



Our Community Matters



Classification system will offer new social change insights*

Our Community is determined to play a part in the movement towards smarter, more evidence-based community practice. In fact, we want to see the movement become a stampede!

Social change taxonomy

To this end, we've spent the past eight months adapting an international social change taxonomy (classification dictionary) for use across our platforms, including [GiveNow](#) and [SmartyGrants](#).

Our taxonomy (adapted from the [Philanthropy Classification System](#) developed by the American Foundation Center) provides a common language

for social change programs, projects and organisations. The goal is to get us all speaking this same language, which will provide enormous opportunities for collating and comparing data, with a view to extracting insights that will help improve social change work in the future.

And because the taxonomy is all about naming and classifying things, we've given the taxonomy itself a name...

Meet CLASSIE

The taxonomy, which we've dubbed CLASSIE (Classification of Social Sector Initiatives & Entities), consists of terms that describe:

- **Organisations** (size, type, legal status, tax status,



charitable status, main areas of focus)

- **The type of work being done** (e.g. performing arts, biodiversity)
- **Who will (or may) benefit from that work** (e.g. gay men, seniors; the terms are not mutually exclusive).

Not-for-profits will start coming across these terms



and categories when applying for a grant using SmartyGrants, or when they use GiveNow to collect or make a donation, as well as in other interactions with Our Community websites and services. (It's painless, we promise.)

We'll add more categories of information over time, and the most ambitious (and important) of these will be an outcomes taxonomy. This means we want to create a shared language to use when describing the effect of your work.

Through this taxonomy (and associated functionality) we'll be providing opportunities to create shared understandings about what's being done to create social change in Australia, and – more importantly – what works and why. The more people and organisations who use this system, the more data will flow through the system, and the more opportunities there will be for knowledge-sharing and improvement.

Big data for good

We want to cut through the hyperbole surrounding “big data” and use it to better understand the stuff that really matters. Of course, we can't do any of that without you: the community groups and charities and other not-for-profits who are at the coalface, and the grantmakers and individual donors who provide the labour and funds that make the work possible.

Help sheets

To help prepare not-for-profit organisations for the important (actually, essential) role they will play in all of this, we've just released a new suite of help sheets.

The help sheets explain what is meant by terms such as *inputs*, *outputs*, *outcomes* and *impacts*, why they're so important to your organisation, and how to apply them when you are evaluating the work that you do (if you don't already).

The concepts described in the help sheets will form the basis of the outcomes taxonomy referred to earlier – we're still working on that bit. Categorising outcomes is a hard nut to crack, but it'll enable us to get at some real kernels of truth. How does singing in a choir change gay men's lives? How does tree-planting benefit the residents of aged care homes? How does tree-planting benefit gay male residents in particular? It's all about being able to slice and dice the data in any number of ways for greater understanding.

The evaluation help sheets are available free from www.ourcommunity.com.au/evaluation.

If you have any questions about the Our Community taxonomy project, please feel free to contact Kathy Richardson at kathyr@ourcommunity.com.au

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Great Grant: Sunsuper Dreams for a Better World

Sunsuper Dreams for a Better World is a grants program with a difference, using a combination of expert judges, video-making and public voting to select grant recipients.



Overview

Here's how it works:

- There are four rounds of Sunsuper Dreams for a Better World this year, and each round has a different focus. The focus of the current round is "health and people".
- Entrants choose a relevant round to submit their dream for a cause or charity they would like to help.
- At the end of each round, the judges choose three finalists.
- Each finalist's dream wins a \$5000 grant for their nominated cause.
- Sunsuper works with the three finalists to produce a short video about their cause, to help the public decide their favourite.
- The three finalists' videos

are posted on the Dreams for a Better World website for public voting.

- The dream with the most valid public votes at the end of the round wins another \$5000 grant for their cause.
- The winner of each round goes on to the annual awards event, where the grand final winner is announced.

Applications for the current round, "health and people", close on Sunday May 1. "Sport and education" and "community and animals" rounds are coming up later in the year.

Eligible dreams

To qualify, your dream must:

- Benefit a registered community cause, charity

group or not-for-profit organisation (and not an individual)

- Be based in Australia and for an Australian based cause
- Be able to be undertaken in the next 12 months
- Fit with the quarterly round theme.

More information

For more information, including details of how to apply, visit Australia's best grants and fundraising hub: www.fundingcentre.com.au/grant/G05982 (log-in required). And be sure to watch [this video](#) for tips on how to drum up votes if your entry is selected as a finalist.

Memo to Australia's mayors



BY DENIS MORIARTY,
GROUP MANAGING DIRECTOR, OUR COMMUNITY

I was asked last week to go visit the mayor of my local council, because I'd been whingeing about the local park (democracy in action). The talk moved around to community and what he could do to help the community groups that were doing so much good work but were being driven to the edge by rising costs, increased demands, burn-out and funding cuts.

Everyone's in favour of "community", provided that it's not defined so tightly as to mean anything in particular, or to suggest that anybody actually needs to do anything. For governments, "community" is a bit like "the environment" – an area of outstanding natural beauty where you can dump those of your responsibilities you still pay lip service to but don't want to fund any more. Like the environment, too, it has its limit on how long you can treat it like crap before it catches up with you.

I pointed out to the mayor that six in 10 Australians belong to one of Australia's 600,000 not-for-profit groups, and that one in 10 of us are on the board. I reminded him of the health benefits of feeling connected, and the social risks of slipping out of touch.

