

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

An alliance between Our Community, the Municipal Association of Victoria and Local Governments throughout the State of Victoria - Building Stronger Communities

August 2009 – Issued August 11, 2009

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1. Community View: Shut Out

**“If I lived in a society where being in a wheelchair was no more remarkable than wearing glasses,
“... and if the community was completely accepting and accessible, my disability would be an
inconvenience and not much more than that.**

**“It is society which handicaps me, far more seriously and completely than the fact that I have Spina
Bifida.”**

Those words are not mine. They belong to one of the thousands of Australians with a disability who made a contribution to a new report – ***Shut Out***, which has been produced by the National People with Disabilities and Carers Council, which I chair.

In gathering information for the report, 2500 attended public forums across the nation. More than 760 made written submissions.

What they have given us – for the first time – is a comprehensive, contemporary picture of what it means to be an Australian with a disability.

And that picture is shocking.

It doesn't just challenge the prevailing view of disability – it demolishes it.

Up until now, many Australians have had a rose-coloured, backwards looking view of disability, believing that things are better now – or getting better.

Read this report and you will understand that we have been kidding ourselves.

Listen to the voices of Australia's forgotten citizens and you will hear that things are not better – nor are they getting better; they're actually getting worse.

Take a long hard look at the picture that this report paints of what it means to be a citizen with a disability in Australia in 2009 and you will see that what we have on our hands is nothing short of a national disgrace.

We live in one of the wealthiest and most liveable countries in the world – yet people with a disability are literally shut out:

- Shut out of housing and employment.
- Shut out of education, health care, recreation and sport.
- Shut out of kindergartens, schools, shopping centres and community groups.
- Shut out of the Australian way of life.

The Australian notion of the 'fair go' does not seem to apply to Australians with a disability.

Australians with a disability are often isolated and alone. Their lives are a constant struggle for resources and support.

People with a disability and their families are resourceful and innovative, determined and strong. They have not given up. They have fought long and hard to achieve their goals and they do not take no for an answer.

But when they succeed they succeed despite the system.

These are the messages of *Shut Out*. This is the hard truth.

All of which raises a question: What now?

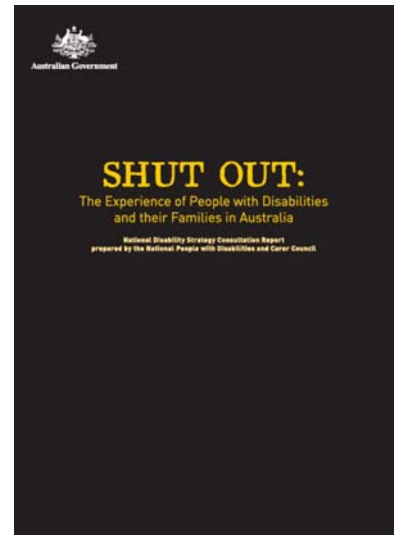
Now that we know the stories of these forgotten Australians what should we do? How should we go about reversing a discrimination based on ignorance and neglect that has been decades in the making? How can we make the great Australian way of life accessible to all?

The truth is we are at the beginning of a long journey to ensure people with a disability are finally, truly a part of the Australian community.

The community consultation that informed this report was one of the first steps in that journey. The development of the National Disability Strategy as a roadmap for reform is the next step. We are fortunate that the Rudd Government, and particularly Minister Jenny Macklin and Parliamentary Secretary Bill Shorten, are fully committed to this reform process. The answers are not simple, but for the first time in a long time we have a government committed to significant reform.

The new Strategy should address four strategic priorities:

- It should examine measures to increase the social, economic and cultural participation of people with a disability and their families.
- It should introduce measures that tackle discrimination and human rights violations.
- It should look at ways of improving disability support and services.
- It should build on reform to ensure the adequate financing of disability support over time.



Implementing the Strategy will hopefully take us many steps closer to a fairer Australia.

To that end, I'd like to call on every community group in Australia to read the report, distribute it and issue a media release urging changes to disability policy. A draft release is loaded on the Our Community website for you to use as your model – see www.ourcommunity.com.au/files/ShutoutRelease.doc.

You can download the entire report from www.ourcommunity.com.au/shutout or call 1800 050 009 to get a copy sent out to you.

I had the privilege of attending every consultation held in capital cities across Australia. I came away from those consultations both intensely moved and profoundly shocked. Most of all, though, I came away determined.

Australians with a disability have been waiting for many years for change.

They cannot and will not wait any longer.

Rhonda Galbally
CEO, Our Community

2. Online fundraising application celebrates milestone

Causes – the application on Facebook and MySpace through which people can give money to good causes – recently announced it had notched up \$US10 million (\$A11.85 million) in donations.

The idea behind *Causes* is to use the circles of online friends connected through social networking sites to reach potential donors and volunteers on a more personal level. According to *Causes*, people will donate money to help a cause that a close friend or colleague supports.

And it seems more and more people are hearing *Causes'* message. In its first year of existence, *Causes* only raised \$US2.5 million (\$A2.96 million). But the explosion in growth of social networking sites has seen donations to *Causes* jump. \$US5 million (\$A5.92 million) has been generated through the site this year.

This growth is encouraging, and with several million Facebook and MySpace members all starting to pay attention to *Causes*, surely your group could benefit as well?

Not necessarily.

Only around 195,000 members have ever contributed through *Causes*, and the median gift donated is only \$US25 (\$A29.60).

In fact the majority of *Causes'* participants have received no donations whatsoever, and even those who have raised money have not done so at the rate other fundraising methods could offer.

In 2007, a Harvard postdoctoral researcher used *Causes* to create the Campaign for Cancer Prevention, which raises money for cancer research. The group now has 4.6 million members, but has raised only \$US85,000 (\$A100,700).

This equates to less than two US cents per member. This isn't just poor for fundraising generally – it's poor for online fundraising.

By contrast, in the last two years Our Community's GiveNow giving portal (formerly the Australian Giving Centre) has had 40,000 donors give an average of \$A110 for a total of \$A4.5 million.

Even email may have been more successful. Some studies suggest that between one and three per cent of a community group's email list will donate money when solicited, at an average of about \$US80 (\$A95) per person.

That would have brought in \$US3.7 million (\$A4.39 million) for the cancer research group, more than 44 times the total raised via *Causes*.

So, what does this mean?

Firstly, your group needs to be aware that *Causes* and associated social networking sites do not offer a geyser of money for very little effort.

In fact, local groups would be better off viewing social networking sites as a great way to form relationships and bond with donors, supporters and the general public. This relationship-building puts you in good stead to ask them for support at a later date – either via your social networking page or through other means.

So, put the work in, investigate the social networking sites, experiment and see what they have to offer. But be aware there is no guarantee of a flood of funds flowing your way – in fact, a much safer option if you just want donations is to put the effort into switching your donors onto GiveNow.com.au.

The August edition of *Raising Funds* is dedicated to helping community groups come to grips with Web 2.0, and to explore what it has to offer your group in terms of fundraising, relationship-building and marketing. [Click here for more information about *Raising Funds*.](#)



P.S. For a terrific example of how the power of Twitter might be harnessed to help your fundraising efforts, check out the campaign being run by Operation Smile at www.140smiles.org/community.php. The organisation is hoping its campaign will help transform 140 smiles by collecting 140 lots of \$240 – the cost it takes for the life-transforming surgery it offers to correct cleft lips, cleft palates and other facial deformities.

