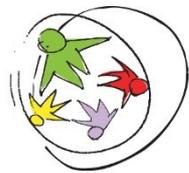


OUR COMMUNITY matters



ourcommunity.com.au
Where not-for-profits go for help

[Edition 4, 2014 – Issued August 13, 2014]

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. [Click here](#) to receive your free copy.



Inside:

- **What We Reckon: Two steps forward, two steps back** ... p2
- **Great Grant** ... p3
- **Dispute Resolution** ... p3
- **Pulse Poll** ... p4
- **Damn Good Advice for Treasurers** ... p5
- **Fascinating stats revealed in GiveNow annual report** ... p6
- **Ideas You Can Steal: Great infographics** ... p8
- **Around the Houses: Our Community News** ... p9
- **Community Classifieds** ... p10
- **Need to Know: NFP news digest** ... p11
- **Shopping for social change** ... p13
- **Top Tips: New financial year; new laws** ... p15
- **Electronic lodgement of super now compulsory** ... p16
- **Engineers to the rescue: Help them to help you!** ... p17
- **The crowdfunding Pozibilities are Heaps Decent** ... P18
- **Upskill: Upcoming training and events** ... p19
- **Our Picks** ... p20
- **Community Calendar**... p21
- **Board & Job Vacancies** ... p22

Can your group be trusted with money?

If you're asking for grants, you have to be able to guarantee you can handle the money. Are you making any of these common mistakes? Would you have to fudge the figures if you were asked about them? Come on, 'fess up.

Common mistake #1: Not enough information

At every board meeting, your board members receive a statement detailing the organisation's income and expenditure. Tick! BUT –

- There's no line comparing what you spent with what you predicted in the budget
- There's no information on cash flow
- There's no way of looking at the accounts for individual projects or sections.

Solution: To make informed financial decisions, your board needs more data.

Common mistake #2: Not enough caution

You keep records of every dollar coming in and every cheque going out. Good on you. BUT –

- You let one person authorise payments solo. (Perhaps you even keep signed cheques in the secretary's bottom drawer just in case you can't find the director when you want to make a payment.)
- You don't take inventory of your stock items every year and chase up any discrepancies
- You don't reconcile your accounts against your bank statement every month.

Solution: To avoid leaving yourself open to fraud or accident, you need more rigorous financial procedures.

Common mistake #3: Not enough documentation

Everyone in your organisation knows how things have always been done. Okay, you've got an infallible organisational memory. BUT –



- You don't have a financial policy manual setting out internal controls, including billing, the handling of cash and deposits, approval over spending, and disbursements
- You don't have a board-approved list of who's allowed to authorise payments and purchases at various cost levels
- You don't have a written investments policy.

Solution: Again, you need more rigorous financial procedures. Otherwise, you're vulnerable to anybody leaving or retiring and taking all the knowledge (and perhaps some of the funds) with them.

Common mistake #4: Not enough backup

You got through last year in good shape. Congratulations! BUT –

- You don't have a Plan B setting out what you'll do if one of your funding streams dries up
- You're not keeping a reserve of funds to cover at least three months of operating expenses
- You haven't reviewed your insurance cover to protect you against bolts from the blue.

Solution: Hope for the best but plan for the worst. There are going to be potholes. There may be sinkholes. Don't be caught short.

Common mistake #5: Not enough flexibility

You've got your financial procedures organised and documented. Praise be! BUT –

- You don't offer training to your staff (and your board) to ensure they know how to use these tools
- You don't monitor your procedures to ensure they're actually being applied
- You don't review your procedures regularly to ensure they're keeping up with your financial needs and your technological advances.

Solution: You need the procedural equivalents of yoga and pilates. If you stay still while the world moves around you, soon all your defences are going to be pointed in the wrong direction.



We've put a financial checklist online [here](#). Run through it at your next board meeting and see where you need to tighten up.

WHAT WE RECKON: Two steps forward, two steps back

Advocacy: This is worth fighting for

The Australian not-for-profit sector knows how Australia works, knows where its systems often don't work, and knows better than almost anybody what to do to fix it.

The Abbott government seems to want the sector to shut up about it.

There's nothing new in this. The Howard government inserted clauses in all commonwealth funding agreements specifying that grant recipients

weren't to criticise or comment on the wisdom of any government policy, a situation reversed by the intervening Labor government.

When asked about his stance on so-called gag clauses earlier this year, the new Minister for Social Services in the Abbott government, Kevin Andrews, denied a return to Howard-era censorship. As *The Sydney Morning Herald* reported:

"Asked to guarantee that he wouldn't impose gag clauses on welfare

organisations in receipt of government funds as did the earlier Howard government, Mr Andrews said he would not.

"We supported the [Rudd Government's] legislation to remove the gag clauses, and we have no intention of changing it," he said.

"The institutions of civil society are important and we support them."

It seems, however, that contrary to those statements, the government is reinserting gag clauses into its funding agreements with

not-for-profits. Its contracts with community legal centres, for example, now specifically state that they can't use commonwealth money for any activity directed towards law reform or advocacy.

A government that can't take informed criticism and won't listen to expert suggestions is a government that would rather steer onto the rocks than acknowledge the existence of the lighthouse. This will not end well.

- Denis Moriarty
Group Managing Director



GREAT GRANT: Small Grants for Rural Communities

Provider: Foundation for Rural & Regional Renewal (FRRR)

Purpose: To provide grants to benefit people in rural and remote communities

Overview: This grant program will offer at least \$400,000 in grants to benefit small rural, regional and remote Australian communities.

Criteria for the program are broad. In the most recent round, funded projects ranged from the installation of air-conditioning in the community hall at Balaklava, South Australia (population 1827), to a program called “Bend and stretch: 100 better spines for Gippsland farmers”, which aims to reduce spinal and joint injuries in farmers in this part of Victoria.

Grants of up to \$5000 are available for projects and activities that offer clear public benefit for small communities in rural and remote locations in Australia.

Priority is given to communities with fewer than 10,000 people. However, communities with populations up to 15,000 are welcome to apply.

► [Find out more](#) [Funding Centre member-only access]

Grant Guru Tip:

A grant isn't just money to spend today – it's also a down-payment on a continuing friendship. With a rich friend.

Do anything you can to bond with your grantmaker. Ask them to your events, email them about the cute things your clients say, send them Christmas cards and comment on their Facebook page, and your name will be at the front of their minds when the next grant assessment rolls around.



Grant Guru says:

A snappy project title is a sure way to boost your organisation's chance of success. The Tennant Creek branch of the CWA received \$3500 from the FRRR to improve healthy eating for local community groups by upgrading its kitchen. Its project title? “No prizes for our sponges – the cooker is on the blink.”

DISPUTE RESOLUTION: No need to raise your voice

Need help to recover unpaid invoices? Having problems with your office landlord?

The new online tool Dispute Support is designed for small businesses, but it's also a good starting point for not-for-profits that find themselves in disagreement with other parties, with an emphasis on low-cost solutions.

Dispute Support aims to help users to better understand disputes, find legal assistance, and avoid disputes in the future. If only it could stop the neighbour's dog from barking too.

