



# Our Community Matters



## Five roles every not-for-profit needs

BY ALEX MCMILLAN, BUZZ AMBASSADOR AND  
HEAD QUIZMASTER, OUR COMMUNITY

Google employs “Geniuses” instead of programmers, and I keep getting emails from a “Director of First Impressions” at my local gym (she is genuinely a great receptionist). The Our Community office boasts a “Chaos Controller” and a “Thinker-in-Residence”, and one of my friends, a full-time mum, refers to herself as “Household CEO”. It got me thinking about job titles in the not-for-profit world.

### “Chief Soothsayer” (Board Member)

Bonafide fortune tellers make the best board members. Their crystal balls swirl with experience gleaned from past mistakes, and their tea leaves are data in disguise. They know which fundraising waves are coming in, and when to start paddling. They can predict how fast the ice caps will melt and incorporate the numbers into the organisation’s risk management plan. They can foresee the public outcry that will follow a controversial social media post, and know exactly how to handle it. Always looking ahead, they’re the ones who will keep your organisation relevant and sustainable long into the future.

### “BFF” (Volunteer Manager)

These folks have an uncanny ability to recall information about you that you can’t remember ever sharing with them, and they consistently ask questions in a way that’s warm and caring out of all proportion to the amount of time you’ve spent with them. They might ask you how your move went last weekend, or whether that strange spotty rash you had has cleared up, or how much you still miss your pet pig, Fred, years after his untimely death in 2004. They answer the same dullard question 437 times a day, then happily ask, “Can I help you with anything else?” Supporters keep coming back for the “belonging” feeling that these folks create.

### “Charlotte” (Director of Development)

Particularly apt if your DD’s name is actually Charlotte, but I’m referring to the one from the much loved *Charlotte’s Web*. Unrelentingly positive, they respond to all concerns about unmet fundraising targets with an encouraging, “Chin up, chin up!”. Eager to form relationships with everyone they encounter, they build ►

networks like orb-weavers build webs. Make sure you treat them nicely, because they're the ones always telling the public how TERRIFIC and RADIANT your organisation is, saving you from the chopping block.

**"Head Inquisitor" (Chief Finance Officer)**

The majority of their contact with the rest of the office takes the form of questions: "Does anyone know who charged \$500 worth of clipboards to the Visa card?" and "Who spent \$3.50 at Bruce's Convenience last week?" (That was the CEO, who needed a Kit-Kat Chunky to get through the rest of the afternoon after Wednesday's fundraising strategy meeting). They are renowned for their scrupulousness and inscrutability.

**"eThrifter" (IT Officer)**

The main thing that differentiates a not-for-profit IT officer from their commercial counterpart is their ability to make 10-year-old technology function like 2017 technology. Like the hipster in the house down the street who is always behind on the rent but wears the latest specs and shoes, your IT officer has a talent for fashioning fully functioning websites, databases, CRMs and office networks from the smell of oily rags. Google would be lucky to have them.

*What's your favourite not-for-profit job title? Tell us by emailing [media@ourcommunity.com.au](mailto:media@ourcommunity.com.au) and we'll share the best responses on our [Facebook page](#).*

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# Great Grant: Community Heritage

***The Community Heritage Grants program, managed by the National Library of Australia, aims to preserve and provide access to locally held, nationally significant cultural heritage collections across Australia.***

## Overview

The grants are provided to assist with the preservation of locally owned but nationally significant collections of materials that are publicly accessible including artefacts, letters, diaries, maps, photographs, and audio visual material.

The types of projects supported include

- significance assessments of collections
- preservation needs assessments of collections
- conservation activities and collection management
- training workshops.

Not-for-profit community organisations such as historical societies, museums, public libraries, genealogical societies, religious groups, archives, galleries and Indigenous and migrant community groups can apply for funding of up to \$15,000.

## Criteria

Criteria for collection preservation projects include level of national significance, project feasibility, value for money, and benefit to the collection.

## Eligibility

Applications will be accepted from not-for-profit incorporated organisations that own or manage a collection of nationally significant material

that is accessible to the general public. Funded organisations must make their collections accessible for research, by appointment, via the Internet, or on temporary or permanent exhibition. For examples of *ineligible* projects, see the guidelines online.

## Deadline

5pm, Monday May 9.

## Our tip

First-time grant recipients will be invited to send one representative to the awards ceremony and a three-day preservation and collection management training workshop in Canberra on October 24–26. The grants program will arrange and meet the costs of travel and accommodation for the workshop.

## More information

Visit the Funding Centre (log-in required):  
[www.fundingcentre.com.au/grant/G00022](http://www.fundingcentre.com.au/grant/G00022).

## Facebook

The Funding Centre now has a Facebook page!  
Want to know what's happening in fundraising?

**Like our page,**  
***and stay in the know.***



**Funding Centre**  
Where not-for-profits go for money

# The personal is political



BY DENIS MORIARTY, GROUP MANAGING DIRECTOR, OUR COMMUNITY

At the forthcoming Communities in Control conference, Andrew Denton will deliver the 2017 Joan Kirner Social Justice Oration, in conversation with Virginia Trioli, on the topic of options at the end of life.

I couldn't be more pleased. It's exactly the kind of spearpoint discourse that the conference is about, and it will feed directly into the Victorian Parliament's consideration of a Bill on assisted dying later in the year.

I've already had some pushback, however, summed up in this email: "As you have Andrew Denton as a speaker, have you also asked someone against euthanasia to speak at the conference?"

It's a reasonable question, and it deserves an honest answer.

Our Community isn't a government agency like the ABC, or a charity like Greenpeace. We're a social enterprise – a business, but with values. We set it up that way specifically because we wanted to have the freedom to advocate for those values without fretting about whether we'd stepped over the line. As a business, all we have to worry about is government ministers telling us to stick to our knitting. And all we have to do there is point out that it's our knitting and we can make any flag we like out of it. Our Community doesn't have an ideology, but we're not neutral.

We're not trying to ram our opinions down anybody's throat, particularly not about something as sensitive as this. Families who find themselves stumbling through the painful last days of life of people they love deeply deserve reasoned and sympathetic discourse, not propaganda.

I know, because I've lived it. I believe that the personal is political, and that insights arise from the experiences of our lives rather than from abstract theories.

I have immense respect for Andrew's intellectual capacity. I have every expectation that Virginia will make sure he covers the tough questions sensitively. And there'll be questions from the audience – from you.

These are wickedly difficult issues, affecting us all. Many of us already know what it's like to negotiate the mazes of palliative care and medical futility. When my mother was running the final gauntlet I wanted to be able to do more, and to know more. Our Community is trying to open the issue up to the community so that people in this situation aren't left, as she was, with no good options.

In the end, it's about values. We want to be at the forefront of a progressive society – one with communities in control. Every year since we started the Communities in Control conference back in 2003, we've pushed the boundaries of civil sector discourse and given a hearing to alternative views, trying to reflect contemporary society in all its colour and diversity.

We bring in thought-provoking speakers, like Andrew and Virginia, and we challenge them. It's because we're not afraid to tackle the difficult issues that the Communities in Control movement is such a powerful annual thinkfest.

We want to move the debate forward. We've asked every Victorian parliamentarian to come along to take the community's pulse. You ought to be in the room.

**Communities in Control 2017** takes place in Melbourne on May 29–30.



# Communities in Control, May 29–30, Melbourne

## What makes healthy communities?

Green smoothies, activated almonds, meditation and losing six kilos won't hurt most of us, and might even do some good, but they're not the answer. Most of the things that affect our health don't originate in our own bodies and aren't under our immediate control.

