

# 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](http://www.ourcommunity.com.au)

November 2007 - Issued November 20, 2007

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](http://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 \$6 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](mailto:kathyr@ourcommunity.com.au).

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## 1. Community View



### A time for giving

By Rhonda Galbally AO  
CEO

A few weeks ago I wrote in this column about some of the things community groups could do to prepare for Australian Giving Week – the annual celebration of giving that takes place around the country.

Well, Giving week is just about upon us – it starts on December 3 and runs to December 9 – and so it's time now to put all that preparation into action.

Most aspects of the Giving Week website ([www.givingweek.com.au](http://www.givingweek.com.au)) are now in place – this is your one-stop-shop for Giving Week information and resources such as media release templates, giving tips and website buttons and graphics.

As well as the different sections for community groups, individuals, businesses, MPs and the media, the site now also includes a separate section for local government authorities that want to participate in Giving Week.

All those councils that run their own Local Giving Centres – Port Phillip, Whitehorse, Nillumbik, Gold Coast, Greater Dandenong, Yarra and Bayside – have already added Giving Week sections to their own Local Giving Centre pages, but other councils are also able to take part by:

- **Spreading the word** about Australian Giving Week by alerting your communities to this event
- **Demonstrating your support** for Giving Week by displaying logos on your website and in your publications
- **Encouraging your community to think local** when examining their giving in the lead-up to Christmas
- **Making a bid** on one of the Giving Week auction items
- **Leading by example** by buying Christmas Giving Cards (where \$1 from each card sold goes to a local school or community group), and trees and gifts sold by local community groups.

The Giving Week website provides all the details, as well as a template media release, Giving Week website images and other resources.

The Giving Week auction is also just about finalised and there are some really terrific items set to go under the hammer between December 3 and 9, including:

- An "Island Surfboard" signed by Rip Curl Pro Surfing champion Trent Munro
- A signed copy of ABC personality James O'Loughlin's *Guide to Public Speaking*
- A sports top signed by world champion basketballer Lauren Jackson
- Two signed Cat Empire CDs and a tote bag
- A motivational talk by marathon runner Steve Moneghetti
- A suit worn on air by SBS newsreader Anton Enis
- A talk with leading Australian philosopher and ethicist Simon Longstaff
- A huge signed Keith Urban tour poster
- A brand new Maton guitar signed by guitarist Tommy Emmanuel
- A spring tasting case of TarraWarra wines (RRP \$300)
- A Women's Weekly cookbook, work experience at *Australian Women's Weekly* and day on the set of *Fresh* with Lyndey Milan

- A limited edition photograph of the 1948 "Invincibles" Australian cricket team, signed by all the team
- A child's jumpsuit and dancing costume signed by Bec Cartwright
- A family pass to the Phillip Island penguins
- Two signed wristbands from Melbourne Storm rugby players Brett White and Alex Chan.
- A cricket bat signed by Australian opener Matthew Hayden

Trust for Nature, KIDS Foundation, The AIDS Council of Victoria, the St James Ethics Centre, Kids Under Cover, the Stillbirth Foundation, the Arthritis Foundation of Queensland, and the Parent Project are among the groups set to benefit from the proceeds of the online auction.

Bidding opens on December 3 and will finish at the close of Giving Week on December 9. You can find out more about these items, and others that will be added up until Giving Week, via the Giving Week site.

### Online donations surge

Those groups who have loaded Christmas appeals at the Australian Giving Centre at [www.ourcommunity.com.au/giving](http://www.ourcommunity.com.au/giving) will be pleased to hear that the Centre has experienced its busiest October ever.

The latest data shows the Giving Centre, which is a free service provided by Our Community with the support of Westpac, set a number of records during October, including:

- A 100% increase in the total amount donated to appeals during October 2007 compared to the same time last year. Monthly donations cracked \$100,000 – the highest October donation figure ever recorded.
- An 80% jump in the number of donations made to appeals at the Centre during October 2007 when compared to October 2006. The Centre received more than 1250 donations in October, the most ever recorded during October.
- A record number of active appeals at the Centre. Donors now have more giving options than ever before, with well over 1000 appeals listed at the site.

Overall, the average donation to an appeal on the Centre since July 1 has been \$82, with these figures set to grow with Christmas approaching. So if your group is yet to place its appeal at the Giving Centre, now is the time to do so.

### Christmas Giving Cards

Finally, a quick reminder that you still have time to order [Christmas Giving Cards](#) – the Christmas cards that keep on giving by contributing \$1 for every card purchased to an Australian community group or school.