I told him how at the age of 75, my mother had joined what I perceived to be a shitty little elderly citizens club and been returned to life, leaving

her irritable suspicions behind her for cheerful participation in pursuits with her new friends. We look for meaning in our associations with others, and this tiny group had changed her life – and that of our family.

"Ah, yes," the mayor said. "We have a community engagement officer for that."

The mayor intuitively knew the truth of what I was saying, but he hadn't really worked out what that meant for his city. Perhaps, I challenged him, he should be talking a little less about the abstract notion of community, and doing a little more about it as a practical proposition. Did he know, for example, how many community groups there were in his city? He ought to. He didn't.

Every mayor in Australia, and every councillor, should have that number on the tip of their tongue, and it should be promoted on billboards along the highways and roads and railways into our cities and towns. That number represents the threads that make up the social fabric of that community. "Number of community groups in the local government area" should be one of the mayor's key performance indicators – one of the numbers that drive the council's policies and programs, along with population increases, operating income and capital expenditure.

"Community" is not something insubstantial or airy-fairy, like being a Facebook friend. Being part of a community is knowing that someone's

got your back, knowing that there's a place where you fit. Your acquaintances are the people you want to impress; your community is the people you want to be proud of you. It's the groups that coordinate foster care and netball; it's the people who sell cakes outside the library to raise money to buy a new minibus for the aged care centre.

Back there on the African plains, we huddled in little groups of 20 or 40 for mutual support against the terrifying darkness, and 10,000 generations later we still know what we like.

Community goes all the way down. Community enables politics, not the other way round. Community groups generate the trust and responsibility that allows our society – and our economy – to function. And community takes work. It doesn't rub off on you just because you live in a particular city or suburb or town or street, not any more. It doesn't just happen, not in cities that count their residents by the million. It has to be organised – that's why we have 600,000 groups – and it needs to be supported. Any nation, or state, or municipality that isn't putting back in to support Australian community groups is a parasite on the body of our society.

Ten things your mayor and councillors should know about community groups

- 1.** Most charities are small – but they still do good.
“Around two thirds of Australia's charities are small... Among small charities that reported any income, more than half reported less than \$50,000 (54.2%).” [\(Source\)](#)
- 2.** Most community groups aren't charities – but they still do enormous good.
Of Australia's 600,000 not-for-profits, about 53,000 are charities.
- 3.** More community groups go with better health.
“Controlling for your blood chemistry, age, gender, whether or not you jog, and for all other risk factors, your chances of dying over the course of the next year are cut in half by joining one group, and cut to a quarter by joining two groups.” [\(Source\)](#)
- 4.** More community groups go with less crime.
“A doubling in the rate of membership in community organisations has the potential to reduce violent crime by between one-fifth and one-third, and property crime by between one-twentieth and one-tenth.” [\(Source\)](#)
- 5.** Community groups are under pressure: volunteering is down.
“In 2014, volunteering rates declined for the first time since the ABS began national voluntary work surveys in 1995. Between 1995 and 2010, volunteering rates increased, reaching a peak of 36% in 2010, but in 2014, the proportion of people aged 18 years and over who were volunteering fell to 31%.” [\(Source\)](#)
- 6.** Community groups are under pressure: funding is harder to get.
“85% of respondents say it's becoming harder to find consistent and regular funding.” [\(Source\)](#)
- 7.** Community groups need encouragement.
- 8.** Community groups need support from local government – training seminars, capacity building, help with paperwork, expansion programs, small grants.
- 9.** Community groups need to take advantage of technology.
- 10.** Community groups need to open themselves up to diversity.

Blogs we love



Madlin Sudn Blog: How to illustrate difficult subjects and causes

“Images are an important part of web (and social media) content. But for many organisations, using images is problematic. There are thousands of charities that cover sensitive or difficult-to-illustrate causes. Many therefore don’t use images at all, which makes their message hard to engage with. This post focussing on websites looks at some ways around the problem.”

[Read more](#)



Philanthropy Front and Center: Five tips for building a strong events page

“Events are one of the best ways to engage your donors, meet and earn new supporters, and raise money. One of the most important aspects of any event is the registration process. How can you make it as easy as possible and ensure a smooth, frustration-free experience for people, maximizing sign-ups and ensuring almost everyone who visits your page actually buys a ticket?”

[Read more](#)



Nonprofit with Balls: Seven lessons nonprofits can learn from newborn babies

“Lesson 4: You are stronger than you think. Sure, babies may look weak and helpless, but they are surprisingly strong and resilient. Ours is already able to lift his head up and search around for his meal of breastmilk. Never let anyone tell you your org, board, or team is too small to do stuff.”

[Read more](#)

The buzz on social impact bonds



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

There's a newish kid on the investment block and they're creating quite a buzz – welcome to the world of social impact bonds. It's a topic I'm being asked about more frequently by not-for-profits, mainly by those looking for potential new sources of funding, but also by those who are considering investing in them.

Paying for success

Social impact bonds (or “pay for success” or “social innovation financing” bonds as they're also known) have been around for about 15 years – a relatively short time in investment terms, especially given the long-term nature of the social welfare programs they support.

In a nutshell, private investors pay for the upfront cost of social intervention programs, with the promise of a return on their investment from the savings achieved by government as a result of the successful delivery of the program.

