



ANNUAL REPORT TO THE NATION 2022

Scouts Australia





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

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 King of Australia,
To help other people,
And to live by the Scout Law.

CONTENTS

| | |
|---|----|
| Executive Reports | 4 |
| Vale HRH Queen Elizabeth II | 10 |
| Queen Elizabeth II Memorial | 11 |
| Major Events | 12 |
| VicJam | 12 |
| 8th International Finnjamboree 2022..... | 13 |
| The Last Great First | 14 |
| Dick and Pip Smith Leadership Through Adventure Fund | 15 |
| Lord Baden-Powell Society..... | 16 |
| International | 17 |
| Scouts Australia Institute of Training (SAIT) | 18 |
| Scouts Australia 2021/22..... | 20 |
| Strategic Plan | 21 |
| Office Bearers..... | 28 |
| Recognition | 30 |
| 2022 Adult Recognition Awards..... | 31 |

*This Report covers the period 1 September 2021
to 31 August 2022*



Executive Reports

CHIEF COMMISSIONER OF AUSTRALIA

New NEC Chair

Dennis Green AM completed his term as Chair of the National Executive Committee (NEC) in November 2021 at the AGM. He was appointed in June 2015 and was instrumental in reforming the NEC into a more agile and fit for purpose committee. The NEC functions as the Board of Scouts Australia and now consists of 8 Branch representatives, 2 National and 3 Independent appointments.

Dennis' service to Scouts Australia was recognised through the presentation of the National President's Award, and a Chief Commissioner's Commendation.

Toby Phillips was endorsed by the NEC as the new Chair in November 2021. Toby, a former Chair of the National Rover Council, brings significant experience in Public Policy and Governance to the role.

VICJAM 2022

The decision was made in January 2021 to cancel the 26th Australian Scout Jamboree, to be hosted by Scouts Victorian in January 2022. However, with the resilience and can-do attitude that Scouts are known for, plans were quickly made to run alternate large Scout events at Branch and Regional levels across 2022. Scouts Victoria ran VICJAM at the Elmore Field Days site in December - January 2021-2022, with 5,000 youth members in attendance.

A highlight of the event was the visit of the Chief Scout (His Excellency General, The Honourable David Hurley AC, DSC) and Mrs Linda Hurley on 4 January. His Excellency and Mrs Hurley dropped in to chat with 2 Jamboree Units, had a run down the flying fox, and tried their hands at hatchet throwing. His Excellency drove his own golf buggy around the site, whilst Mrs Hurley taught the café staff to sing!

The Last Great First

A partnership with the two adventurers planning on a 110-day, 2600 km traverse expedition of Antarctica was developed in 2021. Scouts Australia was approached by Dr Richard Stephenson and Dr Gareth Andrews, together with Mr Mark Richardson (Expedition Chair) to become involved as community partners in the expedition. Both Gareth and Richard credit their time as Scouts in the UK for the development of outdoor skills and as the start of their adventuring.

At a reception at Government House in Canberra on 27 May 2022, the Chief Scout (His Excellency General, The Honourable David Hurley AC, DSC) invested Dr Richard Stephenson and Dr Gareth Andrews, together with Mr Mark Richardson as members and Ambassadors of Scouts Australia. Scouts across Australia have had a number of opportunities, both online and face to face, to interact with The Last Great First Expedition, and will be following the progress of the expedition as it sets off for South America, and Antarctica in October 2022.

Dick and Pip Smith Leadership Through Adventure Fund

A generous donation in 2021 to Scouts Australia was made by Dick and Pip Smith to support responsible risk taking and leadership development. The Leadership Through Adventure Fund is now open for applications from youth members of Scouts Australia and is expected to run for five years.

The fund will support youth lead activities that promote:

- adventurous activity leadership,
- technical skills development,
- capacity building for responsible risk-taking activities,
- career development, and
- formal and informal leadership within Scouting

The new reality of Scouting

After two years of lockdowns, shutdowns, event cancellations, restrictions on face-to-face meetings and travel interstate and overseas, Scouts Australia has emerged with a very different operating model. The future will involve a range of meeting formats, both virtual and face to face.

The first half of 2022 saw the first face to face meetings of several key Scouts Australia committees and teams for over 2 years. At these meetings, newly appointed members who had participated in virtual meetings only, met in person for the first time.

The NEC met together in March at the National Office in Sydney and welcomed Toby Phillips, the new Chair, into the role. The National Team had a face-to-face meeting in May in Sydney and the National Operations Committee met at a Baden-Powell Park in Brisbane in June.

Youth Program Review

The long-delayed Youth Program Review final meeting took place in Adelaide in March 2022. This was the formal conclusion of the 10-year review and reinvigoration of the Scouts Australia Youth Program. Julia Miller (Deputy National Commissioner Youth Program) formally accepted the 'Program' from John Clarke (National Advisor – Youth Program Review) on behalf of Nigel Reece (National Commissioner Youth Program). Members of the Youth Program Review Coordinating Team were recognised for their work at a celebration dinner and were presented with Chief Commissioner's Commendations for their commitment and dedication to ensuring that the Scouts Australia Youth program meets the needs and aspirations of young Australians in the 21st century.

Strategic Plan

The Scouts Australia 2021-2023 Strategic Plan is focussed on enhancing Scouting in Australia, to position us for growth and success in a rapidly changing environment.

In July 2022 the five program managers and the strategic plan monitoring group met in Adelaide to report, review, and refresh the plan.

In each of the five key program areas significant progress has been made.

- Providing a best practice youth program
- Growing our membership
- Growing Scouting's profile
- Growing financial sustainability
- Improving National and Branch partnerships

More details on our progress with the 2021-2023 Strategic Plan are provided later in this document.

Asia-Pacific Region

The Asia-Pacific Region Youth Forum and the 27th Asia-Pacific Region Scout Conference took place in February 2022 in a virtual environment. Both events were hosted by Scouts of China (Taiwan), with support from the APR Support Centre in Manila. Scouts Australia had two delegates and 1 observer participate in the Youth Forum, and 6 delegates and 12 observers at the Conference.

Elston Hynd AM (DCC) was re-appointed for a second 3-year term as a member the Asia-Pacific Region Scout Committee. Others appointed as members of APR Sub-Committees and Task Forces include Aaron Wardle (Governance), Nikketah Cuneo (Youth Engagement), Emma Watson (Educational Methods), Neville Tomkins OAM (Strategy), and Kirsty Brown AM (Awards).

Return to International Scouting

In July 2022, the first International Contingent to depart Australia since January 2020 left for three weeks in Finland. The Contingent spent 5 days sailing and living on a yacht, before attending the National Jamboree (FinnJam). In coming months additional contingents and friendship tours will be heading overseas, and the Student Exchange program (SISEP) will recommence.

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 Scouting program. Venturer Scouts, Rover Scouts and Adult members have been issued with over 568 qualifications from Certificate I to Advanced Diploma levels in various Training Packages. Of these qualifications 41% were earned by youth members. This represents a 'notional value add' in excess of \$4.7 Million of vocational qualifications to members of Scouting. Thanks to Jeffrey Lehrer (Principal), and the SAIT Team for their leadership.

