget that the Community Advocacy Centre at www.ourcommunity.com.au/advocacy has a range of free help sheets, tools and resources that will help you make your campaign take flight.

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5. Keeping up with who's on top – post-election update

It's always important to know the terrain, and all community groups should be checking out the changes in Canberra following the Ruddslide.

Who's the new minister in your area? Is your funding program going to jump across to another department?

Kevin Rudd hasn't made major changes to many areas of government (yet). Most of the old ministries stay much as they were (for the moment, at least).

However, do note that there have been repackagings around the new Departments of Innovation, Industry, Science and Research; the Department of Resources, Energy and Tourism, and the Department of Broadband, Communications and the Digital Economy.

Housing has been added into the responsibilities of the department of Families, Community Services, and Indigenous Affairs (formerly FaCSIA) making it FaHCSIA – and how you pronounce that (like fuchsia? or like fascia? or like infarction?) has yet to be announced.

The Department of Education, Employment and Workplace Relations puts all forms of skills development under the one roof, and there's a whole new Department of Climate Change under the PM.

Head for the hot new [special issue](#) of the Commonwealth Gazette to see who's now responsible for, for example, the *Weapons of Mass Destruction (Prevention of Proliferation) Act 1995*, the *Members of Parliament (Life Gold Pass) Act 2002*, and the *Treaty of Peace (Germany) Act 1919*. There will be a short quiz afterwards.

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6. Have your say on the Federal Budget

If your group didn't get around to lobbying political parties before last month's federal election, or if you'd like to make your case again, our new Treasurer is giving you your chance.

In his first media release, Wayne Swan invited community groups, families, individuals and businesses to submit ideas for the government's first Budget.

In an encouraging move for community organisations, Mr Swan said community views were critical for the government in forming policies.

He said Australia had to meet big economic challenges. "These challenges include fighting inflation, tackling climate change and securing water, making our workforce the most highly skilled in the world, lifting workforce participation and productivity in the face of an ageing population, delivering modern infrastructure and a world-class broadband network, and ending the blame game between federal and state governments."

Those issues are relevant to environmental groups; neighbourhood houses; groups for older people, people with disabilities, mothers, and others excluded from the workforce; groups for the elderly; and the list goes on.

Submissions, due by Friday January 18, can be emailed to prebudgetsubs@treasury.gov.au, or mailed to Budget Policy Division, Department of the Treasury, Langton Crescent, Parkes, ACT 2600.

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7. Wishing you a (more) sustainable Christmas

Everyone is more concerned about the environment these days, but for some reason many of us seem to put our efforts on hold around this time of year, deciding it's all a little bit too hard during the Silly Season.

Reining in the environmental costs of piles of presents, food and decorations might feel overwhelming, but thanks to a new guide you don't need to abandon your good intentions. Environment Victoria's *Festive Season Guide* provides some ideas:

Gifts

- Think about whether the person needs it or will use it
- Buy a locally-made version if you can (craft and fruit and veg markets are a good idea)
- Think about whether it's energy-efficient, recyclable, or if it will need disposable batteries
- Avoid buying things that are disposable – buy something that will last or that is easy to upgrade or repair
- Choose "green" gifts: fruit trees, herbs, native plants, bicycles, water/energy saving gadgets, compost bins
- Make your own gifts (especially food)
- Have a Kris Kringle so everyone only buys one gift, instead of several

Food

- Meat has a big environmental impact – reduce meat portions and offer lots of vegetarian options
- Avoid fish that has come from overseas or that are long-living or deep-sea species
- Moderate your consumption of alcohol – lots of water is used in the production of beer and wine

Decorations

- Avoid plastic and disposable decorations
- Try making your own from food like popcorn, cinnamon sticks and dried cranberries
- Buy a native tree in a pot instead of a plantation pine
- Use lights with LEDs instead of traditional bulbs
- Buy handmade decorations

The full guide can be downloaded by [Clicking Here](#).

