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Our Community Matters is your free community sector update, brought to you by Our Community – the premier online destination for Australia's 600,000 community groups and schools. [Click here](#) to receive your free copy.



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1. The Power and the Passion: Communities in Control kicks off next Monday

Communities in Control 2010 is less than a week away – there are still tickets available for all three days. Highlights include:

- **Christine Nixon on ‘What Really Matters’.**

Controversy has often surrounded **Christine Nixon**, not least in the past few months. Following in the footsteps of Professor Mick Dodson AM (2009), Sharan Burrow (2006), Kevin Sheedy (2005) and Sir Gustav Nossal (2003), the former Victorian police chief will deliver the 2010 Community Leadership Oration, revealing her thoughts on “what really matters”.



- **Communities urged to Power Up.**

Australia’s most exciting social researcher and commentator, **Rebecca Huntley** (Ipsos Mackay), will identify the top five trends impacting on communities today:

1. Racism, immigration and population;
2. Respect, violence and bullying;
3. Government short-term planning and thinking;
4. ‘Time poverty’ and community involvement;
5. Inclusion and exclusion.

Meanwhile, Per Capita Executive Director **David Hetherington** fires the opening shots in the debate on distribution of power in Australia, including his take on the shifting institutional bases of power in Australia – with unions, traditional media and traditional churches receding while banks, multinationals and the Federal Government accrue power. David will also talk about how as individuals we are becoming more powerful as consumers and investors, but disempowered as citizens.



- **Celebrating loud-mouthed troublemakers – Kookaburra Award Winners Revealed.**

The 2010 Kookaburra Awards, hosted by Hootville Mayor **Brett de Hoedt**, will reveal the individual, the project and the community group that have spoken out and stretched people’s vision of what’s possible in Australian society today.



- **Choir of Hard Knocks member Simon Mansell takes the next step.**

One of the undoubted stars of the 2007 hit ABC TV documentary on the Choir of Hard Knocks, **Simon Mansell’s** journey of self-discovery captured the nation’s heart. In honour of “all those who didn’t help and all those who did” Simon will take the next step in seizing control of his destiny as former Premier **John Cain** launches his new and revealing book of poetry, *A Joker’s Right of Reply*.



- **Putting mental health service users front and centre.**

With the selection of youth health mental health expert Professor Patrick McGorry as the 2010 Australian of the Year, the issue of mental health has never been more prominent. But what of the service users? Internationally renowned mental health user, consumer advocate and former New Zealand Mental Health Commissioner **Mary O’Hagan** gives her view from the trenches.



- **Women and power – what’s next?**

Hear from the women who have shaped and are continuing to shape the power structures in Australian society today – former Victorian Premier **Joan Kirner** and author Dr **Anne Summers** AO (‘We Changed the world, now what’s different?’); followed by business leader **Carol Schwartz** AM and former Victorian Police Commissioner **Christine Nixon** (‘What really matters’).



PLUS:

- **Changing minds:** *The Gruen Transfer's* **Russel Howcroft** talks turkey – how charities and community groups can harness the power of advertising.
- **'Are communities out of control?':** *Crikey* founder **Stephen Mayne**, Federation of Community Legal Centres executive officer **Hugh de Kretser**, Mission Australia director **Paul Bird** and Melbourne University Debating Society president **Monique Hardinge** lock minds for The Great Debate. Facilitated by **Brett de Hoedt**.
- **The Spirit Level:** UK social epidemiologists **Richard Wilkinson** and **Kate Pickett** reveal the results of a hard-hitting study that demonstrates why more equal societies almost always do better.
- **Sustainable Fundraising & Marketing in Tough Times:** The post-conference skills day will help you learn how to get your marketing right and balance your strategies across six solid foundation posts – donations; grants; community-business partnerships; memberships; special events; and earned income.

Book at www.ourcommunity.com.au/cic2010 or call us on (03) 9320 6800.

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2. TALKING FINANCES: Treasuring our Treasurers



By **Vanessa Nolan-Woods**
Head of Community Markets, Westpac

Congratulations to the winners of the 2010 Westpac Community Treasurers Awards:

Toni Lawler, Treasurer, Newcastle and Hunter Community Access Inc. (NSW)

Winner, Large Organisation Category

The judges were impressed with the strong leadership Toni has shown in taking the organisation to a new level of financial maturity and sustainability. This has involved sensitively leading the board and the organisation to an understanding of current financial challenges and overseeing a process of fundraising diversification, introduction of service efficiencies, and the development and implementation of more rigorous financial management and budgeting mechanisms. The judges noted Toni's work in helping to inculcate a level of financial sophistication within the organisation, a process that has helped stakeholders develop a clear understanding of what is necessary to keep the organisation financially healthy, while maintaining standards and serving clients to the best of its ability.



Bernadette Stewart, Treasurer, Buckingham Rowing Club (Tas)

Winner, Medium Organisation Category

The judges noted the significant contribution Bernadette has made to turning around the club's fortunes, helping to take it from a struggling club with an uncertain future to a thriving, successful one. Under Bernadette's stewardship, the club has undergone a modernisation in record-keeping, introduction of financial safeguards, and development of a strategic plan that has led to a tripling of turnover in five years. Among Bernadette's many achievements has been the introduction of a diversified fundraising strategy, ensuring the organisation is tapping into all possible areas of fundraising, from sales to sponsorship to special events to memberships – a strategy well-recognised as one of the keys to success for a modern community group.



Ian McLaren, Treasurer, Bribie Island Orchid Society Inc. (Qld)

Winner, Small Organisation Category

The judges noted Ian's commitment to financial stewardship, transparency and succession planning, and his diligence in ensuring that all Committee members are fully informed about, and understanding of, the organisation's finances. They noted Ian's entrepreneurial approach to fundraising and his understanding that a Community Treasurer's role is not just about managing money, but about bringing it in. The judges were particularly impressed with Ian's willingness to get his hands dirty, both figuratively (he's not afraid to do the photocopying or make the cups of tea), and literally (providing in-home orchid re-potting services for people who are housebound or ill).



Competition entries were judged on how well a nominated treasurer fulfilled his or her duties of ensuring good financial management, good financial governance and good financial outcomes.

Nominees for the 2010 Awards were drawn from major cities, regional centres and tiny towns across Australia, and were a mix of retirees, full-time and part-time workers.

Each of the very worthy winners will receive a certificate, a trophy and a \$5000 prize for their organisation, while all 431 nominees for the awards have been given a certificate in appreciation of their efforts.

We're delighted that so many people were recognised by their peers for their amazing contribution, and that so many entries were of a high calibre.

