

OUR COMMUNITY matters



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

[Edition 1, 2015 – Published January 28, 2015]

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.



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What Does Your Organisation Really Value?

For your first board meeting of 2015, take the time to sit down and think about your values. What's really important to your organisation? Reflect. Meditate. Think about how you're going to live your values in 2015.

Now, just to make it interesting, let's measure the importance of those values.

In a commercial society, things have value because they can be sold. You value your leisure; that means your boss has to pay you to relinquish it and come in to work. You value your health; you will pay money to a doctor to preserve it. →

This mode of analysis has the advantage that we can use it to rank values. If your work may be dangerous to your health, how much more do they have to pay you before you accept the deal? How much less before you walk?

Start by listing your values (not quite the same thing as your goals or your objectives). Here are some examples – the report [Living Values](#), published by the UK organisation Community Links, found that these values are meaningful to many not-for-profits:

- Empowering people
- Pursuing equality
- Making the voices of the disadvantaged heard
- Transforming lives
- Finding fulfilment

How much would you have to be paid to abandon any of them? If your grantmaker thought what the disadvantaged

were saying was too controversial, or if your major donor wanted special treatment for their child, what would you do?

The temptation, of course, is to say you'd never compromise – that you'd bravely go out of business rather than give up your commitment to each and every one of your values.

OK. Given those high ideals, how much do you spend on each one now (including staff time)? If your values are really worth more than all the money in the world, are you putting a proportional amount of resources into supporting them today? Are they featured in your policies, and your job descriptions, and your code of conduct? If you spent more on empowerment and less on photocopying, would you have more empowerment? Does that mean you actually value copy paper over social change?

Paying lip service to values is easy, and common. Anything that prompts your board to look at them with new eyes is helpful. What are they worth? How valuable are your values?

Cash Flows for Good Causes at Christmas, but Donors Feel the Pinch



Donations through Australia's leading donations website, www.GiveNow.com.au, breached the \$1 million mark last month.

GiveNow recorded donations to 1177 causes totalling \$1.1 million in December. It's the first time more \$1 million has been collected in December since the Christmas 2004 Asian tsunami.

This compares with a total of \$804,000 during December 2013.

The largest donation recorded in December 2014 was \$20,000, which was given to a family violence charity.

The average donation was \$101.43, in line with the full-year average of \$101.12 but well down on last year's December average of \$105.62.

The organisation that received the most cash during the festive season was Melbourne's Asylum Seeker Resource Centre, which raised \$358,882 through its Christmas appeal.

"It's interesting that while asylum seekers are on the nose politically in Australia, a strong section of the community is voting with its wallet and throwing its support behind this amazing organisation," said Our Community group managing director Denis Moriarty.

Analysis of all donations made through GiveNow in 2014 show total donations grew in value by 13.6% from 2013 to 2014.

But they also show a continued downward trend in the average donation, a trend that began in 2012. The average donation figure climbed from \$102.50 in 2008 to \$115.64 in 2011, then started dropping – \$111.08 in 2012, \$110.84 in 2013 and \$101.12 in 2014.

"The downturn in the average donation corresponds with a downturn in consumer confidence, which is typical," said Mr Moriarty.

Since its inception, GiveNow has channelled \$47.2 million in donations, all of it commission-free. "That money is going directly to where it can do the most good," said Mr Moriarty.

GiveNow is funded and operated by Our Community.



GREAT GRANT:

Commonwealth Bank Community Grants 2015

Provider: Commonwealth Bank

Purpose: To assist grant recipients to run, manage, conduct or implement programs that support children and youth up to the age of 21 years old in Australia.

Overview: The Commonwealth Bank's Community Grants program is funded by the bank's Staff Community Fund, which has been supporting the health and wellbeing of young Australians since 1917. Today, more than 10,000 current and retired staff donate to the fund from their pay each fortnight. The bank matches every dollar donated from payroll giving with an equivalent donation. Grants of up to \$10,000 are available. In 2014, the program awarded more than \$2 million in grants to 238 community organisations across Australia.

Applications for 2015 grants open on Monday February 2 and close on Friday February 27.

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

Grant Guru Tips:

Need evidence to support your grant application?

Try these sources:

- [Census data](#)
- [Mapping Australia's Population](#)
- [Australian Social Trends](#)
- [Fundingcentre.com.au/help/fundraising-statistics](#)



Grant Guru says

The grantmaker has a problem. You have a project. You have to show that your project fixes their problem – that's what's called a logic model. What are the links in the chain leading from what you're doing to what the grantmaker wants to happen? Why do you think each action leads to the desired consequence? What's your evidence – that is, what happened last time someone tried this? Explain it to the grantmaker.

Remembering Stella Young

Stella Young, comedian and disability activist, died unexpectedly in December, aged 32. Our Community's Chris Borthwick first met Stella when she performed at a charity event. Here he reflects on her life.

Oh, Stella, Stella. You've made life very difficult for me.

Stella hosted the disability culture show *No Limits* on Channel 31, threw her weight about on Q&A, and edited the ABC online disability magazine *Ramp Up*. When she died, she'd just won the Melbourne International Comedy Festival "Best Newcomer" award for 2014 and was off overseas.

But I won't tell you about how funny she was, because the best way to understand that is to hear some of her

jokes, and she does them so much better than I could. Have a look at one of her shows [here](#).

And I won't say what an inspiration she was, because that's something she **particularly hated**. She called it "inspiration porn": "We're objectifying disabled people for the benefit of nondisabled people. The purpose of these images is to inspire you, to motivate you, so that we can look at them and think, 'Well, however bad my life is, it could be worse. I could be that person.' But what if you are that person?"