There are several different designs to choose from and you can personalise and customise the cards you order by having a logo and message included.



**Christmas Giving Cards:** [www.ourcommunity.com.au/givingcards](http://www.ourcommunity.com.au/givingcards)

The cards are high-quality, environmentally friendly and come complete with envelope and stamp. They cost \$3 each, including the \$1 donation.

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## 2. Election sparks a flurry of community group advocacy

At election time people are thinking about change.

At election time, too, each of us is filled with the consciousness of our own electoral power. This is a time when the people in power really, **really**, really care what we think.

And that makes campaign season a high point in community group advocacy.

In the disability area, for example, this last month has seen these advocacy highlights, covering a wide range of different methods, different targets, and different impacts.

- Campaign Enable, which is agitating for a National Disability Employment Strategy, organised a rally in Ringwood to raise awareness of the issues.
- The Australian Association for Families of Children with a Disability (AAFCD) held an election forum 'Disability Election Policies: Who's promising what?' attended by the minister and his shadow, the whole later put up on YouTube.
- The South Australian Council on Intellectual Disability got a long letter in the *Sydney Morning Herald* calling for substantial increases in funding for supports and services for people with disability, saying "While all levels of government play the 'I said, you said', game, some people can't get a shower, get out of bed or have their home cleaned."
- The National Federation of Parents, Families and Carers released a 10 point Federal Election Platform titled '10 Big Changes for Parents, Families and Carers'.
- Speakout Tasmania held a rally outside Parliament House in Hobart featuring a display of calico flags, each inscribed with a message from a person with disability or carer.
- Deakin University released the findings of a survey into the health and wellbeing of Australian carers that found them to have the lowest wellbeing of any large group ever recorded.
- An entire new party dedicated to the interests of people with disability and their carers, The Carer's Alliance, announced it was standing for the Senate in all states.
- The National Council on Intellectual Disability (NCID) put out an Election Media Statement titled 'Australia's Forgotten People'.

If you want to know how to maximise your outcomes from the different advocacy methods employed by these groups, have a look at the Community Advocacy Centre ([www.ourcommunity.com.au/advocacy](http://www.ourcommunity.com.au/advocacy)) and see how it's done.

All these initiatives have been able to break through into the mass media, and have given disability issues a place in mainstream discourse that they often struggle to achieve in our everyday consumerist culture.

As always, though, remember your Darwinian evolution – a more favourable environment brings out more competitors, until it's just as difficult to get your voice heard as ever before. As well as disability, people are currently being asked to weigh their votes for or against policies on the environment, industrial harmony, and world peace, all of absolutely vital importance, sometimes conflicting, always complicated.

These messages have been given a higher profile at this time than they could expect in ordinary years because there is the possibility that these issues can be converted into the hard currency of votes and power. Minority rights are, by definition, never going to swing a majority in a marginal seat – but in a close election they may just be enough to trickle a candidate over the top.

Of course, there's no immediate link between activism and outcomes; we're all in this for the long haul. If you don't play, though, you lose. If Campaign Enable and AAFCD and SACID the NFPFC and Speakout Tasmania and Deakin and the Carer's Alliance and NCID hadn't made the amount of noise they have then the parties could be confident that these issues weren't going to shift votes. Agitation during campaign time is largely about putting in a marker that can be cashed in for face time with the Minister after the election.

And all these activists and advocates know that well. These organisations aren't mushroom growths, started opportunistically in the heady atmosphere of election rivalry. They're putting in the spadework to develop teams of supporters who can exercise continuous pressure through the next term, whoever wins it.

It's something for all groups to think about in the three years ahead.

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### 3. Make more money, hold better meetings: Two new how-to guides released

The collective wisdom of thousands of community group and school fundraisers, volunteers, staff and supporters has been analysed and distilled to create Our Community's series of practical how-to guides.

There are now more than a dozen guides available, covering all aspects of running a successful community group, including how to run and improve a board and committee, how to slash insurance costs, how to find and win grants and make more money, how to recruit a great CEO, how to implement an ethics program, and more.

Two new titles have been added to the shelves this month, both of them conforming to the Our Community no-nonsense style and offering practical, readable, accessible and doable advice and tips.



#### Beyond the lamington drive

The latest offering in the fundraising section of the how-to series is a guide that could possibly become the bible of primary and secondary school and kindergarten fundraising.

***The Complete Schools Fundraising Handbook: How to Raise the Most Money Ever for Your School, Pre-School or Kindergarten*** reveals all of the many avenues available to schools and kindergartens that want to find more money, and keep on finding it.

