

OUR COMMUNITY matters



ourcommunity.com.au

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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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Pulse Poll: [Take the Poll](#)

NEED TO KNOW: Not-for-profit roundup

New government wields the axe ...

The Federal Office for the Not-For-Profit Sector, as well as the Social Inclusion Unit, have been formally disbanded.

"The Minister for Social Services, the Hon Kevin Andrews MP, will have responsibility for the community sector, volunteering and philanthropy," said a special bulletin sent on September 24 from the now defunct office.

"Work that builds on our achievements will continue in the Department of the Prime Minister and Cabinet as it assumes responsibility for Indigenous policy, Deregulation, and the Office for the Status of Women."

... But news of the ACNC's demise exaggerated: Commissioner

Reports of the Australian Charities and Not-for-profits Commission's "death" have been greatly exaggerated, according to ACNC Commissioner Susan Pascoe.

In her first column following the September federal election, Ms Pascoe said the ACNC was continuing its work as laid out under the ACNC Act, and hit out at reports that the Commission was at war with the Australian Taxation Office (ATO).



[Read Susan Pascoe's statement](#)

In Brief ...

→ The Federal Court has handed down a decision in [The Hunger Project Australia v Commissioner of Taxation](#) [2013] that enlarges once more the magic circle of tax exemption.

The definition of 'Public Benevolent Institution' has been widened considerably.

A number of organisations that haven't before qualified may now fit the criteria. If that's your group, now might be a good time to have another look.

→ Sea Shepherd is a group that devotes much of its time to interposing itself between Japanese whalers and their prey.

The Federal Court has [just said](#) that the organisation does not qualify for DGR status. To get that, you have to be providing "short-term direct care to animals (but not only native wildlife) that have been lost or mistreated or are without owners".

[Once again, 'charity' is seen as treating symptoms, not causes. – Ed.]

→ New privacy guidelines have been released by the Office of the Australian Information Commissioner.

The new laws are set to start on 12 March 2014.

You can comment on the [draft guidelines](#) until October 21.

Feel free to use Our Community's new Privacy Policy as a model for your own.



[Read it here](#)



Hot Tip:

What's the value of an average hour of volunteer time? **\$31.50.**

When applying for grants, include this dollar value as your volunteer contribution (with the proviso that if the grantmaker's guidelines says to use an alternative figure – use theirs).

If you're using skilled volunteers, you can value them separately based on the going rate (if the grantmaker allows that).

See [our Facebook page](#) for an explanation of how we came up with this figure.

GREAT GRANT: Optus Community Grants Program

Provider: Optus

Purpose: Optus Community Grants provides funding to non-profit organisations that strive to provide critically needed services and opportunities to those in need.

Overview: Grants of between \$1000 and \$10,000 are provided for organisations with Deductible Gift Recipient (DGR) status and organisations without DGR status. All funded projects must address at least one of the selection criteria:

- **Education:** Projects funded will aim to close education gaps, help kids stay engaged in school and remove barriers to completing education or training. Projects may fund equipment enabling the completion of school or TAFE assignments.
- **Wellbeing:** This category funds projects that help to improve young people's wellbeing. This category includes young people accessing appropriate programs or resources in areas such as mental health, emotional and physical wellbeing support.
- **Access to technology:** This category funds projects for young people who come from difficult backgrounds with limited financial resources and access to technology. Projects may focus on the safe and responsible use of phones and the internet among youth.



[Find out more](#)

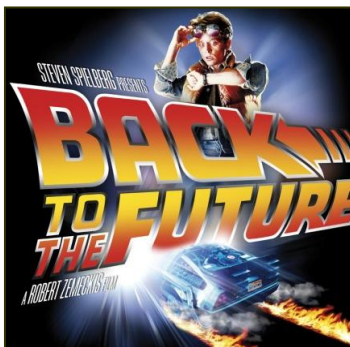
Grants Guru Says: Get in quick – this grant closes on October 31.

Want more grants?

The Funding Centre is Australia's best grants & fundraising hub, currently listing more than 2600 live grants. It costs \$85 a year for not-for-profit groups to subscribe.



[Find out more](#)



WHAT WE RECKON: Definition of Charity

[Editorial]

The new Coalition Government has promised to return regulation of the not-for-profit sector to the position in 1999, before the Howard government commissioned the [Definition of Charity Inquiry](#).

