

# STARLINK

Issue 48

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Welcome to Starlink's seventh birthday issue (see article this page). A fairly wide range of topics covered this month - I hope you will find at least one useful resource among the collection.

This will be the final issue of Starlink for 2002 - look for the first issue for 2003 at the end of January.

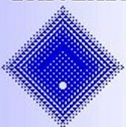
In the meantime, here's to a successful and smooth conclusion to the year for all Starlink readers! May you also have a wonderful festive season and a very well deserved holiday break! I look forward to sharing more resources, ideas and tools through Starlink in 2003.

Cheers  
Sue

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## Starlink's 7th Birthday!

This month celebrates the seventh birthday of Starlink, the first issue of which was published in November 1995.

Issue Number 1 had the uninspiring name of *Star Newsletter*. It was initiated as a means of connecting all the Students at Risk projects and workers across Victoria - 51 in all, including the Extra Edge program. However this initial publication also called for votes on a name. Some of the suggestions were: *The Shuttle*; *The Comet*; *Life on Mars*; *Star Track*; *Starlink*; *Starwatch*; *Risky Business*; *On the Edge* and *Around the Edges*. Recipients faxed or phoned in their votes, the name *Starlink* was chosen in truly democratic style by the majority of readers - and *Starlink* it has remained ever since.

Some readers have shared Starlink's journey for the full seven years. Over that time many new subscribers have been welcomed to the mailing

list. Although others have moved on and no longer receive issues, the readership is now almost 500 strong.

From what I gather from readers who have spoken with me on the phone or via email, issues are also passed on to others via their networks making the actual readership an unknown number!

The main purpose of Starlink has always been to provide useful ideas, resources and information for those working across the education, community and health sectors. It is also intended to be handy for busy people - no long articles but short pointers to a range of resources - so you can quickly take what is useful and discard the rest.

I am delighted to know from feedback and reader comments that it is still regarded as a useful publication and that issues continue to be passed on and passed around to others.



I'd like to take this opportunity to extend my thanks to all readers for your continued support. I would also like to thank Victoria University for their generous sponsorship in photocopying and distributing the hard copies to those readers who are not able to receive it electronically.

*A final note - it would be great to assist VUT by reducing the hard copy distribution costs. So, should it be possible for you to receive Starlink by email, please let me know by phone on (03) 9758-2528 or email at [starlink@suejames.com.au](mailto:starlink@suejames.com.au)*

Your attitude  
determines your  
altitude.

(John Maxwell)

## Non Profit Genie (<http://www.genie.org/index.html>)

Two Californian partners, CompassPoint Nonprofit Services and the California Management Assistance Partnership, have worked together to produce this website. The Genie is designed to provide fast information across a wide range of management topics for nonprofit managers, volunteers, and board members. A wealth of information, with frequent updates that make the site worth adding to your bookmarks and visiting regularly.

• The FAQs section contains practical advice on nonprofit

management. Use the search box to find the category you are looking for and the GENIE will list all of the answers in that subject area. For example, when you choose "Consultants", you can choose from advice on how to interview a consultant, check references, and work with a consultant.

• The Features section contains interviews with grantmakers and nonprofit leaders. Check back each week for new articles and interviews.

- The Links section contains direct links to California nonprofit training & resource centers, the GENIE's list of outstanding Web sites, and an area for you to add your own favorite nonprofit Web site.
- The Publications section contains reviews on nonprofit management books and a free online newsletter.
- Hot Topics shows you what is new on the GENIE, while Cool Sites highlights an interesting nonprofit management Web site each week.

## Business Retreats Australia

<http://www.businessretreats.com.au>

Organising a conference can be a daunting task, not the least of which is finding the perfect venue.

Sometimes you already know the perfect venue – it's tried, true and reliable, you've used it before and will use it again. However if you've ever had to shop around getting quotes, checking availability, working out whether or not the rooms and equipment will suit, finding out about catering etc ... you'll know exactly the hours of time this can consume!



Business Retreats Australia offers an excellent service to complete this process for you – at no charge! I can personally recommend their services, having used them a number of times to arrange conference venues.

For further information and contact details, see the box on the right of *Frequently Asked Questions*.

Sue James

### Frequently Asked Questions

#### *What do we do?*

Business Retreats Australia books conference venues all around Australia. To book the appropriate venue for each client we:

- Discuss your specific requirements
- Recommend appropriate venues
- Check venue availability
- Gather quotations
- Decipher conference particulars
- Negotiate best price
- Organise site visits
- Present comparative venue assessment
- Book venue

You deal directly with the venue, and we also continue to improve our service by action on your feedback about the venue and our service

#### *Can I visit the venues?*

Yes, site visits can be arranged at your convenience. Whilst Business Retreats Australia can brief you on the standard of each venue's facilities, site visits provide an opportunity to view and experience a property for yourself. For larger conferences interstate Business Retreats Australia can arrange site visits at no cost to you.