Social impact bonds bring together:

- Governments – who are looking to access new sources of funding, with the added attraction of savings on delivering social services, and shifting investment risk away from themselves and to private investors
- Investors – generally these are socially responsible investors or those looking for a

way to help their local community. They take on the possibility of a reduced return in order to achieve their philanthropic or community based goals.

- Not-for-profits organisations – who can gain access to a new longer term funding model, thereby unlocking an additional source of income for their social programs and services.

As a nation, we face huge problems in the supply of social housing, pressures on our social services, homelessness, and an ageing population who will require greater levels of support and care in the years ahead. Social impact bonds provide an innovative way to deliver these services with, hopefully, improved societal outcomes, while helping to reduce the strain on already overstretched government budgets.

A new source of funding for not-for-profits?

Unfortunately, this is where reality kicks in: very few not-for-profits meet the eligibility criteria for social impact bond financing. The rules are complex, but in essence, your organisation needs to show a direct cost saving to government, one that is large enough to generate a return to those who have invested in the bond. It's this need to demonstrate a direct cash saving that makes only a few large, long-term social programs eligible for this sort of financing. ►

In addition, stringent and rigorous reporting requirements make most not-for-profits ineligible. The cost of measuring and reporting on a program's expected and actual outcomes are met by the not-for-profit, which has to decide what they should be measuring and how they should measure it. Data and the use of control groups may be required, and these tend to be expensive.

The jury is still out

Social impact bonds have a high feel-good factor, but it's too early to judge their performance. One thing we do know is that governments are looking to do more in this area, and the expansion of this type of investment would be likely to bring large scale changes in how governments around the world provide social services – from a pay-for-service approach to a pay-for-outcomes model.

It's a very exciting area to watch. Who knows what developments are around the corner and what the future might hold. Until next time.

Vanessa Nolan-Woods is General Manager of Social Impact Banking at the Commonwealth Bank, an Our Community partner.

The Benevolent Society – a social investment bond in action

The NSW government is currently backing two social impact bonds, one of which was launched by the Benevolent Society. The society's program aims to reduce the number of children in foster care through a range of initiatives, including the provision of support networks to help keep children at home and out of foster care.

The potential dollar savings to the government are significant – not only from the reduction in the number of children in care, but also in the potential reduction in additional services that may (or may not) be required down the track.

It's no small challenge to be able to demonstrate the success or otherwise of these programs. The entrenched nature of the social issues they are trying to address means it can take five to seven years, or even longer, to see whether a program is making a difference.

The Benevolent Society is due to report on its program in October this year, and there will no doubt be a lot of interest in the results from investors, governments around the world, and other potential social program providers.





Creating a website to whet the appetite: a how-to guide

Not-for-profit communications specialist Brett de Hoedt sees the websites of a lot of community groups – the good, the bad and the ugly. In a recent blog post, he offered up this advice on how to take the pain out of website development and create a site worth visiting.

Have you ever eaten at a new restaurant, found the service to be perfunctory, the food mediocre, the experience unmemorable, and then returned six months later to see if it had improved? Of course not. Who has time for that? It's the same with your website – it needs to impress people from the first visit.

Many not-for-profits are presenting themselves to the world with a website that is third rate. It is time for a dramatic upgrade, so do not waste your time and money by opting for a site that is somewhat better than your current site.

Don't kid yourself and tell the developer that you want a new site with some improvements and that you'll get around to the rest of it in a year or two. You won't. Your visitors need your site to be fantastic now. To make it so, you must:

- Be ambitious for your new site – it is your window to the world. Give it the time, money and attention it needs to be a knockout.
- Select your developer well. As with romantic relationships, your fate is predominantly in their hands.
- Dive into the digital world. There is no shortage of advice, information and reviews out there. Become an informed client to get the best result.
- Employ your website. Think carefully of the role your website fills, the tasks it can complete and the business objectives it can help you achieve.

How? Read on at Hootville: www.hootville.com/how-to-develop-a-website.

Facebook as an advocacy tool: what works

For not-for-profits, paying to boost or promote posts on Facebook can be an economical way to spread the word about your work, advocate for your cause, or issue a call to action to a targeted group of people beyond your existing circle of supporters.

When a sponsored post from Melbourne's Flemington Kensington Community Legal Centre popped up in our news feed last month, we asked CEO **Anthony Kelly** about its place in the centre's communications strategy.

Anthony, who are you aiming to reach via sponsored posts on Facebook?

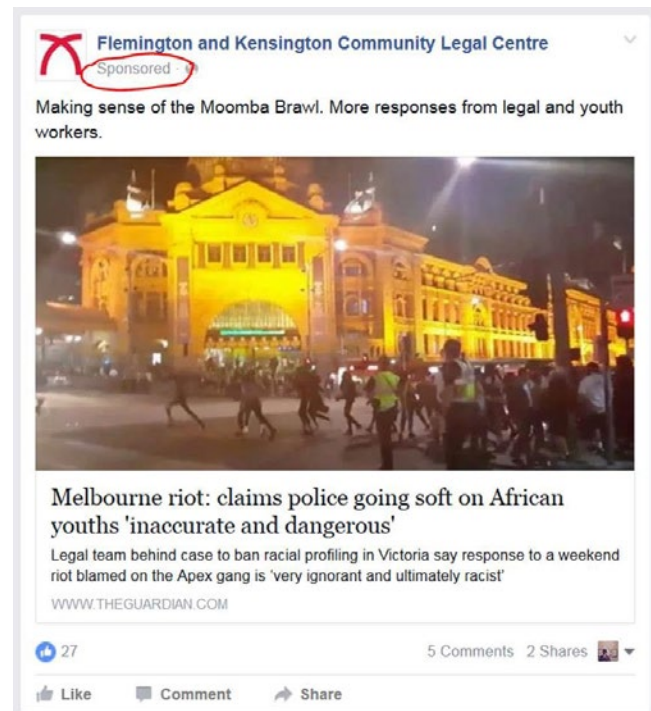
We are aiming to both inform and build our support base and slowly shift passive support to active support. We use "People who like your page and their friends" as our target setting.