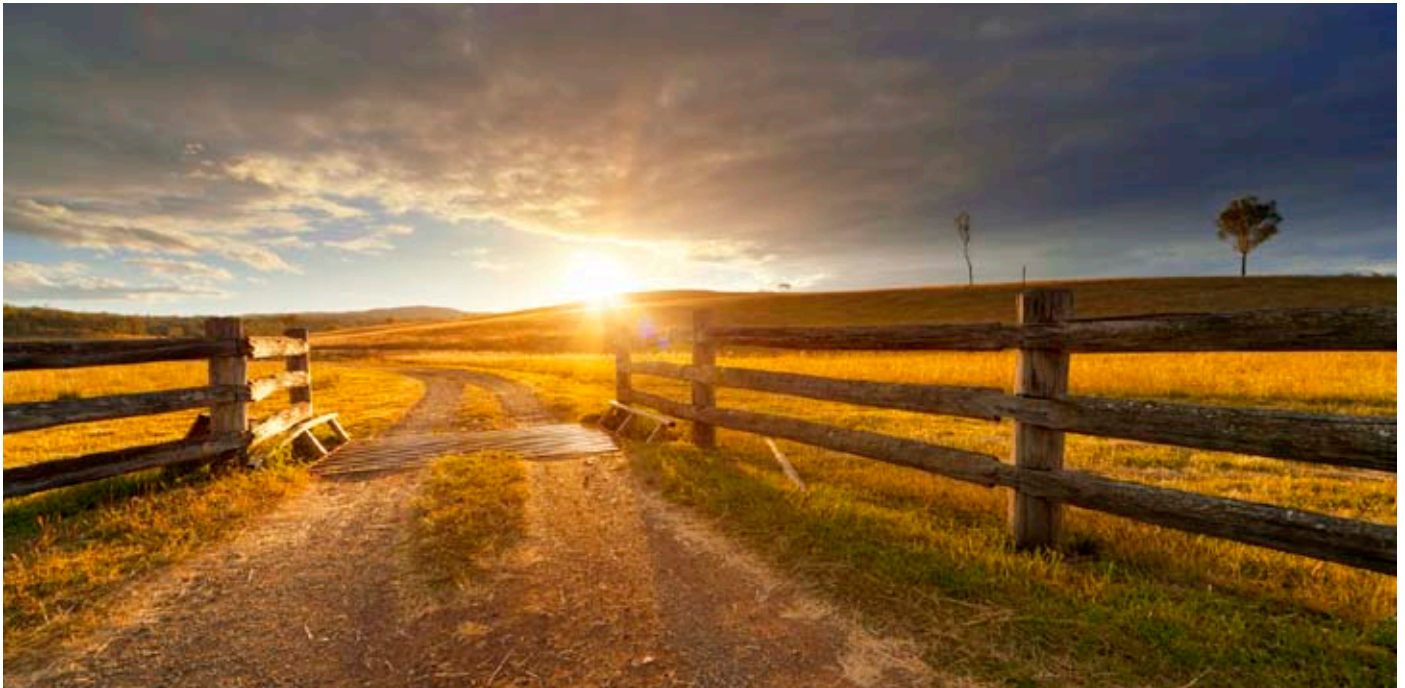
I can't even say that she died much too young – she'd just covered that, writing a letter to herself at 80 for a collection called [Between Us: Words and Wisdom from Women of Letters](#): "Perhaps that

thing I always say flippantly, usually with a third glass of wine in my hand – that I'm here for a good time not a long time – perhaps that's true. But on my path to reach you [at 80], I promise to grab every opportunity with both hands, to say yes as often as I can, to take risks, to scare myself stupid, and to have a s***load of fun."

Everyone in the Australian disability sector knew Stella, and anyone who ever met her was a friend ever afterwards. Her memorial service was as good as any show could be without her in it.

All that is left for me to say is that Stella amped up every room she was ever in, fired up many people with disability to follow in her wheeltracks, and always put the punch back into punchline.

Country Community Groups Offered Access to DGR Status



Memo to rural and regional community groups: if you're not aware of the Foundation for Rural & Regional Renewal and what it can do for you, listen up.

First, FRRR operates a number of grants programs aimed at strengthening communities in rural, regional and remote parts of Australia, from Thursday Island off the tip of Cape York, all the way south to Dover in Tasmania and as far west as Carnarvon, WA.

Second, even groups that aren't FRRR grant recipients can benefit from the foundation by channelling fundraising efforts through a FRRR donation account.

FRRR donation accounts allow eligible groups to receive tax-deductible donations for projects that benefit rural, regional and remote communities.

In effect, FRRR "lends" its deductible gift recipient (DGR) status to eligible organisations that are unable to obtain DGR status in their own right. (This is possible because

FRRR holds a special tax status under Subdivision 30-B of the Income Tax Assessment Act 1997. It is specifically listed as a recipient for deductible gifts under section 30-105.)

This can give your organisation access to a range of potential donors who would otherwise be unable to donate to your project. Many trusts, foundations and private auxiliary funds can give money only to groups with DGR status.

It also makes your organisation more attractive to individuals who wish to donate to your project – they benefit at tax time. Many rural communities have raised substantial funds from local or locally connected individuals for local projects and causes. Your best supporters might be the ones who know you best.

For more information, to check eligibility requirements, and to apply for a donation account, visit http://www.frrr.org.au/cb_pages/donation_accounts.php.

QUOTABLE QUOTES

“ ***At some point digital may no longer exist as a separate discipline. It will just be something that everyone lives, breathes and does.*** ”

– Laila Takeh

The former head of digital engagement at Unicef UK, speaking at the 2014 Charity Technology Conference in London, said her organisation provided training for all staff in using social media in both professional and personal situations. Read more conference highlights [here](#).

What Social Sector Leaders Need to Succeed

“The time to act is now. The next generation of mission-driven professionals is considering social-sector careers. They expect mentoring, professional-development opportunities, and increasing responsibility. Funders (including foundations, individuals, and impact investors), government, and business have important roles in addressing the leadership opportunity in this critical sector.”

To better understand the state of leadership in the social sector in the United States, McKinsey surveyed nearly 200 leaders of nonprofit organisations, foundations, social enterprises, and impact-investing funds. The results suggested that chronic underinvestment in leadership development in the sector, accompanied by 25 percent growth in the number of nonprofit organisations in the past decade, has opened a gap between demands on leaders and their ability to meet those needs. Read the analysis by Laura Callanan, Nora Gardner, Lenny Mendonca, and Doug Scott on the McKinsey website [here](#).

Volunteering or Skiing? Baby Boomers’ Choice Is NFP Sector’s Challenge



Cashed-up baby boomers who spend their retirement taking cruises, ski trips and weekend breaks and enjoying other hobbies will have less time for volunteering than their predecessors, according to a new report by UK research consultancy NFP Synergy.

