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NEWSLETTER OF THE AUSTRALIAN ASSOCIATION OF PHILANTHROPY INC.
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PHILANTHROPY



PHOTOGRAPH JOHN WERRETT

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PHILANTHROPY is the official newsletter of The Australian Association of Philanthropy. It is published four times annually. It is mailed to all members of the Association and other selected individuals and organisations and is also available on request.

For further information about the newsletter, the activities or membership of the Association, please contact Executive Director Marion Webster, 8th Floor, 20 Queen Street, Melbourne 3000.

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Message from the Editor

Welcome to the first edition of PHILANTHROPY, the quarterly newsletter of the Australian Association of Philanthropy.

Our aim is to cover a broad range of topics of interest to the philanthropic community. We would be pleased to receive letters and contributions in the form of ideas, articles or lively black and white photographs.

Each issue, we hope to feature an innovative funding project and would be pleased to have suggestions for this feature.

Contributions can be sent to The Editor, PHILANTHROPY, 8th Floor, 20 Queen Street, Melbourne, 3000 or faxed to (03) 347 2910 marked for the attention of the editor.

Jane Sandilands

Cover Note

'Lexi, Thorpdale' Photographer: John Werrett

Our cover photograph of Lexi, working in a potato paddock at Thorpdale, Gippsland, is part of an exhibition of John Werrett's work recently held at the Latrobe Valley Arts Centre.

Entitled 'The Next Shift', the exhibition was sponsored by the Gippsland Trades and Labour Council and funded by the Art and Working Life programme of the Australia Council, The Myer Foundation, the Victorian Ministry for the Arts and the A.C.T.U. Curator Liz Tyler said the exhibition caused a great deal of interest and was well attended.

Beatrice Faust, writing in *The Age* commented that John Werrett is 'that rare specimen - a community photographer who succeeds in balancing concern for the proletarians who are his subjects against a concern for the photographic medium.'

Keynote speech: Association's AGM

THE COMPARATIVE ADVANTAGE AND RESPONSIBILITY OF PHILANTHROPY: RISK-TAKING, ENHANCING DIVERSITY, AND SOCIAL JUSTICE.

REMARKS DELIVERED BY BARRY D. GABERMAN AT THE AUSTRALIAN ASSOCIATION OF PHILANTHROPY.

MARCH 21, 1989.

This is my first time in Australia and my overwhelming impression is how familiar everything appears, so I feel quite at home. The last thing I want you to feel like is that you've been forced to sit through another talk on what an American thinks the comparative advantage and responsibility of philanthropy should be in other societies. But let me hasten to say that there are some commonalities across societies and we are currently facing a very important and universal trend. That trend is that no matter what type of a society you come from – a developed pluralistic, democratic and free enterprise nation; one that is centrally directed; or a developing society with an authoritarian political system and a mixed economy – the capacity of the public sector to deliver, let alone deliver in an effective and efficient manner, the goods and services needed by its population is increasingly under strain. The problems have become so complex and of such a scale that our public institutions are often immobilised when it comes to finding solutions and funding interventions.

In fact, we are now in danger of developing a whole litany of terms that are in effect surrogates for actions. How many times have you sat at a meeting wrestling with a difficult problem to have someone say to almost universal nods of approval that the solution to that problem is going to require 'hard choices' or that it will require 'a fundamental reordering of priorities.' Having uttered phrases such as these, we feel we've come to grips with the situation and can now adjourn the meeting when we've really only managed to avoid dealing with the problem.

Now it seems to me that at this critical juncture, philanthropic institutions have an important role to play. That role is not to be an alternative funding source to the public sector – because with few exceptions, we do not have the resources to have the requisite impact on a large enough scale – but, rather to be the risk-takers that public institutions cannot be. We can try out innovative new programs to address problems and strive to stand for the very best in helping our society and the societies we work in become more pluralistic and representative.

It is to this that I would like to address the remainder of my remarks and what I'll do is talk about enhancing diversity as an important objective of philanthropic organisations – and I'll focus on the role of women to make the diversity and social justice points I want to make.

Over 2½ billion people, something in excess of half the world population is comprised of women. They live in countries where the average income ranges from \$200 to those where it

is over \$30,000 per capita and they represent a far from homogeneous portion of humanity. With such a vast number of people, generalisations about their situation, status and roles in society can suffer from oversimplification – and yet there are a number of things we can usefully say or remind ourselves

about. And here I am taking information from a wonderful publication, *Women: A World Survey*, that I recommend to all of you.

For example, ten of the eleven oldest democracies in the world waited until the 20th century to give women the right to vote. Although they now comprise 50% of the world's enfranchised population, women hold no more than 10% of the seats in national legislatures. Where in 1950 there were 27 million more boys than girls enrolled in primary and secondary levels of education, currently there are over 80 million more boys than girls enrolled.

I raise these points to try to separate the myth from the reality – perhaps the greatest myth is that the trend is universally in the direction of an improvement in the condition of women worldwide. The reality is that it is not.

The myth is that men produce the world's food and that women prepare it for the table.

- The reality is that the Third World, where three-fourths of the world's population live, rural women account for more than half of the food produced.

The myth is that women work essentially only to supplement the family's income.

- The reality is that women are the sole breadwinners in one-fourth to one-third of the families in the world and the number of women-headed families is rapidly increasing.

The myth is that when women receive the same education and training as men they receive equal pay.

- The reality is that differentials persist even at equivalent levels of training.

The myth is that in modern societies women have moved into all fields of work.

- The reality is that relatively few women have entered occupations traditionally dominated by men and that most women remain highly segregated in low-paying jobs.

One of the most compelling global phenomena of recent decades has been the flowering of women's movements and

related efforts to improve women's social, political, and economic status – these movements explode the myths and give visibility to the realities. Although the specific issues and approaches have varied from one society to another, the universality of women's disadvantage has led to the rise of feminist leaders, institutions, and political movements in virtually every region of the world. Their ethical bases have been several, resting in a concern with the well-documented discrimination confronted by women, the ubiquitous feminisation of poverty, and the ever more obvious costs of excluding women from socioeconomic development policies, programs, and resources.

When the United Nations launched the Decade for the Advancement of Women with an international conference in Mexico City in 1975, these arguments were just beginning to take shape, and women leaders from North and South struggled to understand the commonalities and divergences of their issues and strategies. The Decade witnessed a tremendous growth of scholarship, policy changes, programs, advocacy, and institution-building aimed at improving women's status.

