

SCOUTS AUSTRALIA
ANNUAL REPORT
2024



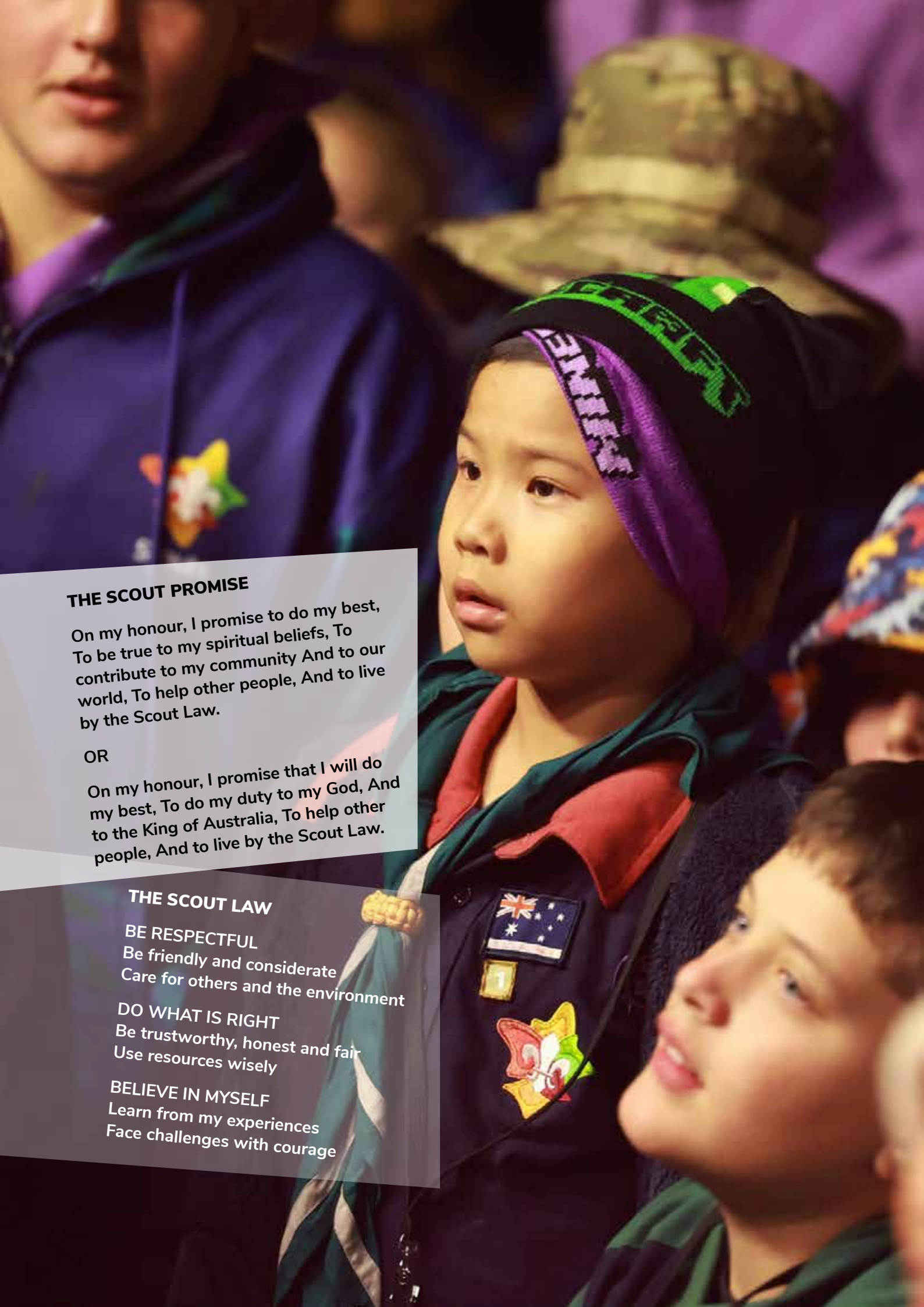
SCOUTS

As Scouts of Australia, we acknowledge Australia's First Nations Peoples, the Aboriginal and Torres Strait Islander peoples, as the Traditional Custodians of this land. We pay our respects to Elders past and present. We're grateful to do our Scouting in this country; we commit to use its resources wisely and develop our understanding of Aboriginal and Torres Strait Islander cultures. We also acknowledge any Aboriginal and Torres Strait Islander Scouts who are part of our movement today.

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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.

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

EXECUTIVE REPORTS

Chief Commissioner of Australia

It is a pleasure to be able to write this, my first report as Chief Commissioner. Scouts Australia continues to offer a contemporary and adventurous developmental program for young people across Australia and has placed girls front and centre – normalising their participation in our program.

Scouts Australia wants to go further, ensuring that we are a modern and relevant organisation for all members of the community. We are committed to a diverse and inclusive movement and will continue to work hard to ensure that Scouting in Australia reflects the demographic of our Nation.

50 Years of Girls and Women in Australian Scouting

Fifty years of girls and women in Scouting in Australia is a milestone to be proud of and 2024 marks this anniversary.

The contributions of adult volunteers are essential in ensuring that Scouts Australia remains a viable organisation to support the development of young people. While there are many women who volunteer with Scouts Australia, the gender balance in senior leadership roles – particularly the board – is skewed heavily toward men. Diversity in leadership contributes to organisational resilience, and it also ensures that young people are being mentored by a range of leaders who reflect the diversity of the community.

Our actions:

- Scouts Australia has set a target for our senior leadership to reflect our membership: 40% women. This will be reported annually to the board.
- Scouts Australia is reviewing the process and communications we use to encourage nominations for Life Membership and other honours (e.g., Order of Australia).
- Scouts Australia's board will consider how it can align with the National Strategy to achieve Gender Equality, when published.

Developing leaders

Scouting is, at its core, about developing leadership potential. However, there is more we can do to build the pipeline of women, especially young women, into leadership roles. There are opportunities both in terms of Scouts' own members, as well as seeking opportunities to offer leadership training to other women in the community through the Scouts Australia Institute of Training (which offers certificates and diplomas in outdoor skills, business, leadership, creative arts, volunteer management and project management).

Our actions:

- Scouts Australia is seeking funding to bring Scouts' adult leadership and management training (Cert IVs and Diplomas) to women re-entering the workforce. This will be reported annually to the board.
- Scouts Australia plans to use its social media channels to highlight female leaders in the organisation.

Improving participation

Research has shown adolescent girls drop out of organised sport and recreation at a rate higher than their male counterparts. With nearly 50% of new participants being girls, Scouts Australia is working hard to show that adventure and leadership is for everyone.

We believe that you can't be what you can't see, so throughout our movement there are women and girls leading Scouting, not least in uniform at the National level. I am proud to work alongside some of our best including Ezgi Bridger, Deputy Chief Commissioner of Australia, Lisa Picking our International Commissioner, Julia Miller who is our newly appointed National Commissioner Adult Training and Development after her role as Acting National Commissioner Youth Program, Jean Clifford – Child Safety Commissioner and Shaylah McClymont - National Rover Council Chair. These women are inspiring leaders who set an example to our girls and other aspiring leaders.

New Zealand Jamboree

In late December 2023, 687 Australian Scouts participated in the 23rd Aotearoa New Zealand Jamboree, held in Hamilton. The event offered a wide range of activities that fostered personal growth, resilience, and international friendships. Additionally, 248 members enjoyed a post-tour to Rotorua, enhancing their experience through adventure and cultural exploration. Similarly, 52 Australian Rovers attended the 81st Aotearoa New Zealand Moot over Easter, in March 2024, engaging in a variety of activities and building strong connections with their New Zealand counterparts, followed by an adventurous post-tour in Rotorua.

Parliamentary Friends of Scouting

The first Parliamentary Friends of Scouting group met in March in the Senate Courtyard. The event was jointly sponsored by MPs Louise Miller-Frost and Jenny Ware. The event was the very first of two annual gatherings



which will be held in Federal Parliament each year. Embracing the spirit of Scouting, youth members from all sections attended the event to share their Scouting stories and “scarf up” Federal Parliamentarians.

GG’s Camp 2024

Joey Scouts, Cub Scouts, Scouts, Venturers and Rovers all camped on the Governor-General’s front lawn for a week, experiencing the thrill of a lifetime at GG’s Camp 2024. Held at the magnificent Government House, nestled in the heart of Canberra, GG’s Camp 2024 saw our youth from every State and Territory share Scouting with our Chief Scout over 5 days filled with fun, friendship and adventure. It was an action-packed program where adventure knew no bounds. From high ropes courses to canoeing on picturesque lakes, the opportunities for adrenaline-pumping activities were endless. Our youth immersed themselves in team-building activities to forge lifelong friendships with fellow Scouts from all over the country. With the added bonus of exploring the rich history and culture of Government House, this camp created unforgettable memories.

