

# ▶ OUR COMMUNITY matters ◀



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Where not-for-profits go for help

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Our Community Matters is your free community sector update, brought to you by [Our Community](#) – Australia's centre for excellence for the nation's 600,000 not-for-profits and schools, providing advice, tools, resources and training. [Click here](#) to receive your free copy.

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## Elections and how to win from them

It's coming up to election time in Victoria. Victorians can stop reading here: it's too late to start to have an influence on the pre-election promises and policies of candidates of whatever political persuasion. The best thing you can do at this stage is to organise a fundraising sausage sizzle outside the local voting centre.

Everyone else, consider the election cycle in your own state or territory and listen carefully.

You have integrity. Politicians hope this will rub off on them, which gives you just enough clout to get to the bargaining table. Once you're there, you have to be able to promote and defend your organisation and further your mission. Here's how.

### Get your case together

Draw up a submission that's simple enough for your MP to understand it after one reading and detailed enough for them to pass on to the party's policy committee. →

## Raise your media profile

Shout and wave till you get enough media coverage for your MP to know who you are. Run an innovative and striking campaign to raise your visibility.

## Meet your local member – and your minister

Ask for a simple meet-and-greet now. Come back with concrete proposals before they've drawn up the next election's commitments.

## And then, either:

### Forget politics

You've got to be ready to do deals. If you can't bear to help the wrong party, or criticise the right party, you've got nothing to trade.

### Or:

### Get into politics

Become a party member. Stand for the branch offices. Join the policy debates.

Learn who the movers and shakers are, and get to know them.

Lobbying government is time-consuming and often frustrating – but it can make dealing with the bureaucracy easier, and there's always the chance you'll hit the jackpot and get your ideas written into government policy.

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# WHAT WE RECKON: Jack the Tax

*By Denis Moriarty, Group Managing Director, Our Community*

Australia is a pretty rich country. Even a household in the tenth percentile – that is, poorer than 90% of us – has on average \$20,500 in net assets, according to the Australian Bureau of Statistics. That doesn't buy you much of a house (not even a caravan, in fact), but it's still better than a poke in the eye with a burnt stick.

The assets of a household in the 90th percentile (richer than 90% of us) are worth \$904,000, and the richest person in the country has more than \$17 billion in assets.

That kind of wealth draws the attention of media, politicians and think-tanks like marmalade draws wasps.

It's a vicious circle. Media outlets owned by rich men attack anyone who proposes to raise their taxes. Politicians are afraid to do anything with taxes other than boast about cutting them. We never get to hear the arguments for more

spending and we never get to vote on whether the market should be allowed unfettered domination of our lives.

We're a rich country, and we can afford to do what we think is right. If we doubled our tax rates we'd still be paying no more than such poverty-stricken hell-holes as Sweden and Denmark. We can fund Gonski and reduce educational inequality. We can fund the National Disability Insurance Scheme and reduce the burden of disability. We can fund the transition to renewable energy and save the planet.

Pay more taxes. And demand that the government make you pay more taxes. And tell the media that you're willing to pay more tax. Yes, Gina should probably pay more before you pay more, but that's an argument for another day. First we have to make the case for the public purse.

Tax isn't a dirty word. It's the price we pay for civilisation.



## GREAT GRANT:

### 25th Anniversary Landcare Grants 2014-15

**Provider:** National Landcare Programme

**Purpose:** To assist community groups and individuals to undertake projects to conserve and protect their local environment or to manage the natural resource base (or both), contributing to outcomes in the national interest.

**Overview:** The 2014-15 Landcare grants mark the 25th anniversary of Landcare as a national movement. A total of up to \$5 million is available in 2014-15, comprising up to \$2.5 million for environment-focused projects and up to \$2.5 million for agriculture-focused projects.

The grants will harness the expertise and enthusiasm of the natural resource management community, including Landcare groups, indigenous people, farmers, fishers and other land and sea managers. Grants of between \$5,000 and \$20,000 are available.

→ [Find out more](#) [Funding Centre member-only access]

### Grant Guru Tip:

- Don't use jargon.
- Use active sentences – “We will deliver the program,” not “The program will be delivered.”
- Cut the length of your application. Then give it to someone else to cut some more.



### Grant Guru says

Use the power of three to advantage in your next grant application. Ideas grouped in threes have extra impact – blood, sweat and tears. Missionaries, mercenaries and misfits. Ready, fire, aim. Think about threes in relation to your grant proposal: “The Food Forest project has three themes for our town: nourishing our community, growing our resilience, and seeding our population growth.”

## Combating racism online

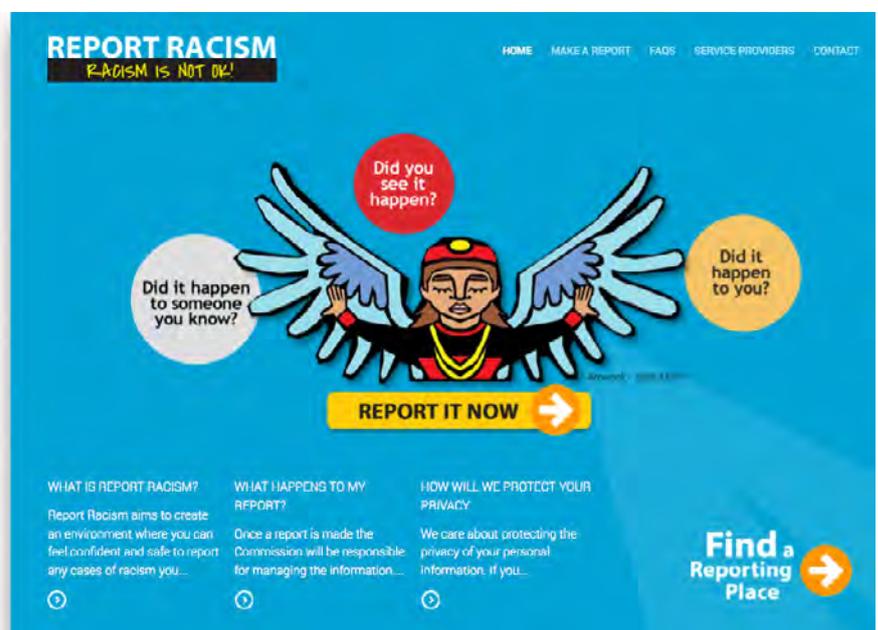
A new online tool aims to combat racism in Victoria by making it easier for victims, witnesses and others to report and respond to racist incidents.

