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## 1. Letting passion drive your giving



By Rhonda Galbally AO

We are coming out of an unexpected and quite frightening economic downturn; the worst, perhaps, since the Great Depression.

Like our grandparents and great grandparents, suddenly we too are confronted by the possibility that frugality might in fact be a virtue. And it has hit us like a sledge hammer – assaulting after decades of spending like there was no tomorrow ... largely on ourselves.

Yes, the decades of selfishness and individualism and consumerism may have come to a sudden halt. So is now the time to think about giving? Or is giving counter-intuitive in the eye of an economic downturn?

In fact, now more than ever giving is not only a good idea, it must become central to our core values and actions as human beings.

This is because giving will help us recover from a terrible social and economic malaise called dispassion. Dispassion is at the heart of economic rationalism which, in turn, is at the heart of the global financial crisis. Dispassion dictates resoundingly and firmly that we should only take action, including the action of giving, for gain. In the era of dispassionate rationalism that has afflicted us for decades you would only give to ensure your own comfort – to throw a few crumbs to ensure that the masses didn't come and bite your bum. In fact, dispassionate rationalism has been one of the key arguments for corporate giving – to keep the potentially restless masses quiescent and at the same time to expand the market!

The truth is that it is passion rather than rational dispassion that must drive giving in 2010. We must again find the value of passion for righting wrongs and campaigning for a world worth living in for our children and grandchildren.

To me, this translates into passion for social justice, for equity and human rights. These are the drivers of a country where we can feel proud to be Australian. A country that truly gives everyone a fair go – and “fair go-ism” definitely requires passion for issues.

I feel passionate about, and therefore give to, issues like the rights of people with disabilities to live a full life in the community and to not be shut out of society; I am passionate about and therefore give to projects involving the rights of Indigenous people to not die 15 years younger than the rest of us; I'm passionate about and give to causes that support the rights of refugees to feel safe and secure, and the rights of women and men and children to be treated fairly, equitably and compassionately and – yes – also the rights of animals, where they are closely aligned to how we treat humans and vice versa.

These and many other issues require passion to inspire us; through our passions we are moved to give to the organisations working effectively but also passionately on these issues. It is no good sitting back and dispassionately thinking about the world around you. Passion must be ignited by your own experience of life – from early on until right up to this moment.

Think of the issues you are passionate about – from environment to faith to community (and perhaps some of you will join me in giving to improve human rights). There are 1500 different causes listed on the free donations service at [www.GiveNow.com.au](http://www.GiveNow.com.au) (and you can read all about this newly revamped service, and the new giving newsletter, in the [next item](#)). If you want to do more than give money to your chosen causes, you can join the group itself – find out how through the Join In, Join Up! directories at [www.ourcommunity.com.au/joinin](http://www.ourcommunity.com.au/joinin) (see [item 3](#) for more on this initiative).

Once you have identified your passions – give, give regularly and give passionately.

“In the era of dispassionate rationalism that has afflicted us for decades you would only give to ensure your own comfort – to throw a few crumbs to ensure that the masses didn't come and bite your bum.”

## 2. GiveNow.com.au gets a facelift

Tax time just got a whole lot easier in Australia!

The GiveNow.com.au giving website has been relaunched with new functionality, which includes the ability for donors to track their donations and download a tax record whenever they need one.

The site lists more than 1500 different appeals, allowing donors to choose from a huge variety of causes in communities across Australia.

Donors can give a one-off or recurring donation to a group or groups of their choice.

There are also sections on GiveNow.com.au listing emergency appeals and other (non-monetary) ways to give, including help sheets on how to give time, how to make a bequest, how to become an organ or blood donor or foster carer, how to adopt an abandoned animal and how and where to give everyday items such as clothes, furniture, food, blankets, computers, shares, corks, stamps, mobile phones, bikes, and land. More are being added every day.

The relaunch of GiveNow.com.au has also been accompanied by the issuing of Australia's first ever newsletter devoted entirely to giving.

Our Community members should have already received a copy of Edition 1 of *GiveNow News*, which was issued on Monday. (If you missed your copy, you can view or download it [here](#).)

The first edition has articles on why and how you should remember a community group in your will, options for giving to help the homeless, celebrity giving news, our inaugural 'Uncharitable Thoughts' column, and much more.

GiveNow.com.au and *GiveNow News* are dedicated to helping Australians give more, give smarter and give better.

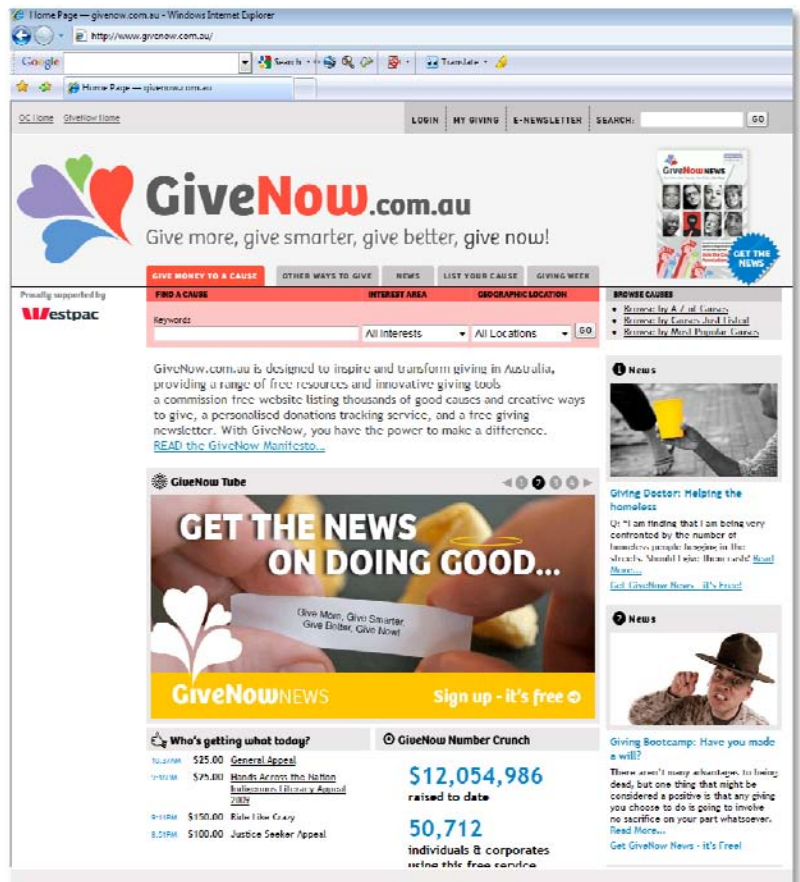
We know that Australians want to give more; these initiatives aim to help them get started on that path. (You can read the Giving Manifesto [here](#).)

GiveNow.com.au is Australia's most useful and practical giving website – a place where people can put their hearts, minds and dollars to work to start building the kind of world they want to live in.

Importantly, it remains commission-free: we do not charge donors to make a donation (only credit card charges are deducted, and even these have been negotiated at a lower-than-usual rate), nor do we charge community groups to receive donations.

GiveNow is an initiative of the Our Community Foundation, a not-for-profit set up by Our Community to catalyse funding and capacity building for Australian community groups, and is supported by Westpac. The newsletter has been produced with the support of the Liberman Family Foundation.

Key points about the new-look GiveNow.com.au giving service are highlighted on the following page.



## Benefits for community groups receiving donations:

- **It's still free.** No sign-up fee, no administration fee, no commission – now or ever. Only credit fees are deducted from donations.
- **You don't need to do anything.** Details already listed with the old Australian Giving Centre have been carried over to the new site. Your appeal's web address (e.g. [www.ourcommunity.com.au/goodgroup](http://www.ourcommunity.com.au/goodgroup)) remains the same, but you'll be allocated a GiveNow address as well (e.g. [www.givenow.com.au/goodgroup](http://www.givenow.com.au/goodgroup)).
- **Australia's most trusted and reliable online giving service.** Since Our Community's giving website (known until recently as the Australian Giving Centre) was created in 2000, it has collected well over \$12 million for community groups big and small right across Australia. Close to 50,000 people have used this service to make a donation.
- **Strength in numbers.** All 1500 groups listed on GiveNow.com.au will benefit from the promotional efforts we undertake to push traffic to the site. **Australian Giving Week** (coming up from November 29 to December 5) is one example of a high-profile initiative that will help new donors find your cause. Potential donors can visit the site knowing there are a large number of causes to choose from, in every area of interest and in every part of Australia.
- **Donor benefits.** Of course the best way to attract donors through GiveNow.com.au is to direct your existing supporters to your page. An added bonus of being listed on the site is that casual visitors (we call them 'trawling donors') will be able to find your cause through the search functions. We expect traffic to the site to increase as *GiveNow News* begins to circulate and the Australian public becomes aware of the benefits of giving through GiveNow.com.au.



## Benefits for donors:

- **Something for everyone:** Find a cause that speaks to you. Search by name, location or interest area for one of more than 1500 causes.
- **Personalised giving:** This is the only place in Australia where you can track your donations to any number of causes throughout the year and from year to year.
- **Making tax time easier:** We keep track of donations and send you a tax record at the end of every financial year, making tax time easier.
- **More than dollars:** We believe everyone can give something. Log on to find the ideas, inspiring stories and practical tips you need to convert your good intentions into action.
- **Trusted, reliable:** GiveNow.com.au has already collected well over \$12 million for community groups right across Australia. Close to 50,000 people have used this service to make a credit card donation.
- **Commission-free:** GiveNow.com.au is totally commission-free – we don't charge community groups to list their cause, and we don't charge for your donation (only credit card fees are deducted, and even these are smaller than usual). The costs of running the site are covered by Our Community through the Our Community Foundation – it's our way of giving back.