The GG’s Camp 2024 was the first major National event fully aligned to the new program. Activities were based around Challenge Areas, Outdoor Adventure Skills and Special Interest Areas. Participates, Assists and Leads were built into the program with youth members each having the opportunity to Plan> Do> Review> their experience and showcase the benefit of the Scouts Australia Program in action.

The team delivering the event did a wonderful job ably led by Jon Willis OAM. A huge thank you to all involved including a very special mention to ACT Branch.

The Program

Our program is still relatively new and we know there are still some areas for us to focus on and improve. We are not going to shy away from this. The new National Strategic Plan lists as Key Move Priority One that we will make the delivery of our program easier and impactful, and this work continues in earnest. As part of implementing our plan, we will give our people the tools, clarity and confidence to deliver life-changing, adventurous and safe experiences for young people. Teams are being established to undertake this work and we extend an invitation to all our members to participate in this work. New and improved resources have already been developed to support the program,

including enhancements to Scouts | Terrain and the piloting of Character Courses to provide greater leadership development opportunities for young people. We are committed to reviewing the program which will include the chance for all of our members to have input. Together we can continue to enhance the program, its delivery and ultimately the positive experience that our youth members receive from participating in Scouting.

Royal Patronage

Buckingham Palace advised Scouts Australia that following a thorough analysis of over one thousand organisations, His Majesty, King Charles III, confirmed his delight to accept the Patronage of The Scout Association of Australia. This confirmed for us that the peak award for the Venturer Scout section would indeed be named The King’s Scout Award. Buckingham Palace confirmed that His Majesty’s patronage would commence from the first anniversary of Their Majesties’ Coronation. Peak awards have been backdated to May 2024 and re-issued as King’s Scout Awards with redesigned award certificates now available.

Roverway

The 7th Roverway in Norway, held from July to August 2024, saw 94 Australian Rovers join over 5,500 participants from around the world, engaging in cultural exchanges and community-building activities.

43rd World Scout Conference

In August, Australia had a strong virtual presence at the 43rd World Scout Conference in Cairo, where our delegation contributed to critical discussions shaping the future of Scouting. The team, led by International Commissioner Lisa Picking, actively participated in decision-making that will guide global Scouting efforts for the next three years. Australia’s role in these international events highlighted the importance of global collaboration and the enduring spirit of Scouting.

Scouts Aotearoa (New Zealand)

Our closest Scouting neighbours have always been our good friends, with our youth members flocking in large numbers to one another’s major events. At a National level, we are strengthening these ties by working more collaboratively. The Chief Commissioners of both National Scout Organisations now meet quarterly with a commitment to include our senior leadership



Governor General's Camp

in our major National workshop meetings. Sharing information, experiences and knowledge will assist both organisations to grow and benefit from our shared experiences. We look forward to continuing to work together so that more young people across Australia and New Zealand can benefit from all Scouting offers.

Asia Pacific Region

Scouts Australia continues to be an active, contributing member of the Asia Pacific Scout Region (APR). Elston Hynd, Deputy Chief Commissioner is on the Region Committee. He has also been appointed to the APR Safe-from-Harm panel to assist in reviewing NSO standards and identify areas for improvement. This is critical work to ensure young people remain safe when participating in Scouting activities both here in Australia and when they travel abroad. Elston is tireless, contributing so much to our own organisation as well as to others throughout the Asia Pacific.

The APR is home to the largest number of Scouts in the world. Of the Movement's more than 57 million members, over 35 million young people and approximately 220,000 adult volunteers are registered in the APR. As a branch of the World Organization of the Scout Movement, it fosters the Scout Movement in the region and supports 30 National Scout Organizations. Every three years the APR holds an APR Summit prior to the World Scout Conference. This year the summit was held in Bangkok, Thailand. A small delegation attended on behalf of Scouts Australia where the work required for the World Conference was undertaken. The Summit agenda also included workshops and plenary sessions for the delivery of Scouting across our Region.

Adult Recognition

Our volunteers contribute millions of hours each year across local communities throughout Australia. Recognising their collective and individual efforts is so important and should be simple. The Adult Recognition Award process has been streamlined and simplified so that we (all of us) can recognise more of our volunteers. I urge every adult member to take the time to write a nomination for just one volunteer this coming year. Together we can ensure we thank those who contribute to the fabric of this great organisation.

Bronze Wolf Awardee

The Bronze Wolf Award is World Scouting's highest honour. It recognises the outstanding service, commitment, and contributions of volunteers to the Scout Movement and is the only award presented by the World Scout Committee. Since its establishment, fewer than 400 people have received the award.

The most recent awardee is Peter Blatch OAM.

Peter Blatch was elected to the World Scout Committee at the 40th World Scout Conference in Slovenia in 2014 for the Triennium 2014-2017. He was subsequently re-elected to the World Scout Committee at the 41st World Scout Conference in Baku, Azerbaijan in 2017, and served faithfully for the 2017-2020 Triennium and an additional year (2021) due to the COVID19 pandemic preventing the conduct of the 2020 World Scout Conference in Egypt.

Scouts Australia recognises the outstanding service and contribution of Peter Blatch to Australia, Asia Pacific and World Scouting and congratulates him on the award of the Bronze Wolf.

Support for Scouting

We are grateful to all who support our local Scout Groups. It would be remiss not to mention Bunnings. From sausage sizzles, offering discounts on products through to sponsoring equipment and materials for local Groups, Bunnings has contributed over \$1.9m to Scouts Australia's Groups, across more than 2,059 activities this year. Over the next year, all of our Groups and formations will be able to receive a Bunnings PowerPass Card providing special pricing to Scouting.

Parliament Friendship Group





Thank you

After a year in the role, I am so grateful to the National Team who welcomed me and who have provided so much support. Elston Hynd and Ezgi Bridger, the Deputy Chief Commissioners have been a constant source of this support. During this past year I took a period of leave to walk 1600km on the Camino. During this time Ezgi was Acting Chief Commissioner, doing a fantastic job. We are truly fortunate to have leaders in our organisation like Elston and Ezgi. Their term of office is coming to an end in line with our policy. Two new Deputy Chief Commissioners will join the team bringing new energy and ideas soon but before this happens, an enormous thank you must go to both Elston and Ezgi for their hard work, dedication and commitment.

Nigel Reece finished up as the National Commissioner Youth Program during the past year. Nigel ushered in the then new program providing leadership, advice, direction and support for all Branches as they embarked on the journey of One Program. Thank you, Nigel, for all of your work at a National level.

Dougal Mayor concludes his term as the National Commissioner Adult Training and Development this year. Dougal has been an outstanding contributor to the National Team. Dougal has achieved a great deal in this role, especially in the redesign of the ATD curriculum and the enhancements to OnDemand Scouting. Scouting is indebted to him for his strong leadership in the training space. Thank you, Dougal, and welcome Julia Miller who has been appointed to succeed him.

2025

Looking ahead, an extensive amount of work has been invested across Branches and by the organising team in Queensland for the upcoming Australian Jamboree (AJ2025) to be held at Maryborough in Queensland. It's set to be a summer like no other for thousands of youth members and volunteers, and we look forward to the adventure ahead. Western Australia will host the next Australian Rover Moot in 2027, which will be the first national event delivered under the new framework for Scouts Australia's youth events. Local camps and events will continue to provide opportunities for young people to benefit from all Scouting has to offer. Scouting really happens at the local level which is why our focus at a National level will be to ensure the program is easier to deliver with support for local Scouting. I look forward to working with our National Team to deliver results for all our members throughout Australia in 2025.

Yours in Scouting

Brendan J Watson OAM

EXECUTIVE REPORTS

Chair, National Executive Committee

Scouting is the values-driven youth leadership program for Australia, in the community and the outdoors. This year Scouts Australia adopted a new strategic plan from 2023-2026.

This plan has five “key moves” that will help us focus our efforts on the most important challenges. Over the next three years, we will:

- make delivering our youth program easier and more impactful
- build the recruitment and retention machine to grow our movement
- reshape a contemporary volunteer model that drives Scouting
- unlock and steer resources to futureproof our mission
- transform the organisational support of our movement

In addition to a new strategic plan, we also have two new faces at the head of our organisation. Brendan Watson commenced his term as Chief Commissioner of Australia in November 2023, succeeding Phil Harrison after his six years in the role. And Chris Allen joined us in the role of National General Manager in May 2024. As our executive leaders, Brendan and Chris are essential to implementing our strategic priorities. We are all glad to have them both on board!

This year has been sobering in terms of our key success metric: how many people are participating in our youth program across the country? Last year I was proud to report 4% growth in membership in the year to July 2023. However, this year, we saw a 5.8% decline over the year to May 2024. This pendulum swing of membership is of significant concern to the National Executive Committee (NEC), and we are working to understand and respond to it.

On a more positive note, it has been an excellent year for major national events. In April 2024 we held a once-in-a-lifetime camp on the grounds of Government House, Canberra. Over 2,000 Scouts were hosted by the Governor General for a week of camping and adventure. And currently, Scouts across the country are gearing up for the 26th Australian Jamboree in Maryborough, Queensland, our flagship event as a national association.