Like its companion guide, *The Complete Community Fundraising Guide*, the schools guide takes readers through the Six Pillars of Raising Funds – donations; grants; community-business partnerships; alumni; special events; and earned income – showing how each and every one of them can be used to bring in valuable funds.

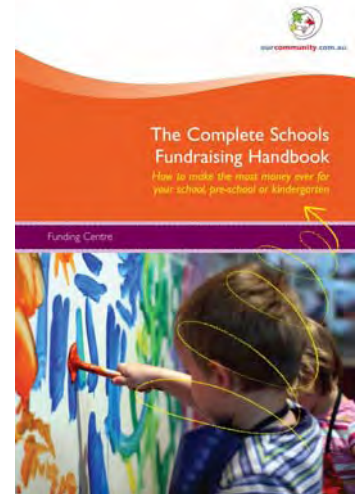
This isn't just for the big kids; every single school and kindergarten in Australia can apply the lessons and the instructions contained in *The Complete Schools Fundraising Handbook* and emerge as a stronger, more resourceful, and more self-sufficient entity.

We know this because we've road tested the lessons in the guide across Australia and in schools of all sizes and types.

We're not saying it's going to be easy, but it really can be easier if you know all of the options that are available to you, and if you know how to put in place the right strategies to make them work for your school.

The Guide also includes notes on the tax-deductible treatment of scholarship funds, school building funds and school library funds.

You can read more about *The Complete Schools Fundraising Handbook* or order a copy at [www.ourcommunity.com.au/books](http://www.ourcommunity.com.au/books).

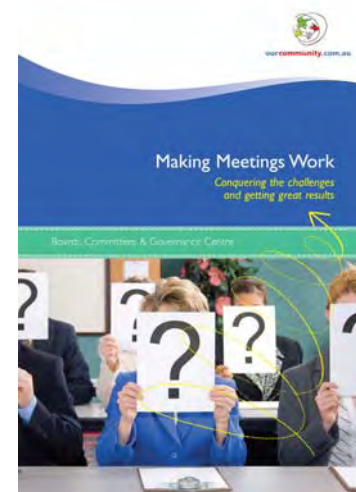


#### Meeting the challenge

If you're spending week after week sitting through mind-numbingly boring, vein-poppingly aggressive, or interminably long meetings, our second new how-to guide may well provide just the remedy you've been looking for.

***Making Meetings Work: Conquering the Challenges and Getting Great Results*** takes a practical and sometimes humorous look at what can go wrong with community group meetings, and what you can do to get them back on track.

The guide examines meetings from the perspective of the Chair, the Secretary, the Treasurer, the general Board member, and staff members, as well as providing notes on meeting rules, preparation (the agenda, the minutes, the meeting papers, the mailout) and follow up.



A chapter on “The Bad News” provides remedies for some of the more disruptive elements – malcontents, dominants, no-shows, bureaucrats, outlaws and passengers – that can act to derail a meeting, and indeed an organisation as a whole.

*Making Meetings Work* also includes a meetings glossary, sample meetings policy, standing orders and conflict of interest policies, and a board effectiveness quiz.

While the guide often refers to board or committee meetings, in reality all of the information it contains is relevant to whatever type of meeting a community group is holding.

You can find out more about *Making Meetings Work*, and all of the books in the Our Community how-to series, at [www.ourcommunity.com.au/books](http://www.ourcommunity.com.au/books).

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## 4. Fundraising on the Fly: End-of-year opportunities to top-up the coffers

Does your group need a last-minute fundraising boost before the end of the year? If so, there are a few quick fundraising opportunities you might be able to take advantage of.

### Radio promotion

The first, for Victorian groups at least, comes from FOX FM in Melbourne, and is linked to the release of the latest Gotcha CD from FOX's morning presenter Matt Tilley. The CD showcases Tilley's prank phone calls – and whether or not his sense of humour is to your liking, FOX is offering community groups the chance to chase some cash.

“Charities, community groups and worthy organisations” can visit the website [www.fox.com.au/win/competitions/gotcha-cd](http://www.fox.com.au/win/competitions/gotcha-cd) and register their group's name and details for free.

“Tell us how much cash you need and what you need it for ... and before you know it, Matt and Jo and the new Gotcha CD could be coming to the rescue,” the site says.

With no clear guidelines on how FOX decides on the successful applicants – nor on how much each will get – it's probably a safe bet your organisation will have to put forward its most convincing, emotive or positive arguments as to why you should get a share.