What helps your health more is to be a citizen of a nation that has laws against poisoning the water and the air, where inequalities are smoothed out by wealth redistribution, where guns are kept under control, and where you can get access to health care without having to sell a child or a kidney. Politics matter.

Civil society matters even more. Community groups are the immune system of Australian

society, breaking down the toxins and preserving the health of the polity. Research shows that active community groups build trust between citizens – trust that supports public health, eases the path of commerce, lowers the crime rate, and makes traditional politics possible.

Trust builds health, anger diminishes it. Inequality corrodes trust, equality supports it. Participation promotes equality, cynicism and apathy undercut it. Every day community groups give a heart and a hand and a face to a society that would otherwise have no connection to the trials and triumphs of our everyday lives.

Again: what makes healthy communities? The answer lies in putting communities in control, and so we bring you:

## Communities in Control, The Conference

Here's a snapshot of just a few of the speakers guaranteed to inspire, provoke, recharge and change you:



### Andrew Denton, media innovator

Believes our right to ask for help at the end of our lives, when medicine can no longer help us, is fundamentally an issue of social justice



### Professor Amanda Sinclair, author, academic, leadership guru

Believes insights and evidence from meditative traditions, mindfulness and neuro-scientific research can enhance leadership in every sphere, from corporations to communities to government ►



### **Dr Rebecca Huntley, social researcher**

Believes Australians are more generous, progressive, alike and lucky than we think we are.



### **Professor Chris Sarra, educator; Indigenous Advisory Council member; ARL Commission director**

Believes having high expectations of relationships and of people is key to better educational outcomes



### **Richard Denniss**

Believes mangled economic language – “econobabble” – conceals important truths about economic, social and environmental issues

## And that's just day one!

To see the full program and to register, go to [www.communitiesincontrol.com.au](http://www.communitiesincontrol.com.au).

## Communities in Control, Melbourne, May 29–30

*“I would like to thank and congratulate you all on the fabulous Communities in Control Conference last week. I didn't know what to expect – two of my colleagues who attended last year said I would love it and indeed I did. I'm now a passionate advocate. I had attended many conferences in my previous life and your conference easily beats them.”*



# Conference wrap: The Trump effect on not-for-profits

BY MATTHEW SCHULZ, JOURNALIST, OUR COMMUNITY

*Even as the “Donald Trump effect” continues to sweep the world, not-for-profits are acutely aware they could be in for a rough ride following the election of the maverick ex-reality star.*

The Trump effect was a hot topic when not-for-profit board members gathered in Melbourne for the annual Board Builder conference last month to hone their skills, examine best practice, and network.

Hundreds witnessed the thought-provoking keynote by US data scientist Andrew Means about the role of data (see page 22), heard bracing presentations about what can go wrong on a board, and followed gritty discussions about staying in the black.

But perhaps the most engaging part of the day involved board members turning the microscope on themselves in a series of round-

table discussions designed to nut out problems facing boards – and delegates wasted no time in pointing the finger at the US president.

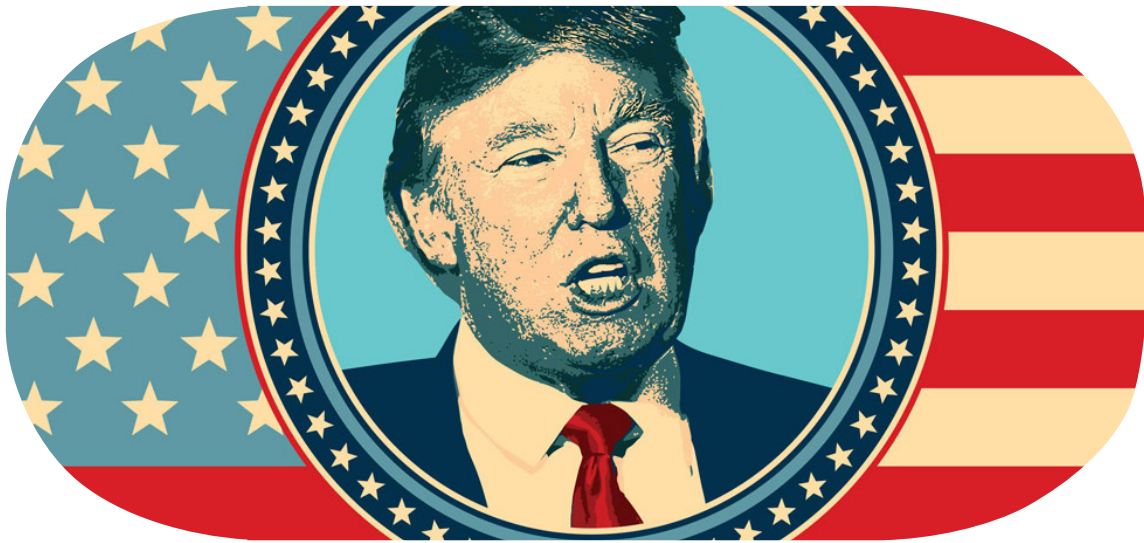
## **The Trump factor**

All agreed Trump represents a major shift in global politics from which Australia isn't immune.

“Trump is symbolic of the move to the right and towards a less sympathetic view about the disadvantaged,” said one delegate.

Another said Trump's views about women were discouraging, and that his election had also amplified the voices of people who are opposed to supporting refugees, people with disabilities, or other vulnerable people. They said Trump's inflammatory comments against those groups had encouraged an anti-welfare, anti-progressive agenda.

“As someone working in regulation, from what ►



I can see, shifts in the political landscape are a potential threat to some funding models,” another said.

### Adapt or perish

That sparked discussion about government funding challenges, including the impact of the National Disability Insurance Scheme (NDIS).

“As a result of the NDIS, mental health funding has halved, even though needs don’t change. It highlights the fact that you need to be aware of current policies and think about how you can prepare your organisation for changes,” one delegate said.

Heavy reliance on government money brings its own challenges: “There’s a continual challenge to maintain the independence of policy positions, program design and advocacy when you’re heavily reliant on government funding,” another attendee remarked.

“What are you prepared and not prepared to do for your funding?” a delegate asked.

Difficult headwinds — including increasing regulation and compliance requirements — prompted others to talk about the need to evolve.

As one delegate put it, “It means we need, in some way, to think like a business – in terms of innovating”, while another countered, “We don’t want to be another 7Eleven.”

Others pointed to the rewards of collaborating instead of competing with other groups.

And while mergers remain on the agenda for some groups, many have shifted focus to “staying small, and doing it well”.

*The annual Board Builder conference is staged by the **Institute of Community Directors Australia (ICDA)**, an Our Community Enterprise. ICDA is the best-practice network for members of Australian not-for-profit boards, committees and councils, and the senior staff who support them. Membership starts at \$65.*



# Blogs (and a video) we love



## **Causevox: How to pitch your nonprofit's fundraising campaign story to local news stations and newspapers**

“While your organization may be excited to tell the public about the latest donation you received or the next campaign you plan to launch, readers and viewers are more interested in hearing about people. When reaching out to media outlets, focus on a human-interest aspect of your story. Use your press release to tell reporters about someone who will benefit from that big donation or how your next campaign will affect the lives of a certain group of people.”