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3. Planning for Financial Success



Vanessa Nolan-Woods, Head of Community Markets, Westpac

It's much easier to get where you're going if you know how to get there. For that reason, planning does three things;

1. Clarify your key objectives
2. Clarify the way forward to achieve them
3. Clarify how you measure your level of success in achieving them.

With your plans in mind, you can then go ahead and start the process of achieving them!

What are the basic steps of planning?

Firstly, set your organisation's objectives. Start with a mission statement and define specific goals for your organisation. This should include both how and where you provide your service, as well as the financial position you'd like to achieve.

Once the objectives for your organisation are in place, plan your tactics. Agree on specific activities to achieve these goals. From a financial perspective, this needs to include where the dollars will come from, and how to use them.

From this point onwards your organisation can start working towards its goals. You'll need to continually monitor what you've achieved versus what you expected to achieve. If you are not where you expected to be then you may need to change what you are doing to help close the gap. This is an opportunity to look at what worked/what didn't and try something new.

Here's an example ...

Suppose that you're an organisation that has been founded in order to help flood victims source daily essentials they need to live their lives. It's a great idea to look at the seven P's to define who you are and how you are going to reach your goals.

Purpose: To facilitate the collection and distribution of donated clothing to victims of floods in Centreville.

Product: To act as the collection point, attend to sorting and cleaning of clothing donated, distribution of clothing to residents of the town of Centreville who were affected by the floods.

People: The project will be managed by Beryl Brown, administrator of the local CWA, who has had experience with this type of collection and distribution previously. She will be assisted by a team of volunteers who will staff the collection booth, sort the clothing, deliver and pick up from Holy Cross Laundry who are donating their services, and staff the distribution office.

Place: The collection and distribution point will be the Centreville Council Chambers, which are easily accessible to all and have sufficient area for storage.

Promotion: Signage outside the Council Chambers and at local churches and schools to advise of service and location. Local media, both television and radio, will carry stories on the service in conjunction with their news coverage.

Price: This is a free service and without monetary costs as all time and resources will be donated.

Performance: We hope to collect 15,000 articles of clothing by the end of the week-long drive. This is all to be distributed to those in need by the end of the fortnight.

Where to go for more information, practical examples and planning templates

Westpac runs business workshops in most capital cities.

The Beyond Survival workshop is run as two full-day workshops or 5 x three-hour bite-size workshops.

Community organisations are eligible for a 25% discount on these courses. Please contact communitymarkets@westpac.com.au for course availability and prices.

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4. Giving during the economic crisis

The Centre for Social Impact has conducted a survey among community groups and brought out a report titled *Managing in a Downturn*.

The report focuses on Australian community group perceptions of the impact of the economic downturn on their income and expenditure and asks groups what management actions they've taken to help them through the downturn.

The survey suggests that incomes are declining across the sector, with only government funding remaining stable.

Most respondents experienced a decline in revenues – three-fifths report that their income decreased over the past six months, one-third by more than 10%.

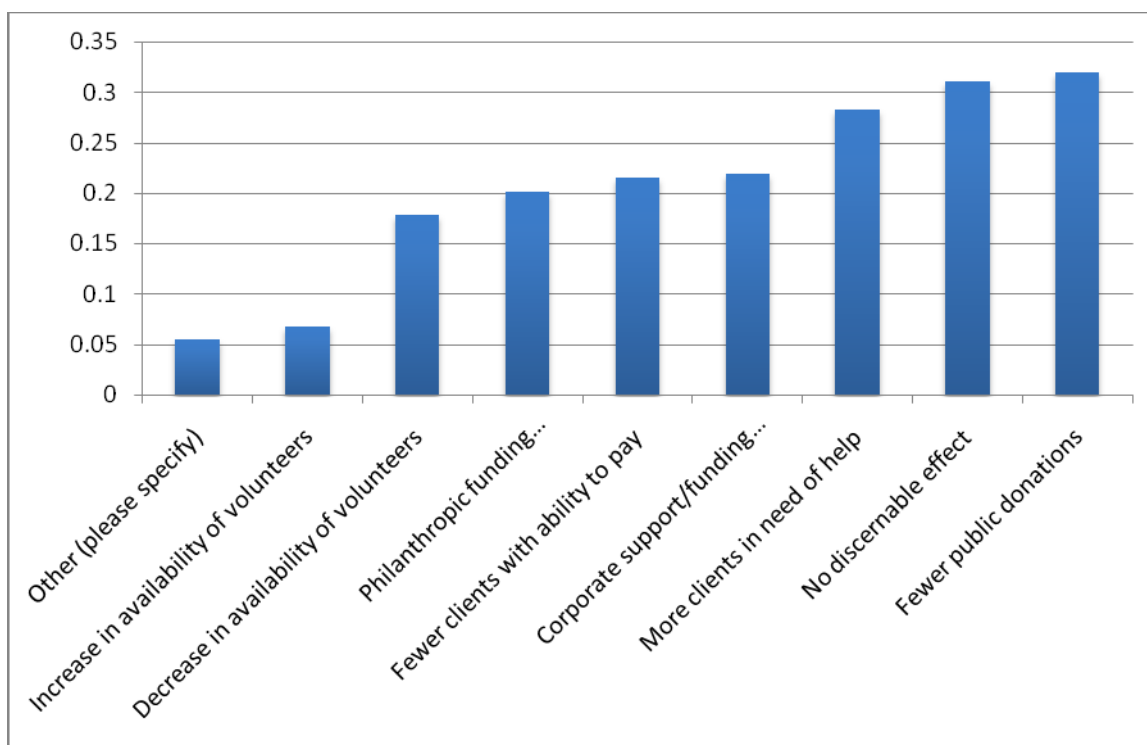
And they expect things to get worse; two-thirds of respondents expect their total income to go on falling over the next 12 months, with one-third anticipating a further 10% in cuts.

Corporate giving is down, investment income has been hammered, and even event fundraising is shaky. Donations from the small end of town are holding up better than from other sources.

Expenses look set to increase, too. Many community organisations are being squeezed from both sides, with two-thirds of respondents expecting an increase in operational costs over the next year.

The CSI figures are supported by a recent Our Community-Leader Community Newspapers survey. While the full report hasn't been released yet, here's a sneak peek:

What effect is the current financial crisis having on your group?



The GFC is front and centre. Only 31% say that there has been no effect on their work; everyone else has found that it's biting.

A third of groups report fewer donations, a quarter report that need has risen. Some groups, too, will find that all their winters are coming at once – less money, more clients who can each pay less, fewer volunteers. These groups may indeed really struggle.

When you're struggling, there are measures you can take to pull you through. *Managing in a Downturn* reports that community groups are increasing fundraising activities. They're planning specific initiatives to attract and retain volunteers. Thirty per cent have already implemented cost reduction measures, and more are planning to do so. Many groups, too, are planning to increase their commitment to strategic planning and management.

The report notes that large organisations are coping better with the economic downturn than their smaller cousins. Their revenues have declined less than smaller organisations, they have larger accumulated reserves, and their workforces are more tightly controlled.

It may seem unfair, but it's always been the way of it; to those that have, more shall be given. If you're small, you just have to work harder.

You can download the full report by [clicking here](#).

Who Gives?

Do you know someone who gives significantly of their time, their expertise or their money?

If so, we'd like to know about it!

We're collecting case studies and stories for profiling for a new publication on giving.

Send your suggestions to kathyr@ourcommunity.com.au.

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5. Federal Government gets busy

Some while ago the Senate Inquiry into Disclosure Regimes for Charities and Not-for-Profit Organisations released its [report](#). The government has now released its [response](#) to that report. Unfortunately, that response is basically "Watch this space."