The website [Report Racism](#), an Australian first, is a partnership between the Victorian Equal Opportunity and Human Rights Commission, Victoria Police, and the Victorian Aboriginal Legal Service (VALS).

“We will start to see how and where racism is occurring, and then we can all participate in developing the solutions that will put an end to this scourge,” said the CEO of VALS, Wayne Muir. “Using this information, organisations like VALS, the commission and Victoria Police can act in more systemic ways against racism.”

Reports of racism can be made via the website or in person at a so-called “reporting place” – these include the Neighbourhood Justice Centre and VALs in Melbourne’s inner north.

The reporting system is being trialled in the Melbourne council areas of Yarra, Darebin and Whittlesea, and in Shepparton, central Victoria.

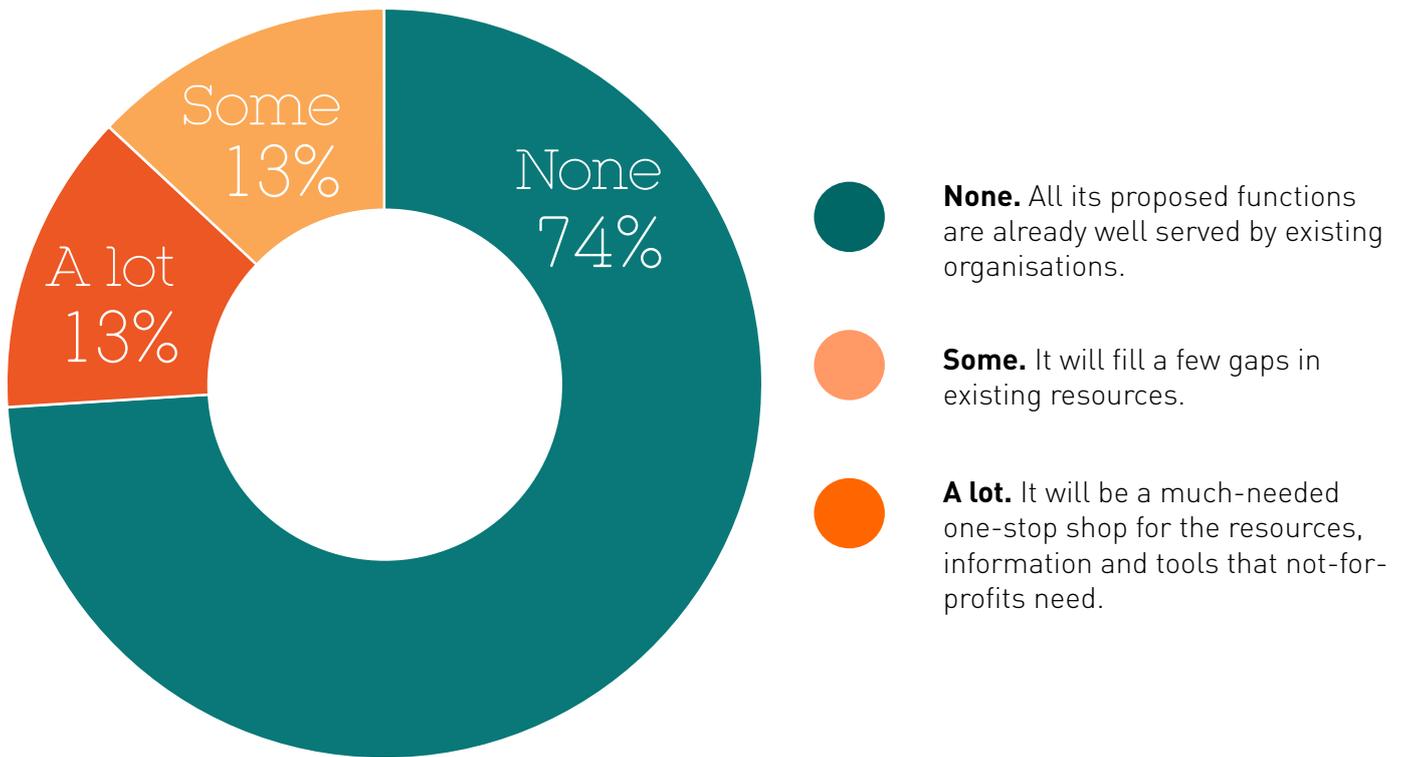


## PULSE POLL:

### Taking the Pulse of the NFP Sector

In the previous issue of *Our Community Matters*, we asked members how much need you see for the proposed Civil Society National Centre for Excellence, which will replace the Australian Charities and Not-for-profits Commission.

Here's what you said.



### LATEST POLL: Mission Accomplished?

Spreadsheets, surveys and KPIs, or pure gut instinct: how does your organisation measure its effectiveness in achieving its mission?

→ [Take the Poll](#)

# Charity sector snapshot an Australian first

Australia's charitable sector employs nearly one million people, has a combined total income of \$100 billion and has grown by 2% annually since 1990, major new research from Curtin University's Not-for-Profit Initiative has found.

The report *Australian Charities 2013* analysed data from more than 38,000 charities registered with the Australian Charities and Not-for-Profits Commission (ACNC). It is touted as the first "single-source, evidence-based research of the charity sector of its kind" in Australia.

The findings included:

## Charitable Activities

- Religious activities were the main the activity for more 25% of charities, followed by primary and secondary education for 6% of charities.
- Nearly 70% charities worked in one or more areas in addition to their main charitable activity.

## Reporting Burden

- Ten percent of charities experience about 80% of the total administrative burden.

