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1. Community View ... by Rhonda Galbally, CEO

Last Wednesday, October 7, I had the privilege of addressing the National Press Club. Below is an edited version of that speech.

What does it mean to be an Australian with a disability in 2009? What is life *really* like in the Lucky Country, in this land of the 'fair go,' if you have a physical, psychiatric or intellectual disability?

Despite this nation enjoying the longest economic boom in its history, very little has changed for most Australians with a disability. They are still discriminated against. They are still abused. They are still isolated. They are still living in poverty. They are still treated with fear and loathing in their own country.

There are so many stories to tell – each with its own heartbreaking punchline. You will find them in the new report – *Shut Out* – which resulted from a Rudd Government nationwide consultation that involved more than 760 submissions and more than 2500 personal attendances at public consultations across the country.

I saw the submissions. I chaired the public consultations around Australia and heard from the people. What I saw and what I heard was profoundly shocking – and utterly shameful.

I heard that people with disabilities are unable to access housing, employment, education, health care, recreation, sport, arts – the very things most people in the community take for granted. I heard that they are denied access to childcare, kindergartens, schools, shopping centres, participation in community groups. I heard that their lives are a constant struggle, that they are isolated and alone.

I heard that they are indeed **Shut Out** – socially, culturally and economically excluded; ignored, invisible and silent.

When Bill Shorten – the Parliamentary Secretary for Disabilities – addressed this forum in April, he said: "I make no apologies for seeing disability as an issue ... of basic civil rights." He went onto say ... "I believe it is the last frontier of practical civil rights in this country." And he is right – this is a frontier that has been completely forgotten.

Shut Out graphically demonstrates the ways in which all systems are failing people with a disability and their families. Unfortunately things are only going to get worse. For example, just in the area of disability services alone, current spending already exceeds \$6 billion a year. The Rudd Government recently committed to a real increase in funding for disability services of 3% per annum – above and beyond CPI – over the next five years.

After so many years of neglect, the government is to be congratulated for this unprecedented increase in spending. But it's not enough. The problem is that growth in demand is anticipated to exceed 5% per annum. If this growth continues, the current spend on disability services will need to double in the next 14 years. This would mean that funding for schools, kindergartens, roads, trains – all of it would have to be redirected to disability services. And that would be for a system that keeps people on a drip feed of a lifetime of misery.

Projections show that over the next 70 years the growth in the group of people with a severe disability will be between two and three times population growth as a whole. At the same time the number of unpaid carers is expected to decline markedly.

It is no exaggeration to say that we are at a crossroads. Now is the time to plan and act.

The situation confronting us is remarkably similar to that which confronted Australia in the 1980s. Then it was projected that the number of people relying on the aged pension threatened to overwhelm the tax system. Recognition of that problem led to the introduction of compulsory superannuation – a safety net that Australians now take for granted.



The consultations for *Shut Out* threw up an idea that had been around the traps for a little while – the idea of a no fault National Disability Insurance Scheme.

Australia-wide, people see that we clearly cannot continue the way we are going. To do so would be both socially and financially irresponsible – even scandalous. We need a safety net for individuals and a safety net for the country. A National Disability Insurance Scheme would be such a safety net.

There are many misconceptions in the community about such a scheme. But in reality the concept is very simple. A National Disability Insurance Scheme would provide funding for early intervention, essential care, support, therapy, aids and equipment, home modifications and training.

Most importantly, it would provide this early on in order to maximise potential, facilitate independence and ensure planned transitions over the life course. The scheme would, in short, provide people with what they need, when they need it to ensure they reach their full potential. It would provide assistance to all people with a disability no matter how they become disabled, putting an end to the current inequities that see people receiving different levels of support depending on how their disability is acquired.

This is clearly a socially responsible idea. But what people don't understand is that it is also an *economically* responsible idea. The social insurance model, with its focus on the assessment of the lifelong needs of the individual, provides an incentive to reduce overall costs. Such a scheme will have an inbuilt incentive to maximise independence, to maximise opportunities for participation and productivity. And because participation and productivity would be maximised, there would be savings not only in the disability service system but in health, income security and other programs.

This idea is uniting the disability sector. People are mobilising – the list of organisations pledging their support grows every day. There is a genuine sense of excitement that after so many years of struggle we might just be on the cusp of real life-changing reform.

It is the right time. The Rudd Government is interested in genuine and lasting social reform and credit must go to Parliamentary Secretary Bill Shorten and Minister Jenny Macklin for raising the profile of disability issues and for undertaking the government consultation process which led to *Shut Out*.

The new National Disability Strategy is another major step forward. It's designed to ensure the full participation of people with a disability in the life of our nation.

But governments cannot work in isolation. Real, lasting change will only be achieved in partnership with the community. This means the business community, non-government organisations, local grassroots communities – and importantly the media.

Much work needs to be done before Australia is a truly inclusive nation. An inclusive nation is one that celebrates and embraces diversity – and disability is core to diversity. An inclusive nation ensures that every citizen has the opportunity to fully participate in the social, cultural, civic and economic life of the country.

So I would like to ask you to do something for me. Download a copy of *Shut Out* [here](#). Read it. Get others to read it too.

When you read this report you will find that many of the people you are reading about are not that different from you. They have the same hopes. They have the same needs. They have the same rights. They live in your cities, in your suburbs and in your towns. But they are shut out of the life you take for granted.

Read about your fellow Australians and ask yourself – how would you feel if the person who was shut out was you?

This speech can be read in full [here](#) or you can listen to it [here](#).

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2. Easy end-of-year fundraiser: Giving Cards now on sale

The (Green) Christmas Giving Card initiative is on again.

Giving cards cost \$3 each, including envelope and stamp. Purchasers buy the cards in packs of 10, choosing from five great designs (see right) or a mixed pack. For every Giving Card purchased, \$1 is donated to a community group or school/kindergarten of the purchaser's choice.

Cards are delivered flat to allow easy overprinting and purchasers may also opt to have their logo and message printed on the cards at no extra cost. Colour printing is also available at a cost of 30 cents extra per card.

This is your community group's chance to make some quick (and easy) fundraising cash in the lead-up to Christmas.

Here's how it works:

- **Step One:** send an email or letter to your staff, members, donors and business contacts asking them to consider sending Giving Cards instead of commercial Christmas cards this year. Attach the order form and ask your contacts to nominate your group as the recipient of their \$1-per-card donation. See below for some suggested text.
- **Step Two:** Your supporters purchase Giving Cards and nominate your group as their chosen recipient.
- **Step Three:** They receive their cards – you receive a cheque!

We are also encouraging businesses and politicians to make a tangible and powerful expression of their commitment to community by sending Giving Cards this year, nominating key community partners to receive their \$1 per card donation.

Any donation funds generated by purchasers who do not specify a recipient community group or school will be split between the Australian Conservation Foundation, Conservation Volunteers, Keep Australia Beautiful, Landcare Australia and Rainforest Rescue.

To read more about the Giving Cards initiative, or to download the order form, go to www.ourcommunity.com.au/givingcards, email service@ourcommunity.com.au or telephone (03) 9320 6800.

Suggested text:

This year if you want to send more meaningful Christmas cards, send a Giving Card!

Giving Cards are available in packs of 10 for \$3 per card. There are five great designs to choose from.

Best of all, \$1 from every card purchased will be passed on to a community group of your choice – if you buy Giving Cards, please consider nominating our group, <add group name>, as the recipient.

Giving Cards are high quality, environmentally friendly, and allow plenty of room for overprinting or personal messages. You can customise your cards with logos and messages for free! (Colour printing of logos and messages is also available.)

A brochure is attached or you can find out more about the Giving Cards initiative at www.ourcommunity.com.au/givingcards.

Thanks for your support.



