

Inquiry into volunteering in Queensland

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P.O.Box 59

Dayboro

Qld 4521

19th February 2025

Dear Sir or Madam

Inquiry into volunteering in Queensland:

Submission by the Lions Club of Dayboro Inc.

The following submission is made on behalf of the Dayboro Lions Club and is a collation of our experiences and views.

The details of the Club and the authorised person are as follows:

- Lions Club of Dayboro Inc. ABN 49 986 465 819
- Submitted by Robert Dugald Munro Wilson
- Authorised by the Club membership at our Business Meeting of 12th February 2025
- Mr Wilson is one of two Directors of the Dayboro Lions (see Australian Taxation Office records)
- Lions Club of Dayboro contact details:
 - Postal address show above
 - E-mail address [REDACTED]
 - Tel [REDACTED]

Preamble

The Dayboro Lions Club currently has 23 members and has been serving the Dayboro community since June 1982. The Club has a range of community projects from monthly Community Movies held at the Community Hall, targeting families with young children, to the Conversation Club which runs three coffee mornings per week for the elderly and isolated of the Dayboro Valley. A full list of current community projects in provided in Appendix 1.

The Dayboro Lions raise about \$20,000 per annum from: selling advertising in the Lions Community Directory, Lions Christmas Cake sales, Community movies, BBQs at events such as Dayboro Day and sundry donations. We spend these funds on our community.

In calendar 2024 we estimate that 23 members donated 585 hours of labour which served nearly 5,000 people. The latter is a difficult figure to estimate as some of our projects support the whole community.

The Dayboro Community is very close knit and the Dayboro Lions have very strong relationships with all aspects of community life. Several of the members are actively involved with other volunteer organisations: Morton City Disaster Management team, Dayboro Show Society, Dayboro Tennis Club, Dayboro Uniting Church, the recently disbanded Community

Dayboro Lions Club, PO Box 59, Dayboro, Queensland, 4521
ABN – 49 986 465 819



Hall Committee, Little Athletics, Justice of the Peace, Blood Donations, Samford Museum, and Samford Hash.

Benefits to volunteering

Volunteers provide personalised, empathetic, well-targeted help where a community needs support. The support is very specific and therefore efficient. Volunteers can see very quickly if a program does not meet the community needs and so efforts are continuously being realigned to address those changing needs.

Community volunteers are widely welcomed which is hardly surprising as their heart is in their work. It's caring help with a smile.

Volunteers also benefit enormously from giving freely of their time and expertise. The reasons for volunteering are very broad, for example:

- Retired people: wanting to give something back to the community now that they have more time, or needing to feel relevant in a fast changing, unforgiving world;
- Parents: wanting to ensure that their children have access to the things that they did as a child; and
- Having time or expertise and just want to share it.

Finally, it's interesting to note the value that the UN places on volunteering. "Generosity" is one of only six metrics used to measure the happiness of nations. Incidentally, Australia was ranked 10 in 2024. On generosity, the 2023 Happiness Report notes:

"A clear marker for a sense of positive community engagement and a central way that humans connect with each other" (page 13).

"The positive effects of altruism on well-being may not be limited to the altruist and the beneficiary, but might also extend to third parties, such as those who observe an act of altruism or who are part of the social network of either altruists or beneficiaries" (page 117).

"People who are happier invest more hours in volunteer service, spend more money on others, and exert greater effort to benefit others" (page 118).

The outcomes of this Inquiry into Volunteering and positive actions to enable and encourage more altruistic behaviour are important to the wellbeing of our State.

Barriers to volunteering

Fewer people are wanting to volunteer, particularly amongst the younger generations. This is possibly because of four main themes:

- Improving Government social services have reduced poverty and social distress, hence the urgent driver to volunteer is no longer so apparent.
- As a result of improved National wealth, the younger generation have high expectations that a good life will be provided without having contribute much to achieving it.