That inquiry recommended a national regulator for not-for-profits and a statutory definition of (tax-deductible) 'charity'.

The Howard Government rejected these recommendations, and we've been waiting ever since.

Labor brought in both a national Australian Charities and Not-for-Profits Commission and a Charities Act, but spent so long on consultations that the changes weren't introduced early enough to become established.

Some of the Labor ventures in the sector are administrative arrangements that can be rolled back easily.

The Social Inclusion Unit and the Office for the Not-for-Profit Sector have already been disbanded.

The Australian Charities and Not-for-profits Commission, however, cannot be abolished without a vote in both houses. This may save it until next July, and until then charities must continue to fill out their forms.

In the longer term, though, it looks as if such reforms as a national online register of charities are going to have to wait.

Kevin Andrews, the minister now responsible for the voluntary sector, has expressed much enthusiasm for the sector's work.

The Abbott Government may yet follow the lead of the UK's Big Society by transferring many responsibilities (and rather less funding) from government to the community. See [past editions](#) of *Our Community Matters* for more discussion of Big Society.

None of these issues got much coverage during the election, and the sector's priorities weren't a major factor in the way Australia voted.

The sector won't have any influence over government policy unless it can get its act together.

The sector doesn't have an institutional champion to fight for it. It'll have to fight for itself – and, those within the sector, for each other.

TOOLS YOU CAN USE: Special Events

So you've just run your special event fundraiser – the fete, the trivia night, the dinner dance – and everyone's exhausted and keen to forget the whole thing til next year.

Not so fast. In order to make life easier next year, you need to learn from your mistakes. Hold a debriefing and planning session.

How did it go?

- What was the budget outcome?
- How many names did you add to your donor contact list?
- What kind of media coverage did you get?
- How much time did it really take?
- How many people did we get involved as volunteers?
- What were the surprise successes?
- What did you think would be popular that didn't live up to expectations?
- What was the best value for money in terms of funds raised as against time and money spent in preparation?

What went wrong?

- What happened that you didn't expect?
- What did you expect that didn't happen?
- Now it's happened and you know about it, can you avoid it happening again?
- What hidden costs appeared that you hadn't budgeted for?
- What took more resources than you thought?

What did you do wrong?

- What mistakes can you identify?
- How much difference would they have made?
- Can you fix them?

What's going to be different next time?

- Did you have to buy capital equipment – sound equipment, say – that you won't have to budget for next time?
- Are there any expenses that in retrospect you think were unnecessary?
- Is there anything extra you think you can get donated next time?
- How much is your hard-won experience going to help you?
- How much extra free marketing points are you going to get because people will remember the event from the year before?
- Is the community going to be onside? Is the community going to accept it as a tradition?

Can you see any patterns emerging?

Run the budget projections factoring in the new precautions and the new initiatives and see whether it makes sense to try again.

Don't just assume that things will go better next time - they will if you can fix them, but not otherwise.

Only go ahead if you think you've got the hang of it now.

Don't just do this debriefing after the first year - it's important to do it every year if you want to build your skills base and your contacts list.



OUR TIP:

There are many types of events, and many reasons for staging events, but there is one constant: if your event is supposed to raise money, make sure it makes money. Never EVER run at a loss.

Continues ...

OUR TIP:

Put your most organised, most efficient person in charge of your special event. Put someone really conservative in charge of the budget. Whatever you do, don't let people overspend.



Keep good records

Nobody is indispensable, and even those that are, are often dispensed with anyway. You may fall under a bus, or be pushed under a bus, or want to push some of your key helpers under a bus. You need to be sure that their knowledge will not be lost with them. Keep solid records in all areas of the event.

- Who did you mail to last time?
- Who came? (Who did you sell tickets to, who gave their name to the raffle, who left their email address, etc)
- Who gave how much?
- Who donated free goods and services, and who didn't? Why?
- Who in the media was helpful?
- Who displayed volunteer talents (or problems)?
- Who should you ask to join the project again?
- Who was able to organise entertainment? Transport? Security? Cheap rentals?
- Keep records of the decisions taken at the debriefing and use them to modify the basic plan you're using for the coming year.

Keep good people

The more you can put into manuals the better, but the skills and experience of your workers are just as vital, and you can't keep that in a cupboard.

