



The Health of Landcare in Queensland 2022-2023



*"Actively Supporting
Community-Based
Nature Conservation
& Sustainable Land
Management in
Queensland"*



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Landcare in this report is defined as a network of voluntary community groups focussed on agriculture, environment, conservation, restoration, wildlife, community, First Nations activities.

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461 Member Groups



91% Met/Exceeded Expectations



569 Persons Employed



37,354 Volunteers



1,453,428 Volunteer Hours



\$60,637,016 of In-Kind Value



264,928 Community Participants



352 Projects Examples

Resources & Activities

Member Group's Activities:

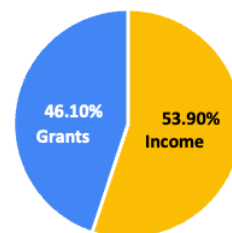
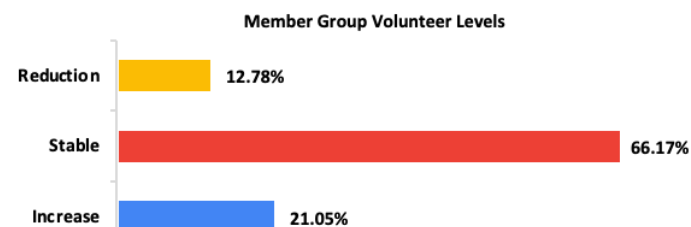
On-Ground Works	- 47.86%
Educational Events	- 31.38%
Scientific Research	- 10.08%
Feral Animal Control	- 7.80%
Wildlife Management	- 2.87%

Finances

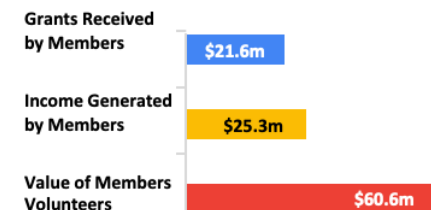
Summary All Income Amounts:

<\$5,000	- 48.18%
\$5,001 to \$50,000	- 37.58%
\$50,001 to \$100,000	- 6.36%
>\$100,000	- 7.88%

[354 Grants Received by Members]



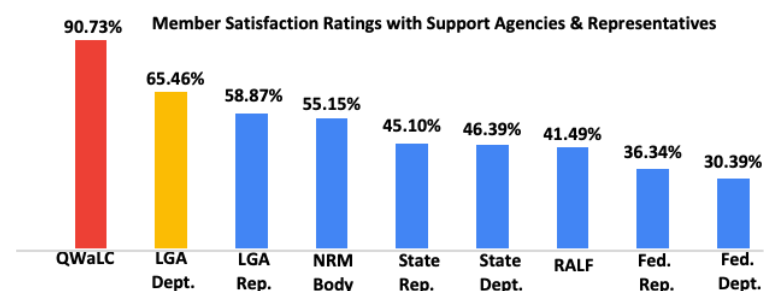
The Value of Landcare to Queensland = \$107.65m
ROI on Grants Investment - \$1:\$4



Needs & Satisfaction

Support Requirement Priorities:

Business Development	- 55.11%
Human Resources	- 30.75%
Compliance	- 6.93%
No Support Required	- 7.21%



Biggest Challenges for the Coming Year - 2023/2024

Business Development, Partnerships & Capacity	- 41.89%
Human Resources including Volunteer Management	- 36.76%
Managing and Maintaining On-Ground Activities	- 16.68%

Executive Summary

Queensland Water and Land Carers (QWaLC) is the peak body for community based natural resource management (NRM) volunteer groups in Queensland. QWaLC's roles include representation, advocacy, promotion, networking and insurance administration. QWaLC's board includes representatives from each of QLD's regions. Our membership consists of **464 groups and 36,862 individuals** spread across 12 NRM regional organisations and 13 management units in QLD. Members undertook a total of 347 project during 2022/2023.

Through extensive research and engagement with our member groups this report presents a comprehensive picture of the overall health of Landcare (all definitions) in QLD in 2022/2023 and an overview of existing resource levels state-wide within each NRM region. In summary the health of Landcare and our member groups in QLD, although facing many challenges, is in reasonable shape and continues to meet the expectations of the majority of member groups.

Member Group volunteers contribute over **1,452,948 hours** annually equating to **\$60,616,990** in-kind financial value. During 2022/2023 Member Group activities engaged **165,386** people across Queensland. Landholders continue to play an active role in member groups and account for the majority of all management committee members.

The majority of Member Groups rely solely on volunteers which are mostly 45 years or older. 79.15% of Member Groups do not have any paid staff and 71.49% of Members have no full-time employees. 20.09% of Member Groups in QLD **employ a total of 568** staff this is an increase from last's figure of 476. Employment types include full-time, part-time and casual.

It was found that, Member Groups with a mixture of paid staff and volunteers tend to achieve greater levels of engagement with the wider community and as a consequence generating greater outcomes. This is reinforced by evidence from other Australian States that have highly successful paid community coordinator programs that support community-based Landcare groups. Clearly Queensland needs a funded community landcare coordinator program.

48.07% of all revenue (government funding and self-generated income) are for amounts less than \$5,000 while amounts between \$5,001 and \$50,000 accounts for 37.73% and amounts greater than \$50,001 accounts for 14.19% of all income. 5.53% of groups depend exclusively on government funding this is similar to the previous year. Member Groups also generate income from other sources such as fee for service activities (on-ground work, training and plant sales) public donations, membership fees and other sources. Collectively member groups raise 53.98% of their funds. Government funding accounts for 46.02% of all revenue: of this Local Government Authorities (LGAs) provided 6.52% of all revenue, regional NRM bodies provided 4.92%, State Government 22.37% and the Commonwealth provided 12.20%.

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The State Government is shown to be the largest supporter of Landcare in Queensland with respect to funding, providing over 48.62% of the grants amount. While Local Government provided the greatest number of grants however they were for smaller amounts. The majority of revenue raised by groups came from self-generated activities including public donations and other sources. 353 grants were received in 2022/2023 which is slightly less than last year's total of 360.

Introduction

Our members, primarily Landcare Groups in QLD, are an important part of the community. Our 46 Member Groups have 36,772 community volunteers that contribute over 1,145,828 hours annually. This figure is an increase from the previous year (1,046,832) despite the total number of volunteers being stable from last year. Their efforts, this year, equate to \$60,611,984 of financial value. This amount is calculated using the Australian Bureau of Statistics volunteer equivalent hourly rate of \$41.72 if paid labour was engaged to provide the same service as our community volunteers. During 2022/2023 QWaLC member group activities engaged with 165,261 people across Queensland.

Through extensive research and regular engagement with its Member Groups, QWaLC presents a comprehensive picture of the overall Health of Landcare in QLD, an overview of existing resource levels state-wide and in each NRM region. In summary the Health of Landcare in Queensland, although facing many challenges, is in reasonable shape and continues to meet the expectations of Member Groups.

This report provides detailed information regarding Member Groups:

- Human resource demographics (paid staff and volunteers),
- Income sources and levels (Government and other sources),
- Performance and contributing factors
- Satisfaction levels with networks, support agencies and elected representatives
- Core activities undertaken by groups,
- Partnerships with local business and other groups, and
- Level of support requests.

The information contained in this report is outlined at State level and Regional NRM levels. The data is presented and analysed to show the distribution of Member Groups across the State according to NRM region including the level of resources in each region in correlation to numerous key categories. The following sections provide a narrative of the Health of Landcare in Queensland supported by substantive

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quantitative data presented in this report. It details statistical information regarding Member Groups human resources, work activities, finances, performance and satisfaction level with support networks.

Human resource demographics (paid staff and volunteers)

The most popular legal structure of groups is an incorporated association at 88.43%. A small minority and 11.57% are companies limited by guarantee while the balance remains unincorporated. 13.57% of incorporated groups auspice other groups in their region.

The majority of Member Groups rely solely on volunteers that are 45 years or older. 78.95% of member groups do not have any paid staff and 78.25% of members, with paid staff (21.05%) have no full-time employees. The majority of paid staff are either casual or full-time. Volunteers continue to play a vital role in Landcare. They contribute over 121,079 hours per month in order to achieve outcomes for their natural environment and the wider community.

