

CHALLENGING

FUN



ADVENTUROUS

INCLUSIVE

**ANNUAL REPORT
TO THE NATION 2020
SCOUTS AUSTRALIA**



**Scouts
AUSTRALIA**

This year's report takes a slightly different format than previous years to allow us to reflect on, and highlight, some of the unprecedented events of the past year. This has been a challenging year for our Scouting family and our local communities but it has also been one that has demonstrated the strength and resilience that Scouting is renown for.

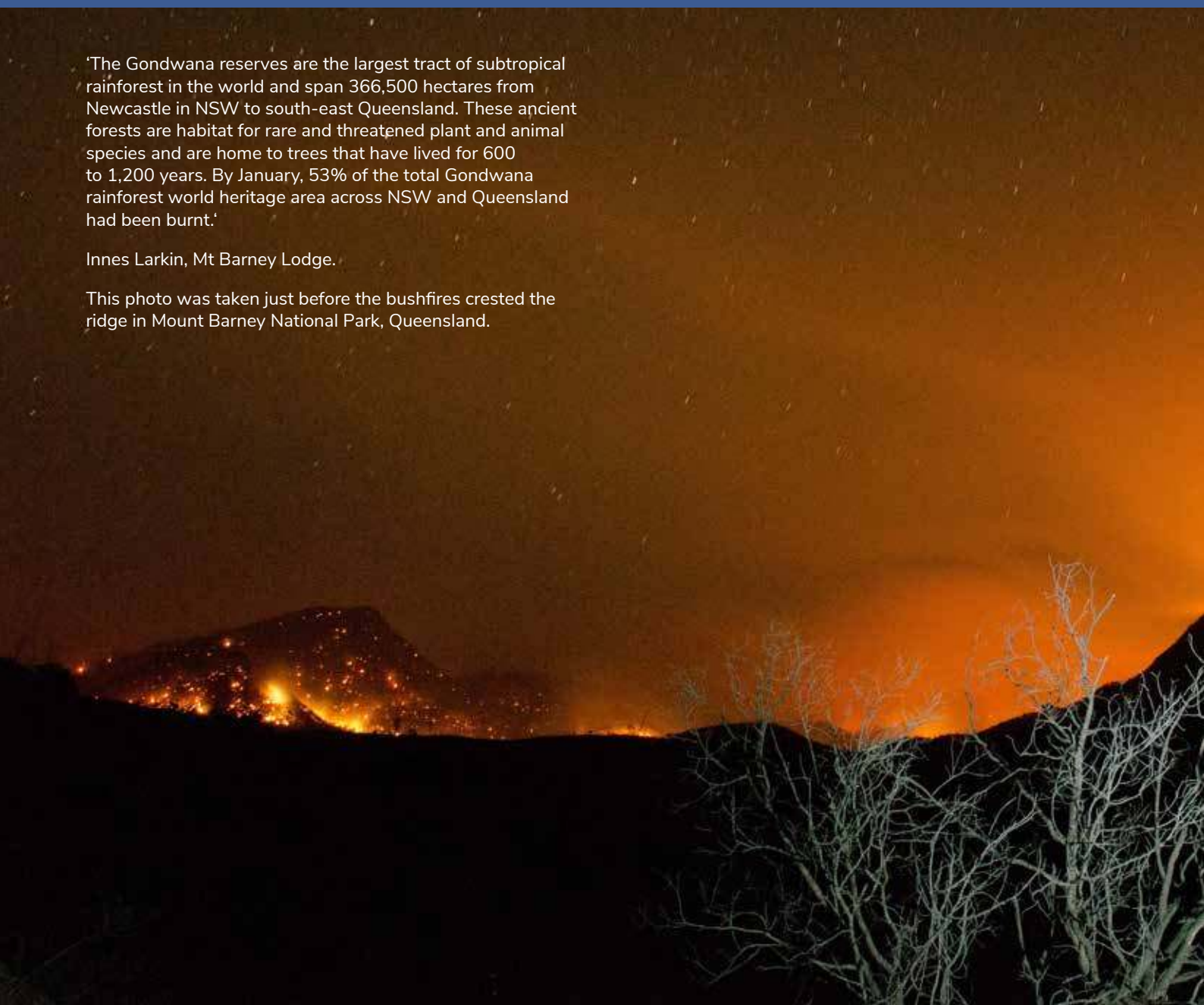
This report shares some of our stories from this year, and the spirit, commitment, and selflessness of our members.

Despite the challenges thrown our way this year, the way our Scouting family has responded to them is something we can all be proud of.

'The Gondwana reserves are the largest tract of subtropical rainforest in the world and span 366,500 hectares from Newcastle in NSW to south-east Queensland. These ancient forests are habitat for rare and threatened plant and animal species and are home to trees that have lived for 600 to 1,200 years. By January, 53% of the total Gondwana rainforest world heritage area across NSW and Queensland had been burnt.'

Innes Larkin, Mt Barney Lodge.

This photo was taken just before the bushfires crested the ridge in Mount Barney National Park, Queensland.



THE SCOUT PROMISE

On my honour,
I promise to do my best,
To be true to my spiritual beliefs,
To contribute to my community
And to our world,
To help other people,
And to live by the Scout Law.

OR

On my honour,
I promise that I will do my best,
To do my duty to my God,
And to the Queen of Australia,
To help other people,
And to live by the Scout Law.

THE SCOUT LAW

BE RESPECTFUL

Be friendly and considerate
Care for others and the environment

DO WHAT IS RIGHT

Be trustworthy, honest and fair
Use resources wisely

BELIEVE IN MYSELF

Learn from my experiences
Face challenges with courage

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This Report covers the period 1 September 2019
to 31 August 2020

EXECUTIVE REPORTS

CHIEF COMMISSIONER OF AUSTRALIA



Phil Harrison

The word that describes the Scouting year for me is 'unexpected'. It seems as if every plan was modified and there were new challenges at every turn. It's a good thing that as Scouts we are resilient, we adapt to changing circumstances and we look for new ways of doing things.

BUSHFIRES

The 2019-20 Bushfire season saw extensive fires across much of Australia, with losses in many small towns and in protected environments. Scouting properties and campsites were lost or impacted, and many members had houses damaged or destroyed. Thanks to the initiative of Inspire Apparel, and with the support of the Victorian Scout Foundation, a Bushfire Badge was produced to raise funds. The response from Scouts around the World was amazing and to date, in excess of 176,000 badges have been sold in Australia and overseas, raising more than \$738,000. These funds have been used to replace lost equipment, repair and rebuild buildings, provide Mental Health First Aid training and support the work of Rural / Country Fire Services.

13TH ASIA-PACIFIC / 21ST AUSTRALIAN ROVER MOOT 2019-2020

The CBR Moot was hosted by ACT Branch, and was originally planned to be at Camp Cottermouth. Due to extreme fire weather, and bushfires in NSW, the venue was changed two days before the Moot started. Special thanks

to Ian Hewitt (Principal) for making Trinity Christian School available at very short notice as the alternate venue for phase 1 (pre-Expedition) of the Moot. Despite the ongoing fire weather warnings, phase 2 (Expeditions) went ahead with modifications to ensure the safety of all participants and staff.

However, due to continued extreme weather conditions and following strong recommendations from ACT Emergency Services, the CBR Moot was cancelled following the return from Expeditions. In total, 516 people attended the Moot, including 110 International visitors.

Thanks to Ben Muller (Moot Chair) and Jacinta Henderson (Deputy Moot Chair) and their fantastic teams for planning and organising an amazing Rover Moot, and also for their comprehensive emergency management planning. ACT Emergency Services commented on the high standard of these plans. Rarely have management teams for National Events had to make as many critical decisions. Thanks also to the Branch Rover Councils who hosted International visitors following the early end to the Moot.

22ND NEW ZEALAND JAMBOREE 2019-2020

Whilst the CBR Moot was underway in ACT, 420 youth and adult members of Scouts Australia attended the NZ Jamboree. The Jamboree was held at the Mystery Creek Event Centre, near Hamilton. I had the opportunity to visit this event for several days, and there is much we can learn from, and share with our colleagues across the Tasman. Congratulations to Alan Murray (Contingent Leader), Tom Dowsley (Deputy Contingent Leader), Cassidy Reid & James Warren (Assistant Contingent Leaders) for the organisation and leadership of the Contingent. A special callout for this event was the high level of youth leading / adult supporting with the much of the event planned by a special Jamboree Patrol. There is an account of this later in this annual report.

COVID-19

In developing Scouts Australia's response to the COVID-19 pandemic,

the Branch Chief Commissioners and members of the National Team met online weekly as a 'National Cabinet'. With different levels of lockdown in the States and Territories, this forum included medical updates, sharing of best practice, and mutual support, as we looked at new ways of conducting the game of Scouting. This has included the move to online meetings for all National Committees.

SCOUTING @ HOME

All of our programs are designed to be adventurous, challenging, fun and inclusive. And this has never been more so, with face to face Scouting re-imagined and re-packaged as Scouting@Home. In a rapid response to ensure that all our members had opportunities to continue Scouting whilst in lockdown, hundreds of program ideas were developed and shared across Branches, and around the Scouting World. Youth members and Adult Leaders found themselves developing new competence in web conferencing. Virtual Scout camps happened in back yards and living rooms across Australia. By continuing the virtual delivery of the Scouting program, our aim was to help young people and adults get some sense of calm and normality in the unusual times we were facing. And, this was not limited just to Scouting in Australia. During the height of the pandemic, the World Organisation of The Scout Movement (WOSM) launched the World Scout Academy. This Academy gave many of our members the opportunity to virtually link with Scouting members from across the globe on a range of topics affecting Scouting during these turbulent times.