- Community expectations (someone else to blame for any mishap) and Government fear of litigation has increased regulation in all aspects of our lives. This in turn has meant that working as a volunteer or managing a volunteer organisation has become more complicated and difficult due to the increased compliance requirements.
- Well-resourced (people and funding) Government bodies, whilst playing lip service on the need of community volunteers, do little to reduce the compliance burden. In fact, many appear to work in the opposite direction, continuously micro-managing perceived risks and creating more risk mitigating actions.

Actual barriers to volunteering are largely because of the increasing compliance impost and a growing number of State and Local government bureaucrats acting as gatekeepers to any sort of activity. The main causes and examples are provided below.

1 Risk Management

This was one of my areas of expertise as a senior executive with a very large international mining company. When assessing risk, the consequence is the area that middle managers tend to focus on. This often results in ineffective, cluttered risk registers and a multitude of mitigating actions. Likelihood is an equally important metric and is often forgotten.

Whether by regulation, or a volunteer organisations interpretation of those regulations, the result of poorly focussed risk mitigation actions is people being forced to do things which common sense tells us are unnecessary when running a safe organisation / project. Not only does this deflect attention from real risks but creates much unproductive work / discussion, all of which discourages volunteers.

2 No Common Sense

Volunteers do not appear to be allowed to have common sense. Being told how to do something simple that most have done since primary school is insulting and results in volunteers disengaging.

Courts appear to regularly find for litigants in cases where people have behaved irrationally or without common sense, this is not a community problem. This is something that government must resolve. The current cost through regulation imposts and increased insurance premiums is too high.

Examples:

Dayboro Day Volunteers – Dayboro has a celebration once a year in which a market and events (parade, races, community prizes) are centred on the town. This was a volunteer run event, recently cancelled as the compliance requirements were becoming too large. Each year a small army of volunteers sets out chairs, mark stall holder sites, rope off areas and generally prepares for the event. Nothing too onerous; all the sorts of things that people do regularly in their daily lives. Last year (2024) all volunteers had to do induction training on how to do the tasks that they had been doing for decades. The induction also demanded that all undertake a patronising lecture/ course including: how to behave, "working with people", bullying,



sexual and racial harassment etc, followed by a written junior school type examination to test understanding! Many would be volunteers declined to help.

Dayboro Community Hall Committee – this was a voluntary organisation that had run the community hall for many decades. It was recently (June 2024) handed back to Moreton City Council as the compliance requirements had become too large. There had been no serious safety issues or accidents, so why all the additional imposts?

3 Gatekeepers not facilitators

State and Local councils continue to grow. There appear to be more people ensuring that the ever-growing list of regulations are adhered to. This makes life increasing difficult for volunteer organisations. The public servant roles should be more outward looking; advising on what regulations should be cut and showing organisations how to navigate through the regulations without compromising the spirit of the risk being managed.

Example:

I was the co-ordinator for the Dayboro Conversation Club, a club for the elderly and isolated from the Dayboro Valley. We met once a week and provided entertainment and sandwiches. We wanted to upgrade our service and provide a cooked meal. I approached Council and was provided with a couple of large tomes with the requirements of a licenced kitchen and staff training requirements. I asked for help and was given more paperwork. After a while I realized that if we heated pre-prepared supermarket meals we did not need any of this. I was disappointed that the Council with its large staff did not engage with us and show us how we could comply without becoming a catering company.

I was the President of the Dayboro Tennis Club. I spoke to the Council Sports representative two or three times a year. That person was replaced by three people. About a year later I had some issues that I wanted to talk to them about, no one was available. However about four years later, when they wanted something from me, contact was easily made. So no real support for the voluntary organisation, just internal 'business' to attend to.

Dayboro Lions: Whilst we have our annual events and on-going projects, each year brings new ideas and new events to try. That pipeline of projects has largely dried up as members reconcile the community gain against the effort of running a compliant project. An example of a planned project not going forward was arranging a British Comedy Night at the Community Hall. It's now too difficult to arrange.

4 Complicated management requirements

The requirements to manage organisations are becoming increasingly complicated. Much of the administration is internet based which means that many would be leaders in the community do not step forward. As a result those who hold the roles currently get tired of having to continuously 'carry' organisations.



