

# 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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## Setting Yourself Up to Shut Down

Charles Dickens' Scrooge complained vigorously at having to give his clerk a day off for Christmas: "A poor excuse for picking a man's pocket every twenty-fifth of December!" he said.

What would he have thought of Australia's two-month time-out, the summer holiday hiatus when everyone is distracted or absent, no meetings can be held, and no enterprise can proceed?

"Bah, f#@\$\$%@ humbug," probably, if he'd been Australian.

Still, Scrooge, being a man of business, would have done what he could to keep the bearings greased and the wheels turning over the long break.

Put the following tasks on your to-do list [see over]:



## Management

Have a close look at that to-do list and see what you can ram through before the 25th. Tick it off.

Before you close in December, document your remaining work in progress. Leave your files with notes of what's to be done next, and put copies of those file notes in next year's diary.

Check whether any grants have closing dates over the break, and if they do, arrange for someone to deal with them.

## Governance

We've already said that no meetings can be held over the break, but that's not quite true in the digital age: you can always form a quorum for half an hour online together. Check in with your board members and find out about their holiday plans, their email addresses, their mobile numbers, their landline numbers, their Skype details – all you'll need to summon them virtually to deal with any unexpected and urgent developments.

Alternatively, at the last meeting of the year, vote to empower an executive committee that's staying home to catch up on the gardening, and be ready to bring them in to the office.

## Mission

You're going to be getting out from under the daily grind for a month. You'll have the opportunity to step back and take the long view without being hassled by emails and phone calls. Pick up one of the big questions and take it home with you. Bring it out at unexpected moments and look at it from different angles. What can you say about it that's new? Then go back to the turkey.

Finally, leave something simple half-finished so you can point to an achievement on your first day back.

Happy holidays.

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## WHAT WE RECKON: Vale Gough

In the end, the best epitaph to Gough Whitlam's life may be Kev Carmody and Paul Kelly's song "From Little Things Big Things Grow". Their paean to the former prime minister and to Vincent Lingiari describes the struggle for land rights by the indigenous people of Wave Hill station:

*Eight years went by, eight long years of waiting  
Till one day a tall stranger appeared in the land  
And he came with lawyers and he came with  
great ceremony  
And through Vincent's fingers poured a handful of sand  
From little things big things grow  
From little things big things grow*

Forty years later, that may be the true legacy of the social boiler that was the Whitlam government – the space it created for the cultures and communities that had been marginalised or excluded by the old Australian myths of Anzacs, mateship and the British empire. A culture that extended all the way from Anglo to Celtic had to grudgingly admit the existence of other groups with their own legitimate claims.

Still, Whitlam didn't stay long enough or go deep enough to shake the bedrock beneath the myths, and we haven't done much better in the 40 years since.

More than half of us are women, but men still run our boardrooms and our cabinet. Indigenous Australians have been here for 600 centuries to the settlers' two and a half, but the latter still own the title to the land of the former. We have laws against discrimination because if we didn't, then Anglo-Celtics would exclude minorities.



We live in a society that's been designed for the convenience of white male investors. As Grayson Perry wrote recently in an essay titled "The Rise and Fall of Default Man" (see Good Reads, page 9): "In people's minds, what do professors look like?"

What do judges look like? What do leaders look like?"

Other voices are heard, other perspectives are tolerated, but there's no doubt about where the mainstream runs, or whose crops it irrigates. We have to reject this framing. Australia is the product of all the communities within its borders, and all have a role in the national evolution. We must not exclude any group from what we mean when we use the word "we".

From little things big things grow.



## GREAT GRANT: Bupa Foundation Grants

**Provider:** Bupa Health Foundation

**Purpose:** The Bupa Health Foundation funds initiatives that are likely to deliver clear benefits to the health of the Australian community.

**Overview:** The foundation is interested in funding innovative replicable interventions and projects that empower people to prevent or better manage health conditions, and that use health education and engagement to tackle health risk factors and promote healthy lifestyle habits.

Initiatives must focus on one or more of the Foundation's key strategic areas: wellbeing, chronic disease, healthy ageing, empowering people about their health, or keeping healthcare affordable.

The foundation has a particular interest in cardiovascular health, diabetes, cancer and dementia.

The foundation is unable to support infrastructure funding, fundamental (basic, pure) research, sponsorships or community programs.

Grants range from \$100,000 to \$500,000 for up to three years.

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

### Grant Guru Tips:

- Use your unique selling points in every grant application you write –
- What sets your group's track record apart?
- What unique skills do your staff have?
- What do you do that no-one else is attempting?



#### Grant Guru says

Before you submit your application, ring the grantmaker's office and have a chat. They may be able to go into more detail on what's wanted, or put you on to one of the previous winners for tips. And whether this helps your application or not, the fact that you've made your voice known can add weight. Every relationship has to start somewhere.

## FREEBIES: Google for Nonprofits

Google began as a free search engine, but in recent years it's been phasing out its free services to encourage users to take up the paid versions.