Note too that one of the questions in the registration process is how many copies of the Gotcha CD your group intends to buy (although buying a CD doesn't rule your group out of getting a share of the cash).

### Phone book distribution

A second fundraising opportunity comes from Salmat, a company which distributes local newspapers and other publications to letterboxes around Australia.

Salmat is preparing to begin Yellow Pages distribution in early December, and has offered community groups and sporting teams the chance to make some money by delivering phone books to homes and businesses in their area.

Advertisements have appeared in Victorian newspapers seeking expressions of interest from Melbourne metropolitan community groups; it's unclear whether Salmat is also looking for deliverers in other states.

For more information, contact Salmat on 1800 626 626 or email your name, address, group name and contact phone number to: [directories@salmat.com.au](mailto:directories@salmat.com.au).

### eBay free for all (but not in Oz)

And while we're on the topic of fundraising, in a massive boost for internet fundraising, online auction site eBay has announced that UK charities can now sell items for free.

eBay UK confirmed this month that under a changed eBay for Charity policy, it would begin crediting all administration fees back to charity sellers as of November 15.

Charities that have established online shops on eBay UK will have both their per-item listing fees and final selling fees credited back to them.

The move has understandably been met with an overwhelmingly positive response from organisations which use eBay to sell online. There are currently more than 2000 organisations listed on the eBay for Charity UK site, and more 1000 groups have set up online charity shops on the site.

Unfortunately the eBay UK move doesn't seem to have been replicated locally, which is a shame as there is a growing interest among Australian not-for-profits in using eBay auctions in fundraising.

If you feel strongly enough that eBay Australia should follow suit, make your view known via the contact page at [http://pages.ebay.com.au/contact\\_ebay.html](http://pages.ebay.com.au/contact_ebay.html).

And if you have any luck or any response at all, please let Our Community know so we can spread the word.

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## 5. Our Community Hero: Jeannie Wagner

**Each month we honour and celebrate a Community Hero – someone who is working to make a real difference to the health and vibrancy of their local community.**

This month's hero is a woman who has put her stamp on a whole range of community activities in the small northern Victorian township of Calivil – the sort of person who really keeps a small community ticking along.

Jeannie's nominator, Sue Lea, writes:

"Jeannie is a young mum who is involved in many areas of our community, including the mum and bubs group, and the tennis, football and netball clubs.

"Recently, she has taken on the position of secretary of the Calivil Recreation Reserve.

"She has been instrumental in getting many grants organised and has worked hard to upgrade several of the community facilities.

"Jeannie has also organised the football-netball vote count, assembling a fantastic PowerPoint presentation.

"Jeannie is definitely a community hero."

**Jeannie will receive a Community Heroes certificate, a selection of Our Community books and a 12-month subscription to a range of Our Community newsletters. She will also be featured on the Our Community website.**

**If you would like to read about past Community Heroes, or find out how to nominate a Community Hero, visit [www.ourcommunity.com.au/heroes](http://www.ourcommunity.com.au/heroes).**

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## 6. Identifying the "faultlines" in the future of civil society

An inquiry into the future of civil society in the UK and Ireland has identified a number of issues or "faultlines", which could challenge the health of civil society – all of which are equally relevant in Australia.

About 400 people participated in "futures workshops" to try and identify possible futures from the thousands of alternatives.

Participants prioritised 27 drivers of change as potentially having the greatest impact on civil society between now and 2025.

The four drivers nominated as most relevant were migration, socio-economic inequality, the use of new media and the increasing regulation of civil society.

The inquiry's report, *The Shape of Civil Society to Come*, concluded that there is not one future, but multiple possible futures.

"Given the scale and scope of the challenges ahead, much action may need to be collective in nature, bridging diverse civil society associations."

The nine fault lines the report identified were:

### **(1) The challenge of sustainability**

"Over the next two decades the role of civil society associations may change, from an oppositional model to one which is about building systems for sustainability."

### **(2) Growing isolation of the poorest**

Two challenges: firstly, to help these communities articulate their needs and requirements; secondly, "to find different ways of articulating social outcomes which are not based on paradigms of economic growth or market delivery (which has generally failed such communities)."

### **(3) Social cohesion under pressure**

Civil society associations can undermine human rights and preach intolerance and violence.

Another two challenges: creating public spaces where difference can be explored; and strengthening links between different associations, different sectors and those with more and less power.

### **(4) Shifting activism and increasing obstacles to engaging in civil society associations**

Time constraints and the rise of individualism mean membership and volunteering may decline, and participation is sometimes used for personal development. The challenge is to ensure opportunities suit diverse lifestyles and groups.

