

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.



Inside:

- Great Grant ... p2
- Declaring the NFP sector 'open for business' ... p2
- Child Safety Code ... p3-4
- Free Stuff ... p5
- Know your Minister: Kevin Andrews MP ... p6
- Pulse Poll ... p7
- Top Three New Year's Resolutions ... p7
- Feed Your Brain: Our Picks of the Month ... p8
- By the Numbers: NFP governance ... p9
- Our Community news ... p10
- Buy vs Lease ... p11
- Community Calendar ... p12
- Jobs & Board Vacancies ... p13

NEED TO KNOW: Not-for-profit roundup

Around the Courts:

Cancer and Bowel Research Association Incorporated... and Commissioner of Taxation [2013]

So there's this charity that has a fundraising arm. And the fundraising arm raises money and passes between 15% and 42% of it on to charitable purposes and spends between 85% and 58% of it on expenses. To the tax authorities, this seems rather a lot of expenses.

"Aha," says the charity, "But you're not looking at it the right way. We also spend 20% of our takings on another different charity – namely, the relief of poverty. Because we pay our charity collectors, and they would otherwise be unemployable, and working for us keeps them out of poverty. So we actually spend between 35% and 62% on charity!"

The Administrative Appeals Tribunal, which was hearing the case, didn't rule on this point – they sent it back to the Australian Tax Office for reconsideration – but they didn't dismiss it out of hand, and said it ought to count for something.

And the possibility that McDonalds will declare itself a charity for the relief of poverty seems to have just gone sharply up.



[Read the judgement](#)

In Brief ...

→ Check your bookkeeper:

New Queensland legislation forbids anyone who's ever attended a meeting of what the Act calls a "Vicious Lawless Association" (so far, bikie clubs) from obtaining licences for liquor, security, towtruck, construction, horseracing, pawnbroking, motor dealing or bookkeeping businesses.

She may wear a suit now, but do you know what your accountant was involved in back in the day? If you're in Queensland, you might need to look into it.

→ In Southern California,

burglars broke into the offices of a County Sexual Assault Services office and nicked their computers.

The next morning, though, when the staff came in to work all the computers were in a shopping cart in front of the office, with a note that said:

"We had no idea what we were taking. Here your stuff back we hope that you guys can continue to make a difference in peoples live. God bless." (Sic) Do your backups anyway.

→ Luckiest charity promo

ever... Movember, the campaign to raise money for research into prostate cancer by sponsoring men to grow moustaches during November, hit the jackpot when cricketer Mitchell Johnson walked onto the Gabba in a fetching new '70s-style mo and promptly took nine wickets.





GREAT GRANT: SITA Community Grants Program

Hot Tip:

If you want to get a jump on at least 20% of your competitors, read the grant guidelines carefully.

Sounds obvious, is obvious, but it's every grantmaker's top tip.

Follow the instructions to the letter, just in case they want an excuse to cut down their in-tray.

Provider: SITA Australia

Purpose: SITA partners with organisations that support local participation in social and environmental projects which help create a more sustainable future.

Overview: Grants of between \$500 and \$5000 are provided for registered charities and community organisations. All funded projects must meet one of SITA's Key Focus areas -

- Encourage community involvement and improve the quality of the local environment;
- Develop environmental awareness and inspire participation in sustainable activities through education;
- Contribute to improved human health and wellbeing; and/or
- Support and encourage recreation and community building.

They don't fund individuals, or gambling or alcohol, or political or religious organisations, or overseas projects.

 [Find out more](#)

Grants Guru Says: You'll have to do a little work over Christmas – this grant closes on January 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: The Real Red Tape

[Editorial]

Prime Minister Tony Abbott has declared the business sector "open for business". The Abbott Government now needs to match its business reform agenda with a similarly focused approach to red tape reduction for Australia's \$60 billion not-for-profit sector.

Not-for-profit groups are hungry for meaningful reforms, and the election of the new government offers a once-in-a-lifetime opportunity to apply a blow-torch to bureaucracy, red-tape, and wasteful duplication. Let's go for broke.