In July 1985 the Kenya government hosted a conference marking the end of the Decade. It involved close to 15,000 official delegates and voluntary organisation participants. The inter-governmental conference and hundreds of workshops in the parallel nongovernmental gathering offered participants an opportunity to assess both the tremendous accomplishments of the global women's movement and the formidable remaining challenges.

But, the final years of the Decade were notable for a worldwide economic slowdown that affected women's economic prospects, for evidence in many societies of increasing religious fundamentalism, and for growing resistance in some quarters to policies and programs that had improved women's status. Thus, the Nairobi discussions were characterised by a sober pragmatism and a recognition of the need to devise strategies to advance women's opportunities in the face of an increasingly difficult political and economic context.

Participants in the Nairobi gathering were well aware that their victories were still fragile. They recognised that many governments and development agencies would welcome the end of the Decade as offering the opportunity to leave 'the women's question' and move on to other priorities.

Now, in order to avoid this penchant we all have for dealing with priorities in a sequential manner and assuring that the gains of the past are not dissipated, we need to find ways to integrate these gains into the institutional fabric of the organisations that make up society and under whose aegis the work of society is

accomplished. It is in this sense that I would draw the connection between the global issues facing women and the role the philanthropic sector can play.

The facts presented earlier should make it fairly self evident why we need to be concerned about women at all levels of an organisation and in the setting of the program agenda of the organisation. There are three particularly compelling reasons to me. The first is that creating access and opportunity is the just and fair thing to do if our goal is a society built on pluralism and democratic principles – and justice and fairness need no excuse for being pursued. The second is that our programming affects women and we will make mistakes if we do not include women and their perspective in our decision-making – and enhancing our programmatic effectiveness needs no excuse for being pursued. The third is that we cannot afford to leave outside the talent pool from which we recruit our leaders, one-half of humanity – and that kind of enlightened self-interest needs no excuse to be pursued.

Let me move now to telling you how the Ford Foundation has pursued an agenda of enhancing opportunity for women as well as ensuring diversity within its organisation and hopefully the organisations that it supports. Frank Thomas, the President of the Ford Foundation, devoted his presidential message in the 1985 Annual Report of the Foundation to affirmative action, and I am drawing much of what I say from there. In that message he said one particular thing that resonates with me

and I quote: *'The difficulties notwithstanding, we must devote at least as much energy, determination, and imagination to building systems of equality as were devoted to building systems of inequality in the past.'*

To implement this and to promote pluralism and diversity, the Ford Foundation has concentrated on three explicit objectives:

- increasing the effectiveness of affirmative action policies and broadening their application through our grant program;
- developing an 'external' affirmative action policy to encourage diversification of boards and staffs in grantee organisations; and
- establishing internal rules and procedures to shape the Foundation's own operations.

Let me take up each of these objectives in turn. And let me be quick to point out that the three objectives apply to both issues of gender and to issues of ethnicity and race.

The Foundation's Grant Program

In an effort to promote pluralism, diversity, and equality of educational opportunity, the Foundation has supported programs to enlarge the number of qualified persons from historical-

ly disadvantaged groups throughout the educational pipeline. Several of the Foundation's grants support preschool education, the entry point of that pipeline. Other programs are designed to meet the particular needs of the middle-school years, especially during the summer months when learning acquired during the school year tends to decay. For young dropouts – actual or potential – the Foundation supports various school-improvement programs such as the Comprehensive Competencies Program, a remedial education program used by community agencies to strengthen literacy and mathematics skills. The program prepares students for the high school equivalency diploma, vocational training, employment, and enrolment in higher education.

Further along the educational pipeline is a major Foundation program to identify and nurture talent in community colleges, which enrol nearly one-half of all male and female minority students in postsecondary education. Only 10% of all students enrolled in community colleges ever complete the two-year associate degree, and an even smaller proportion transfer to four-year institutions. Our program is designed to strengthen academic offerings and facilitate transfer procedures so that more community college students will earn four-year degrees.

Increasing the flow of talented and well-prepared people is a necessary though not sufficient condition to achieving access and participation by all segments of society. Consequently, Foundation grants have also addressed the need to remove arbitrary barriers that impede the opportunities of able people. The Foundation has provided support to organisations employing a number strategies, including:

- creating new career ladders for disadvantaged groups;
- monitoring federal government enforcement of laws that protect the right to vote and that govern equal employment opportunity; and
- litigating, when negotiations fail, to enforce equal opportunity laws.

For example, a number of civil rights and women's organisations have worked together to monitor the federal government's enforcement of anti-discrimination laws. Among the organisations that have received Foundation support are the NAACP Legal Defense and Educational Fund, the Puerto Rican Legal Defense and Education Fund, the Women's Rights Project of the American Civil Liberties Union, the National Women's Law Center, the NOW Legal Defense and Education Fund, and the Women's Legal Defense Fund. These organisations have collected and disseminated statistics on cases processed by federal enforcement agencies, prodded government officials to improve their performance, and sought to prevent backsliding in the

enforcement of laws that require removing barriers to equal employment on the basis of race, color, national origin, or gender.

External Affirmative Action

Since 1972 the Foundation has sought to encourage diversity in the boards and staffs of the organisations it supports. In a memorandum describing the Foundation's 'External Affirmative Action Policy,' then-President McGeorge Bundy noted: 'In assessing the justification for its grants, the Foundation will henceforth consider, among other factors, the opportunities prospective grantee organisations now provide to minorities and women, the scope of their efforts to correct any inequities in those levels and the often critical constraints that may operate on them in this highly sensitive and complex area of human relations.'

Over the years the Foundation's staff have explored these issues with leaders of the numerous organisations we assist. Our practice now requires every grant organisation to conclude with a table showing the applicant's gender and minority representation at board, professional, and support levels. It also requires a discussion of the background of these numbers and of the organisation's plans for continuing diversification. Because there are so many differences in the circumstances of our grantees, we have shunned rigid rules. Instead, we encourage the staff to work closely and judiciously with grantees to define realistic goals for each grant period and to plan an approach to address recruitment or selection problems. Recently, in a number of competitive grant selection processes, we have made diversity in the applicant organisation a basic criterion for participation in the competition.

Various aspects of our external affirmative action policy and practice have evolved over the past 16 years. Our experience suggests that we need to approach this subject early in grant negotiations; consider each grantee's situation individually, often discussing recruitment and selection procedures; and attend to such specific questions as staff or board turnover projected during a grant period.

At each step of the way, a similar litany of obstacles to diversification usually took place.

- It often started with the assertion that women interested in a particular position could not be found.
- When that is shown to be inaccurate, the argument moved on to the difficulty of finding women with the requisite educational background.
- From there it moves to the supposed near impossibility of finding women with the necessary experience.