## Employment of Staff and Volunteers

- Ten percent of charities accounted for 90% per cent of full-time jobs and nearly \$90 billion of income in the sector.
- While nearly one million people are employed across the sector, 75% of small charities do not employ full-time staff.
- The peak number of volunteers employed by organisations is between five and 19.

Both the ACNC and Curtin University said the research would help everyone, including policymakers, better understand the sector and its issues.

"The research shows the Australian charity sector is one of breadth and diversity. At one end, the minority of large charities command a substantial proportion of resources such as paid staff, volunteers and income, while at the other end, the vast majority of charities are small, volunteer-based organisations," said ACNC Commissioner Susan Pascoe.

**Public information sessions** in Perth, Melbourne and Sydney this month will present an in-depth look at the findings.

The full report is available on the [ACNC website](#).

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## Go West – Where the Diploma Is Free

More Western Australian community organisations will benefit from expertise developed via the country's only diploma-level governance qualification thanks to a new partnership between Bankwest and the Australian Scholarships Foundation.

The winners of five scholarships to study the Diploma of Business (Governance) offered by the Institute of Community Directors Australia (ICDA) are expected to finish the course equipped with the skills and knowledge

needed to sit on or work with WA not-for-profit boards at the highest level.

The diploma scholarships are among a suite of governance, management and leadership education opportunities available to WA not-for-profit leaders via the Australian Scholarships Foundation.

The foundation aims to boost the NFP sector's effectiveness "from the inside out", increasing boards' and managers' effectiveness by providing free or low-

cost access to education, training and development opportunities.

Bankwest has funded 45 places in courses offered by ICDA, Edith Cowan University, the WA Council of Social Service and other institutions to the tune of \$1 million.

To apply for a scholarship to study ICDA's **Diploma of Business (Governance)** or another course, visit the website of the [Australian Scholarships Foundation](#).

## State of the community sector in NSW 2014

Until *Australian Charities 2013* was released last week (see page 5), the sector had to rely on occasional ad-hoc reports of the sector in the absence of official data.

One of these is [The State of the Community Service Sector in New South Wales 2014](#), produced by the Social Policy Research Centre at the University of New South Wales. It has the advantage of examining some questions that the "official" reports don't, such as the composition of the sector workforce, at least in NSW.

This workforce is, unsurprisingly, heavily feminised: in 30% of organisations, all staff were women (in health services, 50%), and 64% of groups were composed of at least 80% women.

The community sector workforce was also older than average. Nearly 20% of organisations reported that half of their employees were aged 55 or over. In health services, that figure was 26%.

Perhaps because of their age and sex, community workers were more likely than average to work part-time. In 59% of organisations, more than half the staff were part-time. In small organisations, part-time workers were an even higher percentage of the staff – 72%.

Full-time staff were generally on fixed-term contracts. Large organisations are more likely to rely heavily on casual staff.

Twenty percent of respondents reported that staff turnover was too high, while 7% said it was too low.

About 20% of organisations were co-located with other agencies, and 13% shared administration systems. Other figures on inter-agency cooperation are more difficult to interpret. For example, 16% of organisations boasted of auspicing another NGO, but only 4% admitted to being auspiced.

The sector was surprisingly realistic about its priorities. "Secure higher levels of funding" (nominated by 43% of respondents) came in behind "Diversify the funding base" (50%) as key priorities for respondents. "Adjust to service delivery reforms" was the most nominated priority – 55% of organisations said it was key for them. Sensible.

If you want to benchmark your service against the field in New South Wales, [download the report](#).

### BENCHMARKING THE SECTOR: Take the Survey

Accounting firm Pitcher Partners and legal firm Russell Kennedy are conducting their own benchmarking survey of the not-for-profit sector.

The survey results will enable organisations in the sector to compare themselves with their peers. The inaugural survey contains questions about governance, strategy, fundraising, risk management and the use of volunteer and professional resources.

The survey will be repeated every one to two years to identify sector developments and emerging trends.

It's best completed by a senior executive who has a broad knowledge of the whole organisation.

To take the survey, go to [www.surveymonkey.com/s/NFPbenchmarking](http://www.surveymonkey.com/s/NFPbenchmarking).



### VIDEO NEWS: Our Picks

Medecins Sans Frontieres runs a 100-bed ebola management centre in Foya, Liberia. Until recently, one of its patients was 11-year-old Mamadee, who not only survived the virus, he entertained medical staff and fellow patients throughout his treatment.

→ [Watch how](#)

## Curing with Procurement

How can the government tackle long-term unemployment and place-based disadvantage at little or no cost?

The answer could be social procurement, according to the head of market and sector development for Social Traders, Mark Daniels.

Procurement is the process of acquiring goods, services and works; using this process to generate social outcomes is known as social procurement.

Local, state and federal governments can use social procurement to generate targeted employment for a specific population group, such as people with a disability, the long-term unemployed, indigenous people, culturally and linguistically diverse groups, youth, public housing tenants, or people in regional, rural or disadvantaged metropolitan areas.

“Social procurement is gathering momentum. Internationally it is ramping up as countries facing austerity measures look at different ways of spending their money to achieve multiple objectives,” Mr Daniels told Our Community.

Social Traders is a member of the Social Procurement Australasia group, which was established with the aim of increasing the social impact of procurement in Australia, New Zealand and the region.

The group has released a new report presenting the business case for social procurement to government.

According to *Social Procurement: The Business Case*, the three levels of Australian government collectively spend an estimated \$141 billion on procurement.

The impact that could be leveraged from \$141 billion is enormous, the report said.

“Where it is happening it is delivering stunning outcomes,” Mr Daniels said.

In 2012, the Toowoomba Regional Council awarded a waste management contract to Ability Enterprise to operate the gatehouse for the council’s waste transfer stations.

The company used the \$2 million contract to employ 40 local people with a disability, more than half of whom had been out of work for at least ten years.

“Many of those who work in the gatehouses have a disability and it’s fantastic to see how well they’ve settled into their new role,” said Toowoomba Regional Council Mayor Paul Antonio.

