

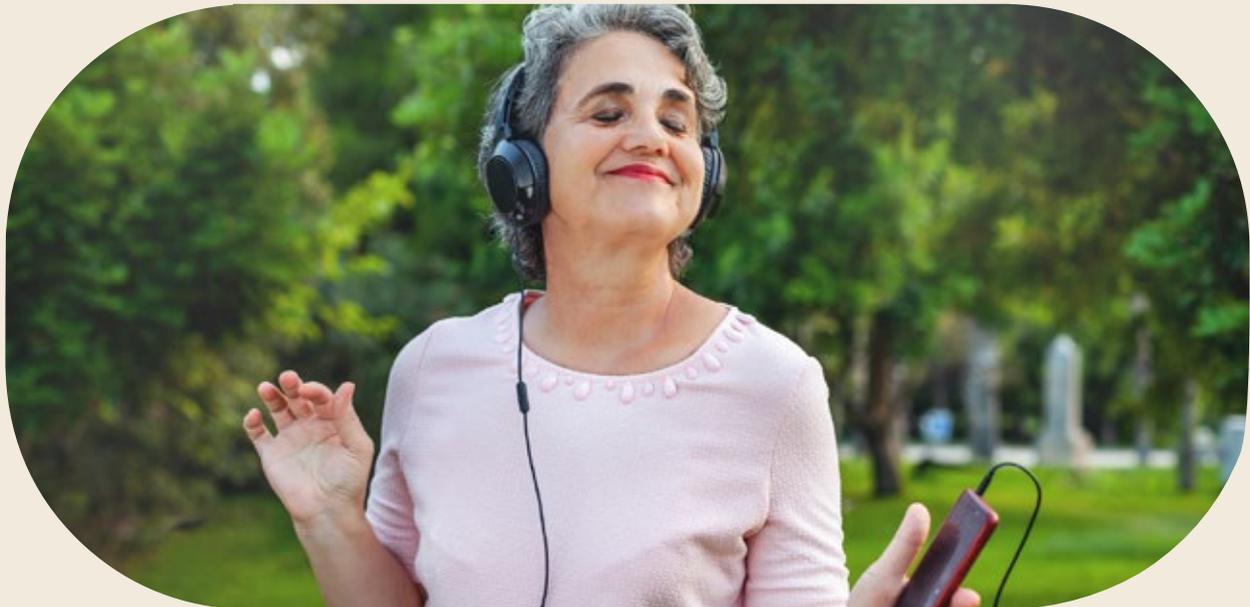


Our Community Matters



Edition 4, 2019 • August

Podcasts with purpose: our picks



Looking for suggestions to spice up your podcast playlist? Here are five top picks from Our Community's resident podcast geek, Kathy Richardson.

1. The Hardest Word The 10th episode of *The Hardest Word* nearly stopped my heart. In it, a Hutu Rwandan man says sorry to the Tutsi neighbour who banged on his door seeking help during the 1994 genocide. A series of

heart-felt, real-life apologies from real people across the globe, *The Hardest Word* is produced by Melbourne communications specialist and all-round charmer **Brett de Hoedt** (you might know him from his on-stage role at many of Our Community's conferences). Start with the Rwanda episode, then go back and binge the rest.

www.thehardestwordpodcast.com ►

2. 7am If you're not keeping on top of what's going on in the world, this is for you: think *Behind the News* for adults. Hosted by journalist Elizabeth Kulas, *7am* delivers daily news, interviews and analysis from Schwartz Media, publisher of the *Monthly* and the *Saturday Paper*, in easily digestible 15-minute eps.

7ampodcast.com.au

3. Communities in Control Okay, it falls into the "They would say that, wouldn't they?" category. This podcast unlocks 18 years' worth of insights and inspiration presented at Australia's best communities conference, *Communities in Control*, brought to you by... that's right, Our Community. If you're involved in the community sector in Australia, you need this on your list.

www.ourcommunity.com.au/cic

4. Invisibilia I reckon this American National Public Radio podcast will particularly appeal to not-for-profit types because they're better than most people at understanding the invisible forces that shape our attitudes and drive our actions. "Invisibilia" is Latin for "invisible things" and this podcast highlights the forces that turn the world's gears yet go unnoticed by most of us. It's one of my all-time faves.

www.npr.org/podcasts/510307/invisibilia

5. Science Friction In a world where scientists are becoming increasingly sidelined, a shout out to this fabulous ABC podcast. ABC veteran **Natasha Mitchell** brings her warmth, intelligence and unrivalled ability to decode difficult scientific concepts to a weekly podcast that combines science and culture.

www.abc.net.au/radionational/programs/sciencefriction

Honourable mentions

- ***The Few Who Do*** is a new SBS podcast fronted by Marc Fennell and the fabulous Jan Fran, highlighting people advocating for change and tackling society's big issues.
- ***Ladies, We Need to Talk***, a taboo-free zone, features Yumi Styne on women's health.
- ***This American Life*** is an oldie but a goodie. The radio show's been around since 1995, so there's a massive archive, with each episode centring on a particular theme. This is one to have in your back pocket at all times.
- ***Who Runs This Place***, a new ABC four-part series, unpicks Australia's power structures.
- ***A Podcast of One's Own*** sees former PM Julia Gillard interviewing notable women about feminism – it's had a promising start.



Share your own favourite podcast with other not-for-profit and community sector enthusiasts via the Facebook group *Not-for-profit Happy Hour Australia*: join up and join in at www.facebook.com/groups/nphhaustralia. ■



Tenants make Our Community House into a home



“Being around lots of other people working to create positive change in the world is a really inspiring environment to work in”: hear why Our Community House’s newest tenants love the place.

Our Community House’s newest tenants are enjoying the community spirit and top-notch facilities of the social sector co-working space.

Our Community Matters caught up with Lachlan Kent (Prevention United), Amanda Nuttall

(Think Impact) and David Trevorrow (VicSRC) to hear about their impressions of the new North Melbourne hub, and why their organisations decided to join the fold.

Watch the video to find out more, and visit the **Our Community House website**.

Contents

GREAT GRANT	4	THE B CORP MOVEMENT	14	AGONY UNCLE	33
OPINION: THE ULURU STATEMENT	6	FUNDRAISING: GENDER TRENDS	16	UPSKILL: TRAINING	35
GIVING TUESDAY	8	GOVERNANCE SURVEY RESULTS	22	BOARD MATCHING SERVICE	38
INNOVATION LAB UPDATE	10	NEWS DIGEST	30	COMMUNITY CALENDAR	40

Great Grant: Supporting Stronger Communities

Does your organisation have a relationship with a neighbourhood house or community centre in your area? Perhaps your organisation IS a neighbourhood house or community centre. Either way, read on.

Overview

The Sidney Myer Fund has partnered with the Australian Neighbourhood Houses and Centres Association (ANHCA) to deliver the Supporting Strong Communities (SSC) grant program.

The program has been developed to enable neighbourhood and community houses and centres to apply for grants to respond to emerging needs to address poverty and disadvantage to strengthen their local communities.



An Indigenous community meeting at Jagera Community Hall, Brisbane.
Photo: David Jackmanson via Flickr / Creative Commons licence.



Eligibility

You don't need to be a neighbourhood house or community centre to apply. Other community groups and organisations can apply by forming a partnership with their local neighbourhood or community house or centre.

This small grant program is available to any metropolitan neighbourhood or community house or centres across Australia that is a member of their state peak body of houses and centres (which in turn is a member of the national peak body ANHCA).

Only one submission will be considered per neighbourhood or community house or centre at any one time.

What's covered

New projects developed in response to emerging community needs targeting poverty or disadvantage can apply for funding through this grant program, which can be used to pay for project wages, equipment hire or purchase, and community training.

Grants of up to \$10,000 are available, and the total annual funding available is \$250,000. Projects must be completed within 12 months of commencement.

The program seeks to achieve national coverage, so targets are set for the proportion of funding to be allocated in each state.

I'm not in a metro area – can I apply?

Applicants in rural and regional Australia are ineligible; however, these applicants should look at the Strengthening Rural Communities grant program run by the Foundation for Rural and Regional Renewal (FRRR). See www.fundingcentre.com.au/grant/G08911 (Funding Centre log-in required).

Apply now

Applications for the current round close on 30 August. For more information and to apply visit the Funding Centre (log-in required): www.fundingcentre.com.au/grant/G09183. ■



The Uluru Statement from the Heart is surrounded by the signatures of delegates to the 2017 First Nations Constitutional Convention. Picture: Australian Human Rights Commission via Flickr / Creative Commons licence.

Time for the Commonwealth to show a bit of heart

BY DENIS MORIARTY, GROUP MANAGING DIRECTOR, OUR COMMUNITY

The Uluru Statement from the Heart is 417 words long. That's 2668 characters, or nine tweets. Reading it takes only a couple of minutes (you can find it at [1voiceuluru.org/the-statement](https://www.1voiceuluru.org/the-statement)).