By now we know that for the most part, these issues are

overblown and with that realisation, the obstacles to access are being broken down. Before us, however, is what I would call a second generation issue that grows out of the success in breaking down the obstacles to access. The second generation issues involve going beyond the recruitment of women to assuring that the organisational culture will be conducive to their retention. Here we are talking about policies of child care, parental leave, personal excused time, educational enhancement, flex time and a host of others that recognise the work/family realities of working women and two-earner families without demanding that women make career or family decisions not faced by men.

Inside the Ford Foundation

The Foundation is also committed to diversity in its own staffing. We continually seek new ways to increase the presence of women and minorities in our ranks. The first formal institution-wide measures started in 1972, when an internal committee of staff and officers made a study of the Foundation's recruitment, hiring, and promotion practices. Since that time, we have concentrated on various means to increase the diversity of the staff at each level. For example, we send notification of job openings to a wide variety of minority and women-focused institutions, including organisations in specific fields and caucuses within professional organisations. We also seek the help of individuals who have wide contacts in minority and other under-represented communities. When a promising candidate might become more competitive by the acquisition of a specific skill or experience, we try to help. We review the various units within the Foundation each year to identify opportunities to further diversify and discuss annually our affirmative action profile with our Board.

At both Trustee and staff levels, the representation of minorities and women has steadily improved. Where in 1973 12% of the Trustees and 23% of the professional staff were women – by 1987 25% of the Trustees and 54% of the professional staff were women. Unfortunately, we have been less successful in recruiting and retaining minority staff members. While the comparable percentage for Trustees went from 6% to 25%, the professional staff went from 7% to 14%. But we regard the process as an ongoing one, requiring long-term attention and continual re-examination of practices and experience. As with our grantees, we believe that numbers are not the sole measure of improvement.

Let me go on however, to try and suggest a link between the increasing diversity of the Ford Foundation and the institutions it supports and the concerns of women becoming more prominent in the programs undertaken.

- It is manifest in our moving beyond the supply side of contraceptive availability to the demand side of reproductive health.

- It is manifest in our re-entry into the field of child care – a reflection in part of the realities of the feminisation of poverty in the U.S.

- And it is manifest in our new work/family initiative – an outgrowth of the internal discussions we went through as a staff dealing with the realities of the changing workplace.

It is important to point out that the process we are engaged in is a process that challenges convention. In so doing it raises hostility, pain and a considerable amount of ambiguity. The victories come, but they are not easily sustained. To sustain them, we must build mechanisms in our institutional memory that will allow us to chart our progress.

What I have tried to do is give some flavor for the role the philanthropic sector can play as a risk-taker in society. I've chosen to focus on diversity and, in particular, on the role of women – but one could just as easily have chosen other important areas such as human rights or the alleviation of persistent poverty. The important point to remember is that for the most part the philanthropic sector has very few constraints on its choice of programming initiatives and its great strength is not its existing 'comparative advantage' in a particular substantive area, but its ability to choose to have a comparative advantage in the areas the sector defines as important.

Thank you

Barry Gaberman

Philanthropic Links Across the Tasman

JENNY GILL, ADMINISTRATOR OF THE ROY MCKENZIE FOUNDATION AND CO-OPTED TRUSTEE
OF THE J R MCKENZIE TRUST IN NEW ZEALAND, VISITED AUSTRALIA AT THE SUGGESTION
OF THE VICTORIAN HEALTH PROMOTION FOUNDATION IN MARCH THIS YEAR.
SHE RECORDED HER OBSERVATIONS ON TRUSTS IN NEW ZEALAND (PARTICULARLY THOSE
WITH WHICH SHE IS ASSOCIATED) AND AUSTRALIA FOR THIS EDITION OF PHILANTHROPY.

The New Zealand and Australian philanthropic sectors have much in common. A similar colonial history and cultural base have led to two nations which have developed in a parallel way. However, despite these parallels, contact between them has, in many fields, been minimal. Philanthropy is one of those fields.

The New Zealand Directory of Philanthropic Trusts (1987) lists 93 Trusts with a stated annual distribution of eleven million dollars in 1986. A large number of Trusts have chosen not to be listed in the Directory. Many of those which are listed have declined to disclose their annual distribution. Thus, as in Australia, it is difficult to gauge the actual size of the philanthropic sector.

The largest charitable trust in New Zealand is the J R McKenzie Trust, named for John Robert McKenzie, born in Victoria, Australia in 1876 and who left school at the age of 12. By 1905, having saved his first one hundred pounds, McKenzie opened a store in Collingwood, in inner city Melbourne, in partnership with his 17-year-old sister, Ella. This first venture almost ended in disaster when the store was destroyed by fire. However, the fire sale taught the young McKenzies the value of quick turnover and they opened a second shop in nearby Richmond.

In 1918, he moved his business to New Zealand and by the early 1970's, there were 75 McKenzie's stores in New Zealand.

In 1938, he set up the J R McKenzie Youth Education Fund with a gift of ten thousand pounds. The Trust, still in existence, had a distribution of over \$200,000 in 1988. Grants are made from this fund to enable children from underprivileged families to stay at school or embark on tertiary education. It is a somewhat ironic comment on the New Zealand economy that the funds of a Trust established during the Depression of the 1930's are still in strong demand today.

In 1940 John McKenzie, soon to become Sir John, established what was then the largest charitable trust in the Southern Hemisphere - the J R McKenzie Trust, with a gift of one hundred thousand pounds. Almost one-third of his chain store profits went into this Trust.

A perpetual Trust, established by statute, the J R McKenzie Trust will have a distribution of \$2.8 million in 1989 to over six hundred community organisations.

The Trust has a unique distribution structure which utilises the network of

New Zealand Rotary Clubs. All grant applications are seen by District Rotary Committees for assessment. A small, Wellington-based office co-ordinates the responses and a final distribution is made at an annual meeting at which Rotarians, two members of the McKenzie family, two women (co-opted as Trustees), representatives of the Maori community and the legal and medical professions, make the final allocations.

Sir John McKenzie's son Roy will be known to some in the Australian philanthropic community. Roy McKenzie, who has recently also received a knighthood, maintained his father's interest in the J R McKenzie Trust. He, in turn, established the McKenzie Education Foundation in 1968. This Foundation, which drew its trustees from a broad range of community and business groups, was in existence for 20 years and distributed over two million dollars to innovative projects in the field of education and health.