In good news for not-for-profits, though, the company has just launched [Google for Nonprofits](#) in Australia (it's been available in the US for a while). If you're registered with Connecting Up – and you ought to be – you can access a whole range of free Google services:

- Google Ad Grants provides charities with the opportunity to raise awareness and target new audiences with \$10,000 worth of Google AdWords advertising.
- YouTube for Nonprofits offers premium features for charities to make the most of their YouTube channel.
- Google Earth Outreach provides opportunities for charities to create interactive visual content.
- Google Apps provides a range of enterprise tools, from email to Google Docs, that reduce technology costs and encourage collaboration.

This is something of a big deal – jump on it. Find someone on your staff to spend a few days getting on top of what's available. Make it work for you.





## Happy Holidays!

This is the last issue of *Our Community Matters* for 2014. We'll be back in March next year with more news, resources, tips and training opportunities for the community sector. We wish all our members a joyous festive season filled with community spirit and holiday relaxation.

## Report Calls for New Legal Structures for Social Enterprises

The authors of a new report on the not-for-profit sector want Australian do-good companies to come out of the closet and identify themselves proudly as social enterprises, giving themselves a collective voice in third-sector debates – eventually, perhaps, even gaining legal recognition of their difference.

*In The Emergence of the 'Social Economy': The Australian Not-for-Profit Sector in Transition*, a report for the University of Technology, Sydney, Danielle Logue and Gianni Zappalà note that other countries are introducing new legal structures that reflect the dual aims of pursuing social value and pursuing economic value.

For example, in the UK, community interest companies (CICs) provide tax benefits to social enterprises that agree to limit their distribution to investors. In the USA, some states recognise a discrete legal structure for benefit corporations

or B-corps, corporations that routinely factor social and environmental criteria into their decision making.

Australia has legal forms for commercial enterprises at one end of the spectrum, and several legal forms for charities at the other. Everything in between, though, is a blank.

At Our Community, we believe changes to legal and taxation systems are required to accommodate organisations that pursue both social and financial value. Charities law has, like so much else, become caught up in political partisanship, and it's going to take some time for social enterprises to get themselves on to the legislative agenda, but that's no reason not to start the debate.

Do you think your board should be thinking more commercially? Do you want to set up a business arm? How should you be regulated? We'll explore the issue further next year in *Our Community Matters*.

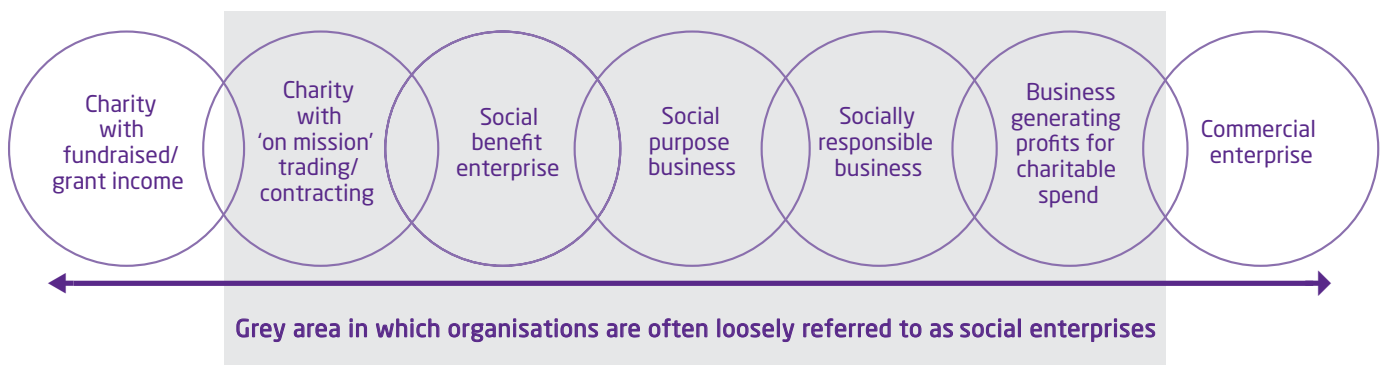


Image source: Adapted from [https://www.cafonline.org/pdf/Venturesome\\_FinancingCivilSociety\\_1806091.pdf](https://www.cafonline.org/pdf/Venturesome_FinancingCivilSociety_1806091.pdf), page 7.

# PULSE POLL: Taking the Pulse of the NFP Sector

## Measuring Effectiveness

In the previous issue of *Our Community Matters*, we asked you how your organisation measures its effectiveness in achieving its mission. Here's what you said.



Some respondents painted their own picture of what happens in their organisation, saying:

We have many different measures – e.g. number of volunteers, attendance at events, stories submitted, number of sign-ups.

We work against an operational plan from which work plans are developed, implemented and monitored. We have a performance plan for each team member that is directly linked to the operational plan.

Being able to complete projects is how we measure our effectiveness, and by community feedback.

Our measures: 1) Our stalwart members keep attending. 2) Our new members continue. 3) Our NGO is viewed with respect by the community.