National Team

Scouts Australia depends on the effort and dedication of many individuals. I would like to acknowledge the dedication and hard work of members of the National Team.

- Ezgi Bridger - Deputy Chief Commissioner
- Elston Hynd AM - Deputy Chief Commissioner
- Eleanor Hewitt - National Rover Council Chair
- Tahlia Batters - Deputy National Commissioner AT&D
- Dougal Mayor - National Commissioner AT&D
- Julia Miller - Deputy National Commissioner Youth Program
- Nigel Reece - National Commissioner Youth Program
- Aaron Wardle - International Commissioner

Recognition

Peter Blatch, (Deputy Chief Commissioner Youth Program, QLD Branch), recently completed his second term as a member of the World Scout Committee (2014 - 2021). Peter was awarded the Bronze Wolf on 17 December 2021 being the 12th Australian to receive this award.

I recognise and value the significant contributions made by the members and supporters of Scouts Australia who received Order of Australia awards in the Australia Day and Queen's Birthday Honours in 2022.

Also, I 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 2022. Thank you for the difference you are making in your local and regional communities.

Gone Home – Neil Westaway AO

We acknowledge the service to Scouts Australia of the following Life Member who has 'gone home':

Mr Neil Westaway AO joined Scouting as a Cub during World War Two, and his first Adult Leader appointment was in 1951 at Caulfield.

He served as Chief Commissioner of Victoria (1979 - 1986), and as Chief Commissioner of Australia (1986-1992). He was Chair of Victorian Branch (1997 - 2001), on Board of the Victorian Scout Foundation, and the Lord Baden Powell Society Management Committee.

Neil was the Camp Chief for the 16th World Scout Jamboree, hosted by Scouts Australia in 1987 - 1988 and was an elected member of the World Scout Committee (1990 - 1996) serving as Chair (1993 - 1996).

In October 1999, Neil was awarded the 281st Bronze Wolf being the fourth Australian to receive this honour. Neil was awarded the Silver Kangaroo in 1985 and was recognised as a Life Member of Scouts Australia in 2000. Neil was awarded the Asia-Pacific Region Distinguished Service Award in 2007.

In 1985, Neil was appointed as Member of the Order of Australia (AM), and in 2019 was appointed as an Officer of the Order of Australia (AO).

Conclusion

As Scouts we look at the positive outcomes from two years of disruption and change in long-established routines. We have all re-imagined and adapted the Scouting program in response to the uncertainty surrounding the pandemic. Organisational resilience and the capacity to adapt to changing environments will be the key to the future of Scouts Australia as we seek to grow our organisation, have more influence and deliver impact for many Australian communities.

Phil Harrison
Chief Commissioner
Scouts Australia





Executive Reports

CHAIR, NATIONAL EXECUTIVE COUNCIL

Scouts Australia is a great organisation. We're the largest youth development movement in the country. We prepare the leaders of the future through a top-shelf program that is fun, challenging, adventurous and inclusive. We have an RTO that punches above its weight, delivering commercial-quality training. And we know that our young people are more resilient than their peers.

Phil's report covers many of the highlights of the last year. In particular, in March we celebrated the completion of the Youth Program Review and the official commencement of the (no longer "new") youth program – a massive milestone for the organisation.

It has also been exciting to see activities back up and running after two years of COVID-related restrictions. Our first international contingent since the start of the pandemic went to Finland, and we have record numbers planned for next year. We've also started having major events and meetings back in person, and our upcoming November AGM will be hybrid, with an in-person component in Sydney.

This year the NEC has been closely tracking our progress against the 2021-23 Strategic Plan as we crossed the halfway point of this three-year plan. We have held several in-depth discussions, including looking at our federal financial model, and endorsing a more ambitious approach to build our profile in the community. The strategic plan sets out the key things that, if achieved, will put us on the path to success.

We have also had many discussions about insurance as the market changes. Some forms of insurance that we rely on to do Scouting are becoming much more expensive, and some providers are exiting the market altogether. The most significant impact is on the branches, and the NEC has established a working group to coordinate on this.

Scouts Australia has had sound performance over the last financial year (which ran to 31 March 2022). Over this time, we continued to deal with lockdowns and limited travel. We returned an operational surplus of \$978,937 – however, most of this is the \$1m donation we received for the Dick and Pip Smith Leadership Through Adventure Fund. Ignoring that donation, our operations ran at a small \$21,000 deficit. Meanwhile, our investments continued to perform well over 2021-22, netting an additional \$2.65m in capital growth and income (although global stock markets have had a modest decline in the period since March 2022). We have also transitioned to a new finance and accounting system, which will enable better management of our complex business – in some years we run multi-million dollar international contingents that are bigger (financially) than the rest of Scouts Australia combined.

Despite our successes, I also want to be realistic. Over the year to 31 August 2022, our youth membership declined by 8%. Part of this is just shaking out the final changes from COVID-related surges, but the NEC has been closely interested in our membership trends. This is an existential question for Scouts Australia: does the community want what we are offering? From my perspective, I have seen three challenges that I will be focussing on for the remainder of my term. The first is raising our profile in the broader community – ensuring we are seen as a modern organisation, with an offering that is relevant to anyone. The second is improving our ability to make collective decisions and execute on them as a federated volunteer-led organisation. The third is making sure we deliver on our promise: good quality group-level scouting. Much of this is outside of my direct control, but these are the important issues that we all need to grapple with!



CHAIR, NATIONAL EXECUTIVE COUNCIL

Another critical issue is the provision of a safe environment for our young people and our adult leaders. Scouts Australia remains committed to the National Redress Scheme and to offering support to survivors of abuse. In addition to the stellar work of our National Redress Coordinator, Neville Tomkins OAM JP, I am pleased that this year the Chief Commissioner has appointed a Child Safety Commissioner, Jean Clifford, to ensure our policies and our practices go above and beyond what the community expects from us.

Finally, I would like to extend a warm thanks to my predecessor, Dennis Green. Dennis took on the role of NEC Chair at the end of 2015, at what I consider to be a particularly difficult time. His tenure included the government's creation of the National Redress Scheme, the largest governance reform to Scouting in decades (changing the composition of the NEC from almost 30 members down to 13), and the conclusion of the once-in-a-generation Youth Program Review. I know the job I have inherited is much less daunting thanks to his contribution to the movement.

Toby Phillips
Chair of the National Executive Committee
Scouts Australia

Executive Reports

NATIONAL GENERAL MANAGER

The past year has seen a re-awakening and re-emergence of Scouting and in the new operating environment. Although COVID remains in our communities it has now become something we are learning to live with and adapt to, and the times of lockdown now seem to have passed.

This year has seen a return to major events, both domestically and internationally, and renewed and overwhelming interest in future events and activities. The number of registrations for all announced international contingents currently exceeds all prior events, with all registrations showing growth of 20%+. Our current planning shows that the numbers of youth members attending international events next year will be the single largest in the history of Scouts Australia.

