

Scouts Australia

Annual Report 2025

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.



This Report covers the period 1 September 2024 to 31 August 2025



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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

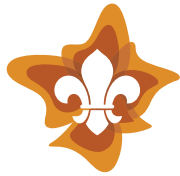
Learn from my experiences
Face challenges with courage

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.



Joey Scouts

Joey Scouts
7,593 (↑ 4.41%)



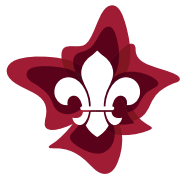
Cub Scouts

Cub Scouts
16,577 (↓ 3.57%)



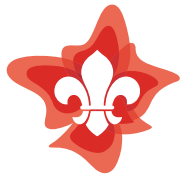
Scouts

Scouts
14,386 (↓ 3.66%)



Venturer Scouts

Venturer Scouts
5,869 (↓ 1.64%)



Rover Scouts

Rover Scouts
2,740 (↑ 3.16%)

YOUTH MEMBERS

47,165 (↓ 1.78%)

ADULT MEMBERS

19,424 (↓ 2.37%)



EXECUTIVE REPORTS

Chief Commissioner of Australia

Brendan J Watson OAM

It is with great pride and deep gratitude that I present this Chief Commissioner's Report for the period November 2024 to November 2025. This past year has been one of significant milestones for Scouts Australia - a year that reaffirmed the strength of our Movement, the dedication of our volunteers, and the enduring value of Scouting for young people across our nation.

At the heart of all that we do are our young people and the volunteers who support them. To the thousands of Leaders, supporters, and committee members across every Branch; thank you. You make a difference in the lives of young Australians every single week. You plan programs, lead adventures, support families, and give freely of your time and energy. I extend my special thanks to those serving at a National level including my own National Team. Together with the Chief Commissioners of the Branches, your wisdom, commitment, and service inspire me daily and ensure that our Movement continues to thrive.

Major Events and International Engagement

The year was headlined by the 26th Australian Jamboree (AJ2025), held in Maryborough, Queensland. With over 9,500 participants, 519 international Scouts and leaders from 16 countries, AJ2025 was a remarkable celebration of adventure, friendship, and cultural exchange. For ten days, the showgrounds became a self-contained city, filled with energy, creativity, and resilience. Scouts abseiled, raced cold boxes, built robots, explored the natural environment, and immersed themselves in the uniquely Australian spirit of community.

The Jamboree was not only about activities, but also about connections. International Scouts discovered Vegemite, swapped badges, shared songs and traditions, and built friendships that will last a lifetime.

Decisions made during AJ2025 also set our Movement on an important course: the return to a three-year Jamboree cycle, with Victoria preparing to host AJ2028.



Long-term participation in Scouting has a compounding impact on young people's development. Each additional year in the program builds greater resilience, stronger mental health, and deeper community connection. The evidence is clear from the Resilient Youth Australia data. Scouts consistently report higher wellbeing, stronger peer and adult relationships, and a greater sense of safety and respect.

RYA - Resilient Youth Australia

Internationally, our members proudly represented Australia at the 16th World Scout Moot in Portugal, the 82nd Aotearoa/New Zealand Rover Moot, and other gatherings. Each of these events reinforced the truth that Scouting is a global family, united in values and vision. Planning is now underway for major international Contingents in 2026 and 2027, including the World Scout Jamboree in Poland and the Baden-Powell Scout Peak Expedition in Nepal.

Youth Program and Training

Our Youth Program continues to evolve, with a clear focus on making it easier to deliver while still achieving the outcomes we know matter. This year saw the introduction of Program Pulse, a contemporary review tool designed to help Units reflect on strengths and identify areas for growth. The feedback already suggests that Program Pulse will help raise the quality of Scouting experiences across the country.



Technology is also central to our program delivery. We have listened carefully to members' experiences of Scouts[Terrain and are now preparing for a major and significant overhaul. Scouts[Terrain 2.0 will deliver on the promise of a platform that is intuitive, reliable, and genuinely supportive of youth progression and adult leadership.

Adult Training and Development has also taken bold steps. In recognition of the diverse ways adults contribute to Scouting, we have removed the Wood Badge as a mandatory requirement for Adult Recognition Awards. While the Wood Badge remains a valued pathway for many, this change ensures that all contributions - whether in program delivery, governance, or specialised support - can be appropriately honoured. The National Training Team, now nearly 230 strong, continues to deliver quality courses and support for Leaders, while also embedding new mandatory training modules such as the Adult Code of Conduct. These changes reflect both our values and our commitment to safeguarding children and young people.

Strategic and Organisational Renewal

The year also marked significant progress in shaping the future of our Movement. Work is advancing on a new national membership system, one that will, we hope, simplify administration, improve the member experience, and better connect families, Leaders, and staff.

Equally important is our exploration of a new volunteer model, designed to reflect the realities of modern life and the diverse ways Australians are willing to give their time. With trials scheduled in three Branches in 2026, this initiative holds the potential to transform how we welcome, support, and sustain our volunteer base into the future.

Finally, the updated Code of Conduct, launched earlier this year, has set clear expectations for all adult members. It is a simple but powerful reminder of the respect, responsibility, and care that underpin everything we do in Scouting.

Resilient Youth Australia Survey

One of the most powerful developments of the past year has been the results of our partnership with Resilient Youth Australia. We have clear national data that confirms what we have always known in our hearts and minds; Scouting works! Scouting makes a difference. The survey of young people across Years 5–12 shows that Scouts consistently outperform their non-Scout peers in measures of wellbeing, resilience, and engagement. The findings are both encouraging and affirming:

- Scouts report higher levels of resilience, demonstrating perseverance and problem-solving skills when facing challenges.
- They express greater optimism and hope for the future, with more Scouts believing they can make a positive difference in their own lives and communities.

- Scouts are more socially connected, with stronger friendships and a deeper sense of belonging.
- They report better mental health outcomes, including lower rates of anxiety and depression.
- Scouts are more engaged in school and more likely to enjoy learning.
- Perhaps most significantly, Scouts are far more likely to volunteer and contribute to their communities, embodying the values of service that lie at the heart of our Movement.

This data validates the extraordinary work of our volunteers. Every program planned, every camp run, every conversation with a young person - it all adds up. Leaders may not always see the immediate impact, but the Resilient Youth Australia results prove that week by week, they are shaping stronger, more hopeful, and more resilient young Australians.

For parents, schools, and governments, this is compelling evidence that Scouting is not simply an extracurricular activity but a proven pathway to wellbeing, Leadership, and citizenship. For us as Scouts, it is confirmation of what we already believe: that when young people are given opportunities to lead, explore, serve, and belong, they flourish.

Conclusion

The past year has been one of progress, achievement, and affirmation for Scouts Australia. We have celebrated AJ2025, strengthened our international ties, evolved our program and training, set bold directions for the future, and - through the Resilient Youth data - gained proof of Scouting's transformative impact.

To every volunteer, whether at the local hall, in adventurous activities, on a Branch team, or at the national table; thank you. You are the heart of Scouting, and the lives of young Australians are richer, stronger, and more hopeful because of you.

As we look forward to 2026 and beyond, we do so with confidence. We are a Movement that honours its traditions but is unafraid of change. We are committed to ensuring Scouting is safe, relevant, and accessible. And above all, we remain dedicated to preparing young people for lives filled with purpose, resilience, and service. Together, we are proving that Scouting is as vital today as it was over a century ago - and that its best days are still ahead.



EXECUTIVE REPORTS

Chair, National Executive Committee

Toby Phillips

Scouts Australia enjoyed a successful 2024-25, and for 10,000 of our members the highlight was undoubtedly the 26th Australian Jamboree in Maryborough, Queensland. There is no better example of how we develop young people through a program that is fun, challenging, adventurous and inclusive. Many of our members pursued adventures further afield; perhaps most notably almost 400 Rovers travelled to Portugal for the 16th World Scout Moot.

In April 2025 we officially welcomed our new Chief Scout, Governor General Sam Mostyn AC, with an investiture ceremony at Government House. At an event run almost entirely by youth members from Scouts ACT, the new Chief Scout emphasised the importance of leading with kindness, care and respect – and she reflected on how these are already part of our Scout Law. She will be a great champion of Scouting.

