

Our Community **MATTERS**

Your community knowledge bank helping groups survive, improve, grow and innovate



Resources, News, Innovations and Tips on:

- ✓ Funding, Finance & Membership Management
- ✓ Leadership & Advocacy
- ✓ Management & Training
- ✓ Marketing & Media
- ✓ Boards, Committees & Governance
- ✓ Community & Business Partnerships
- ✓ Insurance & Risk Management

www.ourcommunity.com.au

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Welcome to the latest edition of **Our Community Matters**, your regular free community sector update. It is yet another benefit of membership of www.ourcommunity.com.au – the premier destination for Australia's 700,000 community, education and not-for-profit groups. Our Community provides community groups with the latest funding and fundraising news as well as practical management, board, marketing and community business partnership information. Our Community also operates the [Australian Giving Centre](#), the free online donations service that has so far raised \$5 million for Australian community appeals. A summary of our services is listed at the end of this newsletter. If you have trouble reading this newsletter or have any comments please let us know by emailing kathyr@ourcommunity.com.au.

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1. Community View ... By Rhonda Galbally AO, CEO of www.ourcommunity.com.au

Hats off to Change!

As we begin planning in earnest for this year's Communities in Control conference – and you can read all about that in [Part 2](#) of this newsletter – I've been thinking about hats.

If you look at photos of any large outdoor gathering taken before the Second World War you'll notice two things. One is that all the men are wearing ties. The other is that almost everybody will be wearing a hat.

If you look around you today, you'll notice that many workers still have a tie but that almost nobody wears a hat.

The interesting thing about all of this is that our comparative hatlessness is a sign of how quick social change can be.

For at least 2000 years, people would as soon have gone out without their trousers as without their hats. Yet in about 20 years between 1939 and 1959 that custom vanished almost without a trace.

As a social reformer, I find the demise of the hat rather encouraging.



What social evils in our society that now seem immovably cemented into our social fabric are just about to pop like a bubble, leaving not even a memory behind?

Because hats are the least of it. You can't tell by looking at photographs, but in those wartime crowds people were not only wearing hats but telling racist jokes, discriminating against women, dividing up into exclusive groups on religious grounds; in general, they indulged freely in an extraordinary number of things that had been perfectly OK for centuries, that to them were in the air they breathed, but that would nonetheless have them expelled from polite society today in a twinkling.

We're not better people than our grandparents were, by any means, but we behave better without having to think about it.

The lesson of the hat is that nothing is fixed. The world can reach a tipping point and flip over in a moment, and everything will be so different that it will once again be almost impossible to believe that it could be otherwise.

So whatever it seems like on those depressing days when the photocopier breaks down, the organisation's bank account is flirting with red ink and what seemed like a large donation has turned out to be a Nigerian scam, your work is not in vain.

Everything can be changed.

The other piece of good news is that community organisations are not as powerless as many of us may think.

In fact, some recent British research by the Hansard Society has found that 62% of MPs claim to be more persuaded by arguments put forward by charities and interest groups than businesses. That's a stat not to be sneezed at.

So seize your power.

With a new Federal Cabinet, a new Opposition team and an unofficial election campaign already up and running, there's never been a better time.

Rhonda Galbally AO
Chief Executive Officer

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2. Communities in Control Conference 2007 – Details Unveiled

Once a year 1500 remarkable people gather in Melbourne, Australia to exchange ideas & wisdom, be re-energised, be inspired. It's Australia's largest, most intimate, most popular community conference.

Communities in Control Conference 2007 From Advocacy to Policy – Communities Driving Change

The eagerly awaited program for the Communities in Control Conference 2007 has now been released – and we're excited to reveal that this year's is a beauty.

The conference – **in Melbourne on Monday & Tuesday, June 4-5 2007** – will focus on the need for community organisations to become central to the search for policy solutions, a timely and vital discussion as the national conversation about community priorities continues to evolve. Speakers will explore the need for community organisations to become central to the search for policy solutions, and look at practical ways this can be achieved.

As always, the main theme of Communities in Control – that for communities to survive and thrive, they must be in charge of their own destinies – will flow throughout the event.

This year's speakers' list is worth printing in full. The conference's 2007 Pratt Fellows are:

- **Angela Glover Blackwell**
Social change trailblazer, founder & President of the US research, communications, capacity-building and advocacy organisation, PolicyLink, and former Senior Vice President of The Rockefeller Foundation
- **Bernard Salt**
Renowned social forecaster, Partner with KPMG Australia and author of best-selling book, *The Big Shift* and *The Big Picture*



Our exciting list of speakers also includes:

- **The Honourable Justice Michael Kirby, AC CMG**
Judge, High Court of Australia and inspiring and courageous community leader
- **Heloise Waislitz**
Pratt Foundation Chair and cutting-edge philanthropist
- **Dr Jack Munday AO**
Revered grassroots organiser, union & environmental activist, architect of the "green bans" movement
- **Professor Dennis Altman**
World famous political scientist, Professor of Politics, La Trobe University
- **Eva Cox AO**
Social critic, feisty feminist, advocate, and instigator of research into social capital in Australia
- **Tom Bentley**
Former Director of DEMOS, currently Executive Director for Policy & Cabinet for the Premier of Victoria
- **Sam Lipski AM**
CEO of The Pratt Foundation, distinguished Australian thinker, writer, orator and media expert
- **Waleed Aly**
Leader on multicultural issues, spokesperson for the Islamic Council of Victoria
- **John Roskam**
Executive Director of Australia's leading free market thinktank, the Institute of Public Affairs (IPA)
- **The Honourable Joan Kirner AM**
Former Premier of Victoria, Chair of the Ministerial Advisory Council for Victorian Communities
- **Karyn Walsh**
Champion for the disadvantaged, President of the Queensland Council of Social Services (QCOSS)
- **Anne Dunn**
Chair of the Federal Government's Regional Women's Advisory Council, beloved community arts expert
- **Brett de Hoedt**
Mayor of Hootville Communications – media trainer, consultant and showman
- **The Honourable Peter Batchelor MLA**
Minister for Victorian Communities
- **The Honourable Mal Brough MP**
Minister for Families, Community Services and Indigenous Affairs

Download the brochure – www.ourcommunity.com.au/files/communitiesincontrol2007.pdf – for more information on the speeches.

Westpac Community Idol

This year sees the return of the very popular Community Idol competition.

This is the event where we search for the community group that stands out from the pack. It's not about being the biggest or the best resourced or the most high-profile group, it's about being a group that shines as a beacon of innovation, vibrancy, effectiveness, inclusiveness and leadership.

Three community groups will be selected as finalists and present their Community Idol credentials at the conference on June 4. The 1500 delegates will vote for their favourite, with the winner being announced on day two of the conference on June 5.



The winning group will receive \$3000, while all three finalists will receive all current books produced by Our Community, and 12-month subscriptions to all Our Community newsletters (valued at \$800). A further 10 entries will be awarded commendations. All finalists will of course also get the opportunity to showcase their work, tell their story and gain some invaluable recognition.

Find out more and register your group at www.ourcommunity.com.au/communityidol.

Community Networking Drinks – proudly supported by Australia Post

The Community Networking Drinks – **from 5pm to 7pm on Monday, June 4** – will be bigger and better than ever this year.

Not only do you get the chance for some informal mingling with your community colleagues and peers, but this year you will also get to hear some of the best community artists and entertainers perform during the event.

In addition, all attendees will receive a special gift courtesy of Australia Post of a free "how-to" Letter-writing Essentials Guide, which will be launched at the networking event.

Pre-Conference Skills Day on Marketing Media & Advocacy

For those groups needing a little extra help finding members, raising money or attracting support – and which group doesn't?? – this year's Pre-Conference Skills Day provides the perfect learning opportunity.

The one-day event – **on Sunday June 3** – will uncover the marketing, media and advocacy secrets that will help sustain your group and your community, showing you how to use your story to unleash money, members and support.

Full details are in the brochure at www.ourcommunity.com.au/files/communitiesincontrol2007.pdf.

Youth in Control – The Youth in Communities Forum

Another new conference innovation this year is the special half-day Youth in Communities Forum, which will be held from 9.30am-midday on **Wednesday June 6**.

The forum is designed for young people (17-27) who have attended the two-day Communities in Control conference. Youth delegates will come together to consider the lessons of the last two days and plan a pathway for local action in their communities.

The Youth in Communities Forum has been specially formulated and priced to allow each local government area in Australia to send a youth delegate. The session will be expertly facilitated and content will be shaped by participants themselves through a pre-conference survey.

Australia's biggest and best ...

This is the fifth annual Communities in Control Conference. Each year the conference attracts a capacity crowd of 1500, making it the largest community conference in Australia.

Although vast in scale, the conference is also very intimate, attracting a high-spirited and highly collegiate variety of delegates from community groups, government, local government, business and education.

Be inspired and ensure your voice is heard as we together address the top issues around enabling community to have a major impact on policy development for all levels of Government in Australia.

Find out more and register at www.ourcommunity.com.au/cic2007.

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3. Giving and Getting – online donations surge during December

If you're from one of those groups that still need some convincing that it's worth getting your fundraising efforts online, listen up.

The [Australian Giving Centre](#) – the free online donations service operated by Our Community with the support of Westpac – collected \$105,913 in donations during December, with 1186 individual donations made.

That constitutes a huge leap from December 2005, when the Australian Giving Centre collected \$40,812 through 513 donations.

There are a number of reasons for the increase:

- More and more people are becoming comfortable doing financial transactions online – and many, particularly the young, actually prefer it.
- More and more community groups are putting their appeals online – there were 300 more appeals listed at the Australian Giving Centre in December 2006 compared with December 2005.
- More and more donors are signing up to give recurrent rather than one-off donations. People tend to give more when they're giving regularly, and that means more money going into the pot each month.
- Community groups are becoming better at promoting their online appeals. Groups are acting on the knowledge that their online appeal is the means, not the end, and that their appeal needs to be promoted wide and far and by as many means as is possible, and they're cashing in as a result.

Of course, another big reason for the jump in donations during December was Australian Giving Week, which was held from December 4 to 10.