[Read more](#)

## **NFP Synergy: Digital basics for charities**

“Two key takeaways from a recent Google charity ‘brain-boggling’ day were that charities which accepted donations online could double in size, while those that are digitally mature are 28% more likely to report an increase in funding. It is hard to ignore statistics like these.”

[Read more](#)

## **All that we share**

Our shared experiences are more resonant than our perceived divisions, as this Danish video so powerfully shows.

[Watch now](#)



## **Techsoup: Make Sure Your Nonprofit's Communications Are Safe and Secure!**

“Nonprofits that work to fulfil missions centred on environmental conservation, refugee support, health care services, or similar activities can draw unwanted attention from criminals and governments alike, including those in their home countries. If you are concerned about who may be listening to your organisation's communications, there are steps you can take to make it harder to do so.”

[Read more](#) – and see also the link to our free, newly updated guide *Damn Good Advice on Cyber-Safety and Fraud Prevention* on page 18.

# Grants survey shock a wake-up call for not-for-profits

BY MATTHEW SCHULZ, JOURNALIST, OUR COMMUNITY

***You've got to be in it to win it, right? Wrong. And here's the proof.***

Billions of dollars in grants are disbursed in Australia each year, yet grantseekers are spending precious time applying for funding they'll never get.

New figures show at least 54% of applicants have pulled out of a grant application before finishing it.

And of those who've pulled the plug, 43% have done so after realising they were ineligible in the first place.

The finding comes from Our Community's latest Grants in Australia survey, the biggest of its type in Australia, which is currently being analysed by data scientist Joost van der Linden.

It reveals not-for-profit groups are effectively wasting millions of dollars worth of effort, simply by not applying for the right grants.

The 43% can be broken down into two groups: 16% who realised they didn't fit the eligibility requirements only after they'd started filling out the forms; and 27% who ditched their applications part-way after realising "the program wasn't right for us".

Not surprisingly, 38% cited "running out of time" as a reason for pulling out, and significant numbers found the application forms too hard (6%) or too long (4%).

"We couldn't see whole application form before commencing, then after spending a long time on it, discovered a reason we could not apply

towards the end of the process — a real time waste," one survey respondent said.

Anecdotal evidence indicates that in most cases, however, grantseekers have to accept most of the blame for not understanding the criteria.

Our Community recently heard from a suburban cricket coach stumped by an application.

The coach had tried to bowl a funder over with a well-wrought pitch for a sports grant, only to realise as he prepared to lodge the application that coaching wasn't eligible for funding. The money was earmarked only for infrastructure.

Institute of Community Directors Australia (ICDA) trainer Patrick Moriarty says the case is indicative of what he's been telling grantseeking students for years: that up to 30% apply for grants they don't qualify for.

"It's a bracing reminder that you've got to read the guidelines carefully, and if you're not sure, just pick up the phone or email the funder," he says.

"Less than one in 10 applicants even bother to make contact with grant providers before making applications, even when asked to ... but this is exactly the reason why they should."

Moreland City Council's community grants development officer, Holly Duckworth, backed the latest figures, saying up to half of all grant applications were ditched part way.

Of those, she estimated about 20% of applicants pulled out of the process because of ineligibility.

"In some cases I think people just hope for ►

the best, realising that it might not match the criteria, but they give it a go anyway.”

Others try a scattergun approach, Ms Duckworth said, applying for multiple grants with a cut-and-paste approach that’s unlikely to result in Funding.

“Don’t waste your time, speak to the grantmakers,” she said.

Ms Duckworth said “a five-minute phone call” to clarify criteria for a typical \$5000 grant was well worth the effort, pointing out a strong correlation between the community groups who call and those winning funds from the council’s \$750,000 annual pool.

“It’s a pretty good investment, isn’t it?”

Regional Arts Australia fund manager Mary Jane Warfield said 35% of grantseekers who began to apply to the fund’s community grants program failed to complete their applications, with a portion of those having failed to check the criteria.

“I believe the solution is two-fold: grantmakers need to make eligibility criteria really clear, and grant applicants need to read the guidance material before they apply,” she says.

Mr van der Linden continues to examine the survey data, but early results show grantseekers continue to highlight the same issues they’ve raised in previous annual surveys: lack of feedback from grantmakers, the shift to online forms, a growing number of smaller grants, fewer multi-year grants, slow processes and a desire for clear guidance from funders.

*If you want to improve your grantseeking, visit Our Community’s Funding Centre for training, books, information on the latest grants, and help sheets on making the most of grantseeking: [www.fundingcentre.com.au](http://www.fundingcentre.com.au).*

*Grantmakers should refer to the Australian Institute of Grants Management, which provides best-practice education, support, training, and service for government, philanthropic and corporate funders: [www.aigm.com.au](http://www.aigm.com.au).*

## WHAT MAKES HEALTHY COMMUNITIES?

*People Have the Power!*

MELBOURNE CONFERENCE: MAY 29-30, 2017



Join some of the brightest minds and thought leaders from around the globe, at the Communities in Control Conference

# Back to basics: 10 tips to keep your group compliant

*If you're on the board of a community group (or you might call it the committee), it's your responsibility to make sure your organisation is financially healthy and fulfilling its regulatory responsibilities. You can't delegate that responsibility to others, and closing your eyes and hoping for the best isn't going to cut it either.*

Here are 10 tips for keeping on top of it all.

- 1. Be wary of late reports.** The board must agree on how often it needs reports from the treasurer and insist that they're delivered on time. Late reports can be a sign of troubles (a failure of duties at its most benign; deliberate omission at the other end of the scale).
- 2. Watch the budget.** Your organisation should set a budget at the start of each year and the board should check in regularly (at least once a quarter) on how you're tracking. Any large variations in income or expenditure should be investigated immediately.
- 3. Check the bank accounts.** The board should request the tabling of a printout of the bank accounts (as they stand *today*) at each meeting. If the financial reports don't match the statements, it's time to ask some questions.
- 4. Two signatories, always.** No one person should have full control of money going out. Your rules should call for two signatures on cheques or internet banking payments for any amount above spare change.
- 5. Never, ever, ever sign a blank cheque.** This should go without saying but it still happens.
- 6. No double-handling.** Ensure the person who collects the money (membership fees, ticket sales, stall takings, donations) doesn't bank it.

Having two people's hands on every transaction helps to safeguard against leakage.

**7. Create an annual calendar.** Between keeping your insurance up to date, fulfilling your fundraising and annual return reporting obligations, notifying members of your AGM and holding the meeting – not to mention doing the actual thing that your group was formed to do – it can be hard to stay on top of things. Create an annual calendar of key dates for reporting and renewals and run through that month's list at each meeting to ensure you're on track.

**8. Assign responsibilities.** As responsibilities are assigned, note them in the minutes, then follow up at the next meeting to ensure what's been promised has been done.

**9. Ask lots of questions.** As a board member it's your responsibility to ensure you have all the information you need to make good decisions. Never shy away from asking questions. If someone evades answering, that's a reason to ask more questions.

**10. Trust the process, not the person.** We all like to think the best of people, and mostly that trust is justified. To guard against the rare cases where it's not, ensure you have strong, non-negotiable rules in place. Your organisation's financial framework should comprise policies and procedures that live beyond any one committee or person.