“All in all it’s a win-win situation for everyone involved and I encourage any business owner who is seeking new labour to consider looking at the social procurement model.”

Telstra is another Australian company that has embraced the model, Mr Daniels said.

In 2010, Telstra created more than 300 jobs for people with disabilities by switching from commercial cleaning and maintenance suppliers for their phone exchanges to social enterprises that employed people with disabilities.

In Victoria, the Department of Human Services created more than 1000 jobs for unemployed public housing tenants by linking tenant employment to maintenance, security and construction contracts.

“Intuitively we know that buying multiple outcomes for the cost of one output makes sense,” Mr Daniels said.

“The business case goes beyond intuition, drawing on case studies and evidence to make the case. If the business case is successful we will see treasuries across Australia questioning how they measure value for money and utilising the \$140 billion in government spend to deliver social benefits that go way beyond their current welfare programs.”

→ [Read the full report here.](#)

## Playground: The Child Sex Trade in America – Film Premiere

Film director and social change advocate Libby Spears is visiting Australia in October to present her new documentary *Playground: The Child Sex Trade in America*. Commercial sexual exploitation of children is not a third-world problem, Spears says. In the USA alone, 300,000 children are at risk of commercial sexual exploitation each year.

*Playground* screens in Brisbane on Thursday October 2, Sydney on Tuesday October 7, and Melbourne on Thursday October 9. Each screening will be followed by a Q&A with Spears and special guests.

→ [Buy tickets](#)

# NEED TO KNOW: Your two-minute NFP news digest

## Catholic U-turn

**“As the largest group of charities in the country the Catholic Church wants a bipartisan resolution on regulation. One that retains the best features of the current ACNC, while reducing Commonwealth/state duplication and unnecessary red tape.”**  
–Reverend Brian Lucas

The General Secretary of the Australian Catholic Bishops Conference argues in favour of a number of key functions of the Australian Charities and Not-for-Profits Commission. → [Full story](#)

## Women’s housing

**“Many women assume they will have family and support in their later years, but many people don’t have that... Some are divorced, have been widowed or, for whatever reason, have decided to be single.”**

– Jeanette Large

The CEO of the Women’s Property Initiative is among the sector leaders fearful of an “unprecedented crisis” when it comes to single older women battling poverty and unable to find affordable housing. → [Full story](#)

## Not the idiot box

**“What’s so powerful about community TV, for people of colour, people with disabilities, is to be able to flick from *A Current Affair* with one button of the remote to a channel promoting community and positivity and bringing people together. That is so powerful. You’re competing on the same platform. That’s empowering for marginalised viewers, putting aside the whole issue of finding stuff on the internet.”**

–Nazeem Hussain

The creator of Channel 31’s *Ramadan TV* and *Salam Cafe* condemns a Federal Government decision to take community television off the air and onto the internet. → [Full story](#)

## Maintain the rage

**“[These results] are a stark reminder that vigilance will be required to maintain the momentum of change seeded in the efforts of the women’s movement in the 1970s and kept alive by governments and the community in the decades since.”**

–Natasha Stott Despoja

The chair of the Foundation to Prevent Violence against Women and their Children speaks out on a VicHealth survey finding that one in five Australians believe a woman is partly responsible for rape if she’s drunk, and more than one in five believe domestic violence can be excused if people get so angry they lose control. → [Full story](#)

## Governance

**“I think what makes not-for-profit or Indigenous organisations different from the for-profit sector is the need to work with limited resources and to have the people you serve – many of whom may be marginalised or have high needs – be front and centre.”**

–Professor Mick Dodson

The chair of the judging panel for the Indigenous Governance awards says sustainable governance models are crucial. → [Full story](#)

## Big Philanthropy

**“We are starting to grow a culture of giving and celebrating. I think the philanthropic sector will explode over the next two decades.”**

–Peter Winneke

The head of philanthropic services at Myer Family Company is thrilled about a number of recent high-profile major philanthropic donations. → [Full story](#)

## NEED TO KNOW (cont)

### Kids today

**“You can’t have a school governance model which is nearly 19th-century when you’re educating kids for the 21st century.”**  
–Martin Dixon

The Victorian Education Minister makes the case for the Napthine government’s controversial shake-up of school governance. → [Full story](#)

### Food with dignity

**“...If they’re in a position [where] they need to eat, they shouldn’t be treated any differently if they didn’t need it – people being treated as equals.”**

–Greg Geering

The founder of the Recycled Food Network explains the ethos behind his food stall in Melbourne’s City Square. → [Full story](#)

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## Eisenhower Fellowship Women's Leadership Program: Applications Close 15 October

The US-based Eisenhower Foundation’s women’s leadership program consists of an all-expenses-paid fellowship in the USA from 4 October to 22 November 2015.

Each fellow collaborates with an Eisenhower Foundation program officer to create a unique itinerary that refines the fellow’s objectives and creates opportunities for productive exchange.

The five-week individually designed program in each fellow’s professional field is bookended by two weeks of group activities, usually in Philadelphia.

Australia is one of 52 countries that have been asked to nominate two candidates for consideration. Internationally, 20–25 women will be selected for the program.

Candidates must be leaders in their field and aged 32–45. Candidates will be selected independent of origin, based on the strength of their application; no country will be guaranteed success.

Qualified applicants who are not selected for the 2015 women’s leadership program will be considered for the 2016 multi-nation program, which will be open to men and women.

In Australia, applications close on 15 October 2014.

For more information, visit the Eisenhower Foundation [website](#).

To apply as an Australian applicant, [click here](#).

### Profile: Kathy Richardson, 2014 Eisenhower Fellowship recipient



Kathy Richardson, executive director and “chaos controller” at Our Community, is the recipient of a 2014 Eisenhower Fellowship. Kathy is currently travelling throughout the United States to research

how US not-for-profits measure their impact, visiting nine cities in seven weeks.