The “silent generation” of dutiful and relatively undemanding charity shop volunteers is passing on, and their successors, the report says, want to know what’s in it for them – a life-changing experience, a career-building opportunity, or a chance to use their skills or make friends.

Organisations that depend on volunteers will need to respond by offering greater flexibility and consultation, by personalising the volunteer experience, and by offering roles that are worthy of people’s time, the authors say.

To download the free report, visit <http://nfpsynergy.net>.

Employers of Choice for Gender Equality

Not-for-profits including Benetas and Villa Maria are among 76 employers recognised as “employers of choice for gender equality”.

Flexible work arrangements, access to parental leave, and recruitment to support gender equality were some of the practices recognised by the Workplace Gender Equality Agency (WGEA) in its 2014 awards.

The WGEA also named the big four banks, 11 universities and several private secondary schools among the award winners.

Not-for-Profit Assist Legal Membership Service

Join the legal revolution

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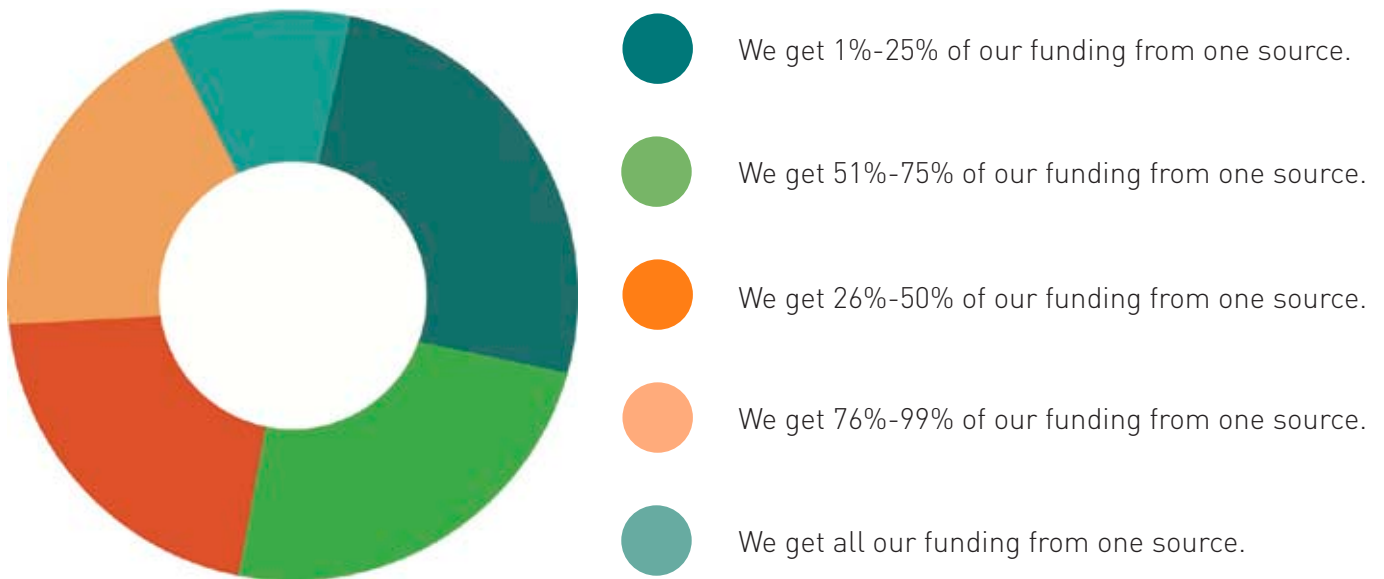
PULSE POLL: Taking the Pulse of the NFP Sector

Measuring Effectiveness

In the previous issue of *Our Community Matters*, we asked about the diversity of your organisation's funding sources:

"Think about the source of the biggest single chunk of your organisation's funding (e.g. a local government grant, a private philanthropic grant, your annual trivia night). What percentage of your total funding does it provide?"

Here's what you said:



If you're one of the 24% of not-for-profits who said more than three-quarters of their funding comes from a single source, we say you should make 2015 the year you diversify. At the moment, most or all of your fragile funding eggs are in one basket, and it's balanced precariously on the handlebars as you ride over the cobblestones in heavy traffic.



LATEST POLL: Does Size Matter?

How big is your board? Do you hold meetings around a fold-up card table, or do you have so many members that even your factions have factions?

→ [Take the Poll](#)

Yes, Minister: Charities, Audits and Auditors



You're a small or medium charitable company, and therefore you're not required to undergo an audit. So you don't need an auditor, right? Wrong. Suhanya Mendes, senior lawyer with the [Moores not-for-profit team](#), explains.

A lot of not-for-profits are structured as public companies limited by guarantee.

The Commonwealth *Corporations Act 2001* requires such companies to appoint an auditor.

However, amendments to the Act in 2010 saw the introduction of a graduated reporting framework which meant some companies were required to have their financial statements audited and some weren't.

Under the new three-tier system, first-tier or "small" companies, defined in the amended legislation as those with revenue of less than \$250,000 and without deductible gift recipient (DGR) status, were made completely exempt from the requirement to have their statements audited.

Medium or second-tier companies – those with annual revenue of less than \$1 million – could choose to have their statements reviewed instead of audited, while third-tier companies – those with revenue of more than \$1 million – were still required to have their financial report audited.

Nevertheless, the requirement to appoint an auditor remained – not just for third-tier companies, but for small and medium companies as well.

So the government decided to fix the problem. The trouble is that the amending legislation, currently before the Senate, seems to overlook charities. Because of some complicated switching-on and switching-off of provisions in the corporations legislation, the anomaly remains for many charitable companies.

If the amending legislation is passed as it now stands, a company limited by guarantee and registered as a charity with the ACNC will still be required to appoint an auditor if:

- its revenue is between \$250,000 and \$1 million; or
- its revenue is less than \$250,000 and it is a DGR.

In the meantime, the take-home lesson is this: as a company limited by guarantee, you need to appoint an auditor. This applies even if the company is not required to have its financial statements audited.

If the company fails to appoint an auditor, technically it is in breach of the *Corporations Act*, and ASIC could – theoretically at least – take action.