Member group volunteers contributed 1,452,948 hours of their time annually. The in-kind financial value of community volunteering is \$60,616,990. 66.17% reported that volunteer numbers are stable while 12.78% reported that their volunteer numbers decreased while 21.05% reported an increase in numbers. Community volunteers are an equal in numbers in terms of female and male participants. The total number of volunteer numbers this year is close to that of the previous year.

Collectively member groups have almost 2,000 individuals that actively participate on management committees. Each group has, on average, 5 committee members responsible for organisational governance. The majority of committees have Individuals with expertise in business, accounting, marketing and environmental management as well as being representative of specific sections of their local communities. For example, Landholders make up over 60% of all committee members. This highlights the importance of Landcare and it's connection to and influence of sustainable land use practices.

21.05% of member groups in QLD employ a total of 568 staff an increase from last year's total of 476. They are made up of the employment types as shown in the table below. 337 of those employed are located in SEQ and the Burnet Mary region. Another 47 employed by Member Groups in the Wet Tropics region while a further 84 are located in Cape York although the majority of these employees are casual.

Employment Type

Full Time	122	Part Time	144	Casual	302	Total	568
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Generally, it was found that Member Groups that have a mixture of paid staff and volunteers tend to achieve greater levels of engagement with the wider community. Organisational capacity is largely dependent on human resources. While there was no increase in Volunteer numbers from the previous year the majority of Member Groups meet or exceeded their expectation 91.20% of Groups meet or exceeded their expectations. Last year that figure was 89.90%.

Income sources and levels (Government and other sources)

This section provides an overview of the types and levels of government funding received and income generated by member groups overall in Queensland and within NRM regions.

48.07% of all revenue amounts received (government funding and self-generated income) were for amounts of \$5,000 or less while amounts between \$5,001 and \$50,000 accounted for 37.73% and amounts greater than \$50,001 accounted for 14.19% of all income. Many groups are unable to rely exclusively on government funding. Member Groups generate income from other sources such as fee for service activities (on-ground work, training and plant sales) public donations and other sources. Self-generated income is 26.99% of revenue while donations from the general public account for 10.30% and other sources 16.70%. Collectively Member Groups raise 53.98% of their funds. Government funding accounts for 46.02%. This is modest increase from the previous year (44.90%) of all revenue. Local Government Authorities (LGAs) provided 6.25% of all revenue and the Commonwealth provided 12.20%, Regional NRM Bodies providing 4.92% of all funding while the State Government provided 22.37%.

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The State Government awarded a total of \$10,499,538 for 104 grants. 15 grants (14.42% of total grants awarded), were for more than \$100,000 each, amounting to \$8,247,131 which represents 78.55% of the total amount of funding. 3 of the 15 grants were awarded a total of \$5,548,710 which represents 52.85% of the total amount of funding.

The Commonwealth Government awarded a total of \$5,724,915 for 66 grants. 9 grants (7.33% of total grants awarded), were for more than \$100,000 each amounting to \$4,359,056 which represents 76.14% of the total amount of funding. 1 of the 8 grants awarded was a total of \$927,403 which represents 28.63% of the total amount of funding.

Regional NRM Bodies awarded a total of \$2,308,316 for 58 grants. 6 grants (10.34% of total grants awarded) were for more than \$100,000 each amounting to \$1,589,553 which represents 68.86% of the total amount of funding. 1 grant was for a total of \$622,492 which represents 26.97% of the total amount of funding.

Local Government awarded a total of total of \$3,061,270 for 125 grants. 16 of the 125 grants (4.00% of total grants awarded) were for more than \$50,000 each which represents 59.71% of the total amount of grant funding. 3 grants were for a total of \$797,860 which represents 26.06% of the total funding amount.

354 grants were awarded amounting to a total of \$21,594,039. 8 member groups (2.27% of the 399 members surveyed), received 45.82% (\$9,895,378) of total funding amount. 139 member groups (34.92%) reported that they received no government funding. In addition to the 8 groups that received the majority of the funding 196 groups shared in \$15,436,493 of funding.

Member groups received \$25,331,871 of income from commercial sales, public donations and other sources. This is an increase of more than \$5m from the previous year. \$12,664,090 of income was generated from commercial sales of good and services. 7 member groups (1.76%) generated 73.44% of sales income. 8 groups (2.01%) received 58.95% of the \$4,831,210 donated by the public. 17 groups (4.27%) reported that they received 72.82% of the income, \$7,836,571, received from other sources. This means 32 groups (8.04%) received a total of \$16,195,845 of income which represents 63.93% of the total of all income received. 139 groups (72.70%) received a total of \$9,136,027 of income which represents 36.07% of all income received. 55 groups (13.82%) reported that they received no income.

59.87% of income amounts raised by Member Groups, excluding Government funding, were for amounts of less than \$5,000. 28.75% were for amounts from \$5,001 to \$50,000 and 11.37% were for amounts greater than \$50,000. 26.91% of Government grants amounts received by member groups were less than \$5,000 while 53.82% were for amounts from \$5,001 to \$50,000. Amount received in ranges exceeding \$50,001 amount to 19.26% of granted amounts received. A total of 353 grants were received by QWaLC member groups during 2022/2023 compared to 360 grants received in the previous year.

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Of the Government funding received by member groups LGAs provided 14.18% which is a decrease from the previous year at 17.66%. Regional NRM bodies provided 10.69%. This is less than the grants given in the previous year (13.05%). The State government provided 48.62% of the total grants. This is a slight decrease from the previous year. The Commonwealth government provided 26.51% of the total government funding which is slightly more than the previous year (25.95%). Local Government is shown to have been particularly supportive providing member groups with funding in SEQ, Terrain NRM, Burnett Mary, Condamine and QMD. The majority of the grants received, 18.88%, were for amounts of less than \$50,000.

51.26% (last year 53.32%) of Member Groups received Government funding while 46.68% of groups did not receive any. 33.67% of Members relied solely on Government funding, 48.74% had a mixture of grants and self-generated revenue and 5.53% existed solely on self-generated revenue.

The majority of Member Groups raise and receive small amounts, of less than \$5,000, and still managed to achieve positive outcomes for their local natural environment thereby enabling them to meet their expectations. A small number of groups, 8.79%, had not meet their expectations during 2022/2023.

Performance and Contributing Factors

The performance of groups is influenced by numerous factors. Their ability to meet or exceed their expectations is largely determined by how successful they are at securing and managing human and financial resources. It is also dependent on the availability of resources such as government funding together with a service and advice support network such as that provided by QWaLC and other organisations.

In 2022/2023 91.20% of member groups met or exceeded their expectations while 8.79% (10.20% in the previous year) member groups did not meet their expectations. 55 groups (13.82%) reported that they received no funding or income. This is reasonably consistent from the previous year.

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Groups that are engaged with their community in partnerships with local business and other groups benefit through low or no cost provision of additional resources to support their organisational aspirations and activities. This also results in greater engagement with the wider community providing the ability for others to support Landcare in their local area. Some of the benefits include Volunteer labour or services free or discounted use of facilities, free or discounted materials, cash donations, free or discounted use of equipment, free or discounted advertising or discounted labour or services.

Identified Support Requirements

Member groups were asked the type of support their group required to maintain and improve their performance. The top priorities were:

Year	2022/2023	2021/2022
Business Development	55.11%	45.28%
Human Resources	30.75%	39.66%
Compliance	6.93%	7.30%
No Support Required	7.21%	7.76%

Core Activities Undertaken by Groups

Our member groups undertake an extensive range of activities that generate income, protect our natural resources and engage with the wider community. Vegetation management, primarily on-ground works, and training programs such as field days and works are activities that many member groups undertake. Vegetation management results in the reduction of weeds and extension of native riparian plantings that improves the health of waterways and provides habitat for native animals and birds.

Groups also develop and provide printed materials, advisory services, produce native plants and conduct conferences and expos. These activities and many others act to help manage and protect our natural resource while resulting in the sharing of knowledge of sustainable land-use practices and raising the awareness of the work that Landcare does in local communities. These activities attract new members and volunteers. Collectively member groups engaged with 165,261 people across Queensland.

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Some of the other activities carried out by member groups include:

- Monitoring programs including marine mammal and water quality,
- Fencing to protect natural habitat from feral animals and reduce waterway erosion,
- Establishing and developing programs for land managers,
- Wildlife clinics and native animal rescue and rehabilitation,
- Community gardens that provide produce for local,
- Participating in and/or organising citizen science events, and
- Clean-up events.