Yet many of its opponents don't seem to have taken the trouble to look at it.

The statement, drawn up by the First Nations Constitutional Convention in 2017, asks for "a process of agreement-making between governments and First Nations and truth-telling about our history." It wants "a First Nations voice enshrined in the constitution."

Anybody who works or volunteers for a community-based organisation knows that the strength of such an organisation comes from

its ability to bring people together. That comes from giving your people the respect they deserve, which in turn derives from listening to and acknowledging what they have to say.

When particular groups of people are consistently not being listened to, not being acknowledged, the organisation has a responsibility to take action.

Ken Wyatt, Australia's first Indigenous minister for Indigenous Australians, recently floated the possibility that the Morrison government would at least listen to the call of the Uluru Statement, even if he was non-committal about whether a response would make it all the way into the constitution.

He told journalists at the Press Club in Canberra: "The concept of the voice in the Uluru Statement

from the Heart is not just a singular voice, and what I perceive it is, it is a cry to all tiers of government to stop and listen to the voices of Indigenous Australians at all levels.”

The government responded by throwing him under the bus.

The chorus of complaint that an Indigenous voice would constitute a “third chamber” of parliament sounded loudly, and the government fell in behind it, with Home Affairs Minister Peter Dutton and Prime Minister Scott Morrison turning up the volume.

On the subject of marriage equality, the Australian people were way ahead of their policy makers, and so it is too with the Uluru statement.

The proposal for a First Nations voice enshrined in the constitution is backed by 66 per cent of the population, according to pollsters.

Most people understand that the Uluru Statement doesn’t call for an expansion of Parliament House, or for Indigenous people to have the power to veto laws, or to introduce new laws.

They understand that what Indigenous Australians are calling for is a voice in laws and policies that would affect them, a clear and official channel that couldn’t be silenced by a government that didn’t want to listen, and couldn’t be removed except via another referendum.

On this and other problems, we’re learning – out of necessity – to deal outside the framework

of federal politics. In climate policy, in housing policy, and now in Indigenous policy, the states are being driven to take the lead.

Victoria, the Northern Territory and Queensland are all exploring the possibility of acknowledging Indigenous rights in the kind of treaty that the British invaders so conspicuously overlooked back in the day.

The negotiations for a treaty are going to take a while – when you don’t have a governance model in place, working out who speaks for the peoples can get complicated – but white folks have been putting it off for nearly 250 years already, so another year or two needn’t be a deal-breaker.

Not-for-profit organisations and socially responsible businesses should now be looking at what we and our groups can do to add our weight to the treaty calls at the state level. Let us listen and learn: what are we called upon to do?

The statement may take only a couple of minutes to read, but it’s taken 231 years for colonialists to come to terms with it. It’s our first chance since 1788 to come to a mutually respectful relationship with the cultures we spent so many decades attempting to erase.

The statement says: “We seek constitutional reforms to empower our people and take a rightful place in our own country. When we have power over our destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country.”

If we will listen, we have nothing to lose. And so much to be won. ■

The 2019

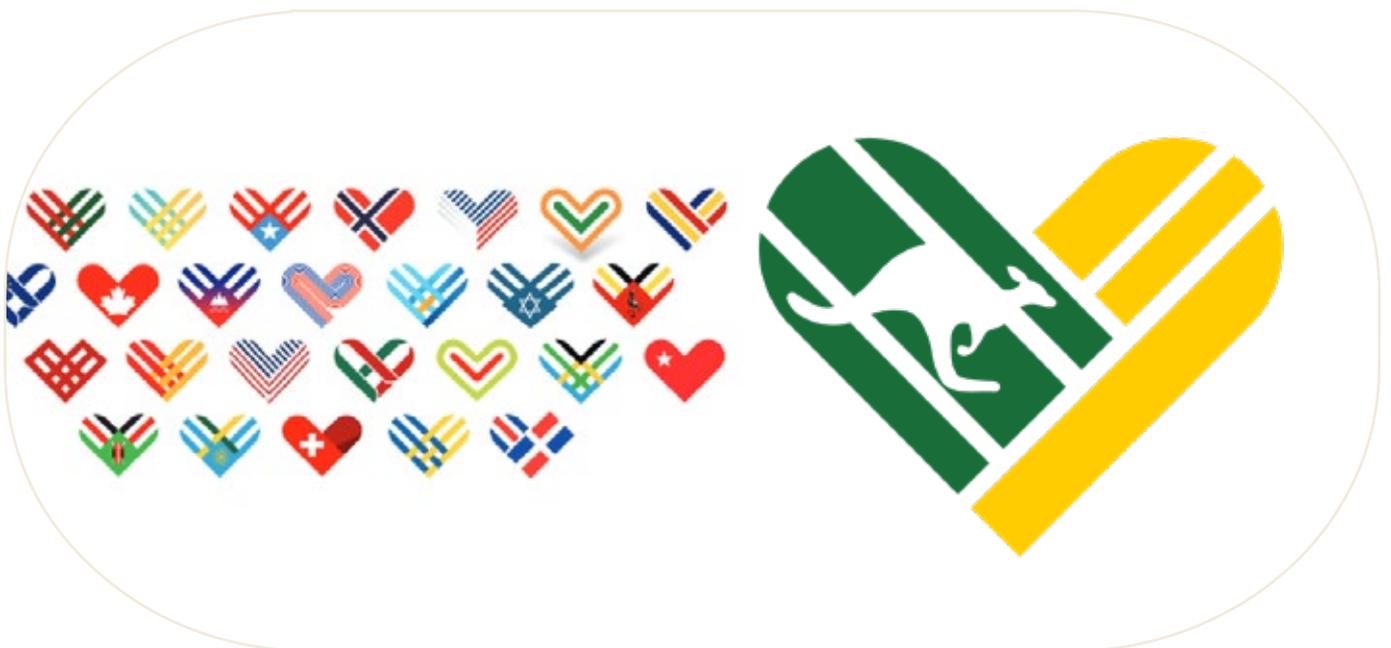
Festival of Community Directors

A year-long celebration of community governance

[Find out more](#)

#Giving Tuesday: the global movement you need to be part of

Australia is gearing up for its biggest ever GivingTuesday in 2019. What is it, and why should your organisation or community group get involved?



BY CATHY TRUONG, OUR COMMUNITY

GivingTuesday is a global celebration of generosity: a dedicated day of the year when people donate their time, goods, or dollars, or the power of their voice to charities, causes and community groups.

GivingTuesday originated in the US in 2012 when two organisations – the United Nations Foundation and the 92nd Street Y community centre in New York City – sought an antidote to the consumerism of the Black Friday and Cyber Monday sales.

Seven years later, GivingTuesday has reached more than 50 countries, from Liberia to Mexico. In 2019, China, Germany and Somalia will join

in for the first time, and Australia is gearing up for its biggest ever celebrations nationwide, on 3 December.

The aim of the GivingTuesday movement is to spread generosity and make giving go viral. We want to inspire Australians – who are renowned for stepping up to help each other out – to join in. We want them to want to post on social media (#GivingTuesdayAUS) and talk to their friends, families and colleagues about the causes that they care about enough to give to.

The effectiveness of the movement is well recognised among Australian philanthropy and fundraising professionals. The

CEO of Fundraising Institute Australia, Katherine Raskob, said, “We believe this global day of giving is compelling and will inspire public generosity at an important time of year.”

Organisations don’t need to come up with a reason to ask for donations on GivingTuesday, because the movement itself is a reason, and Ms Raskob highlighted how easy it is for charities and community groups to join in.

“It allows them to include a whole other fundraising campaign in their calendars, which is significant from a fundraising point of view.”

Since 2012, GivingTuesday has generated more than AU\$1.25 billion globally in online donations alone, and millions of volunteer hours.

As if that wasn’t enough reason to join the movement, here are five more:

1. It’s simple

Joining is easy. It’s fee-free and registration is not required. There are no rules about what form GivingTuesday should take for your organisation or community group. And you don’t need to create the reason for “the ask” – the movement has already done it for you. It’s #GivingTuesdayAUS!

2. It brings in new money

GivingTuesday campaigns attract new supporters. Data collected on the movement internationally shows that roughly 25 percent of people who donate on GivingTuesday are new donors. The day is an opportunity to engage new, interested givers as well as reinvigorate your existing constituency.

3. It brings in more money

Research shows that GivingTuesday does more than just move donations from one day of the year to another – it actually brings in money that wouldn’t otherwise have been donated. We see the same pattern with disaster relief campaigns, which create a spike in giving without detracting from the amount donated at other times of the year.

4. It’s free-form

With GivingTuesday comes freedom and creativity, so you can use your campaign to innovate. Surveys have shown that 82% of participating organisations internationally have used the day to experiment with a new idea for fundraising.

