

SCOUTS NSW

18  
19

ANNUAL REVIEW



Scouts  
NSW

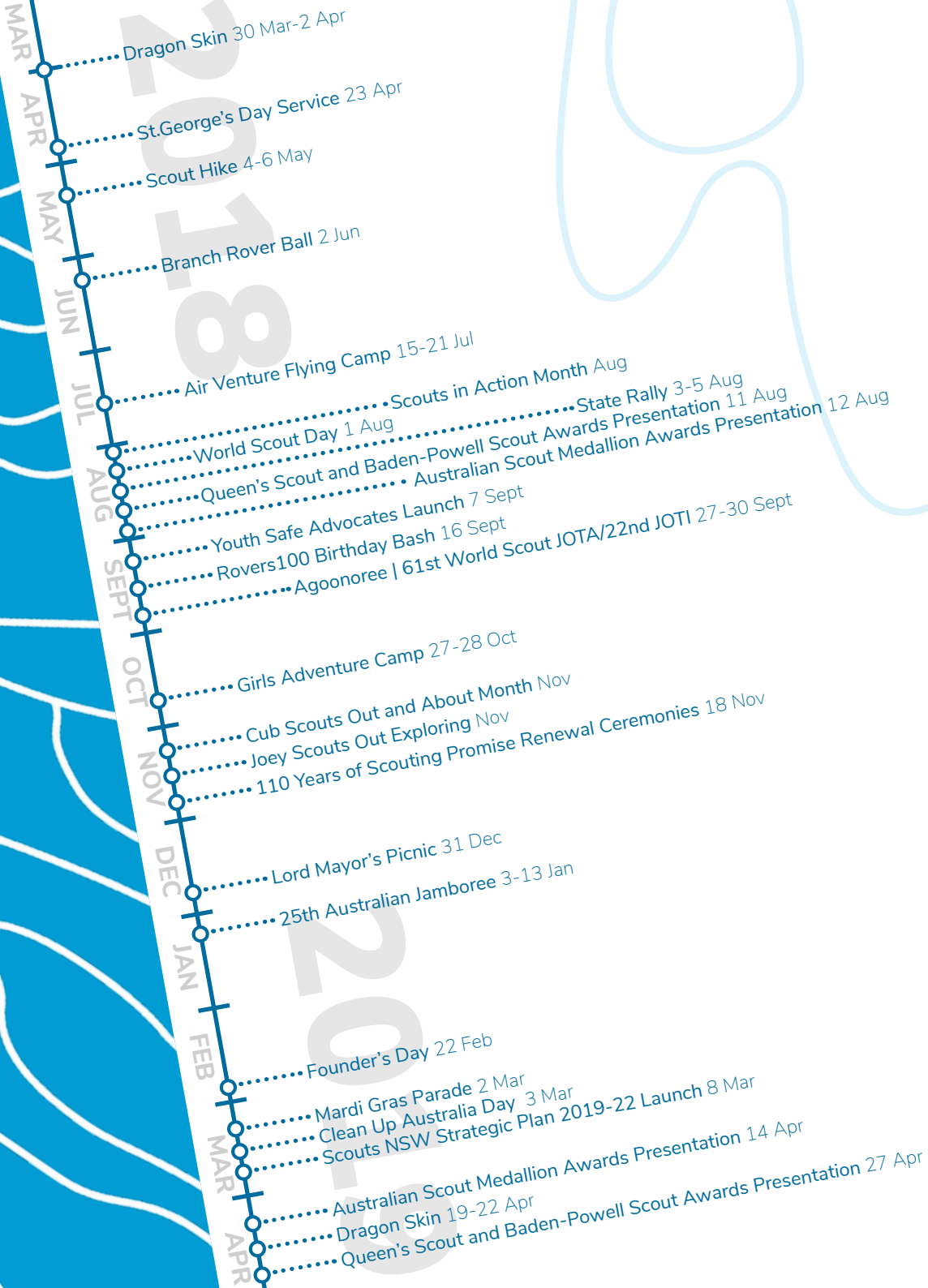
OUR BRIGHT FUTURE



## Notice of Annual General Meeting

The Annual General Meeting will convene on Saturday 20 July 2019 at the Baden-Powell Scout Centre.

The presentation of the Annual Review and the announcement of office bearers will take place at the Annual Meeting of the Branch Council.