RESILIENT YOUTH AUSTRALIA

In 2019, Scouts Australia partnered with Resilient Youth Australia to explore the impact of Scouting on young Australians. Youth members across the country participated in the Resilience Survey.

The findings were released in May 2020, and show that young people participating in the Scouting program report higher levels of resilience when

compared to their non-Scouting peers.

The Resilience Survey also revealed that Scouts report to have an overall better life satisfaction than their peers, and that the longer they stay in Scouts the more resilient they are likely to be. While these findings aren't exactly new, through the Resilience Survey we now have validated evidence that participating in Scouting gives young Australians the unique tools to thrive and take on all that life has to offer.

SCOUTS AUSTRALIA INSTITUTE OF TRAINING

The Scouts Australia Institute of Training (SAIT) continues to provide opportunities for the formal recognition of the skills, knowledge and experience gained through participation in the non-formal education of Scouting programs. Venturer Scouts, Rover Scouts and Adult members have been issued with over 489 qualifications from Certificate I to Diploma levels. This represents a notional value add in excess of \$3.2 million of vocational qualifications to members of Scouting. Thanks to Paul Parkinson (Principal), David Cossart (Deputy Principal) and the rest of the SAIT team for their leadership.

SCOUTS | TERRAIN

The development of a digital system to support the youth program was approved in November 2019 and by the end of August 2020, trials of the new web-based system were well underway. The Youth Program Review Coordinating Team, in conjunction with Two Bulls, have worked hard to build a world leading youth program management tool. Scouts | Terrain empowers youth members to plan > do > review > their own programs, to connect and share with others, and to take ownership of their 'achievement pathway'.

PEOPLE

Scouts Australia depends on the effort and dedication of many individuals. In particular, I would like to highlight the leadership and service of members of the National Team, notably the growing number of under 30-year-old appointments.

Luke Saunders (Deputy Chief Commissioner) has led this group of seven outstanding young adults, fulfilling five roles, who have provided a strong youth voice in the National decision-making process.

- Ezgi Bridger – National Rover Council Chair
- Josh Smart (to May 2020) – Deputy National Commissioner AT&D
- Tahlia Batters (from May 2020) – Deputy National Commissioner AT&D
- Caitlin Wood (to Aug 2020) – Deputy National Commissioner International
- Ruby Mavor (from Aug 2020) – Deputy National Commissioner International
- Julia Miller (from Sept 2019) – Deputy National Commissioner Youth Program

In addition, my thanks to the other National Commissioners who have continued to provide strong leadership in their respective portfolios and in support of the National Team:

- Elston Hynd AM - Deputy Chief Commissioner
- Nigel Reece - National Commissioner Youth Program
- Dougal Mayor - National Commissioner AT&D
- Aaron Wardle - International Commissioner

Three Branch Chief Commissioners finished their respective terms in the last year. We thank them for their service to Scouting and their leadership at Branch and National levels.

- Brendan Watson OAM (Victoria)
- Barb de la Hunty (WA)
- Harry Long (SA)

In turn three new Branch Chief Commissioners were appointed by the Chief Scout. We welcome them to the leadership roles within their respective Branches and also as members of the National Council, National Operations Committee and Chiefs' Council.

- Rod Byrnes (Victoria)
- Jan Turbill (SA)
- Ayden Mackenzie (WA)

Significant awards include:

- David Jones AM FCA was awarded

the Bronze Wolf by the World Scout Committee for his service to Scouting. David is the eleventh Australian to receive this recognition, the highest and only recognition award in Scouting at a World level.

- Major General Professor John Pearn AO RFD was appointed a Life Member of the Scouts Australia National Council in November 2019.

I also acknowledge the members and supporters of Scouts Australia who were awarded Adult Recognition Awards for their service to Scouting on World Scout Day, 1st August 2020. Thank you for the difference you are making in your local and regional communities.

And we also note the following:

- Howard ('Chick') Carey AM went home in 2020. He was the inaugural National Commissioner Youth Program (1975-1978) and made a significant contribution to the last major review of the youth program. 'Chick' was appointed a Life Member of the Scouts Australia National Council in 2007.
- Robert Baden-Powell, 3rd Baron Baden-Powell, went home in December 2019 after a long illness. His younger brother, Michael Baden-Powell, who is an Honorary Commissioner with Scouts Victoria, is now the 4th Baron Baden-Powell of Gilwell.

CONCLUSION

For Scouts Australia, 2019-20 has been a year like no other. No one could have foreseen the extent of the impact of extreme weather and the pandemic on the Scouting program. However, Scouts are resilient, Scouts work together to solve problems and create new ways of doing things. As Scouts we can be proud of what we have achieved, and can be confident in our ability to face the challenges the future brings.

Phil Harrison
Chief Commissioner
Scouts Australia

EXECUTIVE REPORTS

CHAIR, NATIONAL EXECUTIVE COUNCIL



Dennis Green AM

The results collected by Resilient Youth Australia found that Scouts have an overall better life satisfaction than their peers, and the longer they remain with Scouts, the more resilient they become.

Our new National Executive Committee (NEC) held its first meeting in August 2019. This Committee, with less than half the number of people attending each meeting, includes the Chief Commissioner of Australia, one representative of each Branch, two independent members and two members under age 30. This has enabled much higher levels of engagement from all those attending the meetings with a sharper focus on strategy, governance, and financial management.

The NEC has also agreed to create a Vice Chair position in the NEC without increasing total NEC membership. I welcome Corey McGrath from Tasmania as our first Vice Chair. As well as being President of Scouts Tasmania, Corey is also a member of the Investment and Finance Sub-Committees and brings a wealth of Scouting experience to this role.

At the November 2019 Annual General Meeting the National Council agreed to appoint Rear Admiral the Honourable Kevin Scarce AC CSC RAN (Rtd) as our National President. He was able to join the NEC as we began to update our strategic plan and this major update will be released early in 2021.

I congratulate David Jones AM, the previous Chair of the NEC, on being awarded the prestigious Bronze Wolf Award by the World Organisation of the Scout Movement for his service to World Scouting particularly in financial management for the Asia Pacific Region and the World Committee.

Scouts Australia was on track for a surplus budget in FY 19/20 of about \$457,000 until the impacts of COVID19 in February and March on our investment portfolio caused a net loss of \$2,940,215 to our financial outcomes. This fluctuation in the portfolio valuation has been reversed, and more than \$1 million of the value of the investment portfolio has since been restored. The National Executive Committee completely revised the approved FY20/21 budget as our anticipated income was predicted

to decrease from \$2,162,399 to \$899,674, including a 75% discount on membership fees payable by the Branches to help support Scouting families at this time. Expenditure savings were delivered by reducing staff numbers and working hours for some staff, and by holding almost all meetings via video conference.

These savings, together with Commonwealth grants and JobKeeper allowances, have enabled us to plan on a deficit of \$250,000 for the current financial year.

I have been very impressed with the adaptability and resilience of Scouting to the challenges posed by COVID 19. Scouts Australia funded the national Resilience Survey across Scouts in all Sections and Branches. It was very pleasing to see that the independent survey data showed the important contribution that Scouting makes to the resilience of our young people. The results collected by Resilient Youth Australia found that Scouts have an overall better life satisfaction than their peers, and the longer they remain with Scouts, the more resilient they become. While many of our members are being seriously challenged this year, take time to reflect on the Scouting values, and the value and impact of Scouting on the lives of our young people and to the Australian community.

Dennis Green AM
Chair – National Executive Committee

EXECUTIVE REPORTS

NATIONAL GENERAL MANAGER

This has been my first full year since my appointment, and what a year it has been! It has been a year of challenges but also a year in which I have witnessed the resilience, perseverance, and the core values of Scouting demonstrated when it most mattered.

The year started with the investiture of our new Chief Scout, His Excellency General the Honourable David Hurley, Governor-General of the Commonwealth of Australia, at a ceremony at Government House in Canberra. Both His Excellency and Mrs Hurley have a long history of personal engagement and support for Scouting (both having been Leaders previously) and their sincere and enthusiastic desire to engage and support Scouting as much as they can is clearly in evidence. The memory of the entire official party singing "You Are My Sunshine" on the steps of Government House, led by Mrs Hurley, is one that will stay with me.

Over the Christmas period is when circumstances started to change. The bushfires that had seemed like the usual annual event had become a raging inferno affecting most of the east coast of Australia. This impacted on a number of Scouting events planned or underway during this period and the forethought of the respective event organisers allowed each event to be cancelled or alternative arrangements made in a calm and professional way. All relevant emergency authorities commented on the high standard of planning, risk management, and contingency planning that had been prepared and was easily implemented.

The Black Summer that Australia was to endure made headlines globally and directly impacted members of our Scouting family and their local communities. The immediate development of the Bushfire Relief badge, and related Branch programs, demonstrated the Scouting approach and ethos. The response to this initiative, and related donations, caught us all by surprise, as the sheer scale of support from Scouts globally was

truly unprecedented and unexpected. After setting an initial target of 20,000 badge sales aiming to raise \$100,000, we have sold over 176,000 badges and raised nearly 8 times our original target.