3. Giving News: Commissions backlash, donations scams & Giving Week update

Giving website commissions trigger backlash in the UK

From Britain this month comes the news that online giving service Bmycharity has stopped charging not-for-profits to list their appeals and also removed the commission on donations.

The 'Free my charity' campaign also involves urging supporters to challenge other sites to stop charging too, saying they don't want donors to be put off by concerns that "someone is taking a cut" of their donation.

"We hope that other providers will rise to the challenge of making their services available for free, both in online fundraising and beyond," said Bmycharity managing director Ben Brabyn.

"With increasing interest in sustainable business from many major corporate partners, it is now possible to fund enterprises like Bmycharity without withholding a percentage from beneficiaries – after all, they need it more than we do."

This is exactly the model used by the Our Community Foundation to finance the GiveNow.com.au online giving service. The service is free for community groups and no commissions are charged on any donations ever.

Like Bmycharity, GiveNow charges for credit card fees but these have been negotiated to the lowest level possible. Our Community covers the cost of running the site through other income-generating activities.

Meanwhile, the UK's *Sunday Times* reports that an organisation for wounded soldiers, Help for Heroes, is urging people to abandon Britain's leading fundraising website, Justgiving.com, because it takes a 5% commission.

The site is credited with transforming grassroots fundraising since its launch in 2001, generating hundreds of millions of pounds for more than 8000 groups. But not everyone is happy with the commission-based model.

Justgiving.com reportedly made a £2.3 million (A\$4 million) profit last year. Its 57 employees are reportedly paid an average salary more than twice the national average.

Justgiving says it reinvests profits to improve the performance of the website.

The *Sunday Times* also pointed to the 2% commission charged by Sir Richard Branson's giving site, Virgin Money Giving.

To sign up to receive COMMISSION-FREE online donations through Our Community's GiveNow.com.au giving service, go to www.ourcommunity.com.au/receivedonations.

The second generation of the site will be launched shortly.

Beware the Scammers

Online donations have provided a fantastic way for community groups to spread information about their work and generate support for a whole range of community endeavours.

Unfortunately there are also some people who use this new medium to exploit the generosity and kindness of donors and the enthusiasm of community organisation trying to promote their cause.

Recently, there have been scams aimed directly at community groups and the people who are trying to support them. The scams come in many forms; from fake emails purportedly from banks and "PayPal" (or similar) who ask community groups to update their account details, to fake sites claiming to be raising money for the latest international disaster.

For community groups, the best way to avoid these scams is to stay on top of your donor database. Before you answer an email from a bank or PayPal, check if your organisation has an account with that institution; if you do, you should have someone you can contact to confirm the email.



Never supply information over email until you are sure of whom it is being sent to and for what purpose.

For individuals who want to make a donation, do your homework! Proceed with caution whenever you're dealing with money and private details over the internet. If you don't feel 100% comfortable don't proceed.

Look into the group that is asking you to make a donation by checking out their website and calling the office. You can even contact your local fair trading agency to check that the charity is registered and legitimate, or search their ABN number [here](#).

Note that all community groups listed to receive donations at GiveNow.com.au have been vetted by Our Community.

For more information about scams and community organisations, go to www.scamwatch.gov.au



Sending out an appeal? Don't mention the recession.

The old and very crass newspaper maxim goes "If it bleeds, it leads." To put it another way, you very seldom see banner headlines saying EVERYTHING GOING SWIMMINGLY.

When the community sector makes it into the headlines, that principle still applies. The default setting is negative.

A recent UK study by community sector researchers Beth Breeze and Gareth Morgan underlines the way in which the media impress their priorities on us.

The systematic analysis of UK print media coverage, where the words 'charitable giving' or 'philanthropy' and 'recession'; were used in a story, identified 97 articles over the six months. Of these, 63 were neutral, portraying non-profits as neither vulnerable nor robust during recessionary times. But of the 34 that expressed a view, 30 were negative or alarmist, and just four – three of which were in regional newspapers – portrayed charities as robust.

You might say they were just reporting the facts – but many were unsourced opinion, and many appeals had in fact reported increased revenues even in recession.

You might say, as the newspapers themselves probably would, that they were just trying to help, starting an alarm about a giving crisis so that people would reach for their chequebooks.

But this isn't necessarily the way it works.

Organisations that have taken the trouble to do two mail-outs for an appeal, one mentioning the recession and one not, have found that on average the first one brings in less.

If you're telling people that charitable giving is the first place where people make cuts, why should they argue with you?

"Charities should emphasise the impact of their work," the study says, "and focus on making the case that charitable giving is a priority, not an optional extra."

Sensible and practical. Advertise your strength, not your weakness.

Gearing up for Giving Week

Giving Week is on again from November 29 to December 5.

The aim of this annual event is to focus attention on the many ways that individuals, families, businesses, and groups can make a difference to the community in the lead-up to Christmas.

It's about helping people take some small, simple steps that open the way for a better supported, more inclusive, more vibrant



www.givingweek.com.au

community – not just during the Christmas period but all year long as well.

Three things to do **now** if your community group would like to take part in this year’s celebration are;

1. **Piggyback on the annual (Green) Christmas Giving Card initiative** – This is a great way to generate some easy fundraising cash as the year draws to a close. See the previous item for more details.
2. **Get your goods or “virtual gifts” listed in the 2009 Good Gifts Guide.** We want to encourage Australians to buy Christmas gifts that support the community rather than wasteful or unwanted presents. If your organisation sells merchandise to support your work, or if you can package up what you do into a “virtual gift” (e.g. \$15 buys a school breakfast for kids in need), let us know by emailing donations@ourcommunity.com.au.
3. **Get your cards, trees and puddings on the database.** We will also be producing an online listing of the places where people can buy Christmas cards, trees and puddings. The list will be loaded on the Australian Giving Week website. Email details to donations@ourcommunity.com.au.

Watch the Giving Week website – www.givingweek.com.au for more information about the year’s biggest event in giving.

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4. Plug & Play – Making online payments quick, easy & affordable

By Vanessa Nolan-Woods

It’s understandable that when faced with the choice of considering online payment solutions or simply getting on with what’s important to your community group, most of us will choose to do what we’re passionate about over thinking about merchant ID’s and recurring payment schedules.

Especially when you are an organisation that doesn’t employ a full-time comprehensive I.T. department, online credit card payments are often too hard and too complicated to be worth the time and effort.

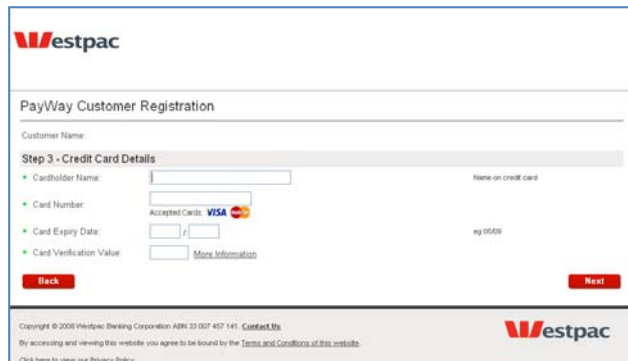
By recognising this common problem for small and medium community organisations Westpac has designed a “plug and play” credit card/direct debit online payment portal known as PayWay, which is both cost-effective and simple to use.

Costing only \$220 in set-up fees per module, PayWay has features and benefits often found in more expensive receivables programs. However the products’ unique modulated format means you only pay for what your organisation requires of the product.

For example, an information-based not-for-profit organisation may need a recurring payment function so that supporters can pay a newsletter subscription every month. A sports club, however, may only require one-off payments when yearly membership fees are due.