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8. Giving trends down (but no need to panic)

Perhaps we've been spoiled. 2005 was a record year for charitable giving, and 2006 was better. 2007, on the other hand, seems to be weakening – all around the world.

British figures suggest that charitable giving is down £200 million (3%), the American Salvation Army is complaining that its street donations are slack, and here in Australia large fundraisers like the Smith Family say that donations to their Christmas appeal are significantly down compared with this time last year.

If this is a real softening and not just a statistical blip, one reason is certainly that both 2005 and 2006 were marked by major natural disasters – tsunamis, earthquakes, famines.

We don't want those back, of course, even if it does mean more giving overall. It doesn't seem, though, that the people who were moved to give by those disasters have become regular givers, as we rather hoped they would.

It's not all bad news, of course. Those fundraisers who have really taken on the challenge of the internet tend to do better.

Oxfam, with its online giving schemes, is thriving, and online giving through the Australian Giving Centre is most definitely up – amazingly so (as we mentioned in [Part 1](#)).

With the support of Westpac – which is distributing through all its branches postcards like this one (pictured right), as well as the one we showed you on [Page 2](#) – we're going to be pushing more and more people into the Giving Centre to give to community causes – and as they say, you have to be in it to win it.

Because what the statistics are telling us, in fact, is what we should have known all along; you don't get anything given to you automatically, and if you try harder you'll do better.



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9. Community Briefs

Free to a good (community group) home – one dental chair

A Melbourne clinic has a dental chair to give away to a community group, available for pick-up from Moorabbin.

The chair is a Belmont O20B, about 20 years old, and includes a dental light, bowl flush, foot pedal, automatic cup filler, instrument holder, three-way syringes and handpiece holders. Operational and installation instructions are also included.

Interested groups should contact Ian Gale at the Medident Sleep Clinic; telephone 0411 249 782 or email igale@sleep.net.au.

Grantseekers – we want to hear from you

Thanks to the many people who have already completed our latest Grants in Australia survey, which is designed to help us learn more about how Australian grantmakers are performing.

This year's survey focuses particularly on the issue of the online processes now used widely by government and non-government grantmakers across the country, but we also ask about your experiences with guidelines and application forms, feedback processes and more.



The results of the survey will be used to build up a picture of grantmaking in Australia and to inspire better processes, with details to be presented at the [Best Practice in Grants Management Conference 2008](#) (more on this on the next page). The survey is online at www.ourcommunity.com.au/grantsurvey2008.

Grantmakers – your chance to lift your gaze from the grindstone

Hot off the presses, we have just released the program for the 2008 Best Practice in Grants Management conference, to be held in Melbourne on February 28 and 29.

This year's main day – on Friday, February 29 – will feature keynote speeches by Auditor-General of Queensland Glenn Poole and Victorian State Services Authority Commission Susan Pascoe, a panel session on how to get marketing bang for your buck (and avoid unwanted headlines), and sessions on targeting disadvantaged groups, reviewing your grants program and grantmaking in a political climate.

Results of the 2008 Grants in Australia survey will also be revealed during the conference.

Meanwhile, back after the success of last year's program, a half-day MasterClass for local government grantmakers will include a keynote speech by Manningham Council CEO Lydia Wilson on boosting your grantmaking coffers, and an interactive session on topics to be determined through a pre-conference survey.

The MasterClass will be held from 1.30pm to 4.30pm on Thursday, February 28, followed by networking drinks and possibly a dinner. The full conference program is now online at www.ourcommunity.com.au/gmc2008.

Community Worker Award update

We have been overwhelmed by the response to the inaugural Alcoa Foundation Outstanding Community Worker Award – the award that recognises the contribution to the nation's life made by the men and women working in Australian community groups.

We are delighted at the response, but unfortunately it also means that the announcement of the winner has been delayed slightly – we anticipate that the announcement of the winner of the \$5000 award will be made during January.