Scouts Australia is around the half-way point through our 2024-27 Strategic Plan – a plan for a vibrant and growing movement that contributes to resilient young Australians and communities. The strategic plan has generated a lot of activity; spawning a multitude of projects, pilots and initiatives across the association. From new models of volunteering, initiatives to make it easier to deliver our program, and major back-of-house reforms, our teams have been laying the groundwork to achieve our long-term vision.

Scouts Australia ended the year in a sound financial position, running at a surplus of \$236,856. From an operational perspective we ran at a modest deficit due to significant expenses on digital transformation and grant outlays, and this was offset by returns from our investment portfolio. It was our biggest year ever for grantmaking through the Leadership Through Adventure Fund, with \$371,875 disbursed to youth members to undertake adventures.





Despite growth in some Branches, overall our national number of youth members fell by 2% over the last year. This is a concerning development, and something that we do not want to see become a regular trend. It highlights how imperative it is that we make real progress against our strategic priorities – our current pilots and projects must turn into real improvements that make it easier to deliver quality Scouting.

Lastly, I want to flag some of the ways that Scouts Australia has been making changes behind the scenes in how we operate. Our National Support Team has moved out of the office space we rented for 20 years in Chatswood, and is now co-located with Scouts NSW in Homebush. A new finance team has overhauled our financial management systems, and we are building a roadmap for a generational overhaul of our digital systems (some of which are 15-20 years old).

The National Executive Committee deals with a lot of business, but the core business of Scouts Australia is adventure. In the year ahead, whether it is Rover Scouts going mountain climbing in Nepal or a Joey Scouts Unit on a scavenger hunt, our members will be gaining skills, resilience and friendships for a lifetime.



EXECUTIVE REPORTS

National General Manager

Chris Allen

NGM Annual Report Update

The most often asked question put to me from Branches over the course of the past 18 months is 'What do we get from National?'

While it's understandable that people may ask this question of us, it's important to recap exactly how National came to be and, importantly, who 'National' really is.

To make sure I got this absolutely right, I reached out to our Chief Commissioner of Australia, Brendan Watson OAM, to assist me in developing my response.

Who Is 'National'?

Here lies the heart of the answer.

Every member of the NEC, NOC, and their Sub-Committees is a volunteer appointed from a Branch.

Every Chief Commissioner, Deputy, Adviser, and Sub-Committee Member is an active participant in their Branch. This means that 'National' is not a separate entity - it is all of us, working together.

When a National policy, initiative, or training framework is produced, it is the result of the collaboration, expertise, and time freely given by Branch-appointed representatives.

So, when Branches ask "What do we get from National?" - the answer is simple but profound:

So, who is National? You are.

It is why we all wear one National Scarf when we come together. It represents that we are one team, that we belong together. This is a tradition established by Bruce Munro AM when he was Chief Commissioner of Australia - the premise was that we are all National when we gather from across the nation and that we should all be thinking that way as opposed to parochial approaches which are to the detriment of the collective.

We want to work to benefit all - the greater good. In short, **Shared Success**.



Everything you get from National is created by Branches, for Branches, through the collective work of Branch volunteers.

Scouts Australia currently comprises approximately 67,000 members - 48,000 youth and 19,000 adults - supported by both volunteer leadership and professional staff across National and Branch offices.

The measure of our success as a National body is not determined by the work of any one committee or office, but by our collective willingness to work together to deliver Scouting to young Australians in every corner of the country.

National exists to connect, to represent, and to support.

We exist to ensure that Australia continues to have a voice on the world stage, to maintain our standards of training, program, and international connection, and to safeguard the unity of our Movement under one Charter, one Promise, and one Purpose.

When we work together as one Association - National and Branches alike - the strengths and successes of Scouting in Australia are magnified. That is what Branches get from National. That is what we achieve together.

The National Support Team

In terms of the role of our professional staff in the National Support Team (NST) and how we fit into the National picture, I have placed priority on developing strong connections with our network of professional staff in every Branch across the country.

Through the National Executive Officers Network (NEON), we are continuing to build those connections, and we continue to seek out opportunities for us to collaborate and, wherever possible, achieve benefits for our volunteers as a result of that collaboration.

This all aligns perfectly with the objectives of our Strategic Plan, specifically Key Move 5 for which I am responsible.

Central to the role of the NST is our primary obligation to support our volunteer leadership, specifically the National Commissioners and National Committees.

Support the National Committees and National Commissioners

Over the past 18 months we have transformed the NST to be more obviously aligned to improving our level of support to the volunteer leadership and the delivery of National programs. To that end, the NST is now established as per diagram below.

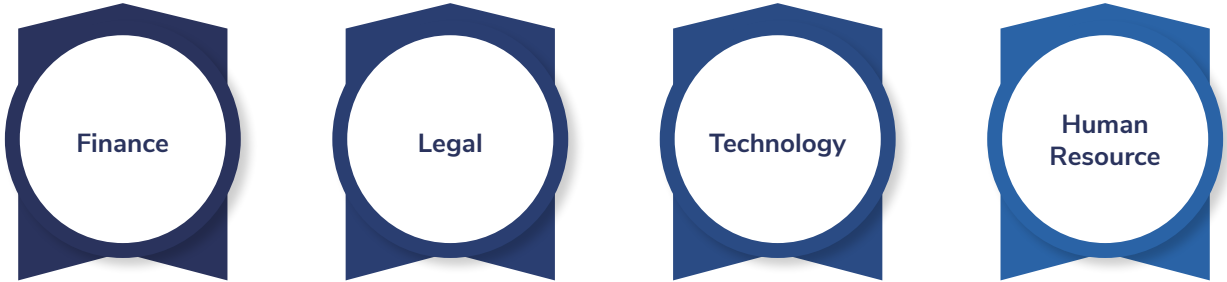
The **Program Delivery Support** Team is dedicated to supporting our National Commissioners in the delivery of Scouts Australia’s operational obligations to Branches: Youth Program, International, Training (SAIT/ATD) and Uniform.

The team is looked after by the Manager, Program Delivery Support, Emma Watson. In the team we have Karen Phan supporting the Scouts Australia Institute of Training (SAIT) Principal, Stewart Bullivant; Bob Edwards is leading our Adventure related support for Youth Program Commissioner, Michael Thomas; Tracy Pullan is supporting our International Commissioner, Lisa Picking; and Rosemary Redgrave is supporting Commissioner Adult Training & Development Commissioner, Julia Miller.

Delivery across Australia to support Branches



Program Delivery Support



Corporate Support



Scouts Australia National Support Team



The **Corporate Support and Secretariat** layers of the structure provide the important back-of-house assistance functions to the National Executive Committee (NEC), National Operations Committee (NOC), National Team (NT) and subcommittees.

With Neil Carey as Head of Corporate Support, the support and secretariat functions are taken care of by our Executive Officer, Sheree Giffin; National Coordinator, Estelle Marine; Marketing and Communications Coordinator, Kitty Tsang; Lord Baden Powell Society, Rita Cirardi; and Assistant Accountant, Tim Kluger.

Our priority of effort is always outward facing to support the National Commissioners in the delivery of their respective programs, and to provide enhanced support to our National Committees and Sub-Committees.

Key Move 5 - Working Collaboratively

In August of 2024, working together with my counterparts in every State and Territory Branch, we established the National Executive Officers Network (NEON). Over the course of the past year, we have been working together to develop an understanding of how best we can collaborate as the most senior representatives of the professional staff component of Scouts Australia.

Among the many dozens of priorities faced by Branch offices every day, we have focused our attention on areas such as technology, insurance and shared services. We have already established very close working relationships and will continue to develop these as we move forward together.

Working directly with the senior volunteer leadership at the National and Branch level, we will build integrated organisational support for Scouting that is efficient, fit-for-purpose and future ready. Evidence of the success of this collaboration can be seen in the partnership and agreements reached in delivering our

response to the unanticipated changes to Microsoft 365 licences which occurred during 2025.