You'll be hearing a lot more about GiveNow.com.au as Giving Week takes off on November 29.

In the meantime, have a look around – [www.givenow.com.au](http://www.givenow.com.au) – and tell us what you think.

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### 3. Join In, Join Up!

*“Shall we join the ladies?”*

*“Why, are they coming apart?”*

It’s an old and cheesy joke, but the odd thing is that it’s true; joining up does stop you coming apart. There are health benefits from belonging to community groups, and the more you contribute the better you’ll do.

Take, for example, chamber group Musica Viva’s Music for Life program, in which older people from the West Australian town of Mandurah come together and sing in a choir. Professional musicians teach the group songs, harmonies and simple dances.

An assessment of the program conducted by the University of Western Sydney has found that choir singing increased the fitness and flexibility of the older people involved. It even reduced their blood pressure, according to an [article](#) in *The Australian* by Wendy Zukerman:

*“The vocal exercises they practise increase oxygen and mobility, improve blood pressure, and it releases a whole bunch of endorphins, which can reduce pain,” says Mary Jo Capps, general manager of Musica Viva Australia. Endorphins are pain-reducing hormones produced by the body. “What was harder to quantify was people’s mood and outlook,” she says. “But this was where the overwhelming benefits were found.”*

Unfortunately, retirement often leads to social isolation, which increases the risk of depression and early mortality. A long series of studies have shown that social groups can significantly improve health and wellbeing. Musical groups, for example, provide a secure social environment where participants can meet new people who share a common goal.

Backing up this research, nearly all participants in the pilot study reported improved self-esteem, social interaction and overall mood. The benefits of singing included “increased levels of satisfaction, happiness and motivation, as well as improved lung function, breathing and stamina”.

*The social and physical benefits that musical groups provide are also being used to address severe mental illnesses such as schizophrenia. “Social interaction and engagement is one of the challenges for people with severe mental illness,” says Denise Grocke, an associate professor at the University of Melbourne’s school of music. According to Grocke, a music therapist, social isolation can impede clinical recovery for sufferers’ mental illnesses and may even increase their risk of suicide.*

To combat this, Grocke recruited 27 patients with mental illness to participate in music therapy sessions, which involved singing and composing songs.

The results showed that the one-hour sessions significantly improved the participants’ quality of life. “They felt better about their health, they enjoyed being with other people, and they felt greater support from their friends,” Grocke says. Another program has had good results in helping asthmatics control their breathing by teaching them to play the didgeridoo.

It’s not only music programs that do this, of course – they’re only one of a range of ways to bring people together working in harmony for a common aim. Study after study shows it – more community involvement increases the health of the individual and of the community, increasing levels of trust and reducing social stresses.



For some reason or other, it's sometimes difficult to convince Australians of this. Perhaps they feel it's too good to be true, perhaps we're just natural pessimists. That's why Our Community has joined with the Pharmacy Guild of Australia and the Telstra Foundation to set up the **Join In, Join Up!** program to try and get the message across.

The program was launched in Sydney on November 13, with brochures and information now appearing in pharmacies across the country and people urged to get moving and find themselves a group to join.

"People who plunge wholeheartedly into the life of the community get back more than they put in," says Kos Sclavos, national president of the Pharmacy Guild of Australia. "Our pharmacists and pharmacy assistants know Australians trust us to provide the best advice – well, part of that advice is that joining a community group is good for you. Now, connecting with a new group is only a mouse-click away."

The project has been made possible through the generosity of Telstra's philanthropic fund, the Telstra Foundation. The Telstra Foundation has also engaged its national team of Telstra Country Wide Area General Managers to deliver the Join In, Join Up! message across the country.

"The Telstra Foundation is pleased to support the Pharmacy Guild of Australia and Our Community to connect people and communities all over Australia, helping people to reap the benefits of being actively involved in their local community," says Telstra Foundation national manager Maria Simpson. "We hope that everyone will take the opportunity to find out what's available in their area and join up."

Our Community CEO Dr Rhonda Galbally AO said the launch of the Join In, Join Up! initiative was a "landmark moment".

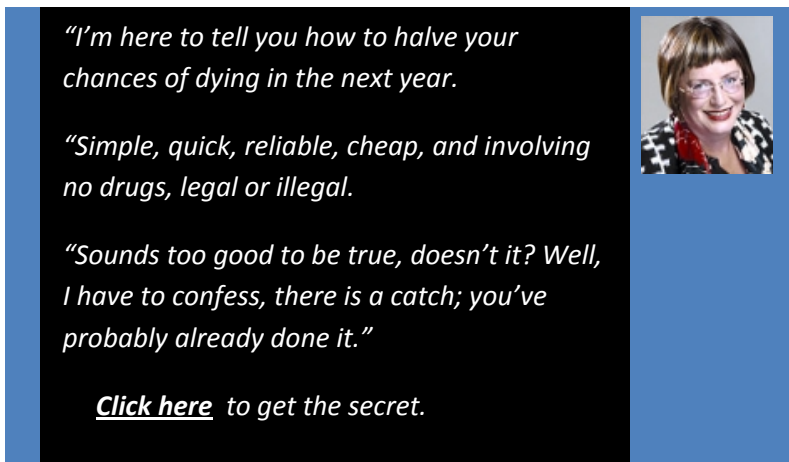
"Joining a community group is the best way I know to feel a connection to your community, and it's good for your physical and mental health as well," she said.

As a member of a community group, you have a role to play too. Make sure your group is geared up to receive and welcome more members. If you need help improving your inclusion policies, have a look at [this help sheet](#).

Check your own community group's listing in the Join In, Join Up! directory to make sure your details are up to date.

You can find your listing by going to [www.ourcommunity.com.au/joinin](http://www.ourcommunity.com.au/joinin) and clicking the 'Find a Group to Join' button.

*From left: Stuart Nankivell (Pharmacist at Terry White Chemists, Chatswood Chase), Maria Simpson (Telstra Foundation), Rhonda Galbally AO (Our Community) and Kos Sclavos (Pharmacy Guild of Australia) launch the Join In Join Up! program.*



*"I'm here to tell you how to halve your chances of dying in the next year.*

*"Simple, quick, reliable, cheap, and involving no drugs, legal or illegal.*

*"Sounds too good to be true, doesn't it? Well, I have to confess, there is a catch; you've probably already done it."*

**[Click here](#) to get the secret.**



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## 4. TALKING FINANCES: The benefit of knowing your bank manager



**By Vanessa Nolan-Woods**  
**Head of Community Markets, Westpac**

Many of us will still remember the days when a visit to the bank meant donning your best suit and giving your shoes a polish. Over the past 20-odd years, though, all the banks have progressively automated their systems, removing bank managers, closing branches and increasing the emphasis on online, ATM and phone banking.

Recognising that this did nothing to help business and personal customers manage their finances, Westpac have, this month, publicly apologised for those decisions and made a commitment to bring back over 300 Bank Managers in local branches Australia-wide.

So what does this mean for you as community customers of banks? And what can you do to take advantage of the return to old-fashioned community based banking?

Bank Managers run their branches like local businesses, and in keeping with this they have discretion around important elements of the business such as pricing on term deposits, community partnerships and employee volunteer days.

Having a strong relationship with your local Bank Manager means you will be front of mind when he or she is considering their community based activities.

Feel free to initiate contact with your Bank Manager and ask for his or her participation in your community group. Assistance might not be monetary, they might simply be able to staff the BBQ at your next fundraising picnic, for example.

Bank Managers are financial experts, able to give independent and specialised financial advice. Community groups are unique. Unlike traditional businesses they're not trying to provide returns for shareholders; they're trying to achieve a greater good. Bank Managers understand this, and can help you to achieve the most out of your finances by equipping you with the best solutions, support and advice for your unique situation.

Making an appointment to speak with your local Bank Manager could mean you find out about a product you never knew existed, a service your bank provides that you're not taking advantage of, or you might even be able to negotiate a better rate on your term deposit when bringing all your funds over to Westpac.

Bank Managers are also able to solve any problems or concerns you have on-the-spot in the branch, without the need to call service centres or write letters.

So what are you waiting for? Find your local Bank Manager today and start a relationship you can benefit from:

<http://westpac.com.au/locateus/>



*Staff at the Bourke Street, Melbourne branch of Westpac recently donned t-shirts in support of an in-branch [Beagle Rescue](#) awareness-raising program.*

## 5. Community groups stable and well-run, but in need of more support: survey

Attracting financial and other types of support remains a serious challenge for community groups, according to the results of a new Our Community-Leader Community Newspapers survey of community leaders.

The survey, which drew responses from a variety of groups from right across the Melbourne metropolitan area, conveys some clear messages to both the general public and to governments at all levels.



