



# Our Community Matters



• Edition 1 • February 2017

## Mythbusters: Seven untruths about not-for-profits

BY CHRIS BORTHWICK,  
THINKER IN RESIDENCE, OUR COMMUNITY

Well-off people who would prefer their consciences left alone have had quite a bit of success in pushing false ideas into the public mind. If you want to succeed as a not-for-profit you'll have to shove them aside, privately, publicly, and specifically. Don't let fictions become the new facts. If you hear any of the following, Trump it with a counter-argument.

### 1. Not-for-profits shouldn't get involved in politics

If you know how to fix something, and getting it fixed requires the government to chip in, then you'd be a damn fool not to say so. (See also our article on page 11.) Every other sector of the Australian economy thinks it has a god-given right to attack the government for not giving it enough attention and demand policies that advance its interests. Why should the greedy bastards have a monopoly on lobbying and get to take lobbying costs off their tax?

### 2. Not-for-profits should be more businesslike

Which businesses are they supposed to be more like – Lehman Brothers? Alan Bond? Dick Smith? Donald Trump? Australian not-for-profits fail less often than Australian businesses, and they stiff fewer people when they do. They're more flexible, more innovative, and more reliable. The only thing they're worse at is self-promotion.

### 3. Not-for-profits shouldn't spend money on overheads

Harry Potter can do it all by magic, and good luck to him, but in the real world if you want to save a life you have to pay for bus fares and phone calls and biros and a million other things that someone has to get funded from somewhere. Anyone who says all their money goes to the pointy end is fudging the truth and muddying the water for the rest. (See also our article on page 11.)



**4. Not-for-profits shouldn't be pushy asking for money**

The average punter sees 5000 brands a day and 350 ads, of which they're conscious of about 80 and notice about 12. If two of these are asking them to do something unselfish, does that represent overloading the patience of the public? We say no.

**5. Not-for-profits shouldn't make a profit**

The words "not-for-profit" don't mean you can't make a profit, they mean that's not the main reason you exist. You need to expand, you need a reserve for emergencies, you need to build, and all of those mean you have to make more money than you spend. If you're just recouping expenses, you're winding down.

**6. Not-for-profits should merge into larger units**

We're told there are too many charities, and that we need economies of scale. Look, if what you want is closeness to the grass roots, then a couple of giant redwoods isn't going to get the job done.

**7. Not-for-profit staff shouldn't be paid standard salaries**

People who demand that not-for-profit employees should take a vow of poverty are just looking for an excuse not to feel guilty about not giving a red cent to anybody ever. If you're doing the job, you get the going rate, no ifs or buts.

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**Applications open 28 February**  
[churchilltrust.com.au](http://churchilltrust.com.au)

**Apply for a Churchill Fellowship**  
 See where it can take you...

*Rewarding Australians Striving for Excellence*

# Great Grant: Aussie Farmers Foundation

*Aussie Farmers Foundation funds initiatives that support Australian farming families and their communities.*

## Overview

Grants are available to organisations working in rural and regional Australia in these areas:

- Economic wellbeing of farms and farming families
- Disaster relief (including drought relief) for farming communities
- Kids' health and healthy eating, including awareness of where food comes from
- Food waste and food security
- Mental health for farming communities.

Funding can be sought for initiatives in Victoria, NSW and ACT, Queensland, South Australia or Western Australia (not Tasmania or NT), or for national programs.

State grants are \$5000–\$30,000; national grants are \$20,000–\$50,000.

## Criteria

The foundation supports groups that collaborate in search of solutions to problems. These collaborations may be with agencies or groups within a particular field of work, or that bring complementary skills to a project. Collaboration between groups that are searching to solve complex problems is particularly encouraged. The foundation supports innovative approaches.

The foundation considers the communication and dissemination of results to be important where this influences adoption of enhanced practices, stimulates new approaches, or signals that alternatives may be more useful.

## Eligibility

To apply, organisations must have:

- Deductible Gift Recipient (DGR) Item 1 status
- Tax Concession Charity (TCC) status
- An Australian Business Number (ABN).

## Deadline

Applications close on February 28.

## Our tip

The foundation's Expression of Interest form asks applicants, "How do you know the need exists?" and "Who will benefit?" We've prepared a help sheet with some tools that can help you to provide data in answer to questions like this. Click [here](#).

## More information

Visit the Funding Centre (log-in required): [www.fundingcentre.com.au/grant/G05525](http://www.fundingcentre.com.au/grant/G05525).



**Funding Centre**

Where not-for-profits go for money



# A very long way back to the future



BY DENIS MORIARTY,  
GROUP MANAGING DIRECTOR, OUR COMMUNITY

We have been forcibly reminded recently of something we should never have forgotten. There's nothing inevitable about social progress. There's no world-historical imperative carrying us to that bright city on the hill. There's just us; and if we stop pushing and settle down to enjoy it, even for a moment, it can all roll back, and it's all to do again.

Let's call to mind, then, what we in the not-for-profit sector have to offer the current moment. What we have, after all, is what people say they want.

Political systems are in crisis around the world as inequality balloons and trust withers. Voters hanker for the golden age before globalisation and modernity broke down our white picket fences. Where they end up is reaction, but what

they want is community. Which is what we have to give.

If people don't see their real problems being addressed – if a globalised race to the bottom robs their working life of meaning – they'll lash out at imaginary enemies and withdraw behind reactionary fantasies. We can offer a way forward – a community of inclusion, not a panicked and defensive stockade against outsiders.