Financially, Scouts Australia has posted a satisfactory result for the year ended 31 March 2024. We ran at an operational deficit of \$391,985. This was offset by better-than-usual income from our investment portfolio as markets improved, after a difficult 2022 and start of 2023, leading to a net surplus for Scouts Australia of \$2.9 million.

As an organisation, we celebrated 50 years of girls in Scouting and published a plan to continue to improve diversity in our organisation. We have also continued to work on our systems of governance and management. This has included a national focus on compliance with mandatory training – reducing the number of non-compliant leaders by 83% across the country.

Of course, it is all in the service of a program that is adventurous, fun, challenging, and inclusive. Those scouts that attend the Jamboree in January 2025 will learn new skills, make new friends, and have the adventure of a lifetime. But indeed, we can say the same thing for all our members – Scouts is a global movement, grounded in communities. And thanks to leaders and groups all around the country, we can be proud that we are helping young people become resilient, thoughtful and dynamic members of their community.

Toby Phillips
Chair, National Executive Committee



Toby Phillips, Lloyd Nurthen, Jon Willis

EXECUTIVE REPORTS

National General Manager

I'm delighted to be able to provide this report, my first as National General Manager of Scouts Australia.

In the brief period since my appointment in May 2024, I've learned so much already about Scouting, but the standout for me has been the unequivocal commitment and belief in the movement that I see in so many people I've met along the way - volunteers and professional staff. It's a great privilege to see this commitment, energy and enthusiasm being directed into the vast array of activities we undertake, and I'm thrilled to have this opportunity to make a contribution.

I would like to thank my predecessor, Mark Stedfut, for the contribution he made as National General Manager and I'd also like to take this opportunity to acknowledge and thank our Deputy General Manager, Neil Carey, who stepped into the role ahead of my appointment. Neil took on the lion's share of additional work for a number of extremely busy months and did a thoroughly excellent job, which he has continued in supporting me since May.

Many will not be aware of the wide range of tasks undertaken by our National Support Team, the NST. Despite the diversity of their responsibilities and the workload that is managed day-to-day, the NST is actually a small team of just a dozen people. I have been incredibly impressed by the dedication displayed by each and every member of the team and their unwavering drive to provide support to Scouts Australia. They have all provided incredible support to me personally and so I will take this opportunity to thank them: Annette Dynska, Tim Kluger, Marina Avelar, Jeffrey Lehrer, Emma Watson, Rita Ciradi, Estelle Marine, Tracy Pullan, Sarah Eldridge and Kitty Tsang.

Obviously, the work continues and evolves, and we have undertaken a number significant reviews during the period between May and August.

The key areas brought to my attention at the commencement of my appointment were the need to review our technology platforms, financial management structure and processes, and the need to review the NST to determine whether current responsibilities remain aligned with the organisation's needs, current and future.

To address these priorities, I engaged two external specialist consultancies to respectively review our financial management processes and the roles and responsibilities of the NST. Within these reviews I arranged for key members of the volunteer leadership team to be directly engaged by the consultants to ensure the widest possible consultation. Both of these reviews have now been completed and I will be working with the

consultants, the National Support Team and members of the National Executive Committee to consider next steps.

With regard to technology platforms, there is significant work to be done, and we will be undertaking a wide-ranging consultation process to identify our most urgent priorities. On the basis of that consultation, we will develop a Digital Roadmap and implement strategies to commence work on fixing what needs to be fixed.

Importantly, we cannot do any of this work in isolation. Our collaboration and cooperation across the country will be critical to the ongoing success, relevance and reputation of Scouting in Australia. In achieving that success, I must acknowledge the outstanding work of the Executive Officers and professional staff in every Branch of Scouts across the country. Already we have all committed to working closely together and have re-established the National Executive Officers Network to provide a framework for collaboration. There are many challenges facing us all at present and we will be working together to find solutions that will be of benefit to everyone and, ultimately, ensure the ongoing delivery of Scouting to young people by those who have voluntarily undertaken that responsibility at the frontline.

To that end, I have adopted the Scouts PURPOSE as the basis of my approach to my duties and those of the National Office – National Support Team, because it's important to keep in mind why we're here, why we exist and why we do what we do:

The Purpose of the Scout Movement is to contribute to the education of young people in achieving their full physical, intellectual, emotional, social and spiritual potentials as individuals, as responsible citizens and as members.

Finally, I must pass on my sincere thanks to our NEC Chair, Toby Phillips, our Chief Commissioner, Brendan Watson OAM, and every member of the National Executive Committee and National Team for the incredible welcome and support I have received since my appointment. I could not be more grateful.

Chris Allen
National General Manager



INTERNATIONAL CONTINGENTS AND MAJOR EVENTS

2024 has been a slightly quieter year for international as we took a deep breath after the frenzy that 2023 was! However, quiet does not mean slacking off! We still had a number of Contingents away while others commenced preparations.

Contingents

The Contingent teams will speak more to their experience below however, we would like to thank the following Contingent teams for their hard work, commitment and enthusiasm in delivering their respective events:

- Tom Dowsley (WA), Contingent Leader, Kellee Gibby (WA), Deputy Contingent Leader and the whole Contingent Management Team who delivered a hugely successful Australian Contingent to the 23rd Aotearoa New Zealand Jamboree.
- Samuel Thomas (VIC), Contingent Leader, Lily Canalese (QLD), Deputy Contingent Leader and the Contingent Management Team who made the Australian Contingent to the 81st Aotearoa/New Zealand Moot possible.
- Max Manson (QLD), Deputy Contingent Leader, Shaylah McClymont (ACT), and the whole Contingent Management Team who worked hard in challenging circumstances to ensure the Australian Contingent to the 7th Roverway event in Norway went smoothly!

Preparations for the 16th World Scout Moot 2025 and 26th World Scout Jamboree 2027

Preparations for the 16th World Scout Moot 2025 in Portugal are well underway. Steven Shephard (NSW) has been appointed as Contingent Leader, with Nick Kammin (QLD) as his Deputy. Applications have now closed, and the Contingent is eagerly anticipating the upcoming moot. The Contingent will offer an exciting pre-tour, beginning in Barcelona and concluding in Lisbon before heading to Moot. Participants will have the opportunity to visit stunning locations, from the Royal Palace in Madrid to the scenic Mediterranean coastline. Following the Moot, a further post-tour is on offer, commencing in Porto and ending in Casablanca. The event promises to be an unforgettable experience, especially for the Rover cohort, who missed the 16th World Scout Moot Ireland 2022 due to COVID-19.

For the 26th World Scout Jamboree 2027 in Poland, preparations are also progressing smoothly. Phil Britt (VIC) has been appointed as Contingent Leader and Josh Welsh (VIC) has been appointed as his Deputy. Phil and Josh have a huge amount of large event experience, building and leading successful teams and planning exciting and memorable experiences for all attendees.





Parliament Friendship Group



43rd World Scout Conference - Cairo, Egypt (Hybrid)

From 17 – 23 August, the 43rd World Scout Conference took place in Cairo, Egypt, gathering representatives from 170 National Scout Organizations (NSOs) across the globe. This event, organised by the World Organization of the Scout Movement (WOSM), is an event run every three years, where key decisions shaping the future of Scouting are made. Australia's presence at this year's conference had a delegation operating in a hybrid capacity from Perth, Western Australia. The delegation was led by Lisa Picking, International Commissioner of Australia, who served as the Head of Delegation. She was joined by Brendan Watson, Chief Commissioner of Australia, Ezgi Bridger, Deputy Chief Commissioner of Australia, Shaylah McClymont, National Rover Council Chair, and Lincoln Rieger, National Youth Ambassador. Together, they represented Australia's interests and contributed to the critical discussions that will guide the Scouting movement for the next three years.

Throughout the six-day conference, the delegation engaged in a series of tasks, including voting on the new World Scout Committee for the 2024-2027 term, deciding the locations for future world events, and reviewing the new strategy for Scouting and the triennial plan. These decisions will directly impact the direction and focus of Scouting worldwide.

The Australian delegation, operating out of the Scouts WA Head Office, managed the challenges of participating in a hybrid format, ensuring that Australia's voice was effectively heard in the global arena. Their participation highlighted Australia's active role in global Scouting and

the importance of collaboration and forward-thinking in ensuring the continued success and relevance of the Scouting movement. We thank Chief Commissioner Ayden Mackenzie JP, Executive Manager Dougal Mayor and all staff at Scouts WA for their hospitality over the week and also the staff and volunteers from WOSM for putting on such a great conference.

Lincoln Rieger

National Youth Ambassador and Venturer Scout

25th World Scout Jamboree: Report of the independent Review Panel

In September 2023, the World Scout Committee appointed an independent Review Panel to conduct a thorough review of the events associated with the 25th World Scout Jamboree in Korea and to provide a comprehensive report highlighting learnings and recommendations. This panel was Co-Chaired by Phil Harrison, Immediate Past Chief Commissioner of Scouts Australia.