### Five messages for the general public

1. **Community groups build social capital** – Community groups said the most pressing problems were those which focussed on general community issues, including a lack of community cohesion and people's lack of free time.
2. **Community groups are surprisingly stable** – 75% of groups surveyed had been around for more than a decade.
3. **When the economy sneezes, the community sector catches a cold** – Almost 20% of groups said they were struggling or failing, a significant figure. And it isn't just new groups, or small groups, that are struggling – 72% of struggling groups are more than 10 years old, and 52% of them are medium or large.
4. **The stimulus is having a positive impact** – 51% of groups thought the Federal Government's stimulus package was having a positive effect on their clients, while only 6% thought it had been wasted.
5. **The community sector wants, and needs, you** – One of the biggest problems community groups report is burnout, and one of the most pressing needs is more members – especially new board members.

### Five messages for local government

1. **Community groups like local government** – More groups preferred working with local government than any other tier – 30% of groups surveyed said they had no real relationship with the Federal Government, but almost 90% said they did have a relationship with local government.
2. **Community groups aren't looking through rose-coloured glasses** – 32% of surveyed groups thought their relationships with local government were poor – not as many as for state (35%) or federal (39%), but still a worry.
3. **Community groups are realistic** – Many groups are savvy when it comes to their expectations of what would be available from different levels of government. Local government was looked to for the most in-kind support, federal government for the most money.
4. **Community groups are proudly independent** – Local government is seen as more active and more interested, but also more interfering and obstructive (a significant 6.8% for local government compared with just 1% for the Feds). This could be a consequence of being more hands-on.
5. **Community groups need help** – Almost 70% of respondents said the financial crisis had had some effect on their work. More than 30% reported fewer donations; 25% reported that need had risen. Some groups, too, will find that all their winters are coming at once – less money, more clients who can each pay less, fewer volunteers. These groups may indeed really struggle.



## Five survival tips for community groups

Based on the survey results, Our Community has developed five survival tips for community groups.

- 1. Remember – risk is risky** – Only 50% of groups surveyed took risk seriously. Even fewer had a risk management plan and fewer still reviewed that plan regularly. Nearly 20% had no public liability insurance, and only 2.7% are prepared to say that they don't need any. In the litigious age we live in this is an obvious area of concern. Find out how to assess your risk at [www.ourcommunity.com.au/insurance](http://www.ourcommunity.com.au/insurance).
- 2. Greed is good – 10% of groups said their biggest fundraising problem was: “No culture of moneymaking”.** Given you need money to do your job, this is a real problem. A cultural shift may well be required.
- 3. Diversify** – Our Community has long recommended that community groups put in place a diversified fundraising strategy, yet only 15% of groups said they had done so. Disturbingly, when asked what the biggest fundraising challenge for their group was, 17% said it was an overreliance on one income stream – usually grants. Don't put all your eggs in one basket; spread the load. Find out how to diversify your fundraising at [www.ourcommunity.com.au/funding](http://www.ourcommunity.com.au/funding).
- 4. Governance is important** – The weakest spots in community group governance are boards' goal-setting practices and their willingness to take on training. Devoting time (and money) to capacity-building for your board is not a luxury, it's a necessary expense. (Our Community provides many training opportunities, including half-day workshops, the Certificate IV in community group governance, and this Friday's Board Builder Conference – find out more at [www.ourcommunity.com.au/training](http://www.ourcommunity.com.au/training).)
- 5. Technology is there to be used** – The survey revealed that community groups still rely heavily on the traditional media – flyers and newsletters, for example. Web marketing came in considerably lower – more groups did direct mail-outs than used email appeals, and social media is seldom used. Remain aware of the options provided by technology, and the opportunities they provide.

To download the survey findings, follow this link: [www.ourcommunity.com.au/files/CCI2009.pdf](http://www.ourcommunity.com.au/files/CCI2009.pdf)

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## 6. Community Classifieds: Offers & Freebies

### WANTED: Christmas Volunteering Opportunities

Every year, Our Community gets a number of phone calls from people looking for opportunities to volunteer over Christmas (particularly Christmas Day).

If your organisation is looking for volunteers at this time of year, let us know so we can pass your details on.

Email [donations@ourcommunity.com.au](mailto:donations@ourcommunity.com.au) with the name of your organisation and details of the types of volunteers you're looking for.

### TO GIVE AWAY: stationery (Melbourne CBD)

Nowicki Carbone Personal Injury Lawyers in King St, Melbourne have a quantity of stationery to give away to a community group. The offer consists of:

- 8 boxes of A4 80gsm lined yellow paper notepads (400 notepads total)
- 8 boxes of wallet envelopes – plain white, no window. (500 per box)

If your group could use these items and is able pick up the items from the King St office please contact Anthony via email to [anthony.fritz@nowickicarbhone.com.au](mailto:anthony.fritz@nowickicarbhone.com.au) and include your details and quantity required.

### **TO GIVE AWAY: Medical supplies (Seymour, VIC)**

A Seymour-based vet has 10 boxes of 10 Scotchplus caste (a fibreglass casting material) with an expiry date of 2009 to give away.

Dr Jack Kettlewell also has several hundred 14 and 16 gauge IV catheters to give away.

If your organisation can use these items, please email the details to Jack at [kettlewell@aapt.net.au](mailto:kettlewell@aapt.net.au).

### **ON OFFER: Interns (Melbourne & Sydney)**

Professional Pathways Australia is offering accounting and I.T. graduates for 12 weeks on an unpaid basis.

Professional Pathways offers a Skilled Migrant Internship Program for Accountants (SMIPA) and the Professional Year Program for IT graduates, which is designed under Department of Immigration and Citizenship (DIAC) guidelines.

This course is also endorsed by CPA Australia and ACS and was developed as a new initiative to address skills shortages and enhance the employability of international students graduating from Australian universities.

International students undertaking this program must have graduated from an Australian university and many have post-graduate degrees.

Around 60-70 graduates commence the course every 5 weeks or so and each is required to undertake a 12-week unpaid internship.

Interns have a high level of English and the internship program is managed and monitored from start to finish to ensure everyone involved has a positive experience.

If your organisation is in Melbourne or Sydney and could use the help of an intern, contact Helen Goadby by emailing [helen.goadby@professionalpathwaysaustralia.com.au](mailto:helen.goadby@professionalpathwaysaustralia.com.au) or phoning (03) 8622 8956.

### **WANTED: Supported Accommodation, Respite Policies**

A peer support group wants to hear from any other organisation that has in place policies relating to supported accommodation and respite for people with disabilities and mental health issues.

If your organisation has a policy that the group might be able to use as a template, please contact Sandy Taylor by emailing [stay.9156@bigpond.com](mailto:stay.9156@bigpond.com).

### **TO DISTRIBUTE: Swags for the Homeless (Melbourne)**

Melbourne community organisation Swags for Homeless is looking for partner charities in Melbourne to help distribute free backpack beds.

The organisation will be allocating backpack beds (swags) on a first-come-first-served basis.

The beds are designed to be used as an interim crisis measure for rough-sleeping homeless people. They are waterproof, windproof, fire retardant, and include built-in storage pockets, lockable internal pockets and mosquito mesh ventilation.

They are available for distribution in Melbourne in late November but must be distributed free of charge and alongside a one-page survey. For more information visit [www.swags.org.au](http://www.swags.org.au) or to register your interest in distributing the swags, contact Lisa via email to [lclark@swags.org.au](mailto:lclark@swags.org.au).



### **WANTED: collaborators for arts fairs**

A Sydney-based collective is seeking not-for-profit groups to help it create a series of mini arts fairs which will also act as possible fundraisers.

The arts fairs – called Plexus Parties – would feature a multi-disciplinary festival staged in a public place and encompassing a number of disciplines – art exhibitions as well as performances of theatre, dance, poetry readings and music.

It's proposed that Plexus Parties would allow not-for-profits to have information stands around the venue where they would be “encouraged to host discussions, provide food and beverages and sell wares to raise funds”.

Each party would be staged on a weekend and be based around a central theme – for example, youth-related issues. If your group wishes to get involved, contact Jeremy Hastings on [jaystings-bondi@yahoo.fr](mailto:jaystings-bondi@yahoo.fr).

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## 7. Community sector falling behind in environmental performance: survey

Not-for-profit groups have scored poorly on integrating sustainability into their organisations and offering green skills or sustainability training to staff in comparison with government and private sectors, according to a recent Green Steps Australian Workplaces Survey.

Not-for-profits identified less investment in environmental initiatives (32% less than government and 10% less than private organisations surveyed), lagged significantly in offering green skills training to staff or including it in induction of new staff, and none included green skills in their performance management and evaluation process.

“Resourcing in the community sector, which constantly struggles for enough funds to deliver its services, is clearly a factor in our survey findings of lower environmental performance, yet I would also say there is a lack of understanding of how sustainability fits into the core business of different community service organisations,” says Green Steps’ Manager Mark Boulet.

Green Steps is a not-for-profit sustainability training and consultancy provider which recently won the 2009 Banksia Environmental Awards’ education prize.

It is part of the Monash Sustainability Institute and wants to see everyday workers in a variety of jobs develop the green skills to improve environmental sustainability in workplaces across Australia.

An example of how funding for sustainability projects in the community sector can be found is E.W. Tipping Foundation’s success in winning a grant from the Victorian Government’s Sustainability Fund to initiate a sustainability project for its group homes.

The project aimed to engage both staff and its residents living with disability in environmentally-aware behaviour such as reducing energy and water use.

The 12-month project focused on three pilot houses, but its influence resulted in lower consumption of some utilities in 11 of the organisation’s 28 group homes through exposure to the project.