As a small NGO, we have limited media reach and our budget is miniscule compared to that of the large institutions whose views we are often critiquing or countering. We have been slowly building up our support base for several years, acting as a credible, reliable and alternative voice in the police accountability and race discrimination "space".

Facebook is only one of our communication mediums; others include email lists, Twitter, and mainstream and specialist media. Facebook posts are a way of amplifying our communications and making sure they get to our support base, many of whom might not see an Age article, for instance.

What led to your decision to pay to promote or boost posts?

Our page has only 1500-plus "likes". If we don't sponsor a post, it may be seen by 67 to a few hundred people if we are lucky. Sponsorship boosts this to many thousands and adds to our "likes" each time. Our communication budget is miniscule but online messages can be more cost-effective than, say, a leaflet. We only sponsor some posts with particular important messages that are critical to our advocacy work



and it is never just Facebook. Other advocacy organisations with larger profiles and more "friendly" social change goals than ours may have a more active support base and receive more shares, engagement and likes – so they avoid the need to sponsor.

How effective have you found sponsored posts as a means of advocacy and raising awareness?

It increases feedback and engagement – other partner and friendly organisations see our work; community activists and leaders notice the messages and sometime share them; and we get anecdotal face-to-face feedback that people have seen our messages. When we ask people to "act" on a post – as in an online petition – take-up and sharing are good. For the post about the Moomba brawl [pictured], we spent \$40 and our message was seen by more than 8000 people who wouldn't have seen it otherwise. That's good for us but how that translates into positive engagement, support and influence is very hard to quantify. I would recommend very selective and infrequent sponsored posts for key messages and asks that will build up your online profile and influence overtime.

Fairer super for all

HESTA's submission to a Senate inquiry into the economic security of women in retirement stresses that the gender wage gap is the main reason why women retire with less superannuation than men.

"The gap in super savings that women experience is not due to the choices they make – the main causes are the gender pay gap that sees women earning less than their male counterparts and unpaid time out of the workforce," says HESTA CEO Debby Blakey.

The vast majority of HESTA's more than 800,000 members are women working in health and community services, where the gender pay gap is 27.7%, according to figures from the Workplace Gender Equality Agency.

Three recommendations underpin HESTA's Senate inquiry submission:

1. Remove the \$450 monthly super threshold

The successful introduction of *SuperStream*, which simplifies and removes the admin burden on businesses, means employers can now make contributions more easily.

HESTA believes all employees should be eligible for guaranteed super contributions, including those who earn less than \$450 a month.

This is particularly vital for nurses and others in care-giving professions, many of whom undertake shift work across multiple employers.

Consider a nurse who returns to work following the birth of a child and takes irregular shift work across three healthcare providers. In one month, she earns:

- \$360 from a pathology lab drawing blood samples
- \$420 from a casual night shift at a hospital

- \$445 teaching first aid at a GP practice

Her gross pay for the month is \$1,225, but her mandated super guarantee contribution is zero, because she earns less than the threshold from each individual employer.

SuperStream makes it easy for employers to make contributions, so anyone working, no matter what they earn, should be eligible.

2. Retain the low income super contribution

HESTA is urging the government to abolish plans to discontinue the low income superannuation contribution (LISC) in 2017.

If it is removed, 3.6 million Australians, including more than 2.1 million women, will pay the same tax rate on their super contributions as they pay on their wages, and in some cases a higher rate.

3. Value unpaid caring roles

HESTA believes Australia can learn from the many overseas countries where unpaid caring roles are recognised and remunerated.

Many European and South American countries have systems that ensure women receive a pension voucher or benefit for time taken off work to raise children or care for the elderly.

HESTA's submission points to the success of Chile and says a similar system could be adopted here in Australia.

Dignity in retirement

The adoption of all these recommendations would help ensure all Australians could afford a dignified retirement.

To read more, visit www.hesta.com.au.

HESTA is an Our Community partner.

Your two-minute NFP news digest

Thanks, Rosie Batty

“Recommendation 29: The Victorian Government, on the basis of demand forecasting, provide sufficient funds to specialist family violence services and Integrated Family Services to allow them to support people referred by a Support and Safety Hub, maintain their safety and help them until their situation has stabilised and they have the support necessary to rebuild and recover from family violence [by 1 July 2018].” Royal Commission into Family Violence: Summary & Recommendations

The Victorian government has indicated it will implement all 227 recommendations of the Royal Commission into Family Violence, which tabled its report in the Victorian parliament last week. [Read the report](#)

Minister plays catch-up

“It is intended that the ACNC will have a renewed focus on working with charities to help them to become more effective, and helping them to improve their governance.”