In addition, all nominees will receive a certificate acknowledging their recognition as people who exemplify the sector's ideals of dedication, excellence and service.

New policies added to the Policy Bank

Two new policies have been added to the Policy Bank – the free service provided by Our Community with the support of Hesta.

Along with the dozens of template policies available to download – covering the areas of human resources; values; board operations and governance; financial management and control; and communications – we have this month added:

- [Environmental Policy](#)
- [Bullying Policy](#)

These policies can be downloaded in Word format by clicking on the name above, or by going to www.ourcommunity.com.au/policybank.



Thumbs Up

Op-shops are often seen as the domain of elderly or retired people, which is great, but it also means that they may not always be appealing to younger generations.

So thumbs up to the five UK op-shops that turned themselves over to 12 volunteers, aged 16 to 25, to transform their displays.

The Birmingham Cancer Research op-shops submitted themselves to the style police in an effort to bring in more young customers, and volunteers.

"Eye-catching windows bring in different customers, and younger volunteers attract younger clientele," Cancer Research's Roger Wright was quoted as saying. "We are chronically short of young volunteers and hope this project will help us attract more."

The event was organised by youth volunteering agency Agents4Change.

ALGA releases State of the Regions report

The challenges of climate change and future water supply, as well as growing household debt and Australia's broadband infrastructure, are among the focuses of the 10th annual State of the Regions report – released by the Australian Local Government Association late last month.

The report foreshadows the need for vast financial outlays to cover the costs of climate change and to secure a reliable water supply, costs that are expected to total several billion dollars a year.

Unfortunately, the report also makes clear that many of these costs are likely to fall disproportionately onto the shoulders of regions that can least afford them. Additionally, local government looks likely to wear some of the impact through the areas of public health and litigation.

The report also revisits previous investigations into Australia's household debt levels, as well as progress on the country's broadband network, finding:

- That household debt is growing at an unprecedented \$120 billion a year, while real household disposable income is only growing at one-fifth that level.
- That Australia is still "relatively uncompetitive in the global information and communication technology sector – especially in the roll-out of high-speed broadband as a driver of economic development".

The final sections of the report provide a detailed run-down of more than 60 regions across the country, drawing on diverse sets of regional indicators.

For more information on purchasing the report, visit www.alga.asn.au.

Double or quits

In the last edition of this newsletter, we passed on the good news that the Federal Court had found against the Tax Office and in favour of the charitable sector in the case of Commissioner of Tax v. Word Investments Ltd [2007] FCAFC171.

The court found that charities that employ commercial activities as part of their fundraising won't lose their charitable status, provided that their motivation, intention, objects and practices reflect a charitable purpose.

We noted, though, that there was still a chance that the ATO would appeal – and it has. The Commissioner of Taxation has made an application for special leave to appeal to the High Court of Australia.

This is probably all for the best. If the High Court backs the Federal Court (and the general betting seems to be that it will, though you can never be sure) the ATO will have to concede the point once and for all (and if the law's at all unclear, the ATO can make life quite difficult for smaller groups that disagree with its interpretation of the statute).

Still, it means we won't have certainty for a while yet – it could take some months for the application to be heard.

In the meantime, while the law is as stated by the Full Court of the Federal Court – provided the purpose of activity is charitable, then the fruits of that activity ought not to be subject to income tax – don't follow that advice if you'd have a real difficulty paying it back retrospectively if the ATO wins.

For the full background, follow [this link](#) to the website of the Moores Legal *Charities Alert* newsletter.