The Panel's report presents a factual examination and analysis of the existing governance frameworks for hosting the Jamboree and takes into consideration the historical management of Jamborees which relied heavily on trust with the Host.

The report offers recommendations for actionable steps that the World Organization of the Scout Movement and future Hosts should take to enhance and improve the quality and safety of World Scout Youth Events.

Thank you to Phil and his fellow panel members for undertaking this work to ensure we live our program and recommit to continuous improvement.



New Zealand Jamboree



Asia Pacific Region Leaders Forum – Bangkok, Thailand

In April, the National Scout Organization of Thailand (NSOT) hosted the 11th Asia-Pacific Regional (APR) Scout Leaders Summit (referred to as the Summit).

The Summit is gathering key leaders from the member National Scouts Organisations and National Scout Associations from all over the Region to report and review the progress of the APR Plan 2022-2025.

More than a celebration of successes and milestones, APR also invited key people from the World Scout Committee to further foster cooperation among members of the Scout Movement and discuss developments in World Scouting.

Scouts Australia was represented by Chief Commissioner of Australia Brendan Watson, and International Commissioner Lisa Picking. Other Australian participants included:

- Elston Hynd: APR Committee member; Advisor, APR Governance Sub-Committee; APR Safe from Harm panel member
- Neville Tomkins: Chair, APR Taskforce on Strategy for Scouting (Beyond 2023)
- Paul Parkinson: APR Messengers of Peace Regional Decisions Committee; APR Scout Committee Consultant; APR GSAT Facilitator
- Nikketah Cuneo: APR Youth Engagement Sub Committee

Kandersteg International Scout Centre – Kandersteg, Switzerland

Australia has always maintained a strong presence at Kandersteg International Scout Centre, affectionally known as KISC. On the back of the successful Australian Contingent to the KISC Centenary last year, European Summer 2024 saw 6 brilliant young women - Grace Archer (Vic), Zoe Cowan (NSW), Grace Cummins (NSW), Aly Harris (Vic), Ruby Mavor (NSW) and Gemma Park (Vic) - selected as Short-Term Staff to support KISC and its guests. This is in addition to Sabrina Berg (Vic) who volunteered in the European Winter 2023-24 and then became the Program Administration Assistant in the Summer! We're so proud of all of them!

We look forward to hearing about the next crop of Australians selected to volunteer at KISC in the coming months.



23rd Aotearoa / New Zealand Jamboree 2023-24

December 2023 saw the Australian Contingent of 684 Scouts, Venturer Scouts and supporting adults travel across the Tasman to experience the 23rd Aotearoa / New Zealand Jamboree 2023-24.

New Zealand Jamboree



Following two days exploring Auckland and forging friendships within the Australian Contingent, we travelled in 14 coaches to Mystery Creek Events Centre near Hamilton on 30 December 2023. Arriving onsite at the tent city it was awesome to be welcomed by our New Zealand friends.

The seven days included a huge selection of Scouting adventure, including rock climbing, digger driving, discos, water activities, Masterchef, tramping, mini quad bikes, and abseiling.

For a lucky 248 members of our Contingent, the Jamboree was followed by a week-long post-tour in Rotorua, adventure capital of the North Island. White water rafting, horse riding, cultural activities, cave visits, the luge, kayaking, and water parks all featured in the action-packed program.

Special thanks to our tremendous team of adult Leaders who supported the Contingent as International Service Team members, Patrol Adult Leaders, and members of the Contingent Management Team. This adventure certainly wouldn't have been possible without your support!

Tom Dowsley
Australian Contingent Leader



L to R: Parliament Friendship Group, Scouts NSW (2 images), Governor General's Camp

81st Aotearoa/New Zealand Moot 2024

Over Easter, 46 Australian Rover Scouts journeyed across the ditch to take part in the annual Aotearoa New Zealand Rover Moot. Participants travelled to Rotorua to embark on an epic medieval themed 3-day camp, where over 150 participants took part in many activities.

Among the activities was a tug of war tournament, bravely (yet unsuccessfully) contested by various Australian teams. The round robin Shooting Trophy (which may or may not have included shooting depending on the event!), a combination of the best medieval tasks, trials and challenges, was won by a patrol featuring two proud Aussies, and our Contingent even took out the illustrious women's team cross country trophy!

Alongside the onsite activities were some excellent tours, ranging from mountain biking expeditions, to hurtling down the mountain in zorbs or on the luge, to amazing race style capers around Rotorua. Our participants also took part in service activities, giving back to the local community around Rotorua by painting, gardening and fixing up various community centres and parks.

After the main event, some of our participants stayed on in Rotorua for an action-packed post tour. We endured a hiking expedition, went white water rafting, and relaxed in the Polynesian Spas, before heading back to Auckland for a night of fun and excitement.

Overall, the Moot was an amazing opportunity to further our special bond with our friends from across the Tasman. We can't wait to head back over next year for what will no doubt be another amazing Moot.

Samuel Thomas
Australian Contingent Leader



New Zealand Jamboree

7th Roverway, Norway 2024

In July 2024, nearly 100 Rover Scouts and leaders from across Australia embarked on an unforgettable journey to Norway as part of Roverway 2024. This international event brought together over 7000 young people from across Europe and beyond, giving Australian participants the opportunity to connect with Rover Scouts from all corners of the globe and experience the stunning landscapes and rich culture of Scandinavia.

Roverway 2024 was much more than just an event. It was an adventure filled with challenges, cultural exchanges, and personal growth. Participants took part in a series of "paths" – small group journeys exploring different parts of Norway, from breathtaking fjords to historical cities. Along these paths, Australian Rover Scouts formed strong bonds with their international peers, worked on meaningful service projects, and learned about sustainable practices in some of the world's most beautiful natural settings.

Once reunited at the main site in Stavanger, the Contingent participated in activities that celebrated the Rover values of adventure, service, and leadership. Workshops, discussions, and games helped our Rover Scouts build new skills and deepen their understanding of global Scouting. There was also time to celebrate, with lively campfires and cultural evenings showcasing the best of each country's traditions.

For many of the Rover Scouts, Roverway was their first international Scouting event, and it left a lasting impact. Not only did it broaden their horizons and build lasting friendships, but it also deepened their commitment to the global Scouting movement.

We would like to thank the Scouts Australia International team, the International Commissioner Lisa Picking, Tracy Pullan for International Support, and all those who supported the Contingent along the way. The event was a testament to the strength of the Scouting community and the incredible potential of young people when they come together to build a better world.

Max Manson
Australian Contingent Leader

Lisa Picking
International Commissioner of Australia

Nick Carroll
Deputy International Commissioner of Australia

GOVERNOR GENERAL'S CAMP

It was billed as a “once in a lifetime” opportunity and experience and it’s not often that is as true as the invitation that His Excellency General the Honourable David Hurley AC, Governor General and Chief Scout of Australia, extended to Scouts Australia to camp in the grounds of Government House, Yarralumla.

14-19 April 2024

When he issued that invitation, His Excellency envisaged that there might be around 150 Scouts camping on the carefully manicured grounds of his home. However, the Camp that concluded on April 19 surpassed all expectations with just on 2,000 Joey Scouts, Cub Scouts, Scouts, Venturers and Rovers, Leaders and Adult Supporters from every State and Territory enjoying an extraordinary week of activities, fellowship and personal development.

Another huge bonus was a week of wonderful weather, making the idyllic location and wide range of activities - including sailing and kayaking on Lake Burley Griffin, trips in a tethered hot air balloon rising above Government House at dawn, campfire MasterChef cooking, visits to the War Memorial, abseiling at the Scouts ACT Camp Cottermouth, contributing to a breathtaking indigenous artwork designed especially for the camp, four- wheel driving in the Brindabella hills, Questacon visit, environment focused activities and so many more - just that much more special.

A highlight was the night time entertainment, centred around a stage constructed on the Government House vista lawn, where His Excellency warmly welcomed the Scouts to his home during the Opening Ceremony but also where, the following night, Her Excellency Mrs Linda Hurley shone at the Campfire performing a song she wrote to celebrate the camp – enjoyed so much that she was asked to reprise it before she left the Campfire, mobbed and celebrated like a rockstar!

At the Closing Ceremony we were privileged to witness the Chief Commissioner of Australia, Brendan Watson, surprise Mrs Hurley with the award of the Silver Emu for Distinguished Service to the Scout Association. His Excellency was similarly surprised with the award of the Silver Kangaroo – the highest Scouts Australia award for adults - in recognition of his Eminent Achievement and Meritorious Service. These awards are richly deserved for the many years in their roles as Chief Scout of NSW, then Chief Scout of Australia and as leaders in their local group many years prior.

A camp of this scale, with the challenges of a site with no infrastructure to speak of to support camping and running activities, does not happen without a huge amount of work by the organising team and the support of the local Branch. I want to thank all the team from ACT Branch – from the Chief Commissioner, through all the ACT leaders and professional staff who supported this camp which was the largest scout event ever held in the ACT – and the Contingent Leaders, and particularly recognise the extra support offered by Victoria to overcome capacity challenges in several areas. It may sound obvious but without that strong leader and adult support from across the nation, major camps like this can't happen and certainly not as fabulous as this one!