Giving Week, which was also held during 2005 but attained even greater prominence last year, aims to focus attention on the many ways that individuals, families, businesses and groups can make a difference to the community in the lead-up to Christmas.

Media appearances and promotions in the lead-up to and during the week helped to drive more traffic to the donations site.

Just as importantly, Giving Week also helped to focus the nation's attention on some of the small, simple steps (not just financial ones) people and businesses can take to help create a better supported, more inclusive, more vibrant community – not just during the Christmas period, but all year long.

Australian Giving Week will be held again in 2007, from December 4-10. Mark it in your diary, and put an extra note in for October to plan what your group will do during the week to capitalise on the extra interest in giving the event will generate.

And while you're in your diary, now is a good time to start thinking about your end of financial year appeal as well. If you need some pointers on this, have a look at the February edition of the [Raising Funds](#) newsletter, which provides a step-by-step guide to planning your appeal.

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4. 'Top 50 Grants' guides released

If your group is in the market for grants, you'll be happy to know that the 2007 editions of Our Community's popular 'Top 50 Grants' guides are hot off the presses and ready for shipping.

In an effort to serve our members better, the guides range has again been expanded this year, and now comprises:

- The top 50 sport and recreation grants
- The top 50 environment and heritage grants
- The top 50 rural and regional grants **(NEW!!)**
- The top 50 youth grants
- The top 50 multicultural grants
- The top 50 community group grants.

There are eight different versions of each guide available – one for each state or territory of Australia.

The guides provide a list of the 50 grants that we think are the most appropriate for each particular sector, providing a run-down of each grant, information about limitations on applications, links to websites, and contact details.

They also include a handy calendar to help you to plan your grantseeking for the rest of the year, as well as Rhonda Galbally's Top 50 tips on winning grants.

The guides cost \$36 each and are a great tool to have on your shelf, a terrific complement to the monthly EasyGrants newsletter, and an invaluable time-saver.

You can read about or order one of the updated '50 Best Grants' books at www.ourcommunity.com.au/books/bestgrants.



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5. New scheme announced to honour community heroes

The Australia Day Honours were announced recently and it was terrific to see quite a number of community leaders on those lists.

At Our Community, we're keen to see even more opportunities to celebrate those often unsung people who make a real difference in the community.

We already celebrate our great community groups through the Australian Community Idol competition, but now we want to extend that to individuals. That's why we've introduced the Community Heroes initiative.

Your Community Hero could be an aged care worker who has gone an extra mile in looking after an elderly parent ... a volunteer who coordinates a significant fundraising effort for a community group or cause ... a community group stalwart who's clocked up decades of service to a group or a series of groups ... A junior sports coach who turns up rain, hail and shine to teach and encourage and support ...

Tell us who your community heroes are by filling in the form at the top of the following page.

We'll select one of the nominated heroes every month, send them a Community Heroes certificate and help to celebrate their community contribution publicly by featuring them in this newsletter and putting their details up in the Leadership Centre section of the Our Community website.

We're not after big names or grand deeds necessarily – just ordinary people who quietly go about making the world a better place.

You can return the form to us in one of three ways:

- **By Email:** Copy the headings onto an email, fill it in and send it to kathyr@ourcommunity.com.au
- **By Mail:** Print out the form, fill it in and post it to Community Heroes, PO Box 354, North Melbourne 3051
- **By Fax:** Print out the form, fill it in and fax it to (03) 9326 6859

COMMUNITY HEROES NOMINATION FORM

(Please use block letters or type)

Your Name: _____

Your Phone Number/Email address: _____

Name of Community Heroes nominee: _____

Phone number/email of nominee: _____

Please tell us in 200 words or less why this person should be considered a Community Hero:

Please return to Community Heroes. **By Email:** Copy the headings onto an email, fill it in and send it to kathyr@ourcommunity.com.au. **By Mail:** Print out the form, fill it in and post it to Community Heroes, PO Box 354, North Melbourne 3051. **By Fax:** Print out the form, fill it in and fax it to (03) 9326 6859.

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6. Grants in Australia survey – sneak peak of results

Thanks to all those who took the time to fill in the annual Grants in Australia survey, which was conducted online from December to early February.

The results are being analysed in preparation for their release at the [Best Practice in Grants Management Conference](#) later this month, but we can reveal some of the findings now.

- Most respondents believe grants are getting harder to secure. Around a third believe there has been no change, and only around 2% believe they're getting easier to secure.
- Giving feedback on applications remains a chief concern for Australian grantseekers, with 79% believing grants manager are performing "poorly" in this area. Other areas where a majority of respondents believed grants managers were performing poorly were in the provision of after-hours grants inquiry lines, red tape reduction, and program accessibility.
- Respondents were again asked to identify their biggest "bugbear" when it comes to getting grants. Some of the old chestnuts reappeared – poor communication, unwillingness to provide money for core costs, unrealistic time frames, unfair advantage for larger or higher profile groups or those with DGR status, and unrealistic reporting requirements. But there were some new ones as well. Too much red tape, technology issues, lack of flexibility, and an unwillingness to provide one-on-one help all featured prominently in survey responses.
- The survey also asked grantseekers to identify what they would like to congratulate grantmakers on. The very existence of grants programs was the main area identified for celebration by respondents, with others also praising grantmakers' increasing use of technology, willingness to carry out ongoing improvements, and increased clarity in guidelines, processes and communications.