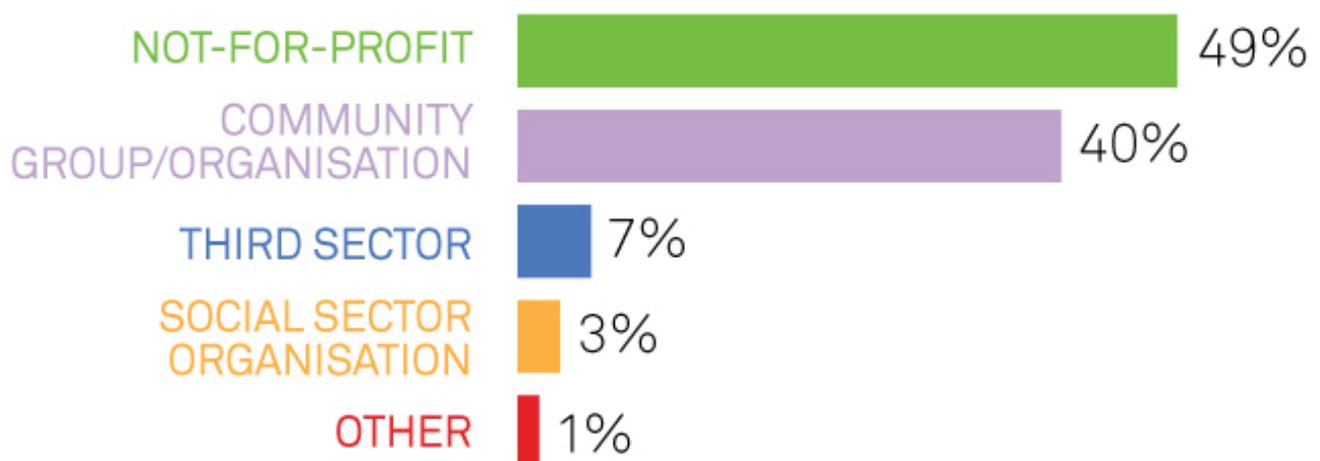
Community groups feed the empty spaces. We care about the individual, we know people matter, we listen to what they say – as grounded citizens, not rootless consumers. Together, we can provide the meaning that they're seeking. If we don't lose our nerve, this can be our moment. ■

# Pulse Poll: alternatives to “not for profit”

*It’s the debate that never goes away: why do not-for-profits define themselves in terms of what their main purpose isn’t?*

Here’s what we found in 2012, the last time we polled *Our Community Matters* readers on this topic:

What word do you prefer to describe your organisation and others in your sector?



**Tell us your preference now** – which term do you prefer for not-for-profits?

- a) For impact (“I work with for-impact organisations, helping them create fundraising strategies.”)
- b) Community (“Our community group aims to reduce homelessness in our area.”)
- c) **For humanity** (“My goal is to work for the humanity sector.”)
- d) **For purpose** (“I switched from a big corporate to a for-purpose. Now I wear jeans to work.”)
- e) **Plural** (“A healthy society requires a respected public sector, a responsible private sector, and a robust plural sector.”)
- f) Mission driven (“The mission-driven sector is facing a funding crisis, according to a new report.”)
- g) Not for profit / (U.S.) nonprofit (“I volunteer with a not-for-profit every Friday.”)
- h) Other (please specify)

**Take the poll.** We’ll publish the results in the next issue of *Our Community Matters*.

# Blogs we love



## **Nonprofit with Balls: The nonprofit serenity prayer**

“Give me the audacity of ambition, even when the ripples I create seem futile against the waves that batter, relentless, against the shores of equity. Allow me the occasional moments of bitter jadedness without compromising my hope for what our community can be.”

[Read more](#)



## **Moore's: NDIS – top 10 employment issues for 2017**

“There will be times when an employee will depart the organisation and then seek to steal your clients. This risk arises because the employee presents as the face of the organisation and has gained the client’s trust during their engagement.”

[Read more](#)



## **NFP Synergy: Is that a fact?**

“Numbers, ratios and percentages are an intrinsic part of getting our message across in a persuasive way. These might be about the impact of your organisation, the number of beneficiaries with a particular health condition, or how effective your fundraising is. But when budgets are tight and time is short it’s easy to keep using data that [repeats] ‘accepted’ knowledge. Being caught out by a donor because you haven’t noticed that a ‘fact’ is out-of-date is not only embarrassing but preventable...”

[Read more](#)

# Your two-minute NFP news digest

## Indigenous, homeless and mainstreamed

*“No federal or state program specifically targets supporting homeless Indigenous people or those at risk of experiencing homelessness.”* Angela Spinney and others

Indigenous Australians are 14 times more likely than non-indigenous to find themselves homeless, yet they receive zero targeted support or funding, according to the authors of new research. [Read the report](#)

## Poor impact measurement leads to porkies

*“People sometimes seem to expect that simply ‘measuring their impact’ will improve it, but not so: you don’t fatten a pig by weighing it every day.”* Caroline Fiennes

The UK-based philanthropy consultant says much of the impact evaluation undertaken by charities is poor quality research. [Full report](#)

## Beyond collective impact

*“We believe that efforts that do not start with treating community leaders and residents as equal partners cannot later be reengineered to meaningfully share power. In short, coalitions and collaborations need a new way of engaging with communities that leads to transformative changes in power, equity, and justice.”* Arthur T. Himmelman and others

The authors of an essay published in *Nonprofit Quarterly* introduce a set of six principles developed to facilitate collaboration for social change. They challenge the collective impact approach, which they say fails to engage those most affected by social problems. [Read the essay](#)

## Toaster, meet Internet

*“By 2020, over 26 billion things – cars, appliances, roads – will be connected to the Internet (Gartner), yet the vast majority of staff working at nonprofits have never heard the term ‘Internet of Things.’ That will change in 2017 as the Internet of Things and its implications begin to seep into the nonprofit sector’s consciousness.”* AsianNGO

The magazine highlights five tech trends to watch in 2017. [Read an excerpt](#)

## ATO: there’s a form for that

*“If you’re a not-for-profit organisation considering applying for advice about a complex tax or superannuation transaction, you can contact us for an early engagement discussion. This will give you an opportunity to connect with us so we can clearly understand your circumstances and identify any possible issues or concerns.”* Australian Taxation Office

The Australian Taxation Office invites early contact from not-for-profits seeking advice on complex matters. [Full story](#)



# Advocating for your cause? Don't cross the line

*Does a recent ACNC decision on charity status represent a blow to charities' freedom of speech and political advocacy? No, explains Our Community's thinker in residence, Chris Borthwick.*

For the first time, the Australian Charities and Not-for-profits Commission has revoked an organisation's charity status on the grounds that it was too politically involved. **Catch the Fire Ministries** is no longer a charity (though it is still a not-for-profit) because of its support for the **Rise Up Australia** party, which stood candidates at the 2013 and 2016 federal elections.

