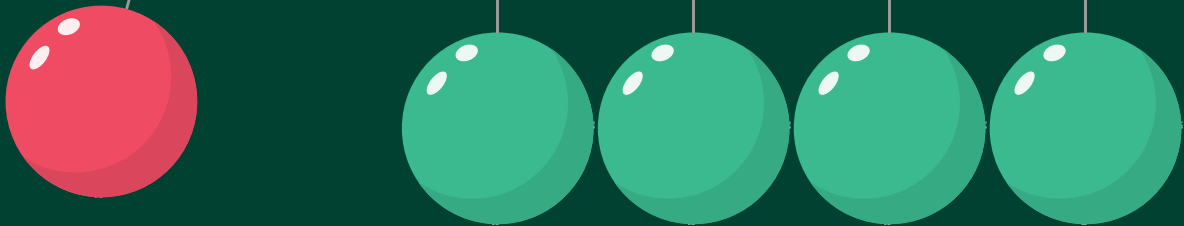


2023

ICDA Impact Report



INSTITUTE OF
COMMUNITY DIRECTORS
AUSTRALIA
► Knowledge ► Connections ► Credentials



an enterprise of:
ourcommunity.com.au
Where not-for-profits go for help

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Year in review

Not-for-profit governance has never been more important, and the work of the Institute of Community Directors Australia has evolved to meet the growing need.

Across the board, 2023 was a year of growth for ICDA, with 24% more people trained in 2023 than in 2022, over 10% more sessions. The year saw ICDA's reach expand, and the Institute delivered training to over **20,000** participants for the first time.

ICDA has also deepened its training schedule to include multi-session programs such as the Advanced Leadership for Chairs course. These new resources help the not-for-profit (NFP) sector to build capacity at a higher level and to tackle the governance and leadership dilemmas of our times, such as cyber security and artificial intelligence. ICDA has undertaken a full-scale review of the Diploma course to streamline the content and delivery and commenced running monthly student drop-in sessions.

As a national organisation, ICDA believes that all types of NFPs and social enterprises should be able to access high quality training. ICDA's resources and articles cover topics important to NFPs in cities, rural and regional areas, and all states and territories in Australia. ICDA significantly broadened its reach in both NSW and Queensland this year.

A unique aspect of ICDA's programming is its focus on ethics. In addition to its published articles about ethical issues and the strong focus on ethics in the Diploma of Governance, ICDA ran five training sessions specifically focused on ethics in the boardroom in 2023.

In response to changes in the philanthropic landscape regarding the need for NFPs to demonstrate their impact, in 2023 ICDA:

- ran two sessions on evaluation
- published a help sheet for board directors about evaluation
- published a Monitoring and Evaluation Framework template.

In response to the popularisation of artificial intelligence (AI), ICDA delivered:

- Special issue of *Community Directors Intelligence* focused on AI
- Help sheet: Understanding AI
- Help sheet and template: AI Governance Framework
- Training session: Using AI for Marketing
- Information session: Cyber update for schools
- Information session: Cyber update for the public
- Information session: Cyber safety

On behalf of the ICDA team, I would like to thank our partners and participants for making the whole greater than the sum of its parts.



Adele Stowe-Lindner, General manager

2023 in numbers

 20,413 training attendees	 266 training sessions	 11 articles published in newspapers
 8 states and territories covered	 26 sessions on funding and finance	 45 sessions on leadership
 98 sessions on governance	 16 diploma diversity scholarships	 1 resource translated into a First Nations language
 18 new policies and resources for NFPs	 158,072 policy and help sheet views	 479 board positions posted

ICDA programs

Training delivered by ICDA trainers and subject specialists

- **Standard training**
ICDA provides in-depth training to the public on a range of NFP governance topics.
- **In-house training**
Individual organisations book ICDA to provide governance training to their board or executive team, choosing from a range of topics.
- **Festival of Community Directors**
ICDA works with subject matter experts to provide specialist one-hour sessions throughout the year.
- **Diploma of Governance**
A six- to 12-month course in applied governance, including tutorials and assessments.
- **Advanced Leadership for Chairs**
A five-week course delivered in partnership with subject matter experts.
- **Training for government boards**
Training for Crown land managers (NSW) and cemeteries trust members (Victoria).
- **Women Leading Locally**
Campaign training for women planning to run for local council in Victoria.