Two reforms that would have a massive impact on not-for-profit groups of all sizes across the country are:

(1) Creation of a new national not-for-profits registrar:

Rather than abolishing the Australian Charities and Not-for-profits Commission (ACNC), the government should build upon its foundations to create a "one-stop-shop" for not-for-profits, combining the ACNC, the Overseas Aid Gift Deduction Scheme, and the Office of the Registrar of Indigenous Organisations (ORIC). All states and territories, as well as the Australian Tax Office, should immediately refer responsibility for registering and coordinating not-for-profit organisations to this new body.

(2) Abolition of fundraising licenses: The registration of a not-for-profit with the federal

registrar should confer on that organisation the right to fundraise.

All states and territories should abolish their own inconsistent systems of fundraising licensing.

Not-for-profit laws and regulations need radical reform to ensure they make sense in a world where state boundaries are increasingly meaningless.

As it is, state governments are committing fraud on the general public by pretending their fundraising licensing systems are remotely effective. Their sole purpose seems to be to employ public servants to make time-starved not-for-profit groups run through a paperwork jungle.

TOOLS YOU CAN USE: Child Safety Code of Conduct

Grooming and you

The Victorian parliamentary inquiry into the Handling of Child Abuse by Religious and Other Organisations has just brought down its [report](#). The Report tells a harrowing story about a systemic pattern of failure in the way large Australian not-for-profits dealt with allegations of child abuse, and its recommendations are going to involve changes for the not-for-profit sector generally, right across the nation.

What's 'grooming'?

In its examination of the phenomenon of child abuse the Inquiry looked into the way abuse develops and flourishes, and came down particularly hard on what's called 'grooming' – the establishment of relationships of trust between abuser and child, or family. The Inquiry has gone so far as to recommend that grooming be an offence in itself, whether or not it's accompanied by actual abuse.

That's just in Victoria – but the Commonwealth has its own inquiry in train, and it's going to generate its own recommendations in this area. There will be immense problems, too, in embodying a prohibition on grooming into an actual law. For one thing, defining the offence so that it doesn't criminalise unrelated friendships or ordinary trust is obviously going to be very difficult indeed .

For your purposes, all that hardly matters. If you're dealing with children in any way, then the law in this area is the least of your troubles. Public outrage at abuse, and the blindness that makes abuse possible, has almost destroyed some of Australia's most powerful institutions, and it could wipe your group away like a mosquito. You have to check your systems now, and show that you're conscious that you're being asked to do more.

A culture of safety

The first step is to review your culture. Do you have a code of conduct for working with children? You'd better. If you don't, and if anything bad then happens, you're inviting people (and newspapers, and courts) to say that you deliberately disregarded the risk; and there's really no good way to explain that.

At worst, you've given responsibility to another person for the care of children and have been aware there was a risk of harm to those children and failed to take reasonable steps to protect them from that risk – and that's going to be an offence, too.

See next page for a sample code of conduct that you can use as a starting point for designing your own.

The criminal abuse of children represents a departure of the gravest kind from the standards of decency fundamental to any civilised society.

Although our society has understood this for a long time, we have not given enough attention to the need to take adequate protective measures to prevent it.

But wait, there's more

One of the flagged reforms in Victoria deals with unincorporated associations. Some church bodies are unincorporated associations, and can't be sued. The Report wants this discouraged, and has suggested that governments insist that any group it funds be incorporated (and sueable).

The field of operations for unincorporated associations is narrowing, and if you're one of them you should be meeting now to decide what you're going to do down the track.

Not-for-profit organisations have both a moral and legal responsibility to protect the children in their care.

The Committee makes recommendations to strengthen the accountability of organisations and clarify their legal duty to take all necessary steps to prevent criminal child abuse.

 [Click here](#)

SAMPLE CODE OF CONDUCT FOR EMPLOYEES AND VOLUNTEERS WORKING WITH CHILDREN AND YOUNG PEOPLE

Management, staff and volunteers working at [Name of Organisation] are required to abide by this Code.

Under the CEO, management will:

1. Be responsible for the overall welfare and wellbeing of staff and volunteers.
2. Be accountable for managing and maintaining a duty of care towards staff and volunteers.
3. Nominate a Child Protection Officer to provide information and support to all staff, volunteers, children, young people and their carers regarding child protection matters.

Employees of [Name of Organisation] will:

1. Work towards the achievement of the aims and purposes of the organisation.
2. Be responsible for relevant administration of programs and activities in their area.
3. Maintain a duty of care towards others involved in these programs and activities.
4. Establish and maintain a child-safe environment in the course of their work.