**The Age** reported Catch the Fire's leader, Pastor Daniel Nalliah, as saying, "It's my argument that we have a right to political speech and it's really unfair [for that to be taken away]."

So what implications does this have for advocacy-oriented Australian not-for-profits? Is their freedom to advocate for their goals in the political arena being cut back?

Not much. As it stands, **the law** says a charity

**can promote or oppose** a change to any matter of law, policy or practice, as long as this advocacy furthers or aids another charitable purpose.

However, a charity must not have a 'disqualifying purpose', which means it must not have:

- (a) the purpose of engaging in, or promoting, activities that are unlawful or contrary to public policy (e.g. the safety of the general public and national security). Activities are not contrary to public policy merely because they are contrary to government policy.
- (b) the purpose of promoting or opposing a political party or a candidate for political office. This does not apply to the purpose of distributing information, or advancing debate, about the policies of political parties or candidates for political office, such as by assessing, critiquing, comparing or ranking those policies.

In short, a charity can advocate all it likes, so long as it's in relation to a charitable purpose. But it can't endorse or oppose a particular political party or candidate.





For example, imagine you're a charity that exists to save lives on surf beaches:

- You can safely say that surf lifesaving is a good thing
- You can safely say saving lives on surf beaches is the most important issue facing Australia
- You can safely ask voters to take a party's position on surf lifesaving into account when they decide who to vote for
- You can safely publish a list ranking political parties on their position on surf lifesaving from best to worst.

But you would be very unwise to publish a flyer saying, "At the state government election, vote 1 for Sylvester Surfie of Surfers' Alliance to support surf lifesaving". This may be perceived

as explicitly supporting a particular party, which may indicate a disqualifying political purpose.

The Catch the Fire case shows that it not only may be disqualifying, it *will* be. Catch the Fire advertises the Rise Up Australia party on its website, calls for volunteers to hand out its how-to-vote cards, and collects money for the party at its church services. The ACNC called them on it – and fairly. If Catch the Fire hadn't been disqualified, nobody ever could be.

There are always going to be borderline cases, but this wasn't one of them.

*The ACNC has published detailed guidance for charities on what they can and can't do in relation to advocacy. [Read more here.](#)*



## Toolbox

# Smarter data

### Discount data visualisation software for NFPs

**Tableau** is software that enables users to create data visualisations using any data. Think graphs, maps, dashboards and more. Businesses use it to explore data, spot trends, detect outliers, and find new opportunities. Now the Tableau Foundation has made the software available to Australian not-for-profits at a substantial discount via its partner Connecting Up.

[Details here.](#)

### Data inspiration

Like the idea of data visualisation, but not sure what it can actually do for your organisation?

For inspiration, check out [this sampler](#) from data journalist and designer David McCandless.

### New resource: The Data Playbook

It's not the data that matters. It's what you do with it.

The US-based Charles and Lynn Schusterman Family Foundation has developed a new resource aimed at helping organisations to use the data they've got to make smarter decisions, gain insights and accelerate the pace of social change.

Download The Data Playbook [here.](#)



# Festival-goers, meet social change

*Adelaide Fringe has teamed up with the Don Dunstan Foundation to release an inaugural guide to the wide range of events promoting cultural diversity and social progress at this year's festival.*

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*The Social Change Guide to the Fringe* features 85 dynamic works highlighting issues such as domestic violence, asylum seekers, racism, mental illness and sexuality.

Don Dunstan Foundation executive director David Pearson said the shows included in the guide offered festival-goers a chance to see the world from a different perspective.

“When we make art accessible – as the Fringe does so well – we improve the quality of life of everyone in our community,” Pearson said.

“At its best, art can inspire us to take action for a fairer world.

“We hope the guide will also inspire people to get involved in the social change organisations that have thrown their support behind this important initiative.”

The guide is available now from the Don Dunstan Foundation [website](#).

The 2017 Adelaide Fringe runs from February 17 to March 19.

# “Greater transparency can restore trust in charities” – *The Age* gets it wrong

*Australia has too many charities, and they should be required to declare what proportion of funds they spend on overhead costs, according to an editorial in Melbourne’s Age newspaper on December 28. Our Community executive director Kathy Richardson annotated this excerpt to show how *The Age* got it wrong.*

Australians donate almost \$7 billion a year to charities. But that is not the important figure. What's far more significant – and far more difficult to find out – is how much of that money actually gets to those it is intended for.

It is time for charities to be more transparent about **how much of our money is going to our chosen causes, and how much is being chewed up in red tape, expenses and staff salaries.** Good governance is essential, and more transparency would only help.

The fact that such terms as "chugger" are now part of the vernacular suggest that "charity fatigue" is setting in.

If we knew, for example, that children's charity A **gave to the children an average of 75¢ in the dollar donated, and charity B gave 40¢,** it may well influence our **decision on which one to give to. And this is information that should be declared. In the long run, we would all be better off.**

Money going to “chosen causes” and money going to “red tape, expenses and staff salaries” are exactly the same thing. The only exception is for charities that are run exclusively by volunteers and have every cent of their costs – computers, printers, ink, paper, insurance, compliance, office space – paid for by the Magic Money Fairy. I’m not aware of any such charities.