5 Change in community perceptions

Our modern society is caught up in the concept of “me”: my rights, what is my due and my time. This in turn creates a busy life revolving around “my” needs to earn money, lift “my” standard of living and do what “I” want to do. Community and even family fall out of this life philosophy. This is a major deterrent to volunteering.

To be fair to this philosophy, the community ‘need’ is not as great as it was say 50 year ago. However, there are gaps in government services but these are not obvious to those not attuned to community well-being. The increased wealth has not made for a happier society:

- Our peripatetic life style, seeking better work or opportunities has left families and friends isolated and alone.
- Wealth has meant that in the face of family disagreement, instead of compromising and finding a solution, people chose to live alone or with strangers.
- The drive to live a better life, to have ‘quality’ time in the conditions that ‘I deserve’, has meant that the young are often brought up by strangers.

All of these factors create lonely, insecure people. The blunt instrument that is government services does not deliver empathy and care. It manages by rule and not exception. This is where volunteer groups such as Lions International, are so important. We see these issues in our own communities and try and address those issues.

6 Conclusions

This submission has outlined what the Dayboro Lions do and our view on the importance of volunteering. The main barriers to volunteering are societal changes. People now do not see the importance of volunteering and already lead very busy lives. However, there are still sufficient like-minded people to provide useful services to communities.

Volunteer services compliment Government services as there are many gaps, particularly in the areas that require empathy and personnalised care.

Government can support volunteer organisations by:

- a. Regaining control of litigation court cases. Negligence should not be tolerated but people need to take responsibility of their own actions.
- b. Train Government staff on the conduct of risk assessments. Likelihood is a critical aspect of what risks need to be managed. The risks that are to be managed by regulation need to be relevant
- c. The numerous bureaucrats managing interaction with the public need to understand that they are not there to prevent activity. They should facilitate activity in the spirit of the legislation.

Thank you for providing the opportunity to share these thoughts.

R.D.M.Wilson

On behalf of the Lions Club of Dayboro

Dayboro Lions Club, PO Box 59, Dayboro, Queensland, 4521
ABN – 49 986 465 819



Appendix 1

Core Dayboro Lions Projects

Dayboro Lions have a number of staple activities which are either a continuous service or held at regular intervals. They are as follows:

- **Mobility equipment** – Co-ordinated by Donny Goebels

Purpose	Members	Community	\$\$\$	Alignment	Partners
Service	1-2	120	0	no	no

This provides mobility equipment (wheelchairs, shower chairs etc.) free of charge to those that need it. The community provides strong support for this initiative both in usage of the equipment but also donating equipment when it is no longer necessary.

We receive more equipment than we can use, so from time to time we donate the surplus to overseas aid projects. In August 2022 a truck load of equipment was collected by the Connected Inc for shipping to Africa.

- **Conversation Club – District Service Project of the Year 2021-2022**
Co-ordinated by Dugi Wilson supported by Bron Wilson, Christine Turpin and Lorraine Goebel-Brown

Purpose	Members	Community	\$\$\$	Alignment	Partners
Service	4	50	0	No	Uniting Church

In partnership with the Uniting Church, the Lions run community meetings for the elderly three times a week at the Uniting Church Hall. The meetings provide teas/ coffees with Lions or Uniting Church volunteers facilitating each meeting to encourage lively positive discussion. The aim is to provide a social event for the elderly but young at heart from Dayboro and the surrounding area to meet, make and/or strengthen friendships.

- **Monthly Community Films** – Co-ordinated by Craig Corner

Purpose	Members	Community	\$\$\$	Alignment	Partners
Service	10	150	\$2000/a	No	Multiple

For many years, on the third Saturday of the month, Dayboro Lions has shown family movies at the Community Hall. Soft drinks, lollies, tea and coffee are



served. Entry prices are kept low as this is a community service that has supported Dayboro families for several decades.