### **(5) Traditional political engagement on the wane**

Informal, participatory politics needs to be connected to formal, representative politics to reinvigorate the latter.

### **(6) Application of technology**

Technology has broadened the scope and richness of connections, but it can also result in people focusing solely on their own interests.

### **(7) Voluntary and community associations lose their distinctiveness**

Increasing conformity of governance produces similarity of practice. "It seems likely that diversity, at the level of associational life and the good society, requires diversity of organisational models."

### **(8) Diminishing arenas for public deliberation**

Trends include declining political engagement, increasing fragmentation of society, concentration of traditional media ownership, privatisation of public space, and interpretation of the laws about security and disorder.

### **(9) Marginalisation of dissent**

"If nation-states in Europe and America bring in much more stringent security legislation ... then it is very difficult for civil society associations to oppose similar restrictive laws elsewhere even when the security agenda is not the key motivator."

The report can be downloaded in PDF format from the website of the Carnegie UK Trust, an organisation that aims to influence policy and practice through research, public debate and encouragement of public participation. Visit <http://tinyurl.com/2u9r2v>.

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## 7. Five ways to make your workplace “mental health friendly”

*We're always looking for great community knowledge to pass on to others working in the sector.*

*In this article, the Mental Illness Fellowship Victoria provides tips on how to make your workplace more friendly to people affected by mental illness – and the very good reasons why you should bother.*



The Mental Illness Fellowship Victoria (MI Fellowship) works with people affected by mental illness in order to improve their wellbeing. Programs and services include advocacy, residential rehabilitation, home-based outreach, centre-based day services and counselling.

MI Fellowship also offers a specialist Employment Service which helps place people with a mental illness into meaningful work in an open labour market.

In doing so, we promote the fact that employers should not be afraid to hire a person with a psychiatric disability but should in fact welcome the idea because of the range of benefits it can offer an organisation.

Employing someone with a psychiatric disability is not a risk. Research shows that

- people with a disability have fewer accidents at work, which lowers the risk of compensation costs;
- employees with a disability have 39% lower absenteeism and higher retention rates; and
- recruitment costs are 13% lower when hiring a person with a disability.

Mental illness directly affects one in five Australians. That means that most workplaces would already have someone with a mental illness working there, even if they haven't disclosed it.

Employment is one of the most effective ways to help people with a mental illness because it provides them with purpose, meaning and income whilst fulfilling a role in society.

Here are five suggestions on how to make your workplace more “mental health friendly”:

1. **Establish a healthy work culture:** To help reduce stress and anxiety in the workplace, limit competitive structures and encourage teamwork and mutual support. Encourage work-life balance, promote physical exercise through employee health days and allow for “sick/stress days”.
2. **Make reasonable accommodation:** This is where an employer makes reasonable adjustments in their workplace for workers with a mental illness. For example, a person with a physical disability may need access to ramps or disabled toilets. A person with mental illness may need to work in a quieter space with reduced stimulation.
3. **Establish two-way-communication:** Make your workplace a place where workers feel comfortable to disclose that they are being treated for mental health issues. Treat any such disclosures with confidentiality and respect. This allows for opportunities to provide extra support if it is needed or a temporary reduction in workload.
4. **Expect performance:** Do not treat people with mental health issues differently to any other worker. If there is a performance issue treat this as purely a performance issue rather than assuming any mistake in the workplace is related to the mental illness. This helps to normalise the relationship. A worker with a mental illness can be called to account for performance.
5. **Consider and allow for flexibility:** A person with mental illness may need to negotiate how many hours they work or what hours suit them best; for example, they may need to start later in the day if their medications make them groggy in the morning. Being flexible with hours also means allowing workers time to see doctors for ongoing treatment to manage their illness.

**For more information about the Mental Illness Fellowship Victoria, visit [www.mifellowship.org](http://www.mifellowship.org).**

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## 8. Forces for Good: The six practices of high-impact organisations

High-impact community organisations work with and through other organisations and people to create a greater impact than they could alone, according to a new book.

The authors of the US book, *Forces for Good, The Six Practices of High-Impact Nonprofits*, found that becoming a high-impact group was not just about building a great organisation and expanding it to reach more people.

Instead it was about building social movements, transforming businesses, governments, other not-for-profits and individuals, and changing the world around them.

High-impact organisations:

1. Work with government and advocate for policy change
2. Harness market forces and see business as a powerful partner
3. Convert individual supporters into evangelists for the cause
4. Build and nurture not-for-profit networks
5. Adapt to the changing environment
6. Share leadership, empowering others to be forces for good.