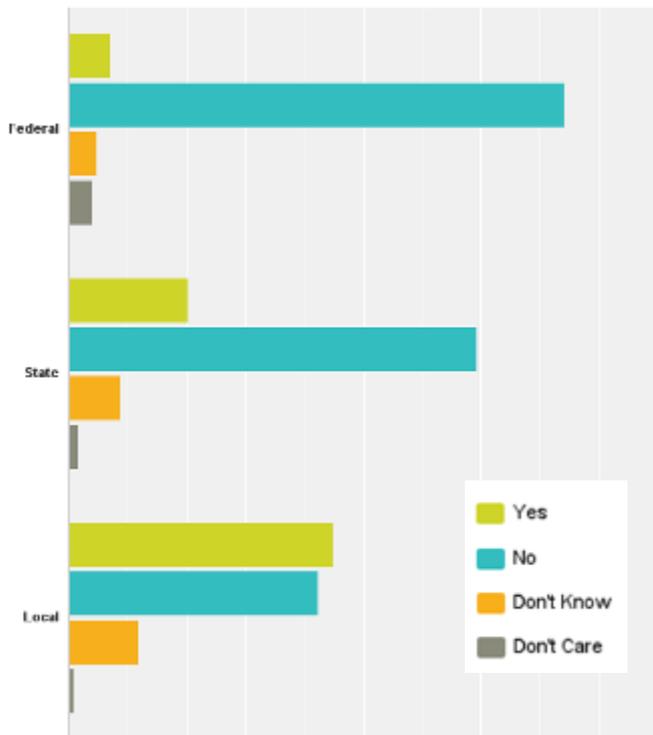
► [Try the tool](#)



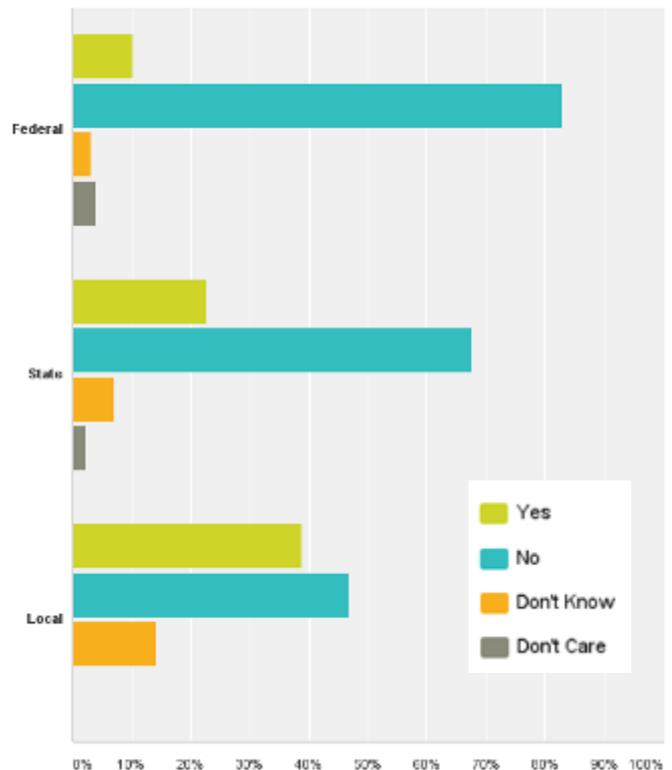
PULSE POLL: Taking the pulse of the NFP sector

We asked not-for-profits about their interactions with governments at all levels. A (rather depressing) summary of the results appears below. More detailed information will be released on this poll soon.

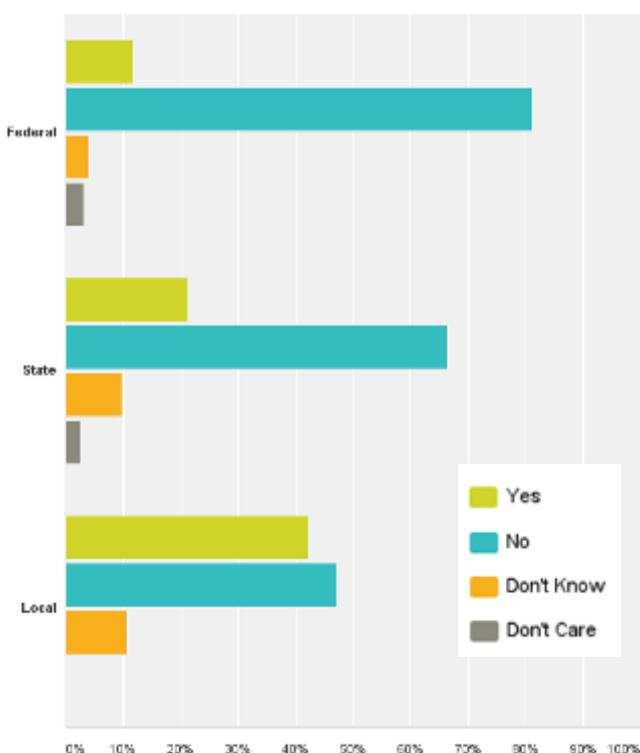
Q1 Do you think governments care about what your not-for-profit group thinks?



Q2 Do you think governments care about what your field thinks?



Q3 Do you think governments care about what the not-for-profit sector thinks?



Latest poll:

The Federal Government plans to abolish the [Australian Charities and Not-for-profits Commission \(ACNC\)](#), which regulated the sector, and establish in its place the [Civil Society National Centre for Excellence](#), which won't be a regulator at all.

How much need do you see for a Civil Society National Centre for Excellence?

► [Take the Poll](#)

DAMN GOOD ADVICE

New guide provides wisdom for treasurers

Not-for-profit treasurers in need of some damn good advice may find the wisdom they seek in a new handbook available from the Institute of Community Directors Australia (ICDA).

The free go-to guide – *Damn Good Advice for Treasurers* – contains 25 in-depth responses to questions commonly asked by not-for-profit treasurers and explains the key responsibilities of the role.

The guide is part of the CommunitySmart program, a national financial literacy program developed by the Commonwealth Bank's Not-for-Profit Sector Banking team and ICDA.

Our Community group managing director Denis Moriarty said the program was aimed at strengthening governance and financial management in the sector by providing practical advice to not-for-profit organisations, their staff, board members and volunteers.

“We are proud of the legacy that is being created through CommunitySmart. Better bank accounts, new financial literacy tools, and greater awareness of the important role of the treasurer are among the benefits,” Mr Moriarty said.

“Let’s tell it like it is. The job of a not-for-profit treasurer is hard, very hard. Quite often it’s a job that no one wants to do. Treasurers deserve our support.”

In Australia, there are 600,000 not-for-profit organisations, accounting for about 8% of the economy and handling around \$40 billion annually.

“Treasurers are responsible for the financial wellbeing of their organisations and often go above and beyond the call of duty to make sure ends meet,” Mr Moriarty said.

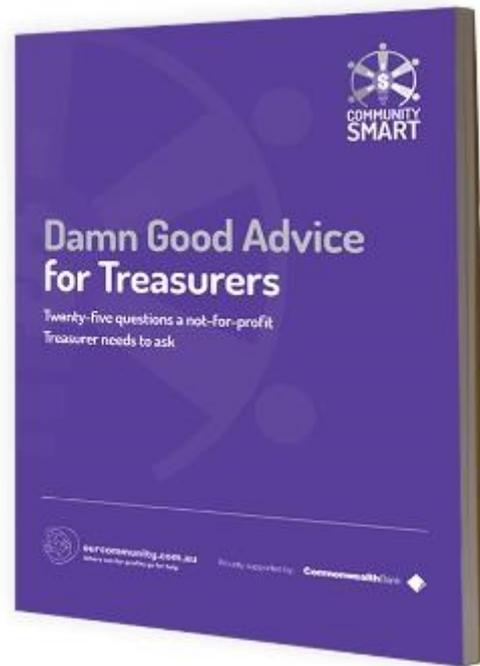
In a small organisation the role of treasurer usually means keeping the books, signing the cheques, doing the banking and contributing to the annual report, the guide explains.