Each year a number of community groups partner with us to run the event and the Lions then donate any profits made to that organisation. We normally top up the donation to a reasonable size. (\$500)

- **Dayboro Business Directory** – Co-ordinated by Ian and Sue Flinders (hard copy) and Henk Harms (website)

Purpose	Members	Community	\$\$\$	Partners
Fund raising	4	5000	\$16,000	Yes

This project was inherited from the APEX group when the Dayboro club was closed. In partnership with North Pine Printing (they do much work to secure advertising payments) this telephone directory is published once a year. Business advertisements in the Directory are the major source of funds for the Lions Club, raising in the order of \$15,000 to \$17,000 per annum after costs.

A digital copy of the Dayboro Directory has been set up (<https://dayborodirectory.com/>). All advertisers now have that same advertisement on the web in a searchable form.

- **Laurel Sellin Fund** – Co-ordinated by Mark Rushton

Purpose	Members	Community	\$\$\$	Partners
Service	5	50	\$4,500 /a	Yes

This fund provides financial assistance to those with a severe medical condition and who are suffering financial hardship. The fund largely pays for prescriptions, post-government benefits.

A sub-committee (Mark Rushton, Sue Flinders, Christine Turpin and Carolyn Nugent) helps run this fund and to maintain privacy of the recipients. Much of the information of community needs was sourced from Andrew Harvey, the Dayboro pharmacist.



- **Lions Christmas Cakes** – Co-ordinated by Maggie Rushton

Purpose	Members	Community	\$\$\$	Partners
Fund raising	15	500	\$1,200/a	Yes

Lions Christmas Cake and Puddings are sold in the 3 months prior to Christmas. The Project raises funds (about \$1,200 per annum) for the Lions Club and helps maintain the profile of club in the community.

- **Stamps** – Co-ordinated by Christine Turpin and Lorraine Goebel-Brown

Purpose	Members	Community	\$\$\$	Partners
Fund raising	5	50		No

The Lions Club collects used stamps for auction to support the purchase of mobility equipment for children with cerebral palsy. The stamps are sorted and trimmed (a lot of work!) before delivery to the District's stamps co-ordinator.

- **Spectacles** – Co-ordinated by Lorraine Goebel-Brown and Donny Goebel

Purpose	Members	Community	\$\$\$	Partners
Service	5	50	0	Yes

This project collects used spectacles for re-distribution to the developing world (about 400 per annum). The spectacles are delivered to a Redcliffe depot for sorting and redistribution.

- **Clean Up Australia Day** – Co-ordinated by Mark Rushton

Purpose	Members	Community	\$\$\$	Partners
Service	15	50	\$150	Yes

The Dayboro Lions facilitate and support this Centennial Environmental Project event. Moreton Bay Regional Council provides some support and the Dayboro Scouts often brings several rubbish collectors.

The Lions run a sausage sizzle and provide drinks after the collection teams have returned to the Dayboro Lions Park

- **Dayboro Show schools art competition** – Co-ordinated by Ian and Sue Flinders

Purpose	Members	Community	\$\$\$	Partners
Service	5	1000	-\$400/a	Yes



The local Primary schools are invited to submit paintings for judging by Dayboro Show officials. The Lions provide \$400 in prize funds. The Lions also select one painting which will be on the cover of the next year's Dayboro Directory.

- **School Leavers Year Books** – Co-ordinated by Ian and Sue Flinders

Purpose	Members	Community	\$\$\$	Partners
Service	3	1000	-\$1,600/a	Yes

The Dayboro Lions make a significant contribution to the cost of printing year books for Year 6 leavers from Dayboro (\$1,200) and Mt Mee (\$400) State Schools.

- **Dayboro and Mt Mee State Schools Citizenship of the Year Award** – Co-ordinated by Ian Flinders

Purpose	Members	Community	\$\$\$	Partners
Service	3	500	-\$400/a	Yes

The Lions sponsor this award which recognizes the Year 6 student that best typifies a good citizen: support for others, friendly and engaged in the school community. The Lions provide \$200 in cash, engraving on a floating trophy and a shield.