Both employees and volunteers will:

1. Be fair, considerate and honest with others.
2. Treat children and young people with respect and value their ideas and opinions.
3. Act as positive role models in their conduct with children and young people.
4. Be professional in their actions.
5. Maintain strict impartiality.
6. Comply with specific organisational guidelines on physical contact with children.
7. Respect the privacy of children, their families and teachers/carers, and only disclose information to people who have a need to know.
8. Maintain a child-safe environment for children and young people.
9. Operate within the policies and guidelines of [Name of Organisation].

Management, staff and volunteers will not:

1. Shame, humiliate, oppress, belittle or degrade children or young people.
2. Discriminate on the basis of age, gender, race, culture, belief, vulnerability or sexuality.
3. Engage in any activity with a child or young person that is likely to physically or emotionally harm them.
4. Initiate unnecessary physical contact with a child or young person, or do things of a personal nature for them that they can do for themselves.
5. Be alone with a child or young person.
6. Develop a 'special' relationship with a specific child or young person for their own needs.
7. Show favouritism through the provision of gifts or inappropriate attention.
8. Arrange contact with children or young people outside of the organisation's programs and activities.
9. Photograph or video a child or young person without the consent of the child and his/her parents or guardians.
10. Work with children or young people while under the influence of alcohol or illegal drugs.

Need more help?

Laws:

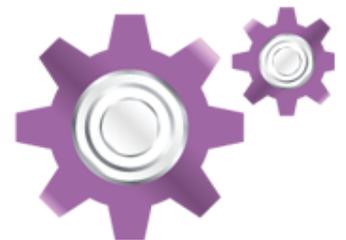
[NSW Anti-Grooming Legislation](#)

Other codes of conduct:

- [Swimming Australia Child Welfare Policy](#)
- [Oxfam Child Protection Policy](#)
- [NSW Office of Environment & Heritage Child Safe and Friendly Environment Policy](#)

Tools:

- Australia Research Alliance for Children and Youth (ARACY) [Commitment to Young Australians](#)



FREEBIES: Free stuff for not-for-profits

Software, hardware, and freeware

Nothing lasts forever, and Microsoft has just pronounced the last rites over its operating system Windows XP. It was first introduced in 2001, they stopped selling it in 2008, and they're ending support for it (and Office 2003) on April 8, 2014.

Windows XP was the most widely used PC operating system until August 2012, and it's still got a 33% market share, even now – Windows Vista was a bit of a crock, and a lot of people waited for Windows 7 (and now Windows 8). If you're still waiting to upgrade, it's becoming rather more urgent, and your first stop should be [Connecting Up](#), where you can see if you're eligible for a cut-rate giveaway.

All credit to Microsoft; Apple, by contrast, doesn't make any concessions for any good causes (and doesn't donate to charity much, either).

Organisations involved in the following activities are eligible to request Microsoft software donations.

(guide only)

- Human Rights Activities
- Private grantmaking foundations
- Environment and Conservation
- Amateur sports organisations, specifically youth sports clubs, teams, or groups
- Arts & Culture
- Rural and Agricultural Services
- Social Housing
- Community Development
- Voter Education
- Public Interest Legal Services
- Counselling Services
- Training Material Development
- Disaster Relief
- Educational Support
- Museums
- Commerce and trade associations with activities that benefit non-members
- Independent health services
- Public libraries only for use on public access computers
- Religious or faith-based organisations

And these organisations aren't:

- Educational institutions
- Governmental organisations
- Political organisations
- Lobbying organisations
- Labour unions
- Business & professional organisations
- Healthcare organisations
- Healthcare research organisations and research laboratories

Oh, and

- Organisations that engage in discrimination in hiring, compensation, access to training or services, promotion, termination, and/or retirement based on race, colour, sex, national origin, religion, age, disability, gender identity or expressions, marital status, pregnancy, sexual orientation, political affiliation, union membership, or veteran status, other than as allowed by law, are not eligible to participate in this program.

Good for you, Microsoft.



Money online, today and every day

Every not-for-profit website needs an online donations facility, so people can give online using their credit card.

And the cheapest scheme on the market is Our Community's GiveNow – we do it for you for free, and just pass on the credit card charges.