The section below details the type of level of activities undertaken by member groups during 2022/2023.

Landcare - On-ground Activities

Vegetation Management	9.32%
Wildlife Monitoring	6.23%
Litter Removal	5.26%
Feral Animal Control/Monitoring	5.15%
Sustainable Agriculture Practices	4.34%
Production of Native Plants	3.96%
Community Gardening	4.12%
Wildlife Rescue/Rehabilitation	2.87%
Fencing	2.66%
Marine Area Conservation	2.55%
Fire Management	2.44%
Production of Edible Plants	1.79%
Total On-Ground	50.68%

Education & Training (Landcare Related)

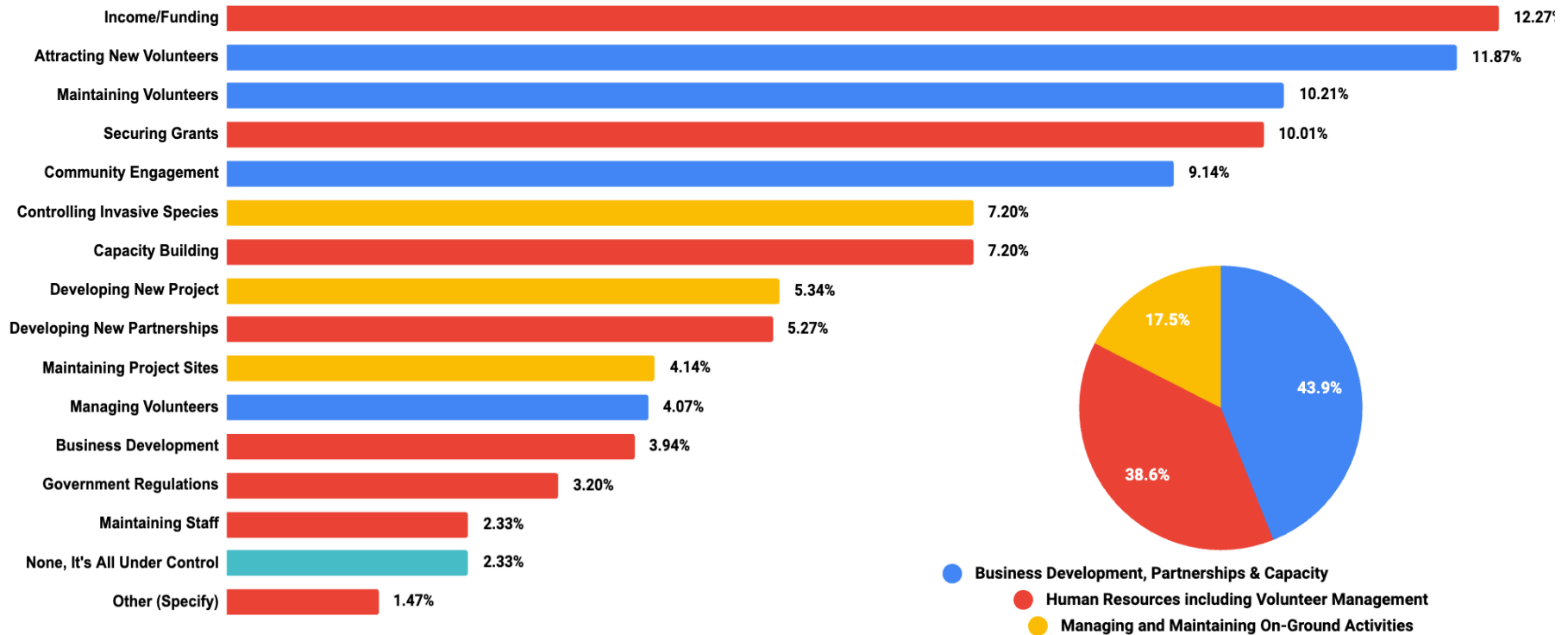
Workshops/Field Days	7.53%
Education/Outreach Services	10.35%
Publication of Printed Materials	6.50%
Annual Expo or Conference	4.17%
Eco-Tourism Activities	2.82%
Total Educational	31.38%
Other Activities	
GIS Mapping Services	1.73%
Consultancy or Advocacy	7.53%
Scientific Research	3.79%
Hiring/Facilities or Equipment	3.09%
Others	1.79%
Total Other Activities	17.94%

This year members have undertaken a total of 349 projects.

Member Group Challenges for the Year Ahead

Member groups were asked the following open-ended question: “What are the biggest challenges your group faces in the coming year?” The responses showed that maintaining and recruiting members and volunteers and securing and maintaining sufficient funding are top priorities for 2023/2024. On-ground work challenges and climate also rated as concerns among member groups as shown in the graph below.