To prepare for this, and ensure that we can properly support our growing organisation, we have focused on our internal process and systems to ensure we have the correct foundations to align with the outcomes of our Strategic Plan. During the year we have:

- Implemented a new accounting system (MS Dynamics) to provide the correct tools that we need, especially for the support of international contingents;
- Implemented Office 365 to support the professional and volunteer members at the national level, including management of all our information;
- Prepared for and passed the desktop audit for the World Scouting Global Support Assessment Tool (GSAT) quality standard, the first step in the accreditation process; and
- Assisted with the Policy and Rules Redesign Project looking at the next iteration of a modern framework for Australian Scouting.

We are also progressing with the review of all current suppliers and contractual agreements with Scouts



Australia, a process which is ongoing. The first review was for the provision of Scout Shop services, a very important arrangement, which was the subject of an open competitive tendering process during the year. I am pleased to advise that Inspire Apparel was re-appointed as the provider of these services to Scouts Australia, continuing the long-term relationship between our two organisations.

The support and engagement we have received from our Chief Scout, His Excellency General the Honourable David Hurley AC DSC (Retd), and Mrs Hurley has also been remarkable, with them consistently making time available to support Scouting whenever requested. This includes returning from leave just to attend VicJam for the day, recording the opening remarks for JOTA/JOTI, hosting a formal reception for the appointment of our new Ambassadors at Government House, and many more. Their passion and support is appreciated and we will continue to work closely with them moving forward.

National Support Team

Every year I share how proud I am of the National Support Team, and every year they continue to impress me. As the momentum has increased this year they have all stepped up and managed the increased workload and continued to plan ahead for what we need to do. This year I must make a special mention of our Finance team, Annette and Drabin, for the remarkable effort and tremendous workload they have managed. This small team, ably supported by Neil Carey (Deputy GM), implemented the new accounting system with minimal distraction or impact to the business concurrently with the external audit process. The new system is now operational and we received an unqualified audit again, both of which are great results.

There have been some movements within the team as well, with Alana Hogan (Marketing Executive) and Luke McIvor (eNews Editor) leaving us to further their professional careers in new roles. Both Alana and Luke were dedicated and committed team members whose professionalism will be missed. It's not all bad news though, as we have had Drabin Shrestha (Assistant Accountant), Leah James (Marketing Executive), and Marina Avelar (Governance & Risk Coordinator) join the team and make have an immediate and positive impact.

We are looking forward to, and prepared for, whatever the next year will bring us.

Mark Stedfut
National General Manager

During the preparation of this Annual Report we were advised of the passing of our Royal Patron, HRH Queen Elizabeth II. Although this sad event occurred outside of the coverage period of this report, we have included the following section to commemorate her involvement in Australian Scouting as a sign of respect.



Vale HRH Queen Elizabeth II

Scouts Australia were deeply saddened and share our condolences at the passing of Her Majesty, Queen Elizabeth II, Head of State of the Commonwealth of Australia and the Royal Patron of Scouts Australia. Scouts in Australia and in all Commonwealth countries mourn her loss and commemorate the legacy of her service.

During each of her 16 visits to Australia, Her Majesty always ensured that opportunities were provided for her to engage with Scouts, with many formal events, such as the opening of the new Parliament House in 1988, including an Honour Guard of Scouts from throughout Australia.

Her Majesty's dedication and commitment to the service of others is one that we can all aspire to, and we are honoured that she chose to support Scouts for over 70 years.





Queen Elizabeth II Memorial

It was a great honour for 10 Scouts to join Phil Harrison, Chief Commissioner of Australia to represent Scouts Australia at the Queen Elizabeth II Memorial. These are some of the recollections and reflections by Ashley, Caitlin, Callum, Casey, David, Liam, Lily, Max, Talon and Tom.

On the day, Ashley and Tom started early with a live-to-air interview on ABC Radio Canberra. Both impressed the presenter by highlighting how the Scout Program had changed; that we no longer 'dibbed and dobbed' and that young people could design their own Scout journey.

After the interview it was onto Parliament House where we assembled and were escorted into the Great Hall. Being amongst the first group of attendees, we were able to soak up the atmosphere and eat the lollies that Caitlin had brought to keep our sugar levels up. Ashley caught up with girls from her old school, while Talon and Tom practised their 'tight turns' without knocking into television cameras.

As the guests started to arrive the background noise rose steadily until at 10.45am the screens switched to the arrival of the Governor General and the smoking procession led by the Wiradjuri Echoes. Then the room fell quiet as we observed a minutes silence. Speeches were made, the Australian Girls' Choir sang hymns and at the appointed time (as Anthony Callea was finishing his rendition of 'You'll Never Walk Alone'), the Scouts assembled at the back of the room. Then as the MC and Scout parent Melissa Doyle noted that the Queen had been a patron of Scouts for 70 years, Tom and Talon, Caitlin and Callum carrying the two wreaths and Lily, Max, David, Ashley, Liam and Casey carrying baskets with sprigs of wattle proceeded to walk to the main stage.

Again, at the invitation of the MC, it was up to Liam and Casey to offer the Prime Minister and the Governor General sprigs of wattle to pin on the two wreaths. This was followed by nearly 700 official guests doing the same. Obviously, all the rehearsals paid off as the team of scouts seamlessly kept

taking turns offering their flowers to the assembled audience. Many dignitaries nodded to the scouts in appreciation for their service with the occasional person pausing for a conversation. Max had a brief conversation with ACT Senator David Pocock, before being replaced by David.

As the ceremony drew to a close there was time for each Scout to also pin wattle to the wreaths and for one final photo of the whole team in front of the stage. It had been an honour and a privilege to participate in the ceremony and to acknowledge the role the Queen had played as Patron to all Scouts in Australia.

As Callum pointed out, while it was not a physical challenge, it certainly was challenging as he came to appreciate that this was a very solemn and stately ceremony, and you were representing 55,000 Scouts of Australia at a once in a lifetime national and historic event. As the Governor General said in his speech "Her Majesty epitomised servant leadership and, particularly in this age of extreme individualism, set an example of living and serving for something greater than herself". In their small way by participating, each of our 10 scouts also set an example of living and service something greater than themselves.

For Casey it was an honour, to stand proud at the front of the Great Hall packed with more than 700 people and pay her respects to Her Majesty. Even though her arm was burning from holding the basket, her hands sweaty with nerves of having the Prime Minister of Australia seated directly in front of her, she stood tall, and represented both the Scouting and Guiding movements (Casey is a Queen's Scout and a Queen's Guide). She is also proud of being part of a team who did such a splendid job. Together, they helped put together two beautiful wreaths of wattle, which occasionally looked as though they might topple over. She also wanted to thank the Commissioners for their time to escort us to the rehearsal and the event, and for making us smile through the nerves.

Very well done.



Major Events

This year saw the resumption of major events, both domestically and internationally, after the hiatus caused by COVID-19.