KNOW YOUR MINISTER: **The Hon. Kevin Andrews MP Minister for Social Services**



Kevin Andrews entered parliament in 1991, hoping to have an opportunity to [strengthen Australian families](#). Under the Howard Government he served successively as Minister for Ageing, Minister for Employment and Workplace Relations, and Minister for Immigration.

Mr Andrews believes in a [light touch approach](#) to regulation of community groups – “government should remain limited, and ... a responsibility of the elected arm of government is to ensure that the bureaucratic wing should regulate only where, and to the extent, necessary,” he has said.

For this reason, he remains committed to the abolition of the charities legislation of the previous government.

In his [latest speech](#), to the National Conference of Family and Relationship Services Australia, he said:

“Let me be clear – the government will abolish the Australian Charities and Not-for-profits Commission. And until legislation is passed to that effect, the government is assessing options for winding down the operations and work of the Commission.”

Mr Andrews' strong commitment, however, remains Australian families. In his [recent book](#), *Maybe 'I Do' – Modern Marriage and the Pursuit of Happiness* (Ballan: Connor Court, 2012) he [writes](#)

“The greatest threat facing the Western world is not climate change or global warming. It is not the continuing financial crisis. Nor is it the threat of radical Islam. The greatest threat is within. It is the steady, but continuing breakdown of the essential structures of civil society – marriage, family and community.”

Not-for-profits should also take heed of his advice for advocates.

“I never cease to be amazed,” he has [written](#), “by the number of organisations that make submissions in the weeks and days before the annual Budget, when, in fact, the process commences the previous year and is largely finalised a month before the accounts are delivered.”

If you want to change the agenda, now's the time to start.

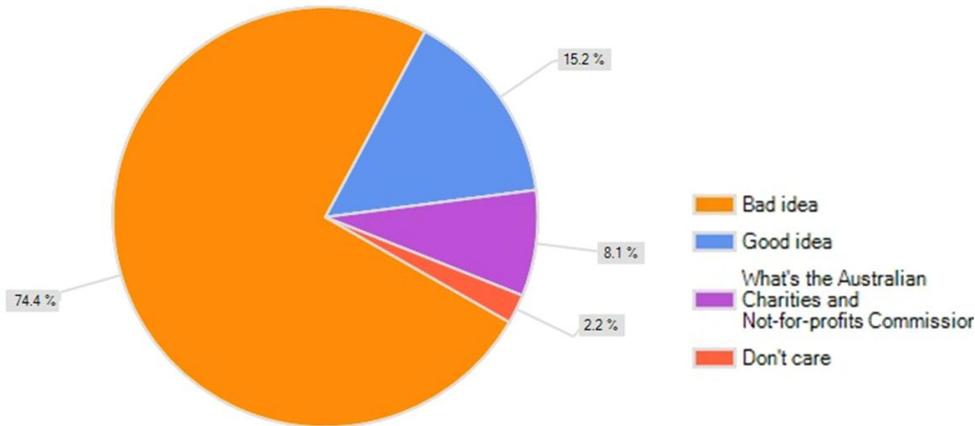
Fundraiser Funnies

(With thanks to Mark Cornwall)



PULSE POLL: Taking the pulse of the NFP sector

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



This month's poll:

The 2013 Grants in Australia Survey is now open. We're seeking feedback on how grantmakers can make the process of applying for funding easier for you.

Survey findings will help inform our efforts to improve and professionalise grantmaking in Australia.



[Take the Poll](#)

THE TOP THREE:

Top Three New Year's Resolutions

1. I'll ask 50 people for money, face-to-face

Brush up your "lift speech", think about the mission, overcome a lifetime's indoctrination, and ask a friend for a donation. And then do it again.

You're not a beggar – you're giving them a chance to make a better world, a crack at that warm inner glow. If they knew what you knew, they'd be as keen as you are. So let them know!

People don't always give if you ask them. But they never give if you don't.

2. I'll get on top of new media

Just when you think you're getting the hang of Facebook along come Twitter, Snapchat, Instagram, Tumblr, Dropbox, and many, many more, each week.

Commit to trying out a new app every week to see whether it'll work for your organisation (or you personally).

Find out where your members and clients and donors are hanging out online and join them there.

Optimise your homepage for the new tools.

3. I'll never let anything go to voicemail

It might be a donor.

But first – Christmas trees!