“I’m interested in looking at the various US ratings tools that measure and rate US not-for-profits, as well as moves in the US to better understand and quantify effectiveness,” says Kathy. “I’m also interested in exploring ways to more easily communicate all those things to not-for-profits themselves, to grantmakers and donors, and to the community at large.”

# MAD WORKPLACES: Your Questions Answered

A new two-in-one guide to mental illness in the workplace provides realistic, down-to-earth advice for people with "mental illness" and people who work alongside them.

In this edited extract from *Mad Workplaces*, Anxiety Aunt answers some commonly asked questions.

## Question: How do I know if someone I work with has a "mental illness"?

**Anxiety Aunt:** Why do you need to know if someone you work with has a "mental illness"? Is this just (understandable) curiosity? Do you also need to know who is colour blind or acrophobic (afraid of heights), or has sleep apnoea or herpes?

Even if you are a person's manager, there is no requirement that the person disclose their "mental illness". There's no way to tell if someone you work with has a "mental illness" without asking them directly (and even then, they may not disclose to you). Many people with a "mental illness" function perfectly well in the workplace or choose to keep any difficulties private.

We may be tempted (although it's actually just a form of prejudice) to attribute any characteristics we don't like – for example, if someone is querulous, irritating or disorganised – to "mental illness". What matters in the context of the workplace is whether someone is able to perform the inherent requirements of their job.

It's important in a work environment to separate work-related problems (e.g. punctuality, productivity or conduct) from issues that are beyond the scope of work. Perhaps you want to know because you're concerned for their wellbeing? This, then, becomes a question of interpersonal care and concern.

## Question: Should I expect a colleague with a "mental illness" to do the same amount of work as everyone else?

**Anxiety Aunt:** The short answer is yes, it is reasonable to expect colleagues with "mental illness" to do the same amount of work as everyone else, if that's what they are employed or contracted to do.

That said, they should be accorded the same kinds of latitude and flexibility that would be granted any employee balancing outside problems or commitments with their work (such as childcare, chronic health conditions or other responsibilities). The exact nature of this flexibility will depend on the workplace culture.

However, if mental illness is affecting someone's capacity to fulfil the inherent requirements of their job, then there are various ways to negotiate reasonable accommodations, such as a reduced workload (with a concomitant reduction in salary) or 48/52 arrangements.

"Mental illness" is not an excuse for doing less work for the same money.

## Question: Can someone with a "mental illness" be trusted with responsibility?

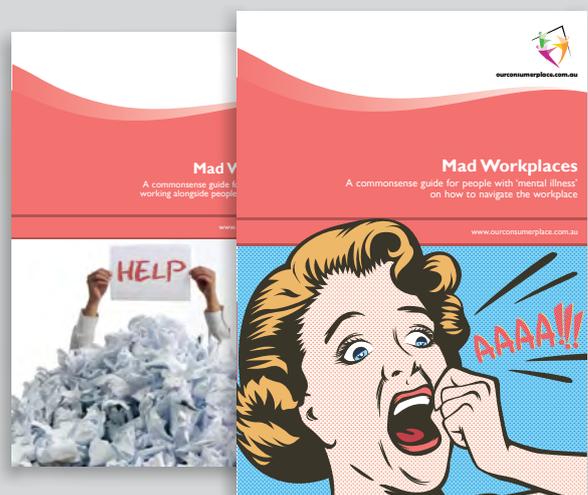
**Anxiety Aunt:** People with "mental illness" may struggle with all sorts of things – just as people in general struggle with all sorts of things. Being untrustworthy or irresponsible are not qualities specifically associated with "mental illness".

As a side note, many of us who live with "mental illness" are especially responsible – having faced our own struggles, we may have become very clear about our capabilities, limitations, stress management tactics and boundaries. This is not to valorise "mental illness", but to point out that workers with "mental illness" are not merely walking problems: there can be genuinely positive spin-offs from "mental illness" experiences.

If someone with a "mental illness" does appear to be struggling with responsibility in the workplace, consider (a) whether there are systemic issues that need to be addressed; and (b) whether reasonable accommodations might help.

The two-in-one guide *Mad Workplaces*, published by [Our Consumer Place](http://ourconsumerplace.com.au), is available as a free download.

- Download [Mad Workplaces: A commonsense guide for people with "mental illness" on how to navigate the workplace.](#)
- Download [Mad Workplaces: A commonsense guide for workplaces about working alongside people with "mental illness".](#)



# Document retention and destruction for not-for-profits

*Wondering how to get the most out of your shredder and still fulfil your legal obligations? Fiona Thomas from Moores explains.*

Under the *Australian Charities and Not-for-profits Commission Act 2012*, organisations in the sector are required to retain financial and operational records for a minimum of seven years.

Recent changes to the *Privacy Act 1988* provide for the potentially competing obligation for organisations to take reasonable steps to destroy or permanently de-identify personal information that is no longer needed.

In fact, these are but two of the many pieces of legislation that govern not-for-profits' obligations to retain and destroy certain documentation. Common law imposes even more obligations.

At the federal level, obligations arise under commonwealth legislation such as:

- Anti-Money Laundering and Counter-Terrorism Financing Act 2006
- Corporations Act 2001
- Fair Work Act 2009
- Financial Transaction Reports Act 1988
- Income Tax Assessment Act 1936
- Australian consumer law
- Intellectual property law.

At the state level, you need to be aware of obligations under legislation such as these examples from Victoria:

- Crimes (Document Destruction) Act 2006
- Evidence (Document Unavailability) Act 2006
- Health Records Act 2001.

## The breadth of impact

The requirements regarding the retention (or destruction) of documents affect many aspects of a not-for-profit organisation's operations, including:

- Corporate governance
- Industry obligations
- Consumer law obligations
- Electronic record keeping
- Civil and criminal liability.

## The buck stops with the board

Ultimately, the responsibility to comply with document retention and destruction requirements is a matter of corporate governance and rests with the board. The

consequences for failing to comply with legislative and common law requirements can include economic loss (damages), loss of insurance cover, and personal criminal liability (particularly for directors and officers).