*Our Community provides training, books, and free online help sheets and policy templates for community groups and not-for-profit organisations on a range of topics, including fundraising and governance. A great place to start is our free guide *Damn Good Advice for Board Members: 25 Questions a Not-for-profit Board Member Needs to Ask about the Finances*. [Download it here.](#)*



# Tackling the old guard: lessons for leadership challengers

*It's a leadership scenario many community organisations have faced: new-generation aspirant challenges long-time incumbent for the top job. And it's happening now at the Australian Olympic Committee, where Olympic hockey gold medallist Danni Roche (pictured above) is taking on the veteran president of 27 years, John Coates. Ahead of the board's vote on May 6, Our Community's Matthew Schulz asked Ms Roche what mission-focused organisations could learn from her experience.*

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## **What made you realise change was needed at the AOC, and what is at stake for organisations that don't adapt and continue to drive reform?**

I believe that the Australian Olympic Committee needs to be doing much more to help Australian sport collaborate and thrive.

It needs a new focus on ensuring that every available dollar and resource is directed to

sports and athletes. It needs to lead a new culture of collaboration at all levels of sport, and it needs to adopt a best-practice approach to governance.

It is a change that needs to be driven by the next generation of leaders of the Olympic movement in Australia, and that is what I represent.

It is the same as many community organisations where you need to continually bring in new views and new ideas to drive change. ►



### **How important is the influence from the top in driving strong governance and culture, and ensuring an organisation continues to deliver results for the community?**

It is really important for any community organisation that everyone involved is committed to driving strong governance but also a strong commitment to change and improvement.

The Australian Olympic Committee has an opportunity and a responsibility to lead a new culture of collaboration in sport. It is in the position to be able to make changes that will benefit everyone involved in Australian sport – from our next generation of Olympians, through to kids trying out a sport for the first time.

### **Many small community groups – including so many sporting groups – struggle with governance issues and driving reform and innovation. How will you succeed in such a big organisation?**

Everyone who works in sport in Australia shares a common goal. They want their sports and their athletes to succeed and for more people to participate in the sport. This goal is at the centre of my vision for the AOC.

If we succeed in reducing costs to ensure every dollar is directed to sports and athletes and if we successfully lead a new culture of collaboration in Australian sport, we will encourage the next generation of leaders to come forward with their own ideas, from local community club level to future leaders of the Olympic movement. It is not only about encouraging community leaders to step forward but also ensuring they have the support to identify opportunities for change and to push through reforms.

### **How much support do you have from grassroots supporters and local sports**



*Danni Roche is challenging John Coates for the presidency of the Australian Olympic Committee.*

### **groups and what are you saying to those who support change?**

There is an overwhelming movement for change in Australian sport, from the National Federations down to grass roots participants, administrators and clubs.

I love the way that [ourcommunity.com.au](http://ourcommunity.com.au) encourages members of all community groups to be active and to have a voice. The more people actively engaged in our community or their local groups, the stronger we are as a community. I encourage anyone with thoughts on the direction of sport in Australia to speak to their teammates, club members and committee members and to contact the Boards and peak bodies of their sport to share their ideas and views. Have a voice.

You can read an extended version of this interview with Danni Roche at [www.ourcommunity.com.au/general/general\\_article.jsp?articleId=7176](http://www.ourcommunity.com.au/general/general_article.jsp?articleId=7176)



# Great leap forward for social enterprise strategy

BY MATTHEW SCHULZ, JOURNALIST, OUR COMMUNITY

Making a profit and doing good were once considered mutually exclusive, particularly by not-for-profits.

But things are changing as social enterprises, which aim to sustain their mission by trading for profit, continue to sprout across the globe.

At last count, there were about 20,000 social enterprises in Australia – including Our Community, one of the first.

Some identify primarily as not-for-profits, but derive a growing slice of their income from trade.

But definitions remain murky, which is why it's refreshing to see at least one government act to clear things up.

The Victorian Government's social enterprise strategy – released in February – has created fresh momentum for a national strategy to replace the piecemeal approach to policy and support that exists now.

Victoria will spend \$5 million on its strategy, which entails building a social enterprise network, building an online market to connect

buyers with sellers, providing training and support to social enterprises, and developing a social procurement framework, among other initiatives.

Social Traders managing director David Brookes tips Victoria's move as "a game changer" that recognises social enterprises as a big part of the economy, and says he is "confident that this leadership will encourage other jurisdictions around Australia to follow".

Our Community recently spoke with a number of experts who say not-for-profits can learn valuable lessons from the way social enterprises operate.

Our Community founder Denis Moriarty says the organisation's business imperative is good at focusing the mind on being good, efficiently.

"Social enterprises must be able to do good, while being realistic about returning on that investment," Denis says.

He points out that many not-for-profits are already involved in social enterprise, citing ►

schools and sports groups that sell equipment and uniforms to earn cash.

“They’re doing the things a social enterprise should do: earning income, and creating a revenue base to make themselves more sustainable.”

Impact Sustainability founder Hayley Morris stresses that not-for-profits looking at social enterprise must remain flexible and patient, study their market, and ask the experts.

“If you’re learning, adapting and changing, you’re being successful,” she says.

Moore’s legal expert Catherine Brooks suggests not-for-profits looking at the social enterprise option should consider becoming B Corporations, which commit to making a positive social, environmental and financial impact.

*Parts of this article first appeared in [Board Builder](#), the membership newsletter of the [Institute of Community Directors Australia](#).*

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 **Need to know**

## Your two-minute NFP news digest

### Numbers don’t tell the story

*“The real question is not whether we have too many charities, but rather, whether they are fit for purpose in the context of the mission and the services or products they offer.”* David Gilchrist & Penny Knight

Writing for *The Conversation*, the academics say answering these questions requires charity boards, CEOs and donors to have high expectations of charities and to challenge them. [Full story](#)

### Off track

*“The target to halve the gap in child mortality by 2018 is not on track this year... The target to close the gap in life expectancy by 2031 is not on track... The target to halve the gap in reading and numeracy for Indigenous students by 2018 is not on track.”* *Closing the Gap: Prime Minister’s Report 2017*

The ninth annual report card on progress towards improvements in the health, education and employment of indigenous people paints a bleak picture. [Read the report](#)

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## Charity sector: the illustrated edition

*“The 17.1% of charities that are considered large (<\$1 million per year) make 95.3% of all charity income.”* *The Conversation*

*The Conversation’s* original infographics provide startling insights into the data behind Australia’s charity sector. [Full story](#)



## Swim between the flags

*“It is the role of Boards or Management Committees to ensure the proper governance of their organisations... The ACNC frequently uses the analogy of the red and yellow flags on the beach. It is for the Boards and senior staff in charities to ensure that their organisation understand these parameters and ‘swims between the flags’.”* Susan Pascoe

The ACNC head releases the commission’s *Charity Compliance Report 2015 and 2016*, which outlines public concerns about charities for the past two years and also sets out the commission’s compliance focus for 2017–19: fraud and financial mismanagement; terrorism; harm to beneficiaries; political activities; and lodgement and accuracy of annual information statements.