Online Banking Saves Not-for-profits Time and Money

Do you still visit your local bank branch to pay your group's bills and transfer money between accounts? There is a better way. The general manager of education and not-for-profit sector banking for the Commonwealth Bank, Vanessa Nolan-Woods, explains the benefits and security features of online banking.

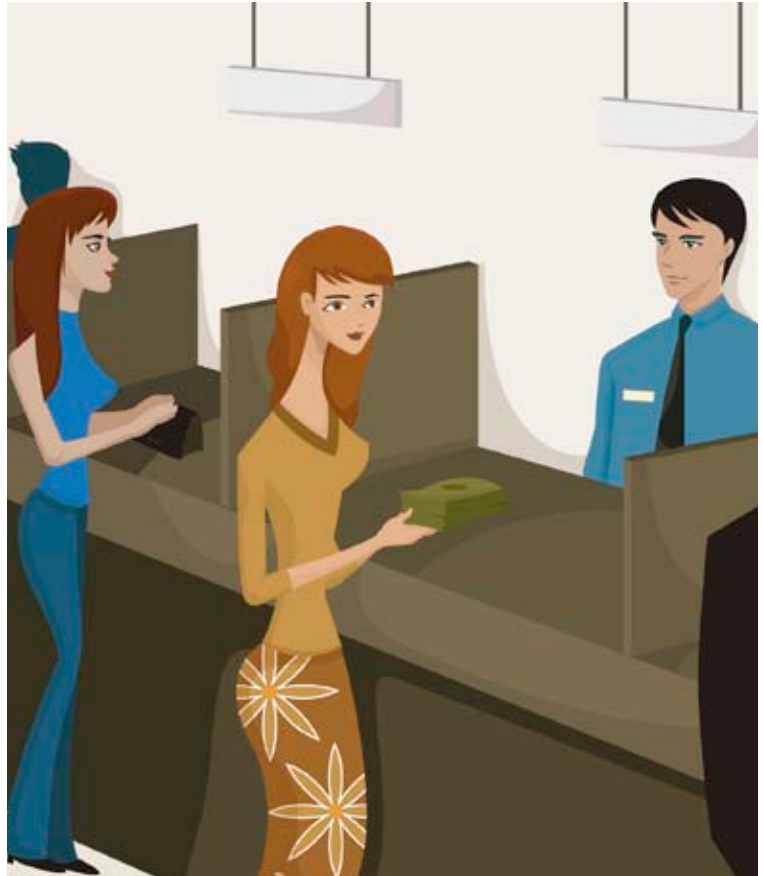
Very few Australian not-for-profit organisations do their banking exclusively offline these days. The majority bank online to some degree because it saves money, time and effort and gives you access to a clear picture of the state of your finances at any time – 24 hours a day, seven days a week.

Nevertheless, some organisations remain paper-based, usually because of fears about security. And if you've always done things the traditional way, then making the leap to full online banking can seem daunting. But remember that paper bank statements, credit card transaction slips and bills can all provide the kind of details a criminal might use to tap into your organisation's accounts or steal your identity. On the Internet, however, all banks use a range of highly effective and secure encryption devices to keep their sites and your information secure and private.

For instance, CommBank's online platform for business banking, CommBiz, combines the convenience of online banking with state-of-the-art security features to keep your organisation's financial information safe. [This guide](#) describes how the security features of CommBiz protect you and sets out some additional steps you can take to protect yourself.

If your not-for-profit is still relying on paper-based banking, and you're considering making the leap, be assured that many organisations have already moved online with complete success.

Need some help? To chat with one of CommBank's specialist not-for-profit sector bankers, please get in touch via notforprofitsectorbanking@cba.com.au.



Grantmaker of the year award

We're looking for grantmakers who are leading and pushing forward the field of grantmaking.

www.aigm.com.au/awards



Five Not-for-profit Trends to Watch in 2015

Our Community's "chief chaos controller", Kathy Richardson, has just returned from a study tour of the US.

Travelling on an Eisenhower Fellowship, Kathy participated in more than 50 one-on-one meetings with a range of not-for-profit leaders across 11 American cities, from New Orleans to Portland, New York to San Francisco. She investigated how not-for-profits are ranked and rated in the US, and how not-for-profits themselves understand and measure their impact. She also looked at developments in communications and funding.

Kathy's investigations uncovered a range of trends that are already being felt in Australia or will most likely be felt here very soon. In the first part of a two-part feature, here are Kathy's top tips for 2015 and beyond.



1. The Future Is Informal.

Forget honorifics. (Hooray! We never liked them anyway.) We're all on a first-name basis now. And we're wearing jeans and T-shirts. And we're meeting in cafes, not offices. In fact, we're working in cafes. Or in co-working spaces that look and feel a lot like cafes, full of hipsters tapping away on MacBooks. Australia already has **a number** of these "spaces" (the places formerly known as "places"). You're going to see a lot more of them. You might even find yourself working in one sometime soon.



2. The Future Is Visual.

No one reads anymore, not even you. (You're only reading this because we put it in list format, broke it up with headings and added some graphics. Trust us, it's true.) You need to find the quickest route from information to meaning: you're going to need headings, dot points, pictures, graphs, compelling stories that unlock the numbers. You're also going to have to stop puddling around in the grey. You need to find the headlines, the killer stats. If you can't do it, find someone who can help.



3. The Future Is Data.

Your organisation already holds a whole lot of data. Soon you're going to have to get a lot better at extracting it, understanding it and using it. Some believe data will solve all the world's problems, and others think it's snake oil. The truth lies somewhere in between.



4. The Future Is Algorithms (the Geeks Shall Inherit the Earth).

Here's how it will probably go. You'll wade in to your organisation's ocean of data and paddle around in the shallows for a while, but then the force of the tide will start pushing you out to sea and soon you'll find yourself up to your ears. You'll need to get out past the breakers, and you'll need something to carry you there safely: an algorithm, a formula to help you make sense of the numbers. A word of warning: you can't avoid all of this by standing on the shore. If you opt out, a giant wave is going to crash over you – see point five.



5. Judgement Is Coming.

America is blessed/cursed (depending on your viewpoint) with a thriving ecosystem of organisations that list, rank and rate not-for-profits. Each one uses different criteria to inform their judgements. Most are designed to improve the information flowing to donors, and the concerns of not-for-profits themselves are at best secondary. All indications are that this trend is going to hit Australia soon. Brace yourself.