We believe community treasurers are an integral part of our community. Many work long hours for no pay and bear a high burden of responsibility for the financial health of our community organisations, which are so important to this nation.

Social Sector Financial Literacy Week

Earlier this month we celebrated Social Sector Financial Literacy Week, an event designed to help people working with community organisations make the most of their organisations' finances by learning more about essential financial concepts.

The event saw representatives of hundreds of people take part in free financial management workshops across the country.

Our Community and Westpac also worked to develop a number of free online resources, which are still available through the Community Financial Centre.

Resources include:

- **Free financial literacy guides:** already downloaded by tens of thousands of volunteers, the '*Guide for Community Treasurers*' and '*Guide for Community Board Members*' offer practical tips to board members and treasurers to help them improve the financial status of their organisation.
- **An online 'Financial Literacy Checklist'** to help members of boards/committees assess their own financial competency.
- **A comprehensive online 'Community Sector Financial Tutorial'**, which allows treasurers and board members to improve their understanding of financial terms and practices and includes samples of key financial documents.
- **Template financial management and financial control policies** (Fundraising Policy; Authority to Sign Cheques; etc.).

Visit www.ourcommunity.com.au/financialliteracyweek to download these resources.

I look forward to meeting many of you at Communities in Control next week.



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3. Volunteers hit centre stage

Thumbs Up to Senator Ursula Stephens, Parliamentary Secretary for Social Inclusion and the Voluntary Sector, for elevating the work of Australia's 5.2 million volunteers on to the national stage.

Senator Stephens moved a motion during Volunteer Week (May 10-16), asking the Senate to note that Australian volunteers contribute more than 700 million hours of community service, contributing approximately \$42 billion to the Australian economy each year.

The Senate also noted that volunteering "promotes active citizenship, builds connections and creates stronger communities, shaping Australia into a country in which we can be proud".

"As a nation we say 'thank you' to our volunteers, and volunteering organisations, for their contribution to all facets of Australian life," the resolution concluded.

Read the full resolution [here](#).

Senator Stephens is leading the development of a National Volunteering Strategy to be released before 2011, which will mark the 10-year anniversary of the United Nations' Year of Volunteers. To find out more, visit the Social Inclusion website [here](#).



Research highlights volunteer shortage

Meanwhile, new Australian research has found more than 75% of community organisations need more volunteers, and that a lack of volunteers is starting to impact on the ability of groups to provide services.

The new study – jointly commissioned by Volunteering Australia and the National Australia Bank – found that 76% of Australian community groups said they needed more volunteers, and that 81% felt demand for their services was greater now than ever before.

In worrying findings, 66% of groups said a shortage of volunteers had a big or very big impact on their ability to deliver services, while 35% said a lack of resources made it difficult to manage volunteers.

A number of respondents also highlighted barriers to volunteering, including a lack of time as a key reason that stopped people volunteering.

Other findings included:

- More than 30% of groups said over 75% of their work was done by volunteers.
- 47% of community organisations engage in excess of 60 volunteers per year.
- 91% said volunteers were very or extremely important to their organisation.

Volunteering Australia CEO Cary Pedicini said volunteers played a vital role in Australian society.

"It is estimated that currently 5.4 million Australians volunteer each year, which contributes to 4.3% of Australia's GDP," he said.

"However, while Australia has quite a high number of volunteers, this report shows that the services provided by Australia's community organisations are in greater demand than ever before and this requires more volunteers."

Volunteers prefer groups that offer variety, innovation and training

Another study, this one from Queensland University of Technology (QUT), has found that Australian volunteers favour innovative groups that offer a variety of tasks, and provide training, over more "goal orientated" organisations.

"Goal-orientated work is based on reaching targets and is associated with controlled hierarchical organisations, where volunteers may feel like they are part of an assembly line," said QUT researcher Cameron Newton.

"Volunteers indicated they were more likely to leave an organisation if they did not experience variety in their work.

"Innovative organisations are more flexible and bring different people together in teams for different projects, which provides variety. Innovative organisations also have the added benefit of being better at responding to changing environments, such as funding changes or increasing demand for services."

The report also found that the more altruistic an organisation was, the more committed its volunteers were to their job and the greater satisfaction they derived from the work.

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4. Vale Nick Renton (author, *Guide for Meetings and Organisations*)

Nick Renton's [webpage on the law of meetings](#) answers a whole range of the tricky questions that leap out of any discussion of community sector governance – questions like

- Q. The constitution of our club requires a quorum of sixty members for annual general meetings and extraordinary general meetings. The constitution states that members are to be of age six and above; however, the constitution also specifically excludes members under age 18 from voting. It therefore seems to me to be morally incorrect to include those under age 18 in the quorum. What is the legal situation?

The great strength of Nick Renton's analysis is that he never disguises his views or takes refuge in jargon.

- A. *Such provisions seem bizarre as well as immoral. The whole purpose of prescribing a quorum is to ensure that decisions are made by a reasonable number of persons eligible to vote. Under the rules that you describe it would be possible to have a valid meeting of 60 non-voting members – a meeting which would then be unable to transact any business. And how democratic would a meeting of 59 non-voting members and one voting member be? However, the legal position is as follows: While rules against public policy would be void, being stupid is not against the law. If an organisation sees fit to have absurd rules then the courts would regard this as a purely internal matter and would most probably not interfere.*

Nick Renton published more than 70 books on an enormous range of topics, the most relevant of which for our purposes would be his *Guide for Meetings and Organisations* (Law Book Company, 8th edition). He was always ready to help an enquirer, and what he told them was invariably both helpful and reliable.

The temptation to quote is irresistible.

- Q. The present committee of our organisation has the support of about 60 per cent of the membership, but it persists in completely disregarding the contrary views of the remaining 40 per cent. The committee is intent, despite protests, on throwing away the bulk of our modest accumulated funds on a project which seems doomed to failure and which seems to be beyond the powers contained in our constitution. How can the committee be stopped?
- A. *It seems likely that any legal battle to get around this problem would cost more than the assets concerned were worth. Mass resignations by members of the 40 per cent minority and its supporters might not be very palatable, but it would allow them to form a new organisation and to devote their energies towards making that a success rather than continuously banging their heads up against a brick wall. Such a course of action would also enable them to get some useful publicity....*
- Q. Some members of our club have decided to put forward a vote of no confidence in the executive committee. How should we go about this? Can we elect a new committee on the night if the vote of no confidence is passed?
- A. *A vote of no confidence is not quite the same as a resolution declaring some or all positions on a committee vacant. It is really only courtesy, custom and common sense that cause office-bearers to resign after a vote of no confidence. If they choose not to resign, then they stay in office. Subject to your constitution your committee could call a special general meeting to consider a motion to declare all positions vacant as from the close of that meeting and subject to that motion being carried to*

have a fresh election. But watch in particular all requirements for adequate notice and for the formal nomination of candidates.