- Motivate and reward your volunteers, and keep them informed.
- Train new workers and retrain old ones.
- Select an understudy for important positions a year in advance.
- Allow people to retire before they burn out (but keep them on the planning committee to advise you).

Build up to a winner

New ideas are good, and we try to give you a constant supply of them in this newsletter, but the other way to look at new ideas is that they're untested. You know what went wrong with the old ones, you don't yet know what the weak spots are in the new ideas. Try and give them a mental run-through before accepting them. What are their potential weaknesses? What could go wrong? If at all possible, don't guess about how it works -- ask the others who have done it before you. It's always worth talking to other organisations - as Canadian fundraiser Ken Wyman says, "If you share your information with competitors, everyone wins."

If you started up a new business, would you expect to swing into profit on the first day? It's worth putting in the work to improve the best of the past. Sometimes it's better to stick with the devil you know.

Need more help?

WEB:

- [Funding Centre's special events section](#)

BOOKS:

- [Fire Up Your Fundraising Events: How to Make More Money While Having Fun](#)
- [Great Fetes: Fundraising and fun - without the fuss](#)

TOOLS:

- [Special Events Checklist](#)
- [Fundraising Readiness Checklist](#)
- [Ethical Fundraising Policy](#)
- [Events Budget Tool](#)

(Requires Funding Centre membership)



FREEBIES: Free stuff for not-for-profits

Water, water everywhere; not-for-profit concessions

There are official water concession or rebate policies for not-for-profits in at least four states – and it's certainly worth following up the others.

State Provisions

- ACT** Not much is available for ACT groups. Schools, church or ecclesiastical establishments, the Australian National University, and the University of Canberra are rated as if they were a single residential dwelling. If you're not a school, a church, or a university you don't even get that.
- NSW** NSW water utilities offer exemptions from water and sewerage access charges for which they receive reimbursement from the government as a Community Service Organisation. However, the rebates are not overseen by any central agency at this stage, so there are no details of the bodies who receive exemptions, the value of the rebates and the extent of government funding. Exemptions do vary across the state and in relation to classes of recipient. Check with your local council.
- NT** Churches and church schools are charged for actual water use only, and only 50% of the cost of that for the first 7 megalitres per year, with the full charge applying thereafter. They have to pay the basic sewerage charge, but there is no charge for additional toilets. If you're a charity but not a church, church school, or local government body then you must have a letter from the taxation department stating that you are a non-profit charitable organisation for taxation purposes. However, exemption isn't automatic – each request is dealt with by the manager and is judged on its own merit. Sporting bodies have to pay sewerage, at a rate dependant only on the number of days the fixture is used. Local-government-owned parks that don't have actual sewerage facilities (i.e. public toilets) are not levied for sewerage charges (*which doesn't actually seem much of a concession – Ed.*).
- QLD** In Queensland, local governments, rather than the Queensland Government, are the main suppliers of water and sewerage services to urban communities. Each local government makes its own decision as to the rebates it will allow. Check with your local council.
- SA** In order for a property to get charitable concessions, the property must be used exclusively for charitable purposes and must have an Australian Taxation Office (ATO) letter stating that they are a charitable entity and exempt from income tax. The organisation must write and apply to SA Water (none of the details are online). Organisations that are registered as not-for-profit organisations under the South Australian Associations Incorporated Act 1985 but aren't charities can pay a lower Save the River Murray Levy upon application to SA Water.
- TAS** Concessions for not-for-profits are determined by [TasWater](#), which is, however, in the process of phasing them out. See here for details: www.taswater.com.au/Your-Account/Concessions-and-Rebates/Concessions-and-Rebates (scroll down to the section headed "Not For Profit Rebates").
- VIC** As part of a Financial Reform Package for the Victorian Water Industry, the government is financing a rebate of up to \$260 a year on the fixed water and wastewater service charges of eligible not-for-profit organisations throughout Victoria. Check [the website](#) to see if your organisation type is listed. A rebate will be allowed to eligible organisations for individual properties, provided the predominant activity at the property falls within one of these categories. This will apply whether the organisation owns the property or not. Rebates may also be available to individuals provided they are the owners of the property used predominantly by an eligible organisation.
- WA** The Water Corporation levies rates and charges based on service availability, whether connected or not, to properties in Western Australia. This includes water, sewerage and drainage charges and is applicable to residential, commercial and vacant land properties. All properties are charged for water usage. Not-for-profit or charitable organisations can apply for an [exemption](#) from, or reduction in, their annual service charges. The savings available to each eligible organisation will vary depending on the charges that would normally apply to the property occupied or owned by the organisation. Once approved, a water service is supplied free of annual service charges and sewerage is only charged where a property is connected, and then at a reduced rate based on the number of major fixtures (i.e. toilets etc.) at the property.