Name of program	Number of sessions	Number of attendees
In-house training for single organisations	72	1030
Standard training open to the public	11	387
Diploma of Governance	10	183
Women Leading Locally	31	124
Cemeteries trusts	48	334
Communities in Control	12	557
Crown Lands	22	333
Festival of Community Directors	57	14,880
TOTAL	263	17,828

Training delivered online as self-paced courses

Name of course	Number of participants
Certified Community Director	1642
Step in, Step Up	75
Where's the Funding?	22
Win More Grants	38
Cemetery Essentials	18
Crown Land Managers	394
Leadership for Chairs	24
Climate Change Resilience	372
TOTAL	2585

ICDA outcomes framework

ICDA takes impact seriously, surveying the participants of each program to measure outcomes and impact. This information is used for continual improvement.

The ICDA Outcomes Framework sets out ICDA's aims over the whole program of work:

1. Building leadership confidence

ICDA seeks to help the development of better-accredited and better-connected leadership of the NFP sector. The outcomes ICDA seeks when delivering programs include improved confidence in participants to take up and lean into leadership roles.

2. Improving knowledge

ICDA aims to increase the NFP sector's exposure to relevant issues and information.

3. Improving skills

ICDA aims for participants in training programs to acquire increased skills in and knowledge of how to govern effectively.

4. Creating connection

ICDA seeks to facilitate a network or “tribe” of people that members and training participants can draw on for knowledge, support and connections.

5. Ethics

In the long term, ICDA seeks to help create a strong, inclusive, inspirational, ethical and diverse pool of leaders in the NFP sector.



Improving knowledge through our Top 10 questions help sheets

New in 2023

Advanced Chairs Course

ICDA's Community Directors Council identified a clear need in the NFP sector for specific training and networking opportunities for board chairs. In 2023, ICDA designed a five-week Advanced Chairs Course in partnership with sector leaders and delivered it to six groups comprising a total of 135 board chairs. The course is complemented by a new Leadership for Chairs self-paced online course. Following the success of these courses, ICDA will be launching a two-day Leading for transformation course for senior and middle NFP managers in March 2024 and a three-week Secretaries Course in May 2024.

Certified Community Directors Course

The online self-paced Certified Community Directors course was piloted in October 2022 and launched in January 2023 with 1642 course participants.

Social Enterprise Month

November marked the first ever Social Enterprise Month, a month-long event created by ICDA, which provided four sessions to 476 attendees.

Free ICDA membership

In July 2023, ICDA made the momentous decision to support the sector by absorbing the cost of ICDA membership and making it free to members, who must still read and sign the code of conduct in order to take up the membership opportunity. This has resulted in a 50% increase in membership numbers so far, demonstrating a strong need for the governance and leadership support provided by ICDA within the NFP sector.

The Community Advocate

The Community Advocate launched as a weekly email news service in July 2023, and within six months it boasted a substantial and quickly growing subscriber list. It features a weekly column by Community Council for Australia CEO David Crosbie, news reporting, community interest stories and a list of newly commencing CEOs, among other regular columns.

New resources

New resources designed in 2023 for the NFP sector included:

1. 10 questions every board member needs to ask about neurodiversity
2. Monitoring and evaluation framework template
3. Cyber security audit tool
4. Artificial intelligence and governance frameworks: help sheet
5. CEO annual review template
6. Annual staff performance review template
7. Checklist: Workplace carbon emissions audit
8. Navigating difficult board conversations help sheet
9. Grant writing checklist
10. How to increase productivity in less time [Four-day week hacks]
11. Article: If your membership changes, your organisation needs to listen
12. Data breach response plan template
13. Code of conduct template
14. Confidentiality policy template
15. Alternative public holiday policy template
16. Data retention and destruction policy

Diversity in 2023

As part of its focus on ethics, ICDA works on developing skills and knowledge in relation to board diversity in the NFP sector. To this end, ICDA created or continued to provide the following in 2023:

1. **New training session:** Neurodiversity in a board context
2. **New help sheet:** Neurodiversity in a board context
3. **New networking opportunity:** Inclusion panel
4. **New training session:** LGBTQI+ inclusion
5. **New help sheet:** First Nations language translation of a help sheet
6. **New training session, in partnership with a New Zealand organisation:** Indigenous governance systems
7. **New training session:** Attracting and working with young people on your board
8. **Training session:** Women's leadership on boards
9. **New lecture:** The Voice referendum session with Thomas Mayo
10. **Diploma scholarships to increase diversity:**
 - Disability x 4
 - First Nations x 7
 - Health including mental health x 10
 - LGBTQI+ x 4
 - Women x 27
 - Youth x 2



Signing a partnership promoting CALD scholarships

Impact story

Divya's story

Divya Pasupuleti has been working in social justice, the community sector and gender equality for two decades. As rewarding as it has been, she is increasingly convinced that systemic changes are required to make progress.

“Real change happens by getting involved in government.”

Originally from India, Divya is recognized as a leader in corporate Australia, so she is familiar with frenetic behind-the-scenes negotiations, governance best-practices, making strategic decisions and bringing diverse people together. What worries her is the “public nature” of politics.

“People scrutinize what you wear, what you buy, who you hang out with. They are especially, and unreasonably, critical of female politicians. That part of it really scares me.”

But hearing other people's experiences in the Women Leading Locally program has made her increasingly comfortable with the idea. “It's probably not as bad as you imagine it to be.”

Divya was drawn to the program primarily to learn about politics and elections – and by its offer of mentoring. “I'm a firm believer in the power of mentoring as a tool in expanding awareness and impact. I've seen how mentoring has played a key role in my career, my journey, my personal life.”

After living in Knox City for years, Divya recently moved to the nearby City of Casey in Melbourne's south-east. The program has already inspired her to participate in the local community - she has been accepted for the council's grants and awards panel and is on Victorian Multicultural Commission's Regional Advisory Council.

“I wouldn't have done it if not for what I've learned through [Women Leading Locally],” she said.

She entered the program without planning to run for local government but wanting to learn more and support her fellow participants with their campaigns. Culturally, she found the idea of being part of politics to be a “a field of work that not everyone is supportive of ... a lot of friends and relatives look at you weirdly when you say you want to enter politics.”

But halfway through, things were shifting. “I'm starting to be okay with saying out loud that, you know what? This is what I want to do. I think I am going to run for local government.”



Divya Pasupuleti

Newsletters and other educational resources

ICDA published two regular newsletters in 2023. *Community Directors Intelligence* features in-depth analysis of key sector concerns and is published monthly to a readership of over 50,000 subscribers. The *Community Advocate*, a news product, is published weekly.

The top five most popular articles published in 2023 were:

- 01 [NFP trends report 2023](#)
- 02 [What funds will flow for not-for-profits and charities?](#)
- 03 [ICDA membership is free](#)
- 04 [Federal budget is a good first step](#)
- 05 [Grants in the pipeline](#)

Of all the articles on ICDA's website, the following five were the most popular in 2023:

- 01 [How your not-for-profit can successfully navigate 2023](#)
- 02 [Our Community's experience of the four-day work week](#)
- 03 [Our top 50 help sheets of 2022](#)
- 04 [What next for not-for-profits? Experts pick the trends leaders must know](#)
- 05 [Black sovereignty call highlights just how moderate the Voice proposal is](#)

Board Positions Service

Advertisers posted 479 board positions on the free ICDA service in 2023, a 0.6% increase on 2022. Many posts advertised multiple roles. Of the listings, 23% were seeking a treasurer, 16% were seeking a secretary, and 14% were seeking a chair, while just over half were seeking a general board member.

In 2023 ICDA surveyed the sector's experience of board recruitment via a Pulse Pull. The poll attracted 720 responses and generated the following results:



91% said board recruitment was difficult

Respondents said **the main reasons people don't put themselves forward** for board positions are:

84%

lack of time

45%

lack of knowledge

43%

lack of skills

36%

**not knowing
about the board**

36%

**board's lack of
networks and connections**

(These figures don't add to 100% because respondents were permitted multiple choices.)