Moving forward, we will work closely together in the development of a National Digital Ecosystem. This has been a long time coming and we are very close to announcing the direction that we will take in delivering this. Importantly, we must get this right. So, we will take a methodical approach to designing our digital roadmap and we will work hand-in-hand with Branches to ensure that we meet the needs of volunteers in as simple and as practical a way as we can achieve. Our objective is to ease the burden on our volunteers, and we request your patience and support as we develop this plan.

Constant Improvement

My commitment to our National Team and Branches is that I will constantly seek to improve the manner in which the NST delivers its obligations. In delivering on managing our financial responsibilities effectively, during 2025 we relocated our National Office from Chatswood to co-locate with the Scouts NSW Head Office at Sydney Olympic Park. This provides for huge benefits and efficiencies in sharing office space and meeting facilities and achieves significant reduction in our annual operating costs overall.

The year ahead will no doubt continue to present us with numerous challenges, some expected and others not. The main thing is that we build upon the momentum achieved so far to enhance our collaboration and partnerships nationally.

In closing, I must once again pass on my sincere thanks to our NEC Chair, Toby Phillips, our Chief Commissioner, Brendan Watson OAM, every member of the NEC, NOC, National Team, our subcommittees and every member of NEON, for their incredible support and collaboration in working with myself and the NST as we continue to improve and enhance our service delivery to Scouting. I could not be more grateful.

26TH AUSTRALIAN JAMBOREE (AJ2025)

Chief Commissioner, Scouts Queensland

Geoff Doo

The 26th Australian Jamboree (AJ2025), held from 6 to 15 January 2025, at the Maryborough Showgrounds and Equestrian Park, stands as a monumental achievement for Scouts Queensland. As the proud host Branch, we embraced the immense responsibility and incredible opportunity to deliver a truly unforgettable national (and international) Scouting event.

AJ2025 was not just a camp; it was a vibrant, self-contained city of adventure, learning and friendship, meticulously brought to life by the passion and strategic foresight of thousands of our dedicated Leaders.

The theme “Your Quest, Your Way” shaped every part of AJ2025, encouraging Scouts to take ownership of their Jamboree experience and embrace the adventure on their own terms. From choosing activities that challenged them, to building new friendships, developing resilience and discovering their potential, each young person’s journey was unique.

A Homegrown Success Story Forged in Collaboration:

Hosting an event of AJ2025’s magnitude required unparalleled collaboration, meticulous strategic planning and commitment from every level of the organisation. The Jamboree Executive Committee (JEC) role was to spearhead the entire operation. From the initial conceptualisation phases, through detailed logistical planning, to the vibrant execution and final demobilisation, our Branch’s Leadership, vast network of volunteers and dedicated staff poured countless hours into creating a seamless, enriching and inspiring experience for over 9,500 participants, comprising of Scouts, Venturer Scouts, Leaders, and Service Leaders from across Australia and around the globe.

This was a whole-of-Branch effort that truly exemplified the spirit of Scouting.

Central to the success of AJ2025 was the unwavering commitment and strategic Leadership of the JEC. This dedicated group of volunteer Leaders, captured in the accompanying photograph, provided the essential governance, oversight and tireless effort required to



orchestrate an event of this scale. Their collaborative spirit, rigorous preparatory efforts and understanding of the Scouting Movement were the bedrock upon which the entire Jamboree was built. Through countless hours of meetings, thoughtful determinations and proactive problem-solving, the JEC’s Leadership ensured that every facet of AJ2025, from logistics and programming to safety and participant welfare, was executed with precision and passion, truly embodying the “homegrown success” achieved through dedicated collaboration.

Key Contributions and Achievements of Scouts Queensland in Hosting AJ2025

Strategic Vision and Unwavering Leadership:

Scouts Queensland provided the foundational vision and strategic direction for AJ2025, ensuring it aligned perfectly with Scouting’s core values of personal growth, community service and adventure. Our Chief Commissioner, Geoff Doo, serving as the Camp Chief, provided exemplary Leadership for the entire Jamboree team. His foresight, dedication and ability to inspire thousands of volunteers were critical in navigating the complexities of such a large-scale event, ensuring that the Jamboree delivered on its promise of adventure, learning and fostering a sense of belonging for every participant.

Strategic Partnerships:

Robust liaison with the Fraser Coast Regional Council and local businesses was fundamental, ensuring full local government support and seamless integration within the community.



Strong State Government and Community Engagement:

Scouts Queensland actively engaged with all levels of government and the broader community, ensuring maximum support and positive impact.

Economic Impact:

The Jamboree's positive economic impact on the local Maryborough and Fraser Coast economy was substantial, estimated at over \$3M. This significant boost to local businesses, hospitality and employment further underscored the tangible benefits of Queensland hosting such a major event, leaving a positive economic footprint long after the last tent was packed.

Extensive Logistical and Site Planning:

This included the precise layout and setup of distinct camping areas known as Subcamps, a sprawling central services precinct, numerous activity zones, medical and emergency facilities, diverse entertainment arenas and efficient transport hubs.

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Significant Investment:

The crucial \$700,000 funding secured from the Queensland Government was instrumental in delivery of our adventurous activities. This funding enabled the procurement of essential safety and activity equipment, the construction of activity stations (such as purpose-built abseiling towers and complex obstacle courses known as Your Summit) and the implementation of eco-friendly infrastructure like advanced waste management and water recycling systems. This essential safety and activity equipment can be distributed across Queensland to allow more members to experience adventurous activities.

Volunteer Mobilisation and Support:

The absolute heart of AJ2025 was its extraordinary volunteer force, with over 2,500 dedicated adult volunteers, primarily comprising experienced Scout Leaders, passionate Rover Scouts and Venturer Scouts from across Queensland and beyond, who served as Service Leaders. These selfless individuals undertook an astonishing array of roles across all 14 directorates from intricate logistics and robust sites and services management, to large-scale catering (producing over 25,000 meals daily), comprehensive welfare and medical support, innovative activity facilitation, support services, dynamic programming and critical emergency and event services.

Innovative Program Development and Engaging Delivery:

The delivery of an exciting, challenging and varied program is at the heart of the event. It is designed to cater to diverse interests, providing a challenging environment for all participants while linking to their Achievement Pathway.

On-Site Thrills:

The program featured a dynamic range of on-site



From choosing activities that challenged them, to building new friendships, developing resilience and discovering their potential, each young person's journey was unique.

activities that pushed boundaries and fostered skill development, including thrilling abseiling, challenging obstacle courses, engaging robot discovery labs that blended STEM learning with fun and the uniquely Australian “esky racing” that brought laughter and teamwork.

Off-Site Adventures:

Beyond the main site, participants embarked on exciting off-site excursions to iconic Queensland locations. These included marine conservation and beach activities in Hervey Bay for a day of water activities, stand up paddle boarding and snorkelling as the Your Seaside base, immersive educational experiences at Australia Zoo (Your Attraction), providing a broader appreciation of Queensland's natural beauty and wildlife, finishing with a day in Maryborough exploring historical locations and engaging in challenge activities (Your Sights).

Welcoming the World - Fostering Global Connections:

AJ2025 was a truly international affair, with large Contingents from 16 countries joining their Australian counterparts. The approach of integrating international participants directly into Australian Units rather than segregating them fostered deep, authentic cultural exchange and camaraderie.

Robust Safety Protocols:

The safety and well-being of every participant was paramount. A comprehensive risk management framework, rigorous safety briefings, 24/7 medical facilities staffed by professional volunteers and a dedicated welfare team ensured a secure and supportive environment for all. Emergency services partnerships were deeply integrated into the planning, ensuring rapid response capabilities.

A Legacy of Preparedness, Resilience and Inspiration:

AJ2025 unequivocally showcased the very best of Scouting the ability to be prepared for any eventuality, adapt to challenges with agility and foster resilience and Leadership in young people.

These large-scale, immersive experiences offer a dynamic environment where young people can apply and enhance the competencies learned within their



regular Scouting programs from advanced outdoor adventure skills like abseiling and pioneering, to critical life skills such as problem-solving, teamwork, communication and resilience under pressure.