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7. Volunteering report delivers another blow for non-DGRs

Volunteers from organisations without deductible gift recipient (DGR) status have been excluded from a Volunteering Australia taskforce report calling on the Federal Government to reimburse volunteers for their expenses.

The Rising Costs of Volunteering report proposed six models by which the Government could reimburse volunteers.

While the report acknowledged that such criteria would mean “only some volunteers would be eligible”, it concluded that to begin with, only organisations holding deductible gift recipient (DGR) status should be eligible.

It said one consideration in deciding on the criteria was “the ability of any administrative process to ensure the veracity of the claims lodged.” However, the report has recommended that “DGR status should be a starting point only, with a further expansion of qualifying organisations considered following the implementation of any of the options outlined.”

The taskforce proposed six options and recommended the Federal Government implement one or more to support volunteers in their work. The options listed were:

- Government grants (to organisations)
- Government requiring a reimbursement budget in funding applications (from organisations)
- Tax credit/GST offset for organisations
- Personal tax rebate/offset (for individual volunteers)
- Personal tax deduction (for individual volunteers)
- Personal grant administered through an existing government agency (for individual volunteers).

Personal tax deductions would exclude those volunteers who did not have paid employment, and would require a change in legislation. Personal tax rebates would also require a change in legislation, and would create work for organisations having to provide verification.

The report notes that tax credits or GST offsets for organisations could create uncertainty for volunteers where reimbursement could be redirected to them at the discretion of the organisation for which they were volunteering.

The report does not recommend any of the six models over others, but does recommend that reimbursement per volunteer be capped at a nominal amount each year.

Major costs of volunteering identified by the report are: transport (such as petrol or public transport); telephone; safety equipment and clothing (such as purchasing and maintaining uniforms); and training.

While the taskforce found that a high proportion of the population engaged in volunteering, it cited two consultations in recent years which uncovered some dissatisfaction “about the cost of volunteering”.

According to the report, of all member countries of the Organisation for Economic Co-operation and Development (OECD), only the United States provided “significant support to mitigate the cost of volunteering through the taxation system.”

UK volunteering vouchers mooted

The UK’s Conservative Party has proposed the introduction of “volunteering vouchers” to give volunteers some influence over how public money is allocated to charities and community organisations.

Shadow cabinet member Cheryl Gillan said the proposed vouchers would allow a reallocation of some existing funding, with individuals and communities deciding where public funds should best be spent.

She said one of the “trickiest challenges” was to find ways to increase state funding for the community sector without increasing the power of the state and diminishing the independence of the organisations being funded.

“A possible way of doing this is to ensure that some of the money the state spends on the voluntary sector is allocated by citizens themselves, rather than by government officials with all sorts of strings attached.”

The volunteer vouchers could be “earned” by volunteering individuals for the charity of their choice, she said.

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8. Great Australian Leaders in Focus: Dr Jim Cavaye



This edition's Great Australian Leader in Focus is the director of Cavaye Community Development, Dr Jim Cavaye.

Jim is an accomplished practitioner, educator and researcher in community development with 20 years experience working with rural and regional communities and a Ph.D. in community development.

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

1. Martin Luther King – he was able to articulate the basic needs of a whole people and showed enormous courage in doing so.
2. Mohammed Yunus, Founder of the Grameen Bank – he linked economic independence with community values and personal development and empowered the poor, particularly women.
3. Tony Blair – he created a bold vision for Britain and worked across divisions to orient government to help communities make change.

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

1. Understanding – the first step in fostering change is to understand how things are. Leaders must also have compassion and understand the situation, views and reactions of people.
2. Developing shared leadership – the best leaders are those that foster the leadership that we all have. They help people recognise their own assets rather than deficits and develop communities that have leadership rather than those that are led.
3. Persistence – leaders have stamina and tenacity not only to cope with adversity and disappointments. They also follow through on changes in communities that, because of their complexity and difficulty, naturally take a long time.

What are the three greatest barriers to new leaders emerging in Australia?

1. Self-deprecation – It is one thing to be humble but in Australia, I see a lot of self-deprecation at the personal and community level. A parallel “drought” in regional Australia is that of confidence.
2. The distortion of profile – having “profile” is important to having influence and some wonderful shared leaders have developed a strong profile. However, our focus on personal “celebrity” has meant that some people with profile are not leaders and some wonderful community leaders are not recognised, limiting their influence.
3. Making it happen – real leaders not only have an innovative idea and develop others but they also make things happen “on the ground”. For leadership to emerge we need better ways for people to access support.

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

- Find a mentor. My life was touched by a wonderful mentor who was a sounding board, a “coach” and frankly, an inspiration. Having people like this with you gives leaders a “gyroscope” and the support to try new things and think boldly.
- Have a go! – if you have an idea or a “dream”, so often it remains just that. Actually deciding to start something, and having a clear plan, and taking the first step is often the key to big things happening.