How do you define “gave to the children?” It sounds as though you’re talking about a charity with volunteers walking down the street handing out envelopes of cash to kids. Let’s look at Charity A and Charity B more closely. Let’s say both exist to provide medical equipment for sick kids.

Charity A spends 25% of money donated on overheads. It goes towards IT costs and salaries for two part-timers, working from home. The staff do a bit of everything – answering phones, assessing grant applications, marketing. The budget doesn’t stretch to paid advertising. Charity A attracted \$200,000 in donations last year, and spent \$150,000 on equipment for sick kids. The average grant was \$5000, and the charity helped 30 kids.

Charity B spends 60% of money donated on overheads. It goes towards rent, salaries for 10 full-time staff, IT, and paid advertising. The staff includes specialists in marketing, fundraising, grant assessments, and outcomes assessments. Charity B attracted \$2 million in donations last year, and spent \$800,000 on equipment for sick kids. The average grant was \$5000, and the charity helped 160 kids.

Overhead ratios are a nonsensical way of comparing one charity to another. ▶

There must be trust in the charity sector for it to thrive. There are more than 54,000 registered charities in Australia and, while there are plenty of other countries with more per capita, **it is too many.**

Too many? By what criteria? What would be a good number? Half of that? Fewer? As an aside, how do you feel about how many businesses there are in Australia? (2.1 million, according to the ABS.) Not enough? Or too much duplication? Isn't that called competition? And won't the bad ones die off naturally?

The fact that such terms as "chugger" – short for "charity mugger" – are now part of the vernacular suggest that trust is waning and "charity fatigue" is setting in ...

We agree: this is a big issue. The not-for-profit sector needs to have a long, hard look at what it considers to be acceptable fundraising practices, and the impact on the whole sector when one or two organisations go rogue.

Meanwhile, third-party professional collection agency Appco is fighting bullying and underpayment claims from its workers. It is also alleged to have returned just 4 per cent of money raised from selling gift vouchers to one relevant charity.

We've never had any trouble navigating the ACNC website.

The ACNC has a website that lists charities and their financial records, but **it is devilishly difficult to navigate.** A system whereby every registered charity and foundation is required to state how much of the money raised it expects to give to the cause, and a league table on the ACNC site, would restore faith in the industry and benefit everyone.

Imagine lining up all the businesses in Australia to determine which was the most... anything. You could line them up in order of profit (interesting, yes), but that would tell you zilch about the nature of their business. For charities and other not-for-profits, the question you should be asking is not "How much of my dollar goes to the cause?" but "What outcomes am I buying with this dollar?" Efficiency is only one part of the picture (the least interesting part, in fact). Effectiveness is the key. That's difficult to measure, so you need to be smart about how you go about it. Measuring efficiency because it seems easy (it's not anyway) is a cop-out that helps nobody with anything. ■

## How to Win Grants Webinar

Thursday, February 23, 2017  
Commencing 12-noon AEDT

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



# HESTA launches plan to address financial hardship

***HESTA has become one of 12 trailblazing organisations in Australia to tackle the problem of financial exclusion by joining the Financial Inclusion Action Plan (FIAP) partnership group.***

The FIAP program is Australia's response to its international obligations to reduce financial exclusion, set out by the G20 and the United Nations.

Around three million Australians lack access to financial institutions or products. This often leads to a reliance on payday loans and high-interest lenders, a debt spiral, and severe hardship and poverty.

HESTA CEO Debby Blakey said the FIAP was an opportunity for the \$36 billion industry super fund to assess how it can put in place measures to build greater financial resilience for its 820,000 members, 80% of whom are women.

“Through the FIAP we have identified ways to improve our processes, our services, and how we partner with organisations to ensure that every one of our members, in particular females, has a secure future,” Ms Blakey said.

The HESTA FIAP identifies practical actions the fund will undertake to improve financial inclusiveness for all its members.

For example, individuals can access part of their superannuation early via the financial hardship claims process if they meet a number of specific conditions.

Other actions range from improving ways to identify members experiencing financial hardship and processing their claims with empathy and respect, to seeking new investments that can have measurable social impact through the Social Impact Investment Trust established by HESTA and Social Ventures Australia.

The FIAP program was developed in partnership with Good Shepherd Microfinance, EY, the Centre for Social Impact and the Department of Social Services.

Read more about HESTA's Financial Inclusion Action Plan [here](#).

*HESTA is an Our Community partner.*





# What to expect in a not-for-profit job

*February sees many Australians returning to work, school or uni, or heading there for the first time. It's a month of transitions and choices. What course will you steer in 2017? If you – or your kids – are considering the not-for-profit sector, we urge you to go in with your eyes wide open. Here are our tips.*

## **Wider responsibility**

Not-for-profits tend to encourage employees to multi-task. They often assign responsibilities in areas beyond an individual's written job description. Off-shoot projects and tasks outside your main areas of expertise may well end up in your in-tray.

On the plus side, being able to dabble, and sometimes even take control, in areas beyond your experience presents an exciting opportunity for workplace mobility and skill expansion.

On the downside, expect this to be at times stressful and frustrating.

If you find yourself working in a small office with a small team, you'll end up working closely with

other "departments" of the organisation (if it's even big enough to have departments). You'll be exposed a lot more to the big picture than you would be if you were pigeon-holed into, say, marketing, finance, HR or operations.

## **Doing more with less**

There are plenty of not-for-profits out there, all competing for limited funding, and in a world of limited resources, this competition is intense. Expect to spend time brainstorming about fundraising ideas, setting up fundraisers and attending fundraisers. Expect to flounder for media attention, government funding and private donations. Expect to hone your grant writing skills. Working on a shoestring budget can be disheartening, but it can also lead to financial intelligence and the ability to do more with less. Be prepared to work with limited funds and restricted resources, balancing the need to keep costs down and optimise efficiency.