The direct link to the achievement pathways is significant and multifaceted; participating in major events directly contributes to completing requirements for various Milestones and Special Interest Areas, earning badges (e.g., in camping, hiking, first aid, or environmental stewardship) and fulfilling components for higher awards like the Australian Scout Award or King's Scout Award.

The challenges overcome, the diverse friendships forged with Scouts from across the nation and internationally and the practical lessons learned at these events provide tangible evidence of personal growth and the practical application of Scouting principles, thereby enriching their journey along the achievement pathways and preparing them for future Leadership roles within Scouting and beyond.

INTERNATIONAL AND CONTINGENTS

International Commissioner

Lisa Picking

2025 was a huge year for Rover Scouts in the international space! While it wasn't our busiest for Contingents, we supported countless Branch Friendship Tours and kept the momentum going with exciting plans for adventurous Contingents in the years ahead.

Contingents

While the Contingent teams will share more about their experiences below, we would like to extend our thanks to them for their hard work, dedication, compassion, and enthusiasm in delivering their respective events:

- **Thomas Whitehead (VIC), Contingent Leader**, who made the Australian Contingent to the 82nd Aotearoa/New Zealand Moot possible.
- **Steven Shephard (NSW), Contingent Leader, Nick Kammin (QLD), Deputy Contingent Leader, Peter Favelle (NSW), Contingent Adviser and the whole Contingent Management Team** who delivered a hugely successful and engaging Australian Contingent to the 16th World Scout Moot in Portugal.

Preparations for International Scouting Opportunities

11th Asia-Pacific Scout Youth Forum and the 28th Asia-Pacific Scout Conference 2025, Taiwan

Later this year, Australia will be proudly represented at

the 11th Asia-Pacific Scout Youth Forum and the 28th Asia-Pacific Scout Conference, both to be held in Taiwan. These important gatherings bring together Scouts from across the region to shape the future of Scouting and strengthen international collaboration. Australia is pleased to announce that Nikketah Cuneo from Scouts Queensland has been nominated for election to the Asia-Pacific Regional Scout Committee for the coming triennium. We congratulate Nikketah on this outstanding achievement and extend our full support to her campaign as she prepares to stand for this significant leadership role on the regional stage.

16th Aotearoa/New Zealand Venture 2026, Wellington

Preparations for the 16th Aotearoa/New Zealand Venture 2026 in Wellington, New Zealand are well underway. Tom Dowsley (WA) has been appointed as Contingent Leader, with Kellee Gibby (WA) and Adam Strong (QLD) as his Deputies. Applications have closed, with the Contingent reaching their limit of 500 Australian Venturer Scouts! The Contingent is eagerly anticipating the upcoming Venture. The Contingent has offered an exciting optional Post Tour to Queenstown. Renowned for its stunning natural landscape and thrilling outdoor activities, Queenstown is well-known as the 'adventure capital of the world'. The Post-Tour program will be action-packed with opportunities for youth members to try new things, challenge themselves, explore new places, develop their skills, and make memories with friends from all over Australia.



This Venture will be a milestone experience for the Australian Contingent, offering Venturer Scouts the chance to immerse themselves in international friendship, strengthen ties with our New Zealand counterparts, and represent Australia on a global stage. With a strong team leading preparations and a full Contingent ready to go, we look forward to seeing the growth, resilience, and lifelong connections our youth members will bring home from this unique adventure.

83rd Aotearoa/New Zealand Rover Moot 2026

We are pleased to share that Sherie Ball (TAS) has been appointed as Contingent Leader for the 83rd Aotearoa New Zealand Rover Moot 2026. Preparations for the Australian Contingent are already underway, with applications expected to open in the coming months.

International Scouting 2026

We are also pleased to share that Australia will be sending a Contingent to both the 19th Nippon Scout Jamboree in Japan and the Icelandic National Jamboree in Iceland. These events will provide our youth members and Leaders with valuable opportunities to experience Scouting on an international stage, build friendships, and embrace new cultures. Jin Takamura (NSW) has been appointed as Contingent Leader for the 19th Nippon Scout Jamboree, while Luke Saunders (NSW) has been appointed as Contingent Leader for the Icelandic National Jamboree. Preparations for both delegations are now well underway, with applications expecting to open in the coming months.

2nd Baden Powell Scout Peak Expedition 2026, Nepal

Plans are well underway for the 2nd Baden-Powell Scout Peak Expedition, to be held in Nepal in 2026. Nicholas Carroll (NSW) has been appointed as Contingent Leader and Dave Langron (VIC) as Contingent Advisor for this exciting adventure. The program will include an 18-day expedition culminating in the ascent of Baden-Powell Scout Peak, followed by a period of local service alongside the Scouts of Nepal. This once-in-a-lifetime opportunity will allow Rover Scouts to challenge themselves, venture beyond the horizon, and strengthen connections within the global Scouting community.

24th Aotearoa/New Zealand Jamboree 2027

We are pleased to share that Alan Murray (QLD) has been appointed as Contingent Leader for the 24th Aotearoa-New Zealand Jamboree 2027. Preparations for the Australian Contingent are already underway, with applications expected to open late 2025.





26th World Scout Jamboree 2027, Poland

Preparations for the 26th World Scout Jamboree 2027 in Poland are progressing smoothly. Last year, Phil Britt (VIC) was appointed as Contingent Leader, with Josh Welch (VIC) as his Deputy. Together with their team, they have been working hard to design a Contingent that offers youth members and supporting adults a variety of pathways to experience the Jamboree. Planning continues to advance, with registrations expected to open in the coming months, and the team looks forward to delivering a memorable and world-class international experience for Australian Scouts.

26th Australian Jamboree 2025 Maryborough, Queensland

The 26th Australian Jamboree (AJ2025) made history as the largest international gathering ever held at an Australian Jamboree, welcoming 519 Scouts and Leaders from 16 countries. From the moment they arrived in Maryborough, Queensland, the international Contingents brought energy, diversity, and a true spirit of global friendship to the event. Integrated into Australian units, participants shared daily activities, cultural traditions, and new experiences that fostered unity and lifelong friendships.

Scouts from across the Asia-Pacific and beyond (including Indonesia, Japan, Malaysia, Norway, the UK, and many others) immersed themselves in Australian culture, often experiencing the country for the first time. From badge swapping to song sharing, international night performances, and even tasting Vegemite, these interactions highlighted the joy of cultural exchange while strengthening Scouting's global family. Venturer Scouts also contributed significantly, serving as Leaders and volunteers across the Jamboree, further developing their skills and leadership.

The impact of AJ2025 extends far beyond the campgrounds. For many, this was not just a Jamboree but a once-in-a-lifetime opportunity to connect across borders, celebrate diversity, and embody the values of Scouting. The friendships and memories created in Maryborough will inspire Scouts to act as global citizens in their own communities, demonstrating that no matter where we come from, Scouting has the power to bring the world together.

Marlene Haese and Max Manson

AJ2025 International Team





82nd Aotearoa/New Zealand Rover Moot 2025 Kaikoura, New Zealand

The 82nd New Zealand Rover Moot was certainly a whale of time in Kaikoura. While the weather kept us damp for much of the time, spirits were high while making new friends, catching up with old ones and embracing everything Rover Scouts.

We started Friday morning off with a leisurely stroll/run along the waterfront for the annual cross country. Team Aus crossing the line first in the girls and winning the top 4 average for the boys was a highlight for some, while for many dolphin sightings stole the show.

From cross country to service in the local community, comparing versions of line dances rounded out our first full day. Tours took us across a variety of locations and activities for Sunday. Whale watching was of course on the cards for some, sipping wine or catching fish was more of the pace for others, with some embracing their inner adrenaline junkies through ziplining, jet boating and bungee jumping. Others decided they didn't get enough running the day before and explored Kaikoura through a variety of orienteering and Amazing-Race style activities.

It certainly wouldn't be a Moot over Easter without a visit from the Easter Bunny, and it certainly wouldn't be a Rover Scout event without a healthy amount of competition. New Zealand did prove to be too strong for us in Tug-o-War, but we put up a strong fight and were adopted by new crews for the Shooting Trophy. Wrapping up the Moot in style, we pulled out our best pirate costumes and celebrated all the hard work put in by the Moot Organising Committee to create such a great event. Everyone had an absolute blast and is super keen to join in on next year's Moot in Wellington!