In 1986, Roy McKenzie established the Roy McKenzie Foundation, which will have a life span of ten years. It had an initial capital base of \$3.5 million and an annual distribution of approximately \$1 million. The primary purpose of the Roy McKenzie Foundation is to provide seeding funds for innovative projects in the field of health, education and community development. It places special emphasis on projects which reduce discriminatory attitudes towards the disabled, the elderly, women and members of the Maori and other ethnic communities. Trustees include Sir Roy McKenzie and his daughter, Robyn Gibson. Six other trustees, (three of whom are women) are co-opted from throughout New Zealand and come from a variety of professional backgrounds.

On my recent visit to Australia, I was aware that I met only a small proportion of Australian trusts and foundations and only those located in Melbourne.

In my report to the Roy McKenzie Foundation (a copy of which will be held in the AAP office), I broadly grouped Australian trusts and foundations as follows: family trusts in which the donor or descendants of the donor are actively involved; trusts and foundations administered by either trustee companies or by other professionals from the business sector; trusts and foundations established from government grants or levies and corporate trusts and foundations.

There are a number of major differences between family trusts and those which are administered by trustees from the business and professional communities. Perhaps the most obvious – and outstanding – is the involvement of family members, either the original donor or descendants of that donor. Family trusts in Australia and New Zealand tend to co-opt individuals as trustees, who do not necessarily have a business or commercial background but rather one in the community sector. In both countries, women tend to be involved, as trustees, executive officers and in the chair. In general, family trusts tend to have separate mechanisms for decisions concerning investment from those concerning the allocation of grants.

On the other hand, trusts administered within the business sector appear to have chosen a business rather than a community sector ethos. This has obvious implications in terms of accountability to the community, publication of information, accessibility to the public and the composition of boards of trustees.

These differences are reflected in the types of projects supported by different trusts and foundations. The family trusts articulate a commitment to social change rather than the provision of assistance to social services.

A group of trusts in Australia which has no parallel in New Zealand is that coming under the umbrella of the ANZ Trustees and Executors Company Limited. This group of trusts really deserves a category of its own. There is no philanthropic grouping in New Zealand of the size or scope administered by the ANZ Trustees. The establishment of an office with an international resource centre on philanthropy and with a capacity for research and analysis left this fellow colonial somewhat green with envy.

Both the Victorian Health Promotion Foundation and the Victorian Women's Trusts have received visitors from New Zealand. These organisations represent imaginative responses to current social issues and since my return to New Zealand, I have noticed at least one newspaper reference to the Victorian Health Promotion Foundation, suggesting that a similar body should be established here. I have also been made aware that a number of New Zealand women are discussing the establishment of a women's foundation, modelled on the Victorian Women's Trust.

It is impossible to gain a nationwide picture of corporate giving in New Zealand. I will be watching with interest the results of the A.A.P. planned research project into this field in Australia. Such an investigation would also be timely in New Zealand but with, as yet, no national body for the philanthropic sector, such a study is unlikely in the near future. As in Australia, most of the larger trusts in New Zealand have been established from the proceeds of family business and there does not appear

to be much growth in the establishment of trusts and foundations by the corporate sector. Corporate sponsorship of the arts, sports and educational programs is significant but unquantified.

New Zealand trusts and charities are currently awaiting the recommendations of a government working party established to develop an appropriate taxation structure for the sector. Its findings will be presented in June 1989. It is almost certain to recommend the establishment of a "Charities Commission" which will register and monitor the activities of charitable trusts and organisations. It is also likely to recommend the taxation of trading and possibly the investment income of charitable trusts. This move by the New Zealand Government may well precipitate the long overdue formation of a New Zealand association of charitable trusts.

I was certainly impressed with the level of professionalism evident in the A.A.P. and its member organisations. We will be watching from New Zealand with interest as the Association develops. It is my hope that one result of my visit to Melbourne will be a closer link between the Australian and New Zealand philanthropic sectors.

Finally I would like to thank Rhonda Galbally and Vincent Kiss for suggesting that I visit Australia and Marion Webster for organising my visit so efficiently.

To all of you who gave me time and shared information with me – thank you.

Jenny Gill, Wellington, New Zealand

April, 1989

Victorian Trusts and Foundations Focus on Aboriginal Funding

ABORIGINAL FUNDING ISSUES AND THE PHILANTHROPIC SECTOR WERE THE FOCUS OF DISCUSSIONS AT A RECENT WORKSHOP ORGANISED BY THE VICTORIAN HEALTH PROMOTION FOUNDATION.

Not only was the workshop a 'first' for gathering together the major trusts and foundations in Victoria to collectively promote their funding programs, it was also the first time that Aboriginal groups had an opportunity to meet with a panel of trusts to unravel the maze of funding sources.

The Victorian Health Promotion Foundation decided to organise the workshop after discussions with Aboriginal groups revealed that the philanthropic sector was largely an unknown and untapped source of funding for Aboriginal projects. The Victorian Health Promotion Foundation had also become aware that many of the funding enquiries from Aboriginal groups that did not meet the Foundation's guidelines could be better met by other trusts/foundations.

The workshop was convened early in April and involved representatives from the following trusts/foundations: Victorian Health Promotion Foundation, ANZ Trustees, Victorian Women's Trust, Myer Foundation, Reichstein Foundation, Stegley Foundation, Sunshine Foundation, Australian Association of Philanthropy, and Green Hills Foundation.

With the assistance of the Aboriginal Health Unit, Health Department Victoria, Aboriginal groups from around the State were invited to participate in the funding forum. A great amount of interest in the workshop was shown by Aboriginal groups and this was demonstrated by the fifty Aboriginal representatives who attended the forum.

A range of issues were addressed by the Aboriginal groups including the need for:

- Training and education programs.
- Drug and alcohol rehabilitation services.
- Specific Aboriginal women's health campaigns in the areas of cervical cancer screenings, breast feeding, nutrition and breast self examination.
- Appropriate Aboriginal role models to be used in advertising and promotional materials.
- The need for basic sports equipment and clothes to enable participation in sports programs.
- Enterprise development.

Recommendations arising from the Workshop that will form the basis of further discussion with trusts/foundations are for the funding of:

- A workshop for Aboriginal women requiring skills development and training in the area of enterprise and business management.

- A research project that will profile Aboriginal enterprises and analyse needs, problems and training requirements.

- A funding resource kit and the employment of a support worker to assist Aboriginal groups to obtain funds as well as advise trusts/foundations on Aboriginal funding issues.

- A seminar on the future directions of funding for Aboriginal groups.

- A pilot demonstration project that may involve trusts/foundations in allocating a block of funds for Aboriginal projects to be administered by Aboriginal groups themselves.