A screenshot of the Westpac PayWay Customer Registration website. The page is titled "PayWay Customer Registration" and shows "Step 1 - Your Contact Details". The form includes fields for Customer Name, Email Address, Phone Number, Address, City, State (a dropdown menu), and Post Code. There are "Back" and "Next" buttons at the bottom of the form. The footer contains copyright information for Westpac Banking Corporation and a link to the Terms and Conditions.A screenshot of the Westpac PayWay Customer Registration website, showing "Step 2 - Payment Schedule". The form displays the following details: Standard Plan: \$52 annually - 1 donation payment each year; Date of First Payment: 02 Oct 2009; Frequency: Yearly; Payment Amount: AUD: \$2.00; Number of Payments: Continue until further notice. The Payment Method section has radio buttons for Credit Card and Direct Debit. There are "Back" and "Next" buttons at the bottom. The footer contains copyright information for Westpac Banking Corporation and a link to the Terms and Conditions.

Westpac can also help you to establish a merchant ID for your organisation, which for a one-off establishment cost of \$110 will allow you to accept both Visa and Mastercard payments online.



One special thing about PayWay which other similar products tend to lack is a compliance-ready format. When collecting payments via credit cards, the secure storage of customer card details is often an insurmountable effort. PayWay can remove this worry by having Westpac store the details for you. PayWay's online reports mask the customers' credit card numbers, thereby minimising possible security breaches caused by having credit card numbers on hand.

All PayWay modules come with complimentary reporting capability to make account reconciliation hassle-free. Setting up online donations can be as easy as uploading a link onto your organisation's website.

Want to know more? Call Westpac on 132 772 to speak to a banking specialist about how PayWay could meet your organisation's e-commerce needs.

Vanessa Nolan-Woods is Head of Community Markets at Westpac

(Information is current as at 13 October and subject to change. Other fees and charges apply. Terms and conditions are available on request.)

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5. AID/WATCH loses charitable status

A High Court appeal is the only avenue left to AID/WATCH, an activist organisation that monitors and campaigns on aid and trade policies, after the Full Bench of the Federal Court sided with a 2006 Tax Office decision to revoke its charitable status.

The ATO's 2006 decision was based on its belief that AID/WATCH was not a charity. The tax office felt that the organisation was "propagating or promoting a particular point of view" and undertaking significant political lobbying and policy-based advocacy work in relation to the Australian Government's overseas aid priorities, in conflict with Australian charity law.

AID/WATCH successfully appealed to the Administrative Appeals Tribunal (AAT), which overturned the tax office's verdict and reinstated its charitable status.

However, the tax office has won the latest round of the battle, with the Federal Court backing the original decision.

In its ruling, the Federal Court said an organisation could have a political purpose and retain its tax-deductible status as long as:

- That political purpose was ancillary, and
- Its main purpose was deemed as charitable under the laws of the land.

The Federal Court did not feel that was the case with AID/WATCH.

Speaking on Radio National about the decision, Moores Legal principal and not-for-profit law expert Murray Baird said the case raised the potential for other groups whose work involved significant components of public campaigning or government lobbying to be judged ineligible for charitable status.

"The AID/WATCH case arose due to a change of heart from the Tax Office," he said. "In 2000 the organisation was (designated) charitable, but by 2006, for some reason, the Tax Office said: 'We better put the kybosh on this one' and in fact withdrew the charitable status.

“So the pendulum does swing, and it may well be that other (organisations) will be looking over their shoulder.”

Mr Baird said the tone of some statements in the Federal Court’s ruling indicated an appeal to the High Court might be likely. [Click here](#) to download the Radio National discussion on the verdict.

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6. Community Classifieds: Offers & Freebies

TO GIVE AWAY: School clothing (Melbourne)

Melbourne company Dobsons have a range of clothing to give away that may be useful to organisations working in remote areas of Australia.

All items are in “as new” condition. They include blazers, school bags, fleece tops, sport shorts, football jumpers & track tops in a range of sizes.

Any items that retain a school logo must not be used in capital cities under guidelines from the institutions. All others may be distributed as required.

Pick-up from Dobsons (located in Glenferrie Rd, Hawthorn) is preferred.

For more information contact Alistair Dobson on adobson@dobsons.com.au before October 21.

TO GIVE AWAY: Osmolite (Adelaide)

An Adelaide man has 120 cans of Osmolite Isotonic Liquid 1.0 kcal/ml to give away.

The cans, which have an expiry date of 06/10, are suitable for someone who is either fed nasally or via a gastrostomy.

The cans can be delivered within the Adelaide metropolitan area.

If your group can use the cans, please contact Philip on (08) 7220 3637 or 0423 320 041.

WANTED: TV program ideas (Melbourne)

Melbourne community television station Channel 31 is looking for fresh content from members of the local community during its *Summer Call Out*. The station is particularly interested in ideas relating to:

- Women’s programs
- Programs covering issues for gay, lesbian and GLBTI communities
- Alternative and extreme sports programs
- Health and fitness programs
- Programming from new and emerging communities
- Lifestyle, “how to” and new media programs.

C31 hopes to receive ideas that can form the basis of a “mindblowing” 13-week series.

To share your idea with C31, visit the website (www.c31.org.au) and download the program proposal kit under the “Make TV” link.

But hop to it – submissions close on October 23.

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7. Independent contractors and labour hire: the dangers

In light of recent Australian Industrial Relations Commission (AIRC) and Fair Work Australia (FWA) decisions, all organisations that have a high reliance on independent contractors or labour-hire agencies should closely assess their models to ensure that they are not inadvertently entering into employment relationships with their workers.

Classifying workers incorrectly can have a potentially devastating impact, as employment lawyers Richard Thompson and Josh Strong explain.

The benefits of engaging labour without entering into an employment relationship are many and varied. They include flexibility in bringing the relationship to an end, no access to unfair dismissal, the ability to engage labour on an 'as needed' basis, and no requirement to pay superannuation, leave entitlements, WorkCover insurance, or payroll tax.

Many workers also feel that contractor arrangements are beneficial, in the sense that they are "free agents" with a theoretical ability to render their services when and how they see fit.

However the significant operational and financial benefits employing organisations enjoy are much more measurable than the sense of self-empowerment felt by the worker, who often renders services to that business alone. Nothing reinforces this point more clearly than when an organisation abruptly terminates a contract, leaving the worker with no source of income and a bitter taste in his or her mouth.

It is in such circumstances that workers apply to courts or industrial tribunals to determine their true status.

Forget the label

It may come as a surprise to some organisations that titles given to workers are largely meaningless in the eyes of the law. In other words, a court will not classify a worker as an 'independent contractor' where the objective criteria establish that the worker is in fact an employee.

Instead, the court may look at factors such as:

- Whether the putative employer exercised, or has the right to exercise, control over the manner in which work is performed, place of work, hours of work and the like.
- Whether the worker performs work for others (or has a genuine and practical entitlement to do so).
- Whether the worker has a separate place of work and or advertises his or her services to the world at large.
- Whether the worker provides and maintains significant tools or equipment.
- Whether the work can be delegated or subcontracted.
- Whether the putative employer has the right to suspend or dismiss the person engaged.
- Whether the putative employer presents the worker to the world at large as an emanation of the business.
- Whether income tax is deducted from remuneration paid to the worker.
- Whether the worker is remunerated by periodic wage or salary or by reference to completion of tasks.
- Whether the worker is provided with paid holidays or sick leave.
- Whether the work involves a profession, trade or distinct calling on the part of the person engaged.
- Whether the worker creates goodwill or saleable assets in the course of his or her work.
- Whether the worker spends a significant portion of his remuneration on business expenses.'

It is important to stress that intention is not mentioned as one of the indicators for whether a worker is an employee or contractor. Therefore clauses to the effect that... "*nothing in this agreement is intended to establish a relationship of employment...*" will have little effect, and in fact may trigger the suspicions of the court or tribunal that there is an employee lurking behind the contractor veneer.

Labour-hire arrangements

It is commonly believed that if workers are engaged through labour-hire firms, no contract can exist between the worker and the host company.