Christan Porter

The Federal Minister for Social Services announces that the Australian Charities and Not-for-profits Commission will not be disbanded after all.

[Full story](#)

ACNC axe falls

“We have revoked the registrations of these charities. As such, their profiles on the public Charity Register will clearly display their revoked status. The ATO has been notified to remove their Commonwealth charity tax concessions.” Susan Pascoe

The ACNC commissioner says 1269 charities failed to submit outstanding annual information statements despite being sent multiple reminders and warnings, and they have had their charity status revoked. Another 1162 charities that received final notices have since submitted their statements and saved their charity status. For the most recent information on the status of a specific charity, search the register [here](#).

Toxicity leads to soul shrinkage

“I have seen a shrinking of the Australian soul, and I do attribute it to leadership.” Tim Costello

The CEO of World Vision tells Channel Nine’s *The Conversation* that political leaders are to blame for what he calls the “toxic” nature of debate over asylum seekers arriving in Australia by boat, and the subsequent “shrinking of the Australian soul”. [Watch the episode](#)



Like?

“We are inspired by how many people use Facebook to improve the lives of others and help their communities, and we are committed to helping people do more good through Facebook.”

Facebook statement

Facebook launches **nonprofits.fb.com**, a new website for not-for-profits. The new functionality is intended to make fundraising and connecting with donors easier.

By the numbers

“So, to answer the question – are there too many charities in Australia? In my view, we can only say yes to that when we are confident that we are efficiently and effectively meeting all community needs not covered by government in every part of this vast continent.” Susan Pascoe

The ACNC Commissioner says that on a number-of-charities-per-head-of-population basis, Australia actually has fewer charities per person than the USA, Canada, England, Wales, Scotland and New Zealand.

Full story

Red tape

“Overwhelmingly, fundraising is the source of the greatest amount of regulatory burden for charitable organisations... the annual regulatory burden associated with fundraising regulations is estimated at approximately \$13.3 million per year across the sector.” Deloitte Access Economics

A new report for the ACNC, *Cutting Red Tape*, has found that transferring state and territory responsibilities for charity regulation to the ACNC could save charities nearly \$30 million.

Read the report

UK charities gagged

“It seems obvious that an effective Government would want to know from [charities] how policy and provision can be improved, regardless of whether or not the charity is receiving any state funding.”

Fiona Wallace

In a scenario familiar to Australians, the UK government has **announced** that a new clause to be added to grant agreements means no proportion of a grant awarded to a charity can be used for lobbying government or parliament. Fiona Wallace from consultancy firm NFP Synergy **examines** why it's such a bad idea.

CEO acts on CO₂

“Becoming carbon neutral makes sense for our organisation; we have a strong moral compass and research tells us that climate change will most affect people in our client base – the elderly, socially disadvantaged and people on lower incomes.”

Simon Schrapel

The CEO of the Adelaide-based Uniting Communities explains the background to his organisation's achievement in becoming the first South Australian organisation and the first registered charity in Australia to receive certification under the federal government's Carbon Neutral Program. **Full story**

Unblocking the data pipe

“We need to talk more about who is doing what and what the successes are. We need to create pipelines of success. Either we continue to work in a piecemeal fashion or we create these pipelines and start to see the changes in people’s lives that we all want to see.” Sean Barrett

The head of the Origin Foundation says greater sharing of information between funders is important if they are to increase their impact. Barrett is quoted in a new Foundation Center report that examines the flow of funds from American philanthropists to Australian causes.

[Read the report](#)

Religion: Jedi

“Contenders for the most ‘interesting’ case of 2015 included disputes about whether the NZ Jedi Society qualified as a religious charity (case 2.1.5); whether a UK gun club was charitable (case 2.1.1); and the prosecution of a Singaporean mega-church pastor following misdirection of at least \$24 million to support the pop singing career of his wife (case 2.7.3).”

The *Australian Nonprofit Sector Legal and Accounting Almanac* summarises cases involving nonprofit organisations in Australia and overseas. The latest edition is out now.

[Read the almanac](#)

The gender gap

“Female Australian taxpayers who claimed donations to DGRs gave approximately 0.38% of their taxable income compared to 0.34% for Australian males.” *Tax Deductible Giving in 2013–14*

A new analysis of tax office figures by the Australian Centre for Philanthropy and Nonprofit Studies slices and dices charitable donations by gender, state, postcode and more.

[Read the report](#)

It’s a small world after all

“I’ve been sent herbs and a piece of wedding cake from Cyprus, which was very nice.”

Toby Little

The eight-year old boy from Sheffield, UK, nominates some highlights of his three-year mission to write a letter to every country in the world. “Writing these letters has made me realise that the world isn't actually all that big,” he said. **[Full story](#)**

Compliance

WA community groups gear up for new Act

Community groups in Western Australia face significant changes on July 1 with the commencement of the Associations Incorporation Act 2015, which replaces the 1987 Act. New resources from the WA Department of Commerce are designed to help associations and clubs understand their obligations under the new legislation.

Download the Transition Pack for a summary of the changes and what they mean for your WA organisation: **www.commerce.wa.gov.au/sites/default/files/atoms/files/assoctranspack1.pdf**

Our new look: your feedback

LAST ISSUE, WE UNVEILED A NEW DESIGN FOR THIS NEWSLETTER. WE ASKED FOR YOUR FEEDBACK, AND YOU TOLD US WHAT YOU THOUGHT.