It also encouraged residents to share their knowledge about environmental sustainability and how they could make a difference, and gained internal organisational support to extend the project and commit to broader organisational change.

“There are strong links between environmental sustainability and the core work of the community sector, not least the savings that are possible through more efficient resource use and a reduction in wasteful practices, but also social outcomes as E.W. Tipping Foundation found,” says Boulet.



*Green Steps manager Mark Boulet*

Two E.W. Tipping Foundation managers have since completed Green Steps @ Work intensive training, which teaches non-specialists practical skills in energy, waste and water auditing, implementing carbon reduction or waste minimisation action plans and initiating staff behaviour change programs.

“What we do at home accounts for only 20-30% of Australia’s energy and water consumption and waste production, which means we can do far more to combat our environmental challenges by addressing sustainability within the workplace, and this requires greater knowledge and skills from employees everywhere,” says Boulet.

- [Click here](#) for Green Steps training information
- [Click here](#) to download the E.W. Tipping Foundation’s Sustainability Starter Kit

#### Five things every community group can do to improve environmental performance

- 1) Conduct a basic environmental assessment. What is your organisation’s energy and water use and waste production?
- 2) Reduce energy use by encouraging staff to turn computers off at the end of the day.
- 3) Reduce waste by taking away land-fill bins under desks and setting up central waste and recycling stations in staff rooms or kitchens.
- 4) Cut paper use in half by setting double-sided printing and photocopying as a default.
- 5) Build the capacity and green skills of staff by sending one or two employees to the next Green Steps @ Work training course!

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## 8. Opening the door to free and open source software

Keeping your computer in good working order involves more than cleaning the screen and clearing the crumbs from your keyboard – you need the best software you can get your hands on.

The fear for many community groups is that many commercial applications – utility programs, virus checkers, computer cleaners and file recovery applications – can be a little pricey.

In fact, there are a number of high-quality free and open source software options.

Our Community’s *Raising Funds* newsletter recently provided subscribers with a comprehensive rundown of their free and open source software options. Some highlights below:

### Computer cleaners

Computer cleaners aim to keep your machine humming along by ridding it of unwanted or unneeded files.

CCleaner is a great free program which cleans temporary files left by web browsers such as Internet Explorer and Firefox, as well as cleaning up files in your computer’s Recycling Bin and those left behind by third party applications. It is solid and simple to use.

### File recovery

Even with the best back-up procedures and systems in place, it’s not that hard to mistakenly delete an important file.

Restoration is a tiny program that packs a big punch, working with all versions of Windows. And because it is so small almost anyone will have the room to install it on their machine.

### Anti-virus, anti-spyware, anti-malware and security software

Ensuring your computers are free of viruses and Trojans, and have decent protection against nasties like spyware and malware, will help them run smoothly, efficiently and reliably.

There is no shortage of free options available to help community groups protect their computers.

AVG Anti-Virus Free Edition is perhaps the world’s best known and most popular free anti-virus program, and is continually updated to stay abreast of the latest threats posed by viruses, worms and Trojans. It can be set to regularly scan your computer for threats, and offers protection against spyware and adware. It also scans incoming

emails and checks any webpages and weblinks for viruses. It is free for personal and non-commercial use, and runs on computers which use Windows 2000 and later.

AVG's latest free version comes in at a comparatively hefty 60 megabytes. A smaller alternative is [Avira AntiVir Personal](#), which offers extensive protection from threats, as well as updates, real-time monitoring for viruses and other nasties.

[MalwareBytes Anti-Malware](#) and [SuperAntiSpyware](#) are free programs which provide comprehensive protection against malware, Trojans and other suspect files. Both are small in size (four and six megabytes respectively) but are easy to use and offer both quick and comprehensive scanning options.

### Open Office

[OpenOffice](#) is arguably the most well-known open source software program in the world. As the open source option to Microsoft's Office suite of programs, OpenOffice has slowly gained market share and is now increasingly used in corporate and government circles.

The biggest known commercial adopter of OpenOffice is Peugeot-Citroen, which has installed the application on as many as 20,000 workstations. Local councils across the world are also increasingly turning to the program.

**Our Community has recently updated its information on free software. Detailed listings of available options are available at the Community Technology Centre: [www.ourcommunity.com.au/tech](http://www.ourcommunity.com.au/tech).**

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## 9. Marketing Guru: Getting *your* message into *their* newspapers

Newspapers are, quite rightly, seen as a very important medium for community groups to deliver their messages to the wider community.

But how do you go about getting your story a run?

Let's get it from the horse's mouth. [Leader Community Newspapers](#) publishes 33 titles across Melbourne, reaching 1.8 million readers a week. Leader's group news editor, Nick Richardson, was on hand at the recent launch of the inaugural [Community Confidence Index](#) to speak to the community groups present about how best to get *your* message into *their* papers.

Nick said that on any given week, each Leader editor would accumulate an inbox groaning with press releases and PR incentives.

"They will field numerous phone calls from readers outraged or delighted, cynical and conspiratorial, uplifted and thrilled: the range of emotions, all there, played out before each editor of each of our papers," he said.

"No wonder you ask the question – how do I cut through? How do I get my message heard with all that extra noise?"

"A key element – one I cannot stress enough – is really about the mindset you bring to the exercise of getting your message out there. In most cases, the end result will often reflect a range of factors completely beyond your control – the factors such as who is available to cover a story on any given day.

"Perhaps one of the reporters is a cadet and has to miss a day a week because of cadet training and it just so happens that it's the day they were down to cover your event.

"It may be that the story was going to run, the editor told you so, and then a big advertisement came through and meant that your story that was scheduled to be a page seven picture story is now a page 12 brief of just three paragraphs.

"Or it may be that as much as the editor wants to run your story they ran a similar story last week from another group and they don't want to run a story like that two weeks in a row."

These are elements beyond your control, Nick said, and should not be considered a reflection on you or your organisation.

“They are the routine realities of our business. There are some things that remain beyond our control and they may, in some innocent way, have an impact on you.”

Nick said community groups wanting to get their story in the newspapers needed to be shrewd, persistent, memorable and human:

- (1) Being **shrewd** is about understanding the routines of the media outlet you are trying to reach. That means considering deadlines, resources and the people who you are dealing with. Increasingly, editors and reporters are squeezed for time, so make sure you give them fair warning of your event, or story idea. That means thinking about their deadline – if a Leader paper is dated Tuesday, it probably means that it was printed Sunday night, but finished Saturday lunchtime. All the reporting, the pictures, the headlines – everything has been done by then. All the preparation has been done in the days leading up Saturday. You really have a small window to get your message home – so plan ahead. Allow 10 days for the paper to plan its staffing resources so that it can cover what you are doing. It’s no good emailing the editor on the Wednesday about an event two days later. It will not only fall outside that paper’s deadline, but reporters will be too busy on other stories. The other most basic thing is to get access to the right person – all Leader papers have the editor’s name and telephone number on page two. They are easy to find. If you email them, please make sure you get their name right. Nothing turns a journo off more. Probably the best time to contact most Leader editors is Tuesday. That’s when most of them are planning ahead – in their crowded week, Tuesday offers them a bit of respite.
- (2) **Persistence** is always a virtue – it’s also what makes a good journalist. That means following up after the initial contact. If you make the first approach 10 or even 12 days out, then contact the editor again six or seven days out – a gentle reminder. And if the editor says that the story is not for them, ask them is there any way you could make it more interesting to them. What would they need to consider your story publishable in their paper? Of course, the great thing about persistence is knowing when to walk away – if, after all, the editor is still not convinced, walk away. There will be other stories, other events, other occasions.
- (3) How do you make your message **memorable**? Well, it helps if it is unique. Think about what your organisation does – is it doing what some other organisations in the area are doing? It doesn’t matter if it is; what’s important is how you make your organisation stand out. I don’t like gimmicks – and I wouldn’t advocate them in any context, but if you can find a way to sharpen your message, please think about it because it will help you cut through. Ask yourself some questions – why is this event important? Who is it for? Who will be interested? Once you start to think along those lines you can start to stand a little apart from what you are doing and begin to think about how or why someone else could be interested in what you have to say. If the answer to those questions is that it is only of interest to you or your group, then you have to think again. What is it about what you do that connects to the broader community? There is a deal of work to be done if the broader community doesn’t know much about you – but what an opportunity to start to shape the message and your organisation’s profile. What an opportunity to explain to a sceptical and busy editor the appeal of your event and your organisation.
- (4) So how do you do all that? Well, simply put – **humanise** it. All of you, every organisation you represent, every cause, every plan, every event, is fundamentally about people. So is the media. The media is about telling stories – it craves stories, but most of all, it craves human stories. Give us the face of your story, your



“An event from a migrant resource organisation needs a recent migrant talking about their experience. A surf lifesaving recruitment drive needs to have a recent recruit talking about why they joined and why they think it’s the best thing since the X-box.”

event. An event from a migrant resource organisation needs a recent migrant talking about their experience. A surf lifesaving recruitment drive needs to have a recent recruit talking about why they joined and why they think it's the best thing since the X-box. Girl guides, legal centres, funding battles, childcare centres, facilities issues, junior footy clubs – all need a human face, someone to help connect the story to the broader community. You all know this better than me – that we are all part of a community. We just need to find ways to connect to it.

For the media, the most effective way to foster those connections, is through that human face. So make sure you have someone who can talk about those things, someone willing to be in a picture, someone who can be the message-carrier for you and your organisation.