An introductory paper on '*Philanthropic Trusts and Foundations*' was provided to all Aboriginal groups invited to the workshop by Lisa Trood, Community Development Officer at the Victorian Health Promotion Foundation. The paper provides a practical summary of funding sources available from the trusts/foundations, tips on how to apply for funds, community resources that can assist in preparing funding submissions and a list of the contact names and addresses for each of the major trusts/foundations in Victoria. Copies of the paper can be obtained from Lisa [telephone: (03) 347 3777].

The workshop was regarded by all participants as a most worthwhile and highly successful initiative. The positive response from Aboriginal groups was encouraging and it was most exciting to have the full support of other trusts and foundations who have recognized the need to consider the funding needs of Aboriginal communities.

It is hoped that the constructive discussions between Aboriginal groups and the trusts/foundations will facilitate the development of worthy project submissions and increased access by Aboriginal groups to philanthropic resources.

A detailed report on the workshop proceedings is available from the Victorian Health Promotion Foundation.

Lisa Trood
Community Development Officer
Victorian Health Promotion Foundation
April 1989

Workshop on Sexually Transmitted Diseases including AIDS

DURING 1988 FATHER VINCE KISS IDENTIFIED THE NEED FOR THE PHILANTHROPIC SECTOR TO ADDRESS THE PROBLEM OF THE AIDS EPIDEMIC. THE AAP SOUGHT FUNDING FROM THE VICTORIAN HEALTH PROMOTION FOUNDATION TO RUN A WORKSHOP ON SEXUALLY TRANSMITTED DISEASES INCLUDING AIDS.

The decision to broaden the scope of the workshop to include sexually transmitted diseases was made following advice from experts in the field that sexually transmitted diseases other than AIDS represent a growing problem in our society particularly in relation to their long term consequences for women.

Professor Ian Gust, Director of the Macfarlane Burnet Centre for Medical Research at Fairfield Hospital and a world leader in AIDS research gave the keynote address. Professor Gust talked about the plethora of misinformation in our society about AIDS and devoted much of his address to describing the science of the virus and the epidemiology of the disease. He described the knowledge which has been gained about the H.I.V virus in the last five years as staggering: 'There's been no period in modern biological science which is the equivalent of what we've learned about this virus in the last four or five years. Probably in the whole of 20th century science the only period you could compare with it in any way is the period prior to the second war when Rutherford and his colleagues were splitting the atom and making the fundamental breakthroughs in atomic physics at the Cavendish laboratories.'

Despite the magnitude of the achievements the work still to be done in achieving an effective vaccine or treatment for AIDS is overwhelming. Professor Gust described the biology of the virus and explained why it is going to be much more difficult to develop an effective vaccine than it was for diseases like small-pox or measles. He concluded that it is unlikely that we will have a vaccine in the next decade:

'We cannot expect science to solve this problem for us in the short term. We must develop public health policies on the basis of the best information that we currently know; we need to clarify the epidemiology and natural history and I think we have to develop effective ways of not only treating infection but educating people to take responsibility for protecting themselves against infection.'

Dr David Bradford, Vice President of the National Venereology Council of Australia talked about sexually transmitted diseases other than AIDS:

- Gonorrhea, which is becoming less prevalent but which has new penicillin resistant strains coming into Australia from Asia.
- Syphilis which despite effective treatment with penicillin is now increasing in the United States and which is associated

with increased vulnerability to H.I.V. infection

- Chlamydia, an infection which in many cases is asymptomatic in women and which it is estimated affects 2% or 300,000 Australian women. Chlamydia is treatable and preventable yet it is still affecting a significant proportion of

the female population and is contributing directly to the increasing rate of infertility.

- Genital Warts which have been seen until recently as simply an uncomfortable nuisance. It is now clear that certain types of wart virus cause changes that under the right conditions may lead on to cancer of the cervix and it appears that the increased incidence of cancer in situ of the cervix and early invasive cancer of the cervix is occurring in younger and younger women. Research into the human papilloma virus is a major problem for research in the future

- Genital Herpes, a disease that can be passed from a pregnant mother to her infant. In the few days or weeks before delivery there is a high possibility of her passing that infection on to the baby. Herpes of the newborn is, in 50% of babies a lethal condition.

- Hepatitis B which is increasing in prevalence and is a disease for which there is a reliable vaccine and therefore preventable.

Dr Bradford talked about the need for education, information and publicity and for more sexually transmitted diseases clinics providing services at appropriate times. He stressed the need to get keen young doctors who are interested in the problem to specialise and to do worthwhile research in the years ahead.

Dr Sue Wright, Research Officer with the Royal College of Obstetricians and Gynaecologists talked about her research into the knowledge levels and attitudes of young Victorian people on sexual and reproductive health. Dr Wright outlined the methodology, results and the following recommendations:

- Need to encourage all schools to include education about reproductive health in their comprehensive health education program. The Minister for Education has expressed strong support for health education in principle, but schools need practical help such as continuing education of teachers and consultancy support for program development.
- Education needs to concentrate on asymptomatic infections and their long term consequences.
- Prevention of STD's is the responsibility of both partners. Greater emphasis has to be made to educate males in this role.
- More appropriate access to medical information and help is needed for young people living in the country.
- The profile of health service providers needs to be softened with emphasis on compassionate and confidential handling of clients.

The Australian Bicentennial Multicultural Foundation

- The liaison and communication between schools and health professionals needs to be improved to encourage effective prevention education, medical check-ups and early diagnosis of STD's.

Mr Tass Mousaferiadis, Health Education Coordinator, Health Promotion Unit, Health Department Victoria discussed the major gaps in the current strategies aimed at preventing and treating sexually transmitted diseases:

- STD Data Collection is particularly important to enable us to determine the epidemiological studies which should be undertaken; to prioritise research; to plan and develop services.

- Research into human sexual behaviour change as opposed to health behaviour change is essential.

- STD Prevention Work needs to be focussed on the asymptomatic, and in particular the bacterial, STD's which affect women: gonorrhea, chlamydia and non-specific urethritis. The area of prioritising work for women and prevention education targeted specifically at women is particularly crucial.

- STD Services need to be improved and strengthened and certainly increased.

- Education for Service Providers is an area which needs to be addressed urgently. A person with AIDS in 1987 cost \$.25 million in support, treatment and care; but that bill collectively in 1987 was between \$25 and \$60 million just in support, treatment and care. We specifically need to develop the way health care workers relate to their clients.