Some larger organisations employ staff as bookkeepers and bring in external auditors. The treasurer’s role is then to oversee these tasks.

“Good governance and strong financial management are essential to the strength and sustainability of every one of our nation’s not-for-profit groups and schools,” said the Commonwealth Bank’s general manager of education and not-for-profit banking, Vanessa Nolan-Woods.

“Being treasurer is not an easy job. It’s usually unpaid, often thankless, but so incredibly important. As a nation, we’re in their debt.”

► [Read, download or request a free copy of *Damn Good Advice for Treasurers*](#)



Fascinating Stats: GiveNow annual report

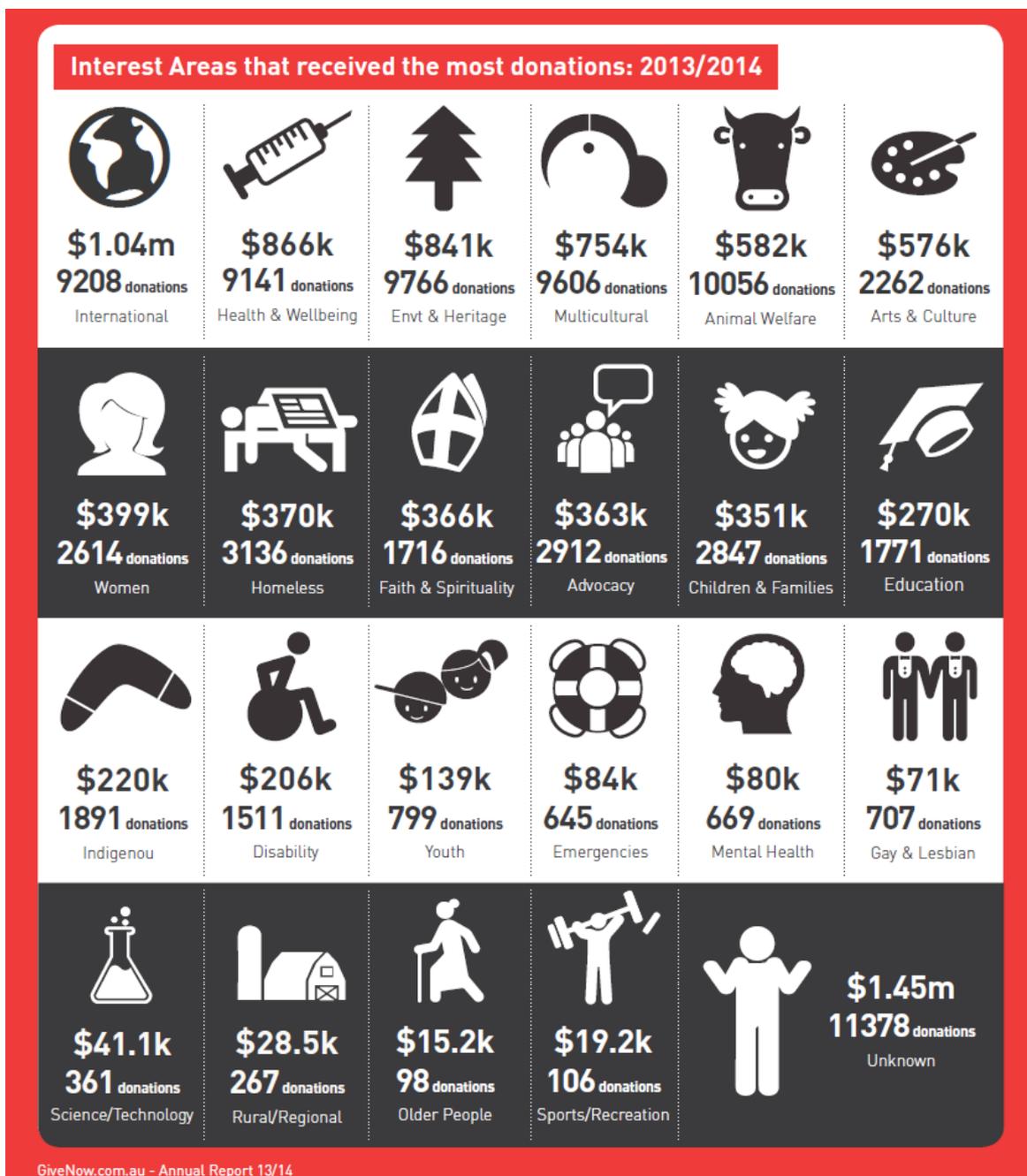
The 2013/14 financial year was a record year for giving through GiveNow—Our Community’s free online donations service. Around \$8.6 million was donated to causes across Australia, compared with \$7.7 million the previous year.

Why this leap in giving? We can’t be certain but based on where donations were directed, we have a suspicion that at least part of the increase in giving was a direct response to the recent federal budget.

Organisations that received record donations during June were primarily those with causes most negatively affected by the budget: asylum seekers, protectors of the environment, disadvantaged job seekers. Donors rallied to support those organisations from which the government had withdrawn support.

Throughout the year we saw evidence of growing generosity. Every month saw an increase in giving, none more so than June, the busiest time for giving (the end of the financial year tends to bring out our generosity...) which saw a whopping \$2.8 million donated, up almost half a million from June 2012/13.

We’ve crunched the numbers from the 2013/14 financial year and the results are in. A sample of our findings is provided below, but you can read the full annual report at <http://www.givenow.com.au/news/articles/>



GiveNow annual report (cont.)

Who's more generous?

Girls v Boys

While females donated the most money overall (\$4,016,367.39 v \$3,809,690.55), men had a higher average amount per donation of \$338.28 compared to \$218.17 for women (no surprise, given men have a higher disposable income than women).

Females

45,534 donations
donating a total of **\$4m**
average donation **\$218**



Males

29,133 donations
donating a total of **\$3.8m**
average donation **\$338**

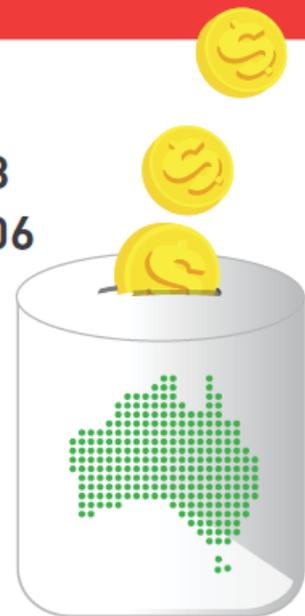


Which State/Territory is the most generous?

While Victoria leads the charge with \$3,219,742.89 donated, if you look at it on a per capita basis, it's the ACT that takes the prize, with an average donation of .75c per head compared to .55c for Victoria.

Giving by Geographical Area: 2013/2014

VIC ➔	Number of Donations: 30,624	Totalling: \$3,219,743
NSW ➔	Number of Donations: 22,476	Totalling: \$2,774,806
QLD ➔	Number of Donations: 9,754	Totalling: \$1,086,578
WA ➔	Number of Donations: 7,715	Totalling: \$818,088
SA ➔	Number of Donations: 4,433	Totalling: \$468,994
ACT ➔	Number of Donations: 2,894	Totalling: \$289,132
TAS ➔	Number of Donations: 1,637	Totalling: \$141,878
NT ➔	Number of Donations: 863	Totalling: \$99,642



How many causes do donors support?

While the majority of donors – 24,953 – support a single cause, another 4000 support up to 12 causes. Some donors share the love even more broadly, with one GiveNow donor donating to 146 causes! We don't mind if you give to a single cause or 1000 causes, as long as you're giving to a cause you care about and believe in.