## Adopting a records and information management policy

To enable a thorough understanding of these responsibilities, assist with their proper discharge, and minimise risk, not-for-profit organisations should adopt a records and information management policy. An effective policy will:

- Facilitate compliance with the relevant statutory obligations regarding retention and, in the case of the *Privacy Act*, destruction of records
- Establish procedures for the secure, orderly, electronic (where applicable) storage of documentation, ensuring the integrity and authenticity of the records
- Minimise security risks
- Minimise the risk of litigation
- Create an efficient protocol for the timely destruction of documents as appropriate.

Some organisations find it useful to establish a records and information management committee.

Your organisation's information retention practices should be reviewed, or audited, regularly, and your policies should be updated in line with changes in regulations.

## Record keeping: a quick guide

Keep it for	Type of document
5 years	<ul style="list-style-type: none"> <li>• Income and expenditure records</li> <li>• Workplace health and safety incident reports</li> </ul>
7 years	<ul style="list-style-type: none"> <li>• Employment records (the clock starts when employment is terminated)</li> <li>• Financial records as per the <i>Australian Charities and Not-for-Profits Commission Act 2012</i></li> </ul>
Much longer	<ul style="list-style-type: none"> <li>• Operational records (these should be kept for the life of the organisation plus seven more years, as per the <i>Australian Charities and Not-for-Profits Commission Act 2012</i>)</li> <li>• Standards patents</li> <li>• Trade marks</li> <li>• Copyright</li> </ul>

These tips have been prepared by [Moores](#), legal advisers to not-for-profits — an Our Community preferred supplier.

## The Feeling Is Mutual



*What's the way forward for expensive or unprofitable social services?*

A new report from the Business Council of Co-operatives and Mutuals (BCCM), **Public Service Mutuels: A Third Way for Delivering Public Services in Australia**, puts the case for more staff-owned or client-owned cooperatives to take on tasks that the government can't afford and the commercial sector can't make a profit on.

In his foreword, Federal Social Services Minister Kevin Andrews laments the rise of "state-run entitlement programmes and an overly complex social support system driven by bureaucracy and for some, an over-dependence on government welfare" and suggests that cooperatives can "help to reduce welfare dependency".

The BCCM sees opportunities for the growth of the sector in future government service cuts – "employee-owned organisations 'spun out' of existing government organisations are an alternative to privatising and outsourcing services to markets", allowing us to "harness the ethos and professionalism of [ex] public service employees and unleash their entrepreneurialism".

The report concedes that for mutuals to play a significant role in providing public services, more supportive legislation and more supportive funding arrangements would be required.

Another alternative to privatising services, of course, would simply be not to privatise them.

## Freebies

How many non-tech-savvy not-for-profit board members does it take to change a lightbulb?

If you've done your succession planning and your recruitment well, you'll have enough young people coming onto the board to keep you up-to-date with the latest in lightbulbs and other technology.

As a back-up, though, the Australian Council of Social Service, the Federal Department of Communications, Connecting Up, Infoxchange, Microsoft and others have got together on a website called **ImproveIT**.

ImproveIT aims to help small community and health organisations – particularly those with fewer than 40 employees and little internal technical support – to come to grips with information and communication technology.

The site has help sheets, a bulletin board, a calendar and a blog. It provides brief introductions to Facebook, Twitter, and LinkedIn, with hints on how your group can get the most out of them.

Getting the most out of them does, of course, involve work. You have to produce content, you have to organise **rules about who posts what where**, and you have to get to know a lot more about the particular applications than you'll be able to get from ImproveIT. But it's a great start, and it's free. **Check it out**.

## Making Roads Safer

**If your organisation has got wheels, you're invited to attend a National Road Safety Partnership Program (NRSPP) workshop to discuss the NRSPP's development of a national road safety benchmarking tool. Whether you operate one vehicle in the inner city or run a big fleet of trucks nationally, the NRSPP wants to hear from you. For more information on the September–October workshops in Melbourne, Sydney and Perth, go to [www.nrspp.org.au/Events](http://www.nrspp.org.au/Events).**

## BUZZ WORDS: Social Listening

If your organisation is anything like the majority of small to medium not-for-profits [surveyed recently](#) in the USA and Canada, you don't track the social media accounts of your donors or volunteers. You know it would be useful if you did, but you figure that not doing so isn't really hurting you.

That's a mistake, according to PageWiz inbound marketing manager Ron Sela. "Whether your nonprofit likes it or not, people are already talking about you on social media," [he writes](#). "There's a robust conversation taking place, but you're not part of it."



"Social listening" – listening to what others are saying about you on social media, blogs, forums and so on – is the 21st-century's answer to eavesdropping at the supermarket. It's a small town, and everyone's connected.

You don't need to employ a team of nosy neighbours, though, to monitor every tweet and status update coming from your clients and benefactors. Free social media monitoring tools such as Hootsuite will peep through the lace curtains for you. Check out Brandwatch's list of [top 10 free social media monitoring tools](#) for more.

And what are you going to do with the gossip you overhear? Tools for analysing the data are built into products such as Hootsuite, Facebook Insights and Google Analytics. What are people saying about you, who are they, and where have they come from? What do they want from you, and how do they feel after they've got it? The first step towards finding out is social listening.

## The Heat Is On

*What does climate change mean for the community sector?*

Many in the community sector already deal with the vulnerable end of the spectrum – people who are already stressed, already lacking resources, already at the end of the queue when good things are being handed out. So when climate-related disaster strikes and all of society is under pressure, it's likely that the already vulnerable will suffer the most.

The Australian Council of Social Service and Climate Risk (an ACOSS spin-off) has produced a 300-page report, [Adapting the Community Sector for Climate Extremes](#), on what we should be getting ready for.

When the next Hurricane Katrina or Sandy scrambles a coastal city, will community organisations go down in the first wave? Will they be able to get back up? How high is your office from the high water mark?

Floods, fires, heatwaves and societal unrest are becoming foreseeable risks, to be fitted into community organisations' risk management planning. Plan for what your organisation will need to do in the case of a two-degree rise, a three-degree rise... But how, and with what?