Some of his opinions stand out because they're judicious and well-informed –

Q. I am the chairman of an organisation and recently I had to call the police to have some members who were causing trouble removed. It is now suggested that legal action could be taken against the organisation and myself.

A. *If and when legal action is actually initiated you will need to seek legal advice. Until this happens do not worry about it – most of these threats are just bluff or expressions of annoyance.*

– others because they're notably witty (and in dealing with the law of meetings, that's not easy).

Q. In your book you say, in relation to the motion to confirm the minutes of a previous meeting: "The motion need not be moved or seconded by persons who were present at the meeting concerned, although such a course is preferred". I can't see how a non-attendee can move that the minutes are a correct record if he or she was not present at that particular meeting.

A. *The following points can be made:*

- *People can believe that the earth is round without having personally circumnavigated the globe.*
- *The actual decision as to whether or not to pass any motion (including a motion to confirm the minutes) is made by the meeting, not by the mover.*
- *It is desirable that meetings should make decisions in an efficient manner. Devices which are expedient can help this objective.*

Sadly, Nick Renton died last month, and he will be answering no more of our questions. He will be missed.

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5. Get on board the Compact train

Our Community is urging all members across Australia to sign up to become a partner to the Federal Government's new National Compact.

Your organisation will join the almost 200 organisations (including us!) that have signed up as Partners since Prime Minister Kevin Rudd launched the Compact on March 17, 2010.

It is exciting to see so many organisations making a commitment to work collaboratively with Government to address the eight priority action areas set out in the Compact:

1. Document and promote the value and contribution of the Sector.
2. Protect the Sector's right to advocacy irrespective of any funding relationship that might exist.
3. Recognise Sector diversity in consultation processes and Sector development initiatives.
4. Improve information sharing including greater access to publicly funded research and data.
5. Reduce red tape and streamline reporting.
6. Simplify and improve consistency of financial arrangements including across state and federal jurisdictions.
7. Act to improve paid and unpaid workforce issues.
8. Improve funding and procurement processes.

To sign up as a Compact Partner go to <http://www.nationalcompact.gov.au/partners/sign-up-now/> or follow the link from the home page – www.nationalcompact.gov.au – to see a list of Partners.

Mini-compact



Thumbs up to Mansfield Council in Victoria, which has developed a charter to guide the council's interactions with the community.

[Click here](#) to view the charter (and thanks to the [Bank of I.D.E.A.S.](#) for alerting us to its existence).

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6. Our Community Foundation & Westpac win Community Leadership Award

The Our Community Foundation and Westpac have been applauded for their Community Leadership as part of the 2010 Rotary Community Service Awards.

The winners of the awards were announced at a gala event in Melbourne on May 20, 2010.

The awards are designed to recognise and celebrate the organisations and individuals who give of their time and financial resources to support those less fortunate or in need and to improve the community.

The awards also acknowledge the business partners that have demonstrated a commitment to corporate responsibility.

The Our Community Foundation received the award in recognition of the commission-free [GiveNow.com.au](http://www.givnow.com.au) online giving service. Westpac, which supports the service, was also acknowledged.

[GiveNow.com.au](http://www.givnow.com.au) is designed to inspire and transform giving in Australia, providing a website listing thousands of good causes and creative ways to give, a personalised donations tracking service and a free giving newsletter.

Its main purpose is to democratise giving in Australia – ensuring that even the tiniest community groups have the same access to safe, secure online donations technology as the largest groups. It is Our Community's belief that these small, often highly localised community groups are every bit as important to community life as the larger ones, and that they should be supported by their communities.

Through the support of Our Community and Westpac, the Our Community Foundation is able to offer the online donations service free to any community group in Australia, regardless of size or purpose or tax status.

The service is non-exclusive, non-binding and fee-free (only credit card fees are deducted from donations). This allows any community group with a bank account and the will to raise funds to take advantage of this important and rapidly growing mode of fundraising.

Rotary Community Leadership awards were also presented to community groups working in the areas of homelessness, youth services, the environment, mental health, emergency services and vocational support.

Find out more [here](#).



Our Community Managing Director Denis Moriarty accepts the 2010 Rotary Community Leadership Award

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7. IDEAS YOU CAN STEAL: Op-shops for modern shoppers



From the United Kingdom this month comes the news that media and design students at Leeds Metropolitan University are using their skills to revamp a local charity shop, in a partnership scheme that could be rolled out across the country.

Civil Society Fundraising [reports](#) that a rundown store owned by an animal charity in Leeds has been redesigned and rebranded as a “vintage style boutique”.

“Renamed The Attic, the facelift sees the traditional blue PDSA logo transformed to a vibrant pink feather and the distribution of donation bins in the surrounding areas decorated with dog-themed graphics,” the report says.

If your organisation runs an op-shop, it may be time to think about updating your image and your practices:

- **Is it time for your premises to get a facelift?** Are there design students in your local area you could invite to join you in the transformation? (Be careful, though, that you only go down this path if you are truly committed to change – don’t waste the students’ time and yours if it’s unlikely your organisation is going to accept the proposals that are put forward.)
- **Is it time for you to review your practices?** There’s nothing more depressing than the site of good-quality goods piled up outside an op-shop getting ruined by the weather. Most op-shops are only open for donations during business hours – when most people are at work. Could you have a late-night opening, say, one night a week, to allow people to drop off their goods at a time more convenient to them?
- **Is it time to review your hours?** Similarly, many op-shops (even in tourist towns) are only open to customers from 9 to 5, Monday to Friday; in a 24/7 society, that’s cutting out a whole lot of your potential market. Ask your volunteers who’d be willing to change their shift so you can open up on a Saturday (you could shut on a weekday instead). Put in place a trial and see if it’s worth changing your hours permanently.

Finally, make sure you do your best to educate the public about the costs you incur when they dump unsaleable items outside your premises – and which items you do accept.

Put a list outside your store and on your own website, or direct them to [this Giving Doctor article](#), which recently appeared in *GiveNow News*.

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8. MARKETING GURU: Mind your language

“Management-speak has triumphed,” former Prime Ministerial speechwriter, author and crusader against ‘weasel words’ Don Watson has declared.

“It has made much of our everyday language dull, dim-witted and meaningless.

“To sound professional, you must express everything in abstract nouns, and each noun *in terms of* another one; you must talk about *synergy* and *strategy*, *uptake* and *outcomes* and *outputs* and *inputs*, *key performance indicators* and *drivers* and *customer experience* – even if your ‘customers’ are in fact patients in a hospital.”