One GiveNow donor donated to **146** causes in 2013/14

IDEAS YOU CAN STEAL: Great infographics

Think back to your latest mail-out, grant application or fundraising appeal. What did you use – apart from words – to communicate with your audience?

If you answered, “I commissioned a graphic designer to present our key message in the form of a compelling infographic which has since gone viral on Facebook and been shared more times than my video of tap-dancing kittens,” well done.

Competition for eyeballs is stiff, and if you’re still using words to get even 80% of your messages across, you’re soon going to lose people’s attention. (When was the last time you saw an annual report on Instagram?)

“A good infographic displays otherwise complex information in a really digestible format,” says Our Community’s in-house graphic designer, Amy Johannsohn. “It should be shareable, clever in communicating the message, and readable. And the content must be accurate.”

The creative director at Evoco Design, Sam Tzouramanis, says response is everything when it comes to infographics. “A great infographic is one whose message is powerful and inspires people to take action,” he says. “[This infographic](#) from the African Wildlife Foundation increased response rates by nearly 900% and increased donations by more than 250%.” (Those figures reflect increases on responses to a comparable email campaign that used text and no infographics.) “So fundraisers need to think about experimenting with infographics in campaigns instead of relying on traditional methods.”

You don’t necessarily need to be a professional graphic designer to use the medium well. Check out [this example](#) on rural economic tourism and [this one](#) on mobile education, both hand-drawn.

Just remember:

- Tell a story
- Convey the message at a glance
- Use as little text as possible
- Fact-check your data
- Credit your sources

For more tips on creating and using infographics, visit [Easel.ly](#).

10 infographics we



1. [Giving in Australia](#)
2. [How your birthday can change the world](#)
3. [The anatomy of an ask](#)
4. [Architecture of a donation page](#)
5. [A brief history of charitable giving](#)
6. [Picture Cook \(a cookbook without words\)](#)
7. [The world as 100 people](#)
8. [Cheese wheel](#)
9. [How to create a hipster logo](#)
10. [When someone yells at you from their car](#)



Want more great tips?
Find us on Facebook

AROUND THE HOUSES: Our Community news



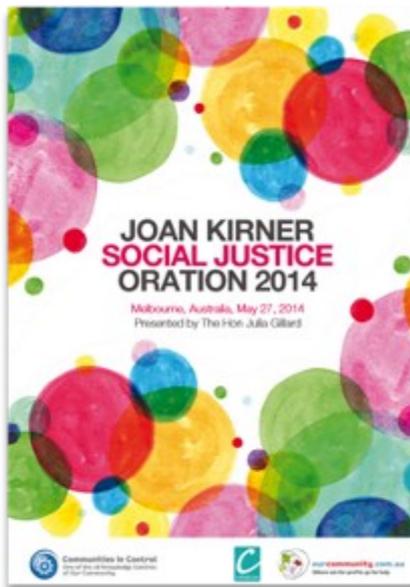
Sponsorship/Partnership Help: New Funding Centre help sheets

This month we've loaded five new help sheets to the [Funding Centre](#) website.

The new material provides step by step instructions and handy hints for not-for-profits that are thinking of setting up a community-business partnership, or have an existing partnership that need a health check or might be heading off the rails.

Click the links below.

- ▶ [Choosing the right community-business partnership model](#)
- ▶ [Big or small – choosing the right business partner](#)
- ▶ [Why and when to end your partnership](#)
- ▶ [Partnership agreement checklist](#) (member-only content)
- ▶ [Partnership health checklist](#) (member-only content)



Read, Listen, Watch, DO! 2014 Joan Kirner Social Justice Oration

The 2014 Joan Kirner Social Justice Oration was presented by former Prime Minister Julia Gillard at the Communities in Control conference in Melbourne on May 27.

Social justice, Ms Gillard said during the oration, is under threat on multiple fronts.

"Social justice is not a given. It does not just happen. It has to be defined. Fought for. Defended. It is fragile," she said.

"When we don't have a political leadership willing to fight for social justice, the responsibility will inevitably weigh heavy on our communities.

"It will weigh heavy on the third sector, on our charities and volunteers. It will weigh heavy on our student movements, on the press and on our public servants. It will weigh heavy on our communities and both you and me in this room today.

"From this great weight, we must grow stronger. We must be clear about our purpose. We must speak with conviction."

The speech is now available to be downloaded in hard copy form, or listened to or watched online. Past years' orations are also available.

- ▶ Visit www.ourcommunity.com.au/joankirneroration



New tool for grantmakers

The AIGM's Grantmaker of the Year Award Report is now available.

It features insights, wisdom and advice from our 2014 AIGM Grantmaker of the Year Award finalists.

- ▶ [Download the digest](#)

Community Classifieds

TO GIVE AWAY: Books [Melbourne]

A Melbourne company has a regularly renewed supply of new books to give away to a local community group or groups.

The company receives between five and 20 books a week (review copies), spanning a range of topics, but mostly adult fiction and non-fiction.

The books will need to be picked up from the company's inner-city Melbourne address around every three months.

If you're interested, please email kathyr@ourcommunity.com.au. Please provide a contact name, phone number and email address, plus the name of your organisation and a short line describing what you might use the books for.



WANTED: Community service announcements (audio)

HTR is a new online radio station willing to broadcast community service announcements appropriate to its mission and audience (locals, tourists and visitors to Melbourne).

HTR, which exists to showcase Melbourne and its waterfront to a global audience, broadcasts smooth jazz as well as segments of international and local relevance (e.g. things to do around Melbourne, including the Yarra River and Docklands precincts).

The station is available on phones via an app and online, and is listed with a range of directories including iTunes, TuneIn and Streema. Listen online at <http://tunein.com/radio/HTR-Melbournes-Waterfront-s224880/> or stream it live at www.htrmelbournewaterfront.com

If your organisation has an audio community service announcement you think may be of interest, please contact HTR to discuss. Email jsquires@htrmelbournewaterfront.com

FREEBIES: Software for churches; event listings

Software for churches

Microsoft has for the first time extended the offer of donated products to religious organisations including local parish and district offices.

Previously, the only religious organisations eligible for the Microsoft donated software scheme were those operating activities deemed non-religious in nature, such as community services and op-shops.

Churches and mosques, monasteries and synagogues, Mac and PC, all of them should visit Connecting Up (which handles the administration of the scheme) and look over what's available.

Event listings

Holding an event? If you're looking for ideas about how to get the word out, check out these help sheets:

- Promoting your event on the internet for free
- 25 ways to advertise your event for free

NEED TO KNOW: Your two-minute NFP news digest

App-iness

"We hope the app not only gives our donors new insights into how their money is being spent but also encourages other not-for-profits around the world to utilise new technologies to demonstrate to their supporters how they are delivering on what they promise."

–Bill Moss

The founder and chairman of FSHD Global Research Foundation describes a new app that offers transparency to donors, enabling them to see how the foundation is spending their funds. The charity supports research into facioscapulohumeral muscular dystrophy. [>Full story](#)

Workplace Giving

"The proportion of Aussies who agree 'a percentage of everyone's income should go to charities' has risen slightly in recent years. In view of this, perhaps charities that are feeling the pinch should consider putting more effort into promoting their workplace-giving programs."

–Norman Morris

The Roy Morgan Research industry communications director finds an upside to research showing that the percentage of Australians who donated to charity in the past 12 months is only 65%, down from 71% in 2010. [>Full story](#)

Technology

"\$500,000 would be an enormous shot in the arm for us ... It's a great initiative from Google. Social change is gaining momentum in our age."