You're off the mark. We exist from year to year without enough personnel or resources, checking our bank balance so we can continue.

Our strategic plan is aligned to our mission, and our board regularly checks it's in sync with both.

As well as frequently reviewing progress against our strategic plan, we also review all clients and referral sources for satisfaction, participate in an annual independent state-wide client survey, and participate in a national standards review.

We talk to grant recipients, peak bodies and our own grants staff to get feedback on opportunities for improvement, and build learnings into our next round.

Our greatest assets are our staff who really know what's going on out there. Talk to them!

We measure how many members have rejoined us for the year and how many attend each meeting, and we examine the feedback we get.

Our customers are our barometer. People make our business. People drive our business. People are our business.

## LATEST POLL: How Sustainable Is Your Organisation?

When the Royal Melbourne Philharmonic Choir and Orchestra failed to win a grant from the City of Melbourne last month, it suddenly faced closure after more than 150 years of music-making. How diverse are your organisation's funding sources? Do you rely heavily on one major benefactor, or do you have many strings to your funding bow?

→ [Take the Poll](#)

## A Revolution in Legal Services: Not-for-Profit Assist



moores

*A new legal advice service designed specifically for not-for-profits offers unique benefits.*

Legal firm Moores is offering members of the Institute of Community Directors Australia (ICDA) the opportunity to obtain expert legal advice via the Not-for-Profit Assist legal membership service.

"We decided to develop Not-For-Profit Assist because we recognised – and our contacts kept telling us – that there is a need in the sector for prompt and expert legal assistance," Moores principal Catherine Brooks told ICDA.

"Not-for-profit organisations are burdened with a huge amount of regulatory requirements, and they also have to grapple with funding rules, privacy issues, specific tax concession rules, unique governance arrangements and stakeholder management issues," she said.

"We also understand that the way an organisation runs when it's about achieving a purpose, rather than just

profitability, permeates everything – culture, strategy and decision-making."

Not-for-Profit Assist members have access to an advice line that puts them in direct contact with a range of lawyers experienced across the full range of issues in the not-for-profit sector, including employment, tax, property, construction, governance and risk management.

They will also receive invitations to a range of member-only seminars and training courses on topics such as workplace relations, privacy, board governance and occupational health and safety, Catherine said.

Moores offers annual legal health-checks to Not-for-Profit Assist members, and has developed a number of downloadable toolkits just for members.

Members can choose from three levels of service – Platinum, Gold or Silver, depending on the type of legal help they require. Not-for-Profit Assist's

flexibility means members can sign up for three, six or 12 months.

Catherine said Moores has moved away from the billable hours model and instead utilises value pricing, which is designed to prevent nasty bill surprises and offer certainty to members when it comes to price.

"We also provide a service guarantee which means that if anyone isn't happy with our service, they can choose how much of the bill they want to pay," she said.

The [Institute of Community Directors Australia](#), an Our Community enterprise, is the best-practice network for members of Australian not-for-profit boards, committees and councils, and the senior staff who support them.

To find out more about Not-For-Profit Assist membership packages available to ICDA members, visit [www.communitydirectors.com.au/icda/nfpassist](http://www.communitydirectors.com.au/icda/nfpassist).

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

## Last Chance for Charities

**“This is not about revoking the charity status of legitimate charities that are still operating. If your charity is on our missing list, you need to get in contact with us and let us know you are still operating.”** – Susan Pascoe

The ACNC commissioner follows up on the charity regulator’s announcement that it has revoked the charitable status of 388 groups, with another 400 organisations put on notice. → [Full story](#)

## Who Do You Trust?

**“We need to be very careful as a sector not just to say we are good people doing good things but actually we can demonstrate why what we do is good, what the impact of it is.”** – David McCullough

The CEO of Royal Voluntary Service, speaking at the UK conference High Impact: Improve Your Charity’s Performance, warns groups they must better demonstrate their effectiveness or risk losing public trust. → [Full story](#)

## Delays in Canberra

**“Some grants are still being assessed. Some applications are still being assessed. Some have been through an initial discussion at the board level. We cannot make a final decision, given what we want to do in terms of the intent of the program, until all applications have been assessed and recommendations made and we have looked at the totality of grant recommendations.”** – Dr Tim Reddel

The Group Manager in the Programme Office at the federal Department of Social Services addresses the Senate’s Community Affairs Legislation Committee to explain departmental delays in processing grant applications. The DSS has announced a two-month extension to existing grant arrangements, until 28 February 2015. → [Full story](#)

## Red Tape Reduction No Joke

**“You are joking!”** – Senator Rachel Siewert

The Australian Greens senator reacts to confirmation from the ACNC during Senate Estimates hearings that the Department of Social Services and the Department of Prime Minister and Cabinet have not taken up the option of using the regulator’s charity passport to reduce red tape during its recent funding rounds. → [Full story](#)