## The Scout Promise

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

OR

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

## The Scout Law

### BE RESPECTFUL

Be friendly and considerate  
Care for others and the environment

### DO WHAT IS RIGHT

Be trustworthy, honest and fair  
Use resources wisely

### BELIEVE IN MYSELF

Learn from my experiences  
Face challenges with courage

## Scouts NSW Vision

Through fun and friendship, Scouts will inspire and create resilient young people and adults, by developing skills for life and contributing to our community.

## Scouts NSW Mission

Scouting develops and empowers youth by gaining life skills and a value system, based on the Scout Promise and Law, building a better world and playing a constructive role in society.

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# Executive Message



This year has been pivotal for Scouts NSW.

It's a year in which we've brought a modern Scouting organisation to life. We have now created a blueprint for our future that is bold, ambitious and bright.

In 2018, we arrested a period of membership decline. This year, we launched our four-year Strategic Plan to reimagine and rebuild Scouts across NSW, enabling further membership growth, improving our culture and stability, and bringing greater satisfaction across our Scouting community. Our aim is to create sustainable growth, long into the future.

We are also embedding our new Youth Program into more Scout Groups across our State, and we have rolled out an exciting, refreshed brand identity.

These three initiatives present the perfect opportunity to create much wider awareness of Scouts, what we do, and how we do it, giving parents and their children a compelling reason to join our organisation.

We're proud of our history as the longest running youth development organisation in the country. We believe our distinctive range of activities and practical skills are increasingly relevant in today's society. Scouting helps develop life skills such as leadership, teamwork, problem solving and communication from the age of 5 years old.

Our new, contemporary Youth Program supports young people living in a fast-moving, fast-changing globalised society. It centres on outdoor adventures, and enables Youth Members and Leaders to earn recognised

industry qualifications while delivering a wide range of skills for life.

In our busy lives, with everything changing at lightning speed, we believe the contribution Scouting has made to millions of young people around the world is simply remarkable. Our heartfelt thanks to the thousands of adult volunteers across this great State. They freely give their time and energy to help young people build life skills and experience adventures that last a lifetime. We estimate the economic benefit to local communities through Scouting is the equivalent of funding \$66 million into developing skills for life for young people in our State. That's an incredible contribution.

## Our Strategic Agenda

Our Board of Directors plays an active role in governance, resourcing and strategic oversight. This year, it made positive progress across all its key areas of focus – child safety, property strategy, good governance and the long-term strategic direction.

A key priority for the Directors is to foster a culture where young people feel safe. This year, we continued to build on our strong child safety foundations. We formally opted-in to the National Redress Scheme for Institutional Child Sexual Abuse. We also launched a team of Youth Safe Advocates, who attend all major Scouting events to help young people feel confident about speaking up. We ensure child safety guidance and support is available and visible in all our literature and prominent in our programming.

The Board also undertook work to develop and

**“We have now created a blueprint for our future that is bold, ambitious and bright.”**







approve a whole-of-state property strategy to underpin a sustainable future for the organisation. We have revised and updated our policies and procedures, and identified solutions to remain vigilant about required changes following new regulations.

The Board approved the Scouts NSW Strategic Plan and the appropriate mechanisms to ensure this significant and important work is well governed and positioned to deliver significant outcomes for Scouting in New South Wales.

With a new Chief Executive Officer appointed in April, our State Office is well placed to focus and deliver on the activities and initiatives within our Strategic Plan.

#### Our Strategic Plan

It was developed by a cross-sectional team of experienced volunteers and our professional and supporter community and has been well received. It focuses on three core themes – member experience, people and culture, sustainability and operations.

The plan presents 18 strategic initiatives that aim to deliver benefits such as more Youth and Adult Members; a greater focus on diversity and inclusion; expedited leader training; better property portfolio management; an even more positive culture; and greater member satisfaction.

The funding for the plan was approved by the Board on a year-by-year basis, and our executive team will actively pursue additional external funds throughout the Plan period. The

Plan will be implemented over four years, with governance and monitoring being undertaken throughout.

#### Our New Brand

Since its inception, the Scouting brand and identity has served as a guide to Australians, differentiating us to help claim our position as a leading youth organisation in the country.


We helped launch our new visual identity at the Australian Jamboree in January. The stunning new brand was created by experts with a deep understanding of the foundations on which we've been built - our vision, our culture and our distinctive capabilities. It is already attracting attention and turning heads. A different story about Scouts is emerging - no longer are we talked about as an old-fashioned, quirky institution. Today, we are confident. We look and sound more relevant, contemporary and exciting.

#### Our Youth Program

Scouts NSW draws on a rich legacy of Scouting values and beliefs that help define what we do and they enable us to evolve and remain relevant for each new generation.