5. It feels good

GivingTuesday is an opportunity to raise the spirits of your supporters. We all need to feel connected to something greater than ourselves. We all need to feel that we matter, that our connections to our community are active and are valued. GivingTuesday offers your supporters another opportunity to feel connected to a movement for good, and that’s priceless.

Get started today

Save the date – Tuesday 3 December 2019 – and start planning a GivingTuesday campaign. Here are four things you can do today to get started:

- **Sign up** to the monthly newsletter to keep up to date with the #GivingTuesdayAUS movement
- **Download** a toolkit, graphics, logos and case studies to get your campaign started
- **Register** (it’s optional) and your organisation will be promoted as an official #GivingTuesdayAUS partner
- **Learn** from the free webinar ‘How to make a motza during Giving Tuesday’ (October 21)
- Use and follow the hashtags **#GivingTuesdayAUS** and **#GivingTuesday** on social media.

GivingTuesday takes place globally on Tuesday 3 December 2019. Our Community’s role as the designated leader of the movement in Australia is to encourage participation by organisations, individuals and businesses, and stimulate a national conversation about giving. ■

GI  **INGTUESDAY**

Lessons from the Innovation Lab



The Innovation Lab team, left to right: Kathy Richardson, chaos controller; Stefanie Ball, communications officer; Sarah Barker, director of data intelligence; Dr Nathan Mifsud, data scientist; Dr Paola Oliva-Altamirano, data scientist.

Our Community's Innovation Lab is where we seed ideas to do old things better or new things first. Its director of data intelligence, Sarah Barker, reflects on the lab's recent growth spurt.

The launch of Our Community House in March marked a significant shift in the Innovation Lab. Our focus has expanded beyond building our own data science capability: we are now working out how we can help other organisations to harness the power of data. The last three months have been full of exploration and conversations, new ideas and partnerships. So what have we learned so far about becoming more data driven?

It's a lot of work

Improving your data capability is hard work. It's not necessarily difficult work but it does take time. The fundamentals include deciding what data to capture, how to ensure that data is captured consistently, building some reports and developing standards. Each of these tasks requires input and agreement from multiple

people. There is scoping, design, implementation and monitoring. Often there are gaps uncovered, requiring additional thought and potentially new skills.

It can feel like a lot of work to get some basics in place and it can leave you wondering, 'Am I doing this right?'. It can be quite disheartening and takes perseverance. It's only once you get those basics in place, and the data starts becoming useful, that you start feeling that those efforts are being rewarded.

As an example, you might be capturing client information in a database. This is a new system, so as well as capturing real client information, you have entered some information to test the system. You realise (with dismay) that the test data is skewing your reports.

In order to exclude this information from your reports, you need to establish a process for entering test data and a naming convention so it can be easily identified. This involves gaining agreement on the approach, ensuring people follow the agreed approach, and cleaning up what is in there – this takes time.

Once you are confident that the data you are reporting on is real data, you can start to have confidence in the results in your reports.

It's iterative

I hate to be the bearer of bad news, but it's unlikely you'll get everything completely right the first time. You'll want to think strategically and take a considered, methodical approach in order to put some good solutions in place.

However, it's important to acknowledge that this is a learning process. It can be a challenge working out the right balance between ambition (what would we like to understand better?) and practicality (what systems, people and processes do we need to have in place to achieve that?).

If you try to do too much, too soon, you may end up with patchy data, unusable IT and a frustrated team – and you might feel as though you're back to square one. So, our advice is to start small. Pick one area you'd like to explore.

Or a couple of indicators you'd like to track. Work out what data you need to capture. Work out how you will capture it (low-tech to begin with). Start capturing it. Then loop back and see if you've got what you need and if you'll be able to reach your goal. If it's all going well, you can set some bigger targets, building on what you know.

To illustrate this point, imagine you've come up with some categories you would like your team to report against. The categories are loaded into your new database. To associate a record with a category, users must select a category from a drop-down menu. After a few months of collecting data you realise that everyone is picking the first category; no one really understands why categories are needed, and this is the fastest way for them to get data into the system. It may have been better to defer the use of categories until later, when the team was more comfortable with the new system and some of the other usability issues had been ironed out.

Sometimes, it's accidental

We have discovered that people in the social sector often end up working with data by accident. They didn't set out to be data experts and didn't arrive there as part of a typical career trajectory or through any formal training. Perhaps they started as social workers and decided to use Excel to capture notes about their clients and cases. Then they started to build a few charts to look at client characteristics or changes over time. Before they knew it, their colleagues started seeking their help to do their own data-related tasks and they were being called upon to build reports (and more reports ... and more reports). ►

“Improving your data capability is hard work. It's not necessarily difficult work but it does take time.”



The Innovation Lab offers regular data science meetups and tutorials at Our Community House to help practitioners to build their skills and networks.

If you are an accidental data expert, you are not alone, and you probably know more than you think you do.

This type of data expertise is worth its weight in gold, particularly when combined with subject-matter expertise in a particular sector. We offer **tutorials and meetups** to help accidental data experts to build data skills and link with other people working with data.

It's powerful and can be transformative

Over time, as you work with data you start to develop a data mindset. You start to see how data can be used to contribute to problem solving.

When making a decision, you want to pull together some evidence.

When designing a new program, you look to previous programs to see what you can learn.

You want to know what everyone else is doing and wonder how you can pool your knowledge.

“Over time, as you work with data you start to develop a data mindset. You start to see how data can be used to contribute to problem solving.”

You start to consider what you might be able to predict and how you can optimise your work. You look for opportunities to automate.

This can be an exciting journey, if you can just get started.

Questions, comments, feedback?

We're always happy to hear from you! Email us at **service@ourcommunity.com.au**.

You can read more about the Innovation Lab at **www.ourcommunity.com.au/innovationlab**. ■

SIMNA awards to recognise organisations making waves about measuring impact



Individuals and groups who have mastered the difficult art of measuring social value have the chance to be rewarded for their efforts in the 2019 SIMNA Awards.

Presented by the Social Impact Measurement Network of Australia (SIMNA), the awards recognise excellence, innovation and investment in the field.

“The foundation stone for the SIMNA Awards has always been the Social Value Principles,” said SIMNA chair Simon Faivel.

“Social value is ... about the preferences that people have about their lives and their environment, and how an investment into a program or activity can change that.

“The SIMNA Awards are a national celebration of the organisations and businesses growing and shaping the practice of social impact measurement in Australia.”

Four awards will be presented this year, including a new award for funders:

1. Excellence in social impact measurement: for organisations that set best practice standards for social impact measurement.

2. Innovation in social impact measurement: for individuals and groups that have developed or adopted innovative solutions to social impact measurement in their own or another organisation.

3. Outstanding collaboration in social impact measurement: for social impact measurement projects that feature unusual collaborative approaches.

4. Effective investment in social impact measurement (sponsored by Our Community): for funders, grantmakers, philanthropists, and government departments who have used impact measurement to help them to invest effectively in impact and drive real change.

Entries close on Friday August 30, and the awards will be presented in Melbourne on Thursday 17 October.

For entry forms and more information, go to <https://simna.com.au/open-for-applications>. ■

The B Corp movement: helping businesses to do good

BY DANIEL TEITELBAUM, OUR COMMUNITY HOUSE MANAGER, AND
MATTHEW SCHULZ, JOURNALIST, OUR COMMUNITY

Our Community House, the new headquarters for the social sector in Melbourne, is helping to spread the word about B Corps – businesses that balance purpose with profit.

Our Community is among the growing numbers of businesses in Australia and 34 other countries

that qualify for the B Corp label, having passed a tough assessment of their social, environmental, transparency and governance credentials by the certifying body B Lab.

To celebrate B Corp Month in July, Our Community hosted weekly events to boost the B Corps concept, showcasing 16 organisations over four nights.



Our Community House hosted nearly 200 B Corps and their supporters in July.
Picture: Matthew Schulz



(Left to right) Alicia Kennedy of Cherished Pets, her daughter Janey Kennedy, and Nicola Armstrong mark B Corp Month at Our Community House.

Our Community group managing director Denis Moriarty said it was inspiring to meet some of the businesses aiming to do good while turning a profit.

“We had accountants, beer brewers, vets, a barbecue restaurant, a recycling plant, an organisation involved in artificial intelligence, a fashion house, a florist, and a variety of consultants and other workers all attending to hear what other B Corps are up to,” Mr Moriarty said.

“These days it’s not enough to say you’re doing good. You’ve got to be able to prove it.

Presenters included Alicia Kennedy of Cherished Pets Vet Care, the first veterinary practice in the world to win B Corp certification. Ms Kenney said the series was a great chance to meet people from other Melbourne B Corps.

“I made some really cool connections that I’ll definitely be following up. Great people. Cool event. Awesome venue, but of course having a dog in the room was the icing on the cake.” (The dog was in training to become an assistant animal.)

The head of B Lab in Australia and New Zealand, Andrew Davies, welcomed Our Community’s involvement in B Corp Month.