Graph 1: QWaLC Member Groups Biggest Challenges for 2023/2024

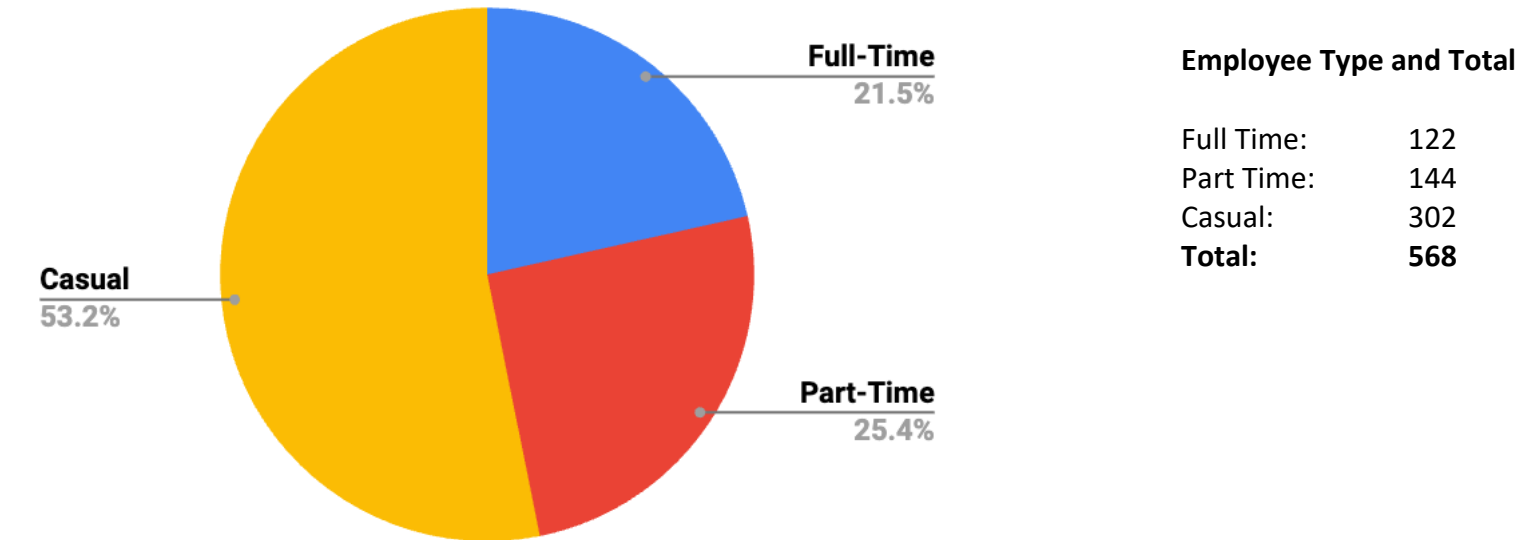


Data Presentation

Member Groups and Human Resources

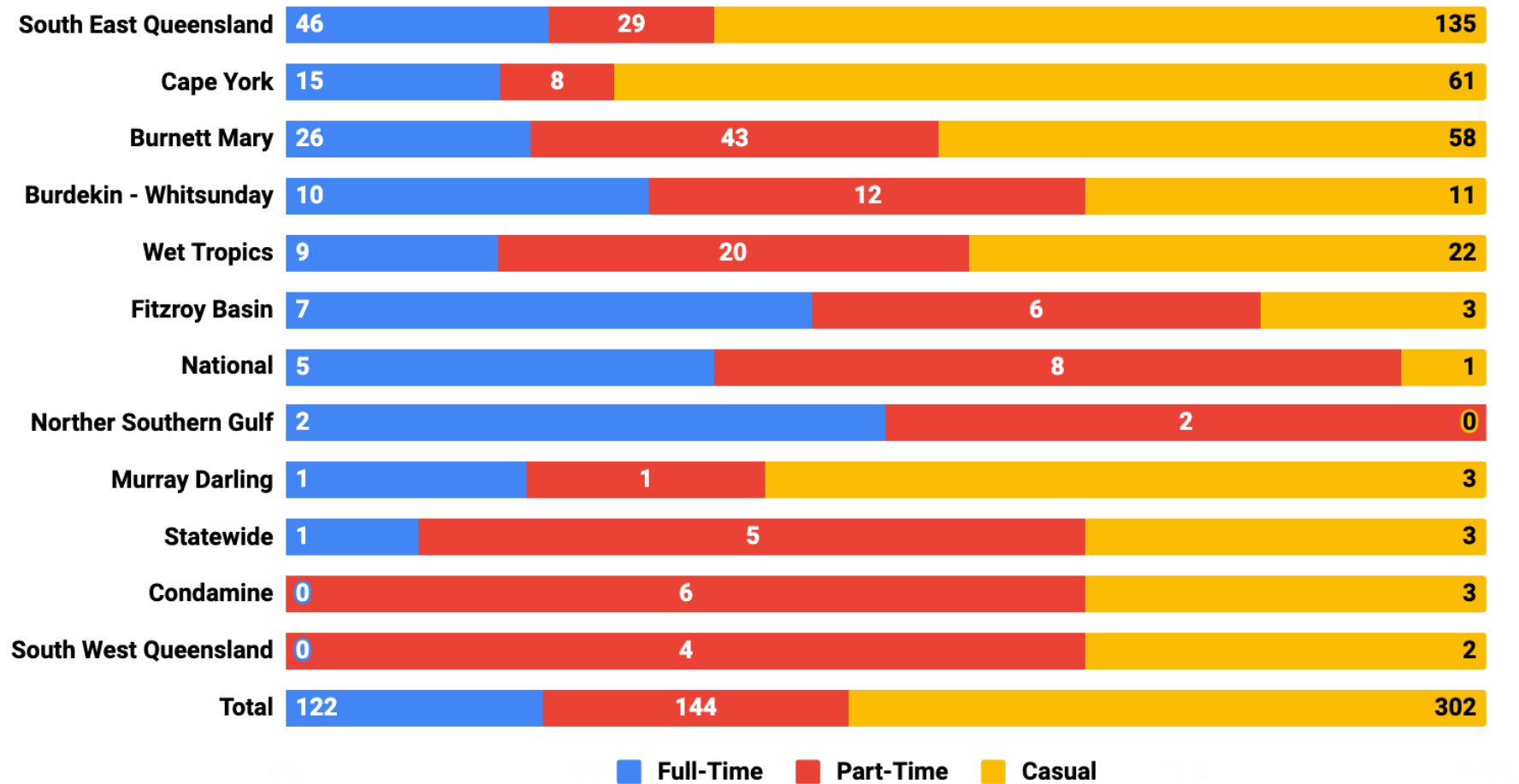
Graph 2 shows that 78.95% of Member Groups do not have any paid staff and rely solely on their members and volunteers to achieve outcomes for their natural environment and the wider community. The majority of employees are either part-time or casual (78.52%). 21.05% of Member Groups in QLD employ a total of 568 staff which 131 more than last year. SEQ, Cape York and Burnett Mary regions employ 74.12% of those employed by member groups. Employment types and associated amounts as shown in below.

Graph 2: QWaLC Member Group Paid Staff Status



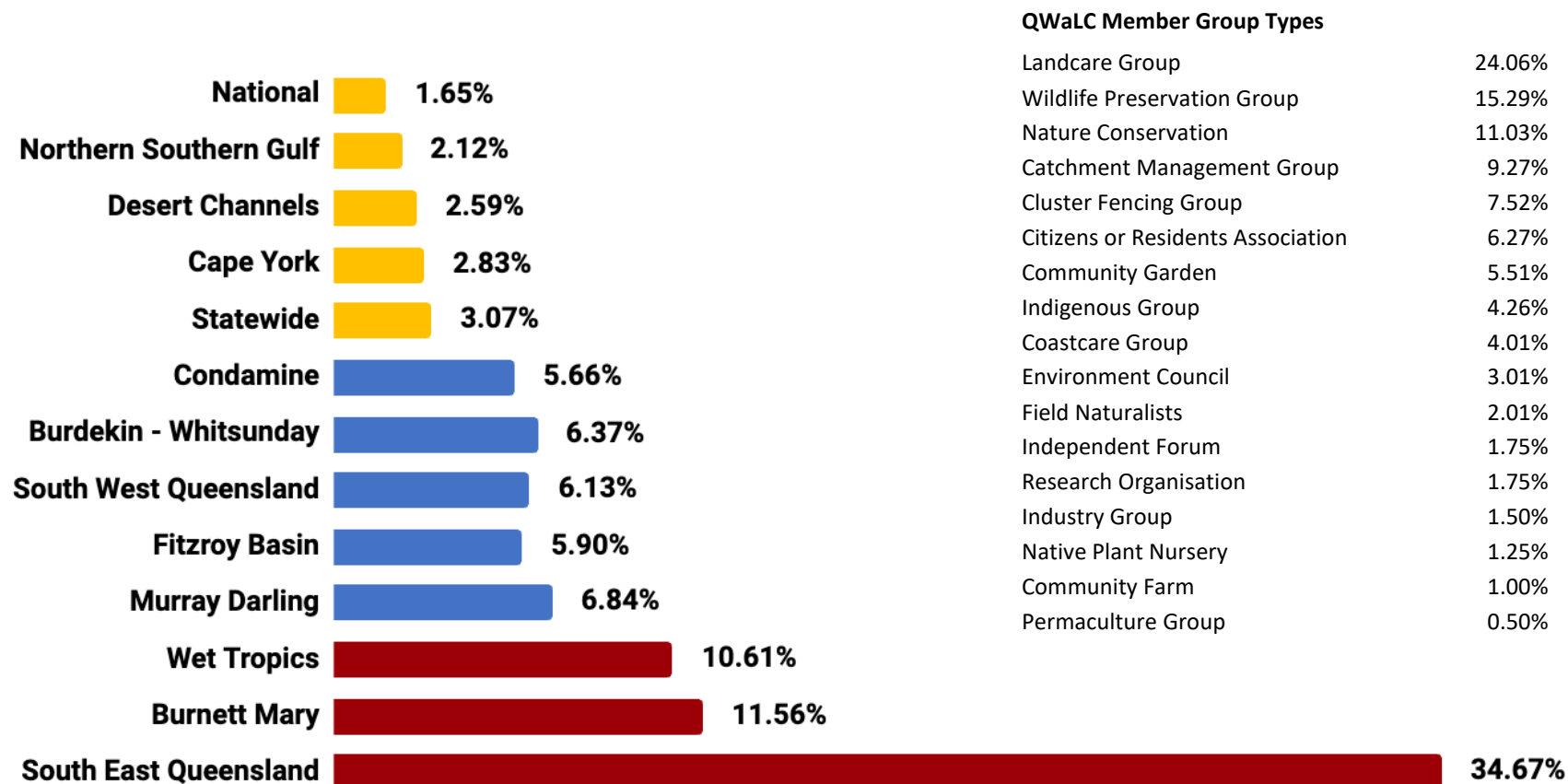
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Graph 3: QWalc Member Group Employee Type Numbers by Region



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Graph 4: Distribution of QWaLC Member Groups in Each Region & Group Types



The above graph outlines the distribution of Member Groups according to NRM regions. 34.67% of member groups are located in SEQ. while the others are spread across Queensland in coastal, rural and remote areas. The vast majority of groups are focussed on restoration, protection and conservation of the natural environment in their local areas.