Nick concluded his presentation by encouraging community groups to consider using the internet as a means of making instant connections.

“All of our papers have websites – perhaps there are certain events or announcements that can work very well by linking off one of our websites,” he said. For more information about Leader Community Newspapers, visit <http://leader-news.whereilive.com.au/>.

The Marketing Guru is an initiative of the [Marketing, Media and Post Centre](#), the online resource for community organisations provided by Our Community and Australia Post. Send your questions to [guru@ourcommunity.com.au](mailto:guru@ourcommunity.com.au).

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## 10. Comparative Justice: Wage increase proposed for community workers

Wages in the community sector, it's pretty generally agreed, are lower than in comparable positions in the government and commercial sectors.

The Productivity Commission, for example, has noted that non-government community workers in Victoria are paid \$10,000 to \$15,000 a year less than in comparable government organisations.

That's partly because of a previous history of sexist discrimination (the community sector has always had a higher than average percentage of women – 87%), partly because people expect those working for good causes to ignore mere money, and partly because the community sector doesn't have the money to pay them properly.

Those reasons may not be good enough to survive into 2012.

Social and community services sector workers (social workers and those who work with the disabled, the young, and those on welfare needing support, at least) will shortly become covered by the Rudd Government's changes to the Fair Work Act. One single award will replace the multitude of state and federal laws, awards and instruments that currently apply.

Furthermore, the Fair Work Act 2009 introduced changes that enhanced the ability of Fair Work Australia to make orders that provide for pay equity between men and women employees. In the past, women had to be paid as much as men doing the same jobs – work of equal value – in the same industry. If your whole industry had been held back by discrimination against women, though, stiff. The Act now refers to a right to equal pay for work of comparable value as well as equal value – an important distinction.

Minister for Employment and Workplace Relations Julia Gillard has now announced that the Government will support a major test case on pay equity for community sector employees under the new Fair Work system – the first



claim to be considered under the new, enhanced provisions of the Fair Work Act, and thus a significant test case. The union is going to ask for pay rises of up to 37% (though the Government has reserved its right to argue for less).

Some such development was probably inevitable after the Queensland Government had come to the party and put in \$414 million to enable the sector to cope with a Queensland Industrial Relations Commission decision in May to award wage rises of between 18% and 37% to community workers on pay equity grounds. (And that figure gives some idea both of the scope of the disparity and the potential impact on community group budgets.)

This is obviously good for the workers who need the money, and will even have some benefits for the organisations involved – as Australian Council of Social Service chief executive Clare Martin has said, low wages in the past have resulted in workforce shortages and problems in attracting staff.

Those benefits, however, go with immense strains. As Misha Schubert and Ben Schneiders say in *The Age*,

*The Government has refused to fund the cost of any dramatic wage increase – but implicitly acknowledged it will have a role by agreeing to lead funding talks with the states, who bankroll much of the community sector.*

*Victorian Government spokeswoman Stacy Hume said it was too early to say whether the Government would increase funding.*

*Given the "significant budgetary impacts" on governments, the union has agreed that any hefty rise would be delayed until six months after a decision and be phased in over 4½ years.*

The prospects of community groups that don't quite come under the new award are gloomier; they may not get government compensation, while their difficulty in hiring staff may well increase as funding discrepancies open up.

If the pay rise goes through, the process of implementation is going to be complex and difficult, placing strains on community sector HR, never its strongest point, and will at best take a considerable amount of working through.

What will happen in Western Australia, which has refused to refer its private sector workplace relations powers to the Commonwealth, is even murkier.

We shouldn't end on a pessimistic note, though. The wages discrepancy across the sectors was wrong and should be removed, and any problems dealing with the outcomes should be manageable in the long run.

### **Not-for-profit CEO remuneration falls after the GFC**

According to a recent report by Enterprise Care, an Australian governance advisory service, the salary packages of Australian not-for-profit chief executive officers has fallen for the first time in nine years, dropping nearly 2% on 2008 figures.

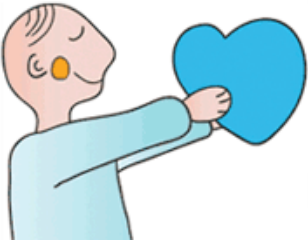
The just-released Enterprise Care Not for Profit Remuneration Report surveyed nearly 1800 positions in the sector this year.

Some CEOs and senior managers are reported to have taken pay cuts to keep their organisations afloat in the aftermath of the global financial crisis.

The only good news is that the results are ever so slightly less sexist – female CEOs gained 3% on the male/female remuneration gap, and now earn 82.3% as much as their male counterparts. So still a fair way to go, then.

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## 11. Australia: Start your giving!

Australian Giving Week 2009 will take place around the country from 29 November to 5 December.

The aim of this annual event is to help people take some 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 as well.

There are sections on the giving week website – [www.givingweek.com.au](http://www.givingweek.com.au) – for individuals and families, businesses, community groups, MPs and councillors, local government and the media.

Our Community will be heavily promoting Australian Giving Week, but we need your help as well. This is a great opportunity for your group to showcase what you do and why you need support.

- **Spread the word.** Your group can help to spread the word about Australian Giving Week by seeking some publicity. Tell the world what you do, why you're great and why they should support you and the community this Christmas. If you need some help, download the [sample media release](#), adapt it to your purposes and send it out to your local media.
- **Add to the listings.** The Australian Giving Week website provides listings of Christmas trees for sale ([click here](#) to view the current listing), as well as gift ideas – Christmas catalogues, online stores etc. – through the Good Gifts Guide. [Click here](#) to download the latest guide.
- **List your appeal.** GiveNow has collected more than \$12 million for Australian community groups. Currently, there are around 1500 community group appeals listed – make sure yours is one of them. Throughout Australian Giving Week (and throughout the year) Our Community will be pushing donor traffic into GiveNow. Some will come to donate to a specific group, others are what we call "trawling donors" – people who come to GiveNow with credit card in hand but no clear view of who they want to donate to. Find out how your group can sign up at [www.ourcommunity.com.au/receivedonations](http://www.ourcommunity.com.au/receivedonations).
- **Tell people about your appeal.** The more people who know about your appeal, the more chance you have of collecting a donation yourself and also spreading the word about GiveNow and why people should be giving to the community this Christmas. Put a link to your appeal on all your printed and electronic materials – every single thing that leaves your office – and encourage people to donate. [Click here](#) for more tips about encouraging online donations.
- **Send greetings and help yourself at the same time.** Australia Post and Our Community have teamed up to develop the (Green) Christmas Giving Card. For every Giving Card that is purchased and sent, \$1 will be handed on to a local community group. You can purchase and send out Giving Cards yourself, and get your members and friends to do the same (nominating your group as the recipient). Find out more [here](#).
- **Spend wisely.** Lead by example by buying your organisation's Christmas trees and Christmas gifts through community groups. There are listings of community groups with trees and puddings for sale at [www.givingweek.com.au](http://www.givingweek.com.au).
- **'Tis the season.** For many people, Christmas provides an opportunity to take a breather from work and other stressors and reconnect with their family, friends and community. Find ways to make life easier for your group's employees and volunteers this Christmas.
- **Get others involved.** Tell everyone you know about Australian Giving Week. Email them with a link to this site ([www.givingweek.com.au](http://www.givingweek.com.au)). Circulate the '50 ways for Individuals to Give' listing and post it on your group's noticeboard. Ask your local businesses and councils to get on board, and your local MPs and councillors as well (there's a section for them on [www.givingweek.com.au](http://www.givingweek.com.au) too).

*Australian Giving Week is an initiative of the Our Community Foundation, which also supports the [GiveNow.com.au](http://GiveNow.com.au) giving website. Both Australian Giving Week and GiveNow.com.au are proudly supported by Westpac.*

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## 12. Legally Speaking: Avoiding Christmas party hangovers

It's nearly that time of year again, when HR managers start gumming up the locks of office broom cupboards and putting padlocks on the photocopier.

Richard Thompson and Josh Strong from Wisewould Mahony Lawyers provide some advice on how to keep your community group's Christmas party from ending up in court.



It is not possible for an employer to cover every possible thing that could go wrong at an office Christmas party, however employers may take protective steps by issuing a written statement beforehand setting out rules and an acceptable standard of behavior.

The following points should be kept in mind when preparing such a statement for staff:

- Note the start and finish time of the party.
- Encourage personal responsibility in the consumption of alcohol, and make it clear that individuals will be held to account for their behavior.
- Note that if an employee is asked to leave by the employer due to intoxication, the employee must leave.
- Make it clear that any behavior that is discriminatory, offensive, demeaning or sexually inappropriate will not be tolerated (this includes giving inappropriate gifts).
- Make it clear that once the event has wound up, the employer bears no responsibility for anything that occurs if employees go out afterwards.
- Make it clear that misconduct at the Christmas party could result in disciplinary action, including demotion or dismissal.

In addition, employers should take the following steps to ensure the safety of staff and reduce the risk of legal action:

- Assign a function organiser, who should remain sober throughout the event.
- Ensure that there are no OH&S concerns in relation to the venue.
- Provide alternatives to alcohol, such as soft drink and water.
- Ensure that there is plenty of food to go round.
- Ensure that you are meeting your obligations with respect to responsible service of alcohol (including having accredited servers and not serving intoxicated people).
- Provide non-glass drinking containers where possible.
- Ensure that there is a safe and easy means for the employees to get home, which may involve providing cab charge vouchers.
- Be prepared to deal with any complaints on the night, and don't dismiss complaints on the basis that *"everyone was a bit drunk"*.