VicJam

During the midst of the lockdowns and border closures, the tough decision was made in January 2021 to cancel the 26th Australian Scout Jamboree, to be hosted by Scouts Victorian in January 2022. Undeterred by this setback, Scouts Victoria took the initiative to continue with a state-based event to be held at the Elmore Field Days site. This was named VicJam and was a tremendous success, with 5,000 youth members in attendance. It will become a model for the future and the lessons learnt from this amazing event will inform future major events.

This event also raised awareness and publicity for modern Scouting, with over 100 VIPs attending including the Governor General of Australia, and extensive exposure across all media.

Scouts Victoria showed that even in a period of significant pressures caused by the COVID pandemic it was capable of planning for and running a major event such as Vic Jam.





8th International Finnjamboree 2022

The highlight of the past year was the return of overseas Scouting travel! Our first Contingent in more than two and a half years was to Finland where our Venturer Scouts enjoyed a week of sailing in the Åland archipelago followed by an epic Jamboree with over 13,000 Scouts from Finland and around the world.

From berry picking to sailing, pioneering to swimming, the entire journey was a huge success! It was absolutely brilliant to see our members once again enjoying the opportunity to experience new destinations, new cultures and new friendships.

"The trees were beautiful and it was great getting to mix with people from other countries and make porridge and have some freedom." Violet

"I thought it was really cool going to the different old parts of Europe. It was really beautiful and it was super fun being a tourist with my friends :) The Contingent exceeded my expectations." Katie

"IT WAS AWESOME... it was experience unlike anything else that I've ever gotten to experience. I learnt lots of new skills and the adventurous activities are always my fav" Lily

"It was great to meet lots of people, be immersed in finish culture and participate in an event that's so different to Australian events!" Aidan





The Last Great First

Scouts Australia has agreed to be a community partner with The Last Great First Antarctic Traverse, a historic expedition being undertaken by Dr Gareth Andrews and Dr Richard Stephenson. They are attempting the first fully unsupported ski crossing of Antarctica, skiing 2,600km in 110 days from November 2022 to February 2023. If they succeed, they will break the world record for the longest unsupported polar expedition and they will be the first expedition to traverse Antarctica.

Gareth and Richard were Scouts in their youth and this expedition will demonstrate many of the Scouts values and attributes, including courage, resilience, empowerment, responsibility, and self-confidence, all fueled by teamwork, passion and commitment. They talk repeatedly about Scouts imbuing in them the sense of adventure that will result in this amazing human feat and in fact they knowingly recognise that this will take them to the very edge of human endurance.

Our partnership with them has enabled us to instigate a media engagement program that has resulted in extensive publicity for this expedition and its strong association with Scouting. We have received Australia-wide recognition of our community partnership in TV, radio, press, print and social media. At every speaker engagement, both Doctors speak up their love of Scouting and the inspiration that our association has provided them with since they were youth members.

One of several free events to engage youth

Our media objectives have been to enhance and grow the reputation of Scouts in Australia (National), generate more support for grassroots Scouting (State) and encourage new local member enquiries (Local) through three expedition phases – pre, during and post. It is the explorers' aim to achieve this great feat which will ultimately see them on the international speaker circuit talking up Scouting throughout the world.

While this is an amazing adventure in itself, the expedition also has some unique attributes, which provide valuable program ideas for the Australian Scouting youth to become involved. For instance, the adventurers will collect climate change data and share information during their trip about their findings, delivering calls to action and educational tools to better understand our impact on the environment and what to do about it. Our NYPT team have worked extremely hard to ensure that program ideas are well known throughout all Groups in Australia.

The NEC provided us with some very valuable funding to employ a publicity firm (Niche Marketing) to help us achieve the maximum level of media engagement possible. I would like to thank Michelle Strachan (Victorian Branch) for her wonderful work in arranging several webinars with the explorers that attracted in excess of 30,000 youth and leader members to watch.

A special event held at Government House in Canberra saw a tremendous Scouting event with the investiture of both Doctors as official Scouting Ambassadors by His Excellency General the Honourable David Hurley, Governor General of Australia on 27 May 2022. I would like to thank Janet McGarry (NSW Branch) for all of her hard work with the management of the media campaign.

Jan Turbill



Dick and Pip Smith Leadership Through Adventure Fund

One of the most generous acts of the year was the \$1 million donation from the Dick and Pip Smith Foundation to establish the Leadership Through Adventure Fund for Scouts Australia. This new fund has been established to support young people in the development of leadership skills, and responsible risk-taking adventures.

With an extensive history in Scouting, Dick Smith understands more than many the difference that Scouting can make to the lives of young people and the tremendous positive influence it can be on the adults they become. While preparing his new autobiography, *My Adventurous Life*, Dick had time to reflect on his time in Scouting and, in consultation with his wife Pip, wanted to do something special to assist Scouts to realise their dreams.

The Fund will achieve its stated goals by encouraging youth members (as individuals and in Patrols) to discover adventure, create the pathway, explore the unknown, look wide, and seek new challenges beyond the horizon. By setting and achieving significant goals, youth members will develop higher levels of self-confidence, resilience, and leadership capabilities which they otherwise would not have attained without the existence of The Dick & Pip Smith Leadership Through Adventure Fund.

The Fund will provide grants to individuals and small groups (Patrols) of youth members to undertake activity skills and leadership training, adventurous journeys, expeditions, and community development projects in Australia and overseas. The donation provided will be disbursed over the next 5 to 6 years by an independent Management Committee, with new submissions funded each year.

The Fund will have the following objectives:

- to enable the highest level of leadership development and responsible risk-taking skills at the local Scout Group level, and
- to attract the highest possible number of participants at the local Scout Group level in all Branches, including regional, rural, and remote communities.

The cheque was accepted on behalf of Scouts Australia by Linda Mitchell, a former Rover Scout and previous recipient of the Tony Balthasar Achievement Award. This Award allowed Linda to lead a 400km hiking trek through the Scottish Highlands so she has a strong appreciation of the difference that this donation will make to lives of many Scouts in coming years.

Please join us in extending our heartfelt thanks and a huge Scouting BRAVO to Dick and Pip Smith for this tremendous donation.



Lord Baden-Powell Society

The Lord Baden-Powell Society was established by Mr Geoff Lee in 1984 and for the last 38 years, Members of the Lord Baden-Powell Society (LBPS) have helped young Australians experience the benefits and joy of Scouting by providing private financial support to Scouting across Australia.

Due to the COVID-19 virus pandemic, major Scouting activities have not taken place, however the support of our members has continued and with activities starting again soon, we look forward to once again being able to support attendance at these major events.

The Society has recently agreed to support the International Team by assisting with a grant of \$24,000 in funding towards the next 25th World Scout Jamboree which is taking place in Korea next year. (Photo: 24th World Scout Jamboree, USA - 2019)

Charter

The LBPS has a charter which defines its purpose and how it operates.

It was revised and agreed in September 2019.

The largest change to the Charter is the agreement that the LBPS will build a corpus fund for the future of the LBPS.