[Read the report](#)

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## Bean-counters ponder donated beans

*“The lack of reporting of [the consumption of volunteer time and donated assets] means that our collective knowledge regarding the cost of service delivery is deficient and this, in turn, impacts pricing set by governments in faux-market rationing systems such as the NDIS.”* Dr David Gilchrist

The author of the issues paper “Better Financial Reporting for Australian NFPs” explores the perennial issue of the complexity involved in accounting for volunteer time and donated goods. The paper was launched last week by Anglicare Australia, the ACNC and the Australian Accounting Standards Board. [Read the issues paper](#)

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## Coup for Beyondblue

*“My father was a psychiatric nurse so I grew up with an awareness of and commitment to mental health causes.”*

Julia Gillard

With her appointment as chair of Beyondblue, Ms Gillard becomes the first former prime minister to run a not-for-profit since Malcolm Fraser launched CARE Australia in 1987. She will take over the role from Jeff Kennett in June. [Read the media release](#)

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## Anorexia a risk for charities

*“Research indicates that virtuous charities may enter a self-imposed ‘starvation cycle’ of under-investment in staff and capital to minimise their overhead ratios, to conform to the vision of a ‘perfect’ charity spurred on by media hype.”* Myles McGregor-Lowndes

The founding director of the Australian Centre for Philanthropy and Nonprofit Studies at Queensland University of Technology points out the compound problems caused by the populist overhead ratio myth. [Full story](#)

# Cybercrime: the enemy online



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

Technology and innovation continue to move at an incredible pace, bringing new and exciting ways for not-for-profits to interact with their audiences and users – whether they're members, customers, donors, potential donors, future employees or volunteers. It's estimated that by 2020 over 30 billion devices will be connected globally and around 4.1 billion people will be online.

Yet with the convenience of "any time, anywhere" technology and innovation comes a digital downside: the steady rise of cybercrime. According to PwC's *Global Economic Crime Survey 2016*, cybercrime is now the second most reported type of economic crime, so if you think your organisation is unlikely to be affected by it, think again. Let's look at some recent statistics:



**53%**

**of organisations surveyed reported an increase in phishing campaigns targeting employees\***



**53%**

**of organisations surveyed reported an overall increase in cybercrime\***



**35%**

**reported an increase in ransomware (holding networks hostage for profit)\*\***



**Reputational damage was considered the most damaging effect of cybercrime\***

The newly updated *Damn Good Advice on Cyber-Safety and Fraud Prevention*, available from [www.ourcommunity.com.au/fraudguide](http://www.ourcommunity.com.au/fraudguide), provides practical, easy-to-follow advice on how your organisation or community group can safeguard itself against problems such as those outlined on the following page. ►

\* Global Economic Crime Survey 2016, PwC

\*\* 2016 Internet Security Threat Report, Symantec



### Email fraud

#### What is it?

Cyber-criminals impersonate your CEO or other senior executives and target staff with the authority to perform transactions for your organisation.

#### What to look out for

- A request marked urgent and/or confidential.
- Being asked to ignore standard payment authorisation processes.
- Emails containing grammatical and spelling errors.
- The 'reply to' email address is different from the sender's address.

#### How to protect your organisation

- Train your people to look out for and question anything suspicious.
- Have processes and procedures in place such as a clear separation of duties and additional verification processes for large or unexpected payments.
- Make sure everyone follows set processes and procedures – without exception.

### Requests to alter bank details

#### What is it?

Cyber-criminals pose as one of your genuine suppliers and send instructions to alter bank account details. The next time your organisation makes a payment to the supplier the funds are paid to the cyber-criminal's account. This type of scam is often only detected when the genuine supplier lets you know they haven't received payment.

#### What to look out for

Any requests, whether by email or invoice, to change bank account details. These requests often look authentic and may use the business's logo and links to their website (or a fake webpage).

#### How to protect your organisation

Always verify any requests to change bank details using an alternative communication

channel and always use the contact details listed in your internal records.

### Malicious software (malware)

This includes viruses, Trojan horses and ransomware, which are used to gather private information, disrupt computer operation or gain unauthorised access to computers. Cyber-criminals rely on individuals to make simple errors in order to infect a device.

#### What to look out for

Malware is unfortunately very difficult to detect so prevention is the best way to defend your organisation's computers.

#### How to protect your organisation

- Turn on automatic updates.
- Install security software and keep it up to date.
- Install software only from reputable publishers.

To learn more about how you can protect your organisation from cybercrime, **download** a free copy of the newly updated *Damn Good Advice on Cyber-safety and Fraud Prevention* from the Our Community website.

Until next time.

*CommBank is an Our Community partner.*



# New partnership makes specialist insurance more accessible to community groups

***Our Community is proud to welcome and now recommend Aon Risk Services as its preferred insurance supplier for members.***

We've chosen Aon because they bring with them over 30 years of experience and a team dedicated solely to insurance for not-for-profits: they understand the unique risks faced by the NFP sector. This understanding has translated into Aon's comprehensive, affordable, tailored NFP insurance policies, and also into simple insurance processes and valuable educational tools designed to assist NFPs with their insurance and risk management.

Aon's NFP Insurance Review Checklist is a simple but useful checklist that will assist you to identify whether you're correctly and adequately covered for the risks your organisation faces. It can help save costs by reducing unnecessary coverage and by preventing 'too-late' realisations when your organisation isn't covered but should have been. Are your insurances in check?

**Review your coverage with Aon today.**

Aon has also developed the **NFP Insurance Puzzle Solver**, an online, interactive and customer-friendly tool that assists small and start-up NFPs with identifying, understanding and applying for the cover they need. Aon recommends this as a great tool for NFPs whose knowledge about insurance is still growing or whose organisational model is changing. Make insurance less daunting, complicated and jargon-filled: try Aon's NFP Insurance Puzzle Solver for yourself today.

If you have any other questions, don't forget: Aon has a dedicated NFP team that speaks the NFP language and knows the NFP risks.

Having presented at Our Community's Board Builder conference in March, Aon will be back in May at Communities in Control. The Aon team look forward to showcasing their insurance and risk management tools at the conference, answering questions in person, and meeting Our Community members.

For more information on Aon, **click here.**



## Association/Protector Liability Insurance

Ensure your NFP Board is appropriately protected.  
Aon has the right cover for you.

**Apply online**



# Radical grants get great results for grassroots groups

BY MATTHEW SCHULZ, JOURNALIST, OUR COMMUNITY

## ***Having trouble winning grants? Then how do grants with no eligibility criteria and no closing date grab you?***

Heritage project officer Andrew Trump from the NSW Office of Environment and Heritage raised eyebrows in his talk on the “Heritage Near Me” grants structure at a gathering of grantmakers hosted last month by Our Community.

The gatherings are usually hush-hush to allow the free flow of ideas, but Mr Trump (no relation) gave us special permission to reproduce some of his comments here.

In the face of high expectations and tight timelines, his office was asked to come up with a plan to better recognise and preserve NSW’s local heritage. With \$16 million to give away in just three years, staff were forced to explore creative solutions to the problem of a grants process that is usually long-winded.

After consulting local councils, the office developed a model that would enable it to fund “good projects outside the usual guidelines”.

Strict criteria were discarded in favour of a call for “expressions of interest”, which prompted collaboration between communities, local government, Aboriginal land councils and local MPs.

Mr Trump says the model relies on the office’s “heritage roadshow team”, which acts as a catalyst for projects with its mix of specialists in heritage conservation, archaeology, Aboriginal culture, communications and project design.

In Broken Hill, this saw a one-off pub restoration morph into a three-day skills workshop for brickies run by a heritage stonemason. That in turn developed into a week of events, including 60 heritage tours of the historic town, run late

last year in partnership with the city council and community groups.

Mr Trump admits the process is “resource intensive” (read: more expensive) but says there are big pay-offs. “There were so many projects that are so different from each other, many of them wouldn’t get up because they’d fail the eligibility criteria.”

He says the strict conditions of many grantmakers rule out great projects that don’t fit their guidelines.