One of the government's problems is that it has set up a large number of inquiries into aspects of the community sector (including tax, governance, monitoring, and effectiveness) run by different agencies (including the Productivity Commission, the Tax Inquiry, and the Senate) and reporting on different timelines – so it can't really make any real policy changes until all the results are in.

That said, it's notable that the government's first response to the Senate committee's suggestions don't betray any great enthusiasm for rushing into change.

For example:

- **The Committee recommended that "all Australian Governments agree on common terminology for referring to organisations within the Sector."**
In response, the Government has agreed in principle but will wait for the Productivity Commission report and see whether that will "assist in developing a framework which could underpin standard definitions and terminology".
- **The Committee recommended that "the Government establish a unit within the Department of Prime Minister and Cabinet specifically to manage issues arising for Not-For-Profit Organisations... [to] report to a Minister for the Third Sector".**
The Government hasn't agreed to do this, even in principle. It's simply noted that "the Department of the Prime Minister and Cabinet currently provides co-ordination on these issues across government. This recognises that other departments have responsibilities that intersect with the third sector and are often more suited to provide overall policy guidance".
- **The Committee recommended that "there be a single independent national regulator for Not-For-Profit Organisations" and has recommended a National Fundraising Act.**
The Government has noted these tips, but it doesn't seem keen to intervene, saying "State and Territory Governments regulate fundraising activities in accordance with their own legislation."

Taking that last point; that's exactly the problem – all the states have different systems, and many won't allow interstate organisations to fundraise at all. It's a total shambles, and the only way to sort it out is for the Commonwealth to take the initiative.

It's worth looking through the whole list of the government's comments on the Senate recommendations. [Click here](#) to download the list.

The danger is, of course, that as the forthcoming reports are dribbled out one by one there will be no point where the Government is pressed to take the hard decisions and no time when we can look at the whole picture.

Watch this space. Carefully.

Compact discussion goes online

In the quest for a National Compact, the [report from ACOSS](#) on the consultation to date is now online.

Meanwhile, after a National Workshop in July “to debate and finalise the national compact draft principles” (not yet released), an online forum has been set up to “enable organisations and individuals to freely discuss the draft compact together”.

Community groups and individuals are “invited to share their ideas on developing a stronger working relationship with the Australian Government”.

You have to register with the site in order to participate. Once you’ve signed up (and hopefully it will be less difficult for you to do this than it was when Our Community tried), you can access their collaborative tools – a blog, the Document Library, the Discussion Forum, and the Ideas Board.

Not many people have entered ideas as yet, but those that have been uploaded have received quick answers.

The [Compact site](#) says that ‘The Government has committed to the next phase of developing a national compact which will be progressed during 2009. Details of the consultations and the submission process will appear on this website once arrangements are finalised.’

Again, watch this space.

New philanthropic funds approved

Assistant Treasurer Nick Sherry has approved the foundation of another 36 private charitable trusts, as well as launching a new bill to “boost the integrity of our tax system and ensure such funds deliver strong philanthropic outcomes”.

He is also going to change the description of these private charitable trusts from Prescribed Private Funds (PPFs) to Private Ancillary Funds (PAFs).

Mr Sherry has also “released for consultation the detailed draft Guidelines on how the new PAF framework will apply and announced a series of bilateral listening meetings with key participants and representatives of the philanthropic sector to discuss the reforms”. The guidelines can be downloaded by [clicking here](#).

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6. Social inclusion in the spotlight

The *Financial Review* reports that “The Federal Government is emphasising the rights and needs of minority groups in Australian society in government tenders, including a quest for an evaluation agency to check out a social inclusion program with and for Australia's Muslim community.”

The Sydney-based Human Rights Commission says the program aims to decrease “the discrimination, vilification and marginalisation that Muslim people, particularly young Muslim people, experience in Australia” and to empower Muslim communities to “increase their sense of social inclusion through participation in the social, economic, cultural and political life of Australia”.

The federal Department of Resources, Energy and Tourism, too, is setting up a program to “improve relationships between exploration and mining companies and indigenous communities,” and the federal Department of Health and Ageing is seeking Western Australian organisations dealing with people from non-English-speaking backgrounds to help with projects under the Partners in Culturally Appropriate Care program.

They are taking social inclusion seriously, and that’s good.

Meanwhile, the Australian Social Inclusion Board has now brought out [A Compendium of Social Inclusion Indicators: How’s Australia Faring?](#), a 65-page document containing a wide range of data on such topics as the at-risk-of-poverty rate, income inequality, persons living in jobless households, and experience of violence in different groups.

The data will also provide a foundation for a report on social inclusion to be produced later in 2009.

There's a useful overview by Professor Tony Vinson, and the information it contains should be very useful to many community organisations trying to demonstrate the need for their services.

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7. Community Classifieds: Giveaways & Freebies

I.T. support, equipment (and chocolates)

A UK-based IT support and management business is moving into the Australian market – and is offering some giveaways to help ease its way in.

appiChar, which provides services to the not-for-profit sector in the UK, is giving away more than \$50,000 worth of services, IT equipment ... and chocolates ... to Australian groups.

The company is drawing one winner of \$1000 worth of IT equipment (for eligible not-for-profits, including charities, associations and educational establishments) every Friday at 3pm for three weeks from July 31 (so you have two more opportunities to win).

A consolation prize of chocolates will also be awarded to five entrants each week.

ApiChar is also giving away five prizes of \$10,000 worth of IT support (preferably to organisations in or close to Sydney) – the closing date for this offer is August 28, 2009.

To find out more or enter, go to www.appichar.com.au/pages/giveaway.html

Free software

Still on the subject of IT needs, if you're on the lookout for free software, take a look at this month's edition of *Raising Funds*.

The newsletter lists a number of free software opportunities, including computer cleaners such as CCleaner and Eraser, file recover programs such as Recurva and Restoration, and disc defragmenting programs such as Defraggler and JK Defrag.

The article is the second in a two-part series on free software. Last edition provided information on free word processing, graphics, presentations, database and spreadsheet programs, as well as anti-virus software and spam filters.

Check out Our Community's Tech Centre at www.ourcommunity.com.au/tech for more information on software for community groups.

Symantec products

The Symantec range of computer safety and security products has been added to the list of products available for distribution by DonorTec to eligible Australian community groups.

The Symantec Donation Program includes anti-virus, anti-spyware, endpoint security, back up and storage solutions.

DonorTec also runs the Microsoft Donation Program for Australian community groups.

Find out more at <http://www.donortec.com.au/>.

Business coaching

Business coaching firm ActionCOACH is making pro bono coaching available to not-for-profit organisations in Australia.

The worldwide Coaching for a Cause campaign, which will take place from October 1 to March 31, has seen a call go out for at least 100 coaches to donate a total of 10,000 coaching hours to community groups around the world, including Australia.

ActionCOACH hopes the campaign will help community groups raise an additional \$5 million in donations and reduce their overheads.

ActionCOACH founder and CEO Brad Sugars, whose own positive experience coaching a not-for-profit group gave birth to the campaign, says he believes corporations have an obligation to help better the communities in which they work and operate.

His ultimate vision is to have every coach within the ActionCOACH franchise system coaching at least one not-for-profit organisation of their choice.

“I don’t see why every coach in our system cannot get involved with pro bono coaching and help non-profits raise more money instead of just giving money to them,” he said.

Read more at <http://www.coachingforacause.org/>.