## Homelessness: There’s an App for That

**“We are incredibly excited to be able to develop, right here in Melbourne, this world-first app that will help homeless people right around Australia.”** – David Spriggs

The CEO of Infoxchange responds to news of the organisation’s win in the Google Impact Challenge. Along with the two other winners – Australian Indigenous Mentoring Experience and Engineers Without Borders – Infoxchange will receive \$500,000 in funding. It will use the prize money to develop an app to help connect homeless people with social services. → [Full story](#)

## The Price of Happiness

**“Money offers no guarantee of increasing happiness but giving it away certainly does. This research confirms that an even better route to happiness is giving one’s time to a charitable cause.”** – Dr Glenn Wilson

The consultant psychologist who devised a “happiness test” for the Guide Dogs for the Blind Association (UK) says charitable giving provides “an improved sense of purpose and self-worth that has been described as a warm glow.” → [Full story](#)



## Budget Blues

**“The budget impact on families for 2014-15 falls most heavily on low and middle income families with children. The impact on high income families with children is smaller in dollar terms and percent change terms.”** – Ben Phillips

The author of National and Regional Analysis of the 2014–15 Federal Budget, a report produced by the National Centre for Social and Economic Modelling at the University of Canberra, confirms that in the long term the budget will hit low-income areas the hardest. → [Full story](#)

## Health and Community Services Workers Hard Hit by Injuries

New research has found the health and community services sector recorded more serious injury compensation claims than any other industry in 2012.

The sector, which includes doctors, nurses, paramedics and social workers, recorded 19,060 serious injuries for the year and accounted for 16% of all injuries, according to an analysis of the latest Safe Work Australia data.

The sector also accounted for two fatal workplace injuries – one caused by a vehicle accident and the other by falling from a height.

"Out of all the serious injury claims for health care and community services, the biggest proportion (41%) were from muscle stress by handling heavy objects, 16% were from falls and 5% were from being assaulted by a person," said Michelle Hutchison from the comparison website finder.com.au, which commissioned the research.

"Workers in health care and community services risk their lives and well-being every day when they head to work," she said. "They have a highly physical job so it's no surprise they experience high numbers of serious muscle injuries."

## Putting a Value on the Community Sector



A new UK report provides the first national picture of the value that community groups bring to society, and finds that without small amounts of funding, much of this activity would never get off the ground.

*Tailor-made: How Community Groups Improve People's Lives*, produced by the UK's Community Development Foundation, found that community groups are able to develop "tailor-made" support for people in their communities, complementing statutory services, because they have the flexibility to meet specific needs.

The report characterises the community sector as needs-based, holistic, trusted, connected, expert, committed, and offering value for money. On the down side, some areas are "cold spots", it says, less well served by community groups. The sector also faces challenges related to a lack of influence and accountability.

Read the full report [here](#).



## ♥ Citizens' Juries

Can a randomly selected group of ordinary citizens reach agreement on complex policy questions, putting community interest ahead of self-interest? A recent episode of the Radio National program *Future Tense* explored the "citizens' jury" model of decision-making, which has already been used successfully by the City of Melbourne and the South Australian Government. Listen [here](#).



# The US Philanthropic Landscape and Rural America

*Alexandra Gartmann, CEO of the Foundation for Rural and Regional Renewal, reflects on her recent study tour of the USA.*

In April this year, I was one of 12 CEOs who received scholarships from Perpetual to attend the Association of International Fundraisers Conference in San Antonio, Texas.

After the conference, I visited another seven US cities and states. My focus was three-fold: fundraising; rural development and philanthropy; and disaster recovery.

## Building on strengths

We often lament the fact that fewer urban Australians are connected to rural places via family relationships or friends, even though our society retains a strong emotional connection with "the bush".

We affectionately draw on stories of larrikins, bush heroes and big landscapes, at times drawing on romantic images of what can be a harsh and unforgiving landscape.

In the US, the urban-rural divide seemed more evident than here. In Australia, in contrast, support from urban areas reflects ongoing belief in – and understanding of – the importance of viable rural communities.

This affinity is an asset that we need to nurture and support. We should not let it fade, only to try to rekindle it once the flames go out.

## An asset-based approach

By taking an asset-based approach, rather than a deficit or recovery perspective, we can maintain the vibrancy of rural and regional areas.

At the Foundation for Rural and Regional Renewal, we work with a number of donors and partners who have made a conscious decision to remain engaged with and to support rural and regional communities and organisations, recognising that they don't have an alternative strong, local funding base. We need to continue to nurture these relationships to maintain that support.

One way to do this is via "place based" programs, which appear stronger and more common in the US than in Australia, probably as a result of demographics – with so many larger towns, more Americans have more opportunities to fund local issues.

Consider, for example, the number and strength of community foundations. The US has more than 700, while Australia has 36. Canada has 191 and the UK around 50.

The role of a community foundation or the key community organisation in a region varies. It can mean initiating the "hard" conversations, keeping a finger on the pulse of the community, championing local community organisations, responding first to issues, providing grants or being a grantmaking intermediary.