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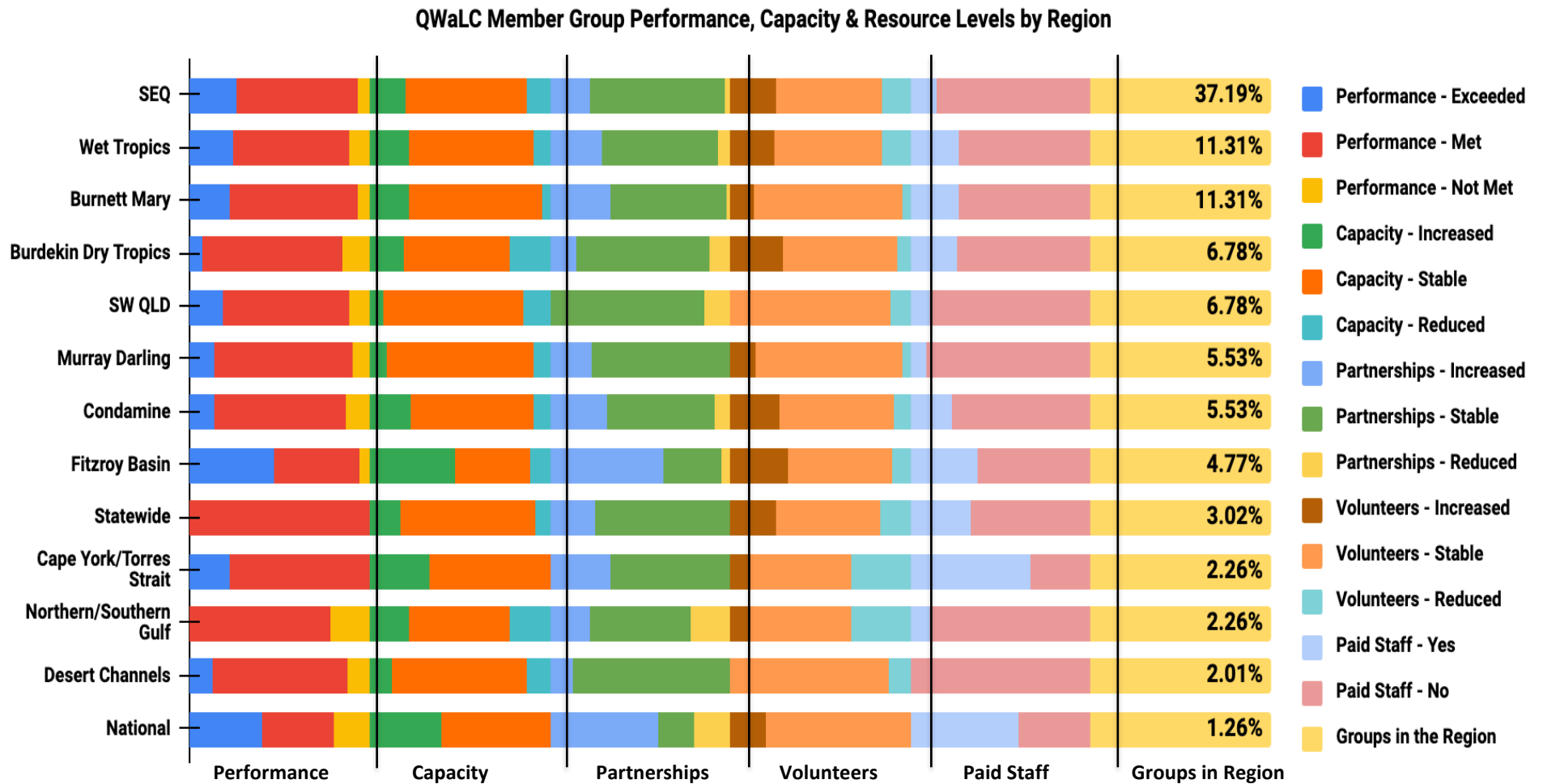
Table 1: Wider-Community Engagement by Region from 2020 to 2023

QWaLC NRM Region	2022/2023	2021/2022	2020/2021
SEQ	101,983	192,807	80,349
Burnett Mary	19,601	68,849	7,535
SWQ	3,086	3,036	1,363
National	3,665	1,830	7,008
Statewide	6,446	13,365	674
Cape York	2,427	535	680
Wet Tropics	12,108	11,402	21,866
Condamine	4,074	6,397	2,050
Fitzroy Basin	4,964	1,407	3,764
QMD	1,894	1,344	3,546
Desert Channels	236	91	89
North/South Gulf	1,025	657	601
Burdekin/Dry Tropics	3,877	1,957	4,731
Total	165,386	303,677	134,256

The above table shows Member Groups wider community engagement from 2020 to 2023

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Graph 5: The Correlation of Employment and Other Data Categories by NRM Region



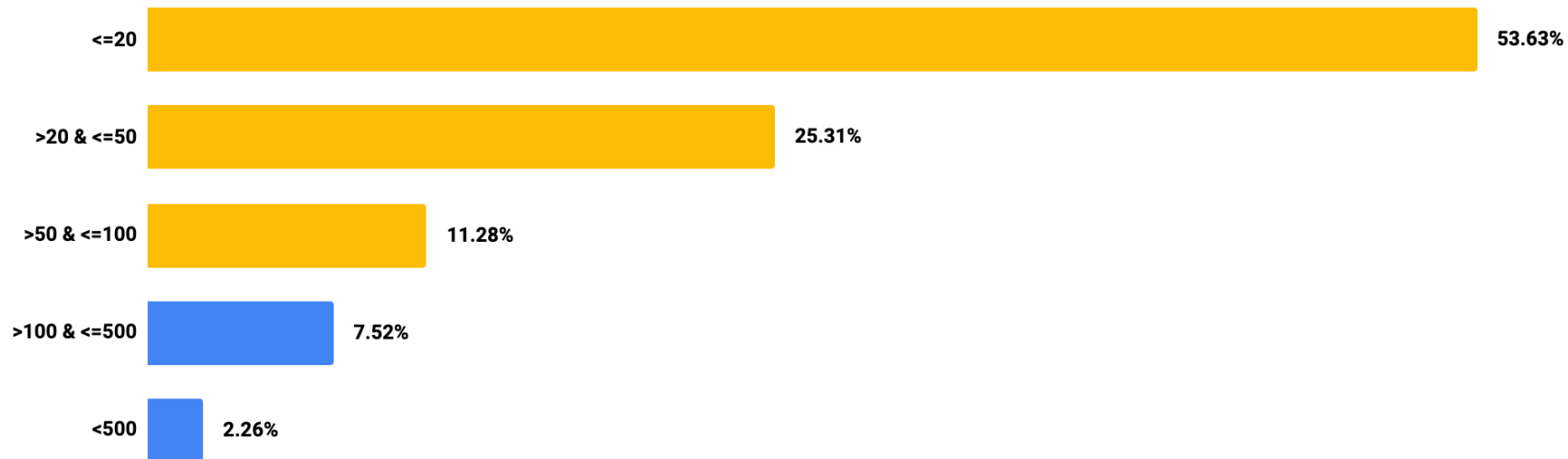
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The above graph provides the opportunity to assess and compare the performance of member groups surveyed in each NRM Region. For example, although Member Groups in Wet Tropics have limited paid staff, they managed to generate a balance of income, grants, capacity (levels of Volunteers) and wider community engagement. While in Cape York have a small number of Member Groups with high levels of paid staff, grants and low levels of volunteering and self-generated income together with limited wider community engagement.