–Rosie Simpson

The Smith Family's head of strategic development hopes her organisation will be a winner in the Google Impact Challenge, a \$2 million competition to find and fund four high-tech projects by not-for-profits. Entries have closed, and public voting on the shortlisted projects will open on October 1. [>Full story](#)

Advocacy

"[The government's actions are] sending a message that if you speak up, if you have a voice on the issues of the day, then you have a risk of having your funding cut."

–Cassandra Goldie

The head of the Australian Council of Social Service (ACOSS) calls on the Federal Government to pledge that community groups will not be de-funded if they speak out against the government and its policies. [>Full story](#)

Charity

"This has been a legal marathon, and it's great to see that New Zealand democracy took out the gold."

–Bunny McDiarmid

The executive director of Greenpeace New Zealand is pleased with the New Zealand Supreme Court's decision to allow the organisation to register as a charity. [>Full story](#)

Transparency

"We believe that publishing accounts is important in promoting the transparency and accountability of charities, and allowing the public greater access to information on how charities spend their money and the activities they carry out."

–David Robb

The chief executive of the Office of the Scottish Charity Regulator (OSCR) will move to increase the transparency of Scottish charities by publishing their annual accounts online. [>Full story](#)

NEED TO KNOW (cont.)

Team Oz

"I want to work with the communities of our country as Team Australia here."

–Tony Abbott

The prime minister announces his decision to abandon changes to racial discrimination laws. Meanwhile, a meme is born and bigots everywhere express their disappointment. >[Full story](#)

Youf

"For the first time there were respondents who claimed the 18 to 24-year-old group to be the most generous supporters of their organisation."

–*Giving Trends and Predictions 2014* research team

Young donors are becoming the "most generous" givers, according to the latest *Giving Trends and Predictions* report. >[Full story](#) (registration required)

Big Stink

"With hindsight, of course, if we had all known that the projects were not going to work we would have been idiots to do them. In the early stages of social investment some will work and some won't."

–Martyn Rose

The chair of the UK charity The Big Society discusses allegations that the charity misused taxpayers' money to pay off its directors and settle debts. >[Full story](#)

Rage

"What the sector needs in the first instance is an organisation identical in every respect to the ACNC, and we should then build on that."

–Survey respondent

Sector opposition to the ACNC's planned abolition was again made clear during consultations on the structure of the body slated to take over some of the ACNC's functions, the Civil Society National Centre for Excellence. >[Full story](#)

Party's Over

"Revoking registration is our last resort."

–Susan Pascoe

The commissioner of the ACNC has revoked the charitable status of two organisations after a five-month investigation into their activities, and put many others on notice. >[Full story](#)

In the News: Who killed the charity watchdog?

In an investigation titled "Who Killed the Charity Watchdog?", ABC Radio National's *Background Briefing* program explores the federal government's quest to abolish the Australian Charities and Not-for-Profits Commission (ACNC).

The federal government is working to pass legislation to abolish the regulator despite overwhelming support (estimated at more than 80%) for the ACNC.

The ABC program, which went to air in July, airs allegations that:

- There has been no proper consultation with charities and not-for-profits on the ACNC's future, and;
- The federal government's agenda is being driven by selected religious and financial services interests.

In an interview with Radio National reporter Sarah Dingle, Minister for Social Services Kevin Andrews said that abolishing the ACNC and returning most of its regulatory functions to the Australian Taxation Office would benefit the sector by reducing red tape.

The full audio of the Radio National investigation, as well as a transcript of the report, can be found here: www.abc.net.au/radionational/programs/backgroundbriefing/2014-07-06/5562744. It's well worth a listen.

Shopping for social change

UK shoppers will use their purchasing power to generate social change on [Social Saturday](#), September 13, the country's first national day to celebrate and buy from social enterprise.

Social enterprises are commercially viable businesses driven by public or community causes, rather than to profit shareholders and owners.

They "use the power of the marketplace to solve the most pressing societal problems", according to [Social Traders](#), an Australian social enterprise development organisation.

Australia has fewer social enterprises than the UK, and no official legal structure for them, but the sector is growing fast.

Research published in 2010 by Social Traders and the Australian Centre for Philanthropy and Nonprofit Studies found that Australia had around 20,000 social enterprises, a number that had grown by approximately 37% in the previous five years.

The social enterprises examined in the research report operated with three main goals: to provide employment, training and support for marginalised groups; to deliver services for the community; and to generate profits to invest back into the community or to fulfil the organisation's mission.

Here are five innovative Australian social enterprises using their business savvy to do just that.

1. The Social Studio

[The Social Studio](#) is a design studio, shop and café in Melbourne's Collingwood that aims to bring about meaningful and long-term social change for young refugees. The studio creates clothing from recycled and surplus materials and offer experience and support to young people who face barriers to employment and education.

The heart of The Social Studio is The Cutting Table Café, where people from diverse backgrounds meet to learn, design, create and share stories while enjoying East and West African inspired dishes and ethically sourced, locally roasted coffee. The café offers a catering service too.

Aside from training and employment opportunities, the studio offers social support such as legal advice, counselling, tutoring, driving, and referrals for housing and medical assistance. And it mentors other creative enterprises around Australia: [The Social Outfit](#) in Newtown, [Twich Women's Sewing Collective](#) in Dandenong, [No Sweat Fashions](#) in Canberra, and [The Global Studio](#) in Victoria's La Trobe Valley.

THE SOCIAL STUDIO

Buy social



[Our Community](#) was one of this country's first self-sustaining social enterprises, established in 1999.

The online directory developed by Social Traders now lists more than 5000 Australian social enterprises.

For consumers wanting to change their communities – and the world – for the better, it's a good place to start.

[Let's go shopping!](#)

2. Earthworker Co-operative

[Earthworker Co-operative](#) facilitates the establishment of community-owned co-ops that provide sustainable jobs and clean energy for local communities.

The project has forged alliances between trade unionists, environmentalists and small manufacturers committed to transitioning from fossil fuels to renewable energy, and to fair and democratic workplaces and stronger communities.

Earthworker's first goal is to establish [Eureka's Future](#), a worker-owned factory in Morwell, at the heart of Victoria's coal industry, to produce solar hot water systems.



Shopping for social change [cont.]

3. Human Ventures

Brisbane's Human Ventures is a team of people with skills in design, videography, production, illustration, facilitation, project management and more.

They offer consultancy services, design and run training, and contribute 100% of profits to community-based programs that nurture marginalised individuals and groups through workshops and employment opportunities.

human.

4. Who Gives A Crap

Who Gives A Crap sells toilet paper – then uses the profits to build toilets and improve sanitation around the world. The enterprise was launched via a crowdfunding campaign in 2013.

Who Gives a Crap toilet paper is made entirely from recycled materials, with no chlorine, inks, dyes or perfumes, which saves trees and water and reduces landfill.



5. 100 Story Building

100 Story Building is a place for young writers from culturally and linguistically diverse and marginalised backgrounds to hone their skills and share their stories in Melbourne's inner-west. It supports itself through social enterprise.



Adults interested in writing for children can undergo workshops or send their creative minded older children to a school holiday program to support the project.

Develop your own social enterprise

Social Traders offers a range of workshops, training and development opportunities for social enterprises at every stage of development.

Social Traders' 'Warm-ups' are half-day workshops that provide personalised feedback on your social enterprise and guidance on what's next on the path to success.

'The Crunch' is a six-month program for early stage social enterprises aiming to start up or to make significant changes to their business model.

'Thrive' is a 12-month program for enterprises that have been operating for at least two years and are looking to improve their financial viability and increase their social impact.

To apply for The Crunch and Thrive, you need to participate in a Warm-up first. Warm-ups are scheduled throughout August and September in Melbourne and Sydney.