Every year practitioners deal with the 'hangovers' from office parties, which frequently end up in court and discrimination/industrial tribunals.

Taking the above steps provides some coverage, but ultimately fostering a culture of respect and personal responsibility in the workplace will afford the best protection.

**If you require assistance in drafting a Christmas party policy, or have any enquiries about these issues, please free to contact Richard Thompson or Josh Strong on (03) 9612 7306. There is no charge for an initial telephone consultation.**

## 13. Crawford Report backs grassroots sports

A key report into *The Future of Sport in Australia* has given community sport a ringing endorsement and recommended the government invest \$1 billion at the community level over four years.

The report found that sport's potential contribution to improving community health and wellbeing had been underestimated by governments and was consequently under-resourced.

In addition to helping counter the increasing problem of obesity in Australia, the report said sport's other benefits included:

- Influencing the ethics, beliefs and behaviours of participants
- Building community identity and cohesion
- Providing inspirational role models
- Providing training and experiences that develop capacity and skills transferable to other areas of life
- Reducing or eliminating alienation and stigmatisation for specific groups within the community.



The report was prepared by the Federal Government's Independent Sport Panel, which was appointed to make recommendations on "the specific structures, programs and reform required to ensure the continuing robustness of the Australian sport system".

*The Future of Sport in Australia* has generated a degree of controversy since Australian Olympic Commission (AOC) president John Coates took exception to the report, including the suggestion that an additional \$100 million in government funding requested by the AOC may not be warranted.

Mr Coates reportedly said that Federal Minister for Sport Kate Ellis had gone missing since the report's release, noting that instead of focusing on the report she had been "arm-wrestling with steroids". Ms Ellis last week arm wrestled Hulk Hogan as a fundraiser for the Make-A-Wish Foundation.

It is not surprising that the AOC is unimpressed, given the finding that a preoccupation with winning medals has resulted in some national sporting organisations neglecting grassroots participation.

The report says the Australian Sports Commission has a history of funding medal-winning sports that have low levels of participation over popular sports such as Australian rules football and rugby league.

Others have also criticised the report. Australian Rugby League identity and former Australian Sports Commission member Roy Masters has said Ms Ellis knew when she commissioned the report that she wanted "a massive redirection of funds away from the Olympic sports to the mass participation sports, particularly the Australian Football League". He noted in his *Sydney Morning Herald* column that three of the panel's five members had strong AFL connections.

Surfing Australia and Hockey Australia (whose former president Pamela Tye also served on the panel) both welcomed the report, while Rowing Australia president Patrick McNamara said the logic behind many of the report's recommendations was "flawed and misguided".

*The Future of Sport in Australia* says the annual \$250 million could be distributed with preference to disadvantaged areas, and the application process should be straightforward to make it accessible to community groups. It recommends that the Australian Sports Foundation raise community awareness of the support it is already able to provide for fundraising campaigns, with use of its tax-deductibility status and discretionary grants.

It also recognised the increasing difficulty of securing volunteers for sport, said former elite athletes and increasing numbers of older Australians could fill the gap, and recommended the government reimburse volunteers for costs such as compulsory accreditation.

To read the full report go to [www.sportpanel.org.au](http://www.sportpanel.org.au) and to find out whether the Australian Sports Foundation can assist your group, go to [www.asf.org.au](http://www.asf.org.au).

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## 14. Community Calendar: What's on in the community 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:

- **World AIDS Awareness Week:** 24 November – 1 December
- **White Ribbon Day:** 25 November
- **Go Home On Time Day:** 25 November
- **Boardies Day:** 27 November
- **Water Safety Week:** 28 November – 6 December
- **Coastcare Week:** 1 – 7 December
- **Australian Giving Week:** 20 November – 5 December
- **November:** 1 – 30 November
- **International Day of Persons with Disabilities:** 3 December
- **International Volunteer Day:** 5 December
- **Human Rights Day:** 10 December
- **International Migrants Day:** 18 December



### FEATURED EVENT: Social Inclusion Week (November 23-29)

Social Inclusion Week is designed to celebrate and highlight the importance of community connections.

Choir master Dr Jonathon Welch, who created the event, says tackling isolation and loneliness remains the key challenge of the 21<sup>st</sup> Century.

The event includes the inaugural National Street Party weekend on November 28 & 29, where every Australian will be encouraged to get to know their neighbours

#### More Info:

<http://socialinclusionweek.ning.com/>

More events, plus the full listing for each event, can be found at [www.ourcommunity.com.au/calendar](http://www.ourcommunity.com.au/calendar).

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## 15. Training Opportunities

Our Community's new training calendar will be released early in the New Year.

In the meantime, here are the latest opportunities available through Our Community's training arm, the Australian Institute of Community Practice and Governance:

### **Board Builder Conference: Melbourne, 27 November 2009**

Reflect, learn, network and identify strategies for practical renewal of your board or committee of management  
[www.ourcommunity.com.au/boardbuilder2009](http://www.ourcommunity.com.au/boardbuilder2009)

### **Best Practice in Grants Management Conference: Melbourne, 26 February 2010**

The Practical Conference for Grants Managers from Federal, State and Local Government  
*Featuring a Masterclass for Local Government Grantmakers on 25 February*  
[www.grantsmanagement.com.au/gmc2010](http://www.grantsmanagement.com.au/gmc2010)

### **Certificate IV in Business (Governance): Perth, 8-11 December 2009**

Practical, accredited governance training for the members and supporters of the boards, management committees and councils of Australian community groups and schools  
[www.ourcommunity.com.au/certificateiv](http://www.ourcommunity.com.au/certificateiv)

### Intensive Winning Grants Seminar: Adelaide, 4 December 2009

Seminar for volunteers, staff and fundraisers on how to win the MOST GRANTS EVER for your community organisation or school

[www.ourcommunity.com.au/winninggrants](http://www.ourcommunity.com.au/winninggrants)

### Intensive Community Fundraising Seminar: Adelaide, 4 December 2009

Seminar for volunteers, staff and fundraisers on how to MAKE THE MOST MONEY EVER for your community organisation

[www.ourcommunity.com.au/fundraisingworkshop](http://www.ourcommunity.com.au/fundraisingworkshop)

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## 16. Community Briefs: News from across the community sector

### ACOSS survey now open

The latest version of the Australian Council of Social Services' (ACOSS) annual Community Sector Survey is now online, with groups urged to get involved.

The survey is aimed at non-government, not-for-profit organisations which provide services directly to the public. Responses will help build ACOSS' body of knowledge about the sector, inform sector advocacy and provide governments and the media with a snapshot of how the sector and disadvantaged Australians are faring.

Given the financial rollercoaster experienced by many over the past year, responses to the 2010 survey could be even more important. The survey has built up a high profile, with healthy media coverage of its results occurring each year.

The survey can be completed [online](#), or via a paper copy which can be downloaded [here](#). It closes on December 16, with results to be published early next year.

### ACOSS Compact

ACOSS has also put online its submission on the proposed Government/Not-for-profit Sector Compact.

The Council makes the point that in order for a Compact to be successful it must:

- **Be known**  
Government officials and both large and small NGOs whose work falls within the ambit of the Compact must be aware of its existence and understand its implications;
- **Be monitored**  
A check of some sort is required to ensure the commitments made within the Compact are being met;
- **Include penalties**  
A penalty needs to apply if NGOs or government bodies do not comply with the arrangements made in the Compact;
- **Have champions**  
There must be people in both the Australian Government and the NGO sector who firmly support the development and operation of a Compact.

Without these four principles, ACOSS says, the Compact risks becoming just another document on the shelf, rather than a living document that makes a meaningful contribution to outcomes for the Australian community.

Read their submission [here](#).

## Working towards social inclusion in Australia

A public health expert and a children's services expert, both from the UK, will give the keynote addresses at January's Federal Social Inclusion Conference.

Registrations are open until mid-January for the January 28-29 conference in Melbourne, which is billed as an interactive conversation about effective social inclusion policy and practice.

Director of the International Institute for Society and Health, and Medical Research Council Medical Professor of Epidemiology and Public Health at University College London, Professor Michael Marmot, will speak on "Social Determinants, Social Inclusion, and the Health Gradient".

Chief Executive Officer of the Centre for Excellence and Outcomes in Children and Young People's Services, Christine Davies, will address "Children at Risk: Turning evidence into effective policy and practice."

The conference will be opened by Deputy Prime Minister and Minister for Social Inclusion Julia Gillard, and facilitated by broadcaster Julie McCrossin. Ms Gillard will also participate in the conference's final session, "How can we make social inclusion a reality?"

Other issues to be addressed over the two days are:

- Homelessness
- Mental health
- Indigenous disadvantage
- Jobless families
- Disengaged youth
- Disability

Registrations before November 27 are \$400 for not-for-profit organisations, and \$450 thereafter. To register online or to find out more, go to [www.socialinclusionconference.com.au](http://www.socialinclusionconference.com.au).

## Measuring the downturn's impact on not-for-profits

Have your say on how the financial downturn has impacted community groups by participating in [a survey](#) being conducted by three organisations.