“The stories of B Corps and their personal experiences are the best way to understand our movement, and they so clearly show why doing business better is not just essential for us to chart a sustainable future, but also offers more meaningful and engaging work.

“Our Community House was the perfect environment for these events, as they have created an inspiring space for purpose-led businesses and not-for-profits to connect and learn from each other.”

B Corps in Australia | Our Community’s B Corp community award ■



Alicia Kennedy of Cherished Pets Vet Care during her presentation.



Study of \$100 million donations pool reveals gender trends

BY MATTHEW SCHULZ, JOURNALIST, OUR COMMUNITY

In the wake of the end-of-financial-year donations rush, new research has revealed big differences in the way men and women give.

An analysis of \$100 million in donations made since 2001 via the online platform GiveNow shows women give more often, but men chip in larger amounts.

The study by data scientists from GiveNow's parent social enterprise, Our Community, also reveals gender differences in the causes supported. The study, titled *Donor Preferences on Give Now*, shows women are three times as likely as men to give to animal welfare causes, while men are twice as likely as women to donate to gay and lesbian causes.

Women are also more likely than men to give to causes related to women, international assistance, or multiculturalism. Men are more likely to chip in for causes related to science and technology; education and scholarships; and sports and recreation. They give nearly three times as much as women to causes related to older people.

The GiveNow study shows that men using the platform donate larger one-off amounts, on average, than women. The final tally, however, shows men only just in front in the giving stakes, leading women 51% to 49% in terms of total funds donated.

Women are more likely than men to give regularly to the same cause, usually with monthly donations. For women, animal welfare groups and women's causes generate larger and more frequent donations.

But the study found that the giving patterns of men and women were more or less the same when it came to support for children and families, Indigenous causes, advocacy, homelessness and the environment.

GiveNow executive director Cathy Truong said that in an environment in which **donations were declining**, the study provided valuable information for all fundraisers, but particularly the 4607 groups using GiveNow.

"These insights will help organisations craft campaigns and target their messages to the groups most likely to give, especially smaller organisations without access to their own research," Ms Truong said.

More information

Gender trends interactive

Gender trends summary

GiveNow study: Who Gives?

About the GiveNow platform ■



Feeding the worms is all in a week's work for Our Community staff member Clare Hussey.

The worms that turn workplace waste into garden gold

BY KERRY N BURGESS, EDITOR, OUR COMMUNITY MATTERS

Our Community House – the social sector co-working space in North Melbourne – is popular with not-for-profits and social enterprises for its natural light, lush greenery, artwork displays, and extensive networking opportunities.

But one group of tenants have made their home in the basement parking area, next to the rubbish bins at the bottom of the stairs.

The team of worms responsible for processing all the food waste produced by humans at Our Community House have settled happily into three Hungry Bin worm farms. ►

Their caretaker, Jess Rutherford, told *Our Community Matters* that the worms were munching their way through about 60 litres of kitchen scraps each week and their appetites showed no signs of slowing.

“They love their new home,” she said. “When they first came, they struggled a little bit at first to adjust to the new menu, because they’re not the greatest fans of citrus. So we tried to dial back the citrus a little bit, and they’re thriving at the moment.”

The worm farms divert waste that would otherwise end up in landfill, and Jess said the beauty of the system was its flexibility.

“The beautiful thing about worms is they will multiply to whatever numbers they need to be able to process the food that they’re getting. The more food we produce, the more they’ll multiply, and they’ll keep on top of chomping through it.

“Actually we can already see that they’re increasing in numbers. They are having worm babies. We’re not at full occupancy yet.”

Jess said Our Community House explored a number of options for managing organic waste before deciding on worm farms. She said composting was challenging for workplaces because it requires a lot of attention – such as turning – and it produces bulk material that needs to be dealt with.

Commercial organic waste collection services were relatively expensive, she said, and were best suited to businesses that produced large volumes of organic waste, such as cafes and restaurants.

“So we decided that worms were the cheapest option that we could do ourselves that wouldn’t generate a whole lot of matter that we would have to deal with at the end of the process.”

Each Hungry Bin worm farm cost less than \$400, and worms are available from large hardware shops and other retailers for about \$50 per 1000.

“We’ve got three buckets that we collect food scraps in, and they’re about 20 to 30 litres each,” Jess said. “That’ll go up as we get more people moving into Our Community House.”

Staff take it in turns to empty the buckets into the worm farms – “it’s a nicer job when you do it regularly”.

Jess said setting up a similar system was achievable in any workplace.

“It’s way, way easier than you could ever expect. It took us, I don’t know, 20 minutes per bin to set them up and then pop the worms in there. And it takes 10 minutes every couple of days to empty the buckets. They really don’t require any maintenance at all. They just look after themselves.”



Worm castings are a superb soil conditioner and all-round tonic for plants.



Solar panels cover the roof at Our Community House and reduce its use of coal-fired electricity.

The worms produce “castings” (poo) and “worm tea” (wee) which is applied to the pot plants at Our Community House and available to staff for home gardening use.

The worm farms are one of several sustainability measures in place at Our Community House, which also provides a collection systems for paper and hard plastics, which go to council-run recycling, and another system for soft plastics.

“That’s relatively uncommon in workplaces,” Jess said. “Soft plastics are plastics you can scrunch up into a ball, things like Glad Wrap. Some city councils will recycle them, and my city council is one of them. So I take bags full of soft plastics home and pop them in my recycling bin in Boroondara. Otherwise, you can take them to supermarkets – Woolworths and Coles have drop-offs points.”

During the renovation that saw a dated office building transformed, Our Community House recycled a lot of materials that might otherwise have gone to landfill.

“The old kitchen doors, door hardware, shelving units, air-conditioning units, carpet tiles,

tapware, anything that could be useful – the Scout Association came and took them away, and they’ve used them at various campsite properties around Victoria, which is really good,” Jess said.

Low-water-use toilets, natural cleaning products, solar panels (“it’s pretty much the biggest system we could fit on the roof”) and an enormous number of potted plants round out the sustainability credentials of Our Community House.

All these features help to reduce Our Community House’s environmental load, part of its commitment as a B Corp (see [page 14](#)). Certified B Corporations are businesses that meet the highest standards of verified social and environmental performance, among other standards.

More information

Hear from some of the human tenants of Our Community Houses: see [page 3](#) | Book a tour: www.ochouse.com.au | Read more about Certified B Corporations: see [page 14](#) ■

Innovation – a key to the future

BY JULIENNE PRICE, HEAD OF SCHOOLS AND NOT-FOR-PROFIT SECTOR BANKING, COMMONWEALTH BANK



CommBank's latest Insights report finds not-for-profits are early adopters, harnessing technology to enhance the delivery of services to the individuals and communities they support.

Commonwealth Bank's 2019 Not-for-Profit Insights Report shows how the sector continues to rise to the challenges of constant change.

It examines the innovation activity taking place across the sector, and delves into how NFPs are developing the skills they need to adapt to change. It reports on the role of technology and securing skills for the future, and it highlights what innovative NFPs are doing differently.

The extract opposite offers a taste of the report, looking at how not-for-profits compare to other sectors in their approach to securing skills. The report finds a strong correlation between perceptions of innovation and perceptions of

training effectiveness among employees of not-for-profits.

I encourage you to download the full report from the **CommBank website**.

A special thanks goes to our case study participants – Our Community and St George Community Housing – who have shared their own innovation stories and brought to life the tangible impact that creativity is having within their organisations.

I hope this year's report will inspire and support you and your organisation as you continue to navigate an environment of constant change.

Until next time. ■

Securing skills for the future

An extract from CommBank's Not-for-Profit Insights Report

Strategies to secure key skills

The approaches that organisations in the not-for-profit sector use to secure the skills they need appear different from those in many other industries. Not-for-profits are significantly less likely than the national average to:

- actively seek new employees to fill skill gaps in the organisation (34% versus 40%)
- replace staff who are unable to adapt (26% versus 42%)
- outsource some processes or functions (23% versus 35%).

They are also far more inclined than the national average to hire external advisors to help upskill staff (32% versus 27%).

In addition, not-for-profit organisations are less likely to:

- involve staff in helping shape the organisation's strategy (45% versus 51%)
- encourage staff to pursue and own an area of speciality (43% versus 48%)
- offer personalised training and development programs (39% versus 44%)
- promote collaboration and learning across teams (31% versus 47%)

Outcomes of effective training and development

There is a reasonably good alignment between the training programs most commonly offered by not-for-profit organisations and the ones that employees find most effective.

The research finds that 48% of not-for-profit employees identify the training they receive as effective, slightly above the national average of 44%.