Sherie Ball (TAS)
Rover Scout Participant

16th World Scout Moot 2025 Portugal

In July and August 2025, 372 Australian Rover Scouts and Leaders took part in the 16th World Scout Moot in Portugal. The Moot welcomed over 7,500 scouts from over 100 countries, making it the largest World Moot ever and the first since 2017 due to the cancellation of the 2021 World Moot that was to be held in Ireland.

The main theme of the event was "Engage" as participants (Rovers aged 18-26) were challenged to engage with the world around them. This was achieved through 120 Paths (similar to expeditions in Ventures and other Moots) held all over Portugal that went for 6 days starting from the Opening Ceremony location at Parque Tejo in Lisbon before everyone reunited at the Main Site of Buçaquinho Park just South of Porto. The final day of the event was spent in the beautiful city of Porto where the closing ceremony was held and everyone said goodbye to their new and old friends from all over the world.

As part of the contingent, 94 Australians participated in a 10-day Pre Tour of Spain and 66 in a 10-day Post Tour of Morocco. Pre tour highlights included the Sagrada Familia in Barcelona, the Holy Grail in Valencia, Alhambra in Granada before culminating in a Flamenco Show in Seville. Post tour highlights included Hassan II Mosque, the Royal Palaces in multiple cities, the inspiring Atlas Mountains and a camel ride to a Sahara Desert camping experience.

Given the hiatus in World Moots, it was fantastic to be able to provide the opportunity for a new generation of Australian Rover Scouts to experience such an event. Being able to meet and understand cultures from all over the world will help mould young adults into global citizens.

I cannot thank Nick and the rest of my team enough for their support and commitment throughout the planning and execution of the Contingent.

Steven Shephard
Australian Contingent Leader

In 2025 Resilient Youth Australia has again surveyed Scouts vs non-Scouts nationally

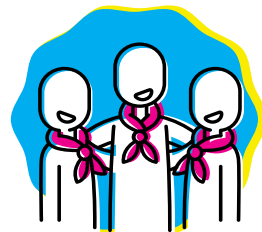
Scouts of all ages, compared with their peers, nationally, across school years 5-12...



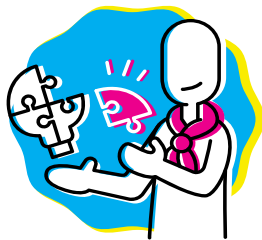
Scouts are 9% more positive and feel 10% better at coping with life



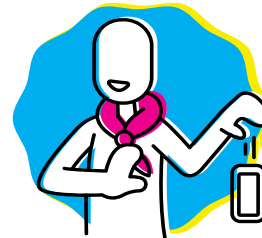
Scouts are 6% more likely to feel they're doing pretty well



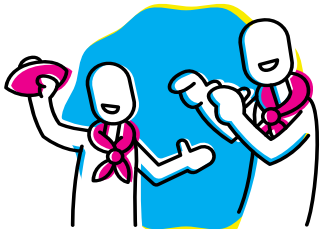
Scouts are 11% more likely to get along with different people



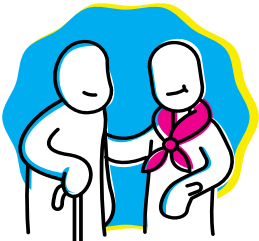
Scouts are 20% more likely to deal with problems



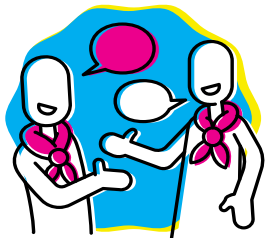
Scouts are 10% more likely NOT to use devices overnight



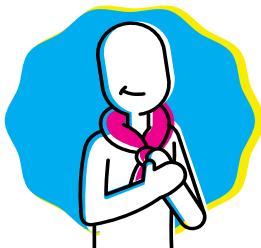
Scouts are 6% more likely to enjoy doing things



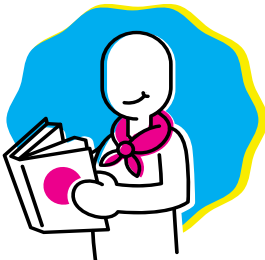
Scouts are 13% more likely to help others



Scouts are 23% more likely to talk with others if they're upset



Scouts are 10% more likely to feel good about themselves



Scouts are 36% more likely to read for fun



Overall, Scouts feel more Connected, Protected, and Respected than their peers.

YOUTH PROGRAM

National Commissioner

Michael Thomas

Key Move One

Making delivery of the program easier and more impactful is the current strategic focus of the National Youth Program Team, as part of Key Move 1 of Scouts Australia's strategic plan. The Key Move 1 working groups – which are comprised of Venturer Scouts, Rover Scouts, adult volunteers and staff members from across the country – are creating the tools, clarity and confidence our people need to deliver life-changing, adventurous and safe experiences for young people.

World Scouting recommends that National Scout Organisations regularly review their programs and implement periodic adjustments. As it's been six years since our current youth program was launched, we're excited to be embarking on a process of evaluation and improvement to make our program offering more adventurous, fun, challenging and inclusive. This has seen us collect initial member feedback through surveys at AJ2025, followed by widespread, locally-led consultation with youth and volunteers during Term 3.

While we enhance the Achievement Pathways, significant work is also underway to support Units with user-friendly technology that enables easy tracking of personal progression. With extensive data from surveys and support tickets, a review of Scouts | Terrain identified gaps in functionality and unmet user needs. It also indicated that Leaders want to see the platform continue to be developed and improved. These findings are shaping the future direction of Scouts | Terrain. A Discovery phase has commenced for an upgraded version of Scouts | Terrain. This will see the system evolve to better meet the needs of our members. As this progresses, we may see iterative change to support a smooth transition and acknowledge that the road ahead is not short.

New resources are under development to empower Units and supporters to assess and improve the quality of program delivery. Currently being trialled, Program Pulse will be a contemporary Review> tool that supports Unit Councils to level up their programming by identifying their strengths and receiving guidance on areas for improvement. Program Pulse is designed to only take youth members a few minutes to complete

“The past year in Youth Program has been busy, with a significant focus on the Strategic Plan.”

and can be undertaken a couple of times a year to track areas to focus on during the next program cycle.

Meanwhile, improving the accessibility of the adventurous program by reviewing our practices and policies (such as the National Adventurous Activities Framework) and developing common tools and curricula to scale up consistent delivery of professionally delivered Scouting models are other objectives.

The National Youth Program Team identified early on that learning from other National Scout Organisations would enable us to understand other approaches to program development and support. As such, we've had informative discussions with the program teams at Scouts UK, Scouts Aotearoa and Scouting Ireland, with their insights helping our progress across workstreams.





Australian Jamborees

The 26th Australian Jamboree (AJ2025) was held from 6 to 15 January at the Maryborough Showgrounds and Equestrian Park, Queensland. The theme of the event was “Your Quest, Your Way” and over 9,500 participants, comprising of Scouts, Venturer Scouts, and adult volunteers from across Australia and around the globe attended.

AJ2025 was not just a camp; it was a vibrant, self-contained city of adventure, learning and friendship, meticulously brought to life by the passion and strategic foresight of thousands of our dedicated leaders. Onsite activities featured a dynamic range of activities that pushed boundaries and fostered skill development, including thrilling abseiling, challenging obstacle courses, engaging robot discovery labs that blended STEM learning with fun and the uniquely Australian “esky racing” that brought laughter and teamwork.

Offsite activities included marine conservation and beach activities at Hervey Bay, Stand Up Paddleboards and snorkelling at a seaside base, visit to Australia Zoo and a wide game around the township of Maryborough. All activities were aimed at embracing the Challenge Areas, Outdoor Adventure Skills and opportunities for Special Interest Areas.

Thanks must be given to Ryan Sodziak (Chief Director), Jean Clifford (Deputy Chief Director) and Geoff Doo (Camp Chief) along with their extensive support team that formed the JEC (Jamboree Executive Team). Thank you also to the Leaders, Rover Scouts and Venturer Scouts who gave their time and support for this once in a lifetime experience for the Scouts of Australia and the World.