Nature/nurture – are leaders born or bred?

Born *and* bred – I believe that everyone has leadership in them. That is, everyone has some vision, some persistence, some ability to work with others, some courage. Some people have more than others but the true nature of leadership is to bring out the leadership that is in others.

Often the natural leadership that we all have to various degrees is stifled by circumstance, by us thinking we have no leadership and other people are “leaders”, and sometimes perceived “leaders” stifle leadership in others. It is important for the natural leadership across communities to be encouraged and fostered by making it easy for people to participate, by equalising power in communities, by having functional organisations, by respecting and valuing diversity and by supporting and encouraging people at the personal level.

What do you consider to be the top leadership issues facing the nation?

- Reconciliation – Despite Mabo, native title and the reconciliation movement, we still have a long way to go. Reconciliation needs to reach the level of mainstream Australia appreciating Aboriginal people,

understanding their situation, institutional change and access to land, and the development of personal friendship and “rubbing shoulders” between black and white people. Developing this fundamental understanding and trust is a crucial leadership challenge.

- Reinventing Local Government – local government is in the best position to foster vibrant communities and social change at the grassroots level. Many local governments consist of genuine community representatives and dedicated staff. However, many local governments focus on cost minimisation and see their role only as infrastructure and social service provision, rather than as also fostering leadership and entrepreneurship in their communities. Achieving this double role – service provision and community strengthening – at the same time, with limited funds, is a critical leadership challenge.

What insights have you gained personally on your leadership journey?

I have come to appreciate that my strong suite is having what I think are great ideas, but there has been ample evidence of not being able to follow through and focus on solid outcomes. It is something I am trying hard to balance.

Who have been your own leadership mentors and how did they assist in developing your own leadership style?

My mentor was Ron Shaffer, my university professor and the Director of the Centre for Community Economic Development in the US. His most powerful influence was that he believed in me and offered unconditional support. He also struggled and suffered through terminal illness and his example of humility and dignity is his greatest lesson.

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9. Credit where it's due – benefits of vigorous community organisations spelled out

We in the community sector are used to being treated, for the most part, as nuisances (if we're active) or irrelevances (if we're not). It's rare that we're given credit for our role in keeping the whole shebang going – and when we are, as we have been twice recently, it's worth taking note.

The Department for Victorian Communities put out a report in 2006 on *Indicators of Community Strength: framework and evidence* that includes a section on Associational and Community Networks that sets out the evidence (with references) from around the world that belonging to community groups benefits us all by reducing crime and violence, increasing respect for diversity, reducing youth suicide, and increased health.

“Researchers suggest that a doubling of the rate of membership in community organisations has the potential to reduce violent crime by up to a third and property crime by up to ten percent.”

If you want more detail on how exactly one goes about getting those community health benefits you can turn to a more specific report from the Mental Health Council of Australia titled *Weaving the net: promoting mental health and wellness through resilient communities*, by Stephen Mugford and Stephen Rohan-Jones.

While this report is mental health-focused, it's not restricted to commenting on mental health treatment services – it drives directly into the communities that surround them.

“Healthy communities don't rely on health services,” the report says. “Instead, they draw inspiration from local leadership to draw people and resources together.”

The report tries to provide a snapshot of community resilience and wellness within Australian communities, where resilience is defined as:

“The capacity of a community exposed to hazards to adapt, by resisting or changing, in order to reach and maintain an acceptable level of functioning and structure.”

Resilience, they say, is determined by the degree to which the community's social system is capable of organising itself to learn from past disasters and build appropriate protective factors.

“A healthy community is a vital part of good mental health. We all know this intuitively. You don't need to have a mental illness to appreciate support in the workplace, a network of friends or the local club. *Weaving the Net* does more than confirm this. It gives us an insight into how to create these supportive communities and improve people's mental health.”

The research findings generated 10 principles of resilient communities – 10 rules which can not only serve us as a quick checklist for program funding but which also remind us of why the community sector is so uniquely valuable.

1. Start with what's right, not with what's wrong – look at assets, not deficits; wellness, not illness.
2. In defining a community, use the boundaries that people know and recognise.
3. Communities best understand their own needs.
4. Use experts in a catalytic fashion that promotes self-organising and self-sustaining efforts. Specifically, don't try to teach resilience – help people to create it.
5. Don't seek to develop in a community a neat, simple, rational system with clear and well defined boundaries. Redundancy, fuzziness, overlap and multiple feedback loops are optimal.
6. Nurture and build trust and try to catalyse engagement.
7. Where possible, have local volunteers helping and supporting other locals.
8. Diversity in communities is vital.
9. Help to create and sustain committed leadership in local communities.
10. Take the time it needs to make things happen. There is no quick fix.

These are the things we get right, which is why when the report talks about social capital it refers to our kind of thing – “the bonds of trust and mutual concern that arise through volunteering, socialising, and taking part in” community groups.

Social capital, the report says, pays off in many ways, including a number that most people in the sector may never have thought of – promoting the transmission of new ideas, improving children's education, and enhancing the efficiency of labour and capital markets. That's something to attach to your next grant application.