Who knows whether such an invite will ever be received in the future.... it's especially pleasing that just on 2,000 Scouts of all ages had this amazing opportunity, creating memories of a lifetime and we are incredibly grateful to their Excellencies and the whole Government House staff for their extraordinary hospitality.

Jon Willis OAM
Camp Director





YOUTH PROGRAM

Over the last twelve months, young people across Australia have been leading and learning through a fun, adventurous, challenging and inclusive Scouting youth program.

The focus of our Youth Program Team nationally is on designing and supporting a high-quality program that is relevant to young people, grounded in the best non-formal education practices and realises our purpose as a movement. Many projects have been in action across the last year to enhance the delivery and support of our program.

Throughout 2023-2024, the Australian Scouting Youth Events Policy, Standards and supporting material have been developed, approved and released. These will provide guidance and parameters in the planning, delivery and review of events. The National Youth Program Team have been working with members of their teams to explore and test these tools and we are excited for the growth and potential adventures for young people that will be enabled by this new framework.

Scouts | Terrain has continued to evolve over the last twelve months. Improvements have included:

- the ability to delete draft programs,
- a decrease in compulsory fields,
- the addition of 'no Challenge Area' as an option to support the inclusion of more activities in the program,
- ability to review the programs attached to Milestones for our adult leaders,
- introduction of the view for leaders not attached to a Group, and
- the addition of the 'award' function in the approvals area.

Usage of Scouts | Terrain continues to grow, with the focus over the last twelve months having been on increasing the effectiveness and functionality for leaders and support teams.

40,152 Milestone Achievements awarded

Outdoor Adventure Skills Achievements awarded

8,440 Bushcraft **1,666** Boating

8,426 Bushwalking **4,702** Cycling

8,575 Camping **3,764** Paddling

1,354 Alpine **4,015** Vertical

5,323 Aquatics





Governor General's Camp



Special Interest Area Achievements awarded

2,249 Adventure & Sport

2,380 Arts & Literature

1,493 Creating a Better World

1,633 Environment

2,255 Growth & Development

2,391 STEM & Innovation

Character Courses have been rolled out with piloting occurring in some locations across the country. These meet the requirements of the Leadership and Personal Development component for the sectional peak awards and provide members with an opportunity to explore their own views and leadership experiences alongside like-age peers. These courses also link into some of the more recent World Scouting initiatives that have been, and are being, released.

Youth Program, Training and SAIT combined to produce pathways for youth members to be recognised in the Adventurous Activities areas through their program achievements. This work was built on the Outdoor Adventure Skills linkages with formal recognition pathways through VET.

The Diversity and Inclusion Team released a series of resources to support neurodiversity in Scouting. With an increase in diagnoses revealing a greater prevalence in the broader community, these tools have been compiled to assist leaders in supporting the transition and inclusion of members into their programs and activities. This team has also commenced the process to create a Reconciliation Action Plan for Scouts Australia, which will continue to evolve over the coming months.

Our Performing Arts shows across the country have continued to thrive. Hundreds of members take to the stage each year, supported by equally as many members backstage and front of house. Members have been seeking recognition through program and vocational pathways, supported through Milestones, Special Interest Areas and the Creative Industries Vocational packages.

Work has commenced on Key Move 1, with an initial plan developed by the National Youth Program Team and working groups being established to enable the development and implementation. We look forward to this work accelerating over the next twelve months.



New Zealand Jamboree



Governor General's Camp

It is an exciting time in Scouting, with many changes and initiatives anticipated from a range of areas.

There have been a number of personnel changes over the last twelve months.

We would like to thank Nigel Reece for his work and contributions as the National Commissioner Youth Program over the last six years. Nigel's passion for building a culture and framework of belonging, respect and safety culminated in the YOUth Safeguarding statements and resources released in September 2023, which forms the start of this reporting period.

Julia Miller concluded her tenure as Deputy National Commissioner Youth Program. Julia's contributions in representing Youth Program at the National table continued whilst she held the role of Acting National Commissioner Youth Program throughout the majority of the 2024 calendar year. The Youth Program Team thank her for her commitment to the Youth Program and congratulate her on her next adventure as the National Commissioner Adult Training and Development.

Equally, we would like to acknowledge the contributions of Felicity McNeice, Daniel Bartlett, Niamh Hitchman and Diana Swift who have each been part of the Youth Program portfolio throughout part of this last twelve months and have taken on roles that have seen them leave our regular meeting and collaboration network.

We welcomed Nick Molnar into the role of Deputy National Commissioner Youth Program. Nick has taken on the challenge to spearhead Key Move 1 from the Strategic Plan as well – a project to make delivering our program easier and more impactful. Nick has brought a fresh face to the table, with a new energy and enthusiasm for ensuring the Scouting youth program meets the needs of our members.

Lachie Page, Morris Orchard and Shaylah McClymont have joined the portfolio as representatives from their Branches, bringing different insights and perspectives for discussion and consideration.

We must recognise and thank all members of the extended Youth Program portfolio who have contributed to each of the projects delivered and in progress over the last twelve months. To name them all would result in us missing names, noting that this leadership has been led by and included each of Caitlin Arcus, Daniel Bartlett, Ros Beswick, Peter Blatch, Cheryl Brady, Jenna Denley, Clare Hanley, Niamh Hitchman, Loz Lovatt, Ayden Mackenzie, Patrick McCormick, Jared McDonald, Julia Miller, Nick Molnar, Morris Orchard, Lachie Page, Nigel Reece, Gayle Shearer, Nathan Swaffer, Diana Swift, Louis Todd, Nick Warwick, Emma Watson, Chris Wise, and Doug Wright. Thank you to each of you and your teams!

Julia Miller
Acting National Commissioner Youth Program

Rovers 2023-24



ROVER SCOUTS REPORT

It has been another successful year for the Rover Scout Section. Rover Scouts have been active in their local areas including running activities and events for Rover Scouts as well as for other Sections. Rover Scouts have been active in national events and taking great advantage of the international offering of Scouts Australia.

The Rover Section continued its strong commitment to serving the community. The National Rover Council (NRC) delivered the National Rover Blood Drive supporting Australian Red Cross Lifeblood and donated to environmental charity Bush Heritage to carbon offset the annual NRC Conference.

The Rover Section undertook a review into retention in the Rover Scout Section. The Project Patrol surveyed 165 Venturer Scouts, Rover Scouts and Adult Leaders from across the country and made recommendations on how to improve retention in the Section.

The NRC continued to deliver the Rover Challenge grants again this year, providing funding to Rover Scouts and Rover Scout Units to challenge themselves. The NRC supported challenges such as Wilderness First Aid training, cross country skiing expeditions, abseiling equipment to enable vertical activities and hiking expeditions to K'gari.

Shaylah McClymont
Chair, National Rover Council

Rovers 2023-24



SCOUTS AUSTRALIA INSTITUTE OF TRAINING (SAIT)

In the thirtieth year of Scouts Australia having a Registered Training Organisation (RTO number 5443), the Scouts Australia Institute of Training (SAIT) has had another positive year recognising the learning of youth and adult members with Qualifications and Statements of Attainment.

The RTO continues to offer to both youth members and all adults in Scouts Australia meaningful opportunities to have their Scouting experiences, training and other learning recognised with nationally recognised, industry developed qualification.

Many members complete the vocational education and training outcomes available from SAIT so that they can take on other roles in their support of Scouting. Examples of this include part and full qualifications in:

- Outdoor Leadership to support the delivery of the outdoor adventure skill component of the youth program.
- Training units of competency to support adult training.
- Assessment units of competency to support assessment of qualifications via SAIT.
- Working in a Child Safe Environment Skill Set, to support our obligations and approach to ensure that Scouting is a safe environment for young people.

Additionally, all Scouts Australia members over the age of 14, have the opportunity to use their experience gain recognition of prior learning and achieve full qualifications or micro-credentials that they can use in further education or their career. Qualifications available are from the following fields:

- Volunteering – For youth and adult volunteers
- Workplace Skills and Business – Mostly youth formalising their Scouting skills
- Leadership and Management – Typically adults formalising their experience
- Creative Industries – Relating strongly to, but not dependant on GangShow
- Project Management – Leading contingents and other significant projects
- Outdoor Leadership – Participation in and leading outdoor adventures

Useful information about pathways that will assist to gain experience towards qualifications can be found on to the Scouts Australia webpages. <https://scouts.com.au/sait>

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.

Members of Scouts Australia can access the SAIT benefits at no cost and yet calculated on the premise, if members were charged by another RTO to attain the same qualifications, the financial value SAIT provides annually has consistently been over \$4 million. This is a very substantial and useful benefit to being a member of Scouts Australia, whether a youth member or an adult.

SAIT volunteers over the last thirty years have contributed to what will be 40,000 certificates before the end of 2024.