The workshop was attended by 35 executive officers and trustees. Many important public health issues were raised and priority areas for action identified. A comprehensive report which provides transcripts of the workshop and supplementary information on United States Foundation work on AIDS is available from the A.A.P. The Association is proposing to hold a meeting for executive officers and trustees interested in looking further at sexually transmitted diseases and the challenges they pose for the philanthropic sector. Please contact Marion Webster for the meeting date.

*Report compiled by Jenny McGregor
Commission for the Future*

This Foundation is a new one and made its first appointment of Hass Dellal as Executive Director on March 6th.

His background includes:

- Consultant with the Bicentennial Authority
- Co-ordinator of the Creative Arts Department of the Council of Adult Education
- Research consultant for the development of a Multicultural Arts Policy towards Multicultural Arts in Victoria.

In addition to his role as Executive Director, he is on the Board of Moomba and is Chairman of Multicultural Arts Victoria.

The following is a brief outline of the aims and objectives of the Foundation:

- to cultivate in all Australians a strong commitment to Australia as one people drawn from many cultures and by so doing advance its social and economic wellbeing;

- the promotion of an awareness among the people of Australia of the diversity of cultures within Australia and the contribution of people from all cultures to the development of Australia; and

- the spread of tolerance and understanding between all cultural groups through any appropriate means.

The Foundation intends to pursue its aims:

- by adopting an issue of national significance for support and development; and
- by initiating projects and programs in any worthwhile field or activity.

The Australian Bicentennial Multicultural Foundation will shortly be releasing its 'Operational Guidelines' for public information.

For further information, please contact:

Hass Dellal,

Executive Director

The Australian Bicentennial Multicultural Foundation

Suite 2, 1st Floor,

333 Drummond Street, Carlton Vic 3053

Telephone (03) 347 3777

Message from retiring President, Darvell Hutchinson

Looking back on 1988, it clearly was a year of considerable achievement for the Association. It showed the first results of us adopting a new constitution, when we moved from a relatively loose, unincorporated body to one which now manifests the permanence of an organisation as it heads into future decades. The change in constitution, was not simply to elevate ourselves to an incorporated structure to relieve personal liability of board members, being a prime reason why many associations tend to incorporate themselves. More importantly, the change addressed our current membership – fundamentally an association of trusts and foundations with a common interest in exchange of knowledge. We then looked at the direction our membership should take in the years ahead, and as a result, our new constitution greatly widened our membership opportunities. I see this as a forerunner of what will be an Association with an far wider membership base in the years ahead.

I believe very strongly that the cause of philanthropy is one that must involve the whole cross section of society and should not be seen as confined to the private sector, and trusts and foundations in particular.

Philanthropy in this country, to be eventually of the level it should be, must involve greater co-operation between all sectors working for the cause, that is the public sector; private sector (trusts, foundations, corporations, and individual philanthropists); the not-for-profit organisations; and the volunteer sector, being all those endless people out there working towards particular charitable causes.

The Association still has to grapple with an issue which has not yet been fully defined by Council and that is the eligibility for membership of our Association. I believe there is a need for the Association to attract suitable not-for-profit or charitable bodies who are both donors and fund raisers and who may rely heavily on fund raising for purposes of appropriating their philanthropic programs. The matter has been addressed by Council but still remains to be resolved.

The point made by some is that a conflict of interest, and consequent embarrassments, could be caused if we had members who were reliant upon tapping into trusts and foundations for their revenue streams.

I believe if the Association is to grow to the stature it should on a national basis, it should embrace equally appropriate membership from grantees as much as our traditional grantor members. This has happened in the United States and Canada for some years. Problems have been avoided there by grantees being told that their membership is not a platform for espousing grants, but rather one of adding another dimension to philanthropy.

A further reason why I believe we must broaden what has been our traditional membership base is that I have reservations

as to whether we will see the same extent of benefaction in the decade or two ahead that we have seen to date.

My reason for saying this is that with the abolition of federal death and gift duties and probate duties in the various states, there is an increased likelihood that wealth will be re-distributed within the family now that the very onerous death duties of the past do not apply. That in itself is likely to give rise to wealthy families not being as persuaded to set up trusts or foundations. While by no means denigrating the undoubted generosity of former benefactors, it is nonetheless likely that many eminent trusts and foundations of today came into being because of the unacceptable alternative of family wealth being absorbed into consolidated revenue under onerous legislation of the past.

On another vein, I see a more diversified membership base providing greater opportunity for closer co-operation between members of varying sectors in maximising the benefits in appropriate philanthropic programs. I see a need for greater co-operation between government and private philanthropy. Over recent years, many of the trusts and foundations have received urgent applications from charities where they have either been turned down for government funding or been told that funds previously appropriated are no longer available. I believe there could be far greater community benefit if a clearer rationale or forward plan for inter-action by government was available to our Association so that our members could co-operate in a more effective, hopefully more pro-active, role rather than traditionally responding in a reactive mode to what has become a plethora of charitable requests.

The Association I believe, has reached a most important stage of its development. It is achieving greater recognition since the appointment of its own permanent Secretariat and the facilities it can offer. It is now poised to grow to a far more viable organisation which can bind together all the sectors involved in philanthropy so as to advance the knowledge of philanthropy throughout the community and to protect our common interest in and dedication to the philanthropic cause.

I wish the Association well in the years ahead.

Darvell Hutchinson

New Council Members

AMONG RECENT APPOINTMENTS TO THE COUNCIL OF THE ASSOCIATION ARE MARTIN CARLSON (THE BRASH FOUNDATION) AND LOULA RODOPOULOS (THE VICTORIAN WOMEN'S TRUST).

Martin Carlson brings to the Council the same energy which saw him involved with the Victorian Arts Centre during its formative years and his present involvement with the Royal Children's Hospital Foundation as its Executive Director.

With a wide-ranging background which has taken him through various areas of academic life to management consultancy, Martin Carlson is accustomed to being in a growth industry. In 1974 he went to work with George Fairfax at the then Victorian Arts Centre Building Committee, where he was one of five. When, as Deputy General Manager, he left last year, he was one among 330.

His work with the Royal Children's Hospital Foundation will be to provide support for much of the work already done by the Hospital, as well as establishing new areas of activity.

One of these is to develop a permanent structure for the Hospital to 'position itself into the next millennium'. Among the tasks set is the raising of \$25 million over the next five years, to supplement a similar sum invested by the Hospital, which will, among other projects, finance the building of a new wing in front of the existing hospital.

Although with the Foundation only a short time, Martin Carlson is already an enthusiast for the Hospital.

'It trains more overseas medical post-graduates than any other hospital in Australia,' he says. 'It has the largest cardiac surgical unit of any children's hospital in the world and is the third largest hospital for children in the world.'