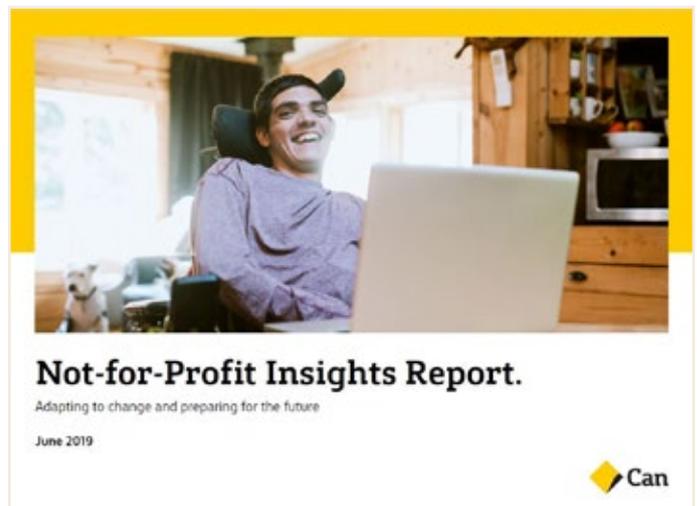
The research shows that job satisfaction among not-for-profit employees sits at 68%, slightly above the national average of 64%. However, job satisfaction increases sharply to 82% when employees receive effective training and development. Likewise, at 67%, staff retention in the sector is higher than the national average of 60%. The percentage lifts to 73% among employees receiving effective workplace training.

Innovation-active organisations set the standard

Not-for-profit employees' perceptions of how innovative their organisation is influence how they rate the effectiveness of the training they receive. Among employees who don't consider their employer to be innovative, only 39% rate their training as effective. This rises to 54% among those working for innovative organisations.

Job satisfaction levels reveal an even starker divide. Almost 90% of employees who work for an innovative organisation are satisfied in their role. This falls to 36% among staff who don't view their organisation as innovative.

Read more: download the full report [here](#). ■



Shining a light on Governance Survey results

BY MATTHEW SCHULZ, JOURNALIST, OUR COMMUNITY

An ambitious plan to map the state of governance across Australia's vast not-for-profit sector is well under way at Institute of Community Directors Australia (ICDA), part of the Our Community group.

Data scientist and former astrophysicist Paola Oliva-Altamirano is leading the analysis of data from the responses of nearly 1900 not-for-profit leaders who completed the ICDA Not-for-Profit Governance Survey earlier this year, and hunting for insights. Our Community executive director Kathy Richardson is leading the report-writing.

The results of the survey are being released progressively in a series of Spotlight Reports, with each report focusing on a specific issue. A compilation volume will be released later this year. The first three Spotlight Reports, already published, have dealt with:

- Data and impact
- The role of the chair
- Performance management.

ICDA is also on schedule to release further reports with fresh insights into:

- Fraud and cybercrime
- Not-for-profit finances
- Inductions for new members.



Data scientist Paola Oliva-Altamirano is leading the analysis of data from ICDA's Not-for-profit Governance Survey.

The final compilation volume will also cover big issues not addressed in the list above, including training, technology tools, diversity and advocacy.

The ICDA study aims to create a snapshot of the top issues affecting the governing boards of not-for-profits, and to help ICDA press for improvements in the way board members are supported.



Just over half of the not-for-profit organisations we surveyed **collect outputs** and/or **membership/donor data**, and **38% collect outcomes data**.



Most respondents consider their organisations **no better than average** when it comes to data collection, analysis and use.



Few respondents see either **impact evaluation** or data collection/use as a **top training need**.

The results are already guiding ICDA's work in education, resourcing and advocacy, and informing ICDA's advisory group, the **Community Directors Council**.

The council consists of not-for-profit leaders who've held senior roles in government, business and academia, and at the coalface of community organisations, including Adjunct Professor Susan Pascoe, the former ACNC Commissioner.

"There are more than 600,000 not-for-profits in Australia – it's a huge and hugely important sector. Yet there remain big gaps in our knowledge about the needs, desires, frustrations and expectations of not-for-profit leaders," said ICDA executive director Patrick Moriarty.

Have your say about the findings on Facebook at **Not-for-profit Happy Hour Australia**, by visiting the **ICDA Facebook page**, or by tagging a tweet **@NFPdirectors** with your view.

More: www.icda.com.au/survey ■



NFP Governance Survey 2019

Our series of insights into the sector

Download our Spotlight Reports



One Day Fun Day provides kids in need with a great day out at no cost.

Tiptop fun: national day offers free activities for kids in need

BY KERRY N BURGESS, EDITOR, OUR COMMUNITY MATTERS

What do abseiling in Tasmania, barbecue-boating in Adelaide, e-biking in Victoria's Otway Ranges and trampolining in Western Australia have in common?

For one day in September, they'll all be on offer for free to kids who are sick, disadvantaged or at risk.

One Day Fun Day is the brain-child of Chris Gillard, chief excitement officer at visual search engine FunSearch. He says businesses, social enterprises and community organisations have

an important role to play in supporting hard-up kids and their carers.

He's on track to line up \$500,000 worth of fun for 10,000 kids and carers, and says he wants to provide them with a day of laughs and smiles.

"But it's more than that. Research shows that fun is emotionally valuable, and the anticipation can save someone's life if they're marginalised or vulnerable," he told *Our Community Matters*.

Local councils, adventure and outdoor tourism operators, and even transport and

accommodation providers have jumped on board to support the day, which Mr Gillard expects will have far-reaching consequences for vulnerable kids.

“They have the day, and go, ‘There are all these people who care about me.’ And after the day they’ve got the memories and the connection to the people who helped them.”

Mr Gillard hopes One Day Fun Day will also get kids away from their screens for a day and into nature and adventure, and has partnered with the not-for-profit environmental organisation Odonata to make the event happen.

“We’re catering to carers as well, so a day spa in the Blue Mountains is taking part, for carers

who want a massage.” Wine touring company Coonawarra Experiences in South Australia has also signed up.

Mr Gillard wants vulnerable kids and their carers to know that they haven’t been forgotten.

“[One Day Fun Day is for] people who might think no one thinks about them,” Mr Gillard said. “It’s not the government who’s putting out those message these days. It’s got to be businesses, social enterprises, and community.”

One Day Fun Day will be held across Australia on Saturday 14 September. To register as a fun seeker or fun provider, or to find out more, visit www.funsearch.com.au/one-day-fun-day■



Aiming high: 14 September offers a chance for One Day Fun Day participants to try a new activity.

Child-safety tech tool now free to small NFPs

BY KERRY BURNESS, EDITOR, OUR COMMUNITY MATTERS

Not-for-profits with small budgets now have free access to a web-based platform designed to help organisations to manage Working with Children (WWC) checks.

Duty of Care has restructured its pricing to make the technology available for free to registered charities and not-for-profits with an annual turnover of less than \$250,000 and a workforce of fewer than 20 people.

Duty of Care CEO Stewart Carter said the company wanted to remove the price barrier for small organisations.

“Our mission is to strengthen the framework protecting children and vulnerable people in our community, so our platform needs to be accessible for everyone, even those who cannot afford it,” he told Our Community.

“The small community centres, childcare centres, country sporting clubs and NFPs in regional Australia that run on an oily rag – the families and communities involved with these types of organisations deserve to know their kids are safe.”

In February this year, *Our Community Matters* published the **story of the technology’s founder**, Luke Benson, whose personal experience of sexual abuse at boarding school motivated him to develop his idea for the web-based tool.

Mr Benson said Duty of Care was more robust than other tech systems designed to manage WWC checks.

“Other solutions provide expiry management but do not have continuous verification, nor can they notify all organisations that an individual is



An organisation-wide commitment to the protection of children must be led from the top and practised at every level.

involved with, nor can they offer organisations the permanent record and proof of proactive fulfilment of their duty of care.”

Getting started on the platform is quick and simple. Eligible organisations wishing to take up Duty of Care’s free offer should visit **<https://dutyof.care/landing/free-access/>**.

More: Free child safety toolkit

Our Community and Moores created the **Child Safety Toolkit** (a free PDF download) as part of our shared commitment to promoting child safety, and helping not-for-profit organisations ensure compliance with the complex web of legislation in this area. **Download it here.** ■

Community sector awards to recognise excellence

It's time to recognise the outstanding contribution of those working in the community sector, with nominations for the 2019 HESTA Community Sector Awards now open.

The awards, presented by HESTA in partnership with the Australian Council of Social Service (ACOSS), recognise excellence in service provision, advocacy and leadership in the sector.

Those working in the community sector dedicate their careers to making a positive difference to the wellbeing of vulnerable and disadvantaged people in Australia.

Their work not only improves the lives of individuals but helps build a fair, inclusive and sustainable Australia – where all individuals and communities can participate in and benefit from social and economic life.

Award categories

There are three award categories – Unsung Hero, Outstanding Organisation, and Social Impact.

The Unsung Hero Award is for an individual who has made an exceptional contribution to social justice in Australia by enhancing the wellbeing of individuals or communities experiencing disadvantage.

The Outstanding Organisation Award is for an organisation that has made an outstanding contribution to social justice in Australia through

the development and provision of a high-quality, innovative program, project or specific service.