The book's website, [www.forcesforgood.net](http://www.forcesforgood.net), says high-impact not-for-profits are also good at attracting and retaining people, finding sustainable sources of funding, and investing in their infrastructure and capacity.

Authors Leslie Crutchfield and Heather McLeod Grant studied 12 US not-for-profit organisations over a number of years as research for the book.

One of the groups studied, Self-Help, provides home loans and small business loans to people who would not be able to secure a loan from a mainstream lender.

Another, Habitat for Humanity, provides housing for low-income families using volunteer labour and donations of money and materials.

A third, the Center on Budget and Policy Priorities, analyses budgets and advocates on behalf of the poor.

The authors collected information from the public domain about the 12 groups, visited them, interviewed people from those groups and analysed budget and turnover data, and organisational charts.

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## 9. Your Say: Best practice and innovation in the use of technology

We love to hear your responses to articles that we run in this newsletter (and indeed all of our newsletters).

Community facilitator Emily Lee-Ack writes:

"I read with interest the Our Community Matters article (October 2007) on the use of technology by volunteer groups. The Sustaining Volunteerism Initiative website is using our online toolbox to provide both "spotlight" pieces and "real life stories" in best practice and innovative ideas by volunteer groups across the south-west of Victoria.

"We know, through our own experience, that people really value being reflected in the materials they use – and we want to highlight the excellent work being undertaken by groups in the region who are grappling with all kinds of issues related to their sustainability in both the short and long-term.

"Contrary to the view of some, volunteer groups, even those in rural areas with an ageing workforce, are increasingly embracing the internet as a means of delivering training and information in a way which reduces their other costs (such as petrol and, more importantly, time).

"We hope to add a forums page to our site shortly – allowing for both anonymous and/or open participation by local groups who are experiencing difficulties or successes in their volunteer and community groups.

"Our site can be found at [www.swvolunteerinitiative.org.au](http://www.swvolunteerinitiative.org.au)."

Send your comments, projects and ideas to [kathyr@ourcommunity.com.au](mailto:kathyr@ourcommunity.com.au).

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## 10. What's on in the community sector – Dates for your Diary

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

- **Dress Down Day** (The Cancer Council Qld)  
23 November



**Winning Grants Workshop – Melbourne**  
(Our Community)  
23 November

- **World AIDS Awareness Week** (Victorian AIDS Council)  
24 November - 1 December



**Board Builder Conference 2007** (Our Community)  
26 November



**Certificate IV in Business (Governance) - Dubbo**  
([Click Here](#) for more info)  
27 – 30 November

- **Water Safety Week** (Aquatics & Recreation Victoria)  
24 November – 2 December
- **White Ribbon Day** (White Ribbon Foundation of Australia)  
25 November



**Certificate IV in Business (Governance) - Melbourne**  
([Click Here](#) for more info)  
3 – 6 December

- **International Day of Disabled Persons** (United Nations)  
3 December



**Australian Giving Week** (Our Community & Westpac)  
3-9 December

- **Coastcare Week** (Landcare)  
3-9 December
- **International Volunteer Day** (Volunteering Australia)  
5 December



**Winning Grants Workshop – Hobart** (Our Community)  
10 December

- **International Mountain Day** (Mountain Partnership)  
11 December
- **Christmas Day**  
25 December

### !!! NEWS FLASH !!!

#### CALENDAR NOW BEING UPDATED FOR 2008

We are in the process of updating our 2008 Calendar of Events.

If you are planning (or know of) a **key, nationally significant** event focussed around a major community or advocacy/awareness issue, please email the details to [lisar@ourcommunity.com.au](mailto:lisar@ourcommunity.com.au).

To view the 2007 Calendar go to [www.ourcommunity.com.au/calendar](http://www.ourcommunity.com.au/calendar).

Please note that regrettably, we are unable to include local or one-off events and fundraisers. To assist you in promoting these types of events we have prepared two help sheets. Click on the links below to read these help sheets:

- [Promoting your Event on the Internet for Free](#)
- [25 Ways to Advertise your Event for Free](#)

More events, plus the full listing for each event (including organisational contact details and websites) can be found in the online Community Calendar at [www.ourcommunity.com.au/calendar](http://www.ourcommunity.com.au/calendar).

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## 11. Community Briefs

### Bible group wins legal case, but it's not over till the High Court sings

On the legal front, the Full Bench of the Federal Court of Australia has upheld a decision of a single judge of the Federal Court in favour of a charity's fundraising business and against the Australian Tax Office.