However the current state of the law regarding labour hire is in a state of flux.

More details can be found in our full article on this issue [here](#). However, those organisations that use labour hire firms should be aware that they may be open to claims as employers of the contractors.

So what if they're employees?

So what are the consequence of wrongly classifying an employee? Whilst the following list is not exhaustive, these are some of the possible ramifications:

- Unfair dismissal claims.
- Claims for entitlements, including annual leave, sick leave etc.
- Claims for superannuation.
- Penalties from the Workplace Ombudsman for breaches of awards and/or the Fair Work Act.
- Claims under workers' compensation legislation.
- Claims in negligence for damage suffered by third parties (which insurance will not cover).
- Consequences under Occupational Health & Safety legislation.

Practitioners in the Workplace Relations field are experiencing a marked increase in all sorts of cases involving independent contractors.

The issue is not going to go away, and all parties involved in the engagement of purported 'independent contractors' need to assess the legal reality of their arrangements.

[Click here](#) to download the extended version of this article. If you have any questions about employment law or workplace issues please contact Richard Thompson or Josh Strong from the Employment and Workplace Relations Department of Wisewould Mahony Lawyers. There is no charge for an initial discussion about any employment matter. Telephone (03) 9629 8333.

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8. Social inclusion the Tassie way

The Tasmanian Government, to its credit, has set up a Social Inclusion Unit headed by a Social Inclusion Commissioner, Professor David Adams. Professor Adams has now released **[A Social Inclusion Strategy for Tasmania](#)**.

The report shows the social evils that spring from lack of inclusion, summarises relevant research and evidence about social inclusion, and sets out 10 strategies for action:

1. **Access to the Basics: Making Ends Meet**
Social inclusion begins with the basics of life – access to food, shelter and security. A socially inclusive community makes sure that no-one goes without these basics. We have lost sight of this basic right and need to rebuild it.
2. **Accessible Goods and Services: In Our Reach**
A socially inclusive community removes the barriers that stop Tasmanians from participating in society. It makes sure that community assets and the services people need are available to everyone.
3. **Learning for Life: Diversity and Skills Training**
A socially inclusive society is based on lifelong learning that enables people to develop the skills to participate in employment and education, as well as in social networks and community life.
4. **Building Supportive Local Networks: Connected Communities**
Supportive networks provide people with resources and experiences that make life meaningful.
5. **Social Enterprises: A Hand Up, Not a Hand Out**
Internationally social enterprises and social entrepreneurship are hallmarks of new approaches to social inclusion.

6. **Volunteering: A Robust Civil Society**
Volunteers enrich Tasmanian communities and help individuals and community organisations on a day-to-day basis and in times of need and community crisis.
7. **Building Local Capacity: Home Grown Solutions**
Most social inclusion and exclusion experiences are played out locally – in the places and spaces where people live and work and play. Where local communities are active, caring and resilient there are likely to be much higher levels of social inclusion
8. **Digital Inclusion: Equity for the Information Age**
Communication is central to human life and new communication technology has the potential to expand our lives ... However, the capacity people have to access and use these technologies can become either an enabler or disabler for social inclusion. It is important that no-one, no group and no place are left behind.
9. **Planning and Liveability for Social Inclusion: Enabling Future Communities**
Planning generally (land use planning, urban planning, statutory planning) has become much more complex with ... a range of public policy goals associated with engaging communities, climate change, social inclusion, innovation and liveability.
10. **Good Governance: Changing the Way We Work**
To work, each and all of the 10 strategies will need joint effort within and between spheres of government, communities and businesses.

The community sector features strongly in the proposed strategies 4, 5, 6 and 7. The actions arising out of these strategies include such items as

- A proposed **Tasmanian Leadership Institute** to build social enterprise capacity around community networks, promote social entrepreneurship, support groups and places to develop and deliver their own diversity and skills training packages, promote and skill up volunteers, and provide specialist leadership courses to attract and retain future leaders for the community sector
- **Community wellbeing networks** that involve the arts, sports, recreation and cultural sectors in identifying the most appropriate infrastructure (facilities, staff and resources) to support growth and sustainability of associated networks, including the development of a plan to build and support the long-term viability of community arts and wellbeing practice and increase the participation of excluded Tasmanians in sport and recreation.
- A **Tasmanian Volunteering Strategy** that addresses issues such as costs of volunteering, the recruitment and management approaches adopted by volunteer-involved organisations, mechanisms to link prospective volunteers to appropriate positions, and the role of Tasmanian employers in encouraging employees to engage in volunteering activities.
- A **Philanthropy Ambassador** to reduce the complexity for both givers and receivers by having a single point of entry for initial enquiries (giving and receiving), to promote philanthropy across Tasmania, and to better match potential philanthropic resources with appropriate social inclusion purposes. The Ambassador would also be charged with assessing the extent to which the current state and local government regulatory environment could be reformed to maximise giving opportunities.
- An **Innovation Precinct** for the community sector which co-locates community sector agencies with a range of other private and public sector agencies to spark innovation;
- A '**compact with the community sector**' that acknowledges and invests in its role in social inclusion and enables collaboration and leveraging of support from a national compact.

There are obviously many opportunities for community groups as these new strategies are put into practice.

Not all of this will come to pass, and much of it will probably develop in unexpected ways, but it's an innovative and thought-provoking approach that could well be taken up by the mainland states.

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9. Marketing Guru: Lessons from iSnack 2.0

We don't want to be the only publication in Australia that hasn't waded into the debate over the naming of Kraft's new cheesy Vegemite product.

What has Vegemite got to do with community groups? Quite a bit, actually.

First, a quick recap.

The saga began last month when Kraft announced that its new product, a combination of Vegemite and cream cheese, would be called iSnack 2.0. The name was chosen after the public was invited to send in suggestions. More than 48,000 suggestions were received.

Howls of protests followed the announcement that iSnack 2.0 had been selected. Australians, it seemed, hated the name.

The result was a swag of publicity for the new product, a statement of contrition from the company and the announcement that a new competition would be held to allow members of the public to choose the new name.

More than 30,000 people voted. The winner? The rather more prosaic 'Vegemite Cheesybite', which garnered 36% of the vote (Vegemite Smooth came in second, with 23%). There was some suggestion last week that Cheesybite might also be problematic for Kraft, being similar to a trademark owned by Pizza Hut.

Some have suggested the whole exercise has been an elaborate publicity stunt designed to keep the product in the headlines as long as possible. Kraft denies this – and says the thousands of iSnack 2.0-branded jars in its warehouse prove its point (but, then, these are apparently now flying off the shelves as consumers seek to bag a collectors' item).

The major lesson for community groups is to remember that there's nothing like a new name or a new brand or a new logo to excite the passions of your stakeholders.

If you're considering introducing a new program, updating your logo or going through a rebranding exercise, step carefully. Remember these points:

- **Don't rush it.** Kraft went through a long process to invite input into the naming of its new product (and even then it didn't get it quite right). Don't try to get the whole thing done in a few days.
- **You're never going to get everyone to agree.** Put in place a small sub-committee to oversee the development and selection of your new brand/logo/name. Make sure it includes people from all over the organisation, not just senior staff or board members.
- **Remember you need buy in.** While it's true that you're never going to get everyone to agree, you might want to get the majority on board with your new name, logo or look. Get the sub-committee to select two or three options to put to the membership for voting.
- **If it all goes bad ...** Despite all the controversy, Kraft has come out of all this all smelling of roses. This lesson is true of any controversy faced by your organisation, not just branding-related ones: If things turn sour, take Kraft's lead and come out quickly to admit your mistake and make amends. Don't run, don't hide, don't stick to your guns in the face of contrary facts. Admit you were wrong and give everyone a way to move on.