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10. Good Moves: Community Jobs & Board/Committee vacancies



Good Moves :: Jobs Bulletin

www.ourcommunity.com.au

JOB VACANCY LISTINGS (Paid Positions)

New South Wales

Job Title	Organisation	
Manager of Clinical Services	Anglican Counselling Service (Diocese of Armidale)	Details
Administrative Assistant	Voicelless, the fund for animals	Details
Executive Assistant	NSW HMMS State Council	Details

Northern Territory

Job Title	Organisation	
Support Workers	casa Central Australia Incorporated	Details
Case Manager	casa Central Australia Incorporated	Details

Queensland

Job Title	Organisation	
Fundraising Appeals Coordinator	Brisbane Legacy	Details

Victoria

Job Title	Organisation	
Project Officer	Anex	Details
Senior Disability Program Worker	Dame Pattie Menzies Centre Inc	Details
Administration Officer	Donkey Wheel	Details
Director (LDC & Kindergarten)	Try Youth & Community Services	Details
Secondary teacher	Capability Building Inc.	Details
Quality Project Officer	Women's Health West	Details
Team Leader	Windermere Child and Family Services	Details
Chief Executive Officer	AngliCORD: Anglicans Cooperating in Overseas Relief & Development	Details
Small Business Mentor	Small Business Mentoring Service Inc (SBMS)	Details

BOARD/COMMITTEE VACANCY LISTINGS (Volunteer Positions)

Australian Capital Territory

Job Title	Organisation	
General Board Member	Pedal Power ACT Inc	Details

New South Wales

Job Title	Organisation	
Treasurer	ASCA Advocates for Survivors of Child Abuse	Details
General Board Member	Bligh Park Community Service Inc.	Details
Treasurer	GROW Community	Details
General Board Member	Voluntary Euthanasia Society of NSW	Details
Chair, Treasurer, Secretary, General Board Member	Life Changing Experiences Foundation	Details
Parent Representative	Blacktown Regional Economic and Employment Development (BREED) Taskforce Inc	Details

Queensland

Job Title	Organisation	
Treasurer	Hepatitis Council of Queensland Inc	Details

South Australia

Job Title	Organisation	
Arts & Disability Stakeholder Committee Member	Arts Access SA Inc	Details
General Board Member	River Murray Urban Users Committee	Details

Victoria

Job Title	Organisation	
General Board Member	TADVIC Cooperative Ltd	Details
General Board Member	Council of Single Mothers and their Children Inc (Vic)	Details
General Board Member	International Social Service-Australian Branch	Details
General Board Member	Kalparrin Early Childhood Intervention Program	Details
Treasurer	Healthcare Chaplaincy Council of Victoria Inc	Details

www.ourcommunity.com.au/jobs

Your best choice to find and advertise a job

To advertise a job, go to www.ourcommunity.com.au/jobs/advertise - (A low fee of \$30 apply)
NOTE: Board vacancies can be placed free – go to www.ourcommunity.com.au/boardmatch to find out how

11. Fast Forward

If you found this newsletter helpful, please feel free to send it on to your friends and fellow community groups in your area. People can sign up to receive their own copy at www.ourcommunity.com.au/signup.

If you would like to reproduce anything in this newsletter in your own newsletters or websites, you are free to do so. Please just add a small credit line, "courtesy of www.ourcommunity.com.au" and a direct link to the www.ourcommunity.com.au site if on a web page.

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12. About Our Community

Our Community is a world-leading social enterprise that provides advice and tools for Australia's 700,000 community groups and schools, and practical linkages between the community sector and the general public, business and government.

Our major offerings include:

1. www.ourcommunity.com.au – Australia's most useful website and publishing house, encompassing the nation's largest and most diverse membership base and 12 Knowledge Centres – accelerating the impact of Australia's 700,000 community organisations
2. [Australia's Giving Centre](#) – Helping individuals and businesses give in every way
3. [Australian Institute for Community Practice and Governance](#) – practical and accessible certificated training delivered locally through our training Institute
4. [Institute for Best Practice in Grants Management](#) – the unique suite of grants management services for government
5. [Australian Institute for Corporate Responsibility](#) – cutting edge corporate responsibility resources for large, medium and small business and community organisations