Green your house with the scent of pine needles. A number of not-for-profit groups are selling trees to help fund their causes.



Check out our [Christmas tree listing](#)

FEED YOUR BRAIN: Our picks of the month

Recent UK [research](#) suggests that a third of board members (over there, trustees) don't feel confident performing their duties.

Thirty per cent felt that they could do with training on governance, and 15% said that their board never talked about it.

That's why the English peak charity body ACEVO has just come out with its new report, [Realising the Potential of Governance](#), a practically-focused report designed to help voluntary organisations to understand and address the issues of roles and responsibilities, appraisal and accountability, and board management.

In the Chair

"Although the role of a charity's chair is key to effective charity governance, chairs are traditionally subject to much lower levels of formal monitoring and accountability than chief executives. Our survey data reveals that over half of charity chairs never receive a formal appraisal, while less than a quarter are appraised annually. Similarly, while 56% of organisations have taken steps to improve monitoring of CEO performance in the past three years, only 25% of organisations have done so for chair performance.

"The low level of confidence within the sector in its ability to hold chairs to account effectively suggests that the traditional lack of focus on chair appraisal is unhelpful. Boards that are currently without a clear system for appraising chair performance should consider whether they are capable of adequately monitoring this important role.

"The chair plays a key role in any charity and so **effective accountability is essential**, but we recognise that many boards have found it difficult to decide how best to approach this process. Ultimately, however, it is the board's responsibility to select an appropriate process **without the input of the chair.**"



[Download the ACEVO report](#)

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

"So not only are most charities unskilled at evaluations—and we wouldn't want them to be—but also *we wouldn't want most charities to evaluate their own work even if they could.* Despite their deep understanding of their work, charities are the worst people imaginable to evaluate it because they're the protagonists. They're selling. They're conflicted.

"I'm not saying that charities are corrupt or evil. It's just unreasonable – possibly foolish – to expect that people can be impartial about their own work, salaries, or reputations. As a charity CEO, I've seen how 'impact assessment' and fundraising are co-mingled: Charities are encouraged to parade their self-generated impact data in fundraising applications.

"No prizes for guessing what happens to self-generated impact data that isn't flattering."



[Read more](#)

Honourable Mention: Exercise your empathy Winners of the World Press Association Photo of the Year, from 1955 onwards



[Click here to view](#)



BY THE NUMBERS: Not-for-profit governance

(With thanks to Grant Thornton)

Doing good and doing it well?

A look at Not for Profits on both sides of the Tasman.

FUNDING

Funding is the major issue for **76%** of NFPs in New Zealand and **68%** in Australia

40% are unable to plan for the future



NFPs NEED TO LOOK TO A DIVERSE RANGE OF FUNDING OPTIONS TO MEET THEIR GROWING NEEDS.

GOVERNANCE

BOARDS NEED TO BE BETTER EDUCATED and conduct risk assessments on a more regular basis.

35% of Australian boards & almost **60%** of New Zealand boards don't fully understand their responsibilities



But it's not all *doom and gloom*



83% believe the sector needs a national regulator. **75%** are ready to meet their ACNC obligations.

SOCIAL MEDIA

expect an increased focus
86 PERCENT
in the use of
SOCIAL MEDIA
within the next 2 years

MANY NFPs ARE ENGAGING WITH THE COMMUNITY in new and innovative ways



 **62%**

 **51%**

 **39%**



For a full copy of the Grant Thornton Australia and New Zealand Not for Profit sector survey 2013/2014 visit http://www.grantthornton.com.au/Industry-specialisation/not_for_profit.asp.

AROUND THE HOUSES: Our Community news



Know a Great Grantmaker? Give them a nudge!

Entries for the 2014 Australian Institute of Grants Management Grantmaker of the Year award are now open.

The award is designed to unearth the people leading the field of grantmaking in Australia, and draw out (and share) their vision for where we should go next.

The winner will receive \$5000 to spend on their own personal development.

Nominations close at 5pm AEST on January 6, 2014.



[Find out more](#)

How Time Flies! Grantmaking Conference clocks up 10 years

Still in the world of grantmaking, the 2014 Grantmaking in Australia Conference program has been released – and it's a ripper!

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

Over the past decade, we've seen the Australian grantmaking scene evolve and mature. We've seen new funding models and grantmaking methods emerge, new partnerships blossom, new reporting and accountability imperatives – even shifts in who is doing the funding.