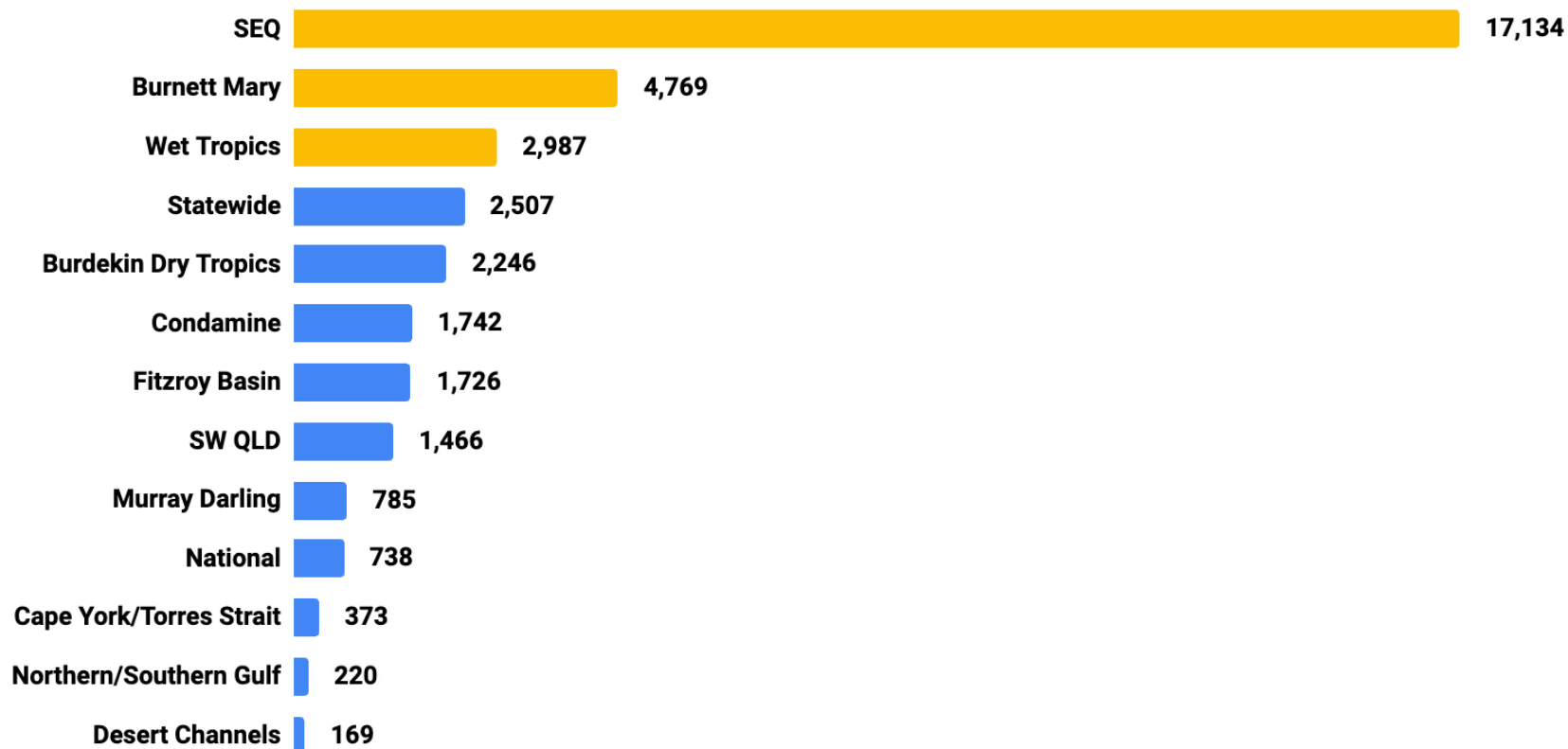
Member Groups and Volunteers

QWaLC Member Groups have 37,927 volunteers. 53.63% have 20 volunteers or less. While 25.31% of member groups have between 21 and 50 volunteers. 11.28% of groups between 51 and 100 volunteers, 7.52% have over 100 volunteers and 2.26% have over 500 volunteers. Each month these volunteers provide 121,079 hours or 1,452,948 hours annually. This equates to an annual in-kind value of \$60,616,990 in labour and other support services. This contribution amount was calculated using the Australian Bureau of Statistics rate of \$41.72/h (2019).

Graph 6: Member Group Volunteer Numbers - 2022/2023



Graph 7: Member Group Volunteer Numbers by QWaLC NRM Region- 2022/2023



The above graph shows that almost half of the total number of volunteers (46.62%) are in SEQ given that 37.19% of QWaLC member groups are based in that NRM Region.

Member Groups and Activities

The main work activities undertaken by member group's volunteers and paid staff are outlined in the table below. There are a wide range of activities related to natural resource management, either directly through on-ground work or presenting information through education events such training sessions, workshops and field days. A greater awareness Landcare is promoted through conferences and expos.

Table 2: Work Activities Undertaken by Member Groups	% of Total
Education and/or Outreach Services	10.35%
Vegetation Management	9.32%
Consultancy or Advocacy	7.53%
Workshops/Field Days	7.53%
Development/Publication of Printed Materials	6.50%
Wildlife Monitoring	6.23%
Litter Removal	5.26%
Feral Animal Control/Monitoring	5.15%
Sustainable Agriculture Production Practices	4.34%
Annual Expo or Conference	4.17%
Community Gardening	4.12%
Production of Native Plants	3.96%
Scientific Research	3.79%
Hiring Out of Facilities or Equipment	3.09%
Eco-Tourism Activities (Cultural or Nature Based)	2.82%
Wildlife Rescue/Rehabilitation	2.87%
Fencing	2.66%
Marine Area Conservation	2.55%
Fire Management	2.44%
Production of Edible Plants	1.79%
GIS Mapping Services	1.73%
Other	1,79%

Member Groups and Organisational Performance Factor Impacts

Factors that affect member group's performance include the availability of organisational resources such as the number of paid staff, access to support services, the number of member/volunteers, the number of partnerships with local business and the amount of income generated from activities other than grants funds. The level of support and funding available from and provided by key agencies such region NRM bodies and all levels of government can also impact whether a group meets, exceeds or failures to meet their expectations.

The graphs on the follow page show that:

Group Expectations – Graph 8.1

90.98% of member groups met or exceed their expectations for 2022/2023 as opposed to the previous year when this figure was 89.90%.

Group Capacity Levels – Graph 8.2

67.67% reported that their capacity levels were stable while 20.80% reported an increase.

Group Partnership Levels – Graph 8.3

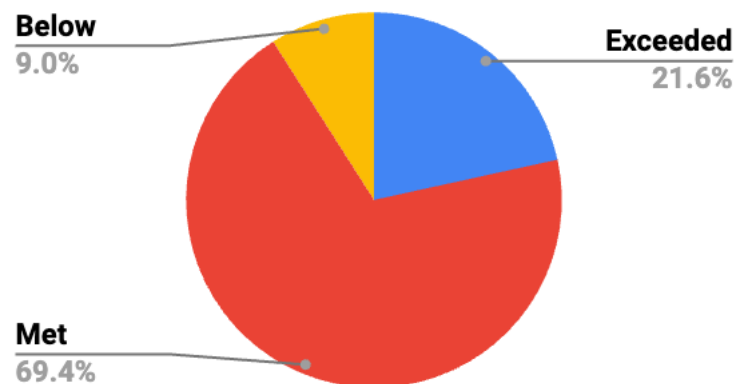
Stability of local partnerships was stable at 68.92% while 25.56% reported an increase in levels.

Group Volunteer Levels – Graph 8.4

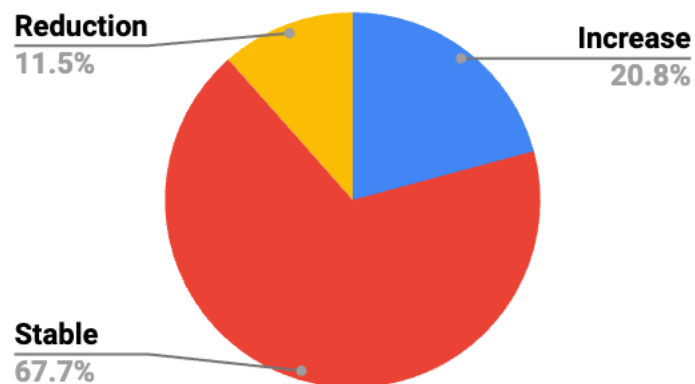
The majority of groups (66.17%) reported volunteer numbers were stable with 21.05% reporting an increase in numbers. The balance of 12.78% reported a reduction in numbers. This same trend was show in last years reported figures.