As we emerged from the catastrophic bushfires, COVID-19 impacted our lives, resulting in enforced lockdowns and the suspension of traditional face-to-face Scouting. The collaborative effort between the National Youth Program team and all of the Branches to develop and implement the Scouting @ Home program, from a standing start, was remarkable. While many youth organisations simply closed down, Scouting looked for the way to continue to engage and support our members and continue their development during this period. This involved a herculean effort from a large group of staff and volunteers who should be justifiably proud of their results.

While these major events received a lot of focus and attention I would also like to acknowledge the tremendous work done by our Sub-Committees, who have volunteered their time to develop and revise the policies and process that support the HOW that underpins Scouting in Australia. The new and revised documents released this year include – revisions to Scouts Australia Policy and Rules, revised Brand Book and new Brand Centre, updated National Adults in Scouting Standards, new Technology Code of Use, new Sustainability Strategy and Action Plan, and an updated National Risk Management Plan.

I would also like to personally thank the small National Support Team of truly dedicated individuals that I have the honour to lead. This year they have responded to major challenges calmly and professionally, have personally sacrificed to support the organisation, and have continued to deliver a high level of support throughout everything, including working from home since March 2020. The support and compassion that they consistently demonstrate in supporting our members, and each other, through these difficult times, makes me proud. To all of them, thank you.



Mark Stedfut

It has been a year of challenges but also a year in which I have witnessed the resilience, perseverance, and the core values of Scouting demonstrated when it most mattered.

Finally, I believe this year has truly highlighted that whatever is thrown at us, Scouting is resilient, strong, and adaptable and will rise to, and overcome, the challenges that will come our way.

Mark Stedfut
National General Manager

OUR NEW CHIEF SCOUT



Hon David Hurley

“We believe this appointment will truly inspire and engage our youth members.”

On 2nd October 2019 we had the pleasure of investing our new Chief Scout, His Excellency General the Honourable David Hurley AC, DSC (Retd), Governor-General of the Commonwealth of Australia, at a ceremony at Government House

The entire Investiture ceremony was conducted by our youth members, in line with our youth leading, adult supporting philosophy, with representatives of all Sections coming from groups within the Australian Capital Territory and from New South Wales (1st Murrumbateman).

The Chief Scout is the pre-eminent Scout position in Australia. It provides leadership to our Movement and is a source of inspiration to our volunteer Leaders, Supporters and Youth Members alike.

The Governor-General and Mrs Hurley both have a long involvement with Scouts – having served as Cub Scout, Scout and Venturer Scout leaders, as well as His Excellency previously fulfilling the duties of Chief

Scout of NSW with enthusiasm and passion. Given this demonstrated personal commitment, we believe this appointment will truly inspire and engage our youth members.

David Hurley joined the Australian Army in January 1972, graduating from the Royal Military College, Duntroon into the Royal Australian Infantry Corps. In a long and distinguished 42-year military career, his service culminated with his appointment as Chief of the Defence Force from 2011-2014. In 2010, he was appointed a Companion of the Order of Australia for eminent service to the Australian Defence Force.

Prior to being sworn in as Governor-General, David Hurley served as the 38th Governor of New South Wales from October 2014 – May 2019.

OUR NEW NATIONAL PRESIDENT



Hon Kevin Scarce

“Kevin began his association with Scouts as a Cub Scout.”

This year has also seen the appointment of a new National President of the Scout Association of Australia, Rear Admiral the Honourable Kevin Scarce AC CSC RAN (Rtd).

Kevin began his association with Scouts as a Cub Scout. He was the Chief Scout for Scouts South Australia from 2007 to 2014 and continued his active contribution to Scouts South Australia as their patron.

Rear Admiral the Honourable Kevin Scarce AC CSC RAN (Rtd), was born in Adelaide and educated at Elizabeth East Primary School and Elizabeth High School. He served in the Royal Australian Navy from 1968, retiring in 2004. His appointments included service on HMAS Sydney during the Vietnam War, postings in Washington and London, Commanding Officer of HMAS Cerberus and Flag appointments as Naval Training and Naval Support Commander.

On 8th August 2007, Kevin was sworn in as the 34th Governor of South Australia, serving more than seven years in the role.

From 2014 to 2020 he was the 16th Chancellor of the University of Adelaide and also Chancellor of Children's University Australia. As well as his role of President of Scouts Australia, he is Chair or President of a number of organisations including: Adelaide Oval Stadium Management Authority, Cancer Council SA, Novita Children's Services, Humanihut Pty Ltd and APC Technologies as well as Chair of the Board of Advisors of the Research Unit on Military Law and Ethics at the University of Adelaide.

He is Deputy Chair of Seeley International and Operation Flinders and is joint Patron, with his wife Liz, of Anglicare SA.

SCOUTS AUSTRALIA 2019/20

53,733

Youth members (down 4.2% on prior year)

16,960

Adult members (up 11.9%)

1,344

Fellowship Members

71,403

Total members (down 0.7%)

1,377

Scout Groups



Joey Scouts

6,905

Joey Scouts [5 to 7]



Cub Scouts

21,106

Cub Scouts [8 to 11]



Scouts

19,292

Scouts [11 to 14]



Venturer Scouts

5,810

Venturer Scouts [15 to 18]



Rover Scouts

2,948

Rover Scouts [18 to 25]



While it was expected that the COVID-19 related closures and lockdowns, and the suspension of traditional face-to-face Scouting, could have a potentially negative impact on member numbers it would appear that the resilience of our people, and the major initiatives (such as Scouting @ Home) that have been developed and implemented during this period have balanced our results.

3,107

Youth members achieved the peak award for their section

13

Industry recognised qualifications now offered through the Scouts Australia Institute of Training (SAIT)

257

Industry recognised qualifications completed through SAIT by youth members (a new record)

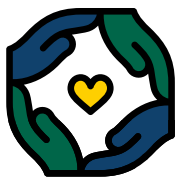
232

Industry recognised qualifications completed through SAIT by adult members

THE SCOUTING EFFECT



In May 2020, Scouts Australia released our latest research paper, The Scouting Effect, which detailed the outcomes of the Resilience Survey that was conducted throughout 2019 in partnership with Resilient Youth Australia. At the time of release we were in the midst of the COVID-19 pandemic and most of the country was in lockdown, with all face-to-face Scouting on hold, so the research results were particularly relevant.



Scouts are 5.2% more likely than non-Scouts to get along with people who are different to them.

The survey showed that young people participating in Scouts demonstrate higher levels of resilience, self-confidence, mental wellbeing and the emotional capacity to cope with difficult times such as COVID-19 isolation.

The results collected by Resilient Youth Australia found that Scouts have an overall better life satisfaction than their peers, and the longer they remain with Scouts, the more resilient they become.

Chief Commissioner of Scouts Australia, Phil Harrison, said: “The results of this study are truly ground-breaking and exciting for our organisation, as they reaffirm the essential service Scouting is, and continues to deliver to our local communities.



Scouts are 13% more likely than non-Scouts to trust others.

We're proud to know that the work we do for young people in our communities is helping build resilience, self-confidence and the emotional capacity to help cope during difficult times.

This is especially poignant today as everyone needs the ability to stay positive after the devastating bushfires over summer and now the impact of COVID-19 on the lives and livelihoods of Australians.”

The Resilience Survey, developed in partnership with the UniSA Justice and Society at the University of South Australia benchmarked the responses of young people aged 8-18 who attend Scouts with those who do not, pointing to the positive impact of Scouting.

Director of Resilient Youth Australia, Dr Andrew Wicking, said that true success in life was about resilience and wellbeing.

“Our work with more than 350,000 young Australians indicates that youth thrive when they feel Connected Protected Respected TM (CPR).

The Resilience Survey is a self-report instrument which explores CPR and how young people rate themselves in terms of their strengths, life satisfaction, hopefulness, mental health, coping style, and risk and protective behaviours.

The results highlight a remarkable correlation between overall resilience and attending Scouts, with young



Scouts are 9.4% more likely than non-Scouts to hold more hope for a positive future.

Scouts are 11.8% more likely to feel good about themselves



people who participate in Scouts consistently reporting higher resilience than non-Scouts across most indicators.”

From being able to find ways to solve a problem to being more likely to forgive themselves if they make a mistake, the study found Scouts demonstrated a wide range of resilient behaviours. More than 1000 young people participated in the survey.

While these findings aren't exactly new, through the Resilience Survey we now have concrete proof that participating in Scouting gives young Australians the unique tools to thrive and take on all that life has to offer.

The full report can be found at the Scouts Australia website - <https://scouts.com.au/blog/2020/05/29/the-scouting-effect-scouting-builds-resilience-for-life/>



Scouts report they have a healthy body 11.6% more than non-Scouts.



Scouts are 15.4% more likely than non-Scouts to feel they make a positive contribution to their community.

TEAM SCOUTS AUSTRALIA

Team Scouts Australia is a new adventure racing team, and they recently stepped up in a big way to face that exact challenge, competing in the 'world's toughest race', EcoChallenge Fiji. Hosted by Bear Grylls, they competed over 671 kilometres through jungles and swamps, over rock faces and mountain ranges, and across rivers and oceans, through the day and night, with only a map and compass to guide them. The whole series was broadcast this year on Amazon Prime.



DONATION FROM NZ JAMBOREE.

A big thank you to Scouts NZ and New Zealand Scout Jamboree for their donation to assist with the Australian bushfire recovery.