And if this year's conference line-up is anything to go by, there's lots more to come.

The conference will be held in Melbourne on Friday, February 14, with events for local government grantmakers and SmartyGrants users on Thursday, February 13.



[Book your spot](#)



New Content: slacktivism, grants, donations & the Haiyan emergency

► **Slacktivism Slow to Give:** Liking a cause on Facebook or retweeting an appeal on Twitter can make potential donors *less* likely to give in the future, according to new research. [Read more](#)

► **Grants in Limbo:** Up to \$14.2 million in multicultural grants under the Building Multicultural Communities Program is the latest funding parcel facing the chop. [Read more](#)

► **Second Massive Donation for Indigenous Health:** Indigenous health outcomes are set to be boosted by the second multi-million dollar donation to the University of Western Australia within a month. [Read more](#)

► **Typhoon Haiyan Emergency:** Australians are being urged to continue supporting the international relief effort following Typhoon Haiyan as disease, illness and homelessness bear down. [Read more](#)

Pass the Hat – it's GiveNow Week!

The biggest event on the GiveNow calendar is GiveNow Week (December 1-8), and the day has finally arrived!

This year's GiveNow Week – our eighth – is built around the theme "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 2700 great causes for you to choose from!



[Here are five things you can do to help spread the word](#)



TO BUY OR NOT TO BUY? That is the question

Most people think that it is always best to own your assets – but is this necessarily the case? Commonwealth Bank's General Manager of Education & Not-for-Profit Sector Banking VANESSA NOLAN-WOODS explains the difference between leasing and buying.



If you need new IT equipment or vehicles, you have a choice: pay cash or use credit.

Most people think that it is always best to own your assets – but vehicles and equipment are more business tools than assets as they help earn income and tend to depreciate rapidly.

And items like work cars and computers are expensive. For community organisations, it can be very difficult to contemplate depleting your cash reserves to pay for sorely-needed updates.

This is where equipment financing or leasing comes in – you can get your new equipment or vehicles without spending your cash reserves up front. Even if you already own your equipment or vehicles outright, there are offers in the market that give you the option of selling and leasing them back from a finance provider, providing a cash injection for your organisation.

With leasing, it is possible to have greater flexibility to upgrade ageing equipment, and predictable fixed monthly expenses, making it easier to forecast your cash flow. In some leasing structures, you can even update your equipment before the lease term has expired, rather than waiting until the end of your agreement.

Another option for not-for-profits and schools is the novated lease. This is a three-way agreement between an employer, an employee and the lease company, where the employee leases a vehicle and the employer takes on the employee's obligations under the lease. This can be good way to attract and retain quality staff as part of a salary package. Should the employee leave the organisation, the vehicle and the commitment leave with them!

If you're going to consider leasing equipment, it's important that you ask the right questions to understand how the arrangement will work for you. Here's a shortlist of things you should consider:

- **What type of lease is best for you?** Typically, there are four finance products on the market that cater for financing equipment: chattel mortgages (or an equipment loan); hire purchase; finance leases; and operating leases. The features and benefits vary between these products and the kind of lease you choose really comes down to how you want to account for your equipment and how much flexibility you want. It's always best to get some advice from your accountant or taxation advisor as to which set up is best for your circumstances.
- **What is the effective life of the equipment?** It's important to make sure the term of your financing matches up to how long the equipment should last.
- **How long is the lease?** The longer your lease, the lower your monthly payments tend to be – but you don't want to have a lease term that is too long, otherwise you could end up paying for obsolete equipment.
- **Can you buy the equipment at the end of the lease?** That depends on the kind of agreement you take out. Ownership is provided within agreements such as chattel mortgages and hire purchase, whereas finance and operating leases do not specifically guarantee your title over the goods. You can make an offer to purchase equipment but this needs to be an "arm's length" (separate to the agreement to protect your accounting treatments). Remember, you don't have to own your equipment to get best utilisation and tax treatments. Many organisations prefer to leave the risk of obsolescence with the financier and be able to update at the conclusion of the term rather than own old equipment.
- **Can you terminate the lease early?** What if you need to upgrade before the end of the agreement? Whether you are able to end the lease early will depend on the kind of agreement you put in place. Some forms of finance will require you to pay out the entire agreement. Some will provide early termination discounts. It's best to check your paperwork and make sure you understand what your options are before you sign!