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



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10. What's new at www.ourcommunity.com.au

We have recently added a number of new features to our website:



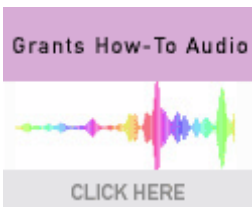
Marketing and the Web: The world of marketing is changing rapidly as commercial and not-for-profit organisations get to grips with the potential of new technologies. Thanks to the ongoing support of Australia Post, we have produced a number of new help sheets on marketing through web-based technologies. [Click here](#) to get started.



Relive Communities in Control: The Channel 31 one-hour special filmed on the two days of Communities in Control in June is now available for viewing on the Our Community website. [Click here](#) to view the program.



Get on Board: Our thanks to radio producer and presenter Tony Ryan from Learning Works for allowing us to load five terrific radio specials on community governance onto our website. The programs were developed during the February Board Builder conference. [Click here](#) to listen to the audio.



Get Grants: We also have audio of Our Community grantseeking specialist Patrick Moriarty delivering his tips on how to get a grant. [Click here](#) to listen to the program.

Don't forget that you can easily find what you're looking for on the Our Community website by using the index. It's at www.ourcommunity.com.au/index

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11. Top 10 ways to think about fundraising

Top 10

Asking for money can be a hurdle some people find difficult to overcome. This edition's Top 10 might help you work through some of your insecurities.

- 1. Don't apologise. You're not a beggar.** Beggars ask for money for themselves. You're offering donors a chance to share in a worthwhile social investment.
- 2. It's not up to you to decide whether they want to give or not.** Don't make assumptions.

3. **They're not going to punch you out.** There's very little downside to that.
4. **They're not going to be offended.** Joking about charity = offensive (ask the guys from *Chaser*). Asking on behalf of charity = not offensive.
5. **They're not going to think less of you.** They've probably already got over a lot worse than that.
6. **They're probably going to think better of you.** They'll think you're a kind and charitable person, and brave with it.
7. **They're probably going to think better of themselves if they give.** You're offering the opportunity to share the warm inner glow around.
8. **They're already giving to some causes – why not yours?** The statistics say they've already given to four other organisations this year. Yours may as well be next.
9. **You know it's worth it.** You've given your own donation, so it was good enough for you – why wouldn't it be good enough for them?
10. **They may give you money.** And wouldn't that be nice!

This edition's Top 10 comes from the October edition of *Raising Funds* newsletter, Australia's best value and most practical fundraising newsletter – www.ourcommunity.com.au/raisingfunds

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12. Training Tip: Practical reasons for good governance

Dozens of high-profile cases in recent years have brought the issue of questionable corporate governance practices to increasing prominence.

The result is that what was once a matter only for the boardroom has now entered the public arena, and it is becoming increasingly clear that not-for-profit organisations are not immune from demands for more accountable, transparent and consultative boards.

But what are the practical reasons to improve your board's standards of governance? There are a number of reasons why your board should strive to achieve greater levels of accountability, transparency and consultation in the pursuit of better governance.

Firstly, it will help to make your organisation more responsive to your stakeholders – and this is crucial if you are to become a more effective and successful organisation. Greater efficiency and effectiveness will also likely result from better governance as it necessarily involves “putting the house in order”.

In addition, community support – being imperative for the continued existence and success of any community group – is far more likely to be forthcoming to organisations that demonstrate good governance as it is the sign of an ethical and responsible organisation.

Few good governance processes are mandated for not-for-profit organisations by law or regulation. However, there are very real rewards for those groups that put them in place anyway.

Significantly, having accountability, transparency and consultation processes in place will win you the trust and respect of those who take good governance seriously – in particular, governments and businesses – and can put you ahead of the pack when it comes to competing for grants, donations, sponsorship, and other forms of support.

Overseas experience and some initial moves locally would seem to indicate that greater regulation of Australian not-for-profit organisations is increasingly likely.

Laying the groundwork for better governance procedures now will help your group to easily adjust to any future governance requirements that may arise.

Our Community can help you in this regard with our range of conferences, short courses and other training. Two of particular note for community groups keen to improve their governance are:

- the nationally recognised **Certificate IV in Business (Governance)** and
- the annual **Board Builder Conference** on November 27, 2009.

For more information about Our Community training go to www.ourcommunity.com.au/scheduledtraining

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13. Productivity Commission releases draft research report

One of the many reports the Rudd Government has commissioned on the not-for-profit sector in Australia is now out.

The Productivity Commission's *Draft Research Report on the Contribution of the Not-for-Profit Sector* came out at noon today (October 14), and there is a lot of meat in it; the summary runs to 65 pages, and the full report is another 300+.

Here are the highlights.

First, the failings

As one might expect from one of the most market-oriented of the government's thinktanks, the report gives very little weight to the social benefits that not-for-profits bring *because they're non-commercial* – the creation of community trust, community health, and stronger community spirit. It says

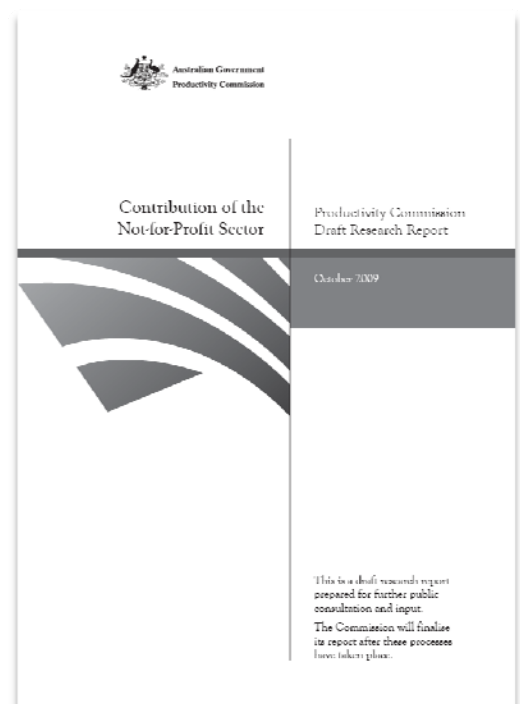
NFP activities may generate benefits that go beyond the recipients of services (spill-over benefits or positive externalities), such as reducing social disadvantage, increasing social inclusion and facilitating a strong civil society, with smaller community-based bodies playing an especially important role. Nevertheless, as spill-overs are not unique to NFPs, public support for NFP activities needs to be justified by demonstration of benefits.

However, it gives no examples of for-profit spill-overs and disregards the evidence of not-for-profit spill-overs (the words 'social epidemiology' don't appear once). It thus avoids having to consider whether the government should actually have a bias in favour of not-for-profits, and falls back (with a sigh of relief) on simple economic arguments to do with efficiency and market competition.

Issues

Wider impacts aside, the Commission sees the issues faced by the sector as

- Growing calls for accountability and demonstrating impact
- Purchasing arrangements for services that put pressure on Government-NFP relations
- Paid workforce shortages and a changing environment for volunteers
- Outdated tax arrangements for philanthropy
- Cross-jurisdictional differences and complexities imposing unnecessary regulatory burdens.



It proposes to “reduce duplication, improve clarity, lower unnecessary compliance burdens, increase worthwhile transparency and build the capacities of the sector to improve its efficiency and effectiveness” through:

1. Knowledge systems that support understanding of the sector;
2. Clearer governance and accountability via a consolidated regulatory framework;
3. Improving arrangements for more effective sector development to build skills in governance, operational planning and evaluation and to promote workforce sustainability and access to capital;
4. Stimulus for social innovation; and
5. Relationship building to strengthen collaboration and effective engagement including in the delivery of government funded services.

Recommendations

The big item in the mix is the commission’s proposal for “a one-stop shop for Commonwealth regulation in the form of a Registrar of Community and Charitable Purpose Organisations.”