The **five skills most lacking on boards** were reported to be

49%

legal

49%

fundraising

46%

**communications
and marketing**

46%

**information
technology**

39%

governance

ICDA programs

Advanced Leadership for Chairs

Advanced Leadership for Chairs was conceived in response to numerous requests from the NFP sector for a purpose-built course for board chairs. The program runs over five weeks and aims to build a network for NFP chairs, provide access to expert presenters, and provide the opportunity for participants to ask questions in a supportive environment.

In 2023, **135** NFP board chairs participated in the Advanced Leadership for Chairs program in **four** groups. Of the attendees, 26% were from NFPs with an income under \$1 million and 42% were from organisations with an income between \$1million and \$10 million. The remaining 32% of attendees were from organisations with an income over \$10million.

The course covered:

1. Strategy and communications
2. Decision making
3. The CEO–chair relationship
4. Fundraising
5. Ethics

Satisfaction

- **87%** of participants were quite satisfied or very satisfied with the course.
- An average of eight out of 10 participants said it was highly likely they would recommend the course to others on boards.
- **90%** of participants said the course pace was right.
- **92%** of participants said the course content was engaging.



Training in Victoria

Impact

- **83%** of participants said that after completing the course, they understood more about putting into practice the skills they had learnt about.
- **81%** of participants felt more able to do the things they had learned about.
- **83%** of participants said they felt more confident working with the topic they had learned about.
- **88%** of participants said they had learned new ideas during the course.
- **83%** of participants said that after attending the course, they knew more about the topic at hand.
- **89%** of participants said they had communicated with others during the course.
- Before attending the course, **77%** of participants said they made decisions on an identified ethical basis. After attending the course, **88%** of participants said they planned to do so.

From participants

“Extremely knowledgeable main speaker who was generous in the sharing of knowledge and resources. Well-structured and very practical.”

“My big take away was possibly scanning/acknowledging who is in my ‘critical friends’ circle... I had not consciously thought about this before.”

“I appreciated the opportunity to stop and focus more broadly on what the Chair position should entail rather than focusing on ‘the doing’.”



Participants in the Women Leading Locally program

Government boards

Cemetery trust boards govern the cemeteries across Victoria, some of them in small and isolated communities.

In 2023, ICDA provided training to 334 board leaders from these 32 cemetery trusts:

Bairnsdale	Malvern East	Torquay
Ballarat	Maryborough	Traralgon
Bendigo	Mildura	Wangaratta
Bundoora	Nhill	Warracknabeal
Echuca	Numurkah	Warragul
Edenhope	Robinvale	Warrnambool
Euroa	Sale	Wedderburn
Gisborne	Seymour	Whittlesea
Hamilton	Shepparton	Wodonga
Hopetoun	Skipton	Wonthaggi
Horsham	Springvale	

The Cemetery Trust Governance workshops cover strategy and planning, risk management, financial governance, legislative frameworks, effective operations and oversight, and stakeholder relations. ICDA training helps Trust members to:

- better understand their legal and ethical responsibilities as Trust members
- stay up to date with regulatory changes
- share experiences and solutions and get to know peers from other Trusts
- know where to go if they need more information or help in fulfilling their roles.

Many participants highlighted the value of meeting face-to-face and working on scenarios together.

“That cemetery had faced the same problem I have with unmarked graves and how they solved it and produced a proper plan of the ground,” said one participant.

“I need to follow up their process as our cemetery is very old and no accurate plan exists, leaving a mystery of historical proportions.”

At the end of the workshops, we asked each participant a standard set of questions – based on the ICDA Outcomes Framework (see page 00) – about how they felt about the training. Their responses are summarised here.

Satisfaction

- **92%** of respondents said they found the information provided at the training session extremely or very useful and relevant.
- **94%** of respondents said the topics discussed during the workshop were well presented and easy to understand.