Extra freebie for Victorian groups

The Associations Incorporation Reform Act 2012 replaced the Associations Incorporation Act 1981 on November 26, 2012, followed by a 12-month transitional period.

During the transitional period, the normal fee of \$160.50 to adopt the government's new model rules is being waived.

The fee-free period ends on November 26.

For associations that wish to make changes to their rules, the fee for changing rules has also been reduced to \$75.20 until that date.



[More info](#)

COMMUNITY LEADERS: The Hon. Joan Kirner AC



Joan Kirner began her working life as a school teacher and later became the highly prominent president of the influential lobby group, Victorian Federation of State School's Parents Club.

She joined the Labor Party in 1978 and was elected to Parliament in 1982, becoming Victoria's first female Premier in 1990.

Since leaving Parliament in 1994, Joan has continued to work tirelessly as a community activist, advocate, champion for the advancement of women and social justice campaigner.

Who do you consider to be three great leaders of our time and why?

- Mary Robinson, Former UN Human Rights Commissioner
- Nelson Mandela, Former President of South Africa
- Paul Keating, Former Prime Minister of Australia

Shared Qualities:

- Inspirational vision and leadership in policy, advocacy and action.
- Understanding that the best and most lasting decisions are made when people affected by the challenges are part of identifying and implementing the solutions.

What are the three attributes you consider to be essential to a leader?

1. Be clear about your values and what you stand for in words and practice;
2. Be committed to social and economic inclusion and community ownership, participation and environmental sustainability, innovation;
3. Be respectful of people and place and have the courage to stand firm when that respect is challenged.

What advice would you give to a potential leader to take them to the next stage?

- Believe in yourself and your power to be part of creating a better society;
- Think big;
- Be clear about your central purpose in all that you do;
- Work as the leader of a team;
- Act with the community not on them;
- Give respect: gain respect. Don't be afraid of risk and share responsibility. The best and most sustainable solutions are those made with and by the community affected by those solutions.

What insights have you gained personally on your leadership journey and how have they impacted on your style of leadership?

- Collective wisdom and action achieves more and is more enduring than individual ideas and action;
- Know what you stand for and live your life through these values. Or as my parents would have said:
 - "practice what you preach"
 - "if something needs doing – do it yourself and be sure you take others with you."
- Be clear about the difference you want to make and how.



[Read the full interview](#)

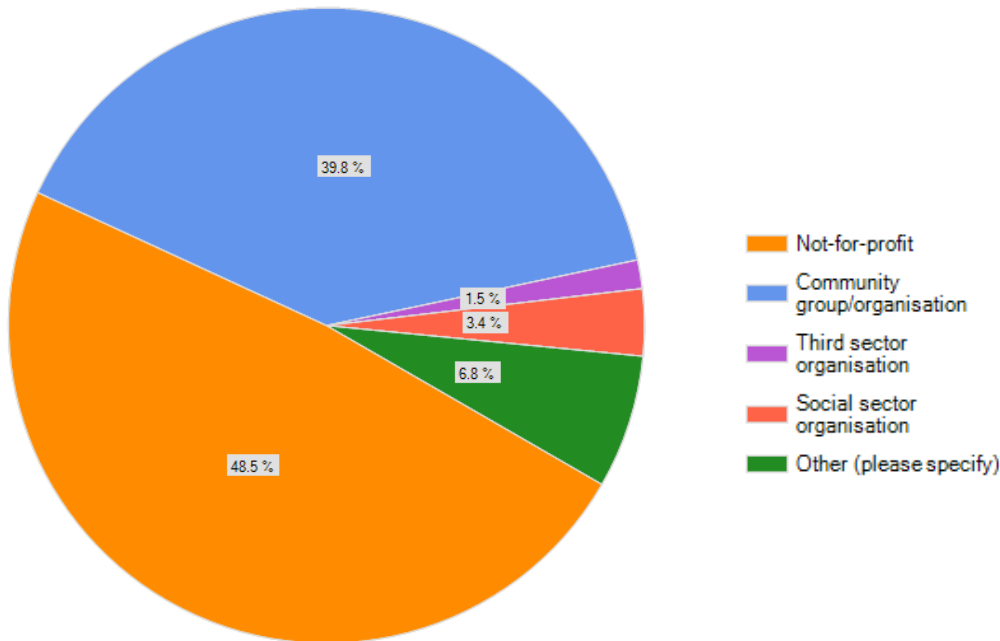
PULSE POLL: Taking the pulse of the NFP sector

Previous poll results:

What do you think about the Federal Government's Plans to cut the Australian Charities & Not-for-profits Commission?