- **Christmas Eve Lollies** – Co-ordinated by Bronwen Wilson

Purpose	Members	Community	\$\$\$	Partners
Service	15	1000	-\$1,100/a	Yes

This is a joint venture between the Dayboro Police and Dayboro Lions. The Lions buy about 54kg lollies and split them into about 500 bags for distribution to the community children by the Police Santa on a trip around the streets of Dayboro on the afternoon of Christmas Eve.

- **Diggers Lunch** – Co-ordinated by Lorelle Costelloe

Purpose	Members	Community	\$\$\$	Partners
Service	5	30	-\$1000/a	Yes

On the Saturday before or after ANZAC Day, the Dayboro Lions host a lunch for returned service personnel and their partners. The lunch is in partnership with



the Dayboro War Memorial Association who send out the invitations and arrange of an appropriate speech.

- **Dayboro Christmas Light Competition** – Co-ordinated by Lorelle Costelloe.

Purpose	Members	Community	\$\$\$	Partners
Service	5	50	-\$470	Yes

The project encourages businesses in the village to put up Christmas lights and create a festive community spirit. The Lions provide the judges and a prize. The competition is also supported by the Grapevine.

- **Beer Mile – Australia Day** – Co-ordinated by Ian Flinders

Purpose	Members	Community	\$\$\$	Partners
Service	5	80	0	Yes

Each year on Australia Day, the Lions arrange the Beer Mile event at the Dayboro Show Grounds. Believe it or not, this is an international event that is run all over the world.

- **First Aid Courses** – Co-ordinated by Caroline Nugent

Purpose	Members	Community	\$\$\$	Partners
Service	1	30	-\$1400	Yes

Each year in about June the Dayboro Lions arrange and pay for First Aid courses and refresher courses for people who support the community through active service. In general, about 15-20 people attend the First Aid Courses each year.

- **Dayboro Welcome Signs**

Purpose	Members	Community	\$\$\$	Partners
Service	1	10	0	No

The Dayboro Lions erected and manage the roadside welcome signs that show the community clubs.



- **Community Notice Board**

Purpose	Members	Community	\$\$\$	Partners
Service & Fund raising	3	50	\$4500/a	Yes

The Dayboro Lions secured a grant for the erection of the electronic notice board outside the police station. The board is administered by the Dayboro Police.

Major Community Events

- **Dayboro Day**

Purpose	Members	Community	\$\$\$	Partners
Service	20	20,000	\$1,300	Yes

This is a significant commitment from the Lions with support provided in the following ways:

- The show parade: the Lions contingent, the Conversation Club contingent and the post parade "Poo collectors"
- Sausage sizzle and drinks stall
- Waterless raft race – the Lions raft always creates much fun and is eagerly awaited each year by the community

There is some doubt that this event will be run again. Compliance issues appear to have defeated the volunteers at the Dayboro Progress Association.

- **Dayboro Show –June 2025**
– prizes, kitchens and gates

Purpose	Members	Community	\$\$\$	Partners
Service	16	10000	0	Yes

- **Dayboro Rodeo – April 2025**
– gates and ticket sales, and kitchens

Purpose	Members	Community	\$\$\$	Partners
Service	10	1000	0	Yes

- **PA Sound System – Co-ordinated by Ian Flinders**

Purpose	Members	Community	\$\$\$	Partners
Service	2	50	0	Yes



The Dayboro community has several gatherings at which a public announcement system is required. The Dayboro Lions has two of these systems and regularly provides the service of providing the system plus support to Dayboro events.

- **Canteen and bar service** – various co-ordinators

Purpose	Members	Community	\$\$\$	Partners

The Dayboro Lions regularly support other community organisation through running a canteen or bar service for their events. Regular events are as follows: Dayboro Players shows and the Police Trivia night.

Other Community Support

- **Rehabilitation of Lee's Crossing Reserve**– co-ordinated by Ian Flinders

Purpose	Members	Community	\$\$\$	Partners
Environment	5	50	-\$100/a	Yes

In partnership with the North Pine River Catchment Association, it is planned to hold a series of working bees at the Lee's Crossing Reserve. The aim is to clear invasive species and plant native flora to stabilize the bank.