## Partnership principles

For any community or funder wanting to partner to address a range of issues and in turn strengthen a 'place', there are some principles to note:

- It takes time to build relationships and trust. Patience will be required, and the community must be the bandmaster.
- Champions for the partnership need to be identified and supported – it is a long road and fatigue will inevitably set in.
- The resources required by both community and investor cannot be under-estimated – but if you are aiming to achieve significant change and leave a lasting legacy then you would expect nothing else.
- The best-laid plans... are there to be changed as you learn and grow. Expect the unexpected.

*This is an edited version of an article first published by the Australian Institute for Grants Management.*

[Read the full article.](#)



GOOD READS



## “The Rise and Fall of Default Man”

“When talking about identity groups, the word ‘community’ often crops up. The working class, gay people, black people or Muslims are always represented by a ‘community leader’. We rarely, if ever, hear of the white middle-class community. ‘Communities’ are defined in the eye of Default Man. Community seems to be a euphemism for the vulnerable lower orders. Community is ‘other’.”

– UK artist Grayson Perry coins the term “Default Man” to refer to the white, middle-class, heterosexual men who form a tribe that punches above its weight in government and in boardrooms. [Read his article](#) in a recent issue of *New Statesman*.

## HESTA Announces New Restrictions on Thermal Coal Investments

Health and community services super fund HESTA has announced it is restricting investments in thermal coal across all its investment options, becoming the first major Australian super fund to do so.

The fund's Investments and Governance Team expects that the push to limit global warming via a reduction in the burning of carbon is likely to affect investments in fossil fuel reserves in the long term.

"This 'unburnable carbon' is likely to become an increasing risk in the medium to long term, especially for companies heavily invested in thermal coal, or those seeking to develop new long-term assets," said HESTA CEO Anne-Marie Corboy.

"We are of the view that new or expanded thermal coal assets face the highest risk of becoming stranded before the end of their useful life," Ms Corboy said. "It's not prudent, nor in the long-term interest of members, to invest in the expansion of these assets."

Under the new restriction, HESTA will not invest in newly listed companies (from listing onwards) or make new investments in unlisted companies that derive more than 15% of revenue or net asset value from exploration, new or expanded production, or transportation of thermal coal.

In addition, HESTA will not participate in the provision of direct funding via rights issues or share placements to already listed companies for expenditure on business expansion in any of these activities.

This restriction applies to the whole of HESTA's portfolio, while a more extensive exclusion applies to HESTA's socially responsible investment option, Eco Pool.

**HESTA, an Our Community alliance partner, provides superannuation services for not-for-profit organisations. To find out more about becoming a HESTA employer, call the HESTA team on 1300 305 717. For more information on HESTA's policies on responsible investments, visit [hesta.com.au/responsible](http://hesta.com.au/responsible).**



## Fossil Fuel Divestment Gathers Pace



The global trend of non-investment in and divestment of fossil fuel interests continues to grow. In the same month that HESTA announced new investment restrictions, the Rockefeller family – which made its fortune from oil – joined the divestment movement, as did organisations ranging from the World Council of Churches to the Australian National University.

These moves highlight the need for not-for-profit boards to review their organisations' investments in line with their values and beliefs.

For a handy summary of investment and divestment resources relevant to NFPs, visit [www.divestfossilfuels.org.au](http://www.divestfossilfuels.org.au).



## ♥ Casserole Club

Casserole Club is a new program connecting keen cooks with older people who might otherwise miss out on homemade meals. Three Victorian local councils are trialling the scheme, which was originally the brainchild of the UK tech-based change-making firm [Futuregov](http://Futuregov). Tackling social isolation is one of Casserole Club's main aims. Residents of Booroondara, Moreland and the Macedon Ranges can sign up to cook or eat at [casseroleclub.com.au](http://casseroleclub.com.au).

# DGR STATUS: The Holy Grail for Not-for-Profits



*Is your organisation seeking to become a deductible gift recipient? Increase your chances of success with these tips from Moores senior lawyer Suhanya Mendes.*

Deductible gift recipient or DGR status is highly coveted by organisations that don't have it. Deductible gift recipients are eligible to receive donations for which the donor can claim a tax deduction.

## Benefits of DGR Status

Why is it so desirable? There are two main benefits to DGR status:

- 1) DGR status allows organisations to provide tax deductible receipts to donors, which often leads to an increase in donations.
- 2) Many grantmakers require organisations to hold DGR status in order to be eligible to apply for grants. Therefore, holding DGR status means access to more potential funding.

## Qualifying for DGR Status

Charitable status is not synonymous with DGR status. Many organisations that qualify as charities do not qualify as DGRs.

Federal tax legislation sets out the names and types of organisations that may qualify as DGRs. They include:

- welfare organisations that assist disadvantaged people
- certain environmental organisations
- certain scholarship and cultural funds
- funds to construct and maintain educational facilities
- private philanthropic funds for individuals or families.