Yes, weasel words exist even in Community Land.

To help us make sense of it all, the Australian Council of Social Service (ACOSS) has released a Glossary on Sector Development, revealing the meaning of such terms as ‘approved service model’, ‘community engagement’, ‘compact’, ‘funding agreements’, ‘outcome reporting’, ‘social capital’, ‘social exclusion’, and ‘symbiotic philanthropy’.

The glossary can be downloaded by [clicking here](#).

Our Community has also developed some glossary and definition lists –

- [Glossary of Board terms A-C](#)
- [Glossary of Board terms D-I](#)
- [Glossary of Board terms J-R](#)
- [Glossary of Board terms S-Z](#)
- [Community Sector Acronyms](#)

Click the links above to access the listings.

The politics of language also got an airing in the UK this month, with the new Coalition Government ditching the Office of the Third Sector in favour of the Office for Civil Society.

Acevo chief executive Stephen Bubb vowed to ignore the name change and continue to use ‘third sector’ in reference to the department and the minister.

“Civil society”, he barked in a blog post, “What’s that exactly? An organisation dedicated to promoting better manners?”

In the United States, community sector resource organisation Blue Avocado recently issued a ‘[Nonprofit Jargon Watch](#)’, revealing the meaning of such terms as ‘mouse-click activism’, ‘greenwashing’, ‘diversity pimp’ and ‘catalytic philanthropy’ (no relation to the ‘symbiotic philanthropy’ mentioned in the ACOSS list).

Here at Our Community, we recommend that you say what you mean and mean what you say. Avoid obscure words, acronyms, buzz words, jargon and any sorts of language that excludes rather than includes.

And before you craft your next grant application or annual report, pay a visit to Don Watson’s Weasel Words website – www.weaselwords.com.au, the site “for people who have silently wept into a crumpled copy of their company’s *mission statement*, for teachers who want to work in classrooms and not *customer service points*, and for all those who have been *underpinned* by an *innovative, value adding, creative, sustainable, diverse and optimised* framework”.

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

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9. Community Classifieds

SUBSIDISED OFFICE FOR RENT (Melbourne)

Community Information Victoria has office space for sub-lease in Little Collins St, Melbourne.

The space comprises two rooms (with two separate entrances) separated by a lockable door: total area of 107.5 square metres.

The building offers a common area kitchen with shower facilities and bike racks.

Sub-lease is available until July 31, 2011.

Rent (which includes outgoings) is \$1500 per calendar month.

For further information contact Kate Wheller, Community Information Victoria 03 9672 2001 or email to kate@civ.org.au

WINE FUNDRAISER (Victoria)

The Rathbone Wine Group, consisting of four wineries across Australia, has numerous cases of wine that need clearing and could be used for a community group wine tasting fundraiser.

Some of the wines are no longer being produced and others have overseas or incorrect labels, but all are of excellent quality.

The wines come from the Yarra Valley, the Grampians, Mt Langi Ghiran (near Ararat) and Margaret River. Prices range from \$5 a bottle to around \$15 a bottle, but must be sold in case lots.

Rathbone will hold a wine tasting for your group at a time and place convenient to you at no cost so people can try before they buy (you can use this as a friend-raiser/social event, or a fundraiser, or both). The company will organise payments, delivery, sample cups, etc.

Download the flyer [here](#) or call Trevor Stewart on 0412 060 797.



TO GIVE AWAY: Pop CDs

ninemsn has just under 400 pop music CDs that the company would like to donate to a community group.

The CDs on offer include:

- Timbaland presents Shock Value (58)
- Ultimate Kylie (20)
- Michael Buble: Call Me Irresponsible (138)
- Paris Hilton Album (125)
- Evermore: Real Life (23)
- The Veronica's: Hook Me Up (7)
- Best of Matchbox 20 (3)

If your group could use these CDs, please email Sonia Stavreff at sonia.stavreff@ninemsn.com.au by **Wednesday May 2** detailing how many and which CDs you can use and for what purposes.

TO GIVE AWAY: T-shirts

Our Community is coordinating the distribution of several pallet-loads of yellow T-shirts.

The cotton T-shirts are all Large in size, and all contain the words "I'm PUMPED to help your business" (see picture, right).

If your group could use a large quantity of these T-shirts, please email your name, contact details and organisation to kathyr@ourcommunity.com.au.

Please tell us where your organisation is located and what you plan to do with the shirts.



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10. Community Calendar: What's on in the community sector

Our Community's online **Community Calendar** features all of the nationally significant events focussed around a major community or advocacy/awareness issue in Australia. Some events taking place in the next month include:



- **Medical Research Week**: 4-11 June



- **National Cyber Security Awareness Week**: 6-11 June



- **Bowel Cancer Awareness Week**: 6-13 June



- **Safety in Schools Week**: 14-20 June



- **Drug Action Week**: 20-26 June

red nose day

- **Red Nose Day**: 25 June

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

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11. Cap on community sector pay proposed, campaign for equal pay continues

In the United States, *Washington Post* columnist Paul Light has suggested a pay cap for the CEOs on non-profit organisations.

According to *The Nonprofit Quarterly*, Light suggests that no non-profit CEO be paid more than the US\$223,500 (A\$272,280) salary of the chief justice.

Meanwhile, New Jersey Governor Chris Christie has declared that non-profit pays (when funded by public dollars) be capped at US\$141,000 (A\$171,814) for organisations with a budget over \$20 million, with lower caps for smaller organisations.

In Australia, the emphasis is less on CEO pays and more on better pay in general for community sector workers.



The push for pay parity continues with a series of rallies taking place across the country next month.

The rallies, in support of the Australian Services Union's 'Pay Up – No More Lip Service to Equal Pay', will begin at 11am at the following locations

- **Sydney:** Town Hall, George Street, Sydney
- **Brisbane:** Emma Miller Place, Roma Street Parklands
- **Melbourne:** Federation Square, opposite Flinders St Station
- **Perth:** Solidarity Park, opposite Parliament House
- **Canberra:** Outside Legislative Assembly, London Circuit, Civic
- **Adelaide:** Pioneer Women's Memorial Gardens, behind Government House
- **Darwin:** Rain Tree Park, Smith Street Mall

Campaign organisers are also urging supporters to send a "virtual kiss" to Workplace Relations Minister Julia Gillard via the website: <http://www.payup.org.au/>

"Community sector workers are undervalued and underpaid and not properly respected," the Australian Services Union (ASU) says. "Their work has traditionally been seen as 'women's work' and their wages have been restricted as a result."