The commission says this could be a new organisation or a statutory division of the Australian Securities and Investments Commission, and would replace the equivalent functions in existing regulators.

The proposed body would:

- Register and regulate a new Commonwealth Incorporated Associations regime, Companies Limited by Guarantee, and Indigenous Corporations;
- Register and endorse NFPs for all Commonwealth tax concessions;
- Potentially register NFPs for cross-jurisdictional fundraising;
- Establish a single portal for the lodgement, maintenance and access to public record corporate and financial information;
- Investigate complaints [*Interestingly, this item appears only in the listing in the summary, and not in the main body of the text; there may have been last-minute second thoughts*];
- Provide education and guidance on governance issues.

The Commission has noticed the chaos in incorporation requirements across the states, but rather than standardise entirely it suggests a new federal registration that will simply attract all the state-registered incorporations to move up – a good idea in principle, but one that ignores the fact that the Commonwealth tried this once already with the National Registered Body system almost entirely without effect.

The report is even vaguer when it comes to the chaos in fundraising rules across the states, where it proposes

Australian governments need to move forward on the harmonisation and modernisation of fundraising legislation across Australia to achieve greater consistency in regulations and reporting requirements for incorporated associations

Well, yes, a fine ideal but unless someone pushes the states, hard and continually, it’s unlikely to get done.

The third area where chaos prevails is of course tax, and here the Commission sensibly recommends that: “The Australian Government should adopt a statutory definition of charitable purposes in accordance with the recommendations of the 2001 Inquiry into the definition of charities and other organisations”.

Subject to considerations of affordability, the Australian Government should widen the scope for gift deductibility to include all charitable institutions and charitable funds as endorsed by the proposed national Registrar.

Gift deductibility should continue to be available to other eligible categories which fall outside this scope, such as cultural and environmental organisations endorsed by the proposed national Registrar and entities that are specifically named in the Income Tax Assessment Act 1997 or its Regulations.

Government

The Commission has taken into account the need for reform to have a champion to push it, and points out that

A number of reviews have recommended appropriate change. However, few have been adopted, in part due to a lack of a policy driver in the Australian Government. The Australian Government should establish an Office for Not-For-Profit Sector Engagement within the Prime Minister’s portfolio, for an initial term of five years.

This will only work, of course, if the Office is given carriage of the different and separate initiatives on the not-for-profit sector that are now scattered across the government – if the office has a coordinating function that the current Parliamentary Secretary for the Voluntary Sector, for example, does not.

There will be further consultation following the release of the report, but largely on the details – whether, for example, “state/territory based incorporation of associations should be restricted to not-for-profits with income less than \$150 000 per annum”.

A fuller analysis to follow in this newsletter next month.

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

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

- **Carers Week:** October 18-24
- **Sock it to Suicide Week:** October 19-25
- **National Water Week :** October 19-25
- **Injury Free Day:** October 23
- **World Polio Day:** October 24
- **Pink Ribbon Day:** October 26
- **Children's Week:** October 26-31
- **World Teachers' Day:** October 30
- **National Bandanna Day:** October 30
- **World Vegan Day:** November 1
- **Lung Health Awareness Month:** November 1-30
- **International Volunteer Manager Appreciation Day:** November 5
- **National Psychology Week:** November 8-14
- **SES Week:** November 8-16
- **Spinal Cord Injury Awareness Week:** November 9-15
- **World Diabetes Day:** November 14
- **Schoolies Week:** November 14-30

FEATURED EVENT:

Week Without Violence (October 12-19)

The Week Without Violence is an annual global campaign to stop violence in all its forms.

Activities will focus on raising awareness, promoting attitude change and enabling individuals and organisations to begin positive actions towards ending violence in their communities.

Events are being coordinated by the YWCA.

More Info:

<http://www.ywca.net/default.asp?id=264>

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

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15. Board Builder Conference filling fast

Registrations are coming in thick and fast for Our Community's November 27 Board Builder conference.

This year's conference features presentations on a wide range of governance topics including:

- How to find new blood for your board;
- Which governance models work best for community organisations;
- Back to basics (for people who are new to a board);

BOARD BUILDER Conference 2009
PRACTICAL RENEWAL : POSITIVE RESULTS : BETTER BOARD PERFORMANCE

Friday 27 Nov 2009, 9.15am - 4.30pm
CALL: 03 9320 6800
OR BOOK ONLINE:
www.ourcommunity.com.au/boardbuilder2009

- Resolving conflict on boards;
- Future proofing your organisation;
- Getting on top of the finances; and
- Supporting the CEO.

The ever-popular Board Doctor session returns during this November's conference – with an expert panel answering all the questions and concerns you have about governance.

Parliamentary Secretary for Social Inclusion and the Voluntary Sector Senator Ursula Stephens will also take part, outlining what's in store for the community sector over the next 12 months and launching the search for the 2010 Westpac Outstanding Community Treasurers.

To reserve your place, go to www.ourcommunity.com.au/boardbuilder2009.

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16. Community Briefs: News from across the community sector

We're on Twitter!

Now you don't have to wait until your copy of *Our Community Matters* arrives in your inbox to hear what's happening in the community sector – sign up to follow us on Twitter and you'll get all the news as it happens.

To start receiving our Twitter updates, go to <http://twitter.com/ourcommunityAU>



Transparency awards now open

Registrations for the 2009 PricewaterhouseCoopers (PwC) Transparency Awards are now open.

The awards aim to showcase the best in transparency and reporting in the sector as well as demonstrate how seriously not-for-profits treat both issues.

The top award in 2008 went to Oxfam Australia for its vibrant annual report. World Vision was named runner-up.

This year, the winner and runner-up will receive \$20,000 and \$10,000 respectively towards sending member(s) of their organisation on training and development or study tours. Importantly, all entrants receive individual feedback from judges on how they can improve their reporting.

To enter, register online at www.pwc.com.au/foundation/transparency-awards.htm by 5pm on October 30. For further information, contact Anita Burer on (03) 8603 6798.

Guide for Victorian public officers and secretaries

Victoria's Public Interest Law Clearing House (PILCH Vic) has released a comprehensive new guide aimed at helping public officers and secretaries in Victorian incorporated associations fulfil their duties.

A Guide for Public Officers and Secretaries in Victorian Incorporated Associations is designed to provide clarity on the requirements and responsibilities for these two positions in Victorian groups.

The guide is specifically aimed at Victorian groups, aiming to help them comply with the state's Associations Incorporation Act. It will be updated as further reforms are made to the Act.

The guide is in 10 parts and covers legal roles and requirements, meeting procedures, record keeping and document preparation. It can be found here: www.pilch.org.au/incguide. More information will also be featured in the November edition of Board Builder – www.ourcommunity.com.au/boardbuilder.

Buying software that supports a good cause

If your organisation has an in-house server and you think you could benefit from information-sharing technology, an Australian company might be able to help – and benefit the community sector at the same time.

Local software developer Atlassian has long offered its software free to not-for-profits. One of its products is Confluence, an “enterprise wiki” which allows groups to share information on meetings, policies, plans, etc with all their members.

Recently Atlassian announced a new offer whereby small commercial organisations can purchase Confluence for just \$10, with the entire purchase amount then being donated to community causes.

Organisations – be they commercial or not-for-profit – which wish to use Confluence should be aware that the software needs to be installed on their own server.

For more information on Confluence, and the deals Atlassian are offering, refer [here](#) and [here](#).

Concern over anti-social behaviour orders in Victoria

Communities should be wary of laws that erode the human rights and dignity of community members, the Fitzroy Legal Service says.

In a briefing paper on the criminalisation of anti-social behaviour, the organisation says communities should question the effectiveness and fairness of laws – such as bans on public drinking – which criminalise groups of people and behaviours.