“Just wanted to let you know that the new look is fantastic. Some great articles in this edition and what a great note to end on – the very funny tongue-in-cheek “horror”scopes! Well done!!!”

“I feel horoscopes are an unnecessary addition.”

“This is an awesome newsletter – bravo!!!”

“Excellent production, and easy read.”


“Yep, totally digging the new look and the same fantastic content guys – keep up the great work, I always look forward to each edition!”

“Wow, I love the new look and have just read start to end (while ignoring the work I should be doing!). My son finished school last year so I’m at a loose end now, I think I spent more time at school than him sometimes. The ideas and vacancies in the newsletter are helping me find my new direction.”

“I have always regularly received communications from Our Community. Edition 1, 2016 is the best communication ever and I have appreciated the informative and current resources, and updates over the years.”

“Thank you for the new edition. I liked the new layout which made it easier to read. However, I was disappointed with the reference to Scout leaders in the tongue-in-cheek horoscope for Virgo. Like all organisations Scouts has experienced problems over the years but it has a very strong zero tolerance approach to fraud and child safety matters.”

“I just had a read of your newsletter; didn’t realise it was so long and consequently could not finish reading it all unfortunately. The articles are good and relevant; however, some articles are a bit too long for us time-poor managers. Also, there doesn’t seem to be anything about other states, only Victoria. Is there an equivalent for us here in NSW?”





“I missed the ‘contents’ that used to be provided in the email or at the start of the newsletter itself. I realise that ideally you’d like everyone to read the newsletter in its entirety, but for those of us who have lots to deal with, it was a handy reference which allowed me to decide if there was an article that was highly relevant or of particular interest. Also, three columns is a bit harder to read in an electronic format due to zooming.”

“I like the new look and feel of your e-magazine too – but I would like to suggest the inclusion of a contents navigation so it’s easier to identify the articles you want to read. At 29 pages, it’s a very big (and long-scroll) publication, which I doubt everyone who receives it has time to read. I think listing the articles with direct links to them will help keep your readers... because what you do is great.”

“I found the document very hard to read on the computer with three columns there is no continuity as the page has to be slid up and down constantly. I guess it is possible to print it off but what about conserving resources. With what small amount I did read it appears to be overtly political and that does not appeal to me. Sorry but you did ask for comments and opinion. [Later]: Thank you for your reply, I do have to admit when I opened it on a different computer it did open up properly.”

“Looks great, just a bit hard to read on screen using columns.”

“I love your newsletter, but I am sorry to be a killjoy. Please tell me how ‘what’s in your stars’ has to do with running a charity or not-for-profit organisation. I can only imagine what would happen if prayers or Christian prophecy was written in your newsletter. If it is secular, keep it secular. Horoscopes are spiritual and thank you but no.”

You asked for it, we’ve done it (or not)

- We've tweaked the design to require less scrolling. You'll find fewer articles laid out across three columns. But if the columns are still a problem on your screen, here's a tip: go to View > Zoom > Reflow and the text will rearrange itself into a single column. It's not pretty but it works. To return to normal view, click Reflow again.
- Like Arnie, the table of contents is back (see [page 2](#)).
- The horoscopes will continue to make an annual appearance. We're stubborn that way.
- We've made it shorter. This issue is only 25 pages, compared to the previous issue's 29 pages.

We're listening

We love reading readers' comments and suggestions, even when we don't agree with them. We're open to ideas on what you'd like to read about in *Our Community Matters* (unless it involves meal replacement shakes, flat-earth theories or Donald Trump). To get in touch, email the editor, Kerryn Burgess, at editor@ourcommunity.com.au.

Communities in Control

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APRIL

Adopt a Greyhound month

Many greyhounds are bred for racing, but if a greyhound is not profitable it is likely to be killed. Greyhounds need little exercise, making them suitable as pets even for apartment dwellers.

[Details](#)



APRIL

Supermarket free month

Go Supermarket free this April to support local businesses, farmers and suppliers. Improve your carbon footprint by purchasing a higher percentage of local foods that haven't been transported all around the country.

[Details](#)



APRIL 8–17

National Youth Week

National Youth Week is an annual celebration of young people aged 12 to 25. It encourages youths to share ideas, attend events, discuss youth issues, showcase their talents and have fun.

[Details](#)



APRIL 13

Youth Homelessness Matters Day

Youth homelessness affects most people, whether it's a parent who lets their child's friend crash on the couch for a couple of nights or an aunty who hears of her niece being kicked out of home.

[Details](#)

APRIL 22–30

Passover

Probably the best known Jewish holiday, Passover commemorates the story of the exodus, in which the Israelites were freed from Egyptian slavery.

[Details](#)

APRIL 25–29

Festival of Community Directors

The Institute of Community Directors Australia presents the inaugural Festival of Community Directors, a week of celebration and education for community directors across Australia.

[Details](#)

MAY 4

International Respect for Chickens Day

A day to celebrate chickens throughout the world and protest against the bleakness of their lives in farming operations. It's no yolk.

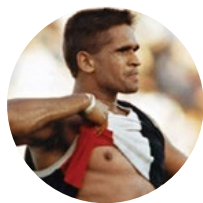
[Details](#)

MAY 1–7

National Family Day Care Week

A week to recognise and promote the important role family day care educators and services play in the development and wellbeing of more than 200,000 children across Australia.