“During the consultation process, we saw great projects that wouldn’t have met eligibility criteria, because we wouldn’t have even thought of those projects when we wrote the guidelines.”

While funds afraid of failure are using eligibility criteria “to manage risk”, “getting more involved mitigates that risk”, he explains.

“It does need more than a standard grants program. But in our case, we have been able to quarantine a proportion of the program’s budget to go towards ... a team that can provide face-to-face support, to get better outcomes, where others might just drop the money and run.

“You might be putting less money in the grants budgets themselves, but get better outcomes anyway”.



*Video: Heritage project officer Andrew Trump heads to Broken Hill.*

# New free book helps community organisations measure up

## *If you're not measuring what you're doing, how do you know it's working?*

A new free book from Our Community aims to show not-for-profits the way towards data collection and evaluation.

*Measuring What Matters: An Introduction to Project Evaluation for Not-for-profits* explains evaluation principles in an accessible, jargon-free way.

The book's publication follows a recent visit to Australia by US-based data scientist Andrew Means, one of a small but growing breed of social sector data scientists who are working to ensure that community-based organisations are not left behind in the march towards a data-driven future.

Speaking to Our Community after delivering the keynote address at the Board Builder conference last month, Mr Means said he understood the trepidation felt by some in the sector.

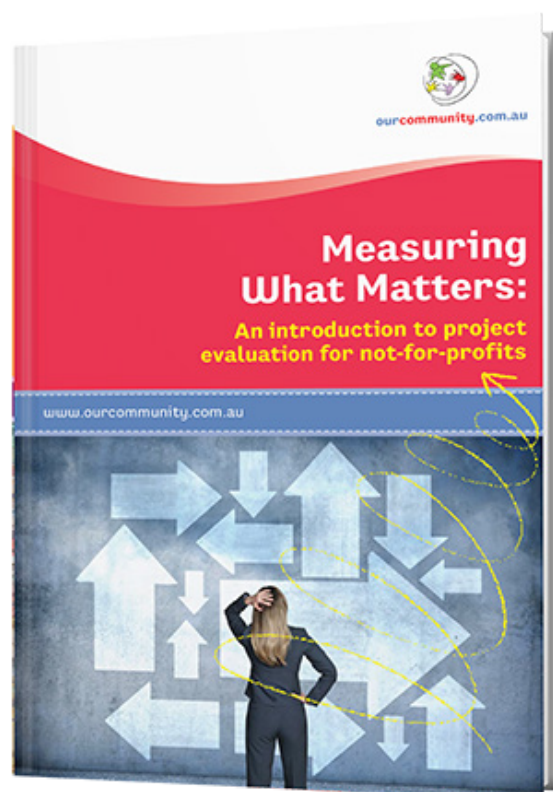
"This is an entirely new skill," he told Our Community. "This is an entirely new thing for nonprofits to wrestle with. And many of the people that are running these organisations never grew up with these skills – they didn't join the nonprofit sector because they were interested in data or technology. They began as social workers, youth workers, whatever, they came up through the practice of whatever their organisation does. They don't actually have a background in statistics or technology.

"But more and more organisations are seeing the possibilities of this: that are seeing how data and technology isn't just this trendy new thing, but can actually help them do the job they want

to do better. When they see it actually play out in people's lives – the people they're serving, the people they're working with – when they see how it can actually benefit them, they get more and more excited, and I think that's the place we're at right now. A lot of people have some fear and trepidation, but the early adopters are starting to see results right now, and that excitement's building across the sector."

To download *Measuring What Matters* – it's free! – [click here](#).

To listen to Our Community's full discussion with Andrew Means, check out our podcast at <http://bit.ly/2n91QTG>.



# Nominations open for Not-for-profit Treasurers' Awards

*Every community organisation understands how much they owe to the person who keeps track of the finances. But they don't often tell them so. Our Community and the Commonwealth Bank and their Not-for-Profit Sector Banking team believe Australia's treasurers deserve some recognition.*

The Commonwealth Bank Not-for-Profit Treasurers' Awards are designed to provide that recognition.

This year the awards are split into two parts:

## **Category A: Nominate and recognise your treasurer**

Tell your treasurer you appreciate all that they do for your community organisation by nominating them to receive an official 2017 Not-for-Profit Treasurers' Award Certificate of Appreciation. We'll send you the personalised certificate with your treasurer's name on it.

You can nominate anyone who has served as a treasurer of an Australian not-for-profit organisation any time in the past 12 months.

## **Category B: Apply as a treasurer and win a \$5000 donation**

Treasurers can enter by sharing their wisdom to help others working in the not-for-profit sector overcome similar challenges. This year we are asking treasurers to contribute and share their practical knowledge by creating one of the following resources:

- A financial template
- A financial policy
- A summary and outline of a financial webinar.

There are three \$5000 donations to be won, one for the best submission in each category.

You can enter this section of the awards if you have served as a treasurer of an Australian not-for-profit organisation any time in the past 12 months. Note that you must nominate one organisation to receive the \$5000 donation, though you may cite your experience with more than one.

## **Key dates**

Nominations close: 11am AEST, Friday July 28

Winners announced and certificates distributed: During Not-for-Profit Finance Week, commencing Monday September 18.

## **Enter now**

To view the terms and conditions and enter the awards, [click here](#).





## Private: keep out

When it comes to handling people's information and data, legal requirements are one thing, but not-for-profits should also be mindful of community expectations about the way an organisation manages the information and data of its donors, supporters, staff and volunteers, and the people it helps.

The ACNC has published information for charities about collecting, storing and using the information they hold about people.

It highlights the need for an organisation's board or committee to be aware of its responsibilities and compliance obligations in this area.

The new guidance comes hot on the heels of the new Privacy Amendment (Notifiable Data Breaches) Act 2017 which passed federal parliament in February.

The new law applies to public and private organisations that are already subject to the Privacy Act, and makes it mandatory for them to notify the Office of the Australian Information Commissioner (OAIC) and the affected individuals if the organisation has a data breach. Affected organisations include not-for-profits with an annual turnover more than \$3 million.

For more information, including practical tips, visit the [ACNC website](#).

## Tax and super help for NFPs

The Australian Tax Office has released a suite of new help sheets about not-for-profit tax and superannuation issues. They're especially handy if you're conducting an induction or handover.

For more information, visit the [ATO website](#).

## Calling all dreamers

Sunsuper's "Dreams for a Better World" grants see organisations competing for votes for their idea on how to make the world a better place.

The next three grants rounds cover health and people; sport and education; and animals and community.

For details of how your idea could win your organisation a share of \$150,000, go to [dreamsforabetterworld.com.au](#).

## Freebies: office tech

Connecting Up is an invaluable resource for not-for-profits, making IT more accessible at discounted rates. Now the Adelaide-based organisation has got new shipments of Acer computers in stock, as well as a new offer on Xirrus wi-fi products.