It's recommended that any organisation seeks financial or taxation advice before taking on a lease. Definitely don't sign anything unless you're sure you understand the implications and you're sure this means of acquiring equipment suits your organisation's circumstances.



CommBank has a dedicated Not-for-Profit Sector Banking team, fully focused on providing the sector with access to the best banking services and solutions, whether you're a global NGO or a local community group. To find out more, visit www.commbank.com.au/notforprofitsectorbanking or email NotforProfitSectorBanking@cba.com.au.

COMMUNITY CALENDAR: What's on in the NFP sector

CO-USE FACILITIES: Info/Networks Wanted

The committee overseeing a western Victorian community centre is seeking connections with other organisations across the country that have worked on creating co-use facilities.

Allansford Recreation Reserve Committee of Management (ARRCOM) oversees a reserve consisting of an Australian rules football ground, cricket ground, netball courts and social rooms. The Committee is about to tackle the major and final piece of a 2010 Masterplan: a new Community Centre which is expected to cost around \$2 million.

Although still several years away, it's envisaged that the Community Centre will be used not only by the local sporting clubs, but also others in the community. The committee is therefore looking to ensure the Centre is designed for flexibility so that it will provide the greatest potential to the local community.

The committee is very keen to speak to other community groups who have been down a similar path, in particular those who have forged excellent working relationships to enable buildings to be co-used by community groups and either council services or private business.

Please contact ARRCOM Treasurer Secretary Ben Anderson by emailing bena@wcbf.com.au

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:



Aboriginal Cultural Showcase: 17-26 January

Australia's largest gathering of Indigenous country musicians are gearing up to take Tamworth by storm at the fifth Annual Cultural Showcase. Held as part of the iconic Tamworth Country Music Festival, the Annual Cultural Showcase brings together some of the best and brightest Indigenous musicians



MS Colour Dash: 26 January

The Australia Day 5km dash aims to raise \$500,000 for people living with multiple sclerosis. You don't need to be a runner, or super fit, or any particular age, you just need to be there and ready to enjoy yourself at your own pace.



World Day of Social Justice: 20 February

Social justice is an underlying principle for peaceful and prosperous coexistence within and among nations. We uphold the principles of social justice when we promote gender equality or the rights of indigenous peoples and migrants. We advance social justice when we remove barriers that people face because of gender, age, race, ethnicity, religion, culture or disability.



Heart Research Month: 1-28 February

Heart Research Month raises awareness about the devastating impact of heart disease and the need for ongoing research. Heart Research Australia's focus is to obtain funding for pioneering, first-stage research to find breakthroughs for treating heart disease. Heart disease is the largest killer of Australians, affecting two out of three families.



World Thinking Day : 22 February

Each year on 22 February, Girl Guides and Girl Scouts around the world celebrate World Thinking Day. This event provides an opportunity to celebrate international friendship, learn about and take action on important issues, and fundraise in support of the World Thinking Day Fund.



Donate Life Week: 24 February – 4 March

DonateLife Week is Australia's national awareness week to promote organ and tissue donation. The event is led by the Organ and Tissue Authority as part of the Australian Government's National Reform Agenda to increase organ and tissue donation rates.

GOOD MOVES: Not-for-profit sector jobs

Victoria

- | | | |
|--|-------------------------------------|-------------------------|
| • Administration and Fundraising Coordinator | Doxa Youth Foundation | Details |
| • Further Education Coordinator (part-time) | North Melbourne Language & Learning | Details |
| • Community Resource Officer | Kinglake Ranges Foundation | Details |



[Post a Job](#)

BOARD MATCHING SERVICE: NFP board vacancies

New South Wales

- | | | |
|----------------------------------|-----------------------------------|-------------------------|
| • Committee Treasurer (Honorary) | RESULTS (International) Australia | Details |
| • Treasurer | FOCAS Shoalhaven Inc | Details |
| • General Board Member | The Wilderness Society Sydney | Details |

Queensland

- | | | |
|-------------------------------|--|-------------------------|
| • Chair, General Board Member | Caboolture Kilcoy Bribie Area Mental Health Support Service Assoc. Inc | Details |
|-------------------------------|--|-------------------------|