Next issue: why trust in institutions is waning, and even more reasons why evidence matters. Kathy identifies more trends in the March issue of Our Community Matters.

Our Community Achieves B Lab Certification

Our Community has become a certified Benefit Corporation or B Corp – an organisation that seeks to redefine success in business by blending financial and social imperatives. Certified B Corps meet higher standards of social and environmental performance, transparency and accountability than ordinary businesses.

Our Community scored 113 points in the **B.Lab** assessment, 16 points above the average for B Corps worldwide and 62 above ordinary businesses. The performance standards measure a company's impact on all its stakeholders – workers, suppliers, community and the environment.

"When we were formed back in 2000 it was unusual for an organisation to have both social and profit motives – none of the existing structures seemed to fit," said Our Community founder and group managing director Denis Moriarty.

"But then the fabulous B Corp movement came along and finally we had a match."

Our Community leads Australia in providing a model for socially minded businesses. The organisation operates under a cross-subsidisation model, aiming to reach as many

organisations as possible at a price that is as affordable as possible.

Paid products and services (newsletters, books, training, SmartyGrants subscriptions, jobs listings) subsidise free or reduced-cost ones (the commission-free GiveNow online donations service, the free Policy Bank and the free Board Matching Service, for example) that may otherwise be unaffordable to the organisations that are doing the most to build stronger communities.

"We do some things for profit, and some things for purpose, but most things fit with both aims. Everything we do must fit with our mission – to build stronger communities," Mr Moriarty said.

More information:

→ [Our Community's History](#)

→ [Our Community's Manifesto](#)

Powered by



The NFP Insurance Brokers, Ansvr Insurance and Our Community Partnership

If a hailstorm damages the roof of your indoor netball court and the changing rooms flood, is your organisation covered?

If someone gets food poisoning from eating a dodgy lamington at your latest fundraiser and sues, who will pay?

Our Community is proud to announce a partnership with NFP Insurance Brokers (NFPIB) and Ansvr Insurance to provide the not-for-profit sector with a comprehensive set of insurance solutions developed to meet the specific needs of community organisations.

Unlike many insurance providers, NFP Insurance Brokers and Ansvr Insurance understand the complex and specific risks that community organisations face. From national charities to not-for-profit organisations and small community clubs, every community organisation is unique. They all add something very positive to the lives they touch.

NFP Insurance Brokers have extensive experience in providing independent insurance advice to not-for-profit and community organisations to assist in effectively managing their risks.

Ansvr Insurance has more than 50 years of experience in the Australian insurance market and the backing of its UK parent company, Ecclesiastical Insurance Group plc, which

has been providing insurance coverage since 1887.

NFP Insurance Brokers in conjunction with Ansvr Insurance provide a range of insurance products for:

- Cultural, recreational and social clubs
- Social, emergency and relief services
- Development and housing services
- Philanthropic and advocacy services
- Environmental and animal welfare groups
- International organisations
- Business and professional associations.

To obtain a quotation instantly and purchase insurance online, go to www.nfpib.com.au/oc. Or call a specialist to discuss your insurance requirements on 1300 016 599.

Our Community Pty Ltd (ABN 24 094 608 705) acts as a referrer to NFP Insurance Brokers Pty Ltd (ACN 167 902 525), an authorised representative (AR # 453050) of Edgewise Insurance Brokers Pty Ltd (ACN 120 673 261 AFSL 307654). Insurance provided by Ansvr Insurance Limited (ABN 21 007 216 506, AFSL 237826).

NEED TO KNOW: Your Two-Minute NFP News Digest

A Short Constitutional for Good Health

“The new template constitution removes a significant barrier for organisations considering becoming a charitable company, and provides an excellent precedent for an easy-to-use, contemporary set of rules that meets legal requirements.”

– Nathan MacDonald

The manager of advice at Justice Connect says a new template constitution developed by the ACNC for small charitable companies limited by guarantee is an important resource for small charities, particularly those with limited access to professional help.

→ [Full story](#)

Greens Call for DSS Cuts Inquiry

“The government appears to be undertaking an intentional campaign to weaken and bully the community sector, in particular their abilities to advocate on behalf of those people who will be the hardest hit by budget cuts and changes to income support.”

– Senator Rachel Siewert

The Greens’ spokesperson on family, ageing, community and disability services announces that the Australian Greens will push for a Senate inquiry into the Federal Government’s cuts to groups across the community sector.

→ [Full story](#)

Disability Advocacy under Threat

“It’s hard to understand the reason for this funding cut. Is it the lack of importance to this government of expert advice on disability issues? Is it that these organisations were such good value for money that they were achieving too much change too quickly? Is it that the best way to silence government critics is to take away their money? Or is it just that they were collateral damage in the government’s continued cuts?”

– Graeme Innes

The former Disability Discrimination Commissioner laments the Federal Government’s pre-Christmas funding cuts to the sector, which have left many advocacy organisations under serious threat. → [Full story](#)

Jobs for the Boys

“The number of women on government boards has slipped below the 40 per cent target and a new report says men made up 75 per cent of new appointees within Tony Abbott’s own Department of the Prime Minister and Cabinet this year.”

Analysis of the annual *Gender Balance on Australian Government Boards Report* by *The Age* finds that overall female representation on government boards has slipped from its peak of 41.7% under Labor in 2013 to 39.7% under the Coalition in 2014. The government’s stated aim on gender diversity is for women to hold at least 40% of board positions. → [Full story](#)

ACNC Abolition Could Hamper Counter-terrorism

“In order to be successful in terms of prevention of money flying out of Australia through charitable organisations into the hands of people that we wouldn’t like to see money flowing into, there needs to be an organisation in Australia that really understands the full remit of the operations of [not-for-profit] organisations.”

– Professor David Gilchrist

The lead author of *Australian Charities* says scrapping the ACNC could hamper counter-terrorism efforts. Speaking to the policy journal *The Mandarin*, Gilchrist said the government would find it harder to identify and stop money flowing through the charitable sector to violent groups without the ACNC working with its crime fighting and security intelligence gathering arms.