Funds from the Gift Fund will also be distributed on a project-by-project basis to Branches that seek assistance.

Purpose

The Purpose of the Lord Baden-Powell Society (LBPS) is to raise funds for the development and education of Australian Youth in their Community and Internationally.

Memberships

The Society has 4 levels of membership – Members, Leaders, Ambassadors and Patrons who contribute from \$195 to \$1,200 annually.

Alongside these membership donations, we also receive, on a regular basis, donations to our Jamboree Fund. Our aim for the Jamboree Fund is to reach \$200K per event for distribution to youth members that need support to attend the event.

Members who contribute in excess of \$15,000 over time, are recognised on the Society's Honours Board forever and a electronic version of the board is located on the Lord Baden Powell website.

You can help to support the LBPS by joining and thereby assisting in sending youth members to events that will change their lives forever.

David W Jones AM. FCA.
LBPS Chairman



International



10th Asia-Pacific Regional Scout Youth Forum and 27th Asia-Pacific Regional Scout Conference

The 10th Asia-Pacific Regional Scout Youth Forum and 27th Asia-Pacific Regional Scout Conference held on 9-13 and 15-21 February 2022 was attended by an Australian Delegation of 22 members.

A significant focus of the Conference was on rebuilding membership growth following the impacts of the pandemic. The importance of Safe from Harm was reinforced as the single highest priority in Scouting, and there was a renewed commitment to implementing comprehensive Safe from Harm strategies in every National Scout Organization. Furthermore, the implementation of Mental Health programmes was recognised as a significant opportunity for Scouting to leverage in supporting our members.

The active participation of Scouts Australia at the Asia-Pacific Regional Scout Conference offers the opportunity to share our own experience in the delivery of the Scouting program in support of other NSOs in overcoming their local challenges. However, the Conference also allows the ability for Scouts Australia to learn from important developments in other diverse communities that provide inspiration for use in our own programs.



JOTA/JOTI

Jamboree On The Air (JOTA) & Jamboree On The Internet (JOTI) is the world's largest Scouting event held every year connecting Scouts across the globe using both Amateur Radio and the internet.

This year's theme was "Together for a Better World".

Building knowledge and skills in the following SDG's:

- Environment and Sustainability
- Peace and Community Engagement
- Skills for Life
- Health and Well-Being

Aaron Wardle, International Commissioner



Scouts Australia Institute of Training (SAIT)

The Scouts Australia Institute of Training (RTO: Number 5443) has had another successful year as reflected in the quantity of Qualifications and Statements of Attainment issued. In the last year engagement with the Venturer Scout and Rover Scout sections has decreased slightly which has been offset by an increase in the number of adults preparing to support the outdoor adventure skills component of the youth program by completing partial and full qualifications in Outdoor Recreation and Outdoor Leadership.

SAIT continues to offer to both Youth members and all adults in Scouts Australia meaningful opportunities for personal development utilising primarily their Scout training and involvement.

All members of Scouts Australia have the opportunity to gain full qualifications within Certificate II, Certificate III, Certificate IV, Diploma and Advanced Diploma qualifications. They can utilise their Scout training and experiences to achieve qualifications, Skill Sets or Units of Competency relative to personal interest, member need and demand as well as supporting individual professional and personal development.

Through the last year SAIT has been actively adding useful information about pathways that will assist to gain experience towards qualifications to the Scouts Australia webpages.

- Venturer Scouts actively participating in the youth program have opportunities to complete Certificate II and Certificate III qualifications.
- Adults in Scouts Australia contribute in a multitude of ways and there are a wide range of qualifications typically within the Certificate III to Advanced Diploma levels that meet the experiences of section leaders, group leaders, committee members, GangShow directors, adventurous activity guides and international contingent leaders.

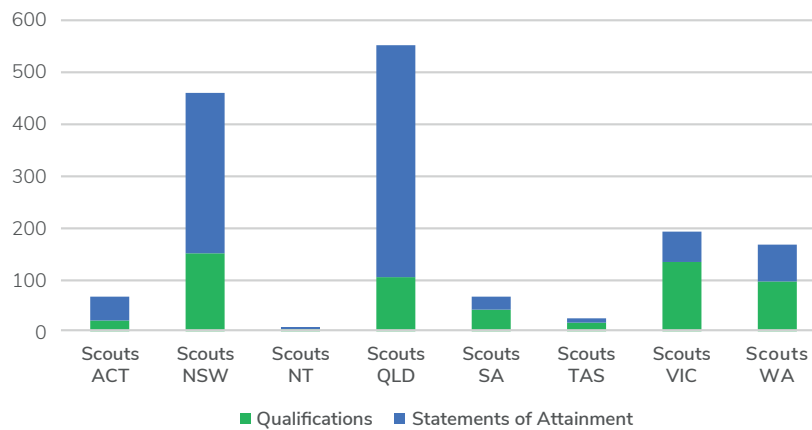
- Rover Scouts have all of the opportunities of youth and adult members to use their experiences to complete qualifications from Certificate II to Advanced Diploma. Alternatively Rover Scouts have the opportunity to identify qualifications that they would like to achieve and to direct their learning by planning their activities in Scouting to suit the qualification that they would like to achieve.

The value of SAIT to the membership of Scouts Australia currently provides a value of over \$4 million per year. This is calculated on the premise, if members were to attain the same qualifications with an external RTO and what they are likely to be charged in fees. Members of Scouts Australia can access the SAIT benefits at no cost other than personal time and the commitment to complete what is required. This is a very substantial and useful benefit to being a member of Scouts Australia, whether a Youth member or an adult.

Jeffrey Lehrer
Principal, Scouts Australia Institute of Training



Testamurs by Branch



53 Certificate II in Business

46 Certificate III in Business

17 Certificate IV in Leadership and Management

43 Diploma of Leadership and Management

11 Advanced Diploma of Leadership and Management

2 Certificate IV in Project Management Practice

8 Diploma of Project Management

2 Advanced Diploma of Program Management

18 Certificate II in Active Volunteering

27 Certificate III in Active Volunteering

24 Certificate IV in Coordination of Volunteer Programs

15 Certificate II in Creative Industries

4 Certificate III in Community Dance, Theatre and Events

152 Certificate II in Outdoor Recreation

100 Certificate III in Outdoor Leadership

29 Certificate IV in Outdoor Leadership

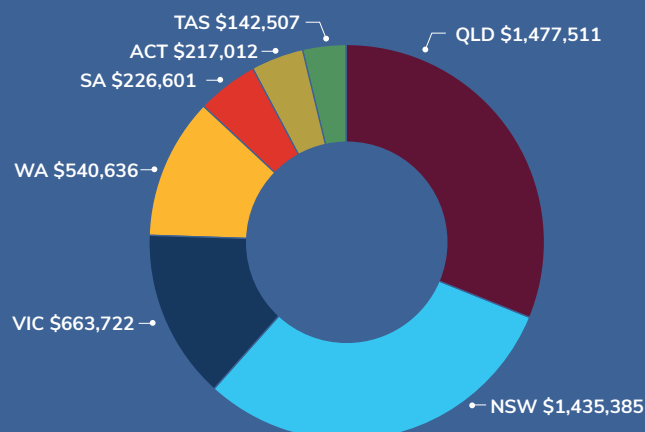
17 Diploma of Outdoor Leadership

37 Certificate III in Outdoor Leadership

26 Certificate IV in Outdoor Leadership

21 Diploma of Outdoor Leadership

Value of Qualifications & Statements of Attainment issued by SAIT = \$4,725,192



Youth

234 Qualifications issued

175 Statements of Attainment issued

Adult

334 Qualifications issued

795 Statements of Attainment issued

Scouts Australia 2021/22

51,508

down 8% on prior year

15,147

Adult members (down 0.1% on prior year)