The decision, which involves a funeral company run to make money to fund translations of the Bible, has been hailed as an important one for not-for-profit organisations that wish to run profit-making ventures to fund charitable activities without paying tax.

The case has been run for the not-for-profit organisation, Word Investments Ltd, by Moores Legal, a law firm with a niche in not for Profit Law and Governance.

Senior Partner Murray Baird, a regular contributor for Our Community's *Board Builder* newsletter, says the decision has great significance for the not-for-profit sector.

Mr Baird said the decision could have long-term positive implications for fundraising in the not-for-profit sector, allowing charitable groups to be more entrepreneurial without fear of losing their tax-deductible status.

"The key thing to consider is the purpose of an activity – not the nature of the activity itself," he said.

The ATO hasn't yet said whether it will appeal to the High Court – but it says it's considering it. It has until December 12 to decide. Until then, it's probably prudent to note that it's not over till the High Court sings.

### Raise your voice on grants

A grantseeker survey has been launched to help us to understand more about how Australian grantmakers are performing.

We're seeking the views of grantseekers across Australia about a range of grantmaker practices, from how they write and present their guidelines and application forms, to the provision of feedback, acquittal processes, and everything in between.



This year's survey focuses particularly on the issue of the online processes now used widely by government and non-government grantmakers across the country.

The results of the survey will be used to build up a picture of grantmaking in Australia and to inspire better processes for those giving the money, and those seeking it as well.

Details will be presented at the [Best Practice in Grants Management Conference 2008](#), to be held in Melbourne on February 29.

To share your voice on grants in Australia go to [www.ourcommunity.com.au/grantsurvey2008](http://www.ourcommunity.com.au/grantsurvey2008).

### New Policy: Professional Development

Another new policy has been added to the Policy Bank – the free online service provided by Our Community with the support of Hesta Super Fund.

The template Professional Development Policy sets out some of the principles and processes your group might want to put in place to guide the professional development of staff.

Like all policies in the Policy Bank, the document needs to be adapted to your group's own circumstances but the general principle is to encourage and support employees in their professional development and to ensure fairness and equity of opportunity.

The policy can be downloaded from the Human Resources section of the Policy Bank at [www.ourcommunity.com.au/policybank](http://www.ourcommunity.com.au/policybank), or you can [Click Here](#) to download the Word document directly.

## The pros and the cons of “paid volunteering”

“Paid volunteering” has been identified as an emerging trend in the United States, with professionals reportedly taking on lowly paid – but not unpaid – roles in not-for-profits.

Writing in the *New York Times*, Claudia H. Deutsch says, “while no one has gathered statistics on the tendency, experts say there is a good chance that the automatic link between doing good and working for nothing has been permanently severed.”

That seems to be something of an overstatement, but Deutsch does give examples of several “volunteers”, mostly retirees, who work for the good of the community for a very minimal fee.

She gives examples of a retiring lawyer taking on a role at a not-for-profit for “below what a starting lawyer makes” and a retired public relations executive who works for a not-for-profit and makes 6% of what she made in her own business.

The argument goes that organisations and people are more committed to each other when payment is involved; that now that people are living longer, unpaid volunteering is not practical; and that paid workers are less likely to be given boring jobs and more likely to be given greater responsibility.

However, as Deutsch points out at the end of her article, if payment becomes the norm, “fewer people are likely to volunteer their services for free.” And anyway, “getting paid may detract from the psychological satisfaction of doing good.”

## Uniforms head to East Timor

Thumbs up to St Scholastica’s College in Sydney which has arranged the donation of hundreds of school uniforms to schools in East Timor and Tanzania.



St Scholastica’s is in the process of changing uniforms and is asking parents to donate good quality second hand uniforms, including summer and winter tunics, blouses, skirts and hats, as the transition takes place over the next two years. More than 1000 summer and winter uniforms are expected to be donated.

The school is working in partnership with Rotary to make sure the uniforms do not go to waste, with parent Frances van Zinnen initiating the project and coordinating the collection, and Rotary looking after local and overseas transportation and distribution.

## New VCOSS guides launched

The Victorian Council of Social Services (VCOSS) has launched two new editions of its manuals for community organisations.

*Community Management* outlines the roles and responsibilities of governance, the differences between governance and management, and the keys to running an effective and efficient organisation, while *Policies and Procedures* describes what policies and procedures are, why you need them, and how to develop them.

The manuals, which were funded and co-published by the Victoria Law Foundation, cost \$30 each plus postage and can be ordered from the VCOSS website at [www.vcooss.org.au](http://www.vcooss.org.au).