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8. New employment laws take effect

Richard Thompson, Head of Employment Law and Workplace Relations at Wisewoulds Mahoney Lawyers, provides some tips for community groups grappling with the introduction of the Fair Work Act 2009.

The *Fair Work Act 2009* came into effect on July 1, 2009. There are changes in all areas of employment law, however the following will have the most significant impact:

- **Unfair dismissal:** Available to all employees, however employers of less than 15 employees will be protected if they comply with the Small Business Fair Dismissal Code.
- **Transmission of business:** Significant changes when a sale of business takes place mainly designed to protect the existing terms and conditions of transmitted employees.
- **Union right of entry:** Unions have right of entry into any workplace where they are entitled to represent an employee (24 hours notice is required) and broad access to records.
- **Agreement making:** A new “Better Off Overall Test” will be used when comparing the Agreement with the relevant Award and “good faith bargaining” obligates an employer to bargain.
- **Industrial Action:** A secret ballot and notice is required.
- **Employee Records and Payslips:** Must keep all employment details recorded for seven years and employees must receive detailed pay slips. (Templates are available at www.fwo.gov.au/Fact-sheets or contact Richard at the email address below if you would like him to send you some.)
- **Modernised National Awards** and 10 National Employment Standards (NES) take effect on January 1, 2010. Redundancy Pay will be legislated.
- **Compliance and Enforcement:** Penalties of up to \$6600 for an individual or up to \$33,000 for employer per breach of the NES, awards or agreements. The Fair Work Ombudsman will have the power to investigate and prosecute.

Wisewoulds Mahoney Lawyers do not charge for time spent on initial enquiries. Community groups can call a member of the company’s Employment Law Department about any employment issues that arise on 03 9612 7306 or email richard.thompson@wisewoulds.com.au.

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BOARD BUILDER Conference 2009

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BETTER BOARD PERFORMANCE

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9.15am – 4.30pm

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9. Common cause, uncommon competence

If you're working for social reform in a large Australian city, be aware – the bar has just been raised. Common Cause is here.

Common Cause is a Sydney-based operation funded by United Way with the Centre for Social Impact and involving “leading thinkers such as Hugh Mackay, Peter Shergold, Stepan Kerkyasharian and Dr Debbie Haski- Leventhal,” along with a broad range of organisations that are focused on addressing social disadvantage.

Common Cause has just put out a report that it says “provides a critical service to social change leaders and practitioners by collating and synthesising the disparate information on social needs of the Sydney Metropolitan community.”

Common Cause says the report is “not an end in itself but the first stage of a broader agenda to address the underlying causes to Sydney's key social issues”.

“This report is a critical first step in the process of understanding the kind of city Sydney is becoming. It's good news for many, but not for all. The problems of poverty.., social exclusion and inequality demand some urgent and creative solutions,” says social researcher Hugh Mackay, who helped compile the report.

Among the statistics in the report is the news that only 16% of Sydneysiders are involved with volunteering – half the national average.

The Common Cause website is a well-designed attempt to make the report's statistics come alive through local maps, embedded video, and touching pictures, and it's a reminder that these days people expect a lot from an online provider.

The site has its flaws, and it's not as enthusiastically interactive as it pretends (for example, there's only one entry on its blog and there's no comment facility attached) but overall it's a terrific illustration of how far we've come.

They're not relying entirely on the website, though – they're also planning to use focus groups, deliberative forums, and social media to “generate a conversation about the issues.”

Common Cause are using a lot of new techniques to break new ground in community mobilisation, and we can only hope that they are going to be keeping a record of what they're doing and how it all works. The rest of us could learn a lot.

The website is at www.commoncause.com.au/

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10. New training dates unveiled

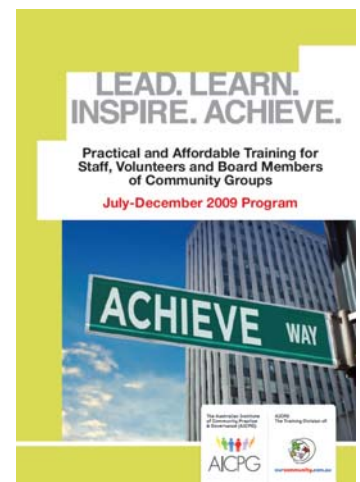
We've just released our latest training brochure – don't miss out on the opportunity to reserve a place in Australia's most practical and best value training for community groups.

Take a look at the brochure now – it's online at www.ourcommunity.com.au/files/octraining2009.pdf.

We've added some exciting new courses to complement our classics in order to offer you the best in training that's designed just for community groups.

New:

- Media Secrets for Community Groups – to help community groups get to grips with what the media want and how to give it to them – while serving your own cause. Positive media coverage can open doors to new members, new supporters, fundraising opportunities and support.



- Weaving your Web – Online Essentials – to help you learn how to improve your Web 1.0 presence, embrace Web 2.0 possibilities and use your newfound online savvy to win friends and raise money for your community group.

Offered in Brisbane on September 3 and Melbourne on September 8, these sessions are a double bill, with Our Community and Hootville Communications staging the **Media Secrets for Community Groups seminar** in the morning and **Weaving your Web – Online Essentials** in the afternoon . You can attend one of the sessions, or both.

- Risk Management: Insuring your Future – will show you a practical way to implement risk management in your community organisation that will ensure that your reputation (both personal and organisational) is protected without imposing an undue burden.
- Planning for your Organisation’s Future – to provide community organisations with a basic framework for developing a strategic plan to lead the organisation’s future. This is not about building a plan to shelve – this is about developing a workable, ongoing process across your organisation so that all arms and legs are headed in the same direction.

Offered in Melbourne on August 10 and Brisbane on August 18, these sessions team nicely, with **Risk Management: Insuring your Future** in the morning and **Planning for your Organisation’s Future** seminar in the afternoon. Again, you can attend one of the sessions, or both.

Returning by popular demand:

- Certificate IV in Business (Governance) – accredited four-day training, a widely respected and nationally recognised governance qualification for those working on or with the governing structures of Australian community organisations.
- Community Fundraising Seminar – an overview of the strategies every community organisation should put in place to provide for a practical, workable, integrated, sustainable fundraising strategy.
- How to be Recognised as an Effective Chair – through this training course new, old and prospective Chairs can develop strategies to ensure success.
- How to be Recognised as an Effective Secretary – develop skills and processes to ensure that you can fulfil your obligations and be recognised as a valued asset for your community organisation.
- Secrets of Successful Boards – to help you to understand your legal and practical responsibilities as a committee/board member, and how you can create a more harmonious, more productive and more effective working group.
- Winning Grants Seminar – learn the secrets for easily winning more grants for your community organisation or school, and find out how to drastically increase the number of grants you can apply for without pushing yourself (and your group) into an early grave.

The **Australian Institute of Community Practice and Governance (AICPG)** is the training arm of Our Community. We provide accredited training, full-day and part-day workshops and conferences designed specifically for the staff, volunteers, board/committee members, and supporters of Australian community organisations.

Training participants receive official recognition of their participation, plus ongoing access to a range of resources to aid their continual learning.

A number of key training events are scheduled throughout the year in all parts of Australia. In addition, tailored programs can be designed and delivered to meet your needs in any area of our eight areas of community practice.

Visit www.ourcommunity.com.au/training to find out more or book your spot.

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11. Marketing Guru: Dib dib dib, dob dob dob

Community groups are generally pretty well acquainted with the old scout's maxim: be prepared!

But when Our Community recently put out a call out for community groups attending the Communities in Control Conference to put forward positive story ideas, only four of the many hundreds of groups represented at the conference came forward.