South Australia

- | | | |
|-------------|---|-------------------------|
| • Treasurer | Technical Aid to the Disabled (SA) Inc. | Details |
|-------------|---|-------------------------|

Tasmania

- | | | |
|------------------------|-------------------------------|-------------------------|
| • General Board Member | Langford Support Services Inc | Details |
|------------------------|-------------------------------|-------------------------|

Victoria

- | | | |
|---|---|-------------------------|
| • Volunteer Committee Member Policy Council | Council on the Ageing (COTA) Victoria | Details |
| • Secretary and Treasurer | Asha Global | Details |
| • General Board Member | Cambodian Kids Can | Details |
| • General Board Member | Anchor Incorporated | Details |
| • Secretary | Beehive Foundation | Details |
| • General Board Member | Uniting Church Schools | Details |
| • General Board Member | Football Federation Victoria | Details |
| • Treasurer | Inner South Community Health | Details |
| • Treasurer | Global Poverty Project Ltd | Details |
| • Secretary | Park Orchards Community House & Learning Centre Inc | Details |

Western Australia

- | | | |
|------------------------|---------|-------------------------|
| • General Board Member | HotRock | Details |
|------------------------|---------|-------------------------|

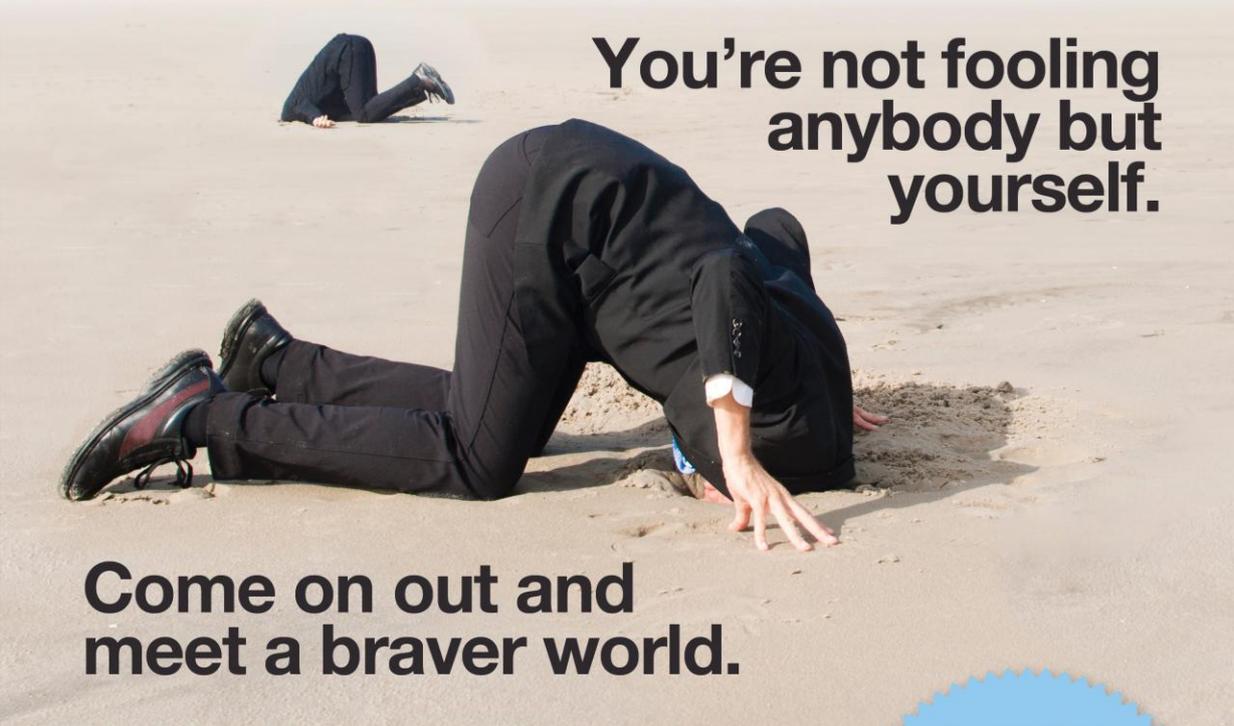


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BOARD BUILDER

CONFERENCE 2014

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9.30am – 4.20pm
Moonee Ponds, Melbourne



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