Graph 8: Member Group Performance – Expectations, Capacity, Partnerships and Volunteer Levels

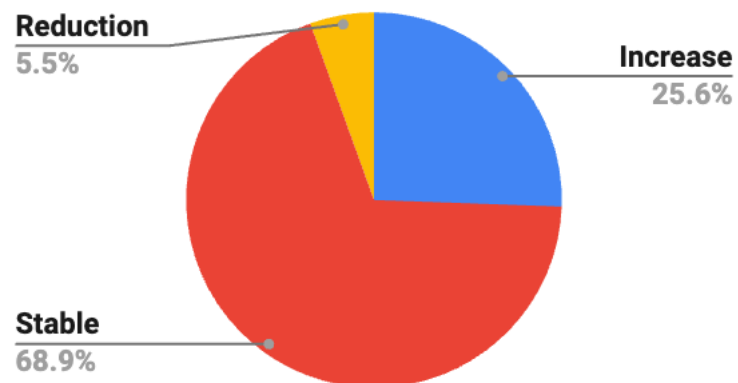
Graph 8.1 - Member Group Performance Rating



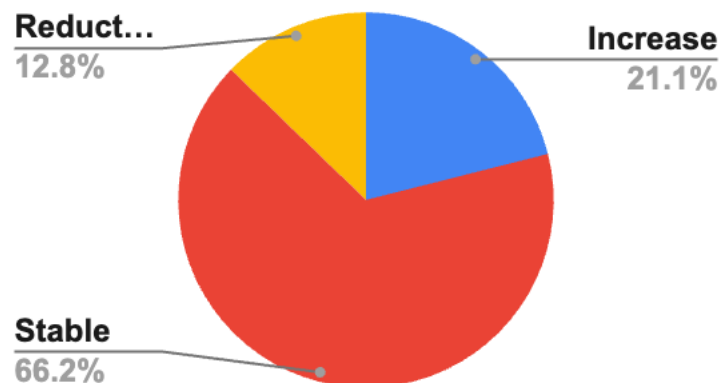
Graph 8.2 - Member Group Capacity Rating



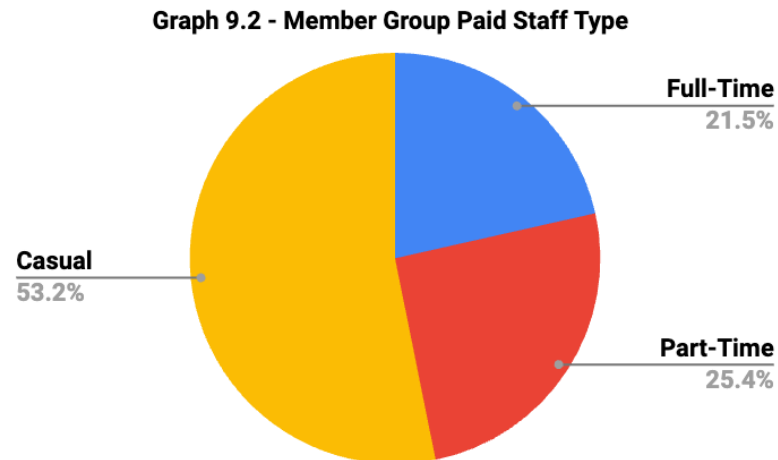
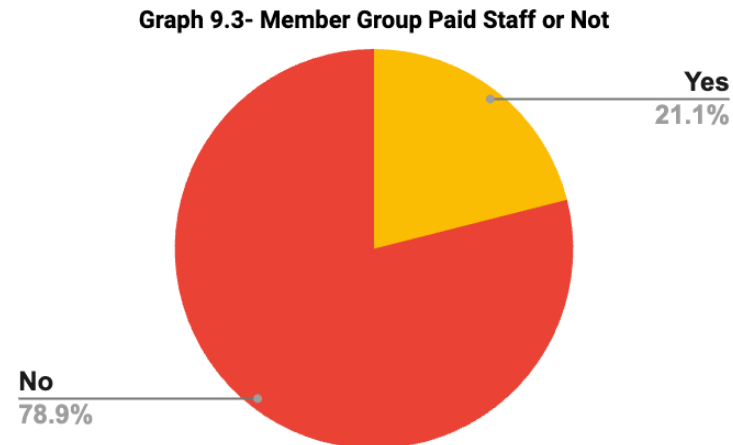
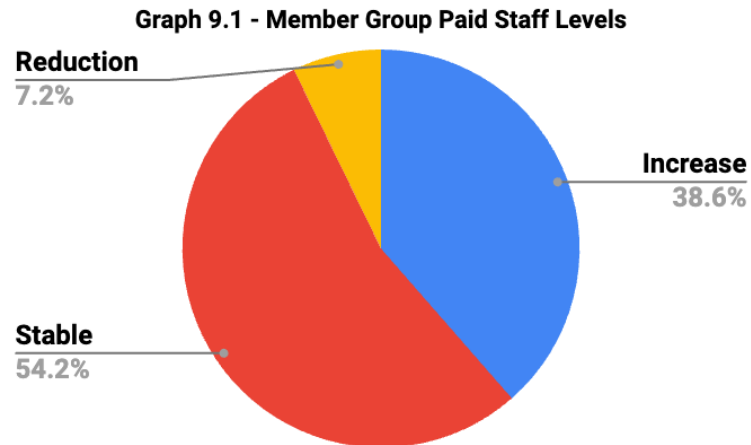
Graph 8.3 - Member Group Partnership Status Rating



Graph 8.4 - Member Group Volunteer Levels



Graph 9: Member Group Performance – Groups with Paid Staff and Staff Levels

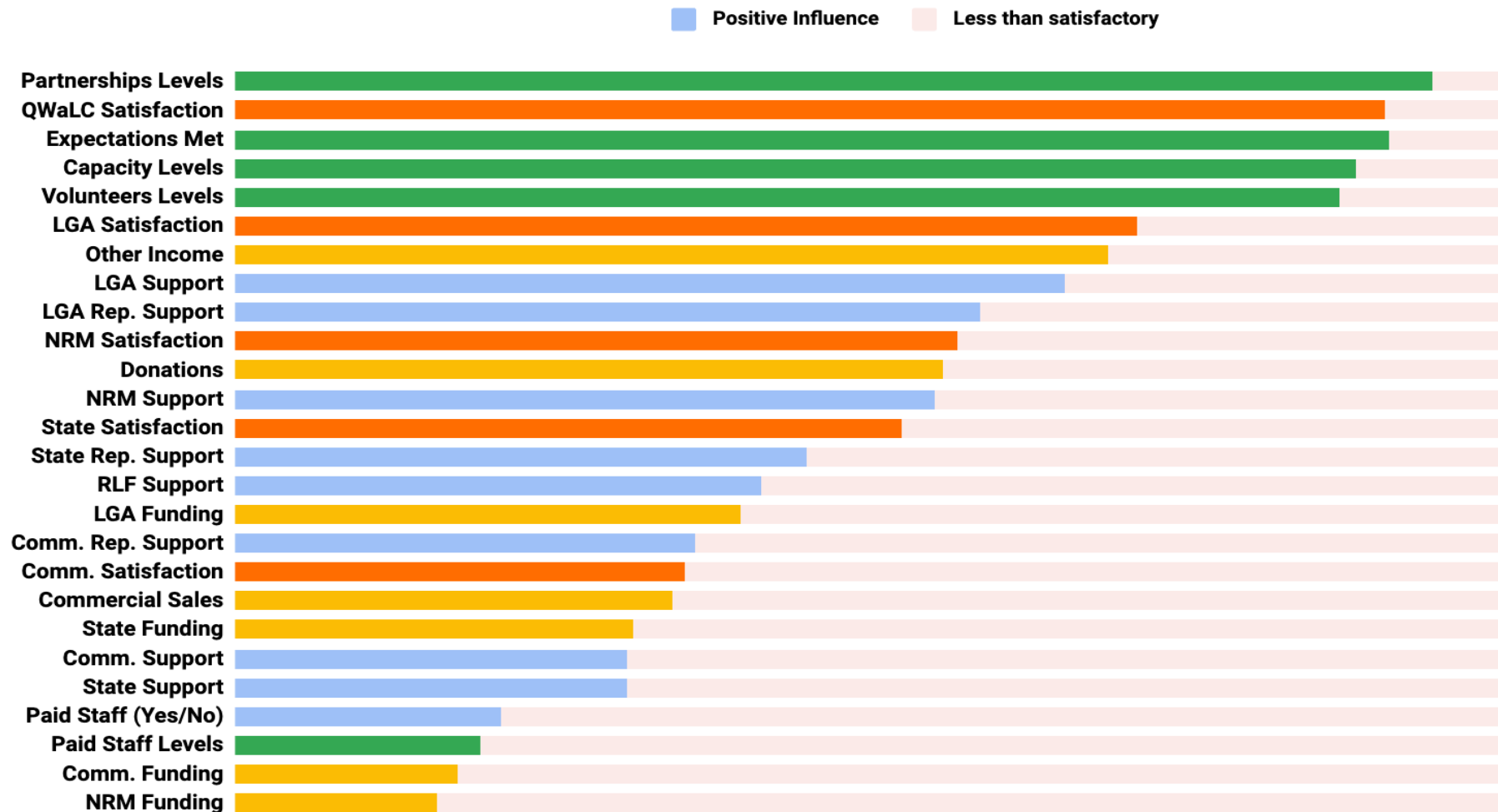


The above graphs show that there was a 38.60% increase in staffing levels for the 20.05% of member groups that have paid employees while 78.52% of those employees are either part-time or casual.