The increasing regulation and control of public behaviour in Victoria will be discussed at a forum in Thornbury this Thursday, October 15. A more detailed report into public space, human rights and law enforcement – *Who’s Public in Public Space* – will be launched at the forum.

Former equal opportunity commissioner and human rights advocate Moira Rayner is facilitating the forum, which the Fitzroy Legal Service is co-hosting with the Moreland and Darebin community legal centres and Youthlaw.

University of Melbourne Criminologist Ruth Liston will speak on lessons learnt from the United Kingdom, where (Anti-Social Behaviour Orders) were introduced in 1998, while Youthlaw’s Tiffany Overall will speak on the issues as they relate to young people.

The Fitzroy Legal Service briefing paper cautions that such laws can discriminate against those groups within communities that make frequent use of public spaces, including young people, the homeless and Indigenous people.

The briefing paper acknowledges that the misuse of public space is a concern, but encourages councils to address the underlying causes of social disadvantage instead of criminalising anti-social behaviour.

The 2pm-4pm public forum will consider what anti-social behaviour is, how criminalising it affects communities, and how Anti-Social Behaviour Orders align with social inclusion principles. For further information contact Belinda Lo from the Fitzroy Legal Service: blo@fitzroy-legal.org.au

Community volunteering awards

Victorina community groups and their hard-working volunteers are gaining some well-deserved recognition with a new suite of government awards.

Nominations are open until Wednesday, October 21 for the Premier’s Community Volunteering Awards.

There are four categories, each of which attracts a \$5000 prize for the winning organisation:

- Community Volunteering Achievement Award
- Community Volunteering Innovation Award
- Community Volunteering Leadership Award
- Young People’s Community Participation Award

Community Development Minister Peter Batchelor said the awards were the government's way of thanking those people who were helping their fellow Victorians.

"Strong families need strong communities, which is why the Brumby Labor Government wants to [support] the vital work of volunteers through these awards," Mr Batchelor said.

He said the valuable contribution of volunteers did not go unnoticed.

"If you know, or are part of, a Victorian community organisation that has done amazing things, this is the opportunity for them to be recognised and celebrated for their commitment to helping others," he said.

"From those who have helped out in times of crisis to everyday acts of generosity, every volunteer is valued."

The awards will be presented on Saturday December 5. For further information or to make a nomination go to www.awardsaustralia.com.au/PCVA.html.

Honouring outstanding women

If you know a woman who has made a significant contribution in her field or a lasting impact on other women in her community, you can nominate her for the 2010 Victorian Honour Roll of Women.

Women inducted to the honour roll last year include a rural champion for the rights of gay, lesbian, transgender and intersex (GLBTI) communities, a newly-arrived students' advocate, a supporter of women prisoners and a neighbourhood centre manager.

Next year marks the 10th anniversary of the honour roll.

Nominations must include the nominee's signature of acceptance, and two endorsements from other community members.

Nominees must live in Victoria, have demonstrated leadership in their field, and have made a demonstrable lasting contribution to the benefit of others.

Victorian Minister for Women's Affairs Maxine Morand will announce the 2010 honour roll on International Women's Day, March 5, 2010, at the National Gallery of Victoria International.

For further information, including nomination forms, a help sheet, and the stories of former inductees, go to www.women.vic.gov.au, and click on the link to the Victorian Honour Roll of Women.

CPNS launches major gift-giving research

Queensland University of Technology's Australian Centre for Philanthropy and Nonprofit Studies (CPNS) has announced an important research project examining the decisions Australians make when giving major gifts.

CPNS says this is the first Australian academic study to investigate the topic.

The project will look at a number of areas related to major gift giving, trying to identify factors such as:

- Triggers for making a major donation.
- Common 'make or break' stages in the decision-making process.
- Useful resources for potential donors.
- Any differences between not-for-profit organisations' and donors' respective understanding of major gift decisions.

CPNS has invited fundraisers and consultants with a major gift background to help its research by attending a 90-minute focus group session during October. Upcoming sessions are scheduled for Sydney, Melbourne and Perth

Those who have given a major gift, preferably during the past two years, are also invited to take part in personal interviews across Australia between now and December. These can be scheduled at a mutually convenient time and location.

Full project details are available via: <http://tinyurl.com/yfeysun>.

Photography competition open

To celebrate wetlands and mark World Wetlands Day, WetlandCare Australia has organised a nationwide art and photography competition.

The competition is open until December 4, includes categories for both children and adults, and seeks either art or photos exploring the theme "Wetlands, Biodiversity and Climate Change".

WetlandCare Australia will use the winning works to promote both wetlands and its work.

Entry forms are available at www.wetlandcare.com.au.

Online financial management training for not-for-profit leaders

Social Ventures Australia is thrilled with the level of interest in the new interactive online financial management training course, which is specifically designed for leaders of non-profit organisations.

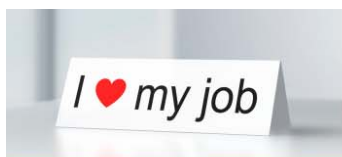
The course is designed for managers who are not trained but know they ought to know more in relation to financial management. All students are highly supported.

Highly interactive course modules and synchronised online tutorials ensure the training is effective and convenient. As one student put it: "The self-paced mode of delivery was perfect in my situation, allowing me to log on and complete the exercises whenever I had the time and opportunity. I thought the use of additional features such as audio and downloads worked well and made the activities more relevant and kept my interest."

The training is ideal for regional and rural organisations.

Limited spots are still available for October, with extra course to be released for November. The introductory price is \$250. [Click here](#) for more information.

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Community Sector Jobs

Australian Capital Territory

Job Title	Organisation	
Public Affairs Officer	Australian Association of Social Workers	Details

New South Wales

Job Title	Organisation	
Casework Manager, Out of Home Care	CatholicCare Hunter-Manning	Details
Foster Case Worker	Catholic Care	Details
Executive Officer	Vets Beyond Borders	Details
Registered Nurse	The Sydney Colon Health Clinic	Details
Social Workers: Ring in 2010 under with Big Ben!!	HCL Social Care	Details
Youth Worker / Christian Studies Teacher	The Scots College	Details
Telephone Counsellors - Parent Line NSW	CatholicCare	Details
Dementia Advisor	Alzheimer's Australia NSW	Details
Information and Respite Coordinator	Inner West Respite and Carelink Centre	Details
Youth Support Worker	Parramatta Mission	Details
Residential Program Staff	GROW Community	Details
Alcohol & Other Drug Counsellor (pt)	Rosemount Good Shepherd Youth & Family Services	Details

Information & Respite Coordinator	Commonwealth Respite & Carelink Centres	Details
Bequest Manager	Royal Institute for Deaf and Blind Children	Details
Manager - OP-Shop	Baptist Community Services	Details
Employment Consultant - Disability Employment Network	Break Thru People Solutions	Details
Executive Officer	National Parks Association of NSW	Details
Permanent Part time House Coordinator	L'Arche Sydney Inc	Details
GROW Fieldworker	GROW	Details
Social Policy & Planning Officer - Temp 6 Months	Parramatta City Council	Details
Managing Our Community & Cultural Facilities!	Hornsby Shire Council	Details
Neighbourhood Services Manager	City of Sydney	Details
Welfare Support Worker	Guthrie House	Details
Mental Health Support Worker	Lifeline Western Sydney	Details
Welfare Worker/Residential Care Worker	Phoebe House	Details
Administration Officer	Australian Youth Affairs Coalition (AYAC)	Details
CEO	Community First Step	Details

Northern Territory

Job Title	Organisation	
Child Wellbeing Specialist - YWCA of Darwin	YWCA of Darwin	Details
AOD Rehabilitation worker	Banyan House	Details
Administration Coordinator	AP Services	Details
Team Leaders, various locations including Katherine & Alice Springs	NT Families and Children	Details