So, to all of you out there, congratulations. You've earned it.

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10. Community Classifieds

Women's groups wanted

A large corporate organisation with offices in every state of Australia is seeking ideas and projects that will help the company celebrate International Women's Day on March 8.

Any group that works with women or has an idea for a project or celebration that would make good use of the enthusiasm and skills of the company's employees on International Women's Day can contact the organisation through us.

Email your ideas and details to denism@ourcommunity.com.au.

Entertainers wanted

Can your community group sing, dance, act, read poetry, play music, juggle or do anything else that is entertaining?

Our Community is offering the opportunity for community entertainers to showcase their talents to 1500 delegates during Communities in Control conference.

Groups will perform during the special extended drinks and networking event from 5pm to 7pm on Monday, June 4, 2007, and/or during other breaks throughout the conference on June 4 and 5.

An expressions of interest form can be downloaded from www.ourcommunity.com.au/entertainers, or contact Lisa Reed at lisar@ourcommunity.com.au, phone (03) 9320 6820.

Patron of the Arts Awards

Cultural organisations can now nominate individuals and organisations for a Patron Of The Arts award.

This is a new awards concept designed to officially recognise individuals who have excelled in the arts through: major fundraising efforts or donations to the arts; volunteering for many years of their time for the arts; working to improve the arts as a whole.

Nominees will be inducted onto the Patron of The Arts Register, and formally recognised. For further information visit www.PatronOfTheArts.com.au.

Children's books for sale

Books to help children overcome some of the most stressful life events they might encounter have been released.

I Miss Daddy (hard cover \$14.95) is designed particularly for children who are dealing with the loss of a loved one, *It Must Be My Fault* (soft cover \$12.95) is for children who are dealing with separation and divorce, and *Daddy's New Family* (soft cover \$12.95) is for children dealing with the changes and challenges of a blended family.

All books are written from a child's point of view. They can be ordered by phoning (07) 5478 0042 or by emailing to iharsh@bigpond.net.au.

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11. Community Briefs

Legally Speaking: Australian Fair Pay and Conditions Standard

By Richard Thompson
Principal of Archer Thompson Lawyers

In addition to the new Work Choices legislation, the Australian Fair Pay Commission has recently handed down the five minimum conditions (the Standard) and pay scales. By law, no workplace agreement can provide conditions which are less than those in the Standard. The minimum conditions in the Standard are:

1. Guaranteed basic rates of pay and guaranteed casual loadings
A Federal Minimum Wage or guaranteed basic rate of pay under an applicable Australian Pay and Classification Scale. For casual employees, a casual loading set by the Australian Fair Pay Commission.
2. Hours of work
Maximum ordinary hours of work limited to 38 hours per week (which can be averaged over up to 12 months) and reasonable additional hours.
3. Annual leave
Four weeks paid annual leave per year (five weeks for some continuous shift employees). Up to two weeks of this can be cashed out at the employee's written election where their workplace agreement permits*.
4. Personal leave
Ten days paid personal/carer's leave per year and two days paid compassionate leave per occasion*. Where this paid personal leave has been exhausted, two days unpaid carer's leave per occasion.
5. Unpaid parental leave
For all employees other than certain casual employees, up to 52 weeks unpaid parental leave (maternity, paternity and adoption).

* These conditions do not apply to casual employees. They are based on a full-time employee working 38 hours per week and apply on a pro-rata basis according to the hours worked by the employee. Please note that annual leave and personal leave do not accrue in the respect of hours worked above 38 hours per week.
(Source: The AFPC December report)

For a free initial consultation on these standards or legal issue please call Richard Thompson at Archer Thompson lawyers on (03) 98278279 or email to richard@archerthompson.com.au.

More governance training opportunities

Due to popular demand Our Community is now providing two opportunities for people wanting to undertake the Certificate IV in Business (Governance) over four consecutive days.

These four consecutive day sessions have been provided to allow people travelling from interstate and regional areas to more economically access the training. People in metropolitan areas are also able to undertake this training in one session and allow them to then complete the external requirements at their leisure over the next few months.

The cost for these four-day sessions has been kept to a low \$1100, which is amazing value compared to commercial governance providers who charge up to \$6000 for similar programs.

Opportunities still exist for people wanting to attend the Feb 19-22 or May 7-10 sessions.

For further information or to register visit www.ourcommunity.com.au/aicpg or for enquires phone Patrick Moriarty, Director Training and Development on (03) 9320 6810.

DGR, Scholarship Fund update

At a meeting in April of the Tax Office's Charities Consultative Committee the ATO provided some statistics relating to applications for endorsement as a Tax Concession Charity (TCC) and as a deductible gift recipient (DGR) over a three-month period.

A total of 1480 applications were received by the Tax Office in that time – about 6000 a year – and 490, or exactly one-third, were refused.

"One third of refusals for both categories, that is TCC and DGR applications, were because further information requested by the Tax Office was not provided by applicants despite reminders given," the ATO says.