Here, Cameron H (Scouts Queensland), and Millar C (Scouts Victoria) accept the donation on behalf of the 22nd New Zealand Jamboree Australian Contingent. Proceeds from the sale of the Day 8 badge, a campfire design, were redirected to assist with our recovery after the horrendous fires across our country.



DROUGHT RELIEF FUNDRAISER

In July 2019, Scouts Australia began selling the 2019 Drought Relief Badge to help impacted communities through this prolonged period of drought. By late December, all badges had been sold, raising a total of \$6,213. These funds have now been directed to Buy a Bale to help with the purchases of:

- 1 truckload of hay
- 11,500 litres of water
- 2 x small bales

Many farmers and rural communities are still battling the most crippling drought in decades, and funds are needed for meaningful support. This includes hay and feed, water, helplines, volunteers and counselling. We are extremely proud that during times of crisis, Scouts are there to support our communities that we live and Scout in.

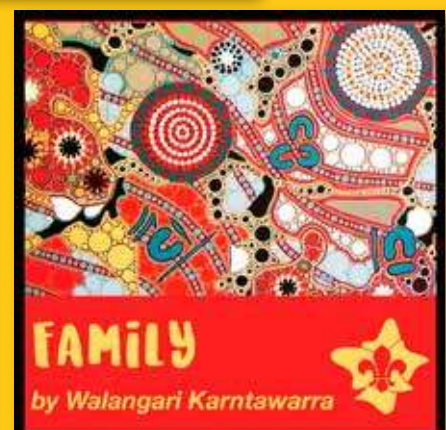
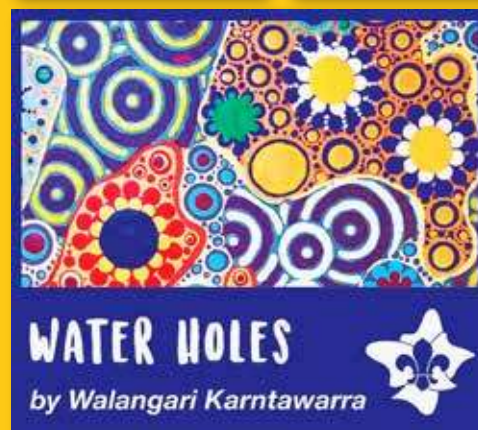
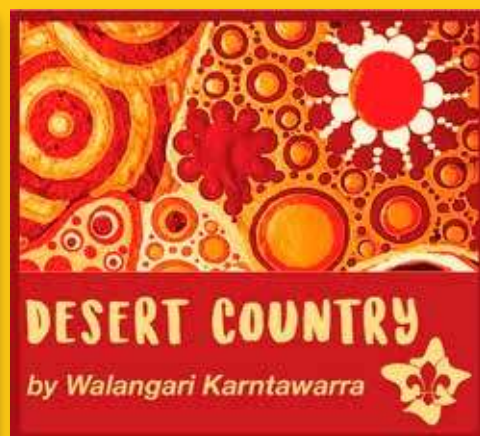


INDIGENOUS BADGES

First Nation's artist Walangari Karntawarra and Scouts Australia have collaborated to produce an exclusive set of blanket badges available for purchase from Scout Shop.

This exciting new series of woven blanket badges are now in stock on Scout Shop. These designs help tell the story of our nation's first people. There are 4 badges in the series and 50c from the sale of each badge manufactured has been given to the artist Walangari for his work.

We are pleased to support Walangari and thank him for sharing his stories with Scouting and for allowing us to produce these works in the form of a woven badge for all our Scouting Members.



BUSHFIRE RELIEF BADGE

BLACK SUMMER

The 2019–20 Australian bushfire season, now referred to as the Black Summer, was a period of unusually intense bushfires in many parts of Australia.

From September 2019 to March 2020, fires heavily impacted various regions of the state of New South Wales. In eastern and north-eastern Victoria large areas of forest burnt out of control for four weeks before the fires emerged from the forests in late December. Multiple states of emergency were declared across New South Wales, Victoria, and the Australian Capital Territory. Reinforcements from all over Australia were called in to assist fighting the fires and relieve exhausted local crews in New South Wales. The Australian Defence Force was mobilised to provide air support to the firefighting effort and to provide manpower and logistical support. Firefighters, supplies and equipment from Canada, New Zealand, Singapore and the United States, among others, helped fight the fires, especially in New South Wales

As of 9 March 2020, the fires burnt an estimated 18.6 million hectares (46 million acres; 186,000 square kilometres; 72,000 square miles), destroyed over 5,900 buildings (including 2,779 homes) and killed at least 34 people. Nearly three billion terrestrial vertebrates alone – the vast majority being reptiles – were affected and some endangered species were believed to be driven to extinction. At its peak, air quality dropped to hazardous levels in all southern and eastern states. Economists estimated that the Australian bushfires may cost over A\$103 billion in property damage and

economic losses, making the bushfires Australia's costliest natural disaster to date. Nearly 80 per cent of Australians were affected either directly or indirectly by the bushfires.

While we were fortunate that only nine Scouting families were directly impacted by the fires, their friends, families and local communities were not all so lucky. With a number of camps and Scout halls destroyed, and Group equipment lost, there was also a notable material impact.

OUR RESPONSE

In early January 2020 as a response to the dramatic bushfires impacting the east coast of Australia, the Chief Commissioners agreed to produce a badge to raise funds to support Scouting families in the fire damaged regions. This initiative was funded by the Victorian Scout Foundation and Inspire Apparel who paid for the production of an initial batch of 20,000 badges. With all revenue from the initial batch of badges to be donated to relevant relief efforts it was hoped to raise \$100,000, a significant amount for Scouting.

By the end of January we were aware that the Scouting family was truly getting behind this initiative as badges sales had exceeded the initial production run and were continuing to accelerate. We had also begun to receive orders from Scout Groups, and individual Scouts, from all around the world. This had not been anticipated.

Badge orders continued to accelerate through February and March, despite shipment delays being experienced because of the outbreak of COVID-19 that was impacting the global economy.

By the end of March 2020, orders for the badge had exceeded 168,000 and we were truly stunned by the ongoing support from Scouting globally. Not only were Scouts ordering badges, but a number of Scouting organisations were making cash donations to our fund based on local fundraising efforts.

By the end of June 2020, over **176,000 badges** had been sold to over 36 countries, raising over \$738,000, with a further amount of approximately \$50,000 received in direct donations. This is the single largest fundraiser for Scouts Australia and would not have been possible without the tremendous support from our global family. No administrative fees were retained by Scouts Australia from this fund and every dollar raised is being provided to support the local communities impacted by these devastating fires.

This has been a tremendous example of Scouts living the Values and Promise and making a difference through selfless acts.

Words on a page cannot express our thanks and gratitude to the World Organisation of the Scouting Movement (WOSM) and the Asia-Pacific Region for their support and promotion of this initiative to our global Scouting family.

To everyone who bought a badge, donated some cash, participated in a fundraiser, or just told a friend – thank you.

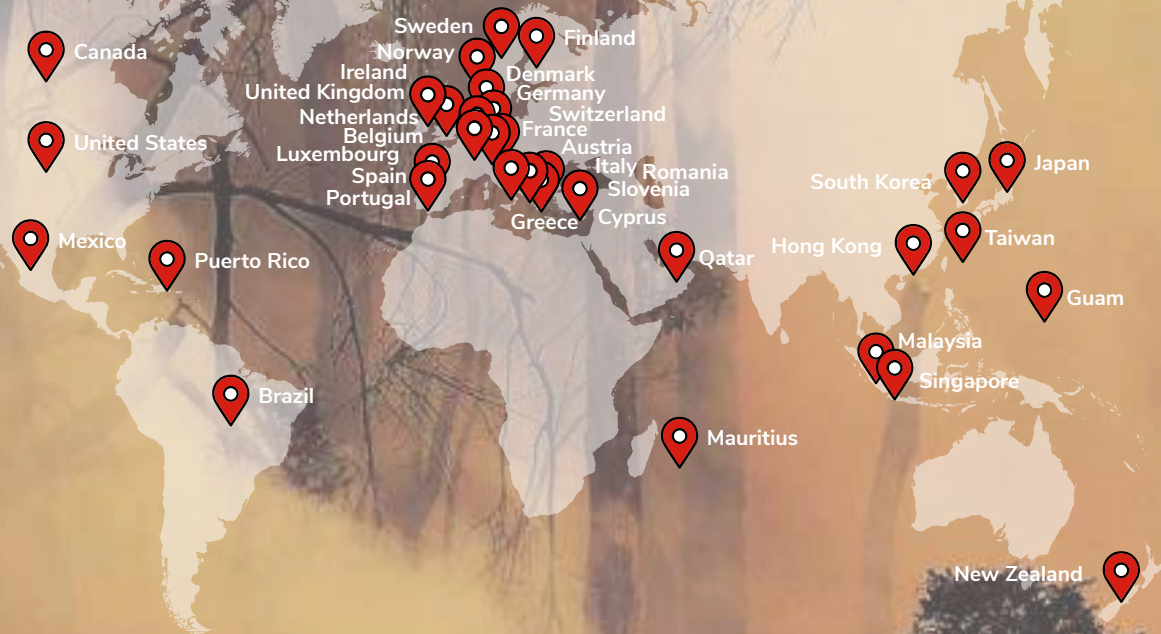
Please take a few minutes to read the following section from Scouts NSW that shares some of the stories and anecdotes about how these funds have been spent.