The ACSSCR report recommends the establishment of a Community Sector Adaptation Fund to enable the community sector and its clients to adapt to climate change, concluding that, "Critically, an urgent and significant investment of funds to the community sector is required to enable organisations to begin the resilience-building task."

**"When the next Hurricane Katrina or Sandy scrambles a coastal city, will community organisations go down in the first wave?"**

# AROUND THE HOUSES: Our Community News

## What's new at the Funding Centre

Five new help sheets from our friends at Moores, legal advisers to not-for-profits, tell you everything you need to know about five different models of charitable funds. Click the links below.

[Establishing a necessitous circumstances fund](#)

[Registering a cultural organisation](#)

[Establishing a public ancillary fund](#)

[Establishing a private ancillary fund](#)

[Funding overseas aid and development on a tax deductible basis](#)

## What's new at the Institute of Community Directors Australia

Members of the Institute of Community Directors Australia have exclusive access to these new help sheets. Not a member? [Join now](#).

[Treasurers: Does your bank need reviewing?](#)

[Fundraisers: Top ways to refresh your fundraising model](#)

[10 key areas to renew, review and refresh](#)

[How and why to safeguard your membership before the Annual General Meeting](#)

[10 steps to a successful Annual General Meeting](#)

[What are the legal requirements for Annual General Meetings?](#) (available to everyone)

## What's new at the Australian Institute of Grants Management (AIGM)

### *Grants in Australia Survey released*

We released our *Grants in Australia Survey 2013–14* earlier this month. The survey – among the biggest of its type in Australia – gauged the latest in trends across the Australian grantmaking landscape, as well as looking at how grantmakers are going in streamlining their efforts.

Read the survey report [here](#).

### *GMQ becomes GMI*

After more than 10 years of growing our membership publication *Grants Management Quarterly (GMQ)*, we've shaken things up in order to bring you more useful information, more often and in the most digestible form imaginable.

Each edition of *Grants Management Intelligence* will focus on one big grantmaking issue or task, providing members with the tools, resources, advice and information they need to tackle it.

### *Grantmaking Conference*

We've started planning in earnest for our next Grantmaking in Australia Conference, to be staged in Melbourne in the first quarter of 2015.

Expect to hear great speakers from here and overseas, and keep an eye on the AIGM website [here](#) for more.

### *And speaking of our website ...*

We're planning some big changes to the AIGM website, and the creation of a more attractive, informative, responsive experience for funders and grantmakers is well under way. Watch this space (and [the website](#) too).

## What's new at GiveNow

GiveNow recently teamed up with our friends at Pozible to help the not-for-profit sector by cutting red tape and allowing groups to register once and list on both platforms. The partnership also enables not-for-profit groups to raise even more funds for their special projects by sourcing straight donations through crowdfunding campaigns.

With Pozible, we've developed a set of help sheets which guide users through the wonderful world of crowdfunding: the how, what and why, suggested rewards, best-practice communication tips, and the ins and outs of crowdfunding etiquette.

Click the links below:

[Crowdfunding basics](#)

[Researching your crowdfunding service](#)

[How to set up a crowdfunding project: Checklist](#)

[Promoting your crowdfunding campaign](#)

[How to reward your crowdfunding supporters](#)

[Finishing up your crowdfunding campaign](#)

[Top ten tips for a successful crowdfunding campaign](#)

## UPSKILL: Upcoming Training and Events

You don't need a Myki, an Opal card or a paper ticket and there are no barriers to entry. Sign up now for the nation's best training.

### Diploma of Business (Governance)

The only diploma of its type in Australia, specially designed to raise governance standards, is now taking enrolments.

<b>Sydney</b>	13 October
<b>Melbourne</b>	13 October
<b>Brisbane</b>	13 October
<b>Perth</b>	27 October

### Secrets of Successful Boards: Seminar

If we told you here and now, it wouldn't be a secret.

<b>Perth</b>	October 3
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### Communities in Control conference 2015

Sign up early to be part of the most inspiring community sector event of 2015.

<b>Melbourne</b>	May 25-26
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## Make Skills, Not War



The inaugural and completely arbitrary Our Community Award for the Best-named Social Enterprise goes to the Brisbane-based [Guerrilla Welfare](#).

Guerrilla Welfare's "chief instigator", Isaac Pursehouse, draws on his experience conducting training for big organisations such as Amnesty to provide training to small community groups.

"I needed a way to share my skills with the smaller groups without upsetting the larger ones, and the idea of a guerrilla trainer came up," he says. "[And so] Guerrilla Welfare was born."

Good luck with the insurgency, Isaac.

## AND STILL MORE TRAINING:

### School for Social Entrepreneurs

The School for Social Entrepreneurs has announced a new series of 'how to' workshops and masterclasses. Fundraising, rapid development, scaling and partnerships are all covered in the half-day, full-day, three-day and evening courses, which are aimed at anyone interested in learning more about social enterprise and how it can be used to serve disadvantaged communities.

Book now for Sydney, Adelaide, Perth, Melbourne, Hobart or Brisbane.

→ [More information](#)

# COMMUNITY CALENDAR: What's on in the NFP Sector

## Yom Kippur: 3–4 October

Yom Kippur is the Jewish day of atonement, the holiest day of the year for Jews. National/State: International

→ [More information](#)



## Aussie Backyard Bird Count: 20–26 October

Ever wondered about the birds in your neighbourhood? Join thousands of people for BirdLife Australia's first nationwide bird survey. All you need is 20 minutes, your favourite green patch, and keen eyesight (or binoculars!) Record the birds you see on the Aussie Bird Count app (or website) and you'll instantly see live information on how many people are taking part near you and the number of birds and species counted right across your neighbourhood and the whole of Australia.