#### *What is the cost of this service?*

There is NO cost to you for this service! Business Retreats Australia is a registered booking agent and remunerated by the venue for each booking on a commission basis. This commission is not on-charged to you by the venue.

#### *Is the price the same if I book through Business Retreats Australia or direct?*

We will ensure that you get the best price. It will be no cheaper to go direct and the volume of our bookings often allows us to negotiate discounted rates on your behalf.

#### *What venues do we represent?*

We are an independent booking agent. We are not owned by a venue and we are not a venue member organisation. We will book any venue in Australia that matches your conference needs.

#### *Where and how we find venues?*

Business Retreats Australia has built and maintains an extensive venue library. Through venue research and client feedback we are able to provide you with an up to date, objective and professional conference venue recommendation.

#### *How long does it take?*

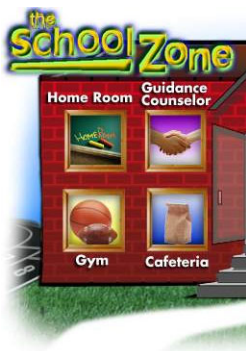
We guarantee to provide you venue availability and quotations within 24 hours of taking your brief. Shorter turnarounds can be supplied where necessary.

#### **CONTACT:**

**Katarina Franjic**  
**Business Retreats Australia Pty Ltd**  
**Phone: (03) 8686 7760**  
**Freecall : 1800 800 505 (Australia-wide)**  
**Mobile: 0411 166 208**  
**katarina@businessretreats.com.au**

## The School Zone

<http://www.whitehousedrugpolicy.gov/schoolzone/index.html>



This is a web-based resource designed for youth and teachers to promote a healthy, drug free lifestyle, produced/auspiced through the US Office of National Drug Control Policy. Basically the site is a portal to a huge range of other useful sites and resources. Although the information and sites listed are US-Based, the issues, suggestions and resources are also very useful for an Australian context. Very well worth a visit – and bookmarking for future reference!

## Developmental Assets—An Overview

<http://www.search-institute.org/assets/>

This is an excellent resource available on the Search Institute website:

*In an effort to identify the elements of a strength-based approach to healthy development, Search Institute developed the framework of developmental assets. This framework identifies 40 critical factors for young people's growth and development. When drawn together, the assets offer a set of benchmarks for positive child and adolescent development. The assets clearly show important roles that families, schools, congregations, neighborhoods, youth organizations, and others in communities play in shaping young people's lives.*

While you are there, you may like to check out the rest of their site, which has a wide range of other information and available resources. Well worth browsing and adding to your bookmarks!



**As a society, we do a lot of finger-pointing and blaming: parents blame schools, schools blame parents, we all blame the media. But we need to remember: in an avalanche, no one snowflake is responsible.**  
**(Deborah Prothrow-Stith )**

## Qdoc™ - For Housing & Managing Your Quality System(s)

*Do any of these scenarios sound familiar?*

- ISO, Disability Standards, Privacy Legislation, Equip, OH&S – it can be hard to keep track of all the various Commonwealth and State legislation and standards with which we have to comply.
- Maintaining all our policies, procedures and position descriptions is just about a full-time job!
- It can be difficult and time consuming to make sure everyone is using the most current versions of our policies and procedures etc.
- If that worker were to leave his/her job, much of the knowledge about his/her work and processes would also disappear and we'd be starting all over again to train up a new worker
- We changed our logo/name/CEO and it took me many hours to make all the relevant changes to all our quality documents.
- The end of each accreditation or quality review cycle can be a nightmare, requiring an incredible amount of time to gather the relevant information and report our compliance.



*If the answer to any of the above is "yes", or if you are reviewing your quality system(s), you may like to consider the Qdoc™ solution*

Qdoc™ is Australia's leading edge internet-based solution for:

- Housing and managing your quality management system/s;
- Mapping your business processes;
- Tracking your continuous improvement; and
- Building your knowledge management capacity

Further information available at:

<http://www.suejames.com.au>

(Take the link to Services.)

Or phone (03) 9758-2528

Or email [info@suejames.com.au](mailto:info@suejames.com.au)

### On A Lighter Note ...

**SARCHASM:**

The gulf between the author of sarcastic wit and the person who doesn't get it.

**INNOCULATE:**

To take coffee intravenously when you are running late.

**HIPATITIS:**

Terminal coolness.

**DOPELER EFFECT:**

The tendency of stupid ideas to seem smarter when they come at you rapidly.

**INTOXICATION:**

Euphoria at getting a tax refund, which lasts until you realize it was your money to start with.

**QUIP PRO QUO:**

A fast retort.

(From Washington Post's Style Invitational)



### St Luke's

<http://www.stlukes.org.au>

Operating since 1979, St Luke's is a social work agency providing diverse human services throughout North-Central Victoria, Australia using a client-centred, **solution-focused competency-based philosophy**. Social justice and community development are agency priorities.