During the AJ2025 event a decision was made by the National Operations Committee to return to the 3-year cycle of Jamborees (a decision had been made earlier for Jamborees to move to a 4-year cycle).

Scouts Victoria have accepted the role of running the 27th Australian Jamboree (AJ2028). The event will be held at the Elmore Field Day site in early 2028. This site was also used for AJ2007. The event promises to be a rich blend of onsite and offsite experiences for Scouts.

#Outsidein25

#Outsidein25 was a program initiative that ran throughout the year. Members were challenged to include at least 10 “outside” adventures in their Unit programs and then share stories, photos and videos. Adventures were varied in size, from local environmental exploration and action, through to some of the larger scale challenges sponsored through the Leadership Through Adventure Fund. The purpose was to be out, proud and share that even the smallest experience outdoors can be an adventure.

Section Commissioner Face to Face Meetings

Throughout 2025, meetings for the Section Commissioners from Joey Scouts, Cub Scouts, Scouts and Venturer Scouts to meet face to face have been reintroduced. The aim of these meetings is to foster networking and exchange of ideas between the various states to help improve the program being offered to our youth members.

Performing Arts

Across the nation our performing arts shows continue to thrive with many youth and adults performing or working backstage to bring their creativity to the stage. These shows are a vital part of the Scout program, supporting Milestones and Special Interest Areas. Thank you to all the teams who put in countless hours making these shows happen.

International Programmes

With the launch of all four pillars in World Scouting’s Scouts for SDGs framework, the program and international portfolios have been collaborating on increasing the uptake of these within Australia. The Life Leaders Initiative contains two Challenges at the moment – Impact Innovators and EQ in Action. As a pilot nation, sessions have run to introduce members to the Impact Innovators Challenge and we look forward to seeing an increase in community engagement and impact as a result of this Challenge.

Personnel Movements

As the year winds down, it is important to acknowledge various people who have left their program support roles and also welcome new people to the team.

Three National Advisers in Clare Hanley (Diversity and Inclusion), Patrick MacCormick (NRC Adviser) and Doug Wright (Creative and Performing Arts) all finished their 6-year terms during the year. All have done outstanding roles in their respective portfolios, and we thank them for the difference they have made to our Movement in Australia.

We would like to welcome Shaun Sandilands to the National Rover Adviser role and Chris Logan to the National Adviser – Creative and Performing Arts.

Some of our Branches have had changeover in their program teams as well. Throughout the year we have welcomed Sam de Rota as the ACT representative, whilst South Australia has had a change in roles in the Program space as well. Thank you to Cherryl Brady and Rebecca Clements for their great work and we welcome Pete Willis in their place.

With an increased need to support Adventure across the country, and a restructure within the National Support Team, Bob Edwards has joined the Scouts Australia professional staff to increase support capacity in this space. Another staff member is presently being recruited to complement this appointment in the Program Delivery Support Team, led by Emma Watson who had previously been holding the fort in all program spaces.

During the past year Michael Thomas took over the role of National Commissioner Youth Program from Julia Miller who was acting in the role. Thank you to Julia for keeping the seat warm for us. Thank you also to Nick Molnar as Deputy National Commissioner Program for all his work in the role. Nick has done an outstanding job in driving the Key Move 1 Strategy process.

A big thanks to Louis Todd and Emma Watson for their work in building a solid business case for the upgrade of Scouts[Terrain that has now been approved by NOC. Scouts[Terrain 2.0 will revolutionise the support we can give to youth and Leaders going forward. Loz Lovatt and Jenna Denley have also been key contributors to the inner circle of the Program executive at the national table.

Finally thank you to the current National Youth Program Team of Caitlin Arcus, Pete Willis, Jenna Denley, Morris Orchard, Ros Beswick, Lachie Page, Dave Bannon, Sam de Rota & Nick Warwick who each represent their Branch. Also thank you to the various other members of the National Team who join us representing their portfolios, being Liam Brown, Shaylah McClymont, Ann Southall and Nicholas Carroll.



SCOUTS AUSTRALIA INSTITUTE OF TRAINING (SAIT)

Principal



Stewart Bullivant

The Scouts Australia Institute of Training (SAIT) - Registered Training Organisation (RTO number 5443) 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 to gain recognition of prior learning and achieve full qualifications or micro-credentials that they can use in further education or their careers. 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

“Value of Qualifications & Statements of Attainment issued by SAIT in 2025 is more than **\$3,143,850.00**”

- Creative Industries – Relating strongly to, but not dependant on Gang Show
- Project Management – Leading Contingents in Major Events 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 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, Gang Show 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 \$3 million. This is a very substantial and useful benefit to being a member of Scouts Australia, whether a youth member or an adult.

Finally I would like to formally recognise and thank Jeffrey Lehrer who finished in the role of Principal SAIT in September 2024 and finished in the role as the SAIT National Compliance Manager in July 2025 and wish him well in his future endeavors.

YOUTH RECOGNITION



Joey Scout
Challenge Award

686



Grey Wolf
Award

1035



Australian
Scout Award

531



ADVENTURE AND SPORT

2,797



ARTS AND LITERATURE

3,095



CREATING A BETTER WORLD

1,618

Milestones

30,505



ADVENTURE AND SPORT

2,797



ARTS AND LITERATURE

3,095



CREATING A BETTER WORLD

1,618



ENVIRONMENT

1,722



Bushcraft

8,264



Bushwalking

8,183



Camping

8,221



Alpine

1,264



Cycling

4,421



King's Scout
Award

232



Baden Powell
Scout Award

23



GROWTH AND DEVELOPMENT

2,717



STEM AND INNOVATION

2,411



Vertical

3,937



Aquatics

4,987



Boating

1,400



Paddling

3,324

ADULT TRAINING AND DEVELOPMENT

National Commissioner

Julia Miller

National Training Team Impact

In 2025, the National Training Team expanded to 229 dedicated members across Australia, reaffirming our commitment to excellence in Adult Training and Development. This skilled and passionate team has been instrumental in providing high-quality learning experiences that equip adult members to support young people to deliver the Youth Program across Australia.

Over the past year, their efforts supported the successful completion of key training programs for adult members, including:

851	Scouting Essentials courses
757	Scouting Adventure courses
203	Scouting Management course
309	Scouting Leadership courses

In recognition of these achievements, the following Scouting qualifications were awarded:

813	Certificates of Proficiency – Youth Program Leader
180	Certificates of Proficiency – Program Support Leader
327	Wood Badges

6	Certificates of Higher Adult Leadership (Axe & Log)
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This year also marked the introduction of a new mandatory module, Adult Code of Conduct, which has been instrumental in empowering adult members to embody the strong values and standards expected by the Australian and global communities. This important module has 23,529 completions recorded to date and was the first module to be released narrated by a young person from the new Youth Narration team. We have strengthened our compliance with the Child Safety and Work Health and Safety (WHS) learning expectations, highlighting our ongoing dedication to maintaining a safe and supportive environment for all members. This is reflected in:

- **14,947** completions of the Child Safe Scouting module
- **15,358** completions of the WHS for Scouting module

These figures include both new completions and renewals. Over the Easter long weekend, we were pleased to host the 31st Course for Potential Leader Trainers in Gilwell Park, Victoria – the first site of adult training and development in Australia, celebrating 100 years of delivering training in 2025. Throughout

the course, 24 participants completed five days of intensive learning that required them to apply innovative training design and development skills to solve real-world Scouting challenges. With five National Scouting Organisations in attendance, trainees were exposed to rich cultural exchanges, the sharing of differences and the highlighting of unity with the one tapestry of world Scouting.

This year, the National Training Team commenced foundational work to refine our Adventurous Activity frameworks and to uplift the quality of our Adventurous Activity curriculums. We are excited to continue this pivotal work into 2026, further supporting adult members to deliver rewarding adventurous experiences for Scouting members across the country.

The collective efforts of the National Training Team are shaping a resilient, well-equipped, and future-ready Scouting movement. We extend our sincere thanks to all members of the National Training Committee for their tireless commitment over the past year. Your support ensures the delivery of quality training across Australia remains strong and consistent.