In 2010, unions (led by the ASU and supported by the Australian Council of Trade Unions and the Federal Government) are lodging a test case in Fair Work Australia using the new Equal Remuneration Laws embedded in the Fair Work Act.

The ASU says the case has the potential to impact the working lives of about 200,000 community workers. "The Community Sector is largely reliant on government funding to run its essential services and to pay the wages of the workers," the union says.

"Winning the case will prove that these workers are undervalued – but the case outcome alone will not correct the injustice. Workers need the Government to fund the outcome of the case to make Equal Pay a reality."

Find out more and register to attend the rallies at <http://www.payup.org.au/>

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12. The tapir in the room: Henry, Tax and the Budget

Articles discussing the impact of the federal budget on the Australian community sector all seem to be neglecting one large effect.

Not the elephant in the room, not quite, something smaller – a tapir, perhaps, or a hyena – but nonetheless something that isn't going to be easy to get around.

The government has rejected (at least for now) the Henry Report's recommendation that the government raise the minimum charitable deduction from \$2 to \$25.

We're not convinced that the idea of raising the threshold was such a bad thing – for one thing, having the line "Donations over \$2 are tax deductible" may have contributed to a belief in the giver that \$2 was in fact a generous gift rather than a fiddly administrative nuisance – but in any case it's now much less of an issue.

Tax deductibility for charitable donations is significant only if the giver makes a separate claim for them on their personal tax return, and the government has just embarked on a concerted push to stop people itemising deductions on their personal tax returns.

As a first step, this budget has given everybody a standardised deduction (\$500 rising to \$1000 in a few years) for workplace expenses. Anyone who has been saving the receipts for payments for overalls, work boots, and computers will be able to bin that shoebox and go with the standard deduction, thus saving themselves 8.5 hours that the Treasurer wants them to spend with their family.

This isn't a complete clean sweep of deductions, and it doesn't seem in the first instance to cover donations at all. If you've spent \$999 on work-related expenses and given a gold coin donation to the local fête you're still able to fill out the long form and get your 30 cents back. But will you? With work-related deductions out of the picture, the only things left in that shoebox are your receipts from charities. How much are they really worth to you?

Those 8.5 hours, costed at the average wage, come out at \$346 per person. If you've given \$1000 to a charity and your tax rate is 30% then you'll only be due to get \$300 back. It's not going to be worth it. And if you do have to do it, you're going to resent it, and part of that resentment is going, however unfairly, to be directed back at the charity.

You can see the way the government's mind worked. They wanted to change the present situation, where two-thirds of Australians file a tax return, to something closer to the UK situation, where one-fifth of Britons do.

They decided to have a standard deduction that covered everything. It was then pointed out to them that this was effectively converting their previous pledge to maintain the tax deductibility of donations at \$2 to a tax deductibility that kicked in at \$1000; so they restricted the standard deduction to work-related items only, which does rather give DGR-endorsed organisations the worst of both worlds.

We can be thankful that another of Henry's proposals went down. He felt that the government's way of supporting not-for-profits by allowing them to offer untaxed fringe benefits was inefficient and unfair. He may well have a point, but his proposed solution was simply not adequate. He suggested that the FBT concessions, which applies in some degree to all not-for-profits that employ staff,

should be replaced with direct government funding, to be administered by relevant Commonwealth portfolio agencies or the charities commission. All NFP organisations eligible for tax concessions should be able to apply to the relevant body for funding for specific projects or for assistance with the costs of recruiting specialist staff.

We can't help feeling that a right to **apply** to the government for money is just a little less secure than a guaranteed tax break. If you take away a right, you'll have to replace it with another entitlement.

One element of the Henry report is still pending. The report recommended that

Consistent with the recommendations of previous inquiries, a national charities commission should be established to monitor, regulate and provide advice to all not-for-profit (NFP) organisations (including private ancillary funds). The charities commission should be tasked with streamlining the NFP tax concessions (including the application process for gift deductibility), and modernising and codifying the definition of a charity.

Because the government set up three overlapping enquiries, it's got back three overlapping but not identical recommendations for national not-for-profit oversight bodies. It's time that someone sat down and brought them together.

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13. Last days of the Third Sector: British sector contemplates post-election climate

UK thinktank nfpSynergy prepared for the just-completed British election with a survey of not-for-profit organisations.

They came up with a number of conclusions, none of which are earth-shatteringly unexpected but all of which are worth casting an eye over in view of the fact that their country has fallen into a recession that makes ours look like an argument over a Monopoly game. As a result, they're facing government funding cuts that would produce apoplexy in any Australian MP of any party.

Even before the really big cuts, which were being saved up until after the election, two-thirds of respondents had seen a fall in their organisation's income, and 20% had seen it fall 'very much' or 'a lot'. A total of 57% had downsized or had altered their structure, 19% by 'a lot' or 'very much'.

Forty per cent had made cuts in jobs, while 43% had made cuts in services, or had altered the services they offered. However, there were fewer severe impacts in these areas, with only 10% seeing them cut 'very much' or 'a lot'.

According to nfpSynergy

mid-size charities have so far proved the most resilient to impacts of the recession in terms of the services that they offer, while small charities and large charities have felt greater impacts. Effects on income were about the same for both large and small charities. However, large charities were more likely than small ones to have severely cut their jobs and to have restructured. Charities of all sizes have been facing similar income challenges, so higher levels of job cuts and restructuring in large charities may be due to their having the capacity to cut; whereas smaller charities may already be staffed at the minimum.

Theme 1: The sector needs ideas as much as investment to thrive

In light of shrinking government budgets, the real issue is this: how can initiatives be created and supported which benefit the sector, without simply handing out more money?

Theme 2: Funds, funding and fundraising really matter

The government has been prepared to pay to promote volunteering, but fundraising development has received negligible funds. This is going to have to change.

Theme 3: The sector is uncertain about the Conservative party (well, they're going to have to get used to it in a hurry....)

Whatever party's in power, though, budget deficits and recession make it very unlikely that the coming decade will be as fruitful for the sector as the last 10 years.

Theme 4: The size of an organisation has a huge impact on how it sees the world

This element may represent the biggest difference between British and Australian attitudes. Small charities seem to look on big charities rather in the way a corner shop looks at Woolworths.

nfpSynergy puts it more politely –

Both the third sector and the government should understand that there are many stakeholders in the sector, who have very different



“Small charities seem to look on big charities rather in the way a corner shop looks at Woolworths.”

needs. Very few initiatives or activities will affect all organisations equally. Being clear about who can and should benefit from an initiative is key to ensuring its effectiveness.