> [Find out more.](#)

The Diploma of Business (Governance)

The community sector's most tech-savvy qualification

All participants get a free iPad mini as part of their course fee, plus free access to the Institute of Community Directors Australia website.

www.communitydirectors.com.au



TOP TIPS: New financial year; new laws

The new financial year is a great time to review your organisation's legal obligations in relation to your employees. A range of changes that came into effect on July 1 may affect your not-for-profit and your staff.

Minimum wage increase

If your employees get paid in accordance with the national minimum wage, a modern award, or a registered agreement, listen up.

The Fair Work Commission has conducted its annual review of the national minimum wage, and as a result, the minimum wage has jumped up 3%. The new national minimum wage is now \$640.90 per week or \$16.87 per hour.

Your organisation must apply the wage increase from the first full pay period starting on or after July 1, 2014.

Transitioning of wage rates in modern awards

Calculating wages should be a whole lot easier for your organisation now that a truly national system of modern awards applies.

The four-year phase-in of wage rates under modern awards, which commenced on July 1, 2010, is now complete. Most modern awards had allowed for a gradual transition from multiple state-based rates to one federal modern award, which was confusing to many employers.

High income threshold for unfair dismissal

More employees now have access to the unfair dismissal provisions under the federal Fair Work Act 2009, with the high-income threshold having increased to \$133,000 per annum.

This means employees earning more than \$133,000 per annum who are not covered by a modern award or enterprise agreement are unable to lodge an unfair dismissal claim with the Fair Work Commission.

It is important to note that the threshold can be made up of salary and other benefits, such as cars or other equipment (laptop, phone etc.) for personal and business use. If you provide such benefits for employees, this should be recorded in your employment contracts.

The increase in the high-income threshold means your organisation now carries greater risk and liability when it comes to unfair dismissal claims. You can minimise this by acting in accordance with the legislation and seeking legal advice before ending an employment relationship. The Fair Work Ombudsman provides a good online guide for employers on [managing underperformance](#).

Restructure, redundancies and the tax-free threshold

The new financial year is a popular time for organisations to consider the benefits of restructuring to improve the use of your funds, and the benefits you provide to those you serve in the community.

Restructuring sometimes means you need to make roles redundant. It is important to review your obligations under any modern award or enterprise agreement, particularly regarding consultation. The consultation clause will help you understand the redundancy process.

You should also consider whether there are other roles within the organisation (or associated entities) suitable for people whose roles are being made redundant.

The tax-free threshold that applies to genuine redundancy payments was increased effective from July 1, 2014. The base limit has risen to \$9,514, and the limit per year of service has increased to \$4,758 (this is referred to as the service amount).

You should seek the assistance of your accountant when processing redundancy payments.

New laws usher in the new financial year (cont.)

Superannuation contributions

The obligations on employers to make compulsory superannuation contributions on behalf of their employees have changed.

From July 1, the superannuation guarantee rate has increased to 9.5%.

The government recently announced that the superannuation guarantee rate will remain at 9.5% until June 30, 2018, and then increase by 0.5 percentage points each year until it reaches 12%. These changes are yet to be passed by parliament.

Some modern awards and enterprise agreements contain additional provisions regarding superannuation, so you should check those too.

Before reducing an employee's take-home pay (to take into account the superannuation increase), you should check your contracts of employment to see if you are legally able to do this, and seek legal advice where necessary.



These tips have been prepared by [Moores](#), legal advisers to not-for-profits — an Our Community preferred supplier.

ICDA members read it first!

If you're a member of the [Institute of Community Directors Australia \(ICDA\)](#), you've already received this law alert straight to your inbox.

Not yet a member?

► [Sign up here](#)



Electronic lodgement of super now compulsory

The first tranche of the Federal Government's new SuperStream data standards came into effect on July 1.

SuperStream is the administration arm of the government's "Stronger Super" superannuation reform package. It seeks to simplify administration for employers by creating common data standards for contributions across funds, and standard procedures for electronic payments.

This means employers must remit super contributions and transfer super payments electronically.

These new standards apply to organisations with 20 or more employees, and became mandatory from July 1, 2015.

HESTA (an Our Community alliance partner) provides SuperStream-compliant superannuation services for not-for-profit organisations.

To find out more, or to become a HESTA employer, call the HESTA team on 1300 305 717.

For more information about the changes from July 1, see HESTA's [fact sheet](#).



Engineers to the rescue: Help them to help you!

Does your community organisation need help with a technical issue?



Whether they're designing a stormwater system for a community garden or auditing a food bank's energy use, engineers and designers use creativity and science to solve problems – and a growing number of these professionals are looking to help community organisations pro bono.

Engineers Without Borders Australia ([EWB](#)) is a 10-year-old member-based not-for-profit organisation with a vision for a future in which everyone has access to the engineering knowledge and resources required to lead a life of opportunity, free from poverty.

EWB would like to enable your community organisation to find an engineering or design company to assist you to solve your technical issue.

For instance, perhaps your organisation has huge electricity bills and limited funds to pay them. An engineering company could conduct an energy audit to identify cost savings.

Perhaps you need new a new building or clubrooms and don't know where to start. A construction or architecture company could work with you to develop plans so that your grant submission is ready to go to council.

EWB is conducting a survey to help it to better understand how it can assist community organisations.

► [Click here to access the survey, have your say, and register your interest in EWB's services.](#)

It takes only five minutes, and the survey closes on Sunday August 31, 2014. Survey respondents will be invited to attend a series of information sessions and workshops on partnering with engineering and design companies.

The survey is part of EWB's new Pro Bono Engineering Community of Practice initiative, which aims to bring community organisations together with the engineering and design industries to achieve impact, at scale, through pro bono engineering and design.



Photo: Kuku Yalanji community, ICV volunteers and EWB volunteers work together to construct composting toilets at Shipton's Flat, in the Daintree rainforest, Far North Queensland, July 2011.

Engineers without borders – or fees

Engineers Without Borders Australia (EWB) can provide a range of services to not-for-profits at no charge, including:

- Airconditioning and heating audits and assessments
- Architectural services
- Audits of existing engineering and design services
- Construction services
- Design of electrical or telecommunications services
- Disability access assessment and design
- Disposal services
- Drawing and drafting
- Energy auditing
- IT and software design, including apps, websites and databases
- Landscape architecture
- Maintenance and testing
- Occupational health and safety audits
- Product design and manufacture
- Project management
- Rainwater collection, stormwater, drainage and flood assessment and design
- Renewable energy studies
- Risk assessments
- Soil testing
- Structural assessment of buildings
- Town planning
- Transport surveys

The crowdfunding Pozibilities are Heaps Decent

A collective of passionate local musicians, DJs and producers is working to create social change for disadvantaged young Australians through contemporary music, and crowdfunding.

Heaps Decent is a not-for-profit organisation that helps vulnerable young people from marginalised or disadvantaged communities by giving them a means to tell their stories in their own way.

The organisation is also one of a growing number of not-for-profits that have successfully funded projects through the online crowdfunding platform – and [GiveNow](#) partner – [Pozible](#).

“We needed additional funds for a project, and as a not-for-profit we often feel like we've exhausted many avenues for finding funds,” Heaps Decent general manager Nerida Woods told GiveNow. “We felt there were probably a lot of people who would be keen to support the project that we weren't tapping in to.”

Ms Woods said she was inspired by the many “unique and personal approaches to raising funds” on the Pozible website.

“We familiarised ourselves with other projects that were achieving success with their targets, to try and work out what they were doing so right,” she said.

She said the staff at Pozible guided her through the process of launching and managing the campaign.