[Details](#)



MAY 6

Sports without Borders Summit

This annual summit brings together sportspeople, club officials, volunteers, policymakers, funders, peak bodies, and sports administrators to make sport inclusive and to progress more socially just and vibrant communities.

[Details](#)



MAY 9–15

National Volunteer Week

The largest celebration of volunteers and volunteerism in Australia provides an opportunity to highlight the role of volunteers in our communities and to say thank you to the more than 6 million Australians who volunteer.

[Details](#)



MAY 22–28

National Palliative Care Week

Australians don't like to talk about death and dying – it's one of the last taboos. But death happens to us all, and we need to plan and prepare for it. Palliative Care Australia encourages Australians to talk about death. It won't kill you.

[Details](#)



MAY 27–JUNE 3

National Reconciliation Week

A time for all Australians to learn about our shared histories and cultures. The dates mark reconciliation milestones – the anniversaries of the 1967 referendum and the Mabo decision.

[Details](#)



Upskill

Diploma of Business (Governance)

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

Sydney	11 April	Cairns	23 May	Melbourne	5 Sept	Sydney	31 October
Canberra	2 May	Brisbane	30 May	Perth	12 Sept	Melbourne	7 Nov
Hobart	9 May	Adelaide	8 June	Canberra	3 October		
Darwin	16 May	Sydney	14 June	Brisbane	17 October		
Melbourne	23 May	Perth	20 June	Darwin	24 October		

WTF? Where’s the funding?

This half-day course will help you develop a practical, workable, integrated, sustainable funding strategy for your organisation. Learn how to expand your funding efforts into areas such as donations, partnerships, alumni/membership and special events and build a more sustainable future for your organisation. This training runs from 9.30am to 1pm, so you have the option of enrolling in “How to win grants and influence people” for the afternoon of the same day. [Register here](#).

Melbourne 6 May

How to win grants and influence people

There’s more to winning grants than filling in a form and waiting for the money to roll in. This half-day course will teach you how develop processes that will make finding and winning grants quicker, easier and more effective for your organisation. It runs from 1.30pm to 4.30pm. Bonus: You could also enrol in “WTF? Where's the Funding?” for the morning of the same day. [Register here](#).

Sydney	5 February	Brisbane	12 February
Melbourne	12 February	Perth	19 February

Meetings and minutes masterclass

Time: it's the scarce resource that every overworked not-for-profit board member wants more of. Yet most of us are still meeting monthly, often after-hours, for way too long, and relying on minutes that don't tell us what we need to know. It doesn't have to be like this. We owe it to our organisations (and our bursting schedules) to find a better way. Join our expert trainers for an interactive masterclass on running better meetings and taking better minutes. [Enrol here](#).

Sydney	27 April	Melbourne	28 April
Brisbane	27 April		



Professional development opportunities

Conference: alcohol and other drugs

NADA, the New South Wales-based Network of Alcohol and Other Drugs Agencies, is holding a conference in Sydney on Monday June 6 and Tuesday June 7. "Integrated care: working together to respond to complexity" is one of the themes. More information: <http://nadaconference.org.au>.

Make tracks to Oodnadatta

The outback South Australian town of Oodnadatta is calling for Aboriginal and Torres Strait Island volunteers to join a 10-week volunteer project in July. Airfares, accommodation and a modest allowance will be provided to the successful applicants, who will undertake work with the community council, at the primary school and with elders in the town. Applications close very soon – Sunday April 10. More information: <http://bit.ly/1lgQpU5>

Women in politics

The Melbourne School of Government's **Pathways to Politics Program for Women** is a non-partisan initiative designed to redress the continued under-representation of women in Australian politics.

The program will provide a select group of female University of Melbourne students and alumni with support and encouragement to aspire to elected office at local, state and national levels.

Funded by the **Trawalla Foundation** and modelled on the Harvard Kennedy School program "**From Harvard Square to the Oval Office**", this executive training program will feature guest presenters from across the political spectrum, including politicians (both sitting and retired), pollsters, public speaking professionals, campaign strategists, advisors, consultants and public policy experts, as well as leading figures in Australian political and public life.

The program will accept up to 25 participants selected on a competitive basis. To be eligible to apply you must have completed:

- an undergraduate degree at any university, and be currently enrolled in a masters or doctoral degree at the University of Melbourne; or
- an undergraduate, honours, masters or doctoral degree at the University of Melbourne.

For more information, visit www.government.unimelb.edu.au/study/pathways-to-politics-for-women Applications close on Monday April 11.

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Board Matching Service

The board vacancies below are just a small sample of what's currently listed on the Institute of Community Directors Australia website: www.communitydirectors.com.au/icda/board.

Australian Capital Territory

Multiple board roles, Cystic Fibrosis ACT

Cystic Fibrosis ACT is the peak community organisation working in the ACT with and for people with cystic fibrosis, their families and carers. It seeks board members with skills in governance, risk management and income generation.

New South Wales

Treasurer, Easy Care Gardening Inc

The organisation is a volunteer-based not-for-profit, providing gardening and lawnmowing services to the elderly, frail and people with disabilities in Ryde, Hunters Hill, Kuringai and Hornsby local government areas. About 500 volunteers service over 1200 properties.