## **Bureaucracy rules**

Unfortunately, whether because of liability concerns, insurance requirements or the need for clearer-than-clear transparency, NFPs



often require rigorous and at times exhausting documentation. Some days it seems that every road is beset by red-tape roadblocks. “Nimble” and “agile” are words you won't hear often when you're applying for Deductible Gift Recipient status from the Australian Tax Office.

### Passion and compassion

Being part of an organisation whose reason for being is to support marginalised people, rally for socio-political reform or crusade against environmental destruction can foster a deeper sense of purpose within you if your views are particularly aligned with that cause.

On the other hand, pouring all your energy and expertise into a purpose against which the odds are heavily stacked can be deflating,

even debilitating. You'll need your social and emotional supports now more than ever - friends, family, understanding colleagues.

And on the good days, in organisations where cupidity and egoism are replaced by common concern for the common good, the emotional and intellectual rewards will outweigh the frustrations. We promise.

*This is an edited version of an article first published at [Good Jobs](#).*

*Does this tally with your experience of working for a not-for-profit? Tell us what you think – [join the conversation](#) on Facebook.*



## Finance

# CommBank launches Indigenous Business Banking Program

BY VANESSA NOLAN-WOODS,  
GENERAL MANAGER OF SOCIAL IMPACT BANKING, COMMONWEALTH BANK

February 13 marks the ninth anniversary of the Apology to Australia's indigenous peoples in the Parliament by then prime minister Kevin Rudd. The apology for the past laws, policies and practices that, to this day, continue to impact Australia's First Peoples remains an important step on the path to reconciliation. Reconciliation plays a key role in activities across the Commonwealth Bank Group, and we recognise that more needs to be done to assist indigenous and Torres Strait Islander peoples to achieve greater equity and equality.

Towards the end of 2016, following an extensive period of consultation with elders, indigenous communities, businesses and individuals,

we launched our new specialised Indigenous Business Banking Program. It's a program we're very proud of, as it goes to the heart of achieving our goal of employment parity for indigenous Australians, and it helps drive meaningful and sustainable growth for indigenous businesses and communities. We're committed to working with indigenous and Torres Strait Islander peoples to provide a hand up, not a handout, and I look forward to sharing information about the impact of this new program over the months and years ahead.

*Commonwealth Bank is an Our Community partner.*



# ARE YOU LOOKING FOR FUNDING?

**Apply for a three year Commonwealth  
Bank Staff Community Fund grant.**

If your organisation is doing great work in your local community to support the wellbeing of Australian youth and has DGR status then you may be eligible to apply for a grant.

The Commonwealth Bank Staff Community Fund is awarding \$2 million in Grassroots Grants in 2017. Grants are up to \$10,000 per year, awarded for a three year period. So if you have a worthwhile project that could use a potential \$30,000 boost visit [www.commbank.com.au/grants](http://www.commbank.com.au/grants) to see if you are eligible to apply.

Applications open Monday 6 March and close Friday 31 March.



# How to avoid running into trouble: managing flexible work arrangements

BY CATHERINE BROOKS & ANDREW BROOKS,  
MOORES

*More and more employers are realising the benefits of allowing employees to use flexible work arrangements, such as working from home and working flexible hours.*

According to the Diversity Council of Australia, several factors are driving the increasing prevalence of “flex”. These include:

- **Employees** Female participation in the workforce has increased, and in 63% of two-parent families, both parents are employed. Older employees staying in jobs for longer. These two segments see more workers seeking flexible work arrangements.
- **Globalisation** It’s always “business hours” somewhere in the world, and organisations have had to get used to conducting meetings and working to deadlines on international timeframes. This has led to employers being more open to allowing workers to work away from the office.
- **Technology** With the rise in the use of teleconferencing facilities, co-working spaces and virtual teams, the need for workers to be physically present in the office between nine and five is less compelling.

- **Culture** Workplaces are increasingly embracing flexible work arrangements, and Australian law has been amended to uphold an employee’s right to request them, which has cemented the cultural shift.

## Risks for employers

Before you rush to enable all your staff to decamp to their kitchen tables, consider the risks that need to be managed.

Under workers’ compensation and occupational health and safety (OHS) laws, a workplace is broadly defined to include any place an employee goes, or is likely to go, while “at work”. Therefore, if an employee were to sustain an injury at home in the course of their employment (e.g. while working from home), the employer would be liable for that injury.

Numerous cases have demonstrated the risk to employers in this regard. In 2016, for example, an ABC reporter made a claim for compensation after she broke her hip when she went out for a run at about 9.45 a.m. on a day when she was working from home. In this case, the Administrative Appeals Tribunal found that runs during lunch breaks could be considered part of an “ordinary recess” from work, but ad hoc runs did not satisfy the test. Therefore, her claim for compensation failed. ►



### What can organisations do to manage the risks?

Before your organisation gives permission for an employee to work from home, we recommend you:

- conduct an OHS test of the home office to ensure it is a safe place to work. This test may be carried out by way of a simple questionnaire or by a site visit, depending on your risk threshold.
- prepare a working from home agreement which tightly defines where in the home the work is to occur, between which times, and the duties to be performed.
- have the employee certify in writing that

they understand and will comply with your occupational health and safety policies.

- ensure the employee has a first aid kit and the training necessary to use it safely.
- check your insurance policy to ensure it covers incidents that occur while an employee is working from home.

*Moore's is an Our Community partner.*



## News



### Electricity choice a breeze for community groups

Australia's first community-owned wind farm, Hepburn Wind in central Victoria, was among the pioneers of the community energy movement in Australia. Now Hepburn Wind has partnered with power retailer Powershop to make Hepburn Wind power available to all Powershop customers.