He answers an unspoken question: 'I'm not a fund raiser - though I do get involved with raising sums of money. I'm much more interested in what the end course is going to be - and get that right.'

He speaks highly of the farsighted approach of early Presidents of the Hospital such as Lady Latham and Dame Elisabeth Murdoch, who held firmly to the view that the funds raised from the Good Friday Hospital Appeal should have a substantial proportion channelled into research. The result is, Martin Carlson says, that 'the Children's Hospital now has the largest research fund of any hospital in Australia and has positioned itself in the forefront of paediatric medicine and teaching.'

Through his involvement with both The Brash Foundation and the Hugh Williamson Foundation, he also brings to the Council wide experience of the philanthropic world.

Loula Rodopolous comes to the Council with a strong background in social work and wide experience working with ethnic women's networks.

A foundation director of The Victorian Women's Trust, Loula Rodopoulos was appointed in 1985 as one of eight board members who meet regularly to assess applications and decide which projects to fund.

Originally set up as a charitable trust with a million dollars from the State Government, the Women's Trust is presently in its fifth funding round.

The central arm of the Trust's activity in funding various programs, Loula Rodopoulos says, is that applicants need to convince the Trust that the project under consideration works for and with other women and the strategy applicants are developing has the potential to make social change.

This latter point, she says, can be effected by even quite small grants and she cites the case of the Northcote Hydrotherapy Massage and Self Help Group. With two grants, one of \$350 and a second of \$500, the immediate use of the funds is to make swimming classes and massage available to older women.

Perhaps more importantly, the impact of the grants has been that it has enabled the group to lobby government and local council to give support to services for older people.

Another arm of the Trust's activity is to give women thinking about developing a particular enterprise, support in a variety of ways, all with the aim of assisting them achieve economic independence.

Loula Rodopoulos believes that the The Victorian Women's Trust being part of the The Australian Association of Philanthropy, it will be able to share the experience of being a trust and to identify common issues which can be better dealt with as a group.

She also feels that the Women's Trust has an important role to play in relation to other trusts and echoes the interest shown by speakers Barry Gaberman and Heather O'Connor at the recent Annual General Meeting. 'There is an increasing awareness that all trusts in the community need to be receptive and respondent to the needs of women as well as men in the community,' she said. 'The Victorian Women's Trust is actively working towards this educative process.'

Co-opted Member of Council, Nevil Jackson, will be interviewed for our next issue.

New venue for AGM

This year the A.A.P. held its Annual General Meeting and Seminar at the John Landy Room, Melbourne Cricket Ground.

The venue was perfect, commanding panoramic views of the ground and offering both excellent conference and catering facilities.

The meeting was extremely well attended by 58 Executive Officers, Trustees and supporters of the Association.

Mr. Darvell Hutchinson as outgoing President chaired the meeting and seminar.

He summarised the Association's activities both programmatic and financial for the year ending December 31, 1988.

A detailed account of the achievements for the year, and the full financial statement, are contained in the Association's Annual Report available from the Permanent Secretariat.

The A.A.P. Council for 1989 was elected at the meeting and is as follows.

Father Vincent Kiss	President ANZ Executors & Trustees Co Ltd
Ms. Sarah Stegley	Vice President The Stegley Foundation
Ms. Jill Reichstein	Secretary The Lance Reichstein Foundation
Mr. Michael Liffman	Treasurer The Myer Foundation
Ms. Rhonda Galbally	Victorian Health Promotion Foundation
Mr. Philip Norman	The Howard Norman Trust
Mr. John Sullivan	Perpetual Executors and Trustees Assn. of Australia Ltd
Ms. Loula Rodopoulos	The Victorian Women's Trust Ltd
Mr. Martin Carlson	The Brash Foundation
Mr. Darvell Hutchinson	The Helen M Schutt Trust
Mr. Trevor Jacobs	Mayne Nickless
Mr. Nevil Jackson	R.E. Ross Trust

Father Vincent Kiss expressed his thanks to Darvell Hutchinson for all the time and energy he has devoted to the Association during his term as President, particularly during the time of incorporation and the establishment of the permanent Secretariat.

The keynote speaker for the seminar was Mr. Barry Gaberman, Deputy Vice President, the Ford Foundation, New York, who spoke on *The Comparative Advantage and Responsibility of Philanthropy: Risk-taking, Enhancing Diversity and Social Justice*. The full text of his speech is reproduced on page 3. Mr. Gaberman's presentation was followed by lively discussion and challenging questions from the floor.

Ms. Heather O'Connor, Director of the Victorian Women's Trust Ltd and International Fellow, John Hopkins University, Maryland, complemented Mr. Gaberman's speech with a report of her four months in the United States as a Fellow of John Hopkins University. Ms. O'Connor spoke of work being undertaken in the women's area of Philanthropy and the community sector in the United States and of her belief that Australian achievements and innovations are at least equal to those overseas.

The lunchtime speaker for the A.G.M. was Mr. Carillo Gantner, a Board member of the Myer Foundation and Artistic Director of the Playbox Theatre Company, who provided light relief during luncheon with his delightful ramblings of a five day hike around the Mt. Howitt region of the Victorian Alps.

Marion Webster

Association's New Member

The most recent member to join the Association is the Queensland Community Foundation, a public perpetual charitable trust.

With a similar philosophy to the American community foundations, the Queensland Community Foundation provides the same efficient and innovative structure as its predecessor in Victoria, established in 1983.

The Foundation assists both individual donors and corporations to invest charitable funds for the benefit of their particular community.

Among its special features, the Foundation provides for the pooling of both specific and general bequests and gifts, enabling better investment and a higher return on gifts, whether large or small. The Foundation may accept tax deductible gifts and bequests of any amount for management and distribution to charitable organisations. It has an Advisory Committee which acts in a voluntary capacity.

Resource Centre for AAP

AAP is delighted to have received a most generous grant from the R.E. Ross Trust for \$10,000 which will go towards the expansion and support of our small resource centre.

The largest part of the Ross Trust grant will enable AAP to purchase much needed computer equipment. This will enable us to catalogue existing resource material, and to develop and refine our ever increasing mailing lists. Most importantly, it will provide the necessary equipment to support the development of a data base on the philanthropic sector.

Bi-Monthly Discussion Groups

At our next discussion group, Mr. Gib. Wettenhall, Director of Equasearch, will be talking about a major research project 'Opportunities and Challenges Facing the Community Sector in the Arts, Environment and Human Services'. The project was undertaken by Equasearch in 1987 and 1988.