“We made a video for the campaign and kept the story about our project, and our request, simple and clear,” she said. “We wanted people to share the enthusiasm we have for what we do at Heaps Decent – give children and young people the opportunity to be creative and make great music.”

Ms Woods said the campaign was thoroughly planned so that content updates could be sent out almost every day.

“Actually, we did spend quite a lot of time planning the campaign,” she said. “You can't just launch it and leave it. Two of our staff were pretty much working on keeping the momentum going on a daily basis throughout the campaign. A small time spend daily, but it was worth it.”

In just over a month, Heaps Decent exceeded its



\$10,000 goal and raised \$12,838. The organisation then personally thanked everyone who had pledged money, Ms Woods said.

“Watching the support grow for the project was amazing. There were a few quiet patches but that dynamic seems to be normal. It was just wonderful to find so many new supporters for the work Heaps Decent is doing.”

Pozible has hosted almost 7000 projects and received more than \$20 million in pledges to date, including just over \$1.5 million raised in the ‘community’ category.

The site uses an “all or nothing” fundraising model, where donors pledge an amount of money – usually in exchange for some sort of reward – which is transferred to the fundraiser only if and when the fundraising target is reached within a set timeframe.

The recently formed partnership between Pozible and GiveNow means not-for-profits verified by GiveNow can also accept straight charitable donations as part of a Pozible crowdfunding campaign – something not previously possible.

The donation facility was launched during the Heaps Decent campaign and several donors opted to make a straight donation rather than select a reward, Ms Woods said.

Not-for-profits with GiveNow accounts do not need to register separately on Pozible. They can simply select their organisation's ABN from the not-for-profit list on the site and follow the prompts to launch a campaign.

GiveNow has collected almost \$45 million in donations since it was established more than a decade ago.

► [Launch your Pozible campaign](#)

UPSKILL: Upcoming training & events

Our Community offers more training than Indian Railways – and it's all first-class. [Book your ticket today.](#)

Diploma of Business (Governance)

The only diploma of its type in Australia, specially designed to raise governance standards, is now taking enrolments. Read more about the diploma on page 16.

Brisbane	25 August
Adelaide	1 September
Hobart	15 September
Sydney	13 October
Melbourne	13 October
Brisbane	13 October
Perth	20 October

Introduction to Writing Winning Grant Applications

Never read another rejection letter: get the skills you need to write a winning grant application every time.

Brisbane	September 4
Melbourne	September 18
Sydney	September 26

Secrets of Successful Boards: Seminar

If we told you here and now, it wouldn't be a secret.

Brisbane	September 5
Sydney	September 12
Melbourne	September 19
Perth	October 3

Strategies for Sustainable Funding: Seminar

Funding is one thing. Sustainable funding is another. Learn how to look beyond the next round of grants.

Brisbane	September 4
Melbourne	September 18
Sydney	September 26

Communities in Control conference 2015

Sign up early to be part of the most inspiring community sector event of 2015. (And lock in last year's prices!)

Melbourne May 25-26

And more ...

The Future of Communities: Power to the People Conference (Melbourne)

Presented by the Municipal Association of Victoria and the Bank of I.D.E.A.S., this annual event explores innovative ways to create vibrant communities led by active, caring and engaged citizens.

Councillors, CEOs, directors, community managers, consultants, community groups and community members are invited to attend; Wednesday October 15–Thursday October 16.

► [Register](#)

Equal opportunity workshops (Melbourne)

Need to understand your responsibilities under Victoria's equal opportunity laws?

"Equal Opportunity Act 2010: An Overview" is one of several free workshops offered by the Victorian Equal Opportunity & Human Rights Commission in the second half of 2014.

The commission also offers concession rates to some community organisations attending its fee-payable workshops on various aspects of legislation and compliance.

>[Book a workshop](#)

Myer Foundation innovation fellowships

Just a couple of weeks remain to apply for a Myer Innovation Fellowship, which aims to support Australia's brightest self-directed leaders to come up with ideas that compel the community to respond. Each fellow will take nine months away from their current role to pursue a nascent idea that has the capacity to shift our approaches to the challenges facing society and the environment. Expressions of interest close on August 31. >[Apply](#)

OUR PICKS: Stats and more stats

Strength in Numbers: NFPs contribute \$55 billion to the Australian economy

We at Our Community love a good statistic or three, and the latest Australian Bureau of Statistics (ABS) report on non-profit institutions (NPIs) contains all sorts of great information on the sector.



The report, *Australian National Accounts: Non-Profit Institutions Satellite Account*, provides up-to-date data on the scope of the sector, including these figures for 2012–13:

- There were 56,894 non-profit institutions (NPIs) registered with the tax office in June 2013.
- More than one million Australians were employed by NPIs (1,081,900 people, to be precise). More than 413,000 of these employees held full-time roles.
- NPIs contributed \$54.8 billion in direct value to the Australian economy.
- NPIs contributed \$57.7 billion in gross domestic product (GDP), up from \$34.66 billion in 2006–07.
- NPIs received income of \$107.5 billion in 2012–13, and held \$176 billion worth of assets.

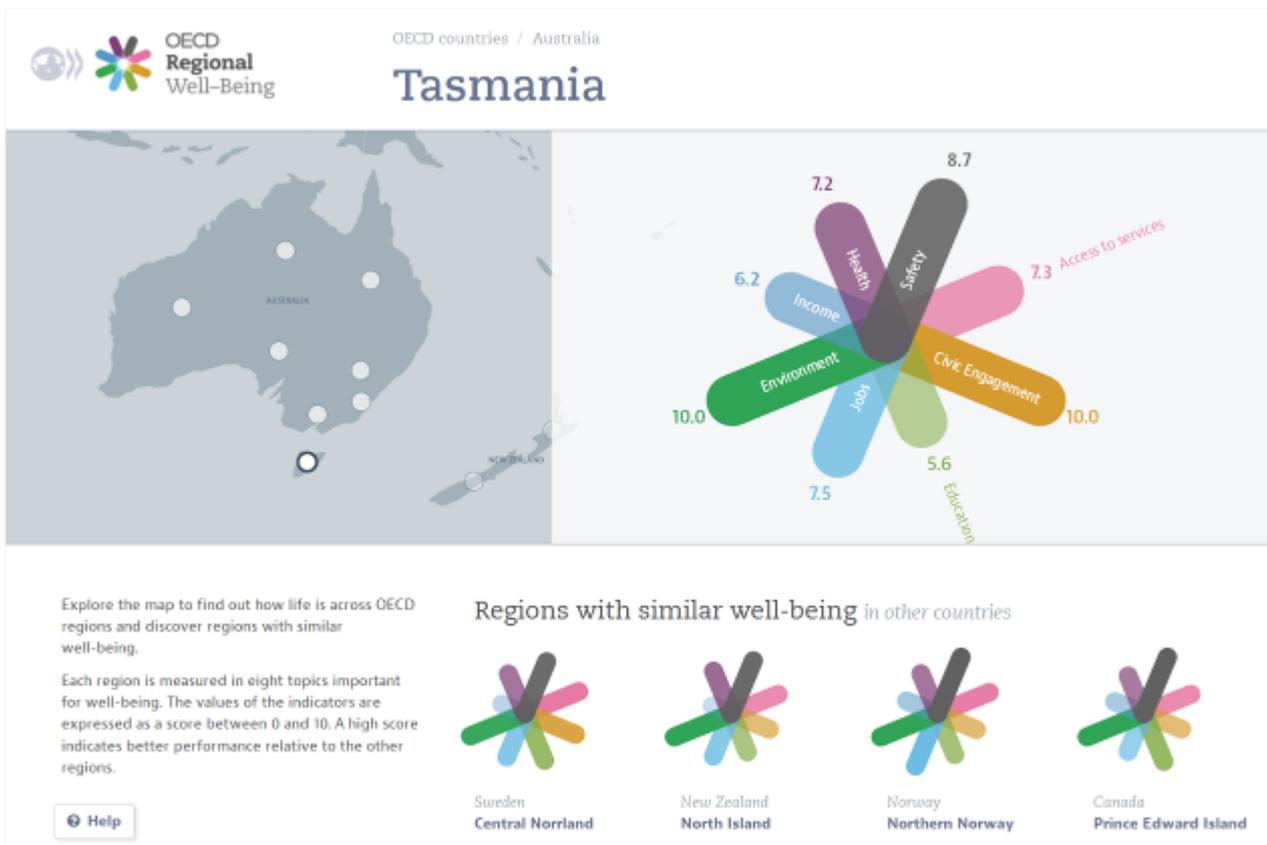
OECD Regional Wellbeing

For statistical evidence you can use in your grant applications, check out the new web tool from the Organisation for Economic Co-operation and Development.