Powershop is Australia's first and only 100% certified carbon neutral electricity retailer, meaning Powershop customers' electricity use is also 100% carbon neutral. The retailer has been ranked Australia's greenest power company for two years running.

By switching your group's electricity account to Hepburn Wind's offer with Powershop and getting a great deal, you can help the environment and your bottom line. Powershop operates in Victoria, NSW and south-east Queensland.

Find out more: [www.powershop.com.au/hepburnwindb](http://www.powershop.com.au/hepburnwindb).

# International data specialist to deliver keynote at Board Builder 2017

***“Our sector is ripe for a data revolution,” says Chicago-based data scientist Andrew Means. “We just need to create some revolutionaries.”***

One of a small but growing number of data scientists globally who specialise in the not-for-profit sector, Means is working to ensure that community based organisations are not left behind in the march to develop new data tools to create insights, generate evidence and inform decision making.

Means will deliver the keynote address at the Board Builder conference in Melbourne next month. Drawing on his leadership experience at Groupon, the YMCA of Metropolitan Chicago, Ingenuity Inc and the University of Chicago’s Center for Data Science & Public Policy, Means will highlight how not-for-profit leaders can take their organisations confidently forward into a new era, using data for propulsion.

Means will be joined by more of the brightest talents from every segment of the community sector – those in the chair, at the coalface, and on the board. Every board member or CEO who attends will go away with practical, instantly implementable tips on a range of governance-related topics.

Board Builder delegates will:

- Become part of a community of not-for-profit board members striving for excellence
- Hear real-life case studies of how people turned a board around by recruiting fresh blood
- Find out how to keep an eye on the prize in times of challenging change
- Learn how to develop a plan for moving past the blockers and into the future

See the full program [here](#), then register to join us at Board Builder in Melbourne on Monday March 6.

## Board Builder Conference 2017

The Butterfly Effect:  
Small Changes, Big Impacts

> REGISTER NOW



# Put runs on the board with a governance scholarship

*Are you the president of your local netball club? Treasurer of the tennis? Chair of the chess? A volunteer committee member for your grandkids' soccer league? Here's an opportunity to put your club at the top of the ladder when it comes to governance.*

The Institute of Community Directors Australia and Sports Without Borders are offering 50 scholarships worth \$1000 each towards completion of the Diploma of Business (Governance). The Diploma is Australia's only accredited course designed specifically for existing and prospective not-for-profit board and committee members, and the staff who work with them. Scholarships will be awarded on the basis of merit and the likely impact for the sporting organisation served by each recipient. The application process is quick and easy, requiring applicants to demonstrate their:

- Involvement with a sports or recreation organisation or body
- Passion for their community
- Suitability for completing the Diploma of Business (Governance)
- Reasons for wanting to improve their governance skills.

Successful scholarship applicants will receive:

- A \$1000 fee reduction. The reduced enrolment cost for scholarship recipients is \$3495.
- An iPad mini, pre-loaded with course materials
- Membership of the Institute of Community Directors Australia
- Access to the Institute of Community Directors Australia's extensive suite of online governance resources.

Students who go on to complete the Diploma of Business (Governance) will earn:

- Fellowship of the Institute of Community Directors Australia
- Australia's only accredited qualification for not-for-profit governance.

To learn more, visit [www.communitydirectors.com.au/scholarships](http://www.communitydirectors.com.au/scholarships). To apply, click [here](#). Hurry, scholarship applications close at 5pm AEST on February 10.



**Give yourself a head start in 2017**

**With a Sports and Recreation Governance Scholarship**

Applications close 10/02/17

**> APPLY TODAY**



# Good Jobs

*At [GoodJobs.com.au](http://GoodJobs.com.au), our mission is to connect purpose-driven people with organisations in the not-for-profit and community sectors. We want to help energetic, idealistic, and passionate people overcome obstacles and achieve their career ambitions and dreams.*

Looking for an intern, a graduate or a new CEO for your organisation? Place your role in front of a great pool of candidates and let us help fill your vacancy. Whoever it is you're looking for, we can help you find them. Good Jobs is a service of Our Community. List a job or internship.

## Current vacancies

### Diversity Arts Australia

#### Business and administration coordinator, Sydney

Diversity Arts Australia is seeking a motivated and energetic individual for this newly created position.

### Doncare

#### Retail manager, opportunity shops, Melbourne

Doncare provides services to the most vulnerable and disadvantaged residents of Manningham and surrounding suburbs.

### Birth for HumanKIND

#### CEO, Melbourne

Birth for HumanKIND is a not-for-profit organisation of volunteer doulas who provide quality support, education and care for women in vulnerable, at-risk or otherwise disadvantaged circumstances during pregnancy and birth and after the baby comes.

### The Ethics Centre

#### Office manager

The Ethics Centre is an independent not-for-profit organisation that helps people navigate the complexity and uncertainty of difficult ethical issues.

### The Ethics Centre

#### Finance manager

The finance manager is a senior and integral member of the finance and operations team.

### Aboriginal Housing Victoria

#### Life coach, Melbourne

This new role entails working with our tenants as part of the More than a Landlord (MTAL) project.

Looking for  
the right people to  
join your team?

Put your next role in front of an audience of quality, motivated candidates: visit [www.goodjobs.com.au/advertise](http://www.goodjobs.com.au/advertise).

Do you recruit often? Our advertising subscriptions provide a cost-effective, unlimited job listing service.

Learn more at [www.goodjobs.com.au/unlimited](http://www.goodjobs.com.au/unlimited).





### Aboriginal Housing Victoria

#### Project coordinator, assets, Melbourne

Asset management is a key aspect of achieving AHV's vision: that Aboriginal Victorians secure appropriate, affordable housing as a pathway to better lives and stronger communities.