Queensland

Treasurer, Hepatitis Queensland

Hepatitis Queensland is a community based incorporated association that recognises the diversity of, and represents the interests of, people affected by or at risk of viral hepatitis.

South Australia

Chair and treasurer, Women in Innovation SA

Women in Innovation SA is a community of volunteer professionals passionate about innovation and technology striving to support and elevate South Australia's innovative women.

Tasmania

Treasurer and board member, All Round Health and Community Care

Services offered by All Round Health and Community Care include a healthy living program and psychotherapy.

Victoria

Various board roles, Edible Harvest Out West

The organisation seeks enthusiastic and committed people to help establish a permanent community garden in the Caroline Springs and Taylors Hill area. Skills in advocacy, administration, management, fundraising, information technology or marketing, or a desire to learn them, are required.

Western Australia

Treasurer, KIDS Open Learning School

KIDS is a small independent, alternative school in the heart of Maylands for students aged from kindergarten to 18+ years. It is small by design so that everybody know everybody and the school maintains a sense of community.

Advertise a board vacancy

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



Good moves: Not-for-profit jobs

Business development manager, Path 2 Change, Wallsend, NSW

The role

Path 2 Change has a unique opportunity for a business development manager who has experience in fundraising, philanthropic support, marketing principles and practice as well as business development experience, to contribute to developing and taking the organisation forward. The business development manager will:

- prepare and write submissions and proposals to secure funding from tenders, grants and EOI's
- develop a funding plan which include fundraising, donations and crowd funding strategies and develop plans which will raise the profile of the organisation and expand fundraising and other external funding income streams
- develop clearly articulated strategic approaches to corporate partnerships and establish and maintain strong relationships with government, community and other relevant agencies
- work with the executive manager to recommend new funding streams and partnership functionality or improvements that could yield further business growth that align with the Strategic and Marketing objectives of the organisation.

Contact

Please email Ms Jennifer O'Sullivan (jenosullivan@p2c.org.au) for a full position description. Applications that do not address the essential criteria will not be considered. Applications close on Friday April 8. www.path2change.org.au

Registrar, Bubup Womindjeka Family and Children's Centre, Port Melbourne, VIC

Bubup Womindjeka Family and Children's Centre is a community-run centre providing a range of early childhood and family services, including childcare, sessional kindergarten, and maternal and child health. It also provides consulting space for allied health professionals, along with facilities for new parent groups, playgroups and other community groups.

The role

Reporting to the director of education and working in close collaboration with the management team, educators and facility staff, the registrar is responsible for managing the rostering, enrolments and occupancy of the Early Years Program and sessional kindergarten, as well as accurate and timely entry of the accounts payable and funding systems for the organisation. In addition, this role has overall accountability for ensuring that the centre's occupancy is maximised, together with maintaining all relevant records and online systems to provide high quality and efficient services to both internal and external clients.

Contact

To apply for this position, email applymel@shk.com.au quoting JO-1603-21534, or for more information please contact Susan Higgins on (03) 8620 8038. www.bwfcc.org.au

Assistant coordinator, The Way Community, Fitzroy, VIC

The role

This is predominantly an administration role, with minor case work under the direction of and reporting to the coordinator. Duties include grant application writing, working towards and ►



maintaining accreditation, updating policies, maintaining and improving filing systems, assisting with the intake and exit of residents, and liaising with health and community services to assist with care planning for residents.

Contact

To apply, please email your resume and cover Letter to thewaycommunity1@gmail.com. Address your application to Jill Sealey, coordinator. www.thewaycommunity.com.au

Manager, Alamein Neighbourhood & Learning Centre Inc.

The role

We are looking for a manager to manage the day-to-day operation of the ANLC, its staff, tutors and volunteers, and to effectively maintain community development, planning, administration and promotion of the centre in accordance with its mission and vision. To manage our community house in Ashburton, you will be an experienced and confident leader. An ability to work cooperatively with a multidisciplinary team of staff and volunteers is essential. Experience in community development, community adult education, corporate governance or related fields will be highly regarded. The role requires proven people and financial/budget management expertise, including experience in developing funding submissions and reporting to boards/committees.

Contact

For a position description please phone (03) 9885 9401 or email execofficer@alameinnlc.com.au. Applications should be marked "confidential" and sent to Rob Read, Manager, Alamein Neighbourhood & Learning Centre Inc., P.O. Box 122, Ashburton 3147. Applications close on May 4.

Finance and Business Manager, Extended Families Australia

Extended Families Australia facilitates positive connections between people within a community to provide support to children with disabilities and their families. Extended Families seeks to widen social networks, empower individuals, promote inclusion and strengthen the bonds people have within their local area. Children and families who are supported by Extended Families have access to a number of flexible support options founded upon volunteering models including individualised volunteer matching for social, recreational and respite support, supported play groups, friendship groups and social events.

The role

This new position has been created to drive financial and commercial efficiency in Extended Families and to lead the financial preparation for the transition to the National Disability Insurance Scheme. Responsibilities include budgeting, financial analysis and reporting, reviewing business processes and supervision of staff.

Contact

For a job description and selection criteria, visit www.extendedfamilies.org.au. Contact Ms Julie Langdon, (03) 9355 8848, ceo@extendedfamilies.org.au; Bell St, Coburg.

Browse all job vacancies here: www.ourcommunity.com.au/jobs/list_all_jobs.form.

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: www.ourcommunity.com.au/jobs/create_vacancy.form.

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