Only four!

The story ideas were to be fed to an ABC journalist for use during the Communities in Control conference, Australia's biggest community conference.

Now, it's not often that the media actually comes to you, and it's particularly rare that they will come to you seeking a *good news* story. This was an opportunity wasted for many, many groups across the country.

The moral of this story is that you have to be prepared.



- **Appoint a media coordinator.** Everyone in your group can be on the look-out for media opportunities, but one person should be in charge of coordinating your media presence. Appoint your most experienced media practitioner – a journalist, a PR or marketing professional, or someone who's dealt with the media before – as your media coordinator. If you don't have someone in your group who fits the bill, start recruiting.
- **Appoint a spokesperson.** Your spokesperson (who is not necessarily the media coordinator) should be someone who knows your organisation intimately – your President, perhaps, or your CEO. Your spokesperson needs to be an articulate and engaging speaker, and – importantly – needs to be available. If you can, appoint a back-up spokesperson so you can make sure there's always someone on hand to speak on behalf of your group.
- **Audit your stories.** Every community group has a great story to tell, sometimes they just need teasing out. You need to have a great "angle" or "hook" to draw the media in so think about the newest, most novel, most noteworthy aspects of what you do. Once you've drawn the media to you, you can use the opportunity to convey other messages – that you're open to new members, or that you have a current fundraiser running, for example.
- **Audit your talent.** Stories work best if they're underpinned by real people. Think about which of your group's members or clients best illustrate the story of what you do. Which of them would make a friendly media subject? Ask them if you can put their names forward if and when the media come calling.
- **Be entrepreneurial.** Be on the look-out for media opportunities. Don't wait for the media to come to you. If an opportunity drops in your lap, grab it with both hands.

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

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12. CPNS Update: Legal almanac released, community boards wanted for pilot

The Centre for Philanthropy and Nonprofits Studies (CPNS) at Queensland University of Technology has released its first annual almanac of the legal developments in not-for-profit law.

The *Australian Nonprofits Sector Legal Almanac 2008* is designed as a quick reference guide to major developments in the law, with links to web versions of the relevant cases and documents for more detailed reading.

"The almanac contains summaries of selected major cases involving non-profits from 2008, together with commentary on their implications for the sector," CPNS says.

"Important developments in cases about taxation, insolvency, non-profit governance, employment and workplace relations, negligence and trusts are covered."

The guide will be released annually, with the next version scheduled for release in early 2010.

The 2008 Almanac can be downloaded from <http://eprints.qut.edu.au/18677/>

Volunteers sought for board pilot

The Centre is seeking community group boards to participate in a large pilot study on board evaluation.

The Developing Your Board project has reached the pilot testing stage, involving diagnostic surveys on the role of the chair and the whole of the board.

CPNS has already sought feedback on the project to date from a number of consultants, who were briefed on the project and introduced to the surveys and reporting format.

Work has also begun on the next survey instrument, which will look at the role of the chief executive.

If your group can contribute to this project, please contact project coordinator Anne Overell by emailing dyb@qut.edu.au or call (07) 3138 6870.

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13. Great Grants assist young and old alike

Two great grant programs are currently open for applications from Telstra and the Telstra Foundation.

Not-for-profit community organisations with a primary member base of people aged over 60 are encouraged to apply for the [Telstra Connected Seniors Grants](#). Eligible organisations can include sports clubs, seniors' social groups or community organisations like Rotary.

The program allows organisations to run training courses for their members, introducing them to new technology in ways which are fun, hands on and solve everyday problems. In practical terms, this could be as simple as arranging a bridge game via SMS messaging, or emailing family photos.

Grants are comprised of cash to assist with purchasing equipment and covering running costs. Training materials are also available. As part of the grant application, club members running courses can elect to be paid for their time or donate that money to their organisation.

Grants up to \$5000 are available for local organisations and up to \$50,000 for state and territory organisations. Applications close August 27, 2009.

If you know a Telstra employee who has a child involved your community group, another great opportunity that opens tomorrow is [Telstra's Kids Fund](#).

Grants of up to \$1200 are available to support a project or activity run by a not-for-profit organisation involving a child, 18 years or under, in the Telstra employee's immediate family.

Musical equipment, educational resources, sport and recreation equipment, and building upgrades are among the items to have been funded in the past.

Each year \$750,000 is given to local community organisations on behalf of children related to Telstra employees. There are three funding rounds per year. Applications open tomorrow (August 12) and close September 25, 2009.

For more great grant opportunities, subscribe to [EasyGrants](#) – it's great value at only \$55 for community groups for 11 editions per year.



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14. Our Community Hero: Ian Oldstein

Our Community Hero for August is Ian Oldstein, Musical Director of the Westernport Regional Band, an independently operated concert band on the Mornington Peninsula, Victoria.

Ian has been nominated by band president Janis Barbieri.

Janis writes:

“Ian Oldstein has been a passionate volunteer for about eight years. He is a tremendous driving force behind the Westernport Regional Band. Ian is always so enthusiastic. His passion and enthusiasm comes through in our music, making the sound of the band absolutely awesome for the musicians and the audience.

“Being a part of the band is extremely exciting as Ian’s choice of music for each concert gives us new challenges and keeps the band fresh. Musicians and the audience adore every show. After listening to us people of all ages have been inspired to take up or return to music, or to continue to grow and achieve.

“Thanks to Ian, rehearsals are always vibrant and entertaining. Musicians aged nine to over 70 play together and have fun. It is surprising how many of the band performing today started as absolute beginners and, in some cases, a few short years later they are playing at professional standard.

“The Westernport Regional Band performs at many community events during each year. The fact that the band is invited to prestigious events is all due to Ian’s dedication. He puts the challenges to us and we take them up; he inspires us and brings out the best in each and every one of us.

“Due to Ian’s inspiration we are not just a Big Band, but an AWESOME BIG BAND!”

Ian will receive a Community Heroes certificate, a selection of Our Community books and a 12-month subscription to a range of Our Community newsletters. 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



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15. Community Briefs

Open source software workshops

The growth in use and popularity of open source software brings with it great potential benefits for community groups.

Open source software is famous for being “free” as in “gratis”, making it an attractive option for groups on tight budgets. But its status as “free” as in “libre” – meaning that its use is largely unrestricted – is just as important.

Commercial, paid software is almost always licensed, which means that you don’t actually own it, the software company does. So the software company can change the rules to suit them, even if it hurts you.

Open source licenses, on the other hand, allow you to keep using and even change the software as you see fit.

A series of workshops specifically aimed at promoting open source software and its applications are being run in Melbourne over the coming months.

The Australian Centre for Democracy and Justice (ACDJ) and Chincilla Media are staging the workshops at East Brunswick’s CERES Environment Park on September 12 and October 10 from 1-4pm.

The workshops aim to help people through the pitfalls of adopting open source technology, outlining the problems, difficulties and solutions. They are presented by people familiar with the issues surrounding open source software and who are knowledgeable in the worlds of art, running community groups or small businesses, and technology.

The workshops cost \$25 to attend. For more information, or to register, visit www.ceres.org.au or email info@ceres.org.au.

Draft facility-sharing report released

The Victorian Competition and Efficiency Commission (VCEC) has released a draft report investigating the sharing of government and community facilities.

The report investigates the extent of facility-sharing across Victoria and identifies factors contributing to success – as well as barriers that hamper sharing.