## Community infrastructure campaign gathers momentum

Community groups have joined a number of health, industry and rural bodies in backing the Australian Local Government Association’s (ALGA) Local Community Infrastructure Renewals Fund proposal.

The ALGA’s proposal, which outlines a four-year, billion-dollar fund to upgrade council community facilities such as pools, sporting ovals, libraries and community halls, has also received support from a large number of local councils, as well as organisations as varied as the Country Women’s Association of Australia, the National Farmers’ Federation, the Heart Foundation, the Rural Doctors Association of Australia and the Queensland Resources Council.

ALGA president Paul Bell called on all the major political parties to “sit up and take notice” of more than 1000 submissions it has received from councils across Australia.

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## 12. Good Moves: Community Jobs & Board/Committee vacancies



# Good Moves :: Jobs Bulletin

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

### JOB VACANCY LISTINGS (Paid Positions)

#### New South Wales

Job Title	Organisation	
Disability Support Workers	Orange Community Resource Organisation Inc.	<a href="#">Details</a>
Accommodation Support Manager	Orange Community Resource Organisation Inc.	<a href="#">Details</a>
Assistant Co-ordinator, Employment Training Program	HopeStreet Urban Compassion	<a href="#">Details</a>
Account Manager - Corporate Partnerships	Youth Off The Streets	<a href="#">Details</a>

#### Victoria

Job Title	Organisation	
Chief Executive Officer	AngliCORD: Anglicans Cooperating in Overseas Relief & Development	<a href="#">Details</a>
Small Business Mentor	Small Business Mentoring Service Inc (SBMS)	<a href="#">Details</a>
Part Time Qualified Childcare Worker	South Kingsville Community Centre	<a href="#">Details</a>
Community Development Officer - Part time	ME/CFS Australia (Victoria)	<a href="#">Details</a>
Heart Foundation Walking Project Officer	Heart Foundation Victoria	<a href="#">Details</a>
Chief Executive Officer	Women's Health West	<a href="#">Details</a>
Membership Services	Swimming Pool & Spa Association of Victoria	<a href="#">Details</a>
Social Worker (Child Welfare) - based in Lesotho, Africa	Australian Volunteers International	<a href="#">Details</a>

### BOARD/COMMITTEE VACANCY LISTINGS (Volunteer Positions)

#### New South Wales

Job Title	Organisation	
General Board Member	Parramatta Female Factory Precinct Inc.	<a href="#">Details</a>
Secretary, General Board Member	Hewitt House Neighbourhood Centre	<a href="#">Details</a>

#### Queensland

Job Title	Organisation	
Treasurer	OTHILA'S - Young Women's Housing and Support Service Inc	<a href="#">Details</a>
Treasurer, General Board Member	Canine Helpers for the Disabled Inc	<a href="#">Details</a>
Treasurer, Secretary	Global Learning Centre	<a href="#">Details</a>

#### South Australia

Job Title	Organisation	
Arts & Disability Stakeholder Committee Member	Arts Access SA Inc	<a href="#">Details</a>

#### Tasmania

Job Title	Organisation	
Chair	Festival of Dreams Inc	<a href="#">Details</a>
Treasurer	Launceston Community Legal Centre	<a href="#">Details</a>

## Victoria

Job Title	Organisation	
<a href="#">Treasurer, General Board Member</a>	Central Victoria Hockey Association	<a href="#">Details</a>
<a href="#">Treasurer</a>	Community Information Diamond Valley Inc	<a href="#">Details</a>
<a href="#">Treasurer, General Board Member</a>	Learn for Yourself	<a href="#">Details</a>
<a href="#">General Board Member</a>	SPAN Community House	<a href="#">Details</a>
<a href="#">General Board Member</a>	TADVIC Cooperative Ltd	<a href="#">Details</a>
<a href="#">General Board Member</a>	Inner North Community Foundation	<a href="#">Details</a>

## Western Australia

Job Title	Organisation	
<a href="#">Treasurer</a>	Naragebup Rockingham Regional Environment Centre (Inc)	<a href="#">Details</a>

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

Your best choice to find and advertise a job

To advertise a job, go to [www.ourcommunity.com.au/jobs/advertise](http://www.ourcommunity.com.au/jobs/advertise) - (A low fee of \$30 apply)

## 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](http://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](http://www.ourcommunity.com.au)" and a direct link to the [www.ourcommunity.com.au](http://www.ourcommunity.com.au) site if on a web page.

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## 14. 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. [Australia's Giving Centre](#) – Helping individuals and businesses give in every way
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