"The remainder of refusals were because guidelines were not met. For example,

- TCC cases: proposed purposes and activities were not charitable; Government bodies had applied; failure to meet basic not for profit requirements
- Public benevolent institutions (PBI): lack of benevolent purposes; not institutions
- DGR cases: predominant purpose for some school building fund applications was not in relation to a school building fund as required."

The figures are not as helpful as they might be, as no breakdown is given between TCC cases and DGR cases (and PBIs), and no allowance is made for overlaps. Are those 1480 applications from 1480 groups, or are they from 740 groups all applying for both TCC and DGR status?

Inquiries to the Tax Office in 2003 revealed that the total number of endorsed TTCs was then 44,758 and the total number of endorsed DGRs 19,485. The new figures would seem to imply that another 4000 endorsees were added each year.

As a postscript, the meeting was held in April and the minutes have just now been made available. As always, the tax office takes its own sweet time.

Meanwhile, a document providing answers to frequently asked questions from organisations seeking endorsement under the new Scholarship Fund category of DGR has been released by the ATO.

The document can be downloaded from <http://ato.gov.au/distributor.asp?doc=/content/00092168.htm>.

Calendar of Key Events now online

The 2007 Calendar of Key Events has been loaded and can be viewed at www.ourcommunity.com.au/calendar.

The calendar lists nationally significant events focussed around a major community or advocacy/awareness issue, sorted under the headings of Anniversaries and Celebration Days, Australian School Holidays, Australian Public Holidays, and State and Federal Election Dates.

It's a useful reference for people planning their diaries, particularly fundraisers and advocates who may want to connect with, or avoid a clash with, a key national event.

Key events for the remainder of February, for example, include International Asperger's Day (February 18), Australian Organ Donor Awareness Week (February 18-24), Sustainable Living Festival (18-20 February), National Pancake Day (February 20), National Sunnies for Sight Day (February 23), and Business Clean Up Day (February 27).

The calendar does not cover local one-off events, however you can put forward suggestions of **key dates** we may have missed by emailing lisar@ourcommunity.com.au.

Scholarships up for grabs

Scholarships for not-for-profit professionals of up to \$2000 are up for grabs as part of the 2007 ASI SMART Company Scholarship Fund.

The fund, which is designed to assist professionals to undertake study directly relevant to their work, is administered by ASI, which provides software solutions and support for fundraising organisations and associations.

More than \$21,000 was awarded to 24 individuals through the fund in 2006. Funding will be increased to \$25,000 in 2007, with scholarships announced quarterly.

Professionals working at DeafSA, Royal New Zealand Plunket Society, North Shore Heart Research Foundation, Aged and Community Services Association of NSW and the Mental Health Research Institute were among those to received funding in the most recent round.

The next round closes on March 13.

For more information visit www.advsol.com/ap/scholarship.

Not-for-profit business partnerships information session

Community groups in Melbourne have been invited to attend an information session to find out how some Australian companies are measuring, reporting on and managing their community partnerships.

Twenty-five companies have so far signed up to the London Benchmarking Group Australia and New Zealand and are using LBG standards for measuring community contributions.

The information session, on Tuesday February 20 from 2pm to 3.30pm will explain the methodology and how it is relevant to community groups.

It is being held at NAB conference room A, level 22, 500 Bourke Street, Melbourne. Photo ID is required to gain access to the building.

For more information about the briefing visit www.lbg-australia.com and scroll down to the link to the not-for-profit information session.

Australian Year Book released

There's something for everybody – including community organisations – in the latest edition of the Australian Bureau of Statistics' principal reference book released late last month.

Drawing on ABS studies and other information, the 89th edition of the Australian Year Book includes information on volunteering, not-for-profits and social health.

- **Random Statistic #1:** Almost half (49.1%) of Australia's 1300-plus art and other museums are operated without paid employees, relying on the work of more than 9000 volunteers. The 676 museums that do have paid employees employ a total of 7600 people, who are assisted by 11,000 volunteers.
- **Random Statistic #2:** The quality of people's close relationships is one factor researchers agree has a fairly strong association with high levels of subjective wellbeing. Participation – be it social, educational or in the workforce – has also been associated with higher levels of life satisfaction.

To mark 100 years of continuous service to the community, one of this country's great volunteer/community organisations – Surf Lifesaving Australia – has contributed an article to the book. This year's edition also includes a number of feature articles about Antarctica.

The (large and therefore slow to download) Yearbook can be downloaded in PDF format by following this link: http://www.abs.gov.au/AUSSTATS/subscriber.nsf/log?openagent&13010_2007.pdf&1301.0&Publication&D6C6B02D31617DA4CA25726D000467A6&0&2007&24.01.2007&Latest

Have your say

There are several opportunities currently for community organisations to have their say on how they work and issues that affect them.

Centre for What Works

Our Community is collecting resources to put up in the online [Centre for What Works](#).

We're seeking input from community organisations to populate the centre to ensure that the hard work of community organisations doesn't need to be repeated, and that the good results of community organisations can be.

- Send us your Lessons. Spread the word about programs/projects your group has worked on that have achieved real results. Download the template at www.ourcommunity.com.au/lessonsbank.
- Send us your Plans & Tools. Share the plans and tools that have been developed for your group so others don't have to repeat the process. Find out more at www.ourcommunity.com.au/plansbank.