If an organisation doesn't fit into an existing category, it can make a special application to the Federal Treasurer to be listed as a DGR.

## Helping Not-for-Profits to Apply for DGR Status: A Case Study

Moores is currently working with an organisation seeking DGR status. The organisation has applied on its own in the past, but it was unsuccessful.

We assessed the organisation's activities and constitution and recommended that it amend its constitution, which was missing key provisions such as an appropriate winding-up clause.

We also talked with the organisation about its objectives and who it works with, in order to identify which DGR category would be most appropriate for it, and to position the DGR application accordingly.

These two simple steps will go a long way in boosting this organisation's ability to achieve DGR status.

If your organisation does not have DGR status, it is worthwhile engaging a professional who specialises in this area to assess your prospects. Even if it is unlikely that your whole organisation will qualify, some of the organisation's specific activities might. Alternatively, you may be able to work with an existing organisation that has DGR status. A specialist can point you in the right direction. An initial assessment is unlikely to involve a significant outlay but it could reap dividends.

Evidence suggests that if your organisation decides to proceed with applying for DGR status, it is worthwhile engaging a specialist to make the application for you. A [2011 report](#) by the Australian National Audit Office showed that the success rate of a sample of applications submitted by solicitors or accountants was 75%, while the success rate of those submitted directly by applicants was 50%.

The holy grail of DGR status may be more accessible than you think, and Moores advisors would be happy to speak with you about this issue.

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

## AROUND THE HOUSES: Our Community News

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

The website of the [Australian Institute of Grants Management](http://www.aigm.com.au) (AIGM) now has a bright new look, more than a decade after the institute began its work to promote, advocate for and support best practice grantmaking across the entire grants sector.

Look out for even more content and news in the coming weeks and months to keep abreast of everything that's happening in the world of grantmaking.

The website redesign comes hot on the heels of the revamp of the institute's member publication, *Grants Management Intelligence* (GMI). Subscribers, look for the next issue of GMI in your inboxes soon.

And in the next few weeks, the institute will be launching the 2015 AIGM Grantmaker of the Year Awards, as well as releasing more information about the 2015 Grantmaking in Australia Conference.

Not yet a member of the AIGM? To receive all the benefits of membership, including exclusive access to online resources, sign up here: [www.ourcommunity.com.au/aigm/join](http://www.ourcommunity.com.au/aigm/join).

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

Board members, have you lost your sparkle? The Institute of Community Directors Australia (ICDA) has just released the program for its next annual Board Builder Conference, and it's all about transforming your board from bored to blazing.

Join hundreds of other not-for-profit board members in Melbourne on Monday February 23 for a day of visionary speakers, invigorating panel sessions, and more networking opportunities than the NBN.

Speakers include the CEOs of Surf Live Saving Australia, McAuley Community Services for Women, and FraudWatch International, plus other leading lights from the not-for-profit sector.

Refresh, renew, reinvigorate – [register now](#) for the best boarding-building event of 2015.

### What's new at GiveNow

The team at [GiveNow](http://www.givenow.com.au), Australia's most user-friendly giving portal, is gearing up for GiveNow Week. From Sunday November 30 to Saturday December 6, GiveNow Week focuses attention on the many ways individuals, families, businesses and groups can make a difference to the community in the lead-up to Christmas.

It's about helping people take small, simple steps that open the way for a better-supported, more inclusive, more vibrant community – not just during the Christmas period but all year long.

This year's theme is "It's the Thought That Counts". Instead of getting caught up in the usual mindless frenzy of gift giving, we're encouraging you to give real thought to how you give, what you give, and to whom you give. There are a lot of people and causes in need – and not of another foot spa or pair of socks. With thoughtful giving, you can make a real impact. And GiveNow makes it easy, with thousands of causes for you to choose from.

To help you get the most out of GiveNow Week, in the coming weeks we'll be uploading some resources for your organisation to use, including a media release and a letter-to-supporters template. Seize this opportunity to bring in some extra festive funding for your organisation.

To register a Christmas cause on GiveNow, and get it up and running in December, act before 25 November. Go to <http://registration.givenow.com.au/> and follow the directions.

Happy festive fundraising!



## UPSKILL: Upcoming Training and Events

### Diploma of Business (Governance)

Sign up today to study for the Diploma of Business (Governance) starting on December 8, and by Christmas you'll be well on the way to holding Australia's only diploma-level governance qualification. This final course for 2014 will be held in Melbourne and is limited to only eight participants – [enrol now](#).

Can't manage it before Christmas? Then check out 2015 start dates for the diploma, which is designed specifically for existing and prospective not-for-profit board or committee members and the CEOs and senior staff who work alongside them.