This year, we have started the full implementation of our new Youth Program. Based on the fundamentals of Scouting, it is designed to meet the needs of young people in 21st century Australia. It is essentially a single learning journey with five sections, which challenges individuals to do their best through a wide range of practical experiences and activities.





The program centres on listening to the voices of Youth Members, empowering them to decide, design and determine the shape and future of Scouting. It still retains many aspects of Scouts that we don't need to change such as learning bushcraft, survival skills, camping, navigation and community support. It also offers active exploration of each person's commitment and responsibility to the societies in which they live, and the wider world, acknowledging the heightened interest in global causes by today's young people.

#### Our Business

Our State Office team concluded and the Board formally closed the Optimus Prime program. Over 24 months, this program of business transformation was instrumental in helping the organisation boost membership, build retention, decrease administration and assist with hardship. It included the successful roll-out of CareMonkey to Scout Groups, the launch of our Active Kids rebate program, the Family Support Fund, an upgraded website, and streamlined grant and fund raising materials. Thirteen projects have been carried forward and included in the Strategic Plan Project Initiatives for 2019-22. Optimus Prime laid the foundations for the delivery of the four year Strategic Plan through a strong governance model and project lifestyle structure.

#### Our Bright Future

These significant achievements have been enabled by an outstanding team of State Commissioners, Region Commissioners and professional staff in our State and Region Offices, supported of course by our Board and its supporting Committees.

We are immensely grateful for the positive approach, energy, and commitment to young people they reinforce through their roles. All our volunteers work hard, alongside our State Office team, to represent and reflect the Scouting values and behaviours we need both for today and for tomorrow.

Ultimately, it is the successful delivery of our program that showcases our organisation to members. Our sincere thanks to all the Scouting volunteers who work at the frontline in their local communities. They are our backbone. They keep us strong.

We are excited about the future for Scouts NSW. We are proud of the large and positive impact our organisation makes on people's lives. And we believe we're heading in the right direction for Scouting in this State - at the right time and with an outstanding team of supporters.

There's a very bright future ahead.

*Kerry McGoldrick*  
Chair of the Board of Directors

*Neville Tomkins OAM JP*  
Chief Commissioner

*Jane Siebum*  
Chief Executive Officer





# Scouts NSW Strategic Plan

In February 2019 our Board endorsed the Scouts NSW Strategic Plan 2019-2022. A bold and ambitious plan developed from the insights of Members and Supporters from across the State, it is our compass for reimagining and rebuilding who we are and what we stand for.

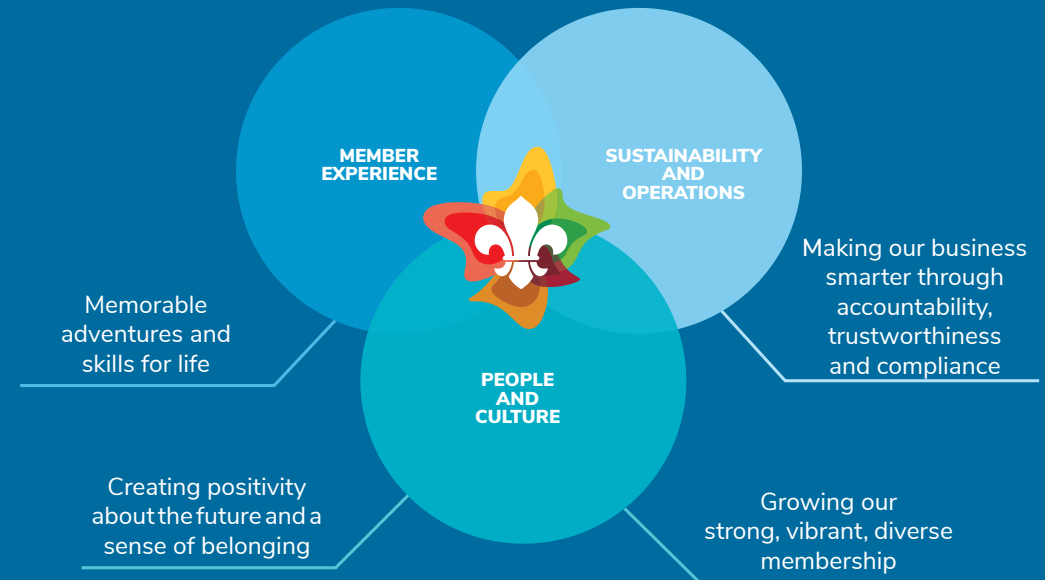
The three themes of the Plan are Member Experience, People and Culture, and Sustainability and Operations. And together they focus on attracting and retaining adult leaders, creating a better member experience and a more positive culture, growing our youth membership, and protecting and managing our business and our members.