The report's findings included that:

- Local councils are the main providers of community facilities, with up to 500 facilities in some council areas for use by the community.
- As many as 66% of Victoria's 1577 government schools might share their facilities in some way.
- Victoria's 12,000 crown land reserves and public land (such as state and national parks) often have public facilities, managed by around 7000 committees of management or Parks Victoria.
- More than 500 mechanics institutes remain in Victoria, mostly as community halls.

The report also found that a lot of facility-sharing occurred "informally" and without "complex agreements or being organised through official channels". In addition, many community groups, independent from government, made their facilities available for sharing.

The draft VCEC report contains recommendations on good practice, funding, planning, governance, management and commercial arrangements. It can be viewed at www.vcec.vic.gov.au.

Community sector futures summit

The future of Victoria's not-for-profit sector is up for discussion at a summit on September 19.

The Office for the Community Sector is holding the summit to consider how to manage the impact of changing demographics on the sector, how the not-for-profit sector should prepare itself for the future in general, and how to retain "cohesive and vibrant" communities.

Speakers will include demographer Jeremy Reynold, Minister for Community Development Peter Batchelor, director of the Office for the Community Sector, Lynne Wannan, and CEO of the Melbourne Community Foundation, Sarah Davies.

The Office for the Community Sector was established within the Department of Planning and Community Development to implement *The Victorian Government's Action Plan: Strengthening Victoria's Community Organisations*, which includes:

- Reducing red tape for not-for-profit community organisations
- Building the capacity of community organisations
- Supporting innovation and growth
- Enhancing not-for-profit community organisations in local life
- Engaging with the not-for-profit community sector and coordinating efforts across government

For further information or to register (before August 21) go to www.dpcd.vic.gov.au/communitysector, or phone Catherine Meehan on (03) 9658 4621.

Multi-faith and Disability Forum

A meeting to discuss the inclusion of people with a disability in faith communities will be held at the Jasper Hotel in Elizabeth St, Melbourne on September 9.

The meeting is being hosted by the Uniting Church but includes church, mosque, synagogue and temple communities.

It's designed to gather stories and insights of both inclusion and exclusion in faith communities.

Organisers say that faith networks are valuable communities for many people with disabilities but it's not always easy for people to fully participate.

For more information, contact Nahum by emailing Nahum.Hall@victas.uca.org.au or phone (03) 9251 5255. Participants need to RSVP before September 1.

[Click here](#) if you're unable to attend but would like to contribute your stories and insights.

A new way to improve the financial literacy of community leaders

Many non-profit leaders cite improving their financial management skills as a key area of need, however traditional training courses are often prohibitively expensive and generally inaccessible for the time poor and resource stretched members of our sector.

Social Ventures Australia, in conjunction with partners Matrix on Board and GippsTAFE, have come up with a solution – an interactive online financial management training course, specifically designed for leaders of non-profit organisations.

The course will give each participant the resources to understand and prudently manage the financial operations of its organisation: financial statements, GST, audits, budgets through to risk management and much more. It's perfect for non-profit leaders who don't have a background in accounting.

The exclusively online course offers the equivalent content of one full day's face-to-face training. Condensed into two online sessions which include audio instructions, activities and exercises, dynamic tables and illustrations, the course also includes three real-time tutorials with professional online trainers.

All participants are supported by experts in both technology and finance, ensuring the online learning experience is as accessible as possible.

The introductory course price is \$250 per student. Spaces are strictly limited. For more information see the website of our partner GippsTAFE, by clicking here: oe.gippstafe.vic.edu.au/sva/about.html

Tobacco shunned by ethical investors

More than half of large UK charities have an ethical investment policy, according to a new survey.

The survey by the Charity Finance Directors' Group found that 60% of charities with investments of more than a million pounds had an ethical investment policy, however only 25% of smaller organisations did so.

The key reasons given for investing ethically were avoiding conflicts with the organisation's aims and activities, reputational risk and concerns about alienating supporters and donors.

The most avoided areas were tobacco, followed by pornography, military involvement, alcohol and gambling.

Key barriers to ethical investment identified by the 164 surveyed groups included concerns about lower returns, concerns about the legality of ethical investment conflicting with their duty to maximise returns, lack of staff resources and perceived complexity.

"In many charities there is now a clear business case for ethical investment, where financial returns, strategic planning and reputation management are coming together to drive charities forward," said CFDG chief executive Keith Hickey.

The survey found that the drive for ethical investment came mostly from trustees (board members – 75%), followed by finance directors (45%), chief executives (30%) and supporters (30%).

NUMBER CRUNCH

Most avoided areas for ethical investors:

- Tobacco (85%)
- Pornography (50%)
- Military involvement (48%)
- Alcohol (36%)
- Gambling (33%)

Statement of solidarity posted

A statement has been sent to members of the Australian Government and Opposition on behalf of delegates to the 2009 Communities in Control conference.

The statement was developed by conference co-conveners Our Community and Centacare Catholic Family Services with input from delegates.

It is designed to show solidarity with the sentiments of Australian of the Year Professor Mick Dodson AM, who told the conference:

“If we are serious about changing socio-economic conditions in Aboriginal communities, wherever they may be, then we have to be serious about engaging with them, not as recipients but as genuine partners.”

The statement was sent on July 23 to Prime Minister Kevin Rudd, Minister for Social Inclusion Julia Gillard, Minister for Indigenous Affairs Jenny Macklin, Opposition Leader Malcolm Turnbull and Shadow Minister for Indigenous Affairs Tony Abbott.

If you'd like to review the statement or read the full text of Professor Dodson's speech, go to www.ourcommunity.com.au/cic2009statement

Bushfire money unable to be delivered to sports groups

Vicsport is calling for immediate legislative changes or exemptions to allow the distribution of donated funds to sports groups affected by Victoria's bushfires.

The sport and recreation umbrella body says it applied for about \$5 million from the Victorian Bushfire Appeal Fund on behalf of 38 member groups including football, cricket, tennis, bowls, golf, basketball, netball and pony clubs.

However, the organisation has now been told that current legislation prevents the Red Cross and the committee overseeing the fund from distributing funds to sporting clubs and other community groups that do not have deductible gift recipient (DGR) status.

More than \$375 million was donated by the individuals and companies in the wake of the February fires.

“Local sporting clubs are vital to the health and wellbeing of our communities and are central elements of rural community structure,” said Vicsport CEO Mark McAllion.

He said resumption of community sports was an essential part of the recovery process, providing not only the opportunity to exercise, but the potential for a temporary distraction and an outlet to channel feelings of loss and frustration.

“The current legislation is standing in the way of the recovery process and must be changed,” Mr McAllion said.

Community TV coming to WA

Perth residents will soon have access to a new television channel when community station West TV begins broadcasting later this year.

West Television says the analogue service will cover 95% of the Perth metropolitan television signal area, with a simulcast online.

Viewers can expect to see documentaries, children's programs, classic films and sport, as well as multicultural and community arts programs.

In awarding the trial licence in December last year, the Australian Communications and Media Authority (ACMA) said that of four applicants, West TV “best demonstrated that its proposed service would meet the existing and perceived future needs of a broad cross-section of the Perth community.”

It said West TV had also offered to provide the three unsuccessful applicants with opportunities to be broadcast.

The community station has begun circulating advertising details, with rates for not-for-profit organisations ranging from \$30 for three promotions the day before an event, to \$800 to promote an organisation three times a day for a month. Enquiries can be emailed to info@ctvperth.com.au.

Avoiding funding terrorism

The Federal Government is anxious that Australian community groups not be responsible for funding terrorist groups, as indicated by its decision to put out a 20-page booklet, *Safeguarding Non Profits From Terrorism Financing*.