1,042

Fellowship Members

67,208

Total members (down 6.5%)

1,321

Scout Groups



Joey Scouts

7,739

Joey Scouts [5 to 7] (down 2.67%)



Cub Scouts

18,681

Cub Scouts [8 to 11] (down 7.73%)



Scouts

16,548

Scouts [11 to 14] (down 7.06%)



Venturer Scouts

5,828

Venturer Scouts [15 to 18] (down 4.11%)



Rover Scouts

2,792

Rover Scouts [18 to 25] (down 5.64%)



This year showed a decline in member numbers across all sections and Branches, as well as with Adult Leaders and Helpers.

2,382

Youth members achieved the peak award for their section

17

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

234

Industry recognised qualifications completed through SAIT by Youth members

334

Industry recognised qualifications completed through SAIT by Adult members



Strategic Plan

Over the past two years Scouts Australia has been embarking on the adventure set out in our Strategic Plan 2021-2023. It's a pleasure to report that we've made fantastic progress towards our goals and with just over twelve months remaining the volunteer team of strategic program managers look forward to achieving the remainder of our objectives. Our strategic plan focuses on the following areas of improvement:

- Providing a best practice youth program
- Growing our membership
- Growing Scouts' profile
- Growing financial sustainability
- Improving national and Branch partnerships

Each of these areas has been identified by the National Executive Committee as important to the future of Scouting. A key aspect of our strategic plan is the

focus on collaboration between the Branches of Scouts Australia. Across all five strategic plan areas there are goals set out to better leverage the amazing work our members do throughout Australia. Ensuring this work provides the most benefit to our youth and adult volunteer members is of great importance and its broad inclusion in our strategic plan is recognition by the NEC of this being a key aspect of what separates scouting from other youth organisations.

It's always exciting to look forward at the opportunities that lay before us in achieving our strategic plan, including ensuring that Scouting continues to meet the needs of young people and the community, and enabling more young people to experience scouting. Thanks go to Luke Saunders, Elston Hynd, Jan Turbill, Dougal Mayor and Rod Byrnes and their strategic program teams for their support in delivering this important work on behalf of Scouts Australia.

Angus Boxall





PROGRAM 1

Providing a Best Practice Youth Program

Scouts Australia is Australia's leading youth development organisation, providing youth with the skills, knowledge and experiences to create Active Citizens in their local, national and global communities.

1.1

Implement programs and monitor the management of our activities to ensure the safety of our members.

This should be reflected in zero tolerance for any criminal behaviour on members and low tolerance for physical and non-physical harm on members.

Status :

- New Child Safety Commissioner role created and appointment made
- Identified the need to build capacity in young people to understand their rights against bullying (including cyber bullying) and are identifying opportunities to enhance training for both Youth and Leaders relative to Bullying.

1.2

The New Youth Program implemented in all Groups by 12/21.

Status – there has been inconsistent implementation of the Youth Program. To address this, the working group is developing a strategy to assist / support adult leaders in their implementation of the youth program in areas of concern.

Growing the participation in International and major national events and programs.

Major National Events embed and showcase Youth Program.

Status:

- Major Events Review completed and approved.
- Capacity to provide international experiences to those who wish to participate. Limited options due to high financial costs despite sponsorship and available funding.
- Developing a solution to overcome funding and international/national major event barriers. Funding to focus on youth who may face financial barriers in attending events and ensuring that there is diversity in youth involvement

1.3



1.4

Develop performance measures for quality programming, include research partnerships.

Implement programs to utilise the insights provided by these measures.

Status:

- Performance measures have not been identified.
- Retention has not necessarily changed from previous years
- Working on developing methodology (using Scouts Terrain) to develop an evidence-based solution to assess/ evaluate the success of the youth program.

1.5

Evolve the Youth Program and its delivery to incorporate the changes and learnings from the COVID environment.

Status – Good work completed during COVID in relation to remote Scouting activities. This has benefited Lone Scouting and enabled them to have a more diverse program and increase membership.

Design and implement programs & initiatives resulting in the membership of Scouts being representative of the community.

Focus on Demographics, cultural background, and gender.

Status – Significant work is being completed in relation to gender diversity - changes and results will appear slowly.

1.6



PROGRAM 2

Growing our Membership

Grow youth membership to Achieve 1% of youth membership relative to available youth Nationally (5 – 24 yrs – using the ABS Quick Search Census site).

2.1

In consultation with Branches develop National infrastructure, resources and programs to support Branches in increasing their membership (ie Scouting From Home concept).

2.2

Develop programs with Branches to improve the quality of Leadership (internal focus on Leader of Adults).

2.3

In partnership with Branches develop and implement national marketing campaigns to attract membership.

2.4

Develop a process that can be used by Branches to Identify potential growth locations with a strategy to opening new groups and increasing membership.

2.5

Develop and implement a methodology to measure our youth's and adult's satisfaction with the organisation and its program

One of our focus areas is to drive growth and it applies at all levels of Scouting in Australia, including local Units. It is through growing our membership that Scouting earns the right of influence with stakeholders (especially government) and delivers impact in our local and national communities. This past twelve months has seen the formation of the National Growth Coordinator Network, a team of representatives who have a responsibility to facilitate the growth of Scouting in their Branches. While some Branches are at a more

advanced stage than others in their initiatives, the variety and intensity of programs to bring Scouting to a wide audience of the community has been significant and has enabled us to stabilise our youth and adult numbers during some difficult times.

Volunteering Australia recently reported from the 2021 Australian Bureau of Statistics Census that Australia has seen a drop in a willingness by people to volunteer from 20% (2016) to 15% (2021) and those that do are tending towards "micro-volunteering" (i.e. doing a specific task for a specific event without an ongoing commitment). Couple this with the impacts of COVID-19 and other societal changes and there is no doubt that Scouting has a number of challenges ahead of it in the coming years to achieve our growth aspirations of 1% of available eligible youth program participants (~63,000).

To help close the gap, we are looking to explore more of why people stay and/or leave in the hope to use this analysis to plan wide reaching national strategies that will see Scouting grow. Another of the key ingredients to growth will be a significant focus on "retention" to achieve a reduction in our churn rate and enable more people (youth and adults) to continue to participate in the Scouting program. More will be shared on this when our plans are firm. So, exciting times ahead.