The Plan also opens opportunities for us to improve the perception of our reputation and brand in the community and highlight the 10.5 million hours of volunteer time contributed annually to the development of young people in NSW. A contribution valued at \$66 million, Scouts is truly an 'essential service'.

While many of the initiatives that make up our Plan will be driven by senior members of Scouts NSW, there is a role for most members to play in our successful rebuilding. Importantly, we have prioritised those initiatives that will benefit our frontline – where we deliver the Program to our youth members. Some initiatives will start and finish in year one of the Plan. Others, while still vital, are less critical and will commence in year two or three. All initiatives will be supported by Region, State and professional staff and will be governed strictly to ensure milestones and progress are achieved.

The Strategic Plan is available on our website – [nsw.scouts.com.au/strategic-plan-2019-22](http://nsw.scouts.com.au/strategic-plan-2019-22) – and updates will be shared as we progress through the next four years.

We have recalibrated our compass and now share a clear direction toward our bright future.



# Youth Awards

Young people in Scouting continue to shape the Movement and the world around them. 2018/19 saw hundreds of Youth Members earn their Peak Awards and participate in programs and activities to drive their personal growth and equip them with the skills to be active citizens and make a positive impact on the world.

Congratulations to the young people from Scouts NSW who have earned the top-level awards in their Section.



## Queen's Scout and Baden-Powell Scout Awards

His Excellency General The Honourable David Hurley AC DSC (Ret'd) Governor and Chief Scout of New South Wales presented the Queen's Scout and Baden-Powell Scout Awards.

### Government House - 11 August 2018

134th Queen's Scout Awards – 43  
130th Baden-Powell Scout Awards – 2

### Government House - 27 April 2019

135th Queen's Scout Awards – 42  
131st Baden-Powell Scout Awards – 2

## Australian Scout Medallion

Scouts NSW Chief Commissioner Neville Tomkins OAM JP presented the Australian Scout Medallions.

### Luna Park Sydney - 12 August 2018

28th Australian Scout Medallion Ceremony – 33

### Luna Park Sydney - 14 April 2019

29th Australian Scout Medallion Ceremony – 55







**“You have the ability to plan your ideas and follow them through, with adults to support you and offer a helping hand.”**

## First Queen's Scout Award under the New Youth Program

From climbing mountains and learning archery to volunteering on Unit Council, Elise Toyer's time in Scouts has helped her develop a unique utility belt of skills. In April, she became the first person in New South Wales and Australia to receive the Queen's Scout Award, under the New Youth Program.

Elise achieved the peak award during her time as a Venturer Scout at 1st Batemans Bay, one of the New Youth Program Pioneer Groups. Elise attempted the Queen's Scout Award because it gave her more flexibility under the New Youth Program.

“The essence of the award has stayed the same but now it's less prescriptive. My favourite part of this new Queen's Scout Award program is that it recognises the achievements of young people outside of Scouts as part of the award,” said Elise.

During her Queen's Scout journey, Elise volunteered at Scout camps in her Region, helped out with the Batemans Bay Cub Pack, ran rock-climbing activities and achieved an archery qualification. She also completed the Cradle Mountain overland track in Tasmania in

January 2018. Speaking about her hike, Elise said, “That was a big physical achievement and was certainly the longest hike I've done. I really pushed myself doing day trips and climbing up the side of mountains.”

Having no experience in Alpine hiking, Elise had to draw on her planning and organisation skills she learnt during her time at Scouts.

But the most valuable skill Elise has taken away from the Queen's Scout Award program is her newfound determination to overcome failure.

“Doing the Queen's Scout Award helped me realise that Scouts has created such a safe space where you can make mistakes and you are then encouraged to have another go.”

Elise says that Scouts' youth led and adult supported environment helped her achieve her goals.

“You have the ability to plan your ideas and follow them through, with adults to support you and offer a helping hand.”

## YOU + LEAD shapes tomorrow's leaders

Cataract Scout Park - 27-29 April 2019  
Glenrock Scout Camp - 1-3 June 2019

The two-part YOU + LEAD course ran in 2018, giving Scouts, Venturers and Rovers a platform to learn about themselves before developing the skills to lead a team.



Lily Nicoll, a Venturer at 1st Albion Park, hailed the course as the best thing she's ever done in Scouts, and revealed how it taught her to have the courage to take on daunting challenges.