### Trawalla Foundation

#### Executive officer, Melbourne

We are looking for an independent operator who will bring ideas to the table, and is capable of relating easily and openly with leaders of the not-for-profit sector and other strategic partners.

## Good Jobs competition: subscribe to free job alerts and you could win!

By subscribing to The Good Jobs Weekly – the free Good Jobs newsletter – you'll always be up-to-date with industry opportunities and you'll be in the running to win a prize pack.

### Prizes

Two winners will each receive a Series 1 Apple Watch (featuring a space grey aluminium case with black sports band) PLUS a ticket to the 2017 **Communities in Control** conference, held May 29–30 in Melbourne. Each prize pack is valued at \$784.

### How to enter

1. Visit [www.goodjobs.com.au](http://www.goodjobs.com.au) and subscribe for free
2. Look out for an email confirming you've subscribed
3. Follow the link in your confirmation email and tell us in 25 words or less:  
“What’s the hardest aspect of finding a good job in the not-for-profit sector?”

### The fine print

The competition closes at 5 p.m. on April 30, 2017. Shortly after, the Good Jobs team will select two subscribers with the best answers. The winners will be notified by email.

For terms, conditions and full details, go to [www.goodjobs.com.au/comp](http://www.goodjobs.com.au/comp).

# Good Suppliers

***Be more visible to not-for-profit and community organisations by listing your business in the Suppliers section of [GoodJobs.com.au](https://www.goodjobs.com.au).***

Whether you're a marketing consultant, an auditor, a lawyer, an IT specialist or a printer, the Suppliers portal is your opportunity to attract business and connect with new organisations. **List your business.**

## **Saward Dawson Chartered Accountants**

At Saward Dawson, we are genuine in the pursuit of the highest standards in professionalism and ethics. In an environment where clients demand value for money while seeking the highest standards of professionalism and ethics, we strive for excellence.

**[Find out more about this supplier](#)**

## **DG Consultive**

Donna Gross: for expertise in fundraising, marketing, governance, grants, strategic planning, communications and more.

**[Find out more about this supplier](#)**

## **AskRIGHT**

AskRIGHT fundraising consultants and prospect researchers help non-profit organisations raise more money by providing optimal fundraising strategies, identification of donors, training, recruitment and campaign implementation.

**[Find out more about this supplier](#)**

## **nfpas**

We have all of your finance and business management needs covered with a full range of bookkeeping, accounting, CFO, executive officer, virtual office, secretariat and consulting services tailored to meet your specific needs.

**[Find out more about this supplier](#)**

## **Strategic Grants**

Strategic Grants builds the capacity of not-for-profits to win grants, via online systems, strategies, research and training.

**[Find out more about this supplier](#)**

## **Pitney Bowes**

Pitney Bowes creates streamlined, automated systems that allow you to communicate with peak efficiency and the highest degree of productivity, precision, flexibility and efficiency

**[Find out more about this supplier](#)**

## **Collins & Co**

Your organisation can confidently rely on Collins & Co for accounting services, auditing services, and advice on governance responsibilities and issues unique to not-for-profit entities.

**[Find out more about this supplier](#)**

## **Nomad Accounting**

Management and accounting solutions for not-for-profits, small businesses, charities and social enterprises who need CFO experience without the full-time cost.

**[Find out more about this supplier](#)**

## **CFO Part Time**

CFO Part Time provides short-term interim CFO services and long-term strategic financial partners.

**[Find out more about this supplier](#)**



# Upskill

## Diploma of Business (Governance)

Upgrade your qualifications and expand your network by studying for a Diploma of Business (Governance). Australia's only diploma-level governance qualification is designed specifically for existing and prospective not-for-profit board or committee members and the CEOs and senior staff who work alongside them. Check out the course start dates below and then [enrol here](#).

<b>Melbourne</b>	March 20, June 5	<b>Brisbane</b>	June 12	<b>Darwin</b>	April 10
<b>Perth</b>	March 1, May 1	<b>Canberra</b>	March 14	<b>Adelaide</b>	April 26
<b>Sydney</b>	Feb 20, April 19				

## Webinar: being an effective chair

You're in the hot seat – now what? Being a good chair doesn't mean taking over meetings. It means facilitating discussion. Learn to create an atmosphere where board members can debate, struggle with issues, reach compromise, and sometimes agree to disagree. May 25. [Register here](#).

## Webinar: crowdfunding

Crowdfunding is a great way to get funding for a specific project. It takes energy and creativity, but it can bring in much-needed money and attract a whole new audience of supporters. Learn all about how it works. March 23. [Register here](#).

## Webinar: how to win grants

Volunteers, staff and fundraisers, find out how to win the most grants ever for your community organisation or school. This webinar provides an introduction to the answers to all your grantseeking questions. Walk through the grants process step by step. February 23. [Register here](#).

## Webinar: questions your board needs to ask about finances

If you don't understand how the finances work, you'll be at risk of getting caught up if anything goes wrong. More importantly, understanding the finances will ensure you are in the best position to promote your organisation's mission. This webinar will walk you through the questions your board needs to ask about the finances in order to make the best decisions, avoid problems, and fulfil your mission. April 27. [Register here](#).

## Webinar: reviewing your board

The not-for-profit sector has traditionally been somewhat laggard in measuring and improving its organisational performance, including board performance. In this webinar, you will learn how to measure and judge the efficiency, effectiveness and performance of your board in a range of areas. June 15. [Register here](#).

## Seminar: the Sunlight Series

The Sunlight Series is a collaboration between Australia's best known transparency advocate, Stephen Mayne, and Our Community. Stephen cut his teeth during what he describes as "a four-year governance nightmare" as a councillor at Melbourne's City of Manningham, experience he applied as a governance reformer during a four-year stint with the City of Melbourne. Stephen strongly believes that "sunlight is the best disinfectant". Melbourne, March 22. [Register here](#).