→ [Full story](#)

Verging on Merging?

“Mergers are very difficult to pull off, and quite easy to stuff up. Even in the commercial world, where things are a lot more straightforward, only somewhere between 50% and 20% of mergers actually work.”

– Patrick Moriarty

The director of training and development at Our Community explores the issues surrounding not-for-profit mergers in the lead up to February’s Board Builder Conference.

→ [Full story](#)

CEOs Rack Up Demerit Points on Gender Diversity

“Fundamentally, we must all come to terms with the fact that quotas and merit are not mutually exclusive concepts.”

– Carol Schwartz

Writing in the *Australian Financial Review*, the chair of Our Community refutes the view of the [majority of top Australian CEOs](#) that quotas to increase the number of women in senior roles are not needed.

→ [Full story](#)

Disaster Recovery: A Cautionary Tale

“So people were getting these gifts, what they saw as gifts, out of the generosity, which was overwhelming, without realising that they were going to actually have to pay them in future years.”

– Lyn Gunter

Murrindindi Shire’s mayor at the time of Victoria’s 2009 Black Saturday bushfires speaks to the ABC’s 7.30 about the financial aftermath of the fires for Marysville. Operating costs associated with donated infrastructure such as new community and sports halls have meant big rate increases that residents are struggling to afford.

→ [Full story](#)

How Much Social Media Success Can a Koala Bear?

“What started off as a local campaign, just asking the Australian public, has just absolutely gone global and viral. We’re now getting offers from as far afield as Russia, Kazakhstan, China, the UK and the US. It’s truly phenomenal.”

– Josey Sharrad

The native wildlife campaigner for the International Fund for Animal Welfare Oceania office asked the public to sew mittens for koalas whose paws were burnt in the South Australian bushfires. She says the organisation now has more than enough mittens and has asked the public to sew pouches for orphaned joeys instead. → [Full story](#)

AROUND THE HOUSES: Our Community News

What's New at Our Community

At Our Community we've always made "doing good" part of our core business. We've always composted, donated and community-engaged with the best of them. But the day the office cleaning products were replaced with eco-friendly ones, we knew change was afoot. It was the last hurdle standing between Our Community and B Lab certification, official recognition that our social and environmental credentials are something we can be very proud of.

For more information on Our Community's B Corp status, see page 10.

What's New at the Australian Institute of Grants Management (AIGM)

Staff at the AIGM are ironing their socks in preparation for two big events in the first half of 2015.

"Knowledge is power" is the theme of the Grantmaking in Australia conference to be held in Melbourne on Monday March 23. Speakers will include the CEO of the Australian Women Donors Network, Julie Reilly, and the chair of Philanthropy New Zealand, Kate Frykberg.

Don't miss the grantmakers' networking event of the year. For more information and to register, go to www.ourcommunity.com.au/aigm/events.

March also sees the announcement of the Grantmaker of the Year, the award designed to unearth – and unleash – the people leading the field of grantmaking in Australia. There's a cash prize of \$5000 in it for the winner, so get your nomination in by Tuesday February 24. For more information, go to www.ourcommunity.com.au/aigm/awards.

If you're not yet a member of the AIGM – and not receiving all the benefits of membership, including newsletter subscription and exclusive access to online resources – sign up here: www.aigm.com.au.

What's New at the Institute of Community Directors Australia (ICDA)

Board Builder is the annual conference for everyone who sits on a board, manages a board, works with a board, or wants to get on a board. ICDA presents Board Builder 2015 in Melbourne on Monday February 23. For more information, see page 21 and go to www.communitydirectors.com.au/icda/courses/?articleId=3101.

What's New at GiveNow

The bean-counters who tally donations to GiveNow, Australia's oldest giving portal, are still celebrating December's milestone \$1.1 million in cash gifts from big-hearted donors. See our feature on page 2.



Preview: Grants Management Intelligence

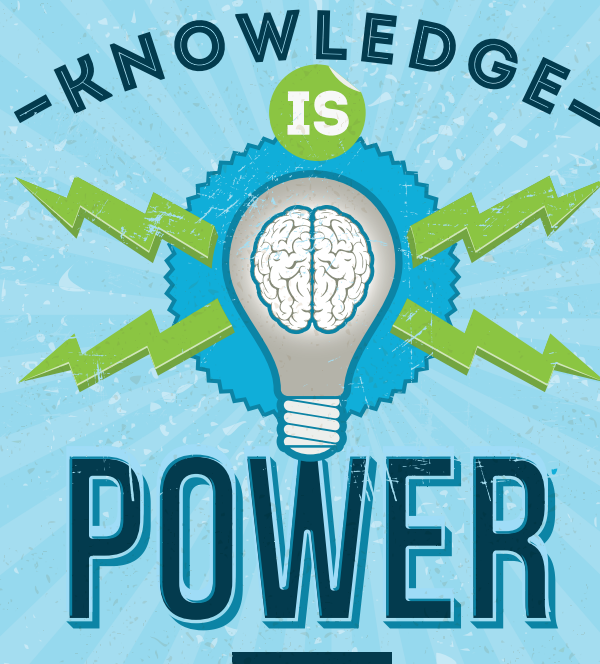
The next issue of *Grants Management Intelligence* (GMI), due out in February, explores participatory grantmaking and whether it might be suitable for your organisation.

What sort of grantmaking? Collective giving, crowdfunding, community advisory boards, contests, and live and online voting offer alternatives to more traditional grantmaking methods. What's more, they enable grantmakers to be more inclusive in their decision-making processes.

GMI is the membership publication of the Australian Institute of Grants Management (AIGM). For more information on joining the AIGM and receiving *GMI*, visit www.aigm.com.au.

Grantmaking in Australia Conference 2015

Monday March 23, 2015
Rydges on Swanston, 701 Swanston St, Carlton, Victoria



Plus
Local Government Tribal Gathering: Tuesday March 24 (morning)
SmartyGrants MasterClass: Tuesday March 24 (afternoon)

BOOK NOW
www.aigm.com.au/conference2015



Horoscopes

What do the stars hold for your not-for-profit in 2015? Madame Chalice Charity makes her predictions.