The major objective of the study, funded jointly by the Myer and Lance Reichstein Foundations, was to increase the level of understanding and information both Foundations had of their grantee environment, broadly termed the community sector.

More particularly, the project aimed to:

a) provide the Foundations with the kind of basic information and detailed analyses of both the current situation and of possible future scenarios facing the community sector over the next decade;

b) assist the Foundations to develop a perspective which would guide them in the future disbursements of funds.

The project has been described as an intelligence-gathering exercise aimed at mapping the territory of the community sector. It is an attempt at reaching a macro view of what lies ahead for the community sector in key Foundation-funded areas.

At the lunchtime discussion group, Gib will spend some time outlining how the project was conducted, but will use most of the time to summarise some of the major opportunities for trust involvement which were identified during the course of the study.

The meeting should be an extremely interesting and stimulating one and will also provide the opportunity for members to view Ross House, a major and significant trust funded project set up as a resource centre for small community organisations without their own facilities.

Please make a note of the date.

DATE: Tuesday, May 23rd

TIME: 12.30 - 2 pm

VENUE: Ross House, 247 Flinders Lane

Directory of Philanthropy

As indicated last year, AAP intends to publish a new and revised Directory of Philanthropy in Australia. While no publisher has been appointed, we are being assisted by D.W. Thorpe. Thorpe has extensive experience as a niche market information publisher, supplying basic bibliographic reference material to booksellers, publishers, librarians, and, to a lesser extent, newsagents and stationers. In addition, Thorpe is now the directory publisher for the Australia Council. *Ozarts, A Guide to Arts Organizations in Australia* is the first of these publications.

AAP has already begun collecting data for the new directory, firstly through the identification of trusts and foundations not included in previous editions and secondly, through a new formatting of data for inclusion.

AAP's Corporate Philanthropy Project

In August 1988, AAP received \$15,000 from the Myer Foundation to develop a project to encourage greater corporate involvement in philanthropy.

A small working group of members has been meeting regularly to develop a strategy for the project and valuable discussions have been held with BUSINESS IN THE COMMUNITY and the AUSTRALIAN INSTITUTE OF MANAGEMENT, as well as many individuals in the corporate area.

As a result of these discussions, two priorities for the project have been identified. Firstly, the need to gather data on the size and scope of corporate philanthropy and secondly, the development of a resource package to assist corporations make decisions about how to develop their corporate philanthropy programs.

The working group is continuing to develop these approaches and following further data collection, will develop a resource package for piloting.

The Private Foundation Project

The Private Foundation Project is one designed to provide a range of resource material and information for individuals and groups wishing to establish their own foundation. The resource package is being developed by AAP with the generous support of the Stegley Foundation.

It is anticipated that a consultant will be appointed within the next month to undertake the development of the package. On completion, the package will be available to individuals, groups and organisations as well as to Solicitors and Financial Advisors working in the Foundation area.

Judging by the number of requests AAP and other foundations receive for the information about aspects of establishing a foundation, there should be a substantial market for the package.

INFORMATION

FAX Numbers for the Reichstein and Stegley Foundations

Both the Lance Reichstein and the Stegley Foundations have installed FAX machines following their move to new premises. The number for the Stegley Foundation is (03) 826.2183 and for the Lance Reichstein Foundation (03) 650.7501.

The Australian Association of Philanthropy

The History of the Association

The Association was formed as a national body in 1975 to represent the shared interests of trusts and foundations and to represent philanthropy to government and the community.

The establishment of a permanent secretariat in 1988 was a further indication of the Association's intention to be a strong professional organisation representing both large and small trusts and foundations from both the private and corporate sectors.

What the Association does

The Association offers a range of programmes and services which reflects the diverse interests and needs of its members. Specific activities include:

- Provision of information to members and the broader philanthropic sector through a quarterly magazine.
- A growing resource library of local and overseas information which is available to members, potential philanthropists and the community sector.
- Regular discussion groups/workshops for members on issues relevant to philanthropy or trust operations.
- Assistance to individuals and corporations planning to set up trusts and foundations.
- General assistance through information services to applicants for grants.
- Research into areas relevant to the philanthropic sector.
- Monitoring legislative activity.
- Communicating to the general public about the philanthropic world.

Statement of Purpose

To advance and protect the common interest of private and corporate philanthropy in Australia.

To scrutinise any proposed Federal or State legislation likely to affect private or corporate philanthropy and to take such action as the Association may think is desirable.

To foster co-operation between philanthropic trusts, individual and corporate donors throughout Australia.

To encourage and facilitate exchange of information between the members on the understanding that where appropriate it will be regarded as confidential.

To improve communication and understanding between the members of the Association and the community at large.

To assist in the identification of areas of need in the community.

To develop and maintain contact with similar overseas bodies.

To inform members of trends and developments on issues relevant to philanthropy as a result of local or overseas research.

To act as a general service organisation for members in ways which they may require.

To seek and consider suggestions from members of the Association and other interested bodies for the advancement of philanthropy.

Members of The Australian

The George Alexander Foundation
 W L Allen Foundry Co Pty Ltd
 ANZ Executors & Trustee Co Ltd
 The Brash Foundation
 The William Buckland Foundation
 The Felton Bequest
 Coles Myer Ltd
 The Danks Trust
 The Feilman Foundation
 The Ern Hartley Foundation
 The G M & E J Jones Foundation
 The Flora & Frank Leith Charitable Trust
 The Daffyd Lewis Trust
 R & R E Mathews Trust
 Mayne Nickless Ltd
 The Melbourne Anglican Foundation
 Melbourne Newsboys Club Foundation
 The Alexander Miller Trust
 The Miller Foundation
 The Myer Foundation
 The Sidney Myer Fund
 Howard Norman Trust
 Perpetual Executors & Trustee Association of Aust Ltd
 Pethard Tarax Charitable Trust
 The Ian Potter Foundation
 The Lance Reichstein Charitable Foundation
 R E Ross Trust
 Sir Albert Sakzewski Foundation
 Helen M Schutt Trust
 The Stegley Foundation
 Sunshine Foundation
 Sir Donald & Lady Trescowthick Foundation Ltd
 Uniting Church in Australia
 University of Melbourne
 University of Sydney
 The Gualtiero Vaccari Foundation
 Van Cleef Foundation
 Victorian Community Foundation
 Victorian Health Promotion Foundation
 Victorian Women's Trust Ltd
 Western Mining Corporation Pty Ltd
 The Truby & Florence Williams Trust
 The Hugh Williamson Foundation
 Mr Robert Kerr
 R & J Uebergang Foundation