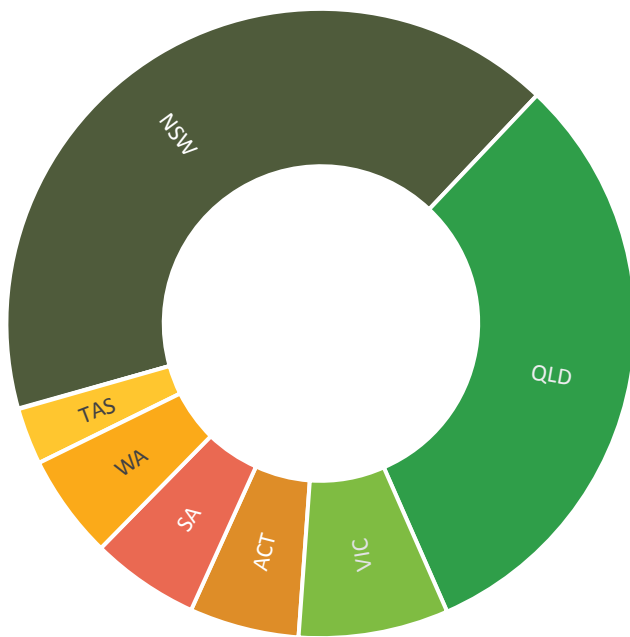
Jeffrey Lehrer
Principal

Value of Qualifications & Statements of Attainment issued by SAIT =

\$4,793,380

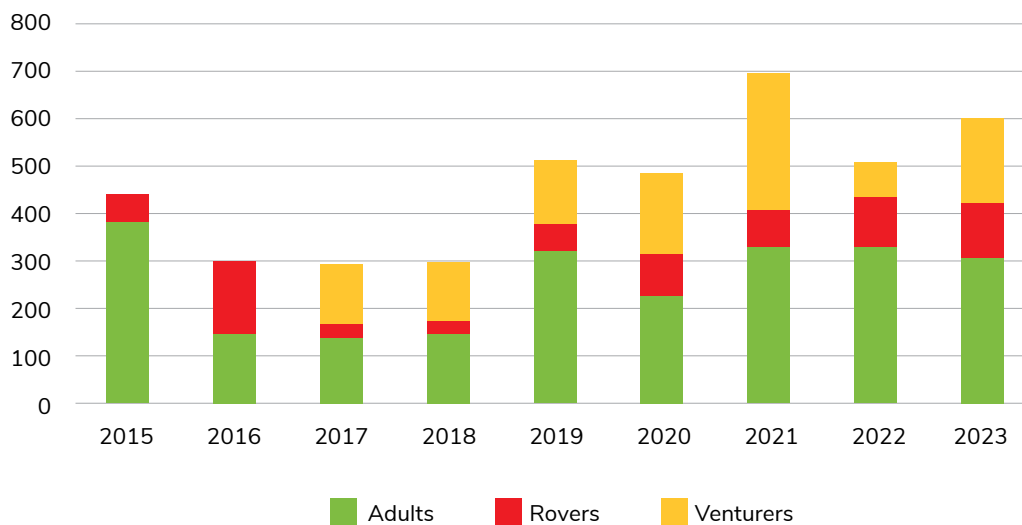


Value Per Branch



\$270,183	ACT
\$1,985,355	NSW
\$1,906	NT
\$1,504,197	QLD
\$266,437	SA
\$140,463	TAS
\$368,242	VIC
\$256,598	WA

Qualification Comparison



STRATEGIC PLAN

A BIG PLAN FOR SCOUTING IN AUSTRALIA

Scouting has a big plan.

It's a plan to grow a vibrant and diverse movement that changes young lives and their communities for the better.

Our plan lays out a ten-year vision for Scouting and the impact we will have. It then sets out the practical steps we will take over three years to make significant progress towards the vision.

Over this period we will see our contemporary Scouting program for young people better supported than ever - young people and their supporters will love leading their program.

We'll see a reshaped volunteer model to get more people supporting Scouting. At the same time we'll tell the community our young people's stories to significantly grow and modernise our public profile, with an integrated whole-of-movement effort to bring more young people into Scouting.

We will see the organisational support of Scouting grow in its maturity, unity and future-readiness, with the financial resources required to ensure Scouting thrives.

Scouts Australia operates within a world framework for Scouting, and this plan assists in aligning with the opportunities and obligations that come from being part of a global Scouting community. This includes the highest standards of child safety, good governance and educational methods represented through world Scouting policies and strategy.

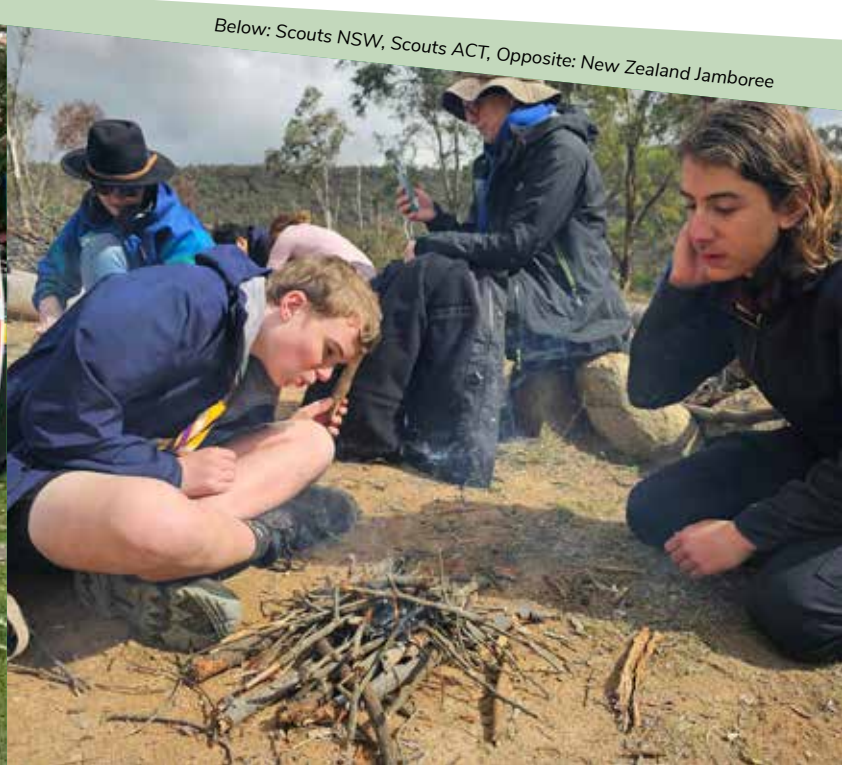
Scouting in Australia is supported by a federated organisational model – this plan lays out a unified direction for our national association as well as state and territory Branch organisations, driving Scouting together.

We will use this plan to drive our efforts and our investments while also mobilising our wider community of support to ensure a vibrant and impactful Scouting movement in Australia.

Key Moves for 2023-2026

Five Key Moves will focus our energies, investments and partnerships as we strive towards our 2033 vision.

1. Make delivering our youth program easier and more impactful
2. Build the recruitment and retention machine to grow our movement
3. Reshape a contemporary volunteer model that drives Scouting
4. Unlock and steer resources to future-proof our mission
5. Transform the organisational support of our movement



Below: Scouts NSW, Scouts ACT, Opposite: New Zealand Jamboree



LORD BADEN-POWELL SOCIETY

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

The Lord Baden-Powell Society was set up by Mr Geoff Lee in 1984, and we have this year entered its milestone of 40 years since its inception.

Financial Donors of the Lord Baden-Powell Society have helped young Australians experience the benefits and joy of Scouting by providing financial support to Scouts across Australia.

With AJ2025 coming up, this year in particular, we increased our fundraising efforts for the 26th Australian Jamboree (AJ2025) taking place in Queensland in January 2025.

So far, we have raised a total of \$135,579.74 to 30th August 2024. Our goal still stands at reaching \$150K by the end of the year.

The Lord Baden-Powell Society allocated \$120K for the distribution of funds to State Branches to help support families for AJ2025 this year.

Further highlighting the unwavering support of the LBPS, we generously contributed \$36,000 in support of the Governor General's Camp which took place on the grounds of Government House in Canberra in April.

Along with further funding, and the prospect of new Members joining, we will continue to support our present and future Youth Members.

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, donations to our Jamboree Fund.

The Society's Honours Recognition Program, which was first launched in 2011, and we are proud to announce that it is still ongoing and updated regularly whenever Donor donations reach the financial contributions targets.