Aries

Your staff have been lobbying for an office espresso machine, but what they really need to get them through another round of grant applications is wheatgrass juice, taken intravenously. If you're serious about improving workplace wellness this year, start sowing the seeds now.



Taurus

It's a tough time to be working in the arts, and sometimes just getting out of bed and going to work feels like a real grind. But take heart – 2015 brings unexpected grants, a more supportive minister, and even a month-long study tour of the most colourful cultural festivals of South America. It all happens under the banner of a new federal arts funding initiative called In Your Dreams: Hyperreality in the Post-Digital Age.



Gemini

Sporting clubs are the lifeblood of Australia, the threads that keep this country's social fabric woven tight. So why is your netball committee eating itself alive? Stop the infighting, stop the name-calling, get your fundraising in order, and for god's sake tell Crystal who plays Goal Attack that she's the number-one problem.



Cancer

This is the year you resolve to undertake more professional development and training, so start by brushing up on some sector terminology. Here's a short glossary to get you started.

"Capacity building": You eat all the egg sandwiches left over from last night's board meeting.

"Venture philanthropy": You step out of the office shortly afterwards so your colleagues can have clean air.

"Diaspora philanthropy": You return with flat whites for everyone.



Leo

That great media coverage you got last year when the daughter of a Tongan prince sought emergency housing through your organisation is unlikely to be repeated this year. So when the new minister turns up to cut the ribbon on your expanded relief centre, applaud politely and resist making quips about Operation Sovereign Borders.



Virgo

You haven't felt this much pressure to merge since you walked down the aisle towards your fiancé and his 15 aunts. Do your due diligence, protect the value of your brand, and remember, the most effective pre-nup is love. Snuggle up.

Horoscopes (cont)



Libra

If only your board would stop banging on about Big Data. You could show them Big Data – that's the 4539 unanswered emails in your inbox since you took 24 hours off for Christmas. But they're not going to let this one go, and this is the year you're going to have to get with the program. Start by reading the Wikipedia entry.



Scorpio

Getting buy-in for your mission and vision sometimes seems like pulling teeth. How do you make the staff understand that gingivitis, flossing and curettage have been identified as key client-facing priority areas this year? To cascade your vision throughout the organisation, it's essential that you execute dynamic sustainable initiatives during the journey framework.



Sagittarius

That social media policy you keep meaning to write? This was going to be the year, yeah? Too late. The new intern has hijacked your organisation's twitter feed, and there's not a damn thing you can do about it. Let's hope his pic of your board treasurer humping the petty-cash tin at the office Christmas party hasn't gone viral.



Capricorn

"Board renewal" is the theme of 2015, and by golly, it's like a blast of lavender-scented fresh air through the organisation. In April the bloke who's been taking the minutes since 1956 replaces his fountain pen with a Biro. In June the treasurer trades in her Casio calculator for Excel training and bingo! Now she can report on profit *and* loss. The trick is maintaining the appetite for change. Persuading the chair that you need to upgrade your Commodore 64 won't be easy, but with gentle persuasion and the promise of lunch at the RSL, it can be done.



Aquarius

Just because the local council hasn't checked up on how you've spent your annual grant since 1983 doesn't mean that this year won't be the year. Lavazza Brazilian organic beans at ratepayers' expense? It was always too good to last. Time to switch to International Roast.



Pisces

Your new community garden worked wonders for the suburb last year, bringing people together, creating connections, and engaging those disadvantaged groups you were so determined to reach. This year sees the tomatoes decimated by nematodes, the potatoes killed by blight, and all the wicking beds destroyed when lightning strikes. A nice cup of tea goes a long way to restoring equanimity.

UPSKILL: Upcoming Training and Events

Diploma of Business (Governance)

New year's resolutions: Eat more Fair Trade chocolate, drink less decaf, and study for the Diploma of Business (Governance), Australia's only diploma-level governance qualification. It's designed specifically for existing and prospective not-for-profit board or committee members and the CEOs and senior staff who work alongside them. Check out the course start dates below and then [enrol here](#).

Sydney	16 February
Melbourne	16 February
Brisbane	9 March
Canberra	11 March
Perth	23 March
Sydney	30 March
Melbourne	30 March
Alice Springs	20 April
Brisbane	11 May
Perth	18 May
Darwin	18 May
Brisbane	1 June
Sydney	15 June
Melbourne	15 June
Canberra	22 June

Introduction to Writing Winning Grant Applications

What would you do with \$10,000 from a benefactor? That's a trick question – first you've got to win the grant. Find out how and have all your grantseeking questions answered at this half-day seminar.

Sydney	20 February
Melbourne	20 February
Brisbane	13 March
Perth	27 March
Sydney	3 April
Melbourne	3 April

Brisbane	15 May
Perth	22 May
Sydney	19 June
Melbourne	19 June
Brisbane	3 July

Secrets of Successful Boards Seminar

What are the secrets of successful boards? These days, drinking the Kool-Aid isn't enough. You'll leave this one-day seminar with a better understanding of your legal and practical responsibilities as a committee or board member, and top ideas for creating a more harmonious, more productive and more effective working group.

Sydney	19 February
Melbourne	19 February
Brisbane	12 March
Perth	26 March
Sydney	2 April
Melbourne	2 April
Brisbane	14 May
Perth	21 May
Brisbane	4 June
Sydney	18 June
Melbourne	18 June
Brisbane	2 July

Strategies for Sustainable Funding Seminar

At this half-day seminar for volunteers, staff and fundraiser, learn how donations, community-business partnerships, alumni and membership sources and special events can build a sustainable future for your group. The key word here is "sustainable" – it's all about thinking beyond grants.

Sydney	20 February
Melbourne	20 February

Brisbane	13 March
Perth	27 March
Sydney	3 April
Melbourne	3 April
Brisbane	15 May
Perth	22 May
Sydney	19 June
Melbourne	19 June
Brisbane	3 July

Communities in Control Conference 2015

Register early to be part of the most inspiring community sector event of 2015.

Melbourne	May 25-26
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Road Safety for NFPs: Free Webinar

Driving a car can be a risky business, and Uniting Care Queensland operates 2500 vehicles all over the Sunshine State. So what challenges did the organisation face in developing a culture of road safety?