Impact

- **97%** of respondents said their knowledge improved after attending the training session.
- **92%** of respondents said they extended their networks through participating in the training.
- **78%** of respondents said they were likely or very likely to implement the ideas and tasks they had learned.
- **77%** of participants said they felt more confident working with the topic they had learned about.
- **22%** of respondents said they were likely to nominate themselves to be board chairs after attending the training.

From participants

"The Activities scenarios were interesting to work on with the Group. It was valuable to exchange information with the other Cemetery Trust members."

"I had minimal understanding before the session. Gained a good overall understanding, and where to access further information."

"What was most useful? Forming connections with other local cemetery trusts. Clarity about the roles and obligations of cemetery trusts and sources of information available to trusts."



Training in Victoria

In-house training

In 2023 ICDA provided in-house training to organisations on 24 different topics. ICDA provided 72 in-house training sessions to 1030 participants from around Australia, both in person and online. Of these 72 sessions, 36 were provided in Victoria, 26 in New South Wales and 10 in other states and territories.

Training topics available for organisations to choose are:

Governance

- Boards, governance and leadership
- Meetings, decisions, resolving conflict
- Governance training for Aboriginal and Torres Strait Islander organisations
- Governance training for multicultural audiences
- Ethical governance
- Artificial intelligence governance

Leadership

- Strategic planning – what's our story?
- Leadership styles and assessing strengths
- Project management on a shoestring
- Effective mentoring
- Change management
- Succession planning and board effectiveness

Finances, funding and risk

- Fundraising
- Grant writing
- Financial literacy
- Cyber safety
- Unlocking the potential of your not-for-profit

Communication, culture and impact

- Telling your story to stakeholders
- Tools for tackling climate change
- Aboriginal cultural awareness and engagement
- Boardroom diversity and inclusion
- Community voice on not-for-profit boards
- Impact evaluation
- Four-day work week



Training in South Australia

After each training session, we asked each participant a standard set of questions – based on the ICDA Outcomes Framework (see page 6) – about how they felt about the training. Their responses are summarised here.

Satisfaction

- The in-house training program has a net promoter score of eight out of 10.
- **82%** of respondents said they were satisfied with the in-house training program they attended.

Impact

- **90%** of respondents said they were more confident working with the particular topic they had learned about.
- **86%** of respondents said they understood more about the skills involved in successfully putting into practice what they had learned.
- **92%** of respondents said they had communicated with others during the session.
- **44%** of respondents said they were more likely to nominate themselves for a board position or chair role.
- Before the sessions, **56%** of respondents said they often took ethics into account when making decisions. After the sessions, **77%** of respondents said they would take ethics into account when making decisions in the future.

From participants

“It was good to see that you had done background work on our organisation in preparation for the training day and that instead of a strictly formulaic approach, that there was some flexibility to allow the session to take a direction the group considered of most interest to it (eg. strategic planning and risk in our case).”

“My big takeaway was understanding intercultural competence by accept, value and appreciate the difference of culture identity.”

“Using scenarios to put learning into practice helps me enormously in my confidence and also retaining learning.”

Standard training

ICDA offers a public program of in-depth sessions on topics frequently requested by board and staff members in the NFP sector. In 2023, ICDA provided 11 standard training sessions to **394** participants on the following topics:

1. **Finance**
2. **Funding and fundraising**
3. **General governance**
4. **Impact evaluation**
5. **Strategic planning**

After each training session, we asked each participant a standard set of questions – based on the ICDA Outcomes Framework (see page 6) – about how they felt about the training. Their responses are summarised here.

Satisfaction

- The standard training program has a net promoter score of nine out of 10.
- **91%** of respondents said they were satisfied with the in-house training program they attended.

Impact

- **92%** of respondents said they understood more about the skills involved in successfully putting into practice what they learned about.
- **46%** of respondents said they were more likely to nominate themselves for a board position or chair role.
- **94%** of respondents said that after attending the session they knew more about the topic at hand.
- **95%** of respondents said they felt more confident working with the topic they had learned about.
- **83%** of respondents said they had communicated with others during the session.
- Before the session, **67%** of respondents said they made a lot of decisions taking ethics into account. After the session, **76%** of respondents said they would take ethics into account when making decisions in the future.