PricewaterhouseCoopers, the Fundraising Institute Australia and the Centre for Social Impact are building on an earlier research report, *Managing in a Downturn*, which was released in June. That report found that most not-for-profits had experienced a decline in revenue and expected the decline to continue over the next year. Smaller organisations were suffering more than large ones.

Government funding was identified as a stable source of income. Most respondents also expected costs to increase, forcing them to rely on reserves or "find efficiencies".

Not-for-profits said they were increasing fundraising and cost reduction in response, and many intended to increase their commitment to strategic planning.

The new survey will measure the current state of affairs, the ongoing effects of the downturn and whether the actual impact since the first survey was carried out has matched expectations.

The survey closes on December 4. For further information contact [policy@fia.org.au](mailto:policy@fia.org.au) and to complete the survey go to [www.pwc.com.au/events/managing-in-a-downturn](http://www.pwc.com.au/events/managing-in-a-downturn).

## Study highlights the importance of workplace donations

Many employees are unsure about the impact workplace giving has on the community, a new study has found, highlighting just how important it is for community groups to acknowledge the impact of payroll giving programs.

Sixty percent of employees told the Australian Charities Fund they wanted more information about specific projects, and the majority said they would like to receive the information electronically. Fifty per cent indicated that they did not want not-for-profit organisations to communicate directly with them, suggesting that groups should focus on providing information through employers.

The *Cutting to the Heart of Workplace Giving* report says knowledge about specific projects and real-life stories is key to recruiting people to the programs.

It says workplace giving currently generates about \$20 million each year in Australia.

“If one in 10 working Australians made a payroll charity donation of \$5 each week on top of their existing donations, the Australian community would benefit by over \$260 million each year,” the report says.

It suggests that workplace giving as a new fundraising stream is “substantially increasing” total donations to charities.

Giving has either stayed the same or increased for 75% of respondents who participate in workplace giving programs.

For further information, go to [www.australiancharitiesfund.org.au](http://www.australiancharitiesfund.org.au).

## Tax Help

The Australian Tax Office has put online application packs for endorsement as a tax concession charity, income tax exempt fund and/or a deductible gift recipient.

“Each pack contains a form, instructions and a guide to help you work out if your organisation is entitled to be endorsed.”

That’s a bit optimistic – working out whether you can be a DGR is immensely complicated, and the ATO pack is only part of the answer – but it’s a necessary starting point.

Download at <http://www.ato.gov.au/NonProfit/>.

## AID/WATCH case likely to reach High Court

A high-profile charity tax case looks set to reach the High Court, with aid monitoring group AID/WATCH seeking special leave to launch a High Court appeal against an Australian Tax Office (ATO) ruling which withdrew its charitable status.

A High Court appeal would be the final step in a case that stretches back to a 2006 ATO decision to withdraw the group’s charitable status. In making the decision the ATO claimed AID/WATCH’s work was in direct conflict with the country’s charity law, and the group could no longer be classed as a charitable organisation.

An appeal to the Administrative Appeals Tribunal (AAT) overturned the ATO’s decision and re-instated AID/WATCH’s charitable status. However the ATO counter-appealed, with the Full Bench of the Federal Court siding with its original decision and again removing AID/WATCH’s charitable status.

If granted special leave to appeal, the High Court will be AID/WATCH’s last roll of the dice.

AID/WATCH committee of management member James Goodman said the Federal Court’s decision carried with it worrying implications for the sector: “This case has sparked widespread concern,” he said.

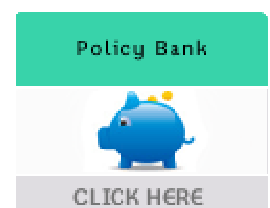
“By stating that charities cannot be directed at engaging in public debate, and influencing governments, this judgement imposes a restrictive definition of charitable status.”

## What’s new at [www.ourcommunity.com.au](http://www.ourcommunity.com.au)

New to our list of resources this month is a sample [Time in Lieu Policy](#).

The policy is one of well over 60 sample policies that have been tailored to the needs of the community sector and are available for free download at the Policy Bank.

Visit [www.ourcommunity.com.au/policybank](http://www.ourcommunity.com.au/policybank).



## Have your say about the environment

Queensland and Northern Territory residents can have their say on which building materials make the biggest environmental impact in workshops to be held later this month.

The National Environmental Weightings Workshops are being held across Australia.

The workshops are being run and funded by AusIndustry and the Department of Innovation, Industry, Science and Research. A number of building industry groups are also involved in the program.

One of the program's outcomes will be the development of a new national database which will provide comprehensive information on a range of environmental impacts linked to building and construction materials.

Those attending the workshops will contribute to the weighting of these impacts' importance – for example: whether the ecological impact of an item is more or less important than climate change, the ozone layer or human toxicity.

Meetings have already been staged in capital cities and regional centres across six states and territories. Further workshops will be held in Brisbane, Townsville, Darwin and Alice Springs until the end of November. For details, refer to [www.edgeenvironment.com.au/index.php?a=weightings](http://www.edgeenvironment.com.au/index.php?a=weightings).



### THUMBS UP: Canada Bay named Australia's Most Sustainable Council

Two water-saving projects that have together saved millions of litres of water have helped win the City of Canada Bay in New South Wales this year's Keep Australia Beautiful national Overall Sustainable Council Award.

A stormwater harvesting project saved 1.5 million litres of water over a six-month period, and a water recycling project saved 6.5 million litres over a year and a half.

The City of Canada Bay has a 20-year plan that was developed with community consultation and includes targets to reduce greenhouse gas emissions and potable water consumption by 50% per capita from 1994/1995 levels, to replace 100% of the electricity supply with renewable sources and to increase public transport use for travelling to work by 80%.

Ipswich City Council in Queensland won the Environmental Innovation and Protection category for demonstrating effective environmental management, including providing education and advice on local environmental issues.

Victoria's Hobson's Bay City Council, which has "a number of noteworthy projects" according to judges, including a vital community arts hub, won the Community Action and Partnerships category.

The Heritage and Culture award was won by Launceston City Council, in Tasmania, for demonstrating leadership in managing the natural environment and cultural heritage.

High commendations were also received by the City of Palmerston in the Northern Territory, the Brunswick River Restoration Action Group in Western Australia, the City of Port Adelaide Enfield in South Australia and OzHarvest Canberra.

## Volunteers and discrimination

In England, a tribunal has ruled that volunteers are not protected by the Disability Discrimination Act because they are not covered by the term "occupation".

Prima facie, the Tribunal's finding sounds absurd and discriminatory, but it is true that volunteers are in many ways different from ordinary employees, and the legal consequences of that haven't been worked out across the board.

Over here, Volunteering Australia has suggested that "despite the array of anti-discrimination acts that exist at both the Commonwealth and State/Territory, many do not explicitly apply to volunteers and therefore fail to adequately recognise the role and status of volunteers within organisations and protect them from being discriminated against."



Volunteering Australia has suggested legislative changes to clarify the area, but even with the flurry of inquiries that are now under way this seems unlikely to occur.

The problem in applying anti-discrimination legislation to volunteers is that 'discrimination' is generally used as "treating less favourably" or "denying a benefit", and in the eyes of the law it is not entirely clear that allowing someone to do unpaid labour constitutes giving them a benefit rather than imposing a burden on them.

It's also true, of course, as Volunteering Australia points out, that – even without legal sanctions – organisations that manage volunteers should offer them a discrimination-free workplace on moral, practical and public relations grounds.

### Community TV wins "fair go"

Community television stations have won their long battle to be granted space on the digital broadcasting spectrum.

Federal Minister for Broadband, Communications and the Digital Economy Stephen Conroy announced at the start of this month that some vacant spectrum – previously known as Channel A – was being temporarily handed over to C31 in Melbourne, Channel 31 Adelaide, Sydney's TVS and Brisbane's QCTV.

The spectrum has been allocated so that community television stations can simulcast until digital-only television comes in in 2010.

Funding support of \$2.6 million is also being provided to help the stations make the switch.

The Australian Community Television Alliance (ACTA), which was primarily formed to campaign for inclusion on the digital spectrum, said the announcement was proof their campaign had succeeded.

"The Government clearly understood that without a digital pathway community television was destined for broadcasting oblivion," ACTA secretary and TVS chief executive Laurie Patton said.

"Community TV stations provide a unique platform for the expression of the views and interests of a wide range of community groups and individuals that would otherwise go unheard," he said.

"In addition to providing an outlet for local viewpoints and diverse opinions, community television acts as a training ground for new entrants to the broadcast industry," he said.

C31, which broadcast a "Fair Go, Kev" watermark throughout the campaign, has said it expects to begin digital broadcasting in the first half of next year.

### Free tool to make events more environmentally-friendly

An online events planning tool created by the Sustainable Living Foundation can help your organisation improve the environmental impact of its events.

From promotions and décor through to waste and cleaning, the free Sustainable Events Planner offers an evaluation quiz to help identify the areas most in need of work.

It also features a guide to sustainable practices and industry jargon, a directory of relevant products and services, and a forum for discussions.

Sustainable Living Foundation events planning team member Tamsin Young said the tool was designed for anyone who was running any type of event, with beginner steps right through to resources for organisers of large events such as the Big Day Out and the Falls Festival.

"Our request of people is that they just take on as much as their resources can handle, do it well and then actually take the time to analyse what they've done and then bring it back for next year," Ms Young said.

"It's not about having to do it all right now, this year. Because what we find is that people get overwhelmed (if they take on too much too soon). It's all too hard and then they won't touch it again for a couple of years."