Elston Hynd



PROGRAM 3

Growing Scouting's Profile

Our youth members are recognised for their leadership skills, their community contribution and their personal resilience.

3.1

The Brand, Marketing and Communications Sub-Committee is responsible for Program Area 3 of the National Strategic Plan with two specific actions required:

Have our value as Australia's pre-eminent youth organisation recognised at all levels of the community (Government, Stakeholders / partners & general community). Identify and communicate the true value of Scouting to the community (If Scouting was to cease, what would the cost to the Government and the Community be).

3.2

Identify Mission and Vision overlaps with Governments and private enterprise programs. Through partnerships, identify joint program opportunities and funding mechanisms.

The first action plan required our committee to meet in Sydney in June for a marketing strategic planning session which was facilitated by Annabel Shinkfield (SA Branch). It was a tremendous day full of ideas and fellowship. We are in the process of finalising a plan from this meeting.

At the same time as the formation of the strategic plan, the BMCC (with the great help of Anthea Cudworth, NSW Branch) presented a paper to the NEC on immediate strategies to assist with raising the profile of Scouting throughout Australia.

The second action plan has enabled the us to form a further subcommittee to specifically address a Government Engagement Strategy. We have engaged a specialist government engagement consultancy firm, Tanck, to assist us in developing this piece of work.

Short term strategic priorities endorsed by the NEC

- To establish a benchmark to measure our perceptions with the general public.
- Identify appropriate opportunities such as social media platforms, online or at selected events.
- Explore corporate partnerships for short term marketing initiatives that can achieve wide recognition and awareness with new audiences.

Jan Turbill



PROGRAM 4

Growing Financial Sustainability

Scouting in Australia has a financial model that will allow it to prosper and grow.

4.1

Within Program 4 there are a total of 4 Program Actions which are currently being implemented at varying degrees by Dougal Mayor as the Program Manager.

Develop funding opportunities from Governments and other organisations. Develop and implement methodologies to assist Branches to attract funding from local organisations, State and Territory Governments, stakeholders such as Universities and individuals/benefactors.

Status – Linked to Program Action 3.2, developing opportunities to engage through working with the new Fundraising Sub-Committee

4.2

Enhance the understanding and management of Federal & State/ Territory personal injury compensation market. Enhance the understanding and management of potential civil litigation liabilities.

Status – This Program Action is to be removed from Program 4 and will be completed by the NEC Insurance Working Group

Pursue internal collaborative arrangement for support services, systems, and cooperative purchasing. Identification and implementation of administrative, system and business functions that can be partnered between Branches. Coordinate sharing of best practices Nationally and Internationally around financial management of Scouting operations. Include a focus on environmentally sustainable procurement.

Status – the Executive Managers from Scouts Australia and the Branches have completed mapping out a function matrix (AP, Finance Managers, IT Services etc) to identify how operational functions are being addressed in each Branch and identify potential areas for collaboration.

Develop and implement new models to fund the National Organisation.

Status – discussions have been held with the NEC and amongst the Working Group but further work is required to identify what aspects of funding need review.

4.3

4.4



Improving National and Branch Partnerships

The organisational model of Scouting in Australia allows for the continuing delivery of the highest quality youth program.

PROGRAM 5

5.1

Within Program 5 there are a total of 2 Program Actions which are currently being implemented at varying degrees by Rod Byrnes as the Program Manager.

Enhance the understanding of the roles and responsibilities between the Branch and National. Develop a cultural change program around trust, working collaboratively and developing partnerships between Branches and National to enhance effective and efficient decision making.

Status – The Working Group has submitted recommendations to the NEC to improve the understanding of the different roles and responsibilities of Branches and National. Website updates and new guidance material will be developed and supported by outreach to members.

The Working Group will now focus on understanding the challenges and barriers to developing collaboration and partnerships between the Branches and National. This work will inform future recommendations to the NEC and is on track to be completed during 2023.

5.2

From a Corporate Governance perspective identify strategic risks to Scouting, develop a specific National policy setting and audit against that policy position.

Status – This action was completed during 2022 and it being implemented by the National Risk Management Committee.

Examine National and Branch structures to ensure that the future model is fit-for purpose and able to withstand major shocks.

Status – The Working Group has conducted consultations and workshops to better understand continuity options for Branches and National. A best practice continuity model will be developed to support Branches in responding to major shocks, and will be distributed to Branches for self-assessment and comment. This action is on track to be completed during 2023.

Long-Term Key Performance Indicators for Program 5 include:

- Better understanding of the roles and responsibilities of Branches and National.
- Adoption of universal ideas, systems, and processes.
- Success data based on the influence of this Program on the other 4 Programs.

Rod Byrnes

5.3



Office Bearers

NATIONAL COUNCIL

| | |
|--------------------------|---|
| Chief Scout of Australia | His Excellency General the Honourable David John Hurley AC DSC (Retd) |
| National President | Rear Admiral the Honourable Kevin Scarce AC CSC RAN (Rtd) |
| Vice President | Mr John de Wijn AM QC |

BRANCH CHIEF SCOUTS

| | |
|------------------------------|---|
| Australian Capital Territory | N/A |
| 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 (until 31 October 2021) Her Excellency the Honourable Dr Jeannette Young AC PSM (from 1 November 2021) |
| South Australia | Her Excellency the Honourable Frances Adamson AC |
| Tasmania | Her Excellency the Honourable Barbara Baker AC |
| Victoria | Mr Shane Jacobson |
| Western Australia | The Governor the Honourable Kim Beazley AC (until 30 June 2022) |

LIFE MEMBERS OF NATIONAL COUNCIL

| | |
|---------------------------------|---|
| Mr C Farmer OAM | Mr P Blatch OAM |
| Mr N Westaway AO © July 2022 | Mr P Parkinson OAM |
| Mrs K Brown AM | Mr I Langford-Brown AM December 2021 |
| Dr B Munro AM | Mr J Leece AM |
| Mr A Tannahill AM | Major General John Pearn AO RFD |
| Mr J Ravenhall AM | Mr Reginald Williams AM RFD |
| Mr D Jones AM FCA | Mr Neville Tomkins OAM JP |

BRANCH MEMBERS OF NATIONAL COUNCIL

| | |
|------------------|---------------------------|
| Miss K Affleck | Mr N Macpherson |
| Miss C Arcus | Ms I Mairou |
| Miss A Asquith | Mr K McGoldrick |
| Mr G Blizzard | Mr C McGrath |
| Mr G Brady | Mr T Milham |
| Mr L Brown | Mr G Morgan AM |
| Mr P Byrnes | Mr S Morse |
| Mr G Coates AM | Mrs R Morse |
| Mr D Cossart OAM | Mr K Moss |
| Mr H Crawford | Mr J Phillips |
| Mr D Crundall | Mr B Politzer |
| Miss L Endicott | The Honourable J Prentice |
| Miss E Ezzy | Mr M Ray |
| Mr N Ferrett QC | Mr R Simpson |
| Mr A Forrest | Mr C Smith |
| Mrs B Francis | Ms M Stanborough |
| Mr P Harper+ | Mr N Swaffer |
| Ms A Harris | Miss J Swift |
| Miss E Hewitt | Mr A Tomlins |
| Mr O Holloway | Mr M Van Der Poel |
| Ms E Horsley | Ms E Versace |
| Ms A Howard | Mr S Walker |
| Miss C Jackson | Mr G Warnes |
| Mr G Landgren | The Honourable K Wells MP |
| Mr A Lock OAM | Ms G Wood |