But the data puts it more bluntly –

...large charities are often seen as monopolising funding opportunities, meaning that smaller charities miss out. Even among charities with a large turnover (suggesting that they are themselves quite dominant), almost one-quarter agreed with the statement that ‘very big charities have a negative effect on the sector as a whole’. This increased to 62% among small charities.

British not-for-profit organisations are much more conscious of intra-group class differences than Australian community groups are. Our Community surveys don't often pick up such sentiments as “We are concerned that locally nuanced, user-led services will be lost to the big boys as they Hoover up contracts that cover large geographical areas” or recommendations like “Create a high-profile platform to promote very small charities – currently the big get bigger and the small get smaller”.

Theme 5: Smaller organisations struggle to survive, let alone thrive

While large and mid-size organisations may struggle to grow, small organisations struggle to survive. Staff need to be more highly skilled in order to adapt their fundraising, which means that not-for-profit organisations are placing more importance on the vision and expertise of their CEOs and trustees (board members) – and are quite often finding them lacking.

“Our challenge is that our trustees and Chief Executive don't value the importance of strategic planning. Staff are losing faith in Management to run charity effectively.”

Some of the ideas the sector is contemplating are painful (forced mergers), difficult (the creation of shared back office functions) or radical (sharing fundraising support advisors). But the money tap has been tightened severely, and now “the need to work smarter, to do more with less, and to see government as providing a level playing field rather than funds” is the best offer they're going to get.

British not-for-profit organisations will find it hard to make a united stand, partly because of the division between large and small agencies and partly because what they want isn't terribly consistent.

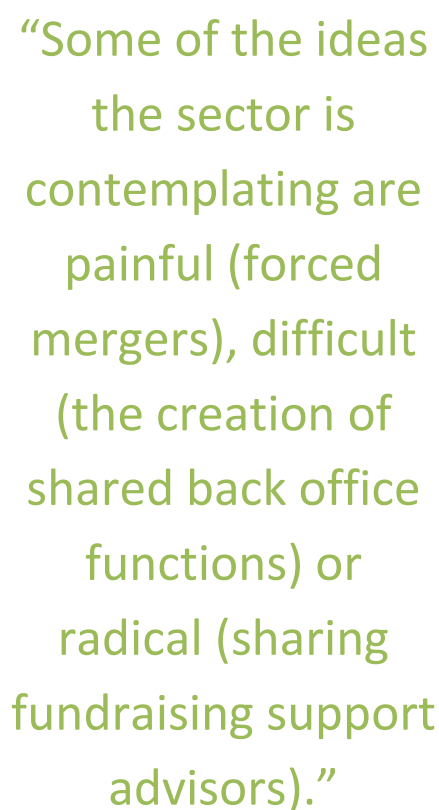
Survey groups suggested, for example, that there should be less competition for public sector contracts among organisations that provide the same services, with respondent organisations saying, “Get groups providing the same services to talk to each other and streamline to avoid duplication, and apply for joint projects instead of competing” or “Ensure that organisations receiving Government funding know of each other and have to work together so that the funding goes further and there's less duplication.”

That implies more regulation of the not-for-profit sector, particularly at the top level – but at the same time respondents complain about ‘government interference in charity objectives’.

Our challenge is to move from a government which interferes too much and tries to control everything, to one which does not care at all.

Best of luck with that one.

And why are these the last days of the third sector? Is a purge coming? Well, yes, but not quite on that scale – but they are changing the name. Under the Conservatives it's Civil Society.



“Some of the ideas the sector is contemplating are painful (forced mergers), difficult (the creation of shared back office functions) or radical (sharing fundraising support advisors).”

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14. Online donations and Karma Currency

It has been suggested that the fees and charges listed for the Karma Currency Foundation (in Edition 3, 2010 of Our Community Matters, issued last month) do not accurately reflect its donation process.

To clarify, aside from GiveNow.com.au, which is operated by the Our Community Foundation, Karma Currency is the only non-profit organisation operating in the online giving space in Australia and it does not charge a transaction/processing fee to the charity/donee.

Instead, a flat \$4.95 transaction/processing fee is charged to donors, who are informed in advance about this fee and that the entire fee is also going to charity as Karma Currency has DGR status.

Our Community apologises for any harm or confusion this may have caused the foundation, their donors or their charity partners.

Full details of the Karma Currency donation process can be found at www.karmacurrency.com.au.

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15. Community Briefs: News from across the community sector

Sponsorship Blues: Aquarium caught in oil spill

A US Aquarium has been thrust into the spotlight this month, demonstrating that community groups enter into corporate partnerships at their own risk.

Ordinarily the Aquarium of the Pacific would be basking in any publicity for its brand new sea otter habitat and the generosity of the company that contributed \$1 million (AU\$1.2 million) to fund it. But the opening of the BP Sea Otter Habitat – four years in the making – comes just weeks after BP oversaw one of the largest oil spills the world has seen.

The *Los Angeles Times* reports that the aquarium did not consider removing BP's name from the new attraction after it heard the news.

Brock University Corporate Ethics expert Paul Dunn, who was interviewed by the *Los Angeles Times*, says a BP art gallery sponsorship would not be of such great concern, but there is a direct link between the environmental disaster and the aquarium because sea animals are being hurt by the oil spill.

“Any organisation that has BP's name on it throughout the world should be saying, ‘We have a potential issue here’,” Mr Dunn says.

In an article written for US-based *The Nonprofit Quarterly*, he outlines three possible courses of action for not-for-profits to take when a partnership is tarnished because of negative publicity about a donor:

- acquiescence, where money is returned and all ties severed;
- compromise, where naming rights, for example, are removed but donations are retained;
- and defiance, where the relationship is sustained in spite of the tarnishing (which is the course of action the Aquarium of the Pacific seems to have chosen).

Mr Dunn concludes that not-for-profits must be prepared for sponsorships to turn sour.

On the flip-side, the most recent edition of Our Community's corporate responsibility quarterly newsletter, *Business Community Intelligence*, advises businesses to be on-guard for partnership risks posed by its partners in the wake of the Melbourne Storm National Rugby League club salary cap scandal.

The club admitted to breaching its cap by at least \$1.7 million over five years, and three corporate partners withdrew their support as a result (although several others decided to stay on).

To keep up with the latest corporate partnerships news, find out more about BCI [here](#).

Training opportunities

We're working furiously to bring you next semester's scheduled training sessions and will be posting details on the [Australian Institute of Community Practice and Governance website](#) in coming weeks.