The Lions membership demographic is such that we will not be doing the heavy work. Rather we will arrange the working-bees and provide equipment and refreshments to other members of the community who will do the physical work. The Dayboro Scouts and their parents are major partners in this project.

- **Samsonvale Christmas Tree** – co-ordinated by Ian Flinders

Purpose	Members	Community	\$\$\$	Partners
Service	5	50	0	Yes

A large tree in a paddock in Samsonvale, beside the Samford-Dayboro road, is lit up during Advent. The Lions help raise funds to maintain the Christmas lights.

- **Chaplaincy Program**

Purpose	Members	Community	\$\$\$	Partners
Service		10	-\$500/a	Yes



The Dayboro Lions from time to time financially support the chaplaincies at the Dayboro, Mt Mee and Mt Samson State Schools.

- **Agoonoree Scout Camp – August 2024**

Purpose	Members	Community	\$\$\$	Partners
Service	0	10	-\$600/a	Yes

Agoonaree Scouts Camp is an annual camp for disabled children to attend at Samford Scout grounds and is run by the scouts. The Dayboro Lions fund one or two places at this camp each year.

- **Camp Duckadang**

Purpose	Members	Community	\$\$\$	Partners
Service	5	30	-\$500	Yes

Camp Duckadang is jointly administered by Lions Club Districts 201Q1, 201Q3 and 201Q4. The camp is regularly used by groups like Youth Exchange, Youth Insearch and RYLA opportunities.

Dayboro Lions provides regular financial support and occasional workers at the biannual working bees.

- **Seed Funding of new organisations**

Over the years the Dayboro Lions have provided seed funding to new organisations in our community. These organisations include, but are not limited to:

- Dayboro Men's Shed
- Dayboro Camera Collegium

- **Other activities include:**

- Fund Heart Foundation Walking Guide to Dayboro (\$2,000)
- Dayboro Performing Arts – provide photographers and sound system support for their annual performance.
- Donations to disaster recovery events in Australia: floods, bushfires, droughts, etc.



Annual Calendar

MONTH	BUSINESS ACTIVITIES	COMMUNITY ACTIVITIES	\$\$\$
JANUARY		Beer Mile	
FEBRUARY	Nominations for Committee		
MARCH	Vote on new Committee	Clean-up Australia Day	\$150
		Dayboro Day - prep for raft race	
APRIL			
		ANZAC Day services supprot (PA)	
		ANZAC Day parade	
		ANZAV Day Gunfire Breakfast	\$400
		Digger Lunch	\$1,000
MAY		Dayboro Rodeo	
		Dayboro Day - Raft Race	
		Dayboro Day - prep for event	
		Dayboro Day - egg & bacon roll stand	
		Dayboro Day - parade	
		Dayboro Day - clean up	
JUNE	Prepare annual plan		
JULY	Changeover Dinner	Dayboro Show - canteen & gate	
		School art competition	\$400
	Annual plan presented and budgets agreed	Art trophies	\$50
		Advertise for Dayboro Directory	
		First Aid Course	\$1,200
AUGUST	Dayboro Directory income	Agonoree Scout Camp	\$400
		School play canteen?	
SEPTEMBER	Finalise Dayboro Directory advertisers	Dayboro Players bar	
		Rebilitation at Lee's Crossing	\$200
OCTOBER	External charity assessment		\$1,500
	Q3 District Convention		
	AGM?		
NOVEMBER	Finalise Dayboro Directory layout	Remembrance Day PA	
	Print Directory	Dayboro & Mt Mee SS Year books	\$1,800
	Distribute Directory	Dayboro SS Citizenship Award	\$250
		Buy lollies for Santa	\$1,100
DECEMBER			
		Conversation Club Xmas Party	
	Dayboro Lions Christmas Party	Chistams Lolly packing	
		Christmas Lights Competition	\$400
		Mt Samson Carols - lights	