ROVER SCOUT REPORT

Chair, National Rover Council

Brad Thompson

Rover Scouts have been doing some amazing things over the past twelve months, and it's been a big year for events! Between local, interstate, and international activities, there hasn't been a dull moment.

Early this year, the Australian Jamboree saw over 100 Rover Scouts from around Australia attend to support the event. Rover Scouts were assisting across the board, from Contingent teams to the Australian Jamboree event team, and it was hard to go anywhere without seeing a Rover Scout in action! In collaboration with the National team's "Natshack," the National Rover Council put together a Rover Scouts display showcasing the adventurous and challenging activities our section undertakes. The display even featured a real Rover Scout Bashcar where Scouts could play Mario Kart, it was a massive hit!

Over Easter, a Contingent of 50 Rover Scouts attended the 82nd New Zealand Moot, "Whale of a Moot," held in the stunning Kaikoura on the South Island. Activities included jet boating, bungy jumping, and, of course, whale watching. With no official post-tour, participants coordinated their own adventures across New Zealand. It was incredible to see Rover Scouts from both nations come together for ANZAC Day services.

This past July, nearly 400 Rover Scouts from across Australia travelled to Portugal to attend the 16th World Scout Moot. From hiking through Manteigas to swimming at the beaches in Colores, participants experienced so much of what Portugal has to offer with some Rover Scouts even travelling through Spain and Africa on pre- and post-tours!

Closer to home, Rover Scouts around Australia have been engaging with #Outsideln25 within their Units and across their Branches. The National Rover Council has been fortunate to support this initiative with a trialled increase in the Rover Scouts Challenge, providing Rover Scouts with additional opportunities to receive funding.



Finally, as the 23rd National Rover Moot, Way Out West – draws ever closer, the National Youth Program Team and the National Rover Council have assessed bids for the 24th National Rover Moot, expected to be held in January 2030. I'd like to congratulate South Australia on being successfully selected to host the event. If 2030 feels a long way off, make sure you check out Way Out West, taking place over the 2026/27 New Year. Head to wow27.au to register your interest in attending!



SCOUTS AUSTRALIA CODE OF CONDUCT

National Commissioner, Child Safety

Jean Clifford OAM



On Founders' Day, 22 February 2025, Scouts Australia formally introduced its updated Code of Conduct, approved by the National Executive Committee (NEC) in November 2024. This initiative reflects Scouts Australia's ongoing commitment to child safety, ethical behaviour, and community trust.

The Code of Conduct establishes clear expectations for all adult members (18 years and over), staff, and associated adults, ensuring that every interaction within Scouting is respectful, safe, and supportive of both young people and adult members. It functions as a personal and binding commitment, applying to all aspects of Scouting life, including face-to-face meetings, activities, digital communications, and parent/carer involvement.

To support implementation, Scouts Australia launched a new mandatory on-demand training module via

the Scouts Australia training portal. The module is designed to:

- Explain the principles and obligations of the updated Code.
- Reinforce safeguarding responsibilities, particularly towards children and young people.
- Require members to make a formal declaration of commitment upon completion.

This initiative demonstrates Scouts Australia's alignment with the National Principles for Child Safe Organisations, the Royal Commission recommendations, and the World Organization of the Scout Movement (WOSM) Safe from Harm framework. It underscores our shared responsibility to maintain a safe, ethical, and inclusive environment for all participants in Scouting.

LORD BADEN-POWELL SOCIETY

Chair, Lord Baden-Powell Society

David Jones AM. FCA.

The Lord Baden-Powell Society (LBPS) was established in 1984, to raise funds which in turn could be used to assist Scouts to attend major events and last year entered its milestone 40th year since inception.

This year, the LBPS raised \$459,407 from which we were able to support Scouts to attend the Australian Jamboree in Queensland (\$120,000) and One Camp in Western Australia (\$28,000) and after the annual costs of running the Society, we were left with a profit of \$287,536 which will be available to assist Scouts with this year's events.

The Society now has investments totalling \$2,752,294 and these income producing assets will in turn earn income that supports Scouts, and also run the Lord Baden Powell Society.

You can help us to reach our goals by deciding to become a financial donor and contribute at whichever level you choose to join. Just call our office on (02) 8440-5908.

The Society's Honours Recognition Program 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 Society has four 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 Appeal which we run twice yearly.

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's name is added onto our Honours 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.

“ This year, the Lord Baden - Powell Society raised **\$459,407** from which we were able to support Scouts with this year's events.



DICK AND PIP SMITH LEADERSHIP THROUGH ADVENTURE FUND

Chair, Leadership Through Adventure Fund (LTAF)

Peter Blatch AM

Four rounds of the Dick and Pip Smith 'Leadership through Adventure Fund' (LTAF) were called in this period. Funds totalling \$371,875 were transferred to 56 Scout Groups across Australia to support 56 adventurous journeys and specialised outdoor training in the Outdoor Adventure Skills. This assisted 354 youth members. Since its inception in 2022 - 776 young people have been supported; 115 youth Leaders have been funded; 70 have undertaken their adventures; and 51 have completed all reporting requirements. Funds committed to date are \$670,000 from the \$1 million investment.

All eight Branches had adventurers supported by the LTAF however, the level of participation is not aligned with membership distribution across the Branches. To address this, greater publicity is occurring nationally and within all Branches including regular updates on the national website, articles in e-News, on Facebook; a virtual workshop being held for Leaders in Tasmania as well as displays at two national events-Governor-General's Camp in April 2024 and 25th Australian Jamboree -AJ2025 in January 2025. Videos highlighting the adventurous nature of the LTAF experiences have also been produced and shown widely.

Specific initiatives in this period include:

- An LTAF Certificate of Achievement is awarded to all youth leaders on their successful completion of all facets of their adventure. It is encouraged that this be part of a portfolio of evidence used as part of their future vocational adventures. Fifty people have been presented with these.
- Two LTAF ambassadors spoke at the function arranged by the Australian Chapter of the World Scout Foundation, at the 25th Australian Jamboree in Maryborough in January.
- LTAF adventurers were part of a Live Facebook broadcast contributing to World Glacier Day, which included Scout Ambassadors, Dr Gareth Andrews and Dr Richard Stephenson who spoke about the increasing importance of glaciers for our planet.



- All reports completed by adventurers supported by LTAF are now available from the LTAF website enabling all youth members to be inspired by these adventures.

It is very apparent from the data collected that the LTAF initiative is supporting young people to make more adventurous journeys where they can learn more about minimising risks and developing new Leadership skills. We appreciate the generous donation made available by Dick and Pip Smith to establish the Dick and Pip Smith - Leadership Through Adventure Fund.



Responsible risk-taking was another key element of the journey. The Patrol demonstrated this through managing financial planning, transport arrangements, preparing extensive risk assessments, emergency plans, recognising potential hazards, essential emergency gear for first aid and hypothermia prevention, and obtaining first aid certification prior to departure. These practices ensured the safety of all participants while allowing everyone to challenge themselves in a controlled and thoughtful way – shared by Patrol Leader Owen.