Japanese Rover Scout Nanami Edasako and her brother Yudai, organised a bulk purchase of 3800 Bushfire Recovery Badges for over 300 Japanese Scouts and units as a service project to help raise funds for those affected by the bushfires.



176,000 BADGES SOLD TO OVER 36 COUNTRIES



NATIONAL BUSHFIRE RELIEF REPORT



It was peaceful sitting by the early morning fire that Sunday in October 2019. Peaceful; gently placing a handful of gum leaves on the flames and watching the tendrils of smoke wind through the trees and savouring the pungent smell of eucalyptus. The Scout Leaders were happy to be getting this weekend hike squared away before the start of the busy holiday season ahead. There was a lot to do. They did not realise how much!

Mother Nature had alternate plans for the people of NSW and those plans would heavily involve Scouts. As the first of the lightning strikes started, fires began to impact the entire State.

Many Venturers, Rovers and Leaders in NSW are also members of the Rural Fire Service and they immediately began going out as required, but the fires of 2019/2020 were long and relentless and as the heartbreaking work of battling fire and smoke wore on, day after day, our Scouting Family rose to the occasion as they always do. Scout Groups joined forces with the CWA to provide catering. Leaders were on hand to help families evacuated from their homes and provide Mental Health First Aid to bone weary firefighters and others who could not be directly involved found other ways to make their mark. As Neville Tomkins OAM JP, Chief Commissioner of Scouts NSW launched his Bushfire Appeal the response was immediate and strong. People had been waiting for some way to be involved. Rovers devised a unique badge depicting the fires with the proceeds going to the NSW Emergency Relief Fund (ERF). Scouts Australia and Inspire Apparel, with the support of the Victorian Scout Foundation, devised another badge which was spectacularly successful. Orders came flooding in from all over the country and overseas. Many groups and individuals made cash donations to the appeal and others provided goods to be auctioned off as a way to raise much needed funds.

In NSW, the North West was the Region to be impacted early on. At Inverell and Narrabri West, homes were lost and the areas devastated but the biggest impact was the continual heavy palls of smoke which led to serious health problems and caused many to lose incomes as the area closed down. 1st Inverell and 1st Narrabri West knew they would struggle to remain operational but the ability of the ERF to assist the parents by covering the Scout Fees has taken some of the financial pressure away and allow their children to continue with the scouting they love.

....The Bushfires impacted scouting in general leading to a cancellation of a number of outdoor adventurous activities, events and camps that were planned for our Youth Members. Whilst the general threat of Bushfires was a real concern for many, unfortunately one of our families lost their family home and belongings in 2019. I am happy to advise that Cub was able to continue Scouting with the assistance provided.

....All in all, I can safely say that without the Relief Fund the Groups in the North West would be greatly reduced in numbers and abilities. For this simple fact, on behalf of the North West Region, I would like to extend our thanks and a hearty BRAVO to you all!

Brett Grimmond, Regional Commissioner, North West Region

Kim Macdonald, daughter of the late Bob Macdonald OAM, the longest serving State Commissioner, International and founder of Hornsby Gang Show was devastated when her 100-year-old home at Bobin, NSW was burned to the ground. The house was not only Kim's home but contained many of the family heirlooms and Bob's treasured awards. The ERF was pleased to be able to assist in securing replacement awards for Bob's family and for Neville Tomkins to present them to Kim and her sister Amanda.

As the Gospers Mountain fire raged through the Blue Mountains and Lithgow it was also threatening the small, hamlet town of Bilpin. Fire fighters struggled to save the apple orchards and cafes in the lovely tourist town. As the Tutti Fruitti Café was razed to the ground, so too were the possessions of little Keira of 1st Glossodia Scout Group. The ERF was able to supply Keira with replacement equipment and uniforms.

By December most of the state of NSW was ablaze. Firefighters were stretched to the limit, families packed and ready to flee and Sydney was sitting under a blanket of smoke. At Bargo, Cub Leader Kellie McDonald had no time to pack and when the fire had passed, she and her family found that most of their home and contents had been destroyed. With the help of Sue Bartlett, Regional Commissioner, Hume the ERF was able to replace Kellie's uniform, much treasured awards and camping equipment.

In the south of the state, with the fires roaring their way towards their small, historic town, the 1st Cobargo Scouts felt secure in knowing that all their precious equipment was securely housed in the large sheds on the property of Leaders, Graham and Lynne Parr. Many of the Group, including Venturer Luke Meyers, are also RFS Volunteers and while they fought valiantly, this time the fire would win. As dawn broke on New Year's Eve it was apparent that the town had suffered severe damage and the Parrs had lost their home and business, along with the 1st Cobargo equipment. With much support, the irrepressible 1st Cobargo Group are getting back on their feet. Community support has been outstanding, and the ERF has been able to replace uniforms and awards for the Parrs and help the Group replace their much-needed bus and canoe trailers. Assistance with fees has also gone a long way to taking the pressure off.



Kim Macdonald



Keira, Bilpin

Kim also received one of the beautiful quilts, made by quilters from around the world who donated them as "gifts of love" for families impacted by the fires. Some were also auctioned to raise much needed funds.

'Keira got all her goods this morning. Absolutely beautiful stuff and made Keira's day after having a week of being sick. Thank you for organising this for our family. Thank you very much for helping to make this happen!'





Luke Meyers, Cobargo



Graham Parr, Cobargo



On behalf of 1st Cobargo Scout Group I would like to thank all the people that donated money to the Bushfire Relief Fund and Neville and your team for making the funds available to us to purchase these trailers to transport these fantastic new canoes. I know the kids and leaders will love them.

Stuart Meyers - Group Leader, 1st Cobargo



Like so many in our Regions, the Groups in the Riverina have suffered from the impact of prolonged drought and fire and smoke. The destruction of the Wondalga Camp was sudden and complete. The drought and smoke have been more insidious, causing health and economic problems for many families. The ERF has been able to allocate funds for furniture and equipment at Wondalga, once the camp is rebuilt. We have also been able to provide uniforms, equipment, fees and activity costs for a number of groups including 1st Yass, 1st Tumut, 1st Gundagai, 1st Koorinal, 1st Junee and 1st Murrumbateman.

"To quote BP; 'The most worth-while thing is to try and put happiness into the lives of others.' The support of the ERF to the members of the 1st Yass Scout Group has created a great deal of happiness back into their lives during this difficult period of drought, flood and fire. The opportunity to go to the snow and complete Alpine badges was a very happy day for all involved. Thank you. We are all very grateful."

Jenny Thompson – Group Leader,
1st Yass

When disaster strikes, involved people, like Scouts, feel the need to do something helpful. So, when the State Youth Council asked for a small grant to make kangaroo pouches the ERF was happy to help. This was an active demonstration of helping out our local communities and environment, just not the people in this instance.

The mental health and wellbeing of our Scouting families is of paramount importance to us, as it was to Phil Crutchley and Anthony Pritchard, South Coast and Tablelands when they asked for funding from the ERF to run Mental Health First Aid Training courses very soon after the fires. The recognition of the potential impact of the fires,



Wondalga Camp



Carter with weather mobile



1st Yass Scout Group

and their aftermath, on the mental health the Scouting families and local communities demonstrated a lot of forethought and consideration. These courses have been outstanding and further funding has been obtained to ensure that there is a wide reach into the Regions.

The comments from some of the most recent attendees let the courses speak for themselves.

"I have thoroughly enjoyed this training course and have learned a lot about things I knew very little about. This has left me feeling much more confident to deal with any issues which may arrive with youth members and Leaders in my care as a District Leader. I enjoyed the professional delivery of the Course by instructors who kept things interesting."
Lynda Petty

"I would highly recommend the course to all leaders, as you never know when you might need the skills (similar to the physical first aid courses) and even if you are unsure, knowing that you have some training helps reduce your stress when dealing with a situation."

"I have completed the course and feel confident that I would be able to manage any mental health issues that may present withing scouting. I appreciate the ongoing support that the trainers are offering also."

"I have learnt about some very difficult topics of conversation that may arise with the youth, this course has been very eye opening and heavy at times, but it has been very helpful. I would like to say thank you for the opportunity to learn about such difficult discussions and how to help with the current situation."

Holly Preece, 1st Finley Scouts

"I think the content of this would be very beneficial to leaders within scouting, particularly the older sections and leaders of adults would also be able to improve the support they can offer other leaders once completing this."

Lisa Kearines, 1st Leeton/Riverina region.

Significantly, the Scouts Australia funds are also assisting Scouts NSW to rebuild the bushfire-destroyed Wondalga Scout Camp, to complete the 1st Murrumbateman Scout Hall to also be a local Rural Fire Service training-centre and staging post, and to support a number of other disaster recovery community projects.

The World Scouting Movement can take comfort in the knowledge that we take care of our own. The Scouts Australia assistance to Scouts NSW in our time of need was not only been appreciated but timely and heart-warming. The Scouting spirit is alive and well!

**Report prepared by Penny Becchio,
State Commissioner Special Projects,
Scouts NSW**



"I have been trained before in mental health first aid in the ADF. I found this youth course very engaging and entertaining. I found the presenters to be very approachable and the experience and life skills they have is fantastic. They have left me with a lot more confidence in dealing with young people and mental health."