The Social Impact Award is for an individual, organisation or network that has made an outstanding contribution to social justice in Australia through policy development, advocacy, leadership, or representation.

Long-standing awards supporter ME bank generously provides a prize pool of \$30,000, which is shared among the winners across the three award categories.

The 2019 HESTA Community Sector Awards will be held in conjunction with the ACOSS National Conference. Finalists receive complimentary conference registration and will be flown to Canberra to attend the Awards dinner on Tuesday 26 November 2019.

Get involved

To make a nomination, sign up for email alerts, or find out more about the awards, visit hestaawards.com.au.

To register for the ACOSS national conference, visit acossevents.org.au. ■

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An artist's impression of the new affordable housing project in Melbourne. Picture: Hayball

Super plan to build affordable housing

Superannuation fund HESTA – the industry fund for the health and community services sector – is once again putting its money where its mouth is, injecting \$20 million into affordable Melbourne apartments to create more housing for those in need.

Forty percent of the 185 apartments have been allocated for community housing providers or people working in key community occupations, including nurses and aged care professionals.

The more expensive apartments in the development will subsidise the cost of the affordable ones.

While it's privately funded, the six-building warehouse conversion in Melbourne's inner-north also aims for social good.

HESTA chief executive Debby Blakey said the Brunswick project aimed to make a return for members, but also tackle housing affordability and environmental sustainability, as part of a pattern of investment that aims for positive social impact.

The project is a partnership between HESTA, Nightingale Housing and the not-for-profit Social Ventures Australia, with HESTA's \$20 million coming from its \$70 million Social Impact Investment Trust.

"This investment provides a possible blueprint to help grow the supply of more affordable housing that could attract other large investors," Ms Blakey said.

HESTA in-depth report | Age report: "Real outcomes" ■

HESTA is an Our Community partner.

New finance watchdog fields a flood of fresh complaints

BY MATTHEW SCHULZ, JOURNALIST, OUR COMMUNITY

The new national finance watchdog – which provides a free service to charities and not-for-profits with fewer than 100 staff – is getting far more business than anticipated.

Complaints are flooding into the Australian Financial Complaints Authority (AFCA), run by former Australian Charities and Not-for-profits Commission assistant commissioner David Locke, now the authority's chief ombudsman.

The authority clocked up 35,000 complaints and collected \$83 million in settlements in its first six months of operation after opening the doors in November. It had expected about 55,000 cases in the first 12 months.

Those complaints have come from individuals and small businesses, as well as charities and not-for-profits with fewer than 100 staff.

While AFCA did not have figures for how many not-for-profits had lodged complaints in that time, it did record an overall resolution rate of 60%, with nearly three-quarters of cases resolved in favour of the complainant or by agreement.

Banks generated the highest number of complaints about financial institutions, followed by general insurers and credit providers. Financial product complaints were led by those about credit cards, then home loans and personal loans.

Mr Locke said he was releasing ACFA's **Six Month Report** to improve trust and transparency in the finance services sector.

"AFCA stands firmly on the side of fairness and a key part of our role is increasing transparency in the financial sector," Mr Locke said.



AFCA chief David Locke.

Mr Locke previously told Our Community that AFCA would have a greater focus than its predecessors (AFCA took over the three bodies: the Credit and Investments Ombudsman, the Financial Ombudsman Service Australia, and the Superannuation Complaints Tribunal) on helping people most in need and that it expected many of its cases would arise from "people in hardship and people in difficulties".

He also said that not-for-profits and charities were important advocates for the most vulnerable, who were often targets of unscrupulous operators.

"Often the not-for-profit is really the bridge between the person experiencing those issues and getting a fair resolution."

AFCA – a not-for-profit in its own right – is funded by compulsory fees paid by Australia's financial firms.

Anyone wanting to lodge a complaint should visit afca.org.au or call 1800 931 678. ■

Your two-minute NFP news digest

Guide dogs provide guidance on fraud

Guide Dogs Victoria features in the ACNC's latest *Charity Compliance Report* as a case study in how to prevent internal fraud, and how to respond if it does occur. Investigating allegations of fraud is one of the ACNC's top compliance priorities, along with terrorism, failure to safeguard people, and political or unlawful activities. **[Read the Charity Compliance Report 2018](#)**



Picture: Smerikal via Flickr / Creative Commons licence

NSW Ageing and Disability Commissioner appointed

“We will not tolerate the abuse, neglect and exploitation of our most vulnerable citizens which is why we have introduced a new Ageing and Disability Commissioner.”

– Gladys Berejiklian

The New South Wales Premier announces the appointment of Robert Fitzgerald AM as the state's first Ageing and Disability Commissioner, tasked with protecting adults with disability and older people.

Mr Fitzgerald served on the Royal Commission into Institutional Responses to Child Sexual Abuse from 2013 to 2017. He has also spent time as Productivity Commissioner and Community and Disability Services Commissioner.

Charities called to action on impact investment

“NFPs need to sharpen their focus on impact and grow their capacity to measure outcomes, value and impact. They need to bring in the expertise they need to bridge the gap between good work and investment readiness.”

– Community Council for Australia (CCA)

The nation's peak community sector body says not-for-profits need to nurture and develop the “ecosystem” in which impact investment operates if they are to realise the potential of this form of capital.

The CCA report *Impact Investing: Making It Happen* says lack of “investable product” and lack of investment readiness are stopping the money that flows through markets from reaching the sector.

It calls on charities to identify where and how they create value, to know and measure their impact, and to build an evidence base. **[Read the report](#)**

SA child protection changes introduced

South Australians who work or volunteer with children are now required to hold a valid Working with Children (WWC) check, following changes that bring SA into line with other states on child protection. The changes, which took effect on 1 July, apply to teachers, bus drivers and sports coaches who work with children, among many others. [More information](#)

For information on technology designed to help organisations to manage WWC checks, see [page 26](#).

NT cuts red tape for charities

Northern Territory charities will find their paperwork reduced following the introduction of new streamlined reporting arrangements.

The new arrangements, which came into effect on July 1, apply to charities registered with both Licensing NT and the Australian Charities and Not-for-Profits Commission (ACNC).

“This is welcome relief for registered charities that are also incorporated associations in the Northern Territory,” said acting ACNC commissioner Catherine Willis.

“The change will mean that charities registered with the ACNC and Licensing NT will no longer need to submit an annual return to both agencies. They will only have to submit an annual return once to the ACNC.”

The acting director-general of Licensing NT, Sally Ozolins, said her office had written to affected charities.

The Northern Territory changes leave Queensland and Western Australia as the only states or territories that still require registered charities to report to both state and federal regulators.

[More information](#)



Brisbane's 4ZZZ community station is among those now streaming via the iHeartRadio app. Picture: JAM Project via Flickr / Creative Commons licence.

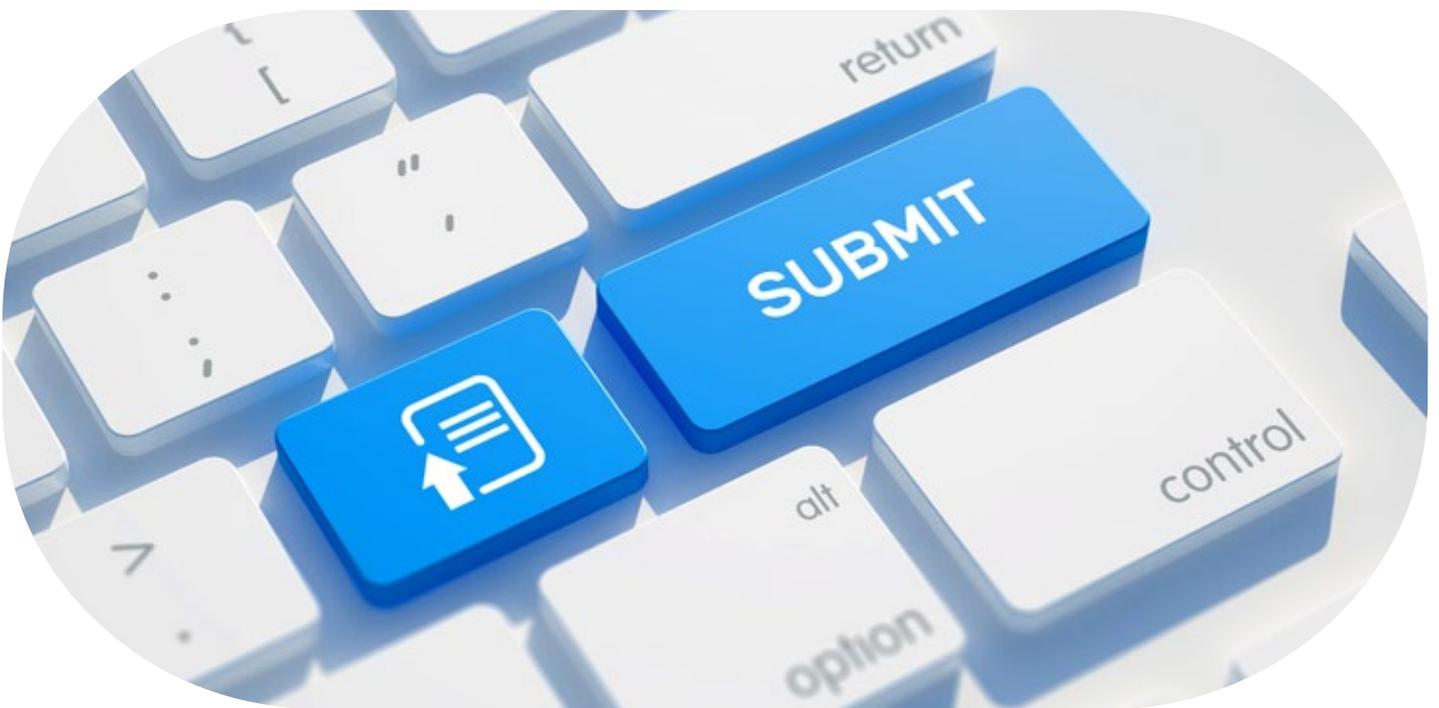
Community radio stations extend their reach