NATIONAL EXECUTIVE COMMITTEE MEMBERS

| | |
|-------------------------------------|---|
| Chair, National Executive Committee | Mr D Green AM* (until 28 November 2021) Mr T Phillips* (from 28 November 2021) |
| Chief Commissioner of Australia | Mr P Harrison* |
| Chair, Finance Sub-Committee | Mr S Connors* |
| ACT Branch | Mr R Quiggin* (until 18 August 2022) Mrs J Stenhouse* (from 19 August 2022) |
| NSW Branch | Mr N Tomkins OAM JP*+ |
| NT Branch | Ms N Vincent*+ (until 22 February 2022) Mr A Mackay (from 22 February 2022) |
| QLD Branch | Mr C Ray* |
| SA Branch | Mr P Dickson APM* |
| TAS Branch | Mr C McGrath JP* (until 28 November 2021) Mr N Clutterbuck (from 28 November 2021) |
| VIC Branch | Mr G Landgren* |
| WA Branch | Mr G Higham |
| Member | Mr A Boxall* |
| Member | Ms G Davie* |

NATIONAL COMMISSIONERS AND DEPUTIES

| | |
|---|--|
| Chief Commissioner of Australia | Mr P Harrison* |
| Deputy Chief Commissioner of Australia | Mr E Hynd AM* |
| Deputy Chief Commissioner of Australia | Mr L Saunders* (until 6 September 2021) Ms E Bridger* (from 6 September 2021) |
| National Commissioner for Adult Training & Development | Mr D Mayor* |
| Deputy National Commissioner for Adult Training & Development | Ms T Batters |
| 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 R Mavor (until 31 December 2021) |
| Chair, National Rover Council | Ms Eleanor Hewitt* |

OTHER NATIONAL POSITIONS

| | |
|---|---|
| National General Manager | Mr M Stedfut |
| Principal, Scouts Australia Institute of Training | Mr P Parkinson OAM (until 22 September 2021) Mr J Lehrer (from 1 October 2021) |
| Project Commissioner Transformation | Mr J Clarke (until 31 March 2022) |
| National Coordinator Redress | Mr Neville Tomkins OAM JP*+ |
| National Project Commissioner | Mr Paul Parkinson OAM* |
| Child Safety Commissioner | Mrs Jean Clifford OAM |

*Also member of National Council *Chief Commissioner of Branch



Recognition

2022 Australia Day Honours

Medal of the Order of Australia (OAM)

- John Beare
- David Bryar
- Jan Bryar
- John Cornish
- Graham Dark
- Garry Davis
- Susan Day
- Ian Frame
- Irma Howell
- Josephine Jones
- Helen McIntosh
- Mary McKenna
- Lynette Millett
- Kathryn Presser AM
- Benedict Soler
- The Late David Stacey
- Mervyn Whiting
- John Ziesing

2022 Queen's Birthday Honours List

Medal (OAM) In The General Division

- Trevor Henry Bange
- John Bately
- Stanley Batten
- Jamie Clark
- Harry Cramer
- Sharon Fekete
- Moira Franklin
- Moira Franklin
- Terry Reid
- Robert Smith
- Daniella Taglieri
- Adrian Walsh

Member (AM) In The General Division

- Dr Steven Jon Hambleton
- Graeme Legge

Companion (AC) In The General Division

- HE The Hon Dr Jeannette Young

2022 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 2022 Adult Recognition Awards.

| NATIONAL PRESIDENT'S AWARD | | | |
|----------------------------|-----------------------------|-----------------------------|--------|
| NAME | APPOINTMENT | FORMATION | BRANCH |
| Robert Kemp | Activity Leader | Event Support Team | SA |
| Lawrence Allen | Fellowship | ASF-Scout Heritage Geelong | VIC |
| Neville Cartledge OAM | Fellowship | ASF-Ballarat | VIC |
| John Chamier | Adult Support | Banyule District | VIC |
| Morag Dingwall | Fellowship | ASF-Scout Heritage Victoria | VIC |
| Joan Fox OAM | Fellowship | ASF-Treetops Campsite | VIC |
| Brenda Hoppen | Honorary Commissioner | Honorary Commissioners | VIC |
| Gerard Munnink | Branch Activity Specialists | Scout Band | VIC |
| Ian Sandell OAM | Fellowship | ASF-Bay Park Campsite | VIC |
| Rosemary Willis | Adult Support | Gang Show | VIC |

| SILVER KANGAROO | | | |
|---------------------|--|-----------------------------|---------------------|
| NAME | APPOINTMENT | FORMATION | BRANCH |
| Rick Goode | Chief Commissioner | Branch Headquarters | ACT |
| Julian Yates | Branch Commissioner Adventurous Activities | Branch Headquarters | ACT |
| Katherine Divine JP | Group Leader | 1st Albion Park Scout Group | NSW |
| Graeme Fordham AM | Honorary Commissioner (Branch) | NSW State Headquarters | NSW |
| Jan Steinfurth OAM | Honorary Commissioner (Branch) | NSW State Headquarters | NSW |
| David Walsh | State Commissioner (Special Projects) | NSW State Headquarters | NSW |
| Dougal Mayor | Group Leader | Albany Creek Scout Group | QLD |
| Wendy Lane | District Commissioner | Karkana District | SA |
| Gregory Walker | Assistant Branch Commissioner (Paddling) | Paddling Team | SA |
| Phillip Harper | Assistant Chief Commissioner | Tasmania Branch | TAS |
| Louise Ciddor | State Leader - Program Support Specialist - Cub Scouts | Vic Branch | VIC |
| Shirley Deane | Assistant Scout Leader | 3rd Heathmont | VIC |
| Joan Parr | Assistant Group Leader | Bundoora | VIC |
| Susan Scholes | Cub Scout Leader | Morwell East | VIC |
| Neil Selwyn | District Commissioner | Nookanburra District | WA |
| Ann Southall | Life Member | Western Australia Branch | WA |
| Stephen Smart | Assistant Branch Commissioner Major Events | Branch Headquarters | NATIONAL |
| Richard Middelkoop | Leader | JOTA / JOTI | Scouting Nederlands |



Scouts Australia acknowledges with thanks the photographers from each Branch of Scouts Australia. Special thanks, once again, must be extended to Ouita Spalding for her invaluable assistance in the design, preparation and production of this Annual Report. Her continued commitment is appreciated by all at Scouts Australia.



SCOUTS
Australia

Member of the World Organization of the Scout Movement