Jean Brown, 2nd Albury



SCOUTING@HOME

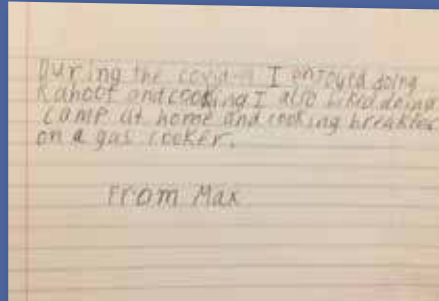
When the global COVID-19 pandemic caused the suspension of all face-to-face Scouting across Australia, we knew that we needed to find an alternative way to deliver Scouting. In just a few weeks a dedicated team of volunteers and staff from all Branches, coordinated by the National Youth Program team, developed a whole new Scouting program – Scouting @ Home.

The program was formally launched by our Chief Scout on 3rd April 2020.

The Scouting @ Home program delivered all aspects of Scouting in a virtual environment and facilitated the ongoing interactive learning and personal development that is a hallmark of the Scouting program. But it wasn't just virtual meetings and content, it includes virtual camps, major events, weekly challenges, Special Interest activities, and unit activities, and can be customised by each Branch to reflect the circumstances in their specific location or region.

This initiative was quickly embraced by our youth members, with a high level of engagement and involvement from all sections and units around Australia. Here are some of the stories and facts.

90% of our Joey units participated in Scouting@Home in the Northern Territory Branch.



Scouting at home is some times as much fun as meeting at the Hall with all your mates and playing team games, because you still get to do cool stuff like playing games like knife, fork, spoon during our weekly meetings on Zoom. Camping and cooking on a fire in the back yard is really fun and I don't know why we don't just do that all the time!! Meeting Scouts from around the world during JOTI, including Bear Grylls was also fun. I am looking forward to going back to Cubs and camping at Manjedal, but Scouting at home is fun until then.

Freddie Sayer aged 10, Cub Scout Rockingham Scout Group

I loved scouting @home because Mum and Dad could be there all the time to help out and it was really important to see each other during lockdown. I loved the scavenger hunts, and doing the activities at home and doing the experiments – making ubblek! Scouting @home. It made me really appreciate actually being able to go to the Den, which I took for granted before lockdown.

Hannah W aged 9, UMG Cub Scout.

I liked how you could go in your pj's and put a scout shirt over the top. I also loved having Mum and Dad at home to help me and to cuddle me.

Gemma W, aged 7 (turned 8 during lockdown) and linked from Joey's to Cubs during lockdown.



Scouting@Home was much appreciated by our family, providing a range of activities that both our kids could elect to participate in should they choose. Our Cub Scout, Aidan, and Joey Scout, Harriet, enjoyed scavenger hunts around the house during online meetings, Zoom baking sessions, and becoming Messengers of Peace. The hand-delivered badges to our letterbox by the Leaders evoked much excitement! We also had sufficient motivation, due to Scouting, to partake in lots of family walks. Sometimes it was Geocaching, sometimes walking our new dog, and sometimes just on a mission to make it to 100km! Harriet decided to complete her final 9km, of a 100km total, all in one morning and so that is what she did!

Ursula White, mother of Harriet White, Joey Scout, Albany Creek Scouts – who achieved 100km Walkabout Badge during Scouting@ Home – and Aidan White, Cub Scout.

STRATEGIC PLAN UPDATE

The National Executive Committee is currently undertaking the process to develop a new Strategic Plan for the Association. As this plan not only applies to Scouts Australia but also impacts on Scouting in Australia, there is an extensive consultation process being undertaken. This process involves gathering input and feedback from all National teams, Branch Chief Commissioners, Branches,

National Sub-Committees, and youth representatives to produce a plan to guide the organisation into the future.

Given the unprecedented events of 2020, and the impact on Scouting, having a clear strategic and operational plan will be important for the growth of Scouting in coming years.

This new plan, and related Strategic Objectives, will be released in 2021.

STRATEGIC GOAL 1

Our Youth Program is fun, challenging, adventurous and inclusive and develops young people to be resilient and self-fulfilled. Scouts are positive change makers in their communities.

The major **transformation of the Scouts Australia youth program** continued throughout the year, with further rollout through the Branches and implementation by hundreds of new Groups and sections. Resources continue to be developed and released, including the design and release of new badges to support the program. Everything is on track for the new program to be rolled out to all Groups by mid 2021, as per schedule.

The release of **The Scouting Effect** research paper, prepared in conjunction with Resilient Youth Australia, showed the positive impact that Scouting does have on the mental welfare of young people. This showed a clear and measurable benefit in the lives of these young people, which better prepared them for the challenges of life and to engage in their local communities.

The development and implementation of the **Scouting @ Home** program was a great opportunity to refine our program into a new environment while still keeping it fun and challenging! The previous testimonials show that this continues to be a great success. The materials, resources, and new skills that have been created due to the need for this program will also be

utilised to better support our diverse and geographically spread membership base.

Over 400 Scouts and Leaders attended the **22nd New Zealand Jamboree** in Hamilton and shared the camaraderie and experiences with over 4,000 fellow Scouts.

We started the year continuing our trend of attending **International Scouting events** around the world. Between September 2019 and March 2020, over 500 members of Scouts Australia were fortunate to travel overseas to destinations including the UK, Brunei Darussalam, Taiwan, Thailand, Austria, Fiji, Solomon Islands, Brazil, Japan, Denmark, New Zealand, Ukraine, Malaysia, and Hong Kong.

The COVID-19 pandemic, and subsequent border closures forced the suspension of all international travel on behalf of Scouts Australia. This has included the cancellation or postponement of some 25 Contingents and Branch Friendship Tours (plus 3 International Expeditions for Oz Venture 2021). Over 700 youth members have had their travel plans withdrawn this year alone, and it remains unsure as to when international travel, and events, will be under consideration again.

Prior to the border closure, 52 Scouts from Victoria, New South Wales, and the Northern Territory embarked on **Branch Friendship Tours**.

INTERNATIONAL EVENTS ATTENDED BY AUSTRALIAN MEMBERS

- | | |
|------------|---------------------------------------------------|
| 1 | Brunei National Workshop on Diversity & Inclusion |
| 1 | APR Good Governance Workshop |
| 2 | APR Consultant Training |
| 1 | KAICIID |
| 2 | APR South Pacific Consultation Tour |
| 4 | 3rd World Scout Education Congress |
| 13 | Scouts International Student Exchange Program |
| 2 | Scout Scoop Invitation Staff |
| 422 | 22nd New Zealand Jamboree |
| 1 | Eurasia Regional Scout Conference |
| 2 | APR Education Methods & Strategy Planning Meeting |

2020 STEM CAMP

To coincide with Science Week each year, Scouts WA coordinates a special activity to support it. This year the STEM (Science, Technology, Engineering and Mathematics) Camp was held as a virtual event over the week of 10-16 August 2020. This involved challenges, scientific experiments, a scavenger hunt, quiz night, and more. Check out their Facebook page for more information, videos and photos.

22ND NEW ZEALAND JAMBOREE 2019-2020

In December 2019-January 2020 421 Scouts Australia Members attended the 22nd New Zealand Jamboree at Mystery Creek, near Hamilton, Central North Island.

The Contingent gathered in Auckland on 26 December for 2 days of pre-jamboree activities which included a city discovery activity and a visit to Auckland Zoo organised by the 2 Assistant Contingent Leaders.

The Jamboree Patrol, a group of 12 Scouts and Venturers, support by 2 adult leaders, organised the Jamboree. The Jamboree Patrol has "extensive" input into the Jamboree. They test the menu, suggest and practice the activities, critique the event from top to bottom and participate with their troop.

The activities allowed for Patrol organisation and choice and the Patrol and Troop Council was very evident amongst the Troops.

Activities included rock, water, motor sport, rifle range shooting, games and Scouting history.

A well-rehearsed item saw our Contingent onstage singing and dancing to a few songs for International Night.

Scouts New Zealand, through a collection from the sale of one of the Jamboree Day badges, donated NZD\$5,000 to Scouts Australia towards the bushfire recovery appeal.

149 members remained at the end of the Jamboree for a Post Jamboree Tour in the central North Island.

Activities included white water rafting, Waitomo Caves, Waimangu Volcanic Valley, Skyline Gondola and Luge Rotorua, Lake Taupo Cruise, Te Puia Maori Cultural Centre Rotorua and Rainbows End Theme Park.



Over 4,000 Scouts and Leaders attended the Jamboree. Australian Scouts and Leaders were hosted within New Zealand Troops.



STRATEGIC GOAL 2

We provide leadership, training and skills to the leaders of today and tomorrow. Today's leaders are fulfilled by their opportunity to develop the leaders of tomorrow through the empowerment and support they provide to young people.

Due to the need to implement the Scouting @ Home program, and to institute virtual meetings, many of our Leaders learnt new skills they didn't know they would need! While scouting moving to a virtual environment for most of the year, technology skills came to the fore, and a whole new approach to leadership was needed.

The lockdown this year has led to reduced training completions during the year but has allowed for the focus

on the further development of the **e-Learning system** and capability. The new On Demand training system will launch in September 2020 to support the new Adult Training and Development curriculum to support One Program, One Journey, One Curriculum for all youth program leaders in Scouting.

The new **You + Lead** national development program for youth members continued to be well received, with over 40 youth members attending the 2019 course.