In the meantime, don't forget that this semester isn't over yet. We have courses coming up in major cities throughout Australia:

Certificate IV in Governance

- Perth: 15-18 June
- Melbourne: 15-18 June
- Brisbane: 21-24 June
- Sydney: 21-24 June

Community-Business Partnerships Bootcamp

- Brisbane: 9 June
- Melbourne: 11 June

New Training –Darwin and Adelaide

We're considering holding Certificate IV in Governance courses in Adelaide and Darwin in November.

If you live in or near these cities and are interested in taking part (or if you're a council interested in hosting such a course for your community), please contact Alan Matic on alanm@ourcommunity.com.au or 03 9320 6800 to find out more.

Kookaburra Award winners

The winners of the 2010 Westpac Kookaburra Awards will be officially announced at 4pm on Monday 31 May, when each of the three Kookaburras will tell their story on stage during the [Communities in Control Conference](#).

We received an amazing number of entries (708!) from an eclectic and impressive collection of community groups, people and projects drawn from every corner of Australia.

We were so impressed with the calibre of work being carried out around the country that, in conjunction with Westpac, we have decided to produce a special publication that will honour not only the three winners, but many of the other fabulous best practice examples of Australian community life that were uncovered as part of the Kookaburra Awards process.

The Kookaburra Awards were created by Our Community and Westpac to recognise individuals, organisations and projects that make a difference and stretch people's vision of what's possible in Australian society today.

The winner of each category will receive a prize package including \$3000 cash and selection of Our Community books and newsletters, Communities in Control DVDs and training (valued at more than \$7,000) – plus, for interstate award recipients, accommodation and flights for two people to attend Communities in Control 2010.

Details about the winners will appear in next month's *Our Community Matters*, or go to www.ourcommunity.com.au/kookaburras



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Ten years on, a virtual bridge walk for reconciliation

In the year 2000 more than 300,000 people walked across Sydney Harbour Bridge to support indigenous reconciliation. Now, a decade later, a new generation of supporters are going online and preparing for a virtual walk for reconciliation from the comfort of their homes.

The virtual walk is being planned by Australians for Native Title and Reconciliation (ANTaR), and will be launched this Friday, May 28, by ANTaR national president Janet Hunt.

Participants will be given an online “ANTaR avatar” representing themselves. They can then place their avatar at the start of an online re-creation of the Sydney Harbour Bridge indicating their support of indigenous reconciliation.



They're also encouraged to send a link to their friends, challenging them to find their ANTaR avatar on the iconic bridge in a “Where's Wally?” style challenge.

ANTaR Victoria president Peter Lewis said there were thousands of people who would have loved to have been part of the original walk in 2000, but never had the chance.

“We're hoping that participating in our virtual bridge walk for reconciliation will give some of those people a chance to show their support 10 years later, in a fun and innovative way that they can share with their friends.”

The virtual bridge walk is part of ANTaR's “Are We There Yet?” campaign, which examines the issue of reconciliation and questions why there haven't been more positive outcomes for Indigenous Australians since the bridge walks of 2000.

More information on the bridge walk can be found at <http://bridgewalk.org.au/>. More information on Reconciliation Week events can be found at the ANTaR Victoria website: www.antarvictoria.org.au/events.php.

Singposium 2010 coming in July

Do you run a choir for the disadvantaged or those with special needs? Would you like to run one? If so, the 2010 Singposium could be for you.

The Singposium has been co-ordinated by the director of the renowned Choir of Hope and Inspiration, Dr Jonathon Welch, and will be staged in Melbourne from July 2-4.

The Singposium will bring together industry leaders and innovators to work with people currently working with special needs choirs (or are looking to run such groups). Participants will take part in capacity building workshops, profession and presentations. Special guest presenters include:

- Matthew Peacock, from the UK's Streetwise Opera.
- Jonathon Welch from the Choir of Hope and Inspiration.
- Heather Gridley, Community Psychology, Honorary Fellow Victoria University.
- Michelle Trevorow, fundraising and marketing consultant.

The Singposium's keynote speaker will be Pat Rix, long-time artistic director at Adelaide's Tutti Ensemble.

The event is free, but registrations are required. For more information, including event details, email Suzanne Marryatt at: singposium@hotmail.com



Get on Board: Marketing professionals added to Board Matching Service distribution list

Board or Committee vacancies listed on Our Community's free [Board Matching Service](#) will now be promoted to members of the Australian Marketing Institute (AMI).

New vacancies – which are already listed on accountants' and executive search websites, as well as on Our Community webpages and in our newsletters – are now also appearing on the pro bono section of AMI's website (see [here](#)).

Since launching the Board Matching Service in 2005, we have listed more than 700 vacancies from a variety of organisations located in all states and territories of Australia, resulting in countless matches.

You can list your vacancies by going to www.ourcommunity.com.au/boardmatch, or contact Kathy Richardson at kathyr@ourcommunity.com.au if you have suggestions of other ways we can spread the word.

The Board Matching Service is proudly supported by Hesta Super Fund.

New CPNS resources

Queensland University of Technology's Centre for Philanthropy and Non-Profit Studies (CPNS) has two new resources of interest available on its website.

The first is a podcast of a speech given by Productivity Commission commissioner Robert Fitzgerald and Federal Parliamentary Secretary for Social Inclusion and the Voluntary Sector Ursula Stephens on the release of the Productivity Commission's *Contribution of the Not-for-profit Sector* report.

The podcast is available [here](#).

The second new resource is the 2009 Nonprofit Legal Almanac – [click here](#).

The almanac aims to document changes and developments in not-for-profit law for staff, boards and volunteers in the sector. It summarises and compiles court cases and legal rulings affecting the sector, as well as other relevant legislative changes that may have occurred in the past year.

To find out more about CPNS visit <http://www.bus.qut.edu.au/research/cpns/>

Defining Good Governance for schools

The Victorian Council of School Organisations has released an updated version of its *What is Good Governance?* guide for schools.

The guide suggest 10 indicators of good governance:

1. Common commitment to core business
2. Clarity about objectives and functions
3. Planning, policy making and reporting
4. Shared values and ground rules
5. School community conversations
6. Effective meetings and sub-committees
7. Partnerships, participation and inclusion
8. Information and communication
9. Induction and capacity building
10. Evaluation and improvement.

During 2010, the guide will be illustrated via video interviews with parents, teachers, principals, students and education support personnel together with links to local school initiatives.

To find out more go to <http://www.viccsso.org.au/content/governance>

Taking the first step to sustainability

New South Wales Australian of the Year Jon Dee and Sensis have published a free book to help small and medium-sized organisations address their sustainability.

Sustainable Growth is designed to help smaller groups take the first step on the sustainability ladder.