Instead, it is acceptable to focus on one or two areas and identify what you can do to make a difference in those areas.

Ms Young said evaluations had already been completed by people running community festivals with just a few hundred people, to organisers of large festivals with 10,000 or 15,000 attendees.

For further information go to [www.slf.org.au/eventplanner](http://www.slf.org.au/eventplanner).

### Remembering Mark Lyons

Few people in the Australian community would recognise Mark Lyon’s name, because as a group we’re very bad indeed at recognising our important thinkers, but he’s a great loss.

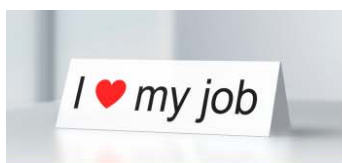
At the time of his death Mark was Director of Research at the Centre for Social Impact, and before that Professor of Social Economy at UTS.

But his greatest impact was that when it comes to the third sector, he wrote the book, literally – *Third Sector: the contribution of nonprofit and cooperative enterprises in Australia*.

Even today, most of the discussion of the community sector, and most of the statistics that back up the discussion, come from this book or from the boiled-down version that was included in the 1999 Australian Yearbook.

We are all in his debt.

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## Community Sector Jobs

### Australian Capital Territory

Job Title	Organisation	
Cleaners	Northside Community Service	<a href="#">Details</a>

### New South Wales

Job Title	Organisation	
<a href="#">Looking for Community and Not-For-Profit Jobs?</a>	Jobseeker.org.au	<a href="#">Details</a>
<a href="#">Project Officer, Professional Education Division</a>	Australasian Society for HIV Medicine	<a href="#">Details</a>
<a href="#">Coordinator - Children &amp; Teenage Programs</a>	Eastern Respite & Recreation	<a href="#">Details</a>
<a href="#">Individual Advocate</a>	South East Sydney Advocacy - Multicultural Disability Advocacy Association	<a href="#">Details</a>
<a href="#">Clinical Coordinator, Bathurst Family Relationship Centre</a>	Relationships Australia (Early Intervention Services)	<a href="#">Details</a>
<a href="#">Food Services Kitchen Assistant (pt)</a>	Parramatta City Council (Meals on Wheels)	<a href="#">Details</a>
<a href="#">Mentor</a>	Northcott Disability Services	<a href="#">Details</a>
<a href="#">Registered Nurse</a>	The Sydney Colon Health Clinic	<a href="#">Details</a>

## Northern Territory

Job Title	Organisation	
Domestic Violence Community Development & Trainer/Educator	Dawn House Inc	<a href="#">Details</a>
Community Educator, Mobile Education Unit ( 4 Positions)	Matrix on Board	<a href="#">Details</a>
Mt Theo Program Youth & Media Workers x 2	Mt Theo Program	<a href="#">Details</a>

## Queensland

Job Title	Organisation	
Temporary Community Empowerment Coordinator (pt)	Lake Macquarie City Council	<a href="#">Details</a>
Teacher - Ronald McDonald Learning Program	Ronald McDonald House Charities	<a href="#">Details</a>
Community Organisation Coordinator, Tree Kangaroo Conservation Program	Woodland Park Zoo	<a href="#">Details</a>
Team Leader - Child, Youth & Family Services	Lifeline Community Care Queensland	<a href="#">Details</a>
Counsellor, Childhood Sexual Abuse - Part-time	Lifeline Community Care Queensland	<a href="#">Details</a>
Honorary Board Members	Playgroup Australia	<a href="#">Details</a>
Disability Care Opportunity	Cerebral Palsy League of QLD	<a href="#">Details</a>
Complex Case Support Workers (Casual)	ACCES Services Incorporated	<a href="#">Details</a>

## Victoria

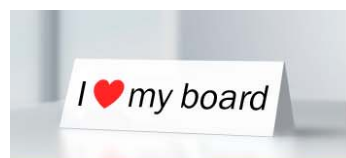
Job Title	Organisation	
Social Worker	OzChild	<a href="#">Details</a>
School Focused Youth Service Coordinator	City of Stonnington	<a href="#">Details</a>
Quality & Risk Officer	ISIS Primary Care	<a href="#">Details</a>
Continuous Quality improvement /Knowledge management	SHARC - Self Help Addiction Resource Centre	<a href="#">Details</a>
Co-ordinator of Information & Support Services	Dandenong Community Advisory Bureau	<a href="#">Details</a>
Marketing Manager	ASYLUM SEEKER RESOURCE CENTRE	<a href="#">Details</a>
Intensive Support Worker	Jesuit Social Services	<a href="#">Details</a>
Post Separation Cooperative Parenting Practitioner	Centacare Gippsland	<a href="#">Details</a>
Program Coordinator - The Big Issue Classroom	The Big Issue	<a href="#">Details</a>
Community Development Officers - Access for All Abilities	YMCA Victoria	<a href="#">Details</a>
Ride2School Program Co-ordinator	Dakin Mayers / Bicycle Victoria	<a href="#">Details</a>
Marketing Communications Co-ordinator	Dakin Mayers / Bicycle Victoria	<a href="#">Details</a>
Local Government Services Co-ordinator	Dakin Mayers / Bicycle Victoria	<a href="#">Details</a>
Multi Channel Content Editor	Dakin Mayers / Bicycle Victoria	<a href="#">Details</a>
Director - Ride2School Program	Dakin Mayers / Bicycle Victoria	<a href="#">Details</a>
ReCreate Project Worker	VACRO	<a href="#">Details</a>
Outreach Case Worker	Flat Out Inc.	<a href="#">Details</a>
Executive Officer	Disability Professionals Victoria	<a href="#">Details</a>
Director	YMCA Victoria	<a href="#">Details</a>
Senior Family Services Practitioner	Anglicare Victoria	<a href="#">Details</a>
Chinese Playgroup Worker	Connections UnitingCare	<a href="#">Details</a>
Tenancy and Property Worker	HomeGround Services	<a href="#">Details</a>
Personal Care Workers	Villa Maria	<a href="#">Details</a>
Team Coordinator	Job Focus	<a href="#">Details</a>
Office Administrator	Kallista Community House	<a href="#">Details</a>
Individual Support and Development Officer	Cooinda Hill Inc	<a href="#">Details</a>
Executive Director	Court Network	<a href="#">Details</a>
Co-operative Co-ordinator	Williamstown Rental Housing Cooperative	<a href="#">Details</a>

## Western Australia

Job Title	Organisation	
Chief Executive Officer	The Midwest GP Network	<a href="#">Details</a>
Psychologists & Allied Mental Health Professionals	Midwest GP Network	<a href="#">Details</a>
Therapy Assistant - Mirrambeena Residential Facility	Silver Chain	<a href="#">Details</a>

Post Jobs at [www.ourcommunity.com.au/goodmoves](http://www.ourcommunity.com.au/goodmoves)

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## Community Sector Board Positions

The following is a list of the most recent Board/Committee vacancies listed at Our Community. To view other board or Committee vacancies or post your own vacancy (it's free!) go to [www.ourcommunity.com.au/boardmatch](http://www.ourcommunity.com.au/boardmatch)

### New South Wales

Job Title	Organisation	
Treasurer, General Board Member	RAPS	<a href="#">Details</a>

### Northern Territory

Job Title	Organisation	
General Board Member	epenarra sports association	<a href="#">Details</a>

### Queensland

Job Title	Organisation	
Treasurer	Residential Tenants Asociation Inc	<a href="#">Details</a>
General Board Member	Golf Queensland	<a href="#">Details</a>

### Victoria

Job Title	Organisation	
Treasurer, Secretary, General Board Member	Household Disaster Relief Fund	<a href="#">Details</a>
General Board Member, Positions to be filled on 22nd November 2009	Kalparrin Early Childhood Intervention Centre	<a href="#">Details</a>
Chair, General Board Member, Multiple Vacancies	Asylum Seeker Resource Centre	<a href="#">Details</a>
General Board Member	Domestic Violence Resource Centre	<a href="#">Details</a>
Chair, General Board Member	Women's Information, Support & Housing in the North	<a href="#">Details</a>
Chair, Treasurer, Secretary, General Board Member	Doveton Neighbourhood Learning Centre Inc	<a href="#">Details</a>

### Western Australia

Job Title	Organisation	
Treasurer	The Munda Biddi Trail Foundation Inc.	<a href="#">Details</a>

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## 19. Fast Forward

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

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## 20. About Our Community

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

Our major offerings include:

1. **[www.ourcommunity.com.au](http://www.ourcommunity.com.au):**  
Australia's most useful website and publishing house, encompassing the nation's largest and most diverse membership base and 12 Knowledge Centres – accelerating the impact of Australia's 700,000 community organisations
2. **[GiveNow.com.au](http://GiveNow.com.au):**  
The practical place to explore all the different ways you can help the community: how to make a donation, how to get involved, how and where to join in and support your community.
3. **[Australian Institute for Community Practice and Governance](#):**  
Practical and accessible certificated training delivered locally through our training Institute
4. **[Institute for Best Practice in Grants Management](#):**  
The unique suite of grants management services for government
5. **[Australian Institute for Corporate Responsibility](#):**  
Cutting edge corporate responsibility resources for large, medium and small business and community organisations

Read more about us at [www.ourcommunity.com.au/aboutus](http://www.ourcommunity.com.au/aboutus).



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