The Scouts Australia Institute of Training (SAIT) added further qualifications during the year in Active Volunteering and Community Dance, Theatre & Events. Despite the potential

impact of the lockdown, our members took this an opportunity to continue, or undertake, their formal qualifications and a total of 489 qualifications were issued for the period, an increase of 8% over the prior year.

Having SAIT managing the issuing of qualifications to our members continues to benefit Scouting in Australia, with the delivery of the equivalent of **\$3.22 million** in value of equivalent commercial issued qualifications. This is based on industry averages as defined by the Department of Employment, Skills, Small and Family Business, on myskills.gov.au.

YOUTH MEMBERS

257 qualifications

255 partial qualifications

ADULT MEMBERS

232 qualifications

465 partial qualifications

62 Certificate II in Business

57 Certificate III in Business

29 Certificate IV in Leadership and Management

80 Diploma of Leadership and Management

20 Certificate II in Active Volunteering

12 Certificate III in Active Volunteering

49 Certificate IV in Coordination of Volunteer Programs

21 Certificate II in Creative Industries

3 Certificate III in Community Dance, Theatre and Events

82 Certificate II in Outdoor Recreation

48 Certificate III in Outdoor Recreation

16 Certificate IV in Outdoor Recreation

10 Diploma of Outdoor Recreation

LEAD 2019 COURSE

Lead 2019 saw 40 Young People attend the annual national leadership course in Brisbane, Queensland. The course went over five days and saw youth develop projects in their state-based teams, relating to peace projects of the Sustainable Development Goals. Additionally, they learnt personal development and leadership skills about themselves. Congratulations to the graduates of the 2019 course. We are looking forward to more Scouts, Venturer Scouts and Rovers in 2021.



STRATEGIC GOAL 3

Our Plan>Do>Review cycle of every aspect of our program and support services delivers continuous improvement to the quality of everything we do.

Across the Association we are very much in the Do phase of the implementation of the new youth program, and we will commence planning the formal review process once all Groups have implemented the program.

All support functions have been working hard this year to ensure that all internal policies and process are reviewed and formally documented, with the aim of completing the WOSM **Global Support Assessment Tool (GSAT)** in 2021 as part of our move towards formal accreditation under the Quality Standard.

Major updates and revisions have been approved and released during the year, including:

- revisions to Scouts Australia Policy and Rules,
- revised Brand Book and new Brand Centre,
- updated National Adults in Scouting Standards,
- new Technology Code of Use,
- and an updated National Risk Management Plan.

STRATEGIC GOAL 4

Scouting as a national enterprise is effectively led and governed, Scouting resources are optimised to deliver a youth program which attracts and retains young people and adults as the organisation grows to 83,000 by 2023.

The quick and responsible actions in response to the **COVID pandemic** as demonstrated by the Branches, the National Operations Council (NOC), National Executive Council (NEC), and Branch Chief Commissioners are a reflection of the responsive leadership of the organisation in times of crisis. The remedial initiatives instituted, including Scouting @ Home, have meant that there was minimal negative impact on membership in this period.

The restructured **National Executive Council** has proven to be very effective and responsive which has been demonstrated by a number of urgent out-of-session meetings that have been conducted at short notice in response to urgent issues. This was the intent of the restructure and it has proven to be highly beneficial this year.

Significant investment has been made this year in the new digital system developed to support the new youth program – **Scouts | Terrain**. Rollout for this new system has just commenced.

While **Scout Shop** sales were impacted due to COVID-19, the Scout Shop was instrumental in the development, design, manufacture,

and distribution of the Bushfire Relief badges globally. This was provided by Inspire Apparel at cost and required tremendous commitment, as sourcing badge manufacturers during the global pandemic was certainly not an easy task. The Scout Shop continues to stock over 1,000 product lines and adds new products each month.

The trial of the new **long sleeved uniform shirt**, developed by the Scout Shop, was deemed to be a success by the NOC in July 2020 and this has now been approved as formal uniform. New stock is now in production to meet the anticipated demand.

STRATEGIC GOAL 5

The Scout Brand is recognised and respected in Australia as a child-safe organisation which empowers young people to develop skills which they use to develop their communities.

It has now been a year since we committed to the WOSM Better World Framework, which works towards the UN 17 Sustainability Development Goals (SDGs) and we have since

released the **Sustainability Strategy and Action Plan** that details the steps we plan to take on this path. While the focus on this Action Plan was initially taken away due to the allocation of resources to develop the Scouting @ Home program there has been good progress against some of the initiatives in the plan.

An update can be found here - <https://scouts.com.au/blog/2020/07/22/our-sustainability-strategy-action-plan-one-year-on/> - and regular updates will be provided.

The inaugural **Disability Inclusion Conferences** were held as a number of interactive Zoom sessions from 28 July to 8 August 2020. These were well attended and received and

have informed further development of resources in this area. Topics discussed included: understanding anxiety, reasonable adjustments for Achievement Pathways, practical strategies for inclusive Scouting, sensory awareness, the National Disability Insurance Scheme (NDIS)

and Scouting, showcases of successful disability inclusion, and a Q&A discussion on 'burning issues'.

The updated **Brand Book** was released in 2020, along with the revamped **Brand Centre** that contains hundreds of samples of collateral and logo

use for each Branch, Section and Group across Australia. This clarifies how the **brand and visual identity** is to be presented and will ensure we accurately and consistently communicate our relevance to young Australians and the local communities.



SCOUTS | TERRAIN

The development and introduction of Scouts | Terrain has formed a large focus in the youth program portfolio for the last twelve months.

This bespoke system has been built by a passionate and energetic team from Two Bulls, who have made time and dedicated effort into understanding Scouting – who we are, why we exist and how we function and operate. Using functional requirements that had been collected and collated since the first Groups began implementation, and contributed to in workshops and feedback by hundreds of members, the first phase was delivered in August 2020.

The system, like the program, places the youth member at the centre. Everything has been designed and built to enable a youth member to track their own achievements. It encourages them to think big, think differently and make a difference through their Scouting experiences. Scouts | Terrain promotes our philosophy of adventurous, fun, challenging and inclusive. Over time, the system will continue to grow and develop. Between the end of this annual report, and you reading this, more functions will have gone live for youth and adults to use.

Scouts | Terrain has changed the way we think about our program, and

even how we program. It has been designed for adults to support youth on their journeys. The way we interact and engage as adults is evolving, and Scouts | Terrain continues that journey. The system will provide more insight and reporting into our program and our sections than ever before. This will enable us to continue to improve our support of adults and their development as the current and future leaders of our movement, organisation, community and society.

Scouts | Terrain is the product of well over four years of Plan > Do > Review >. Even as the product has developed, this continual cycle is ever present. Placing young people at the centre is something our organisation is focussed on, and this means adapting and evolving as the world we live in changes. Scouts | Terrain has grown and evolved as feedback from youth and adults was received. It will continue evolve, change, experience the cycles of continuous improvement, informed by data, experiences and intent alike. Similarly, our Program Handbook, which was officially published this year, changes the way we operate, with all sections content in one publication. This has seen the re-introduction of electronic publications to the Scouts Australia community. We hope that this continues to lower



the carbon footprint as we increase our focus on the global Sustainable Development Goals.

As a responsive web application, Scouts | Terrain functions on any device. It has been designed to work in an online/offline world. Through an easily accessible system, that can be used almost anywhere, Scouting has moved into the 21st century, with Scouts | Terrain enabling youth to show and share their experiences and achievements in a dynamic and easily accessible manner.

Further information can be found here <https://pr.scouts.com.au/terrain/>

SCOUTS *for* SDGs

In 2015 the United Nations launched the Global Goals for Sustainable Development (the SDGs) – 17 goals driving for improved social, economic and environmental sustainability by 2030. Scouting was there when the SDGs were launched; we have a history of contributing to improving the sustainability of our planet, promote peace, and tackle inequality, with over one billion hours towards sustainable development through initiatives under the Better World Framework (including the World Scout Environment Programme, Messengers of Peace and the Scouts of the World Award.)

In late 2018, we took that commitment one step further with Scouts for SDGs (#Scouts4SDGs), mobilising millions of Scouts to make the world's largest coordinated youth contribution to the SDGs by 2030 (through two million local projects and an additional three billion hours of service). Here is a summary of our progress so far ...