OFFICE BEARERS

NATIONAL COUNCIL

Chief Scout of Australia	Her Excellency the Honourable Ms Samantha Mostyn AC
National President	Rear Admiral the Honourable Kevin Scarce AC CSC RAN (Rtd)
Vice President	Dr Catherine Foley AO PSM FAA FTSE

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

Mrs K Brown AM

Dr B Munro AM

Mr A Tannahill AM

Mr J Ravenhall AM

Mr D Jones AM FCA

Mr P Blatch AM

Mr P Parkinson OAM

Mr J Leece AM

Major General J Pearn AO RFD

Mr R Williams AM RFD

Mr N Tomkins AM JP

Mr E Hynd AM



OFFICE BEARERS

NATIONAL EXECUTIVE COMMITTEE MEMBERS

Chair, National Executive Committee	Mr T Phillips*
Chief Commissioner of Australia	Mr B Watson OAM*
ACT Branch	Mr N Tomkins AM JP* (until 29 May 25) Mr A Coward (from 11 June 25)
NSW Branch	Ms A Cudworth (until 19 July 25)
NT Branch	Mr L Casburn*
QLD Branch	Mr N Swaffer*
SA Branch	Mr B Scroop*
TAS Branch	Mr M Hovington
VIC Branch	Mr J Willis OAM
WA Branch	Mr S Davies
Member	Ms E Versace*
Member	Ms E Murray
Member	Miss E Boxall (until 31 Dec 24) Mr H Austin-Stone (from 31 Jan 25)

NATIONAL COMMISSIONERS AND DEPUTIES

Chief Commissioner of Australia	Mr B Watson OAM*
Deputy Chief Commissioner of Australia	Mr E Hynd AM* (until 24 Nov 24) Mr D Mayor* (from 24 Nov 24)
Deputy Chief Commissioner of Australia	Ms E Bridger* (until 24 Nov 24) Ms S McClymont (from 24 Nov 24)
National Commissioner Adult Training & Development	Mr D Mayor* (until 24 Nov 24) Ms J Miller* (from 24 Nov 24)
Deputy National Commissioner Adult Training & Development	Mr L Brown
National Commissioner Youth Program	Ms J Miller* (until 2 Oct 24) Mr M Thomas* (from 2 Oct 24)
Deputy National Commissioner Youth Program	Mr N Molnar
National Commissioner International	Ms L Picking*
Deputy National Commissioner International	Mr N Carroll
Chair, National Rover Council	Ms S McClymont* (until 16 Feb 25) Mr B Thompson* (from 16 Feb 25)

OFFICE BEARERS

MEMBERS OF NATIONAL COUNCIL

Miss K Affleck	Mr J de Wijn AM KC	Miss S Kleine	Mr R Simpson
Dr G Andrews	Mr G Doo +	Ms S Koster	Mrs J Stenhouse
Mr T Aripin	Mr T Dowsley	Mr A Mackenzie JP +	Ms L Stephens
Miss A Asquith	Miss E Ezzy	Mr G Morgan AM	Miss J Swift
Miss S Ball	Mr D Green AM	Mrs N Morgan	Mr M Thomas
Mr T Blyth	Mrs J Hamilton	Mr S Morse	Mr J Thornton
Ms E Bridger	Mrs C Hammond	Ms R Morse	Mr M Van Der Poel
Mr C Buggie	Mr P Harper +	Mr K Moss	Mr M Vinning
Mr R Byrnes +	Ms A Harris	Ms E Nohan	Mr G Warnes
Mr L Casburn	Mr P Harrison	Mr L Nurthen +	Ms E Watson
Mr J Clarke OAM +	Ms R Henderson	Mr S Pascoe-Bell	The Honourable K Wells MP
Mr N Clutterbuck	Miss E Hewitt	Mr J Pawelski	Mr A Williams +
Mr S Connors	Miss N Hitchman	The Honourable J Prentice	Mr L Wiltshire
Mr D Cossart OAM	Ms K Hoare	Mr M Ray	Mr H Winchester
Mr D Crundall	Miss C Jackson	Mr C Ray	
Ms A Cudworth JP	Mr B Juratowitch +	Miss D Reed	
Mr A Dawson	Mr T Kennett	Mr C Robilliard	

OTHER NATIONAL POSITIONS

Principal, Scouts Australia Institute of Training	Mr J Lehrer (until 30 Sept 24) Mr S Bullivant (from 1 Oct 24)
National General Manager	Mr C Allen
National Coordinator Redress	Mr G Landgren *
National Project Commissioner	Mr P Parkinson OAM *
Child Safety Commissioner	Mrs J Clifford OAM

* Also member of National Council
+ Chief Commissioner of Branch

RECOGNITION

King's Birthday Honours 2025

MEMBER (AM) OF THE ORDER OF AUSTRALIA

Mr Neville Tomkins | Deputy Chair, National Executive Committee | Scouts ACT

Mrs Susan Mitchell | Former Chief Commissioner | Scouts WA

Mr Henry Gardiner | Former District Leader | Scouts NSW

MEDAL (OAM) OF THE ORDER OF AUSTRALIA

Mr Peter Datson | State Commissioner | Scouts VIC

Mr Arnold Thurling | Scout Leader | Scouts NSW

Mr Simon Marks | Former Assistant Chief Commissioner | Scouts VIC

Mr Juris Turmanis | Former Group President | Scouts NSW

Mr Maxwell Blacketer | Former Group Leader | Scouts SA

Mr Edward Wilmot | Former Board Member | Scouts SA

Mr Brian Jackson | Former Chair Fellowship | Scouts NSW

Mr David Cocking | Branch Commissioner | Scouts ACT

The late Mr Ian Rieck | Scout Leader | Scouts QLD

Mrs Dorothy Crabb | Former District Secretary | Scouts NSW

Ms Jennifer Ross | Scout Leader | Scouts NSW

Mr Roy Dowsett | Assistant Group Leader | Scouts WA

Mr Allan Staples | Group Leader | Scouts NSW

Australia Day Honours 2025

MEMBER (AM) OF THE ORDER OF AUSTRALIA

Mr Daryl Scott | Immediate Past Chief Commissioner | Scouts QLD

Mr Ian Marler | Former Group Chair | Scouts NSW

MEDAL (OAM) OF THE ORDER OF AUSTRALIA

Dr Graeme Gwilliam | Past Commissioner | Scouts NSW

Mr Peter Lane | Water Activity Centre Warden | Scouts SA

Mrs Wendy Lane | District Commissioner | Scouts SA

Mr Dennis Lowder | Former Leader | Scouts NSW

Mr Paul Moules | Former Leader | Scouts NSW

The late Mrs Mary Simpson | Former Leader | Scouts VIC

Ms Lisa Stephan | Group Leader | Scouts ACT

Ms Tanya Trevisan | Board Member | Scouts WA

Mr Keith Boulton | Former Group Leader | Scouts QLD

Mr Jack Cooper | Former Leader | Scouts VIC



ADULT RECOGNITION AWARDS 2025

NATIONAL PRESIDENT'S AWARD

NAME	APPOINTMENT	FORMATION	BRANCH
Susan Naylor	Adult Supporter	Caloundra Scout Group	QLD
Barbara Brook OAM	Fellowship	Gang Show	VIC
Rodney Cooper	Fellowship	Gang Show	VIC
Kerry Sanderson AC CVO	President	Scouts WA	WA

SILVER KANGAROO

NAME	APPOINTMENT	FORMATION	BRANCH
Geoffrey Sheehan	Branch Commissioner, Group Support	ACT Branch	ACT
Joseph Attard	State Commissioner (Heritage)	NSW State Headquarters	NSW
Christopher Owers	Group Leader	1st Albion Park Scout Group	NSW
Kenneth Ashford	District Commissioner	Fraser District	QLD
Timothy Gibbings	Region Commissioner	Northern Moreton Bay Region	QLD
William Haselden	District Leader	Nambour District	QLD
Trevor O'Hara	Assistant Chief Commissioner (Sustainability and Operations)	Sustainability and Operations Team	QLD
John Pearn AO	Honorary Commissioner	Queensland Branch	QLD
Ryan Sodziak	Branch Commissioner (Major Events)	Major Event Team	QLD
Chris Bates	Project Commissioner Future Planning	South Australia Branch	SA
Andrew Thompson	Branch Commissioner - Adventurous Activities	Tasmania Branch	TAS
Rod Byrnes	Chief Commissioner	Victoria Branch	VIC
Timothy Denyer	Assistant Cub Scout Leader	1st Beaumaris	VIC
Wallis Gavens	Group Leader	3rd/4th Colac	VIC
Robert Herd	District Leader - Development	Kororoit District	VIC
Manh Nguyen	Assistant Group Leader	Yet Kieu Sea Scouts	VIC
Damion Toes	Honorary Commissioner	Victoria Branch	VIC
Donna Farrell	Group Leader	Wembley Downs Scout Group	WA
Richard Lund	District Commissioner	Kalamunda District	WA
Jessie Shanley	Cub Scout Leader	Kwinana Scout Group	WA



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Special thanks, to the team of Leaders, Committee and Commissioners who contributed in preparation and production of this Annual Report. Their continued commitment is appreciated by all at Scouts Australia.