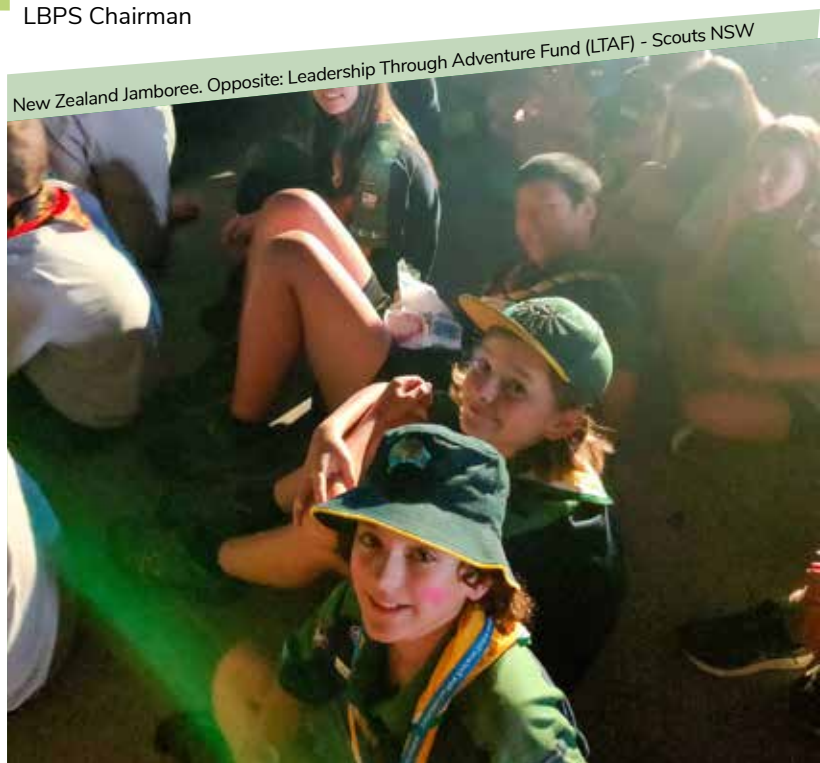
The program recognises those members, both current and past, whose cumulative financial contributions total in excess of \$15,000, including membership gifts, jamboree fund support, general donations, and bequests to the Lord Baden-Powell Society.



A new electronic version of the Honours Board is located on our website under the Honours Recognition Program page for everyone to see. Once a Donor Member name is added onto our honour board, the name will never be removed.

All contributions are of course tax deductible and I encourage you to consider joining the LBPS as a member or a donor to the Jamboree fund, knowing that you are contributing to the future of Scouting in Australia.

David W. Jones AM. FCA.
LBPS Chairman

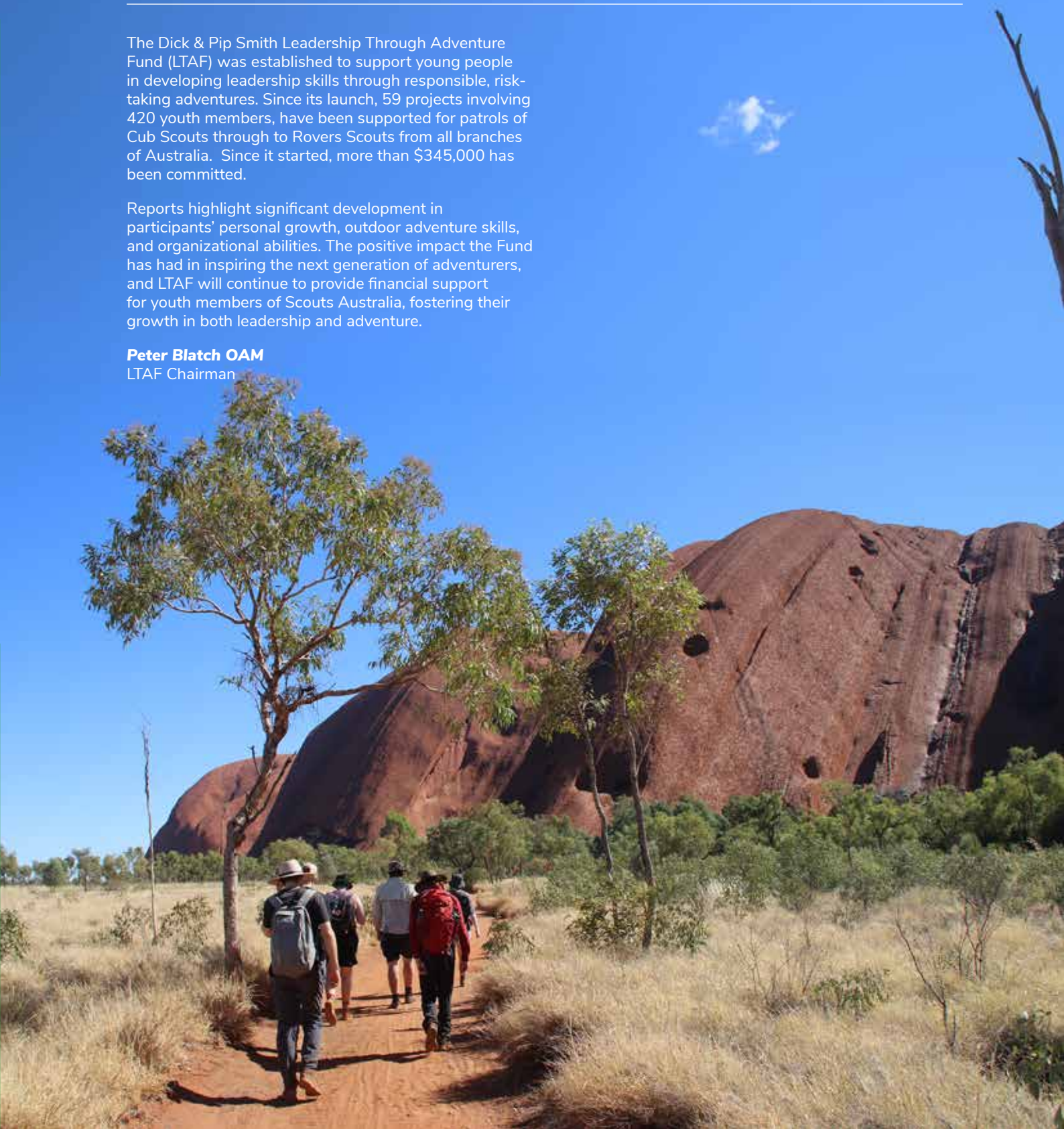


DICK & PIP SMITH LEADERSHIP THROUGH ADVENTURE FUND (LTAF)

The Dick & Pip Smith Leadership Through Adventure Fund (LTAF) was established to support young people in developing leadership skills through responsible, risk-taking adventures. Since its launch, 59 projects involving 420 youth members, have been supported for patrols of Cub Scouts through to Rovers Scouts from all branches of Australia. Since it started, more than \$345,000 has been committed.

Reports highlight significant development in participants' personal growth, outdoor adventure skills, and organizational abilities. The positive impact the Fund has had in inspiring the next generation of adventurers, and LTAF will continue to provide financial support for youth members of Scouts Australia, fostering their growth in both leadership and adventure.

Peter Blatch OAM
LTAF Chairman



OFFICE BEARERS

National Council

Chief Scout of Australia	His Excellency General the Honourable David John Hurley AC DSC (Retd) (until 1 July 2024)
National President	Rear Admiral the Honourable Kevin Scarce AC CSC RAN (Rtd)
Vice President	Mr John de Wijn AM KC* (until 25 November 2023)

Branch Chief Scouts

Australian Capital Territory	Vacant Position
New South Wales	Her Excellency the Honourable Margaret Beazley AC, KC
Northern Territory	His Honour Professor the Honourable Hugh Heggie PSM
Queensland	Her Excellency the Honourable Dr Jeannette Young AC PSM
South Australia	Her Excellency the Honourable Frances Adamson AC
Tasmania	Her Excellency the Honourable Barbara Baker AC
Victoria	Mr Shane Jacobson
Western Australia	His Excellency the Honourable Chris Dawson AC APM

Life Members of National Council

Mr C Farmer OAM	Mr P Parkinson OAM
Mrs K Brown AM	Mr J Leece AM
Dr B Munro AM	Major General J Pearn AO RFD
Mr A Tannahill AM	Mr R Williams AM RFD
Mr J Ravenhall AM	Mr N Tomkins OAM JP
Mr D Jones AM FCA	Mr E Hynd AM
Mr P Blatch AM	

Branch Members of National Council

Miss K Affleck	Ms I Mairou
Mr T Aripin	Mr K McGoldrick
Miss A Asquith	Mr C McGrath
Mr T Blyth	Mr L Mclvor
Mr G Brady	Mr G Morgan AM
Mr C Buggie	Mrs N Morgan
Mr R Byrnes+	Mr S Morse
Mr T ChandioK	Ms R Morse
Mr J Clarke OAM+	Mr K Moss
Mr N Clutterbuck	Ms E Nohan
Mr S Connors	Mr L Nurthen+
Mr D Cossart OAM	Mr S Pascoe-Bell
Mr D Crundall	Mr J Pawelski
Mr G Doo+	The Honourable J Prentice
Mr T Dowsley	Mr C Ray
Miss E Ezzy	Mr M Ray
Mr N Ferrett KC	Miss D Reed
Mr D Green AM	Miss J Riley
Mrs J Hamilton	Mr C Robilliard
Mr P Harper+	Mr R Simpson
Ms A Harris	Mrs J Stenhouse
Ms R Henderson	Ms L Stephens
Miss E Hewitt	Miss J Swift
Miss N Hitchman	Mr B Thompson
Miss C Jackson	Mr J Thornton
Mr B Juratowitch+	Mr A Tomlins
Mr T Kennett	Mr M Van Der Poel
Miss S Kleine	Mr M Vinning
Mr N Leivesley JP	Mr G Warnes
Mr A Lock OAM	The Honourable K Wells MP
Mr A Mackenzie+	Mr A Williams+