Find out when the National Road Safety Partnership Program, along with Mark Stephens from Uniting Care, presents a free webinar called "Creating a driver safety culture in the not for profit sector – the challenges and benefits" on Thursday February 5 at noon AEDT (11am Queensland time).

Participation is free but places are limited. To more information and to register, [click here](#).

COMMUNITY CALENDAR: What's on in the NFP Sector



Clean Up Australia Day 25th Anniversary

In 2015, Clean Up day celebrates 25 years of volunteer action across Australia. You can participate as an individual or as part of a group, school or business. Last year, more than half a million volunteers cleaned up 15,708 tonnes of rubbish at 7,140 sites nationwide. To join the team in 2015, see the details at right.

Publicise Your Event

To add your national event to GiveNow's What's On Calendar, email your information to service@ourcommunity.com.au. We'll publish the details online, and we'll also select a number of events to publicise in *Our Community Matters*.

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:



Febfast February

Take a break from a habit you'd be better off without this month – alcohol, sugar, junk food, smoking or even social media (Facebook, Twitter, Instagram, Snapchat... they're all out). Pick a challenge, register online, feel healthier, and raise funds for drug and alcohol support services.



Heart Research Month February

Heart disease, the country's largest killer, affects two out of three Australian families. Heart Research Month raises awareness of the devastating impact of heart disease and the need for ongoing research.



Apology Anniversary Friday February 13

The national apology to the Stolen Generations delivered in parliament by then prime minister Kevin Rudd in 2008 made history. Today's anniversary is a reminder of the need to use the apology as the foundation for tangible positive change for the Stolen Generations.



Chinese New Year Thursday February 19

The Chinese New Year falls on the first day of the Chinese calendar, and celebrations continue for 15 days. This year is the year of the sheep.



Business Clean Up Day Tuesday February 24

By participating in Business Clean Up Day you are doing your part to promote a clean, healthy and sustainable environment. It's also a fantastic way to be seen as a community leader and engage with your staff, customers and local community.



Schools Clean Up Day Friday February 27

Since 1992, school communities across Australia have demonstrated their support for caring for the environment through participating in Schools Clean Up Day.



Clean Up Australia Day Sunday March 1

This is the big one: Clean Up Australia Day encourages all Australians to take to their local park, beach, bushland or streets and help collect rubbish. Individuals and local groups can either organise a clean-up site or volunteer to join an existing site.

BOARD MATCHING SERVICE: Not-for-profit Board Vacancies

Looking for talented people to contribute to your board or committee? The Institute of Community Directors Australia can promote your vacancy for free to a targeted audience of skilled professionals. [Learn more about listing your vacancy.](#)

State/territory	Local government area	Organisation
All	NA	Australian Trucking Children's Legacy Inc
All	NA	Health Serve Australia
All	NA	International Anti Poaching Foundation
All	NA	Symphony For Life Foundation
Northern Territory	Darwin	Neighbourhood Watch NT
NSW	Bankstown	Inspire Performing and Creative Arts Australia Inc
NSW	Not stated	Maggie's Rescue Co-Operative Ltd
NSW	Not stated	Positive Change for Marine Life
NSW	Penrith	Queen of Hearts Community Foundation
NSW	Richmond Valley	Casino Neighbourhood Centre
NSW	Rockdale	General Service Office of Alcoholics Anonymous of Australia
NSW	Sydney	Sir David Martin Foundation
NSW	Sydney	Uplifting Australia
Queensland	Brisbane	Be Uplifted Inc
Queensland	Brisbane	Careers Australia College of Education
Queensland	Brisbane	Inala Primary Care Ltd
Queensland	Brisbane	SBH Queensland Inc
Queensland	Gold Coast	Multicultural Communities Council Gold Coast
Queensland	Ipswich	CODI
Queensland	Logan	Karakan Ltd
South Australia	Adelaide	Tia International Aid
South Australia	Norwood, Payneham & St Peters	Dialysis Escape Line Australia
Victoria	Boroondara	Huntington's Victoria
Victoria	Boroondara	Kew Neighbourhood Learning Centre
Victoria	Casey	Merinda Park Learning and Community Centre
Victoria	Darebin	YMCA Victoria
Victoria	Glen Eira	E.W.Tipping Foundation
Victoria	Maribyrnong	Western Edge Youth Arts
Victoria	Maroondah	Anchor Inc
Victoria	Melbourne	Emerging Writers Festival

BOARD VACANCIES (cont)

State/territory	Local government area	Organisation
Victoria	Melbourne	Seniors Rights Victoria
Victoria	Moonee Valley	Wingate Avenue Community Centre
Victoria	Not stated	Cambodian Kids Can
Victoria	Not stated	Pines Learning
Victoria	Not stated	The Welcome Group Inc
Victoria	Port Phillip	Bubup Womindjeka Family & Children's Centre
Victoria	Stonnington	Pets Haven Foundation
Victoria	Wyndham	Western Melbourne Catchments Network
Victoria	Yarra	Carringbush Adult Education
Victoria	Yarra	Domestic Violence Resource Centre Victoria
Victoria	Yarra	Minus18 Foundation Incorporated
WA	Not stated	Kissabilities Inc
WA	Not stated	Linkwest
WA	Stirling	Stirling Business Enterprise Centre Inc
WA	Town of Victoria Park	Hockey WA

GOOD MOVES: Not-for-profit jobs

If you need to fill a community or non-profit sector role, you need to consider listing your job in Good Moves. For just \$30, your opportunity will be seen online and in print by tens of thousands of Our Community members and supporters and, quite likely, the right person for the job. Post a vacancy [here](#).

[NSW](#)

NSW Manager, Australian Environmental Grantmakers Network

Director, Mimi Ngurrdalingu Aboriginal Coporation

Operations and Outreach Manager, Australian Environmental Grantmakers Network

Giving Green Manager, Australian Environmental Grantmakers Network

[Victoria](#)

Communications Coordinator, Women's Health Grampians

Training Officer – Health Counsellor – Youth Welfare (employer not specified)

Community and Economic Development Project Coordinator, Hepburn Shire Council

BOARD BUILDER CONFERENCE 2015

Refreshing Boards:

Refreshing knowledge; refreshing board and staff relationships

Monday 23 February, 2015

9.30 am–4.20 pm

Moonee Ponds, Melbourne

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