 [Take the Poll](#)

What word do you prefer to describe your organisation and others in your sector?



THE TOP THREE:

Things to do *NOW!* to prepare for Christmas

1. Start writing your fundraising appeal

Giving through the mail goes up by 40% in November – just short of the peak in June – and drops in December.

Online giving goes through the roof during December.

Get your hard copy appeal in the mail at the start of next month, and your email appeal all ready so you can hit "send" in the first week of December.

Make sure you're signed up to receive donations through GiveNow.com.au – it's free!

2. Prepare Christmas cards

Christmas is a great time to build relationships.

Send a notice out with your next newsletter calling for volunteers to help personalise Christmas cards. Buy some cheap cards (or some that help support another good cause) and get writing.

No hard sell – just relationship building. No gadgets or trinkets either – many donors (rightly) get incensed if they think their money has been wasted on crap.

3. Get your delegations in order

Lots of people go on holiday over December and January. Who's going to be holding the fort for your organisation during that period?

Make sure you have appropriate delegations in place so that the people left on deck have the authority to do what needs doing.

Consider putting in place an Executive Committee for the Board, giving (say) three people the power to take care of urgent decision-making over the holiday period.



FEED YOUR BRAIN: Our picks of the month

Turn off your email notifications, shut the door, put on your headphones, and take 20 minutes to listen to American entrepreneur and humanitarian activist Dan Pallotta on why he thinks not-for-profits should act more like businesses.

"In the for-profit sector, the more value you produce the more money you can make but we don't like nonprofits to use money to incentivise people to produce more in social service.

"We have a **visceral reaction** to the idea that anyone would make very much money helping other people. Interesting that we don't have a visceral reaction to the notion that people would make a lot of money *not* helping other people.

"You know, you want to make \$50 million selling violent video games to kids, go for it – we'll put you on the cover of *Wired* magazine. But you want to make half a million dollars trying to cure kids of malaria and you're **considered a parasite yourself**."



Honourable Mention: Read this article if you're interested in influence

"Coming up with modelling to support your demands is a piece of cake if you're an industry group or rentseeker. You commission an economic consultancy, tell them the result you want, and let them produce it.

"... It's more difficult if you're an NGO charged with lobbying for non-economic outcomes, or a public health outfit that wants more money or regulation for a particular problem.

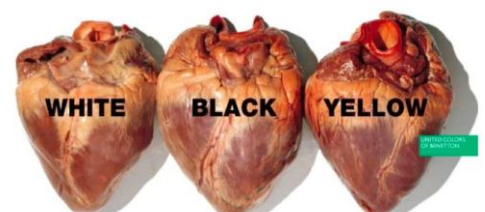
"... That's where 'social costs' come in: the costs borne by everyone else of individual decisions. And, in particular, lost productivity. That's the new black for, particularly, the health lobby: show that your particular issue causes massive lost productivity that is a substantial cost to the economy. That's the way to the hearts of hard-nosed decision-makers: show them the economic benefits of dealing with a particular issue."

 [Read more](#)

Honourable Mention:

The strongest anti-racism ads of the past 20 years

 [Click here to view](#)



BY THE NUMBERS: Not-for-profit sector fraud

The truth about fraud in the NFP sector:

It's a real possibility:

- 12% of organisations had suffered fraud in the past two years

The losses can be significant:

- The total amount lost to fraud was \$2.9 million, with an average loss of \$8,838

It's not necessarily a one-off:

- Of the respondents who experienced fraud, 49% had suffered fraud previously

Good processes might not save you:

- The main factors contributing to fraud were breaches of trust and overriding of internal controls

Watch your coin jars:

- The most common type of fraud reported was cash theft (40%)

Take extra special care online:

- The average online payment fraud was \$370,000



Source: [BDO Not-for-profit Survey 2012](#)

▶ [Download Our Community's Fraud Risk Management Policy](#)

▶ [Take part in the 2014 BDO survey](#)

Average age of board members (UK):

57

Source: [UK Charity Commission](#)

74%

Proportion of the 3000 groups that have reported to the ACNC that say they are small charities (annual revenue <\$250k)

Source: [ACNC](#)

AROUND THE HOUSES: Our Community



Pass the Hat! GiveNow gears up for GiveNow Week

The end of year is looming – time to start ramping up before winding down for the holiday break. And a huge part of the ramping before the winding is getting ready for Christmas. That usually means buying presents. Regardless of religion, beliefs or budget, chances are you will need to buy a present for someone, whether it's a loved one, a business contact, or a barely known work colleague as part of the office Kris Kringle or Secret Santa.

The biggest event on the GiveNow calendar is our annual GiveNow Week (December 1-8) and this year we're using this special week to help with your gift-buying dramas.

This year's GiveNow Week theme is "**Pass the Hat**". We're encouraging everyone to Kick the Kringle, forget the pointless presents, and pass the hat around to collect money for a worthy cause. And on www.givenow.com.au we have thousands of great causes for you to choose from.

You can Kick the Kringle in the workplace in place of Secret Santa, in your family or friend groups, or at your local tennis club, yoga group, philatelic club – anywhere you choose! If you're part of a group of people who exchange gifts at holiday time, you can make everyone's life a lot easier, and a community group's Christmas a lot cheerier, by passing the hat.

If you're a community group, in the coming weeks you will be able to access a range of fantastic resources on www.givenow.com.au to help you promote GiveNow Week and get your supporters to pass the hat.



[Watch this space!!](#)

At last! An accredited governance course specifically for not-for-profits

The Australian Institute of Community Directors Australia, a division of Our Community, is about to kick off Australia's first ever accredited governance course designed specifically for not-for-profits.

The Diploma of Business (Governance) includes units on governance roles and responsibilities, working with management, planning and development, financial, human resources and cultural oversight, enterprise, negotiation, representation and conflict management.

The fully accredited qualification is designed specifically for

- Members of not-for-profit boards
- Prospective members of not-for-profit boards
- Staff members such as CEOs and other support staff who work with not-for-profit boards.



→ **The Australian Institute of Grants Management (AIGM)** is putting the final touches on its 2014 Grantmaking in Australia Conference program.

The conference will celebrate its 10th anniversary in 2014 with the theme: "Changing the Game, Changing the Rules".

More information on the conference will be released very soon – [become a member](#) of AIGM or follow the AIGM [on Twitter](#) to stay updated.

→ **Our Consumer Place** has recently released four new mental health consumer booklets.

Click the links below to download these fabulous free publications.

- [The Company We Keep: A user's guide to mental health clinicians](#)
- [MadQuarry Dictionary 2013](#)
- [The Consumer Movement in Australia: A memoir by Merinda Epstein](#)
- [Mad Meetings](#)

→ **The Funding Centre**, Australia's best grants and fundraising hub, has recently undergone some changes to improve our service for subscribers.

Changes include:

- More detailed email alerts
- Improved grant listings
- Improvements to the password reminder function
- Search functionality revamp



[Explore](#)

→ **Fire Up Your Fundraising Events** with Our Community's latest book :



COMING UP: Our Community Training

Advanced Grant Writing Seminar

- **Melbourne** 25 November
- **Sydney** 29 November
- **Brisbane** 2 December



[Click here for info/bookings](#)

Certificate IV in Governance – for community boards (BSB40907)

- **Melbourne** 11-14 November



[Click here for info/bookings](#)

Introduction to Writing Winning Grant Applications

- **Melbourne** 15 November
- **Sydney** 18 November
- **Adelaide** 18 November
- **Brisbane** 22 November



[Click here for info/bookings](#)

Secrets of Successful Boards Seminar

- **Melbourne** 26 November
- **Sydney** 28 November
- **Brisbane** 3 December



[Click here for info/bookings](#)

Strategies for Sustainable Funding Seminar

- **Melbourne** 15 November
- **Sydney** 18 November
- **Adelaide** 18 November
- **Brisbane** 22 November



[Click here for info/bookings](#)

Feedback for our training:

"I found the MasterClass a stimulating and insightful day at both a theoretical and practical level. I have found myself drawing on much of the content in very useful ways already!! Thanks to all involved who made the day so enjoyable and inspiring!"