It says small and medium-sized groups can be more than a match for larger organisations on five key measures of high-performing organisations, saying they are:

- Responsive to customer needs and wants
- Responsive to the operating environment
- Resourceful in times of scarcity
- Adaptable in times of change
- Beneficial to others through prosperity.

“SMEs are perfectly positioned to take advantage of the shift towards a more sustainable way of doing business,” the book says.

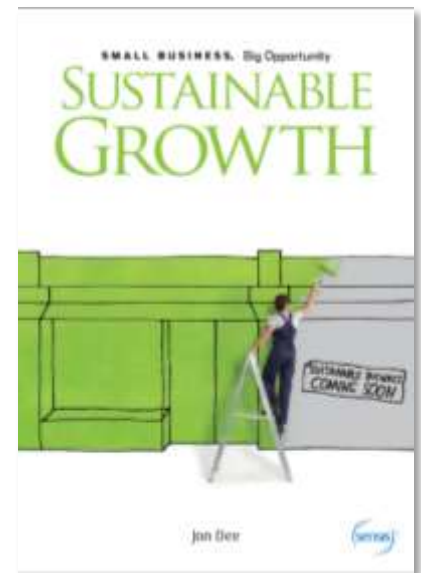
It explains climate change and takes readers through a number of more environmentally friendly approaches to business: waste and recycling, transport, energy use, water savings and sustainable IT.

Mr Dee says organisations can save money if they become more sustainable.

“In some cases the savings are very, very substantial,” he says. “It’s about doing more with less.”

Mr Dee says sustainability helps businesses save money by enhancing operational efficiency and improving productivity.

To order a copy of the book, or to access it online, go to <http://about.sensis.com.au>.



Ineligible grant applications pose a major problem: grantmakers

In a timely warning to grantseekers, a recent British study has found more than a third of all funding applications to charitable trusts are ineligible.

Research from the Directory of Social Change (DSC) found that 361,000 of just under 1 million applications to UK charitable trusts made last year were ineligible.

The DSC estimates that if each application in the sample – taken from the results of 2500 grantmakers – was posted first class, the cost of the ineligible applications in terms of stamps alone was £141,000 (\$A244,680) in 2009.

Ben Wittenberg, director of policy and research at the DSC, said the high proportion of ineligible applications was the result of opaque trusts and grantseekers who did not read the guidelines.

“We think this is important because fewer ineligible applications could mean quicker responses to the eligible ones, better engagement with applicants, and possibly more resources to allocate as grants,” he said.

The message to local grantseekers is clear – read the eligibility guidelines carefully **before** you submit an application.

Details about the latest grants – including new programs announced in recent State and Territory budgets – are contained in the latest edition of EasyGrants. To subscribe, visit: www.ourcommunity.com.au/easygrants.

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16. Community Sector Jobs & Board Vacancies

The Community Jobs Centre is the place to find or advertise a community sector job in every state of Australia. It's free to browse the listings, or to be sent the weekly "Good Moves" jobs listing bulletin, while advertising a job costs only \$30. Visit www.ourcommunity.com.au/jobs

JOB VACANCY LISTINGS (Paid Positions)

New South Wales

Job Title	Organisation	
Chief Executive Officer	Community Care (Northern Beaches) Inc	Details
Administration and Intake Officer (South West Sydney Youth Hub) - Part Time	Mission Australia	Details
Service Coordinator	Australian Foundation for Disability (AFFORD)	Details

Queensland

Job Title	Organisation	
Domestic Violence Counsellor	Indigenous Domestic & Family Violence Counselling Service	Details

Victoria

Job Title	Organisation	
Employment Consultant	Vision Australia	Details
Employment Engagement Consultant	Vision Australia	Details
Fundraising Coordinator	Down Syndrome Victoria	Details
Social & Community Services Officer	Cystic Fibrosis Victoria Inc	Details
House Administrator	Hawthorn Community House Inc.	Details
Enterprise Development Manager	Mission Australia	Details
Membership and Tenancy Officer & Information, Resources and Administration Officer	Ross House Association	Details
Trusts & Foundations Specialist	Dakin Mayers	Details

Western Australia

Job Title	Organisation	
Clinical Administrator	Serenity Lodge Incorporated	Details

BOARD/COMMITTEE VACANCY LISTINGS (Volunteer Positions)

The following is a list of the most recent Board/Committee vacancies listed at Our Community. To view other board or Committee vacancies go to www.ourcommunity.com.au/boardmatch

Australian Capital Territory

Job Title	Organisation	
General Board Member	Mental Health Foundation (ACT)	Details

New South Wales

Job Title	Organisation	
Chair, General Board Member	SHARE SMR INC	Details
General Board Member	Kariong Neighbourhood Centre Inc	Details
Treasurer	Women in Film & TV NSW	Details
Treasurer	The Junction Neighbourhood Centre	Details

Queensland

Job Title	Organisation	
Chair, Treasurer, General Board Member	Indigenous Consumer Assistance Network Ltd	Details
Chair, Secretary, General Board Member	Connections Inc	Details
General Board Member	Reef Check Australia	Details

Victoria

Job Title	Organisation	
Treasurer	Community West Inc	Details
Treasurer	Iramoo Community Centre	Details

Western Australia

Job Title	Organisation	
Chair, Treasurer, Secretary, General Board Member	Foothills Farmers Market	Details

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17.Fast Forward

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

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

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

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18. About Our Community

Our Community is a world-leading social enterprise that provides advice and tools for Australia's 600,000 community groups and schools, and practical linkages between the community sector and the general public, business and government.

Our major offerings include:

1. **www.ourcommunity.com.au**: Australia's most useful website and publishing house, encompassing the nation's largest and most diverse membership base and 12 Knowledge Centres – accelerating the impact of Australia's 600,000 community organisations
2. **GiveNow.com.au**: The practical place to explore all the different ways you can help the community: how to make a donation, how to get involved, how and where to join in and support your community.
3. **[Australian Institute for Community Practice and Governance](#)**: Practical and accessible certificated training delivered locally through our training Institute
4. **[Institute for Best Practice in Grants Management](#)**: The unique suite of grants management services for government
5. **[Australian Institute for Corporate Responsibility](#)**: Cutting edge corporate responsibility resources for large, medium and small business and community organisations

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

Communities in Control Conference 2010

POWER UP!»»

- »» **Who has the Power**
- »» **How to get it**
- »» **How communities can use it**

Conference:
Mon 31 May, 2010 &
Tue 1 June, 2010

PLUS:

Post-Conference Skills Day:
Wed 2 June, 2010

Sustainable fundraising & marketing in hard times



The Community Event of the Year - Book Now:

www.ourcommunity.com.au/cic2010 | Ph: 03 9320 6800