Current Australian Scout Projects (Cumulative)*

Full details can be found here - <https://sdgs.scout.org/#world-map>

With additional info - <https://scouts.com.au/blog/2019/05/29/scouts4sdgs/>

And here <https://scouts.com.au/blog/2020/07/22/our-sustainability-strategy-action-plan-one-year-on/>

OFFICE BEARERS

NATIONAL COUNCIL

Chief Scout of Australia	His Excellency General the Honourable David John Hurley AC DSC (Retd)
National President	Major General John Pearn AO RFD (until 16 November 2019)
National President	Rear Admiral the Honourable Kevin Scarce AC CSC RAN (Rtd) (from 16 November 2019)
Vice President	Mr John de Wijn AM QC

BRANCH CHIEF SCOUTS

Australian Capital Territory	Vacant Position
New South Wales	Her Excellency the Honourable Margaret Beazley AC, QC
Northern Territory	Her Honour the Honourable Vicki O'Halloran AM
Queensland	His Excellency the Honourable Paul de Jersey AC
South Australia	His Excellency the Honourable Hieu Van Le AC
Tasmania	Her Excellency Professor the Honourable Kate Warner AC
Victoria	Mr Shane Jacobson
Western Australia	The Governor the Honourable Kim Beazley AC

LIFE MEMBERS OF NATIONAL COUNCIL

Mr C Farmer OAM	Mr J Ravenhall AM
Dr W Wells AM	Mr D Jones AM FCA
Mr N Westaway AO	Mr P Blatch OAM
Mrs K Brown OAM	Mr P Parkinson OAM
Dr B Munro AM	Mr I Langford-Brown AM
Mr A Tannahill AM	Mr J Leece AM
Mr W Geale OAM	Major General John Pearn AO RFD
Mr H Carey AM	

BRANCH MEMBERS OF NATIONAL COUNCIL

Mr O Al Kassab	Mr A Mackenzie
Miss C Arcus	Mr N Macpherson
Miss A Asquith	Mr K McGoldrick
Mr A Barron	Mr C McGrath
Mr G Blizzard	Mr G Morgan AM
Mr S Bond	Mr S Morse
Mr A Boxall	Ms R Morse
Mr M Burfield	Mr K Moss
Mr J Carter	Mr T Phillips
Mr G Coates AM	Mr B Politzer
Mr S Connors	Ms S Potter (until 10 December 2019)
Mr D Cossart OAM	The Honourable J Prentice
Mr H Crawford	Mr R Quiggin
Mrs J Creed OAM	Mr M Ray
Mr J de Wijn AM QC	Mr C Ray
Mr P Dickson APM	Mr R Simpson
Mr N Ferrett QC	Mr J Smart
Mr A Forrest	Ms L Smith
Mrs B Francis	Mr C Smith
Ms C Geary	Ms N Strachan
Mr D Green AM	Mr N Swaffer
Miss K Hargrave	Mr A Tomlins
Miss E Hewitt	Mr H Toms
Mr O Holloway	Mr G Warnes
Miss C Jackson	The Honourable K Wells MP
Mr B Keily	Mr R Williams AM RFD
Mr G Landgren	The Honourable G Williams AO
Mr I Langford-Brown AM	Ms G Wood
Mr A Lock OAM	Ms C Wood
Mr L Lucas OAM	

Scouts enjoying the 22nd New Zealand Jamboree at Mystery Creek.



NATIONAL EXECUTIVE COMMITTEE MEMBERS

Chair, National Executive Committee	Mr D Green AM*
Chief Commissioner of Australia	Mr P Harrison*
Chair, Finance Sub-Committee	Mr S Connors*
ACT Branch	Mr R Quiggin*
NSW Branch	Mr N Tomkins OAM JP*+
NT Branch	Ms N Vincent*+
QLD Branch	Mr N Ferrett QC*
SA Branch	Mr P Dickson APM*
TAS Branch (Vice Chair, NEC)	Mr C McGrath JP*
VIC Branch	Mr G Landgren*
WA Branch	Mr G Higham
Member	Mr A Boxall*
Member	Ms G Davie

NATIONAL COMMISSIONERS

Chief Commissioner of Australia	Mr P Harrison*
Deputy Chief Commissioner of Australia	Mr E Hynd AM*
Deputy Chief Commissioner of Australia	Mr L Saunders*
National Commissioner for Adult Training & Development	Mr D Mayor*
Deputy National Commissioner for Adult Training & Development	Mr J Smart (until 10 May 2020) Ms T Batters (from 10 May 2020)
National Commissioner Youth Program	Mr N Reece*
Deputy National Commissioner Youth Program	Ms J Miller
National Commissioner International	Mr A Wardle*
Deputy National Commissioner International	Ms C Wood
Chair, National Rover Council	Ms E Bridger*

**Ciara and Patrick Smart**

Ciara Smart from Turramurra Rover Crew, joined by her brother Patrick, headed to Nepal in August 2019 to trek the Great Himalaya Trail. The pair traversed the country from West to East, embarking on a journey of 1,300 kilometres, crossing 15 passes and two peaks above 5,000 metres in altitude.

Ciara and her brother were the youngest group ever to traverse so much of the Great Himalaya Trail, a journey made possible after five years of planning and through the support of the Tony Balthasar Achievement Award trustees.

OTHER NATIONAL POSITIONS

Principal, Scouts Australia Institute of Training	Mr P Parkinson OAM
Project Commissioner Transformation	Mr J Clarke
National General Manager	Mr M Stedfut

*Also member of National Council +Chief Commissioner of Branch



RECOGNITION

578 Scout Medallion
(3% of membership)

802 Joey Scout Promise Challenge
(12% of membership)

1,433 Grey Wolf Award
(7% of membership)

254 Queen's Scout Award
(4% of membership)

40 Baden-Powell Award
(1% of membership)

3,107
Total youth members
earning peak awards



SCOUTING HONOURS

DAVID JONES

Mr David Wynne Jones AM FCA, Chair of the Lord Baden-Powell Society, is the 11th Australian to be awarded World Scouting's Bronze Wolf since it was first awarded in 1935. David's efforts are extensive and his contribution to Australian, Asia-Pacific and World Scouting are immense.

David has held many roles in Scouting in Australia and internationally. He joined the Movement as a Wolf Cub in 1948 and became an adult leader in 1960. David is currently a member of the National Finance Sub-Committee, and served as the Chair of the National Executive Committee from 2009 – 2015. Within his home state of Victoria, David is the Chair of Victorian Scout Foundation, and contributes to Friends of Scouting (Victoria).

Internationally David has made enormous contributions to many Asia-Pacific Region pursuits. He has served as the Chair of the APR Financial Resources Sub-Committee (2015-2018), having been a Member from 2012 to 2015. From 2015 to 2018

David was a Member of the APR Scout Foundation Management Committee and was also a Member of the WOSM Finance Sub-Committee from 2014 – 2017.

In 1991 David was awarded the Medal of the Order of Australia (OAM), and was appointed a Member of the Order of Australia (AM) in 2010 "for continued service to youth through executive roles with the Scouting movement and as the national coordinator of the Scouts 100 Year Water Tank Project." He has previously been awarded the Silver Kangaroo and the APR Chairman's Award. David is a Life Member of Scouts Australia.

2020 AUSTRALIA DAY HONOURS

This Australia Day, Scouts Australia was delighted to see a number of its members receive an Australia Day Honour for their outstanding contribution to their communities. Scouting members were also recognised by their local communities in award ceremonies around the country. Scouts Australia congratulates them all.

Companion (AC) in the General Division of the Order of Australia

- Her Excellency the Honourable Margaret Beazley AO QC

Medal (OAM) of the Order of Australia in the General Division

- Mrs Annette Douglass
- Mr Rod Grummitt
- Mr Ken Howes
- Mr Malcolm Small
- The late Jaqueline Warner
- Dr Graeme Worboys

2020 QUEEN'S BIRTHDAY HONOURS

Officer (AO) in the General Division

- Dr Catherine Patricia Foley PSM

Member (AM) In The General Division

- Mr Ian Langford-Brown

Medal (OAM) In The General Division

- Mr Raymond Silas Beebe
- Mr Bevin Hardy
- Mr Trevor King
- Mr David Teufel
- Mrs Robyn Teufel

2020 ADULT RECOGNITION AWARDS

The following Scouts Australia members received the Silver Kangaroo and National President's Awards for eminent achievement and meritorious services to the Association in the 2020 Adult Recognition Awards.

NATIONAL PRESIDENT'S AWARD			
NAME	APPOINTMENT	FORMATION	BRANCH
Stephen Rowley	Adult Supporter	ACT Branch Headquarters	ACT
Brian Jackson JP	Supporter	NSW State Headquarters	NSW
Gregory James AM, QC	Supporter	NSW State Headquarters	NSW
Ian Sinclair AC	Committee Member	Branch Council	NSW
Patrick Dunne	Member - Scout Fellowship	Wynnum Scout Fellowship	QLD
Alfred Gibson	District Property Officer	Monash District	VIC
Bryce Hutton	Camp Committee Chairman	Eumeralla Scout Camp	VIC
Cornelis Klep	Australian Scout Fellowship	ASF - Whitehorse District	VIC

SILVER KANGAROO			
NAME	APPOINTMENT	FORMATION	BRANCH
Leo Farrelly	Chair Cuborree Organising Committee	ACT Branch Headquarters	ACT
Alan Murray	Assistant Chief Commissioner Youth Program	ACT Branch Headquarters	ACT
John Clapham	Scout Leader	1st Springwood Scout Troop	NSW
Paul Hennessy JP	Rover Adviser (Responsible)	3rd Bathurst (All Saints Cathedral) Rover Crew (Group)	NSW
Donald Lockley	Life Member		NT
Robert Clifford	Scout Leader	Bald Hills Scout Group	QLD
Kerry Harrison	Assistant Region Commissioner (Rover Scouts)	Darling Downs Region	QLD
Ross Sticklen	Joey Scout Leader	Scoutreach Lones Scout Group	QLD
Robert Ellis	Adventurous Activities Leader	Caving Section Team	SA
Ashley Wilkin	Assistant District Commissioner	Limestone Coast District	SA
Ross Hall	Group Leader	Delta Scout Group	VIC
Susan Henley	Group Leader	1st Bennettswood	VIC
Bronwyn Mepstead	District Leader - Joey Scouts	Cardinia District	VIC
David Rashleigh	Scout Leader	1st Glen Iris	VIC
Ian Talbett	Group Leader	1st Mont Albert	VIC
Douglas Waldron	District Leader - Venturers	Monash District	VIC
Neil Macpherson	Group Leader	Willetton Scout Group	WA



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