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Graph 10: Factors That Influence Member Group Performance

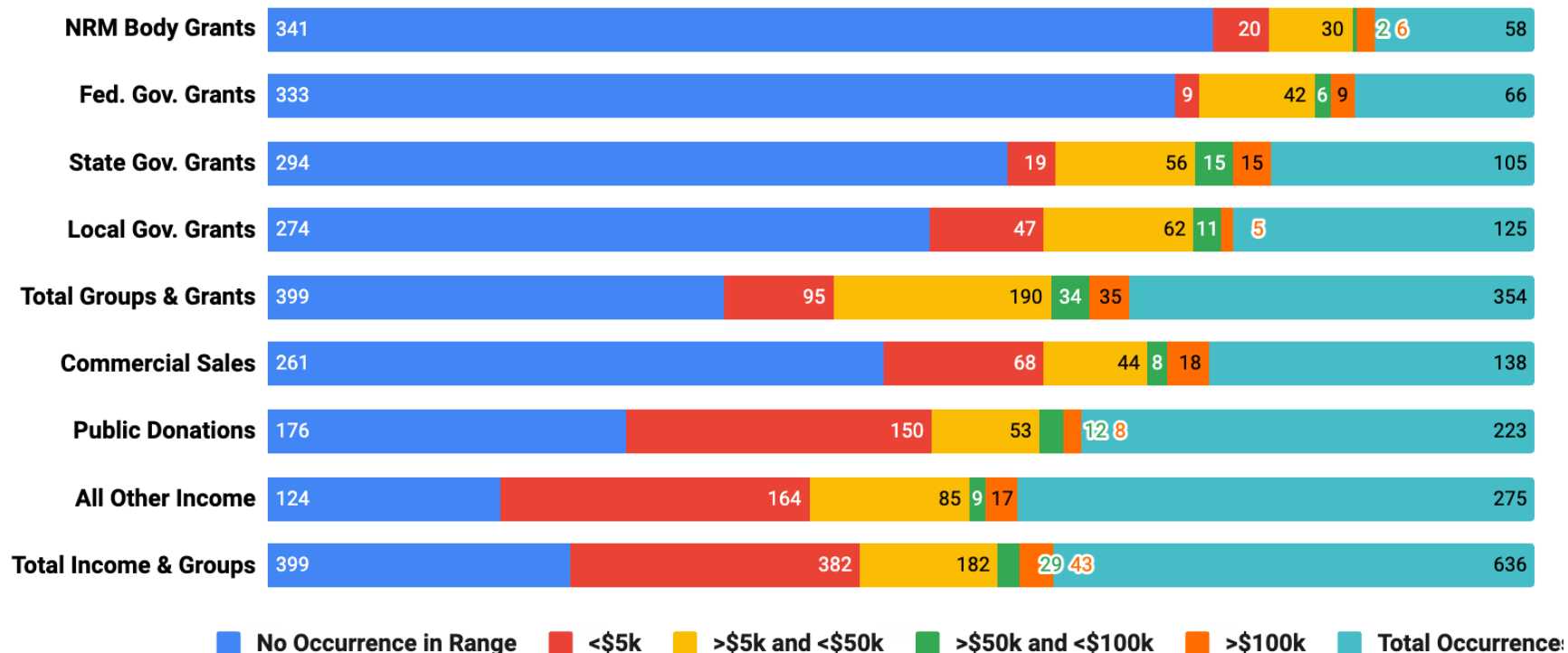
The graph below provides a representation of the factors that influence Member Group performance. These include volunteers and member numbers, maintaining organisational capacity and local partnerships and sources of income and grant funding. Essentially, the length of a blue or yellowish bar indicates the levels of each category. For example, paid staff levels are very low in comparison to the level of local partnerships.



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Member Groups and Funding/Income Sources

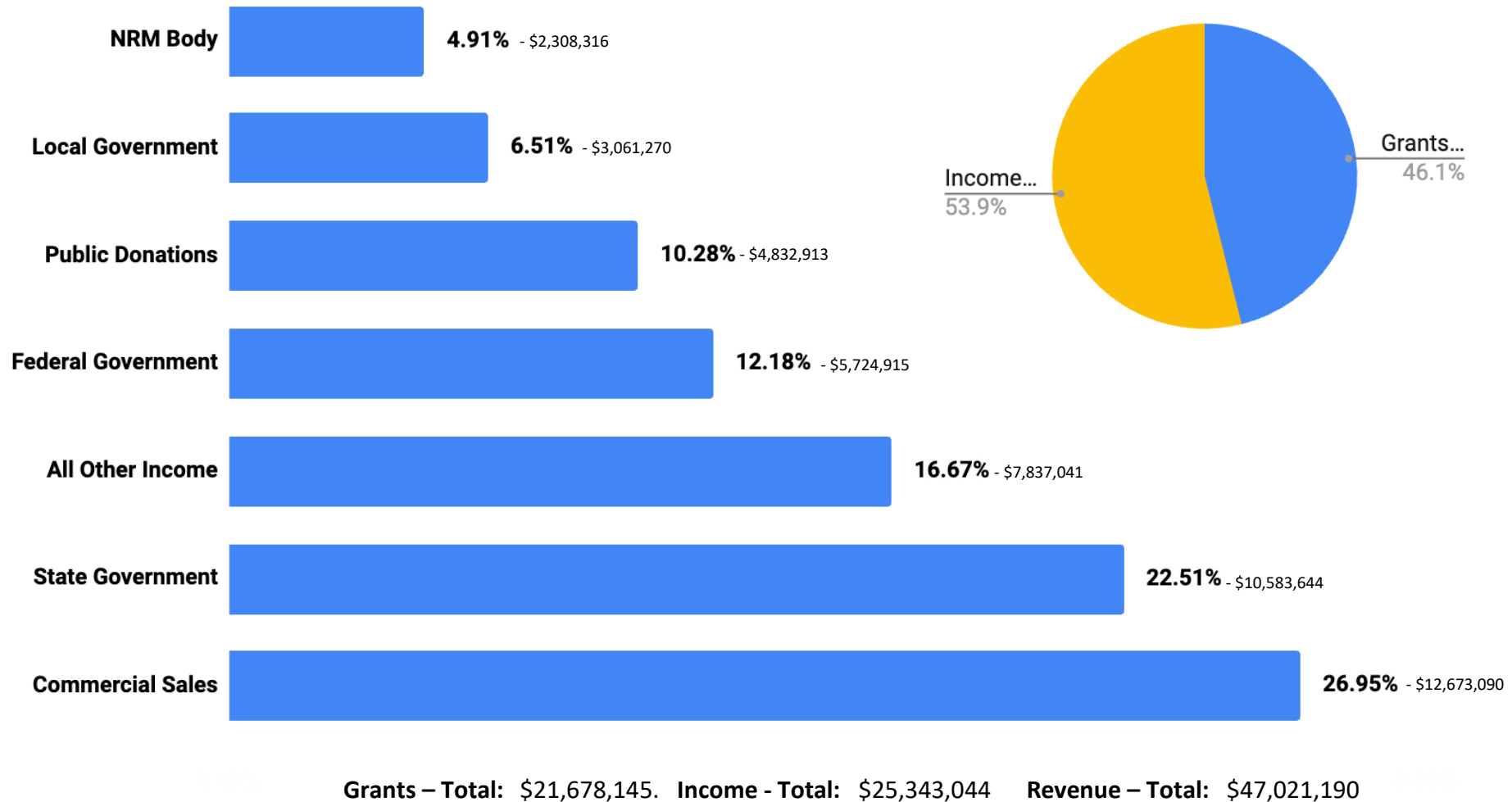
Graph 11: Member Group Sources of Income/Funding - 2022/2023



The above graph shows the level and type revenue generated income or received through grants and member groups. Member groups are reliant on income and grants.

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Graph 12: Sources and Proportions of Funding and Income Received by Member Groups - 2022/2023





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