[More information](#)



# Fundraisers: tug the heartstrings, not the frontal lobe

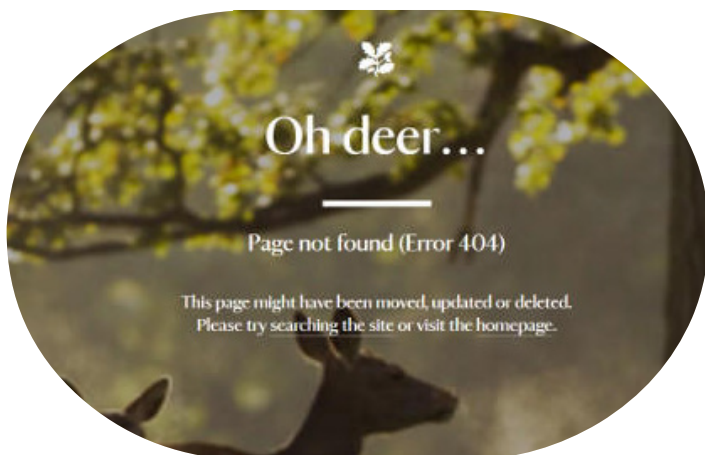
What emotion does your organisation or cause trigger in your supporters? Do you make them afraid, excited or relaxed? And what effect does this have on their donations? *An Emotional Journey*, a new report from UK charity consultancy NFP Synergy, looks at the role of emotions in the public's engagement with charity brands.

Donors usually say that impact and effectiveness lie at the root of their decisions, but in practice, there is little evidence that rational deliberation plays any major role in donor decision making. Rather, donor choices tend to be quick, emotional decisions.

The report says it's vital that organisations consider likely emotional responses when planning communications with their members and supporters.

Download *An Emotional Journey* [here](#).

## Tech tip: Page not found



You know that irritated feeling when you're faced with a 404 error message: "Page not found"? Don't let your organisation's website be the source.

First, regularly check for and fix broken links.

And second, use your 404 page to your advantage. "Page not found" is the equivalent of "Computer says no" – **but it doesn't have to be.**

How about "The page you're looking for doesn't live here any more. But while you're here, you might like to donate/volunteer/sign up/buy a ticket to our fundraiser/read our newsletter..."

For more inspiration, check out the gallery [here](#).

## Family violence: "It doesn't affect my workplace"

A new resource from the Queensland Working Women's Service aims to raise awareness of the role workplaces can play in addressing domestic and family violence. "Statistically, it is very likely that there are employees in your workplace who are experiencing (or perpetrating) domestic and family violence," says the factsheet.

"Approximately 1.4 million Australian women are living in an abusive relationship, and two thirds of women who report violence by a current partner are in the paid workforce."

The DV Work Aware pilot program is also running a survey to gather information from community sector and other employers, managers and human resources staff.

**Read the factsheet** and **take the survey.**



## Call to Aboriginal writers

What is it like to grow up Aboriginal in Australia? Publisher Black Inc is calling for submissions to a new anthology to be edited by Anita Heiss, author of *Am I Black Enough for You?* The pieces in the collection will be autobiographical, original, honest and reflective, written in a range of styles.

Submissions should be 800–3000 words in length and must be received by May 1. The anthology will be published early next year.

For more information, visit the [Black Inc website](#).

## Volunteer help

Not-for-profit Law has developed a range of new volunteering resources to help organisations recruit and manage their volunteers. These documents and more are now available as **free downloads**:

- Engaging volunteers
- Screening
- Youth volunteers
- Ending the volunteer relationship.

# Scholarship opportunity for women leaders

The late Joan Kirner, Victoria's first and only female premier, was strongly committed to promoting women as leaders. The Victorian Government is recognising her legacy through the new Joan Kirner Young and Emerging Women Leaders program.

The program will award scholarships to young and emerging women leaders who represent the areas Joan Kirner was passionate about.

Scholarship recipients will be provided developmental opportunities such as formal training, peer learning, exposure to female role models, networking, mentoring and opportunities to shadow executive leaders.

For more information, visit the [Women Victoria website](#).



# Pulse Poll results: “community sector” wins the day

*“Community” inched ahead of “not-for-profit” to emerge as the winner in our survey of Our Community Matters readers’ preferred term for the sector.*

In the February issue of *Our Community Matters*, we asked, “What’s your preferred name for the not-for-profit sector?”

**31%**  
of readers use the  
term “community”

**27%**  
prefer the term  
“not-for-profit”

**16%**  
prefer the term  
“for purpose”

**5%**  
prefer the term  
“for impact”

“For humanity”, “plural” and “mission driven” proved unpopular, drawing only 5% of votes between them.

The remaining 17% of readers had other suggestions: further education, social purpose, community non-profit, charity, not for private profit, profit for a purpose, social purpose, not for profit business, social support, social justice, action by community, social enterprise, social impact, community based and community impact.

The results represent a turn-around since 2012, when a Pulse Poll showed 49% of *Our Community Matters* readers preferred “not-for-profit” and 40% nominated “community”. Only 1% of readers named an “other” term in 2012, showing preferences have diverged more widely in the past five years.

# Five reasons to join HESTA

*Super is one of the most important investments you'll ever make. And here at HESTA, it's our role to help you make the most of it. We do this by looking after your money as if it were our own. By staying focused on the long term. And by sharing the best ways to a happier, and more prosperous, retirement.*

## Your money, in safe hands

We think the best way to a happier retirement is by investing your super contributions into funds that can grow faster than traditional savings. And from our experience that takes insight. Patience. And expertise.

We have consistently outperformed our investment targets over the long term, earning some of the highest rankings from super ratings agencies, including a SuperRatings 10-year platinum performance rating.

## Your future, brighter

We're an industry super fund. That means we work for you – not shareholders. We keep your fees down, our costs low, and we don't pay commissions to financial advisers. That way more money stays in your super account working for your future.

## Your decisions, informed

We love sharing our expertise through information and advice. Although you probably manage the household finances and are a whizz at making your budget stretch, you may not have thought about how to get your super working

harder. (And if we're honest, you probably don't even have the time!). There are no extra fees to pay on our super advice and you can access low cost financial planning – so get in touch and let's talk.

## Your lifestyle, protected

Most members receive insurance automatically when they join HESTA. It's paid out of your super account, so you don't have to dip into your weekly budget to pay for fees or remember to renew each year.

## Your work, rewarded

Health and community services is full of ordinary people doing extraordinary things, day in, day out, across Australia. That's why we came up with the HESTA Awards Program, to recognise people like you, and the life changing work you do.

## [hesta.com.au](https://hesta.com.au)

We're a specialist industry super fund dedicated to people who provide some of the best health and community services in the world. With more than 820,000 members and \$37 billion invested globally on their behalf, we've learned a thing or two about looking after our members.

*HESTA is an Our Community partner.*

# HESTA





# Good Jobs

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

## Current vacancies

### **Victorian Aboriginal Community Controlled Health Organisation**

#### **Trainer, Melbourne**

VACCHO is the peak body for Aboriginal health in Victoria and champions community control and health equality for Aboriginal communities. It seeks a trainer in primary health care.

### **Welcome to Australia**

#### **Welcoming Cities project officer, Melbourne**

This exciting new role entails working on a 12-month project to promote and implement the Welcoming Cities initiative across Victoria.

### **South East Women & Children's Services**

#### **Program manager, Moruya, NSW**

Eurobodalla Domestic and Family Violence Homelessness Service is seeking an experienced program manager.

### **SisterWorks**

#### **Retail business development manager, Richmond, Vic**

Looking for a role where you can make a real contribution to refugees and asylum seeker women? Use your retail, sales and people skills to help women create their own micro businesses.