National Executive Committee Members

Chair, National Executive Committee	Mr T Phillips*
Chief Commissioner of Australia	Mr P Harrison AM* (until 25 November 2023)
	Mr B Watson OAM* (from 25 November 2023)
ACT Branch	Mr N Tomkins OAM JP*
NSW Branch	Mr R Hodge (until 4 March 2024)
	Ms A Cudworth (from 4 March 2024)
NT Branch	Mr A Mackay (until 26 November 2023)
	Mr L Casburn* (from 26 November 2023)
QLD Branch	Mr N Swaffer*
SA Branch	Mr P Dickson APM* (until 26 March 2024)
	Mr B Scroop (from 27 March 2024)
TAS Branch	Mr G Blizzard (from 11 September 2023 to 15 April 2024)
	Mr M Hovington (from 17 May 2024)
VIC Branch	Mr G Landgren* (until 22 August 2023)
	Mr J Willis OAM (from 22 August 2023)
WA Branch	Mr S Davies
Member	Miss E Boxall
Member	Ms G Davie* (until 25 November 2023)
Member	Ms E Versace*
Member	Ms E Murray (from 27 July 2024)

National Commissioners and Deputies

Chief Commissioner of Australia	Mr P Harrison AM* (until 25 November 2023)
	Mr B Watson OAM* (from 25 November 2023)
Deputy Chief Commissioner of Australia	Mr E Hynd AM*
Deputy Chief Commissioner of Australia	Ms E Bridger*
National Commissioner for Adult Training & Development	Mr D Mayor*
Deputy National Commissioner for Adult Training & Development	Mr L Brown
National Commissioner Youth Program	Mr N Reece* (until 29 November 2023)
	Ms J Miller* (acting from 1 December 2023)
Deputy National Commissioner Youth Program	Ms J Miller* (until 1 December 2023)
	Mr N Molnar (from 1 December 2023)
National Commissioner International	Ms L Picking*
Deputy National Commissioner International	Mr N Carroll
Chair, National Rover Council	Ms S McClymont*

Other National Positions

Principal, Scouts Australia Institute of Training	Mr J Lehrer
National General Manager	Mr M Stedfut (until 22 February 2024)
	Mr C Allen (from 28 May 2024)
National Coordinator Redress	Mr N Tomkins OAM JP* (until 25 November 2023)
	Mr G Landgren* (from 25 November 2023)
National Project Commissioner	Mr P Parkinson OAM*
Child Safety Commissioner	Mrs J Clifford OAM

*Also member of National Council *Chief Commissioner of Branch

RECOGNITION

Australia Day Honours 2024

Officer (AO) of the Order of Australia

- The Honourable John McKechnie KC, Former Chair – Scouts Western Australia

Member (AM) of the Order of Australia

- Her Honour Chief Judge Elizabeth Morris, Former President – Scouts Northern Territory
- Mrs Heather Stringer, Honorary Commissioner – Scouts Victoria
- Mr Ronald Pickford, Former Member – Scouts Victoria

Medal (OAM) of the Order of Australia

- Mr Peter Murray, Lord Baden-Powell Society – Scouts Australia
- Ms Penelope Becchio, Special Project State Commissioner – Scouts New South Wales
- Mr John Ebbott, Former Leader – Scouts New South Wales
- The late Brian Green, Former Member – Scouts New South Wales
- Mr Paul Rogers, Former President – Scouts New South Wales
- Mr Don Leeson, Fellowship – Scouts Victoria
- Mr Michael Patten, Former Chief Commissioner – Scouts Tasmania
- Mr Samuel Southall, Life Member – Scouts Western Australia

Conspicuous Service Medal (CSM)

- Ms Melissa Vreugdenburg, Assistant Cub Leader – Scouts New South Wales

King's Birthday Honours 2024

Member (AM) of the Order of Australia

- Mr Phil Harrison, Former Chief Commissioner - Scouts Australia
- Mrs Annette Morgan - Scouts New South Wales

Medal (OAM) of the Order of Australia

- Mr John Baynie, Scouts New South Wales
- Mr Gregory Crofts, Scouts New South Wales
- Mrs Helen Pittman, Scouts New South Wales
- Mrs Merrill Ovenden, Scouts Queensland
- Mr David Bryant, Scouts South Australia
- Mr Richard Harry, Scouts South Australia
- Mr Donald Hurley, Scouts South Australia
- Mr Trevor Sharp, Scouts South Australia
- Mr Reginald Parsons, Scouts Victoria
- The late Mr Robert Porter, Scouts Victoria
- Mrs Josephine Rutley, Scouts Victoria
- Mr Norman Cunningham, Scouts Western Australia
- Mr Scott Drummond, Scouts Western Australia

Adult Recognition Awards 2024

National President's Award

NAME	APPOINTMENT	FORMATION	BRANCH
Irene Hine	Group Treasurer	Crowajingalong Scout Group	ACT
Elisabeth Macpherson	Committee Secretary	Willetton Scout Group	WA
Geoffrey Morgan AM	Supporter	Scouts Australia	National

Silver Kangaroo

NAME	APPOINTMENT	FORMATION	BRANCH
Dierdre Major	Cub Scout Leader	Wanniassa Scout Group	ACT
Greg Denning	Regional Commissioner (Activities)	Hunter and Coastal Region	NSW
Phillip Donald	District Commissioner	Northern Beaches District	NSW
Brian Engert OAM	Group Adviser	1st Berowra Scout Group	NSW
Terence Jackson	District Leader (Special Projects)	Southern Coast District	NSW
Anne Jackson	District Leader	Southern Coast District	NSW
Carol Lycett	Honorary Commissioner (Region)	Sydney North Region	NSW
Leonie Plummer	Joey Scout Leader	1st Carlingford Joey Unit	NSW
Shirley Sattler	Scout Leader	1st Terrigal Scout Unit	NSW
John Danslow	Adult Member	Oakleigh Scout Group	QLD
Geoffrey Doo	Chief Commissioner	Queensland Branch	QLD
Ann-Maree Hislop	Group Leader	Kirwan Scout Group	QLD
Brett Grant	Activity Leader	Police Scouters Team	SA
Wayne Usher	Assistant Cub Scout Leader	Whyalla Scout Group	SA
Janette Tuxworth	Assistant District Commissioner	Mersey and Leven Districts	TAS
Daniel Attard	District Leader - Cub Scouts	Hume District	VIC
Ian Campbell	State Leader - Gilwell Park Scout PA Camping	Gilwell Park Patrol Activity Camping	VIC
Neil Chalmers	Activity Leader	Police Scouters	VIC
Antonio Cipriano	Scout Leader	1st /14th Brighton	VIC
Gary Howard	Rover Advisor	2nd Essendon	VIC
Suzanne Humber	Assistant Joey Scout Leader	1st Somerville	VIC
Deirdre Lancaster	District Commissioner	Sherbrooke Yarra Ranges District	VIC
David Reeve JP	State Leader - Treetops Scout PA Camping	VIC Branch	VIC
Mark Thornton	Rover Commissioner - Region	VIC Branch	VIC
Craig Whan	Assistant Chief Commissioner - People and Culture	VIC Branch	VIC
Chris Young	Office Bearer	VIC Branch	VIC
Brian Cobb	Group Leader	Warwick Scout Group	WA
Hazel Gough	Cub Scout Leader	Bateman Winthrop Scout Group	WA
Gloria Hyne	Group Leader	Gingin Scout Group	WA
His Excellency The Honourable David Hurley Ac Dsc (Retd)	Chief Scout of Australia	Scouts Australia	National



GONE HOME

Brenda De Bes OAM

Brenda passed away on 7 October 2024, aged 98 years and 9 months. She served Scouts for some 76 years. During much of this time, she served as a Leader and Commissioner of Scouts ACT in various capacities, and as the National Coordinator for the Pen Pal Program.



Opposite: Governor General's Camp
This page, clockwise from top left: WA Rovers, ANZAC Day (Tas), Governor General's Camp,
ACT Scouts, New Zealand Jamboree, Investiture Ceremony







**Joey
Scouts**

7,272

Joey Scouts [5 to 8]

19,896

Adult Volunteers



**Cub
Scouts**

17,190

Cub Scouts [8 to 11]

139

Adult Staff



**Venturer
Scouts**

5,967

Venturer Scouts [15 to 18]



**Rover
Scouts**

2,656

Rover Scouts [18 to 25]



Scouts

14,933

Scouts [11 to 14]

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.