Fifteen Australian community radio stations began streaming to users of the iHeartRadio app last month as a result of a new arrangement between iHeartRadio and the Community Broadcasting Association of Australia.

Stations including PBS 106.7FM, Hope 103.2, 3KND, Radio Adelaide and 4EB have joined the service, giving listeners greater choice on how they listen, and enabling iHeartRadio users to discover the rich and diverse world of community radio.

[Download the app](#)

Survey: digital technology in the not-for-profit sector



Infoxchange, Connecting Up and TechSoup New Zealand are conducting an online survey of not-for-profits with the aim of providing a comprehensive view of technology use, taking in information systems, staff capability, online presence and emerging technologies.

All participants have the chance to win prizes for taking part.

You can fill out the survey if you work for a not-for-profit organisation that operates primarily in Australia or New Zealand (or both) and you have a fairly good understanding of how your organisation uses technology, including:

- the systems and software you use
- your online presence

- your devices and infrastructure
- how much you spend on IT.

You'll also need to know how many people your organisation employs in total, and how many IT staff.

The survey closes at 5 pm AEST on Friday August 30.

Take the survey ■



A not-for-profit's committee of management does not have an equivalent to the Parliament's High Court.

Can my club create a board to govern the board?

BY CHRIS BORTHWICK, THINKER IN RESIDENCE, OUR COMMUNITY

Dear Agony Uncle,

Can a club have a committee and separately have a board of directors to make sure that the committee runs the club – and the AGM – according to the constitution?

A. Stickler, Hobart, Tas.

This might be a definitional issue. There's no legal difference, and no necessary difference in function, between a "board" and a "committee of management". Both mean much the same thing.

In answering your question, I'm going to use the term "board/committee". By this I'm referring to one single governing body, and highlighting the fact that the terms can be used synonymously.

There are subcommittees, which are set up by

boards/committees for particular purposes. These have whatever powers and duties the superior body gives them.

Then there are advisory committees, consisting of life members, elders, past presidents, or whatever. These have the power they have been given by the board/committee (or by the constitution) to report back with recommendations for them to act on if they wish.

I assume, though, that we're not talking about advisory committees or subcommittees, and that you're asking about an ordinary common or garden variety board/committee that is to be overseen by another body. That raises questions.

If you mean "Can an existing organisation do this?" then the answer is probably no. If there's ►

no provision for it in the constitution, you can't do it now except by calling a general meeting and amending the constitution or adopting a new one.

If the question is "Can we set up a new organisation with a new constitution that includes this?" then the answer is probably again no, because the various state incorporation acts all include something to this effect:

"Subject to this Act, the persons who have under the rules of an incorporated association power to administer the affairs of the association constitute, for the purposes of this Act, the committee of the association."

This means that the board/committee is the body that has the power to make decisions for the organisation. To put it another way, whatever body has the ultimate power to make decisions is effectively the board/committee.

If it is subject to being overruled by another body, then it doesn't have that power: the supervisory committee does.

In that case, the supervisory committee is actually the board/committee, and might as well be given that name, making the old board/committee into a subcommittee with wide-ranging delegations.

What you seem to be asking for is something that would serve the same function in relation to the board/committee that the High Court does in relation to the Parliament. Even if this was desirable, it would be very, very complicated and very difficult to set up – so difficult, in fact, that I have to ask why you don't just elect the directors to the board/committee in the first place, if you think they are so superior to the "committee" members (or at least so much more trustworthy).

However, that doesn't actually address your real problem, which is (reading between the lines) that you don't think your organisation's current board/committee or AGM is acting or being conducted in accordance with your constitution.



Chris Borthwick, Agony Uncle

That's not easy to fix. First up, I have to tell you that none of the regulators – state or federal – will get involved in a matter of constitutional argument. You're going to have to sort it out for yourself.

I presume you've raised the issue with the board/committee and haven't got a satisfactory answer. The next step would be going to the constitution to look at the disputes resolution procedure, or the provisions for calling a special general meeting, or both, and appealing to the membership. All of those methods, however, are slow and unreliable.

You can take the matter to the courts, which are even slower and less reliable. I certainly recommend against it.

Fundamentally, what you have is a political problem, not a constitutional problem, and it needs to be fixed by political means.

It's coming up to Annual General Meeting time; are you able to set up a reforming slate and kick the bastards out? That said, if you can't trust the AGM, you probably can't trust the voters, either.

Are there any other related organisations you could join instead? ■



Upskill: Compact courses for busy people

Are you thirsty for new knowledge but starved of time and cash? Our Community's Institute of Community Directors Australia (ICDA) has just launched three low-cost online compact courses designed for busy not-for-profit board members, volunteers, staff members and fundraisers.

These compact courses cost just \$55 each (or \$85 if bundled with an optional companion book) and are delivered via a smart learning management system which allows you to complete each course at your own pace and at a time and location of your choosing.

Three courses are now available:

Step In, Step Up: Everything a New Community Board Member Needs to Know is designed for people who have recently joined a board or who are about to join a board, or those who missed their induction the first time around.

WTF – Where's the Funding? is a course for grassroots fundraisers who need help getting started with fundraising or want to tap new sources of funds for their group

Win More Grants is perfect for people who want to know where to find grants and how to win them. With just a bit of know-how and some newfound confidence, you'll go from grants novice to grants go-getter in no time.

Questions? We'll happily answer them via email at training@ourcommunity.com.au.

Want to buy in bulk for your group or council? Contact Sarah Richardson by email: sarahr@ourcommunity.com.au.

Ready to make a start? [Register here.](#) ■

**Online Training
for Community
Directors**

Check out our
compact courses



ATO makes video to help animal welfare charities

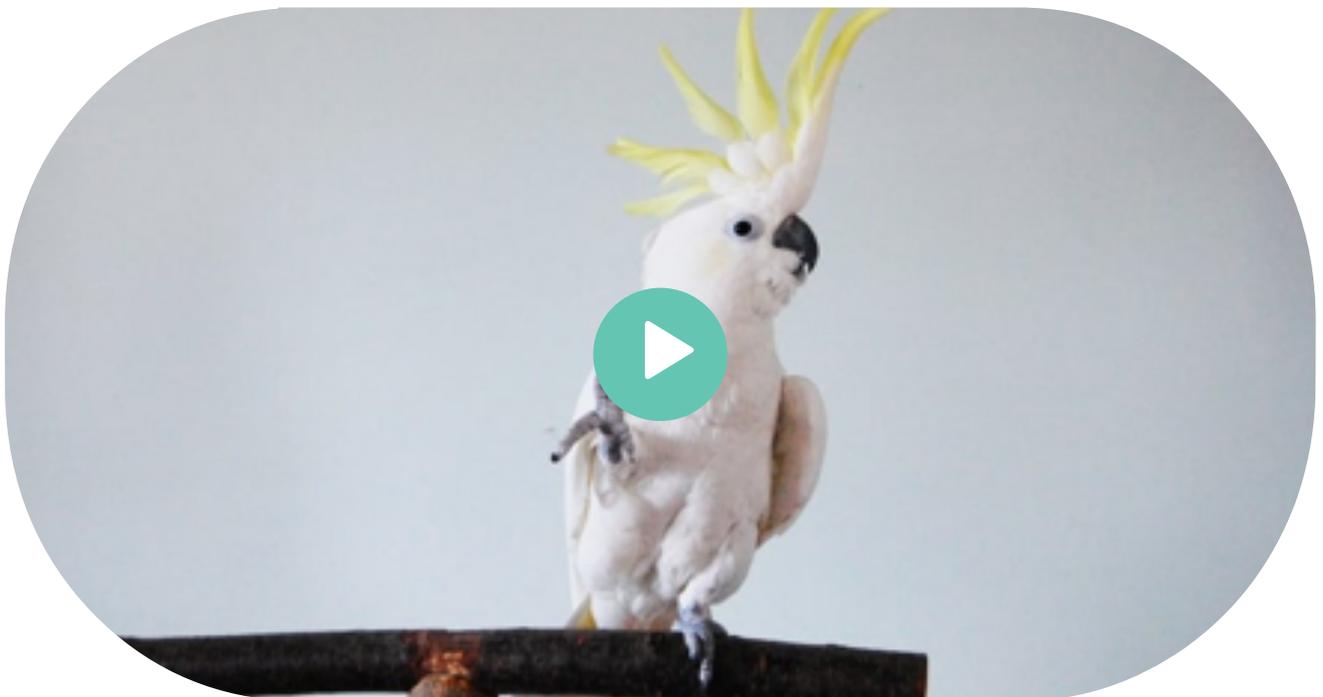
When the tax office decided to produce a video about animal welfare charities, they had a golden opportunity to run adorable footage of frolicking puppies, happy rescued donkeys and cool cats.