## Looking for the right people to join your team?

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

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

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

# Good Suppliers

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

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

## **Saward Dawson Chartered Accountants**

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

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

## **DG Consultive**

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

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

## **AskRIGHT**

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

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

## **nfpas**

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

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

## **Strategic Grants**

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

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

## **Pitney Bowes**

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

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

## **Collins & Co**

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

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

## **Nomad Accounting**

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

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

## **CFO Part Time**

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

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

**O’Keefe & Partners**

For over 35 years, O’Keefe and Partners (known as OKP) have been providing fundraising, charity and philanthropic consulting services to hundreds of businesses and not-for-profits in Australia and New Zealand.

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

**Akyra Strategy and Development**

Akyra combines strategy, methodology and design thinking to deliver customised and flexible HR solutions. We help organisations build a dynamic culture, to innovate, grow and drive their business vision.

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

**Moores**

We’re lawyers, but we do a lot more. Moores will do the legal work and develop strategy, manage projects and create value for not-for-profits – all at a pre-agreed price. No estimates. No ranges. No hourly rates.

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

**Tiger Grace Consulting**

At Tiger Grace Consulting, we work with all sectors to secure the best possible outcomes for not-for-profit organisations, government, and businesses.

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

**Institute of Community Directors Australia**

The Institute of Community Directors Australia (ICDA) is the best-practice governance network for the members of Australian not-for-profit boards, committees and councils, and the senior staff who work alongside them.

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

**Evoco Design**

A Melbourne based graphic design studio, we create communications for businesses, not-for-profits, social enterprises, schools, community services, local government and non-government organisations.

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



**Association/Protector Liability Insurance**

Ensure your NFP Board is appropriately protected. Aon has the right cover for you.

**Apply online**





# 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](#).

Melbourne	June 5	Sydney	April 19, April 26	Adelaide	April 26
Perth	May 1	Brisbane	June 12		

## Webinar: being an effective chair

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

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

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

## Webinar: reviewing your board

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

**You can change the world**  
**This course will help you do it**  
**Diploma of Business (Governance)**







# Board Matching Service

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

## New South Wales

### **Treasurer, PANDSI (Post and Antenatal Depression Support and Information Inc)**

PANDSI provides early intervention support to families experiencing postnatal and antenatal depression and anxiety. It is funded via donations and a Service Funding Agreement with ACT Health and helps over 300 families a year on their journey to recovery. PANDSI has a proactive, well qualified board of directors and is looking for a treasurer to join the cohesive team.

## Northern Territory

### **Secretary, treasurer and general board member, Darwin Animal Rescue Service**

Darwin Animal Rescue Service covers Darwin, Palmerston and rural areas. It has recently become incorporated. It seeks to replace these board positions and is also looking for someone with marketing skills to help with fundraising. It is an easygoing, laidback group whose sole focus is the rescue, rehabilitation and rehoming of animals.

## Queensland

### **Treasurer, Ausdance Queensland**

Based in Fortitude Valley, Ausdance is the peak body representing the interests of Queensland's dance community. Working alongside other committee members, the treasurer will assist in keeping Ausdance finances on track,

analyse financial data, approve some financial transactions and add value to the strategic direction of the organisation. The ideal candidate will have Australian qualifications in business, accountancy or both; governance qualifications or board experience; and not-for-profit or arts industry experience or connections.

## South Australia

### **General board members, St Paul's Lutheran Homes Hahndorf**

St Paul's Lutheran Homes is a not-for-profit organisation based on Christian values and ethos. This retirement community cares for residents whose needs range from low to high care, ensuring independence for as long as possible. The board seeks strong, diverse and innovative people with skillsets that can support the organisation's strategic direction.

## Tasmania

### **General board members, Montagu Community Living**

Montagu is a not-for-profit community-based organisation that provides support for people with a disability. Montagu was established in 1990 by a small group of parents who needed support for their children. It has developed and evolved as a service to support both children and adults as they experience life's journey. The organisation seeks two board members with skills in either law or accounting.



### Victoria

#### **Treasurer, Snuff Puppets**

Snuff Puppets is Australia's foremost experimental giant puppet theatre company. Founded in 1992, it has established an international reputation for producing idiosyncratic performance that is simultaneously intimate and a wild unleashing of grand spectacle. Snuff Puppets seeks a treasurer with strong financial planning expertise, an understanding of not-for-profit arts organisations and an interest in Snuff Puppets artistic works and cultural community development methodologies. A CPA or accounting background is desirable but not required.

### Western Australia

#### **Treasurer and general board members, CROFT**

CROFT is an independent, self-funded charity that has been providing crisis accommodation in Perth for over 30 years. It provides a place of compassion and understanding for men and women at risk of homelessness. CROFT operates a 21-bed facility in Inglewood which is managed by a small committed team of paid staff overseen by a management committee made up of volunteers. While energy and enthusiasm for the role are the most important requirements, CROFT is hoping to find people with some knowledge of or experience in fundraising, crowdfunding, and social enterprise. An understanding of financial matters, business management and development, human relations and the social sector is highly sought.

## Advertise a board vacancy

Looking for talented people to contribute to your board or committee? The Institute of Community Directors Australia can promote your vacancy for free to a targeted audience of skilled professionals.

Learn more about listing your vacancy:

**[www.communitydirectors.com.au/  
icda/board](http://www.communitydirectors.com.au/icda/board)**



APRIL 1–30

**Supermarket Free Month**

It doesn't mean Coles and Woolies are giving away groceries. It means raising awareness of alternatives to supermarket shopping – independent local shops, farmers' markets and growing your own, for example – as a way of keeping local communities strong.

[Details](#)



APRIL 10–18

**Passover**

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

[Details](#)

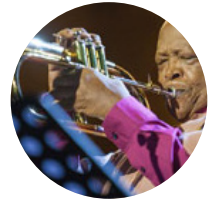


APRIL 14

**Good Friday**

A Christian holiday commemorating the crucifixion of Jesus Christ. Easter Sunday, three days later, celebrates his resurrection.

[Details](#)



APRIL 30

**International Jazz Day**

Bah bah bah do wop, de bop bah do. Bop diddy zoo wop hop do wah. Bom bop doo wop, do wop hop bah zam zing hoddley wop do wah do bop do wah.

[Details](#)

MAY 1–7

**National Family Day Care Week**

This week is about recognising and promoting the important role family day care educators and services play in the development and wellbeing of more than 212,820 children across Australia.

[Details](#)

MAY 4

**Star Wars Day**

May the fourth be with you.

[Details](#)

MAY 5

**Starlight Day**

A Starlight Children's Foundation event, Starlight Day aims to raise \$1.3 million, so the foundation can help make hospital less scary and more fun for sick kids and their families.

[Details](#)

MAY 7–13

**International Compost Awareness Week**

Composting helps reduce carbon pollution by diverting organic materials from landfill. It also helps to build healthier soils.

[Details](#)



MAY 8–14

**National Volunteer Week**

A national "thank you" to the six million Australians who volunteer. Celebrations take the form of lunches, open days, award ceremonies, picnics, training sessions and more.

[Details](#)



MAY 1–31

**Mindful in May**

The challenge: to meditate for 10 minutes a day for the month of May. The cause: clean water projects in developing countries. Raise funds and also bring more focus and effectiveness into your daily life with Mindful in May.

[Details](#)



MAY 21–28

**National Palliative Care Week**

The theme for this year's National Palliative Care Week is "You matter, your care matters. Palliative care can make a difference".

[Details](#)



MAY 27–JUNE 3

**National Reconciliation Week**

This year marks two milestones in Australia's reconciliation journey: 50 years since the 1967 referendum, and 25 years since the High Court's Mabo decision.

[Details](#)

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

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