Tell us how to help you

Our Community is also seeking your input on the sort of resources that would be useful to you.

We can't promise to provide everything you request, but we will do our best to fill any gaps you uncover.

As you know, we already provide hundreds of free help sheets and other resources, plus a range of useful newsletters, but we'd like to know if there are particular areas our members could do with more of.

- Would you like to see more finance help sheets? What topics would you like to see covered?
- Would you like more information on managing staff?
- Are there areas of governance that you think need greater exploration?

Send your ideas and feedback to kathyr@ourcommunity.com.au.

Share your views on volunteering

The 2007 National Survey of Volunteering is under way.

The survey, which hopes to uncover the issues and opportunities facing the Australian community sector, closes at the end of February.

It looks at what topics are emerging and what factors help and hinder effective volunteering, information that is used to formulate policy positions and aid research and consultation efforts.

Results will be published during National Volunteer Week in May 2007. Find out more and complete the survey by visiting www.volunteeringaustralia.org.

Share your views on legal issues & needs

The Public Interest Law Clearing House (PILCH) is reviewing the pro bono services it provides to not-for-profit organisations and looking at what extra services it may be able to offer.

As part of this process, PILCH wants input from not-for-profit organisations about what sort of assistance they need.

- Would you find a telephone/online legal help service useful?
- Are there particular topics you'd like seminars and services to cover?
- Are there any system legal issues that are making it difficult for your organisation to do its work?
- Would you be interested in a free legal "health check" for your organisation?

To complete the survey, go to www.pilch.org.au, look under the "What's New" box on the right-hand side of the page, and click the heading "New Services for Community Organisations".

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12. Community Jobs & Board/Committee vacancies



Good Moves :: Jobs Bulletin

www.ourcommunity.com.au

JOB VACANCY LISTINGS (Paid Positions)

Australian Capital Territory

Job Title	Organisation	
Accommodation Support Manager	Focus ACT	Details

New South Wales

Job Title	Organisation	
Administration / Intake Officer	People With Disability Australia Incorporated	Details
Project Manager - Grant Funding Applications	GROW Sydney ACC (GROW Employment Council Inc)	Details
Policy Officer	NSW Disability Discrimination Legal Centre Inc	Details
Program and Administration Coordinator - Student Development	ARC	Details
Fundraising Specialist	The Australian Foundation for Disability (AFFORD)	Details

Northern Territory

Job Title	Organisation	
Adaptive Technology Consultant	Vision Australia	Details

Queensland

Job Title	Organisation	
Community Well-Being Services Manager	Redcliffe Neighbourhood Centre Association	Details

Victoria

Job Title	Organisation	
Director Fundraising, Marketing & Communications	The International Diabetes Institute	Details
Development and Communications Unit Manager	Good Shepherd Youth and Family Service	Details
Chief Executive Officer	AQA Victoria	Details
Radio Advertising Sales	3ZZZ	Details
Fundraising Manager	Mission to Seafarers Victoria Inc.	Details
Principal Community Lawyer	Community West Inc.	Details
Speaking Agency Consultant	Hootville Communications	Details
Fundraiser	The Youth Junction Inc.	Details
Mentor Volunteers	Kildonan Child and Family Services	Details
Volunteer Resource Centre Co-ordinator	Jewish Care	Details
Operations and Program Director	Earthwatch Institute	Details

BOARD/COMMITTEE VACANCY LISTINGS (Volunteer Positions)

Queensland

Job Title	Organisation	
Treasurer, General Board Member	Alzheimer's Australia Sunshine Coast Inc	Details

South Australia

Job Title	Organisation	
General Board Member	Cirkidz Inc	Details

Victoria

Job Title	Organisation	
Chair & General Board Member	Volunteer West	Details
General Board Member	Women's Health West	Details
Secretary, General Board Member	Fintry Bank Community	Details
Treasurer, Secretary	Eating Disorders Foundation of Victoria	Details
Treasurer	Positive Women	Details

www.ourcommunity.com.au/jobs

Good Moves Newsletter - Your best choice to find and advertise a job/board vacancy

13. Fast Forward

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

If you would like to reproduce anything in this newsletter in your own newsletters or websites, you are free to do so. Please just add a small credit line, "courtesy of www.ourcommunity.com.au" and a direct link to the www.ourcommunity.com.au site if on a web page.

14. About Our Community

Our Community is a world-leading social enterprise providing:

1. 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 and service hubs – accelerating the impact of Australia's 700,000 community organisations
2. [Australia's Giving Centre](#) – Helping individuals and business give in every way
3. [Australian Institute for Community Practice and Governance](#) - practical and accessible certificated training delivered locally through our training Institute
4. [Centre for Best Practice in Grantmaking](#) - the unique suite of grantmaking services for government
5. [Centre for Community-Business Partnerships](#) - cutting edge Corporate Social Responsibility resources for large, medium and small business and community organisations

If you no longer wish to receive this newsletter, please email service@ourcommunity.com.au and put "Unsubscribe-OCM" in the subject line.