Its advice can be summed up in one word: don't.

There certainly are dangers to community groups in becoming involved with suspect funding (several large American charities have been destroyed and their leaders jailed), though the risks for most Australian groups are on the low side.

The booklet talks about risks, due diligence and legal obligations, provides best practice principles, and sets out a list of terrorist groups (and another list of groups under a UN ban) for you to avoid.

It's available by [clicking here](#).



Raffle results online

www.raffleresults.com.au is a free online publication for the Australian community sector.

Organisations can publish the results of their raffles, lotteries and art unions (raffles) on the website, where they will be retained for 12 months.

The website also publishes details of current raffles that are on sale and explains how tickets can be purchased. This is also a free service.

To use the service, organisations need to:

1. Arrange for tickets to be printed with the following information included– “Results available on www.raffleresults.com.au from -/-/”.
2. Email details of the raffle to geoff@raffleresults.com.au. Details will be posted on the ‘Raffles On Sale’ page.
3. When the raffle is drawn, email results to geoff@raffleresults.com.au.

Site director Geoff Carrel said the goal of the website was to help reduce costs for community groups.

“In time to come we intend to attract ethical advertising and be in a position to donate funds back to those organisations supporting us,” he said.

Geoff said rules governing the publication of raffle results varied from state to state.

“For minor raffles there is often no need to show on tickets the method for publication of results, however, confusion can be avoided by using our website.”

The rules governing major raffles are discussed on the ‘Home’ page of www.raffleresults.com.au.

For further information email geoff@raffleresults.com.au.

Calls for community sector inclusion in digital revolution

The Federal Government has ignored the not-for-profit sector in its “roadmap for Australia’s Digital Economy Future” and should introduce a suite of strategies to support the sector’s technology needs, Connecting Up Australia says.

Connecting Up Australia, itself a not-for-profit organisation, says the government should map the sector’s technology needs, develop systems of supplier endorsement and prepare a plan for a long-term investment fund for not-for-profit technology capacity development.

It says the government should also establish an “executive briefing centre” to upgrade managers’ and board members’ technology planning skills, research the impact of improved technology capacity on service delivery and develop support projects such as technology ‘health check’ programs.

Connecting Up Australia CEO Doug Jacquier said the government was introducing digital capacity programs for government, business, education “and seemingly every other interest group” but that there was no mention of the not-for-profit sector.

“We see \$43 (billion) to build a national broadband network. But we don’t see a single cent for a sector that accounts for over 3% of Australia’s GDP,” Mr Jacquier said.

The government report, *Australia’s Digital Economy: Future Directions*, notes that a community that is digitally empowered and literate is one key element of a successful digital economy.

Australia’s Digital Economy: Future Directions dedicates more than 10 pages to the community in general, and to social and digital exclusion.

It notes that the government has committed \$15million to providing computer access for seniors, \$250 million for a Regional Backbone Blackspots Program, and funding for ABC Local to establish websites that are “virtual town squares.”

National Psychology Week survey

While many of us are aware of the economic and financial tolls of the current global economic downturn, it can be very easy to overlook the psychological and emotional heartbreak that can result from job cutbacks and other pressures.

In a bid to find out more about the downturn’s effects on Australians and their families, the Australian Psychological Society has called on people aged 18 and over to take part in a survey aiming to examine the economic, social and psychological impact of the current economic downturn.

The Society and the University of the Sunshine Coast are behind the survey, with results to be released during National Psychology Week 2009 from November 8-14.

Based on the results of the survey, a tip sheet will be developed to provide strategies on how to better manage the personal impact of the economic downturn.

Those completing the survey also have the chances to enter a draw for one of two Coles vouchers valued at \$250.

The survey takes about 10 minutes to complete and can be accessed by [clicking here](#).

NSW councils recognised

Twenty-five NSW local councils have been recognised for their outstanding contribution to local communities.

The awards were presented at the 2009 Local Government Week Awards on August 5.

“The Awards prove that we’re not just about issuing rates and collecting waste – but that we’re committed to every aspect of our community’s lives, including health, leisure and education,” said Shires Association president Bruce Miller.

Award winners can be viewed by [clicking here](#).

Thumbs Down – Tax Office

As Our Community explains in [this helpsheet](#), Salary Sacrificing is a way community groups can use their Fringe Benefits Tax exemption to reduce the income tax their employees pay, thus either giving the employees more income or saving the organisation some salary money.

And it’s a very good thing that Our Community does explain that, because if you go to the Australian Tax Office (ATO) website you’re certainly not going to learn that from them.

You wouldn’t know from [their page on the topic](#) that there was any advantage to a not-for-profit from using Salary Sacrificing, or who can get the exemption, or how much it is.

That information is contained in a PDF brochure *Fringe benefits tax for non-profit organisations: Help for non-profit organisations to understand their fringe benefits tax concessions and obligations*, which the main page doesn't link to. It doesn't turn up if you use the departmental search engine, either. You just have to know it's there.

It would probably be too strong to say that the tax office is deliberately trying to bury details of these tax concessions where community groups won't find them, but it's certainly making a very poor fist indeed of publicising them – and, of course, it would not be in its interests to do so. Every concession not taken up is clear gain to the Treasury. Remember: the Tax Office is not your friend.

p2p2020.com

The people behind the new p2p2020 renewable energy advocacy initiative write:

We have a dream: 100% renewable energy to power our Australian way of life by 2020; owned equally, built and funded by all Australians who share this dream.

If this dream inspires you, we invite you to visit our website, read the full story and if you agree, join this movement. More than just a petition, p2p2020 is a plan that delivers this dream when 2 million Australians unite and call it forth.

The days of community having to argue for a seat at the table are over. It is now time to demonstrate that the community is the table.



Community Calendar: What's on in the community sector

Our Community's online Community Calendar features all of the nationally significant events focussed around a major community or advocacy/awareness issues in Australia. Some events taking place in August & September are:

- **40 Hour Famine:** August 21-22
- **Children's Book Week:** August 22-28
- **Hearing Awareness Week:** August 23-29
- **Keep Australia Beautiful Week:** August 24-30
- **National Meals on Wheels Day:** August 26
- **National Literacy & Numeracy Week:** August 31-September 6
- **Gold Bow Day:** September 1
- **Landcare Week:** September 1-7
- **Eczema Awareness Week:** September 8-13
- **White Balloon Day:** September 8
- **National Stroke Week:** September 14-20



More events, plus the full listing for each event, can be found at www.ourcommunity.com.au/calendar.



FEATURED EVENT **National Child Protection Week** **September 6-12**

Coordinated each year by The National Association for Prevention of Child Abuse and Neglect (NAPCAN), National Child Protection Week maintains a national focus on the prevention of child abuse and neglect.

The focus of the week is to promote the principle that it is up to us all to ensure our communities are child friendly.