"Patrick was brilliant – he really knows his stuff!!"

"I just wanted to say thank you for the seminar this morning and all the wisdom and advice you provided. I have done (other fundraising training) but found this was more focused and directed."

"Thank you for your excellent grant writing workshop in Townsville. Your presentation was very informative, and was well – received by all who attended. You obviously have a very thorough knowledge of the secrets of successful grants writing... More importantly, you can convey this information in simple, practical terms that audiences can easily understand and adopt."

COMMUNITY CALENDAR:

What's on in the NFP sector

Our Community's online [Community Calendar](#) features all of the nationally significant events focussed around a major community or advocacy/awareness issue in Australia. Some events taking place in the next month include:



Mental Health Month: October

October is Mental Health Month, and the 2013 theme is 'Kindness: little acts, big impacts!' Get involved by planning a small event with your friends, family, workmates, or local community.



Eat Local Feed Global: 12-20 October

The world produces enough food for everyone, yet one in eight 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; from eating sustainably, raising money for Oxfam's life changing work and joining the thousands of Australians calling on our Government to do more to tackle hunger.



National Bandanna Day: 18 October

This year's National Bandanna Day aims to raise \$1.7 million to help young people living with cancer. The theme for this year's event is "Attitude is Everything – Buy It, Wear It". By selling, buying and wearing our bandannas, you'll show your support for young people as they fight cancer.



MS Moonlight Walk: 18 October

Brisbane's annual riverside MS Moonlight Walk is back this spring on Friday 18 October 2013, kicking off at 6pm. Get active and celebrate our great city like you've never seen it before with a leisurely and safe 5km or 10km walk as the sun sets and the full moon rises. The walk raises money for people with multiple sclerosis, a disease of the central nervous system affecting more young adult Australians than any other neurological condition.



Pink Ribbon Day: 28 October

Pink Ribbon Day is the Cancer Council's fundraiser aimed at helping raise awareness of breast cancer, as well as funds towards research, early prevention and patient support programs. The pink ribbon is the international symbol of support and recognition for women affected by breast cancer across the globe.



Movember: November

Movember is an annual, month-long celebration of the moustache, highlighting men's health issues, specifically prostate cancer and depression in men. Mo Bros, supported by their Mo Sistas, start Movember (November 1st) clean shaven and then have the remainder of the month to grow and groom their moustache. During Movember, each Mo Bro effectively becomes a walking billboard for men's health and, via their Mo, raises essential funds and awareness for Movember's men's health partners.



National Recycling Week: 11-17 November

National Recycling Week aims to improve the positive environmental outcomes of recycling by increasing community awareness, increasing collection rates and reducing contamination. Local councils, businesses and community groups are encouraged to join in throughout the week.

GOOD MOVES: Not-for-profit sector jobs

New South Wales

- Training Manager Swimming Pool and Spa Alliance [Details](#)

Victoria

- Grants Officer Australian Communities Foundation [Details](#)
- Assistant Manager - Opportunity Shops Doncaster Community Care and Counselling Centre (Doncare) [Details](#)



[Post a Job](#)

BOARD MATCHING SERVICE: NFP board vacancies

International

- General Board Member International Fund for Animal Welfare (Australia) Pty Ltd. (IFAW) [Details](#)

New South Wales

- Chair, Treasurer, Secretary, General Board Member Enveco Healthcare Inc [Details](#)
- General Board Member The Bower [Details](#)
- General Board Member Warner's Bay Early Learning and Care Centre [Details](#)

Queensland

- General Board Member Australian Pain Management Association Inc. [Details](#)

Tasmania

- General Board Member, 2 positions available Mental Health Council of Tasmania [Details](#)

Victoria

- Treasurer, General Board Member Iramoo Community Centre [Details](#)
- General Board Member Birchip Cropping Group [Details](#)
- Chair, Secretary, General Board Member SOUL Theatre Inc. [Details](#)
- Treasurer, General Board Member Women's Health West [Details](#)
- General Board Member Werribee District Hospital Charitable Foundation [Details](#)
- Treasurer 3MBS [Details](#)
- Human Research Ethics Committee member Australian College of Optometry [Details](#)
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