<b>Sydney</b>	February 16
<b>Melbourne</b>	February 16
<b>Brisbane</b>	March 9
<b>Canberra</b>	March 11
<b>Perth</b>	March 23
<b>Sydney</b>	March 30
<b>Melbourne</b>	March 30
<b>Alice Springs</b>	April 20
<b>Brisbane</b>	May 11
<b>Perth</b>	May 18
<b>Darwin</b>	May 18
<b>Brisbane</b>	June 1
<b>Sydney</b>	June 15
<b>Melbourne</b>	June 15
<b>Canberra</b>	June 22

### Communities in Control Conference 2015

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

**Melbourne** [May 25-26](#)

### Secrets of Successful Boards: Seminar

We've just released a whole new suite of dates for this popular day-long seminar. You'll leave with a better understanding of your legal and practical responsibilities as a committee or board member, and top ideas for creating a more harmonious, more productive and more effective working group.

<b>Sydney</b>	<a href="#">February 19</a>
<b>Melbourne</b>	<a href="#">February 19</a>
<b>Brisbane</b>	<a href="#">March 12</a>
<b>Perth</b>	<a href="#">March 26</a>
<b>Sydney</b>	<a href="#">April 2</a>
<b>Melbourne</b>	<a href="#">April 2</a>
<b>Brisbane</b>	<a href="#">May 14</a>
<b>Perth</b>	<a href="#">May 21</a>
<b>Brisbane</b>	<a href="#">June 4</a>
<b>Sydney</b>	<a href="#">June 18</a>
<b>Melbourne</b>	<a href="#">June 18</a>

### Crowdfunding Masterclass

Pozible and Our Community are very excited to be hosting a crowdfunding masterclass on community projects.

If you've got a project in draft mode and you've already got a general understanding of crowdfunding, this two-hour masterclass is for you.

**Sydney** [November 17](#)

[Book now](#) – this one's going to sell out fast.

## Accounting Scholarships

Applications close at the end of this month for up to five scholarships to be awarded by [CPA Australia](#) and the [Australian Scholarships Foundation](#). The scholarships provide managers and financial officers of registered charitable organisations with the opportunity to enhance their knowledge and skills to further contribute to the management and accountability of charitable not-for-profits.

→ [Apply by November 30](#)

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

## → [NSW – Click here](#)

Coastwide Child and Family Services Inc	General Board Member
Maggie's Rescue Cooperative Ltd	All positions
Wyoming Community Centre Inc	All positions
Queen of Hearts Community Foundation	General Board Member, Secretary, Treasurer
South West Community Transport	General Board Member
Wee Waa Community Care Service Inc	General Board Member
GREAT Community Transport Inc	General Board Member
CareWest Ltd	General Board Member
Warners Bay Early Learning and Care Centre	Secretary, General Board Member
2realise General	Board Member
Aberbaldie Foundation	General Board Member
Volunteering Central Coast Inc	All positions
St Laurence House Youth Services	Treasurer
Trees in Newcastle	All positions
youthconnections.com.au	General Board Member

## → [Queensland – Click here](#)

SBH Queensland Inc	General Board Member
CODI	General Board Member
Pathways to Resilience Trust	General Board Member
Coaching With Substance	Treasurer
Independent Advocacy Townsville	General Board Member, Vice Chair
The Original Eumundi Markets Ltd	General Board Member
Karakan Ltd	General Board Member
Multicultural Communities Gold Coast	Secretary

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

Softball SA Inc	General Board Member
MOSH (Minimisation of Suicide Harm) Australia	Treasurer
Tia International Aid	Chair, General Board Member
Dialysis Escape Line Australia	General Board Member

## BOARD VACANCIES (cont)

### → [Victoria – Click here](#)

Canterbury Neighbourhood Centre	General Board Member
Pines Learning	General Board Member
Communities' Council on Ethnic Issues (Eastern Region)	Treasurer, General Board Member
Banksia Palliative Care Service	Treasurer
Prickle Community Acupuncture	General Board Member
Louise Multicultural Community Centre	Treasurer, Secretary, General Board Member
Park Orchards Community House & Learning Centre Inc	Secretary
Bright Sparks	General Board Member
YMCA Geelong	General Board Members
West Footscray Neighbourhood House	General Board Member
Afro-Australian Student Organisation	Chair, Treasurer, Secretary, General Board Member
Sail and Adventure Ltd	Fundraising / Sponsorships Director
Pinarc Disability Support	General Board Member
Caladenia Dementia Care	General Board Member
Climate for Change	Chair, Treasurer, Secretary, General Board Member
Chunky Move	Treasurer
Williamstown Community and Education Centre Inc	General Board Member
Fitzroy Learning Network Inc	General Board Member
Home for Tomorrow Inc	Secretary, General Board Member
Avalon Centre	General Board Member
Christina Noble Children's Foundation	Treasurer, General Board Member
Ausdance Victoria	Treasurer
Kensington Neighbourhood House	Treasurer
Nutrition Australian Victorian Division	Chair

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

Saving Animals from Euthanasia (SAFE)	Chair, General Board Member
New Box Learning	General Board Member
One World Centre	Treasurer
Linkwest	All positions
Valued Lives Foundation	Treasurer, Secretary, General Board Member