To register as a local event organiser or to find out more about the campaign go to www.napcan.org.au

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Good Moves :: Jobs Bulletin

www.ourcommunity.com.au

JOB VACANCY LISTINGS (Paid Positions)

Australian Capital Territory

Job Title	Organisation	
Manager Aged and Disability Support Services	Northside Community Service	Details
Casual Worker/Packer	CanTeen	Details
Executive Assistant	Reconciliation Australia	Details
Educator/Continuous Improvement Coordinator	Baptist Community Services	Details
Family Relationships Manager	HorizonOne Recruitment	Details
NDSS Business System Support Team Leader	Diabetes Australia	Details
Finance Manager RSPCA ACT	RSPCA (ACT) Inc	Details
Manager Aged and Disability Support Services	Northside Community Service	Details
HACC Assessment Officers	McArthur Management Services	Details
Home Based Outreach Support worker	Mental Illness Fellowship	Details
Policy Officer	ACT Council of Parents and Citizens Associations	Details
Executive Officer	ACT Council of Parents and Citizens Associations	Details

New South Wales

Job Title	Organisation	
Communications/Supporter Relations Officer	Voicless, the animal protection institute	Details
Youth Services Worker	Holroyd City Council	Details
Case Management Consultant, Disability Services	Ability Options	Details
Aboriginal Specialist Worker	Western Sydney Women's Domestic Violence Advocacy	Details
Community Development Worker	Woodville Community Services	Details
Regional Manager	ANGLICARE	Details
Individual Advocate Team Leader	Multicultural Disability Advocacy Association	Details
Early Intervention Program Counsellor	STARTTS	Details
Employee Support Manager	Wesley Mission	Details
Project Coordinator	House With No Steps Southern NSW	Details
Manager/ Community Development Worker	Albion Park Youth & Community Care	Details
Researcher/Caseworker	Welfare Rights Centre	Details
Manager, Southern Region	AIDS Council of New South Wales	Details
Domestic Violence Worker	Penrith Women's Health Centre	Details
Disability Support Worker	House With No Steps (HWNS)	Details
Manager, Client Services	Community Connections North Coast	Details
Manager, Operations and Facilities	Information + Cultural Exchange	Details
Coordinator - Mary MacKillop International Mission	Sisters of St Joseph	Details
Chief Executive Officer - ACON	NGO Recruitment	Details
Specialist Worker Women's Domestic Violence Court Advocacy Service	Molonglo Women's and Children's Services Ltd	Details

Casual Residential Youth Workers & Supervised Contact Workers	ProCare Personnel	Details
Disability Respite Coordinator x2	Family resource and Network Support	Details
Community Transport Coordinator	South East Neighbourhood Centre	Details
Senior Manager	CareWest Incorporated	Details

Northern Territory

Job Title	Organisation	
Domestic Violence Intervention Worker	Dawn House Inc	Details
Chief Executive Officer	Mutchirr Corporation Limited	Details
Child Protection Workers	Reed Health Care	Details

Queensland

Job Title	Organisation	
Support Worker	McIntyre Centre - Pony Riding for the Disabled Association	Details
Demand Dignity & Indigenous Rights Program Manager	Amnesty International Australia	Details
Community Development Officer	Moreton Bay Regional Council	Details
Health Promotion Officer	Cancer Council Queensland	Details
Centre Manager - Arts & Cultural Centre	Preruitment	Details
Director - Refugee and Immigration Legal Service Inc	RAILS	Details
Team Leader	ProCare Personnel Pty Ltd	Details
Project Coordinator	Haemophilia Foundation Queensland	Details
Carer Support Officer	Blue Care Logan-Ipswich	Details
Employment Consultant - Wooloongabba	Evans EMR	Details
Disability Employment Support Officer/Case Manager	Help Enterprises	Details
Care Coordinator	Parkinson's Qld Inc	Details
Personal Care Assistants - Part Time	Cerebral Palsy League of QLD	Details

South Australia

Job Title	Organisation	
State Manager - South Australia	Neami	Details
Customer Service Officer - Swimming Pool	City of Burnside	Details
Communications Officer	Minda Incorporated	Details

Tasmania

Job Title	Organisation	
Youth Support Worker	Safe Places for Children	Details
Cultural Development Manager	Devonport City Council	Details

Victoria

Job Title	Organisation	
Intake Coordnator (19 Hrs per week)	Merri Community Health Services	Details
Program Manager	Court Network	Details
Initial Assessment and Planning Worker- locum	SASHS Western Network	Details
Sessional ESL/Adult Literacy Teachers	Djerriwarrh Employment and Education Services	Details
Family Violence Case Worker	Caroline Lodge Inc	Details
Volunteer Management Coordinator (Peer Support)	depressioNet	Details
Centre Manager	Louise Multicultural Community Centre	Details
Assistant Manager Carer Services	Latrobe Community Health Service	Details
Program Coordinator	Holden Street Neighbourhood House	Details

Fundraising Coordinator	Berry Street	Details
Residential Support Worker	Northern Support Services for people with disabilities	Details
Project Coordinator - LEAP	Social Firms Australia	Details
Youth Case Manager	Springvale Community Aid & Advice Bureau	Details
Community Mental Health Worker - Refugee Health Team	Western Region Health Centre	Details
Service Support Officer Delivered Meals	City of Stonnington	Details
Tenancy Administration Worker	Prahran/Malvern Community Housing Inc.	Details
Program Manager	Kids Under Cover	Details
Outreach Community Lawyer	Whittlesea Community Connections	Details
Case manager - Victorian Bushfire Case Management Service	Melbourne Citymission	Details
Information & Referral Worker (Re-advertised)	Inner South Community Health Service	Details
Health Promotion Officer - Women's Health	Women's Health In the North (WHIN)	Details
Family Support Counsellors	City of Greater Dandenong	Details
Community Support Worker (Day to Day Living in the Community Program)	Inner East Mental Health Services	Details
Case Manager: ABI Slow To Recover	BrainLink Services	Details
Corporate Services Manager	SPECTRUM migrant resource centre	Details
Health Promotion Officer	Women's Health In the North	Details
Physiotherapist	Darebin Community Health	Details
Project Worker	Power Neighbourhood House	Details
CEO	Brooker Consulting	Details
Operations Manager , Care Coordinator, Support Workers - Disability Services	Procure Personnel	Details
Community Support Worker	Evolve at Typo Station	Details
Team Leader	Springvale Community Aid & Advice Bureau	Details
Multicultural Officer	ALZHEIMER'S AUSTRALIA VIC	Details
Case Manager: ABI Slow To Recover	BrainLink Services	Details

Western Australia

Job Title	Organisation	
Trainer and Assessor	Success Fast Track	Details
Accommodation Support Officer	St Vincent de Paul	Details
Support Workers	Enable Southwest Inc	Details
Manager, Nardine Wimmin's Refuge	Nardine Wimmin's Refuge	Details

BOARD/COMMITTEE VACANCY LISTINGS (Volunteer Positions)

The following is a list of the most recent Board/Committee vacancies listed at Our Community. To view other board or Committee vacancies [please click here](#) (This matching service is free)

New South Wales

Job Title	Organisation	
General Board Member	Independent Living Centre NSW	Details
Treasurer	Port Stephens Community Care Inc.	Details

South Australia

Job Title	Organisation	
General Board Member	Women's Community Centre (SA) Inc.	Details

Victoria

Job Title	Organisation	
Secretary, General Board Member	Outer East Employment Service	Details
Treasurer, Chair of Financial Risk & Financial Audit Sub-Committee	North Richmond Community Health Limited	Details
General Board Member	Banksia Palliative Care Service	Details
Treasurer, General Board Member	CARA	Details
Secretary, General Board Member	Interchange Northern Region Inc	Details

www.ourcommunity.com.au/jobs

17. Fast Forward

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

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 webpage.

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18. 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 – Australia's most useful website and publishing house, encompassing the nation's largest and most diverse membership base and 12 Knowledge Centres – accelerating the impact of Australia's 700,000 community organisations
2. GiveNow.com.au – 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

Read more about us at www.ourcommunity.com.au/aboutus.

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