The OECD Regional Well-Being gizmo allows you to enter your state or territory and view statistics on your area's civic engagement, education, jobs, environment, income, health, safety and access to services.

Most interestingly, it ranks your region relative to 300 other OECD regions. It shows, for example, that Tasmania has Australia's highest level of civic engagement (the Northern Territory ranks last on this measure). Tasmania also has the country's lowest level of access to services, almost on par with the US states of Iowa and South Dakota, while the ACT ranks best in Australia for access to services, almost on par with Zurich and northern Germany.

The interactive map places good-quality data from Australia and overseas at your fingertips – check it out next time you're applying for funding.



Source: <http://oecdregionalwellbeing.org/region.html#AU6>

COMMUNITY CALENDAR:

What's on in the NFP sector

GiveNow's online [What's On Calendar](#) features nationally significant events that centre on major community, advocacy and awareness issues in Australia. Events taking place in the next month include:

Keep Australia Beautiful

Week:

August 25-31

Keep Australia Beautiful National Association
The aim of the Keep Australia Beautiful campaign is to demonstrate the easy ways people can help the environment and also save money by making a few simple changes around the home and in their daily lives.



Ms Readathon – One month challenge: August 1-31

The MS Readathon is a reading-based fundraiser run by Multiple Sclerosis Australia (MSA). It encourages people of all ages to read and improve their literacy whilst raising awareness of MS.



Book Week: August 16-22

Each year, many schools and public libraries from all over Australia spend a week celebrating books and Australian authors and illustrators.



National Science Week: August 16-24

National Science Week celebrates the contributions Australian Scientists have made to the world. There are hundreds of activities, events and debates across the country during the week. The theme for this year's National Science Week is A Century of Australian Science.



Cupcake Day: August 18

Cupcake Day for the RSPCA is the biggest bakeoff in the Southern Hemisphere and involves Cupcake Cooks around Australia baking cupcakes and hosting a Cupcake Party to raise vital funds for the RSPCA.



World Humanitarian Day: August 19

World Humanitarian Day is used to increase public awareness about humanitarian assistance activities worldwide and the importance of international cooperation, as well as to honour all humanitarian and United Nations personnel.



Daffodil Day: August 22

Daffodil Day is one of the Cancer Council's most loved fundraisers. As the largest merchandise based event in the Southern Hemisphere, it's day to support all Australians affected by cancer.



Walk in the Park: August 31

This non-competitive event takes participants along Melbourne's picturesque Yarra River to celebrate the lives of people who have been touched by Parkinson's Disease.

BOARD MATCHING SERVICE: **NFP board vacancies**

NSW — click here

General Board Member
Chair, Treasurer, Secretary, General Board Member
General Board Member
General Board Member
General Board Member
Chair, Secretary, General Board Member
General Board Member
General Board Member
Treasurer, General Board Member
Chair, General Board Member
General Board Member
General Board Members, Secretary
Treasurer
Treasurer

Coastwide Child and Family Services Inc
Maggie's Rescue Cooperative Ltd
Wyoming Community Centre Inc
Sutherland Shire Community Transport
Lifebridge East Inc
Big C Support
Nurses On Wheels Inc
Beanstalk Organic Food Cooperative
Cumberland Women's Health Centre
OzGREEN
SMART Recovery Australia Ltd
Queen of Hearts Community Foundation
Belmont Neighbourhood Centre Inc.
Mind Blank Ltd

Queensland — click here

Treasurer
Non-Executive Directors
General Board Member
General Board Member
General Board Member
Treasurer
General Board Member
General Board Member

RISE QLD
Skate Australia
SBH Queensland Inc
World Access for the Blind - Australia
CODI
Children by Choice
Aunties and Uncles Queensland
Meals on Wheels Pine Rivers and District Inc.

South Australia — click here

Treasurer

Pooraka Farm Community Centre

Tasmania — click here

General Board Member
General Board Member
General Board Member

Choose Life Services
Phoenix Community House Inc
Devonport Community House



Not-for-profit board vacancies [Cont.]

Victoria — click here

Treasurer, General Board Member	Iramoo Community Centre
General Board Member	Darebin Community Health
General Board Member	Cambodian Kids Can
General Board Member	The Grange Community Centre
General Board Member	S.O.L.D. Inc (Support & Opportunities for Learning Disabilities)
Treasurer, General Board Member	Outer Urban Projects
General Board Members	Multiple Birth Volunteer Support Foundation Inc
General Board Member	BMX Victoria
Treasurer	Australian Art Orchestra
Chair, Treasurer, Secretary, General Board Member	GEO320 Foundation
General Board Member	South West Community Foundation
Treasurer, General Board Member	Just Change
Fundraising Manager	The Chase and Tyler Foundation
General Board Member	Canterbury Neighbourhood Centre
Treasurer	Kalparrin Early Childhood Intervention Program Inc
Chair, General Board Member	Eastern Volunteers (multiple positions)
Chair, Treasurer, Secretary, General Board Member	Goonawarra Neighbourhood House
General Board Member	Edmund Rice Camps Inc
Skills-based Director, Tourism Marketing	Yarra Ranges Regional Marketing Ltd t/ Yarra Ranges Tourism
General Board Member	Alola Australia

Western Australia — click here

Chair, General Board Member	MAN – Healthier directions for males
General Board Member	One World Centre

> [Search the Board Matching Service](#)

> [Post a vacancy](#)

GOOD MOVES: Not-for-profit jobs

[Manager, out of home care](#), Pathfinders Ltd

[General executive manager](#), Asha Global Development Organisation Ltd

[Executive officer](#), Community Foundation for Central Victoria

[Registered nurse](#), Fernlea House Inc

[Office manager and executive assistant](#), Creativity Australia

>[View all jobs](#)

Do you sit on a Community Board?

YES

NO

Would you like to gain the skills to sit on a Community Board?

YES

NO

Accept: It's time for change!



While some things go backwards, you need to go forwards

Get your Diploma in Business (Governance)

www.communitydirectors.com.au/icda/enrol.form



An enterprise of  ourcommunity.com.au

- > **Fast Forward:** Please feel free to send this newsletter on to other not-for-profit groups you think might benefit from it.
- > **Sign up:** Sign up to receive your own copy of Our Community Matters at www.ourcommunity.com.au/signup. It's free!
- > **Reproduce:** Please feel free to reproduce articles from this newsletter. 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.
- > **Unsubscribe:** Please email service@ourcommunity.com.au and put "Unsubscribe-OCM" in the subject line.
- > **Contact:** www.ourcommunity.com.au | service@ourcommunity.com.au | Ph: 03 9320 6800 | Fax: 03 9326 6859