Queensland

Job Title	Organisation	
Multi-cultural Service Co-ordinators and Multi-cultural Information and Training Officers	Carers QLD	Details
Program Manager - Child Safety	Anglicare North Queensland	Details
Youth and Children's Ministry Coordinator - Carina Mount Gravatt Corps	Salvation Army	Details
Senior Consultant and Program Leader	Foundations Child and Family Support	Details
Crisis Accommodation - Night Staff X 2 positions	Blair Athol Accommodation and Support Programme	Details
Residential Youth Workers	Churches of Christ Care	Details
Therapeutic Services Manager	Bravehearts	Details
Umbrella Studio Business Manager	Umbrella Studio Contemporary Art	Details
Community Work Experience Project Consultant	Break Thru People Solutions	Details
Counsellor - Post Adoption Support Queensland	The Benevolent Society	Details
Workplace Counsellor	Converge International	Details
Multi-cultural Service Co-ordinators and Multi-cultural Information and Training Officers	Carers Queensland	Details
Disability Support Worker (Accommodation)	Share Bayside Inc	Details

South Australia

Job Title	Organisation	
Community Rehabilitation Support Workers - North west Metro Adelaide	NEAMI LIMITED	Details
Employment Coordinator	MJP Employment Services	Details

Tasmania

Job Title	Organisation	
Residential Support Staff - Casual	Northern Residential Support Group	Details
Counsellor	Sisters of Charity Outreach	Details

Victoria

Job Title	Organisation	
Volunteer Co-ordinator & Office Manager	SecondBite	Details
Events Coordinator	International Women's Development Agency	Details
Health information Manager	Dianella Community Health	Details

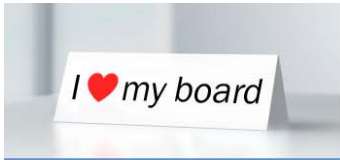
Therapy Assistant	RSL Care	Details
Team Leader Social Support - Ref No HASSL01	Banyule City Council	Details
General Manager, The Other Film Festival	Arts Access Victoria	Details
Community Support Worker	Gellibrand Support Services	Details
Community Development Worker	Melbourne Citymission	Details
Health Promotion & Chronic Disease Coordinator	Doutta Galla Community Health Service	Details
Client Services Team Leader	Western Region Health Centre	Details
Executive Officer	Grampians Pyrenees Primary	Details
Tenancy Adviser	Tenants Union of Victoria	Details
Communications Officer	HomeGround Services	Details
Disability Support Workers	Wesley Mission Melbourne	Details
Residential Care Worker	McAuley Community Services for Women	Details
Speakers Network Officer	Vision Australia	Details
Bushfire Recovery Workers (5 positions)	The Salvation Army Eastern Victoria Division	Details
Manager/Principal Lawyer	Mental Health Legal Centre Inc	Details
Youth Housing Support Worker	Good Shepherd Youth & Family Service	Details
Assessment and Support Officer	City Of Darebin	Details
Community Development Coordinator	Melton Shire Council	Details
Case Worker (Bridging & Interim Support), Women's Services	WAYSS Ltd	Details
Locum Caseworkers and Team Leaders Out of Home Care Needed Now!	amicus recruit	Details
Community Support and Inclusion Worker	Brotherhood of St Laurence	Details
Residential Co-ordinator	Wesley Mission Melbourne	Details
Parent Worker	Windermere	Details
Education & Learning Coordinator Part time	Bowen Street Community Centre	Details
Senior Coordinator - Bendigo	VISTA and Home Choices	Details
Children's Services Development Coordinator	Golden Plains Shire	Details
Administration Officer	Independence Australia	Details
Service Coordinator	Independence Australia	Details
Human Rights Resource Officer	VCOSS	Details
Maintenance/Handyperson	Yarra Community Housing	Details
Leading Hand - Greener Futures x 3	Mission Australia	Details
Community Development Officer	Mansfield Shire Council	Details
Manager/Principal Lawyer	Mental Health Legal Centre	Details
Respite Worker	ARAFEMI	Details
Indigenous Family Violence Capacity Building Worker	WAYSS Ltd	Details
Case Managers - Community Aged Care Packages	Tradewind	Details
Care Facilitator / Occupational Therapist	Doutta Galla Community Health Service	Details
Speech Pathologist	Deal Communication Centre Inc	Details
Qualified Aged Care Trainers	Pragmatic Training	Details

Western Australia

Job Title	Organisation	
Employment Coach	Community First International	Details
Support Workers - Busselton	Enable Southwest	Details
State Coordinator	WA AHWWestern Australian Aboriginal Health Worker Association	Details
Senior Community Development Officer	City of Bayswater	Details
Social Workers, Youth Workers, Councillors	Mercy Community Services	Details
Volunteer Support Officer	Volunteer Task Force	Details
Community Development Officer (Aboriginal Liaison)	City of Melville	Details

Post Jobs at www.ourcommunity.com.au/goodmoves

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Community Sector Board Positions

The following is a list of the most recent Board/Committee vacancies listed at Our Community. To view other board or Committee vacancies or post your own vacancy (it's free!) go to www.ourcommunity.com.au/boardmatch

Australian Capital Territory

Job Title	Organisation	
Chair, Treasurer, Secretary, General Board Member	Squashed Banana Project	Details

New South Wales

Job Title	Organisation	
General Board Member, Administration assistant	Caring & Living As Neighbours	Details
Chair, Treasurer, Secretary, General Board Member	SHARE SMR INC	Details
General Board Member	Central Tablelands Housing Association Inc	Details

Victoria

Job Title	Organisation	
General Board Member	Community West Inc	Details
General Board Member	Reclink	Details
Chair, Treasurer, Secretary, General Board Member	Newlands Community Centre	Details
Chair, Treasurer, Secretary, General Board Member	Stolen Generations Victoria	Details
Treasurer	Wingate Avenue Community Centre	Details
General Board Member	Western Region Centre Against Sexual Assault (WestCASA)	Details
General Board Member	Workbridge - Outer East Employment Service	Details

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19. Fast Forward

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

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

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

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20. About Our Community

Our Community is a world-leading social enterprise that provides advice and tools for Australia's 700,000 community groups and schools, and practical linkages between the community sector and the general public, business and government.

Our major offerings include:

1. **www.ourcommunity.com.au**:
Australia's most useful website and publishing house, encompassing the nation's largest and most diverse membership base and 12 Knowledge Centres – accelerating the impact of Australia's 700,000 community organisations
2. **GivNow.com.au**:
The practical place to explore all the different ways you can help the community: how to make a donation, how to get involved, how and where to join in and support your community.
3. **[Australian Institute for Community Practice and Governance](#)**:
Practical and accessible certificated training delivered locally through our training Institute
4. **[Institute for Best Practice in Grants Management](#)**:
The unique suite of grants management services for government
5. **[Australian Institute for Corporate Responsibility](#)**:
Cutting edge corporate responsibility resources for large, medium and small business and community organisations

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



Want to receive OC Matters direct to your inbox?
SIGN UP FOR FREE:
<http://www.ourcommunity.com.au/ocmatters>

Green The Christmas Giving Card

The Christmas card that supports communities and the environment

- * **Cash For Community:** Generates much-needed funds for schools and community groups - **\$1 from every card sold goes to your community group.**
- * **Convenient:** Stamps and envelopes included with each pack of 10 cards.
- * **Budget Friendly:** Cards cost just \$3 including envelope, stamp, inclusion of logo and printed message, and a \$1 contribution to an Australian community group.
- * **Environmentally Friendly:** All cards are printed on acid-free, chlorine-free recycled paper.
- * **Adaptable & Personal:** There are five great colourful designs to choose from – something for everyone! Cards can be personalised with your own message and logo, and are delivered flat to allow over-printing.

5 Designs to choose from:



Find out more:

www.ourcommunity.com.au/givingcard