# Board Matching Service

*The board vacancies below are just a small sample of what's currently listed at both the Institute of Community Directors Australia website and Good Jobs.*

## New South Wales

### General board member, Hume Community Housing Association

Hume Community Housing is a values-driven, nationally accredited Tier 1 Community Housing Provider with over 1800 properties under management in western Sydney. Hume is committed to creating vibrant, sustainable and cohesive communities through the delivery of outstanding homes and equitable customer focused services. Hume delivers on this vision with the support of a skills based board. We currently have an opportunity to appoint a skilled non-executive director with financial expertise.

## Northern Territory

### General board members, RSPCA Darwin Regional Branch

Having recently ratified a new constitution and completed a skills analysis, RSPCA Darwin Regional Branch is looking to appoint additional skill based board members to join the volunteer board of directors, on a part-time basis. The board is particularly keen to recruit people with the following experience or skill sets: veterinary specialists; business development; legal and governance.

## Queensland

### General board members, Reef Check Australia, Brisbane

Reef Check Australia invites nominations from skilled individuals with an interest in

marine conservation through citizen science and community education. We are looking for active board members to provide guidance and leadership to the organisation.

## South Australia

### Chair, RecFish SA

RecFish SA is the recognised peak body representing 277,000 South Australian recreational fishers. The Board is searching for an experienced chairperson who can lead the board and help RecFish SA to grow as an organisation and implement its strategy.

## Victoria

### General board members, BPD Community

BPD Community uses creative means to develop a sense of community to support those with lived experience of Borderline Personality Disorder, their families and friends and those who work with them. The organisation's mission is to replace stigma and discrimination with hope and optimism. The board is seeking to improve its depth of experience and capacity for innovation and community development.

## Western Australia

### Chair and general board members, Saving Animals from Euthanasia Inc

SAFE Inc is a large volunteer-based animal rescue and rehoming organisation, utilising the foster care model. SAFE Inc is transitioning from a management committee to a skills-based board of directors, in order to build the sustainability ►



of our organisation. Two director positions and the chairperson role remain vacant. If you are motivated by SAFE's mission and have skills in marketing and communications or human resources, or as a chairperson, we would welcome the opportunity to provide more details.

### Advertise a board vacancy

Looking for talented people to contribute to your board or committee? The Institute of Community Directors Australia can promote your vacancy for free to a targeted audience of skilled professionals. Learn more about listing your vacancy: [www.communitydirectors.com.au/icda/board](http://www.communitydirectors.com.au/icda/board).



## Suppliers



# Win a graphic design package!

### ***What could your community group or not-for-profit do with \$10,000 worth of graphic design services?***

Melbourne-based design studio Evoco is giving away a package of services to one Victorian NFP to enable it to launch or refresh a website, create a promotional video, revisit its brand identity, and create new marketing materials.

Evoco creative director Sam Tzouramanis said he launched the giveaway to coincide with the agency's 10th birthday. "There are so many passionate, hardworking not-for-profit and

volunteer organisations in the community and it would be our privilege to 'give back' to one lucky Victorian organisation by providing gratis design services up to the value of \$10,000," he said.

The Evoco team works on *Our Community Matters*, but its design experience extends to all corners of the not-for-profit sector too, including mental health, aged care, disability, community health, education, youth and the environment.

Nominate your favourite community group or organisation by February 28 to be in the running. For more information, including terms and conditions, [click here](#).



FEBRUARY 1–28

**Febfast**

28 days alcohol-free is just the tonic. Febfast is powered by Victoria's Youth Support and Advocacy Service (YSAS), which partners with organisations across the country to support disadvantaged young people.

[Details](#)



FEBRUARY 5

**National Pet Adoption Day**

Find a new fur-ever friend: Petstock and Pet Rescue join forces to make hundreds of rescued animals available for adoption today.

[Details](#)



FEBRUARY 5–11

**Feeding Tube Awareness Week**

People who are unable to eat, or unable to eat enough, may require a feeding tube. This week, find out more about the day to day challenges they face.

[Details](#)



FEBRUARY 6

**International Day of Zero Tolerance for FGM**

Female genital mutilation (FGM) refers to all procedures that involve altering or injuring the female genitalia for non-medical reasons. It is recognised internationally as a violation of the human rights of girls and women.

[Details](#)

FEBRUARY 22

**World Thinking Day**

Celebrated since 1926, World Thinking Day is a day of international friendship, speaking out on issues that affect girls and young women, and fundraising for 10 million girl guides and girl scouts around the world.

[Details](#)

MARCH 1–31

**Epilepsy Awareness Month**

Throughout March, Epilepsy Australia is urging people around the country to end the stigma and discrimination of epilepsy and "go purple", the colour symbolising epilepsy internationally.

[Details](#)

MARCH 1–31

**March into Yellow**

Wear yellow and start the conversation about endometriosis, a disease can't be prevented or cured.

[Details](#)

MARCH 5–11

**Kidney Health Week**

Kidney Health Australia calls kidneys the unsung heroes of our bodies. This week, find out why.

[Details](#)



MARCH 8

**International Women's Day**

"Be bold for change" is theme of IWD 2017.

[Details](#)



MARCH 25

**Earth Hour**

Use your power to take action against climate change. Lights-out time is 8.30 p.m.

[Details](#)



MARCH 20–31

**A Taste of Harmony**

Celebrate diversity in your workplace by encouraging colleagues to share food and stories from different cultural backgrounds.

[Details](#)



MARCH 26

**Neighbour Day**

Neighbour Day is Australia's annual celebration of community, encouraging people to connect with those who live in their neighbourhood.

[Details](#)

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*Our Community Matters is your free community sector update, brought to you by **Our Community** – Australia’s centre for excellence for the nation’s 600,000 not-for-profits and schools, providing advice, tools, resources and training. It’s published on the first Wednesday of alternate months.*

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