That didn't happen, but the ATO's recorded webinar nonetheless provides invaluable information for animal welfare organisations.

The webinar is designed to support compliance and provide these organisations with tools and information.

Watch the webinar here: <http://tv.ato.gov.au/ato-tv/channel?c=c-b6bh5x9>

In unrelated but far more compelling animal news, watch Snowball the dancing cockatoo here: <https://www.youtube.com/watch?v=iMjr8MsB1qo> ■



Snowball the dancing cockatoo doesn't feature in the Australian Tax Office's latest video about animal welfare charities and compliance.

Resources for small charities

More than a third of Australia's 57,000-plus charities are "extra small", meaning they have annual revenue of \$50,000 or less, according to figures from the Australian Charities and Not-for-profits Commission (ACNC).

Many of these organisations don't have the resources of their larger counterparts, and many rely heavily on the contributions, goodwill and knowledge of volunteers.

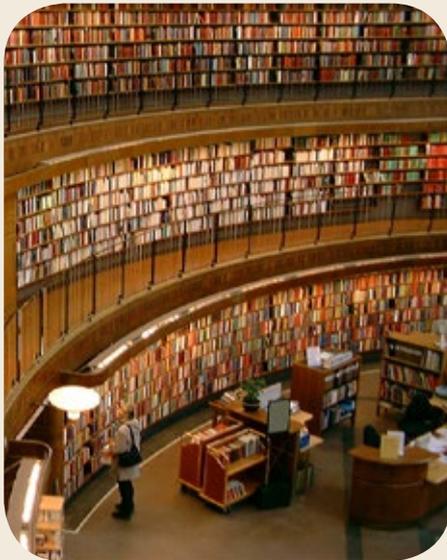
To assist, the ACNC has developed the Small Charities Library, a collection of factsheets, guides and templates.

These new resources aim to provide Australia's smaller charities with information, advice and tools they can use to help them manage their organisation, run effective meetings and ensure they understand and meet their obligations to the ACNC and other regulators.

Visit the Small Charities Library online here.

This information was provided by the ACNC. ■

Resources: the Commons social change library



The Commons library – unlike traditional public libraries – takes the legwork out of tracking down information about social change.

The Commons is a new online library that aims to equip people with the information they need to get active in relation to social justice, and to influence public policy.

Director Holly Hammond said the library came about to meet the need for social-change information directly applicable to Australia.

“People were hungry for resources to improve their social change work, especially ones that pay particular attention to the needs of Australian changemakers,” she told Our Community Matters.

“It has been recognised that resources don't always translate to the Australian context or miss stories of social movement achievements.”

Comprehensive materials on digital campaigning, working with the media, building coalitions, building diversity, fundraising and more are well organised and easily searchable.

Visit the Commons at <https://commonslibrary.org>.



Board Matching Service

Here's a selection of the board vacancies currently advertised online at ICDA's free Board Matching Service and at Good Jobs.

To advertise a board vacancy or join a board, visit www.goodjobs.com.au/board/advertise.form.

New South Wales

General board member: Coastwide Child and Family Services Inc

www.ccfdc.com.au

Coastwide Child and Family Services Inc is a well-respected, thriving, dynamic not-for-profit organisation with over 35 years of experience in delivering high-quality learning environments for young children and their families.

With a mission to enhance the community's access to community-based child and family support services, the board, leadership team and staff collaborate to deliver a range of services.

We are seeking a board member who will embrace our goals while providing a new perspective on advocacy and leadership.

Applications close on August 22.

Victoria

Treasurer/general board member: Burke & Beyond Association Inc

www.burkeandbeyond.org.au

Burke & Beyond Inc is a fast-growing provider of day services for more than 170 people with disabilities. It was established 23 years ago and since then has provided exceptional care and programs for participants.

The organisation is in a very strong financial position, has excellent leadership, is efficient and effective and has a great reputation across its five service locations. The treasurer role will become vacant in mid-November 2019 when the current treasurer retires after 10 years.

This will be an outstanding opportunity for an experienced finance person to join a progressive



and well-governed board and be part of the further expansion of services. Expenses will be reimbursed.

Applications close on October 19.

Northern Territory

Two committee members: **Duke of Edinburgh's International Award Australia – NT (Dukes NT)**

<http://dukeofed.com.au>

Dukes NT needs two motivated committee members who can commit at least four hours of their time per month.

The award is a youth development program for young people aged between 14 and 25. There are bronze, silver and gold levels with four sections each: skills, physical recreation, voluntary service and an adventurous journey.

The program aims to equip young people for life and work by building confidence, self-esteem, and skills in leadership, teamwork, goal setting and communication. Its young people are supported by mentors.

The program has been operating in the NT since 1976, with more than 400 young people completing an award in the year to 2017–2018.

Dukes NT is funded by registration fees, government grants and business sponsorship.

Applications close on October 18.

Western Australia

Treasurer: Circus WA

www.circuswa.com

The not-for-profit organisation CircusWA develops and delivers outstanding circus arts training opportunities and performance experiences which inspire and enable children and adults from all walks of life.

Research shows that children involved in circus training feel much better about themselves both physically and mentally. They have a greater sense of freedom, confidence and happiness with far less worry and stress.

CircusWA is in a period of consolidation and growth and is looking for a treasurer to join the committee for 1–2 years. The organisation recently engaged a part-time financial controller, so the role is one of oversight and support as well as assisting the board in meeting its reporting and financial obligations.

Applications close on September 8. ■

Accredited training by Think Impact: Social return on investment

When designing programs and strategies, how can you ensure clarity about the impact you will have? How can you capture the social value created in your decision making and reporting? The answer is social return on investment (SROI) analysis.

The two-day accredited SROI training course provided by Think Impact is designed to equip you with an understanding of the principles and methods of SROI, and to provide a step-by-step guide to enable you to conduct your own SROI analysis.

The next course will be held at Our Community House in North Melbourne on September 11–12. **Book now.**

Community Calendar

This edition's Community Calendar features events for children and young people. It was researched with assistance from Fitzroy High School student Clio Dawson, who recently enjoyed a stint of work experience with Our Community.



AUGUST 1–30

MS Readathon

This long-running annual reading-based fundraiser is run by Multiple Sclerosis Australia (MSA). Read whatever you like, as much as you can, in August!

[More information](#)



AUGUST 17–23

Book Week

“Reading is my superpower” is the theme of 2019’s Book Week, a nationwide celebration of Australian children’s literature and reading.

[More information](#)



AUGUST 30

Tracky Dack Day

“Dack up” in your trackies in solidarity with sick kids on Tracky Dack Day, a fundraiser for the kids’ charity TLC for Kids.

[More information](#)



SEPTEMBER 1–7

National Child Protection Week

To raise thriving kids, parents need support to navigate life's choppy waters. When parents are supported, kids do well. Those are the messages of National Child Protection Week, coordinated by the National Association for Prevention of Child Abuse and Neglect.

[More information](#)



SEPTEMBER 9–13

Kids Teaching Kids Week

Kids Teaching Kids Week is a free, national, peer teaching program that uses the environment as a theme and focus for learning.

[More information](#)



SEPTEMBER 12

National Health & Physical Education Day

Parents, caregivers, teachers and principals all have parts to play in helping young people to lead healthier and happier lives through physical education.

[More information](#)



SEPTEMBER 14

One Day Fun Day

One Day Fun Day is a day where sick and disadvantaged kids and their carers can have a day full of fun, free of cost. For more information, see [page 24](#).

[More information](#)



OCTOBER 4–10

World Space Week

Who didn't want to be an astronaut when they were a kid? This week celebrates the contributions of space science and technology to the betterment of the human condition as well as every child's imagination.

[More information](#)



OCTOBER 14

Nude Food Day

Created in conjunction with Nutrition Australia, Nude Food Day aims to encourage and educate schools on the importance of healthy, environmentally friendly lunches, without packaging.

[More information](#)

*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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