From participants

“My favourite thing was meeting others from around the country, hearing about the great work that they are doing, & hearing about differing approaches to securing & managing funding.”

“The content was amazing and the ability to interact with presenter and attendees was ideal.”

“The breadth of material covered by the presenter, paced well beautifully to allow a rich discussion with workshop participants.”

Festival of Community Directors

The Festival of Community Directors is a year-long program of one-hour online sessions delivered by subject matter experts to large audiences. In 2023, ICDA delivered **57** sessions to **14,880** participants.

Of the attendees, 53% were NFP staff members and 47% were NFP board members.

The following themed weeks make up part of the Festival of Community Directors:

Themed week	Partner	Number of attendees
Leadership Week	McKinsey	1710
Schools Week	Commonwealth Bank	319
Finance Week	Commonwealth Bank	3584
NFP Insurance Week	AON	1159
Social Enterprise Month	ICDA sponsored	476

The five most highly attended sessions were:

1. **The Voice referendum (1334 attendees)**
2. **Questions your board should be asking about finances (1242 attendees)**
3. **How to begin something that matters (783 attendees)**
4. **Finding funding (773 attendees)**
5. **Personal resilience (762 attendees)**



Training with Nina Latalia

After each training session, we asked each participant a standard set of questions – based on the ICDA Outcomes Framework (see page 6) – about how they felt about the training. Their responses are summarised here.

Satisfaction

- The Festival of Community Directors program has a net promoter score of **nine out of 10**.
- **88%** of respondents said they were satisfied with the session they attended.

Impact

- **86%** of respondents said they understood more about the skills involved in successfully putting into practice what they learned about.
- **29%** of respondents said they were more likely to nominate themselves for a board position or chair role. The sessions with the highest number of respondents likely to nominate themselves were finance (30%), fundraising (33%), leadership (34%) and governance (24%).
- **81%** of respondents were more confident working with the topic they learned about.
- **34%** of respondents said they had communicated with others during the session.
- Before the session, 53% of respondents said they made a lot of decisions taking ethics into account. After the session, 62% of respondents said they would take ethics into account when making decisions in the future.

From participants

“My favourite thing was the extent of coverage; fluidity of delivery; introduction to the wide range of supporting material available.”

“The presenter was inclusive and encouraged comments and involvement from the members. He also commented a few times that the board should not be involved in the day to day.”

“I really liked the slides with specific questions to help me report back to the board about balance sheets etc, and idea of incorporating charts.”

“Thank you for providing opportunities to attend webinars on topics that I might not otherwise think to search for and attend. I always have my eyes opened to something new when I attend.”

Communities in Control conference

In its 21st year, Communities in Control hosted **557** participants over two days, with **14** expert speakers sharing their wisdom in response to the theme “A search for the soul of the nation”.

Satisfaction

89% of respondents said that they felt the conference represented diversity the way they understood it.

84% of respondents found the conference speakers to be excellent or good.

Thought provoking Inspirational **Engaging**
Inspiring Relevant **Inclusive** Diverse Informative
Educational Brilliant **Informative** Engaging
Challenging Empowerment

Communities in Control word cloud



Communities in Control conference

Self-paced courses

ICDA's Certified Community Directors course consists of seven units, usually completed over 12 hours. The units are interactive, with videos and quizzes to help students to learn. They give an overview of good governance practices in a not-for-profit or social enterprise environment. In 2023, **1642** people took the course.

Of those who responded to the survey after completion, 25% worked or sat on a board in the human services sector, 19% were from the community development sector, 17% were from the health sector and 39% were from a range of other sectors. 54% of survey respondents sat on boards, 32% were CEOs or staff, and 14% were "other", including volunteers.

We also asked each participant a standard set of questions – based on the ICDA Outcomes Framework (see page 6) – about how they felt about the training. Their responses are summarised here.

Satisfaction

- The Certified Community Directors course has a net promoter score of **nine out of 10**.
- **91%** of respondents said they were satisfied with the Certified Community Directors course they completed.