St. Luke's **Innovative Resources** produce a range of solution-focused books & resources and training for counsellors, teachers, parent educators and disability workers.

Visit their website to check out their wide range of great resources – some of which are exclusive to St Luke's!

**Contact:**

St Luke's

Innovative Resources

Email: [stlukes@stlukes.org.au](mailto:stlukes@stlukes.org.au)

Location: 137 McCrae Street, Bendigo

Mailing Address: PO Box 315, Bendigo, VIC 3550

Phone: (03) 5442 0500

Fax: (03) 5442 0555

## The Challenge of Employers

<http://www.kjcg.com/resources/bw/index.html>

Although targeted at the corporate sector, this brief article provides interesting food for thought for all organisations. Is your organisation an employer worthy of its employees?

**Extract:**

".... many organizations seem to assume that as employers, they hold the upper hand. They fail to recognize the realities of modern business: at a time when flexibility, vision,

diversity, knowledge, and initiative are especially valued, people are an organization's greatest asset. No company should assume that employees who possess valuable skills, perspectives, and experiences are a given or a constant. Knowledge workers cannot be easily replaced. Organizations need to work at being worthy of such people or they will lose them to the competitor who is.

What does being worthy mean? The particulars may differ for individual organizations, but the principle is the same: creating an environment that supports people, respects them, includes them, enables them to do their best work, rewards them for the value of their contributions, and acknowledges family and other life commitments."

The important thing is not to stop questioning.  
(Albert Einstein)

## The Forum for Youth Investment

...helping organizations that invest in youth, invest in change

<http://www.forumforyouthinvestment.org/index.htm>



This website is an excellent source of papers, articles, editorials, written and Power-Point presentations, and other tools that have been created by Forum staff and consultants. You'll find a great deal of valuable information and food for thought!

Many of these documents may be downloaded (often as PDF files). Hard copies can also be ordered. All materials are freely available to use with the appropriate citation. For further information, to order hard copies or ask about citation, send an email to [Youth@iyfus.org](mailto:Youth@iyfus.org)

For example, here is one fascinating article available for download as a PDF file:

*Youth Trends, Service Challenges: An Advocate's Glimpse into the Future* (September 2001) by Karen Pittman, Executive Director of the Forum for Youth Investment. A presentation given to the Alliance for Children and Families Annual Conference in September 2001.

This paper reflects on a number of youth trends and service challenges, offering several diagrammatic models to help us understand what is needed.

Well worth downloading and reading!

### Extract from *Youth Trends, Service Challenges: An Advocate's Glimpse into the Future*

... I want to leave you two more quotes. One from a young man who, about six years ago as a graduating high school senior, began to organize disenfranchised youth in Philadelphia into a student union that has accomplished much for the young people in the programs and the young people in the public schools:

*"There are two components of our work: youth organizing around education reform and youth leadership development. These two things have to go together: it is pointless to give young people skills without giving them a chance to use those skills. Yet we can't expect young people to be effective organizers without teaching them strategies and skills that help them organize."*

And one from a young man in Paraguay:

*"When I participate I change myself. When I change myself, I change my family. When I change my family, I change my community..."*

For the future to be all that it can be, we, as professionals, have to see every child, youth and family simultaneously as clients and change agents. If we do not, families and communities will never have the horsepower they need to do all of the things that must be done.

teachers.net

A teacher affects eternity; he can never tell where his influence stops.

(Henry Brooks Adams)

## Teachers.Net ( <http://teachers.net> )

An amazing wealth of resources here, including lesson plans, chat boards, live online discussions, tools and lots of ideas for busy teachers. There is also the Teachers Net Gazette and all its archived back copies – packed with articles on classroom practice, school governance, accountability and other topics too numerous to list. (Click **Articles** or **Back Issues** from the menu on the left hand side of the home page)

You'll need some time to explore this site fully – try for an hour at least to spare, kick back, grab a cuppa and enjoy the browse. Definitely worth adding to your bookmarks and revisiting!

A list of international affiliates, including **Australian Teachers Net** at: <http://australian.teachers.net/>

## Breaking Up Large High Schools

<http://www.ael.org/eric/digests/edorc01-6.htm>

*Breaking Up Large High Schools—Five Common (and Understandable) Errors of Execution* is an interesting article by Tom Gregory, the opening paragraph of which reads:

*Essentially all of the research on high school size conducted in the past 30 years suggests that we need to move to much smaller schools (Gregory, 2000). In response to these findings, school administrators have attempted to subdivide big high schools into smaller entities. This Digest reviews recent research on the movement to break up large*

*schools and discusses five types of error common among such attempts—errors of autonomy, of size, of continuity, of time, and of control.*

Although this article is based on the US context, there is much food for thought in relation to current trends in Australia as well.

Following the article is a list of resources, a number of which are accompanied by links to downloadable PDF files.

