

## Question 5

### What non-profit leadership topics should be addressed in the future?

- Marketing and sustainable fundraising for non-profits.
- I want to see state, federal and local government involvement so need to be speakers also from these sectors. More input from Trusts/ Foundations on what they are looking for.
- Perhaps workshops picking up the different groups within the 'Third Sector'.
- Donor/ Funder relationship management systems. Ongoing forums for non-profit leaders/ executives.
- Legal issues, more 'how to' detail, more time for networking, more stories.
- Global/ Australia wide v local management structures.
- Politics/ cooperation and the greater goal.
- The value and contribution of volunteers to non-profits – does this unpaid workforce endanger the role of paid workers?
- Alleviation v prevention; political issues and non-profits; competition v collaboration.
- Indigenous organisations.
- Issues facing small organisations (15 employees or less).
- Developing leadership at all levels of the organisation. How to create visionaries.
- Results and accountability – measuring outcomes that show we do make a difference. How we measure and communicate the difference we make.
- Benchmarking strategies.
- Those relevant at the time; this conference covered current issues. Topics to be covered at future conferences should take into account prevailing environment.
- Accounting/ finance issues unique to the non-profit sector.
- Networking between non-profits.
- More focus on risk management, on Board/ Management issues.
- The realities of having to operate as a 'commercial' employer (costs, legal requirements) versus being a non-profit organisation.
- Collaboration between non-profits.
- Employee and volunteer professional development.
- Philosophical and values debates; ethics. Why do we work in non-profit sector? How is it different from other sectors? Practical and personal issue: career development and management within non-profits, or across sectors.
- Relationships with funders/ government. Issues in membership based organisations. The nature of federations.

- Capacity building; community development – what does it mean, how do you do it? Volunteers – managing the paid and unpaid workforce – how do we manage / recognise volunteers better.
- Third Sector Council/ Roundtable.
- Peer networks/ support/ mentoring for non-profit leaders (it's lonely at the top!) for career development/ cross organisational learning.
- Move by corporate managers into non-profit sector and implications. Measurement/ evidence of outcomes – methods, needs, presentation.
- Transition from small group with passionate founder to professionally run organisation.
- Possibly dealing with volunteers, also creating/ maintaining donor/ 'friends' programs for a cause.
- Ongoing reporting and discussion to addressing trends.
- Economic outlook.
- How to measure – not just the need to measure.
- Working with the media. Information systems – keeping donors/ members in touch. Measuring 'social outcome' and return on investment.
- People management; volunteer relationships; climate change; impact on people.
- Ethics in values based organisations.
- Knowledge management, utilising technology, market research, innovation..... and many of the issues in these three days will still be equally as relevant.
- Challenges facing not for profits. Collaboration.
- How non-profits interact with government. How can different areas of Government be approached – submission writing – how to develop a good framework.
- Possibly use the workshops more constructively, better questions – perhaps seeking solutions rather than discussing issues.
- I also recommend that it would have been really useful for the sector to have perhaps invited some key government representatives – not to speak but to listen.
- Understanding the context – social/ economic/ political. More focus on community development approach.
- Need to focus on issues covered in more depth.
- Governance/ Professionalism/ Philanthropy.
- More examples of evidence basis for management. More facts and figures from academic component about what works and what doesn't and motives.
- Governance (with break-out groups crafted to either separate or mix management and 'Board' depending on topic).
- See above, also an opportunity for an extra day to run opportunity evaluation (Entrepreneurship model) workshop.

- More info on case studies via a workbook.
- The role of non-profits in Australian societal leadership. Working as a whole sector.
- Relationships with government was not addressed and for many it is crucial – the 'poisoned chalice' sometimes!