Impact

- **94%** of respondents said they had identified actions from the course that they would apply in their organisation.
- **65%** of respondents said they were more likely to nominate themselves for a board position or chair role.
- **90%** of respondents said they felt more confident working with the topic they learned about.

From participants

"Easy to use lots of information that I can use now & access when I need it later"

"Love the interaction between video, animation and text. Keeps it interesting!"

"I appreciated learning at my own pace. (Also loved the case studies)"

"Case studies and practical examples make it easier to relate to the content and see how concepts can be applied."

Diploma of Governance

The Diploma of Governance consists of six tutorials and 12 assessments over a period of six to 12 months. In 2023, **10** groups totalling **183** students participated in the Diploma.

The units that make up the Diploma are:

- Roles and responsibilities
- Constitution
- Strategic planning
- Monitor organisational finances
- Communicate with stakeholders
- Maintain and protect cultural values
- Seek and apply for funding opportunities
- Lead and manage organisational change
- Manage recruitment processes
- Communicate with influence
- Manage conflict
- Undertake negotiations

Impact story

Each Diploma student is required to reflect on their learning at the completion of the course. Below is one such reflection.

I started this study with the goal of consolidating what I've learnt on the job in my not-for-profit organisation, and to fill gaps in my knowledge and experience in a systematic way. It certainly met those expectations. The course has strengthened some of the areas where I've had most experience – board function, organisational culture, stakeholder management and finance. Having come from a very low base, I was really pleased to find in the finance unit how much I really did already understand, and have noticed myself developing budgets and working through audits with much more confidence.

Where I've learnt the most has been in applying a focus to the purposes behind systems, policies and procedures, and the discipline of establishing and evaluating appropriate structures. My natural tendency is to operate with a focus on culture, relationships and story, but I've come to learn the value in fit-for-purpose systems that provide the architecture, support and backup for an organisation.

I've found it very useful to go into detail with these in the different units and to review and adapt the structures in my organisation accordingly. For example, we've made amendments to our code of conduct and conflict of interest policy this year, and brought in a sexual harassment policy.

One of the things that has been valuable and unexpected for me has been connecting with such a diverse set of peers across the not-for-profit sector and the opportunity to share and discuss our experiences. It has been uplifting and galvanising to discover the similar challenges others face in their different spheres.

The Community Advocate


ICDA launched the *Community Advocate* in 2023. It is the only weekly email newsletter in Australia dedicated to covering not-for-profit sector news, views and issues.

The launch of this newsletter represents a \$250,000 donation towards keeping the sector informed and up to date on news about governance, leadership, cyber security, artificial intelligence, diversity and inclusion, and much more. Its subscriber base is substantial and growing.

THE COMMUNITY Advocate.

Not-for-profit sector news, views and issues

Latest news




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Posted on 03 Feb 2024

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Posted on 01 Feb 2024

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Posted on 08 Jan 2024

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THE COMMUNITY Advocate.


Not-for-profit sector news, views and issues | 19 July 2023

BREAKING NEWS

Sector leaders welcome the *Community Advocate*

This is our first edition. Regulators, sector leaders and academics share their thoughts on why it's so important to have a trusted voice reporting on the NFP sector.





Thank you

ICDA continues to benefit from the many partnerships it enjoys.

These magnify our impact and have enabled us to reach more not-for-profits with training and resources that help them to practise good, ethical governance.

We are grateful to the following partners who have supported us in this:

- AON
- Maddocks
- McKinsey & Company
- Office for Women in the Department of Prime Minister and Cabinet
- Office for Women, Victorian Department of Families, Fairness and Housing
- Victorian Department of Jobs, Skills, Industries and Regions



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- Adj. Professor Susan Pascoe AM (chair)
- Adjunct Professor Anne Cross AM
- Ms Catherine Brooks
- Professor Emerita Cynthia Mitchell AO
- Ms Gemma Purcell
- Ms Jahna Cedar OAM
- Ms Jodi Kennedy
- Emeritus Professor Myles McGregor-Lowndes OAM
- Ms Sheena Boughen OAM
- Dr Sonja Hood



Institute of Community Directors Australia

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

<https://communitydirectors.com.au>