## BOARD VACANCIES (cont)

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

SIDS and Kids NT	Chair, Treasurer, Secretary, General Board Member
Playgroup Association of the NT Inc	All positions
Carers NT	General Board Member
POOPS NT	All positions

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

### → [Post a Vacancy](#)

## GOOD MOVES: Not-for-profit jobs

[Bookkeeper](#)     The Yoga Foundation, Victoria

[Information and administration officer](#)     Blind Citizens Australia, Victoria

### → [View All Jobs](#)

### Congratulations, Scholarship Winners

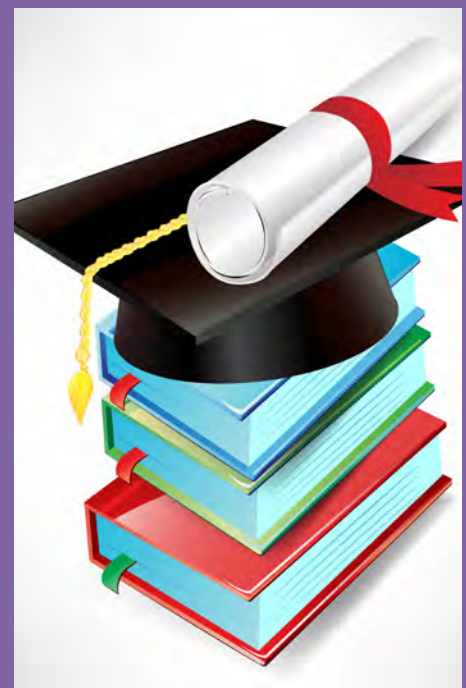
Five West Australians will soon begin swotting for the Diploma in Business (Governance) thanks to scholarships supported by Bankwest and the Australia Scholarships Foundation. The five winners are:

- Stephanie Jackson, Youth Affairs Council of WA and YMCA Perth
- Dianne Lofts-Taylor, Yaandina Family Centre
- Barbara Mumme, Volunteer Home Support
- Lynne van Olden, West Australian Foundation for Deaf Children
- Alison White, People Who Care

Congratulations!

The Diploma in Business (Governance), Australia’s only diploma-level governance qualification, is offered by the Institute of Community Directors Australia. For more information, visit [www.communitydirectors.com.au](http://www.communitydirectors.com.au).

To explore more not-for-profit sector scholarship opportunities, visit <http://www.scholarships.org.au>.





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



## World Kindness Day: November 13

The purpose of World Kindness Day is to look beyond ourselves, beyond the boundaries of our country, beyond our culture, our race, our religion; and realise we are citizens of the world. If we are to achieve the goal of peaceful coexistence, we must focus on what we have in common.

→ [More information](#)



## White Ribbon Day: November 25

The White Ribbon Campaign aims to raise awareness among Australian men and boys about the roles they can play to prevent violence against women. The campaign calls for men across Australia to speak out and take an oath swearing never to commit, excuse or remain silent about violence against women.

→ [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:



### World Diabetes Day: November 14

The World Diabetes Day campaign aims to increase understanding of diabetes, and to raise funds for research.

### Postnatal Depression Awareness Week: November 16–22

More than one in seven new mums and one in 20 new dads are diagnosed with postnatal depression every year in Australia. Many more experience it. Help raise awareness and funds to fight perinatal depression and anxiety (during pregnancy and after birth) during Postnatal Depression Awareness Week.

### World Toilet Day: November 19

The World Toilet Organisation created World Toilet Day (WTD) to raise global awareness of the struggle 2.6 billion people face every day without access to proper, clean sanitation. World Toilet Day also brings to the forefront the health, emotional and psychological consequences the poor endure as a result of inadequate sanitation.

### Go Home On Time Day: November 20

Each year, Australians work more than 2 billion hours of unpaid overtime. Around half of all employees work more hours than they are paid for. For full-time workers, the average daily amount of unpaid work takes more than one hour. Overwork can have negative consequences for your physical and mental health, your relationships with loved ones and your sense of what is important in life.

### Social Inclusion Week: November 24–29

Social Inclusion Week aims to help ensure all Australians feel included and valued, giving everyone the opportunity to participate fully in society. It's about connecting local communities, workmates, family and friends in order to build and strengthen relationships and networks, addressing isolation and exclusion by supporting people who may be unable to help themselves.

### International Day of Solidarity with the Palestinian People: November 29

A day for UN member states to show their solidarity with the Palestinian people.

### Worlds AIDS Day: December 1

World AIDS Day is a day for people to show their support for people living with HIV and to commemorate people who have died.

### International Migrants Day: December 18

World AIDS Day is a day for people to show their support for people living with HIV and to commemorate people who have died.





**ourcommunity.com.au**  
Where not-for-profits go for help

- **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!
- **Reproduce:** Please feel free to reproduce articles from this newsletter. Please just add a small credit line, "courtesy of [www.ourcommunity.com.au](http://www.ourcommunity.com.au)" and a direct link to the [www.ourcommunity.com.au](http://www.ourcommunity.com.au) site if on a webpage.
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