→ [More information](#)

GiveNow's online [What's On Calendar](#) features nationally significant events that centre on major community, advocacy and awareness issues in Australia. Events taking place in the next month include:



### Buy Nothing New Month: October 1–31

Buy Nothing New Month is the global movement for collective, conscientious consumption. It isn't Buy Nothing New Ever. And it isn't about going without. It's about taking one month off from consumption to think, do I really need it? Can I get it second-hand, borrow it or rent it? Can I borrow from a friend? Can I swap with my neighbor?" It's about thinking where our stuff comes from (finite resources) and where it goes when we're done (often landfill), and the fantastic alternatives.



### Walktober: October 1–31

Physical Activity Australia has dubbed October "Walktober". October is that time of year when you feel a spring in your step: the weather is warming up and it's a great time to get outside.



### Dogtober: October 1–31

Dogtober is a way to get involved with assistance dogs, have some fun, and help train another 25 super pups to help people with physical disabilities. Create your own doggie themed event or undertake a challenge which will raise much-needed funds for Assistance Dogs Australia.



### Mental Health Week: 5–12 October

The Mental Health Foundation of Australia's Mental Health Week aims to raise awareness of the importance of mental health and wellbeing in the wider community, to increase education about mental health issues, and to encourage participation in life-enhancing lifestyles.



### Anti-Poverty Week: 12–18 October

Anti-Poverty Week aims to strengthen public understanding of the causes and consequences of poverty and hardship around the world and in Australia; and to encourage research, discussion and action to address these problems, including action by individuals, communities, organisations and governments.



### Carer's Week: 12–18 October

Carers Week recognises and celebrates the 2.6 million Australians who are carers in our communities. Carers Week events provide opportunities for carers to get together and support one another, exchange ideas and information, and spread awareness about caring.



### Eat Local Feed Global: 12–20 October

The world produces enough food for everyone, yet one in eight people still go hungry. This World Food Day (16 October) and in the week around it, thousands of people across the globe will be showing their support for the need to tackle global hunger. There's a lot we can all do to Eat Local Feed Global, including eating sustainably, raising money for Oxfam's life-changing work, and joining the thousands of Australians calling on our governments to do more to tackle hunger.

# BOARD MATCHING SERVICE: **Not-for-profit Board Vacancies**

## → [NSW – Click here](#)

General Board Member

Chair, Treasurer, Secretary, General Board Member

All positions

General Board Member, Secretary

Treasurer

Treasurer

General Board Member

Secretary, General Board Member

General Board Member

Coastwide Child and Family Services Inc

Maggie's Rescue Cooperative Ltd

Wyoming Community Centre Inc

Queen of Hearts Community Foundation

Belmont Neighbourhood Centre Inc

Mind Blank Ltd

South West Community Transport

Wee Waa Community Care Service Inc

GREAT Community Transport Inc

CareWest Ltd

South West Community Transport

Warners Bay Early Learning and Care Centre

2realise

## → [Queensland – Click here](#)

Treasurer

General Board Member

General Board Member

General Board Member

General Board Member

Treasurer

General Board Member, Vice Chair

General Board Member

General Board Member

RiSE QLD

SBH Queensland Inc

World Access for the Blind - Australia

CODI

Pathways to Resilience Trust

Coaching With Substance

Independent Advocacy Townsville

Co-ordinating Organisation for the Disabled in Ipswich

The Original Eumundi Markets Ltd

## → [South Australia – Click here](#)

General Board Member

Treasurer

Softball SA Inc

MOSH (Minimisation of Suicide Harm) Australia

## BOARD VACANCIES (cont)

### → [Victoria – Click here](#)

General Board Member	Cambodian Kids Can
Fundraising Manager	The Chase and Tyler Foundation
General Board Member	The Grange Community Centre
General Board Member	Canterbury Neighbourhood Centre
Treasurer	Kalparrin Early Childhood Intervention Program Inc
Chair, General Board Member	Eastern Volunteers (multiple positions)
Chair, Treasurer, Secretary, General Board Member	Goonawarra Neighbourhood House
Skills-based Director, Tourism Marketing	Yarra Ranges Regional Marketing Ltd t/ Yarra Ranges Tourism
General Board Member	Alola Australia
General Board Member	Pines Learning
Treasurer, General Board Member	Communities' Council on Ethnic Issues (Eastern Region) Inc.
Treasurer	Banksia Palliative Care Service
General Board Member	Prickle Community Acupuncture
Treasurer, Secretary, General Board Member	Louise Multicultural Community Centre
Secretary	Park Orchards Community House & Learning Centre Inc
General Board Member	Bright Sparks
General Board Members	YMCA Geelong
General Board Member	West Footscray Neighbourhood House
General Board Member	The Wilderness Society Victoria Inc
Chair, Treasurer, Secretary, General Board Member	Afro-Australian Student Organisation
Fundraising / Sponsorships Director	Sail and Adventure Ltd
General Board Member	Pinarc Disability Support
General Board Member	Caladenia Dementia Care
Chair, Treasurer, Secretary, General Board Member	Climate for Change
General Board Member	Burrinja (Dandenong Ranges Community Cultural Centre)
Treasurer	Chunky Move

## BOARD VACANCIES (cont)

### → [Tasmania – Click here](#)

General Board Member

Phoenix Community House Inc

### → [Western Australia – Click here](#)

Chair, General Board Member

Saving Animals from Euthanasia (SAFE)

Chair, Treasurer, Secretary, General Board Member

Community, Neighbourhood and Learning Centres (CNLCs)

General Board Member

New Box Learning

Treasurer

One World Centre

### → [Northern Territory – Click here](#)

Chair, Treasurer, Secretary, General Board Member

SIDS and Kids NT

### → [Search the Board Matching Service](#)

### → [Post a Vacancy](#)

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## GOOD MOVES: Not-for-profit jobs

[Office manager and executive assistant](#)

Creativity Australia, Victoria

[Marketing Volunteer](#)

Travellers Aid Australia, Victoria

### → [View all Jobs](#)

- **Fast Forward:** Please feel free to send this newsletter on to other not-for-profit groups you think might benefit from it.
- **Sign up:** Sign up to receive your own copy of Our Community Matters at [www.ourcommunity.com.au/signup](http://www.ourcommunity.com.au/signup). It's free!
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