"The journey started with the YOU course which was a great experience. We learned about managing fear and the importance of gratitude in life. The whole experience got me out of my comfort zone, but also allowed me to learn how to become comfortable out of my comfort zone!" Lily recalled.



Lily says she got to do things that she usually wouldn't, such as travelling to Adelaide by herself for the LEAD course.

"After the LEAD course, the opportunity to travel to Mongolia and China came up, and because of my experience travelling by myself for the course, I grasped it," Lily said.

Fellow Venturer William Meiklejohn from 1st Koorinal, recently completed the YOU course for the second time, and is looking forward to taking on the LEAD course later this year.

William said, "I applied to do it a second time because I wanted to gain a better insight from my perspective as a Venturer.

William said, "It's great to do it because it's important to know yourself before trying to lead others. It's an active process, not like a classroom sitting looking at a teacher at a whiteboard. I was in small groups taking part in activities in a really comfortable environment."

## Rover Scout named Young Achiever Awards People's Choice

NSW/ACT Young Achiever Awards - 1 March 2019



In March 2019, Meg Cummins, a Rover Scout at 1st Austinmer and the Youth Commissioner, received the People's Choice Award at the 2019 NSW/ACT Young Achiever Awards.

Before winning People's Choice, Meg was a finalist for the Community Service and Youth Development Award categories, reflecting her efforts in advocating for youth environment, developing future leaders in Scouting, and working towards the UN's Sustainable Development Goals.

Meg described winning the People's Choice Award as a 'really proud moment'.

"I was getting messages of support from people all over the world who I had met through Scouting, getting texts from places like Ecuador and the Caribbean Islands telling me they were voting every day and it was being shared all over Facebook. It just completely summed up the Scouting community, helping one another out at all times," she said.

Meg credits her achievement to the impact Scouts has had on her life and says she is focused on investing her time in ensuring the next generation enjoys the same inspiring experiences that she has during her 14-year involvement.

"I've been involved in Scouts since I was seven, so it feels like it's always been a part of my life."

**"I am who I am because of Scouts, it has shaped my personality and my values, and instilled this belief in me that I can achieve anything in my life."**





# New Youth Program

77 Groups across New South Wales are currently implementing the new Youth Program, one of the biggest changes to Australian Scouting in 40 years. Under the new Youth Program, Groups are delivering more adventurous, fun, challenging and inclusive Scout programs to Youth Members across the State. By the end of 2019, 130 Groups are expected to be upskilled into the new Youth Program.

The new Youth Program has opened exciting new opportunities for Youth Members and Leaders at 2nd Albury Scout Group, after it was implemented in February.



Andrew Laurence, 2nd Albury Scout Group Leader said, "The change has put a lot of energy into our Group. It allows more flexibility for a Youth Member to pursue their own interests in Scouting and helps Leaders plan better."

to be the most decorative. About a month later, we raced them and the Scouts had a really great time."

1st Oyster Bay Scout Leader, Aaron Tomlins, echoed Andrew's sentiments, heralding the new Youth Program as a rewarding change that has empowered Youth Members to take up leadership opportunities.

Looking towards his Group's bright future, Aaron says the new Youth Program is "a really great change that is revolutionising the Scout program but also bringing it back to its core values that we've had many years ago."



"It's great to see more Youth Members lead the program and become more connected to Scouting. We had one night where one of our Scouts led Campfire Cooking and taught everyone the best way to cook over a fire," Aaron recounted.

Aaron says his Group has delivered more creative and challenging programs since implementing the new Youth Program.

"For one of our programs we gave each Patrol a challenge to plan and design their own billy karts. We had billy karts that were going to be the fastest and we had ones that were going





# Highlights

2018-19 was a year of celebration for Scouts NSW.

The organisation marked two significant milestones: 110 Years of Scouting in Australia and 100 Years of Rover Scouts worldwide. We also appointed a new CEO, welcomed a new brand and launched a wide variety of initiatives to lay the foundations for a future that is vivid, ambitious and bright.

## Scouts NSW appoints Jane Siebum as CEO March 2019

In March, Scouts NSW appointed the organisation's first ever female Chief Executive Officer, Jane Siebum.

Jane brings more than 25 years' experience to the role, having worked at a senior level for companies such as Optus, Allianz, Volkswagen and Vodafone, as well as with TAFE and the Department of Education.

She joined Scouts NSW in October 2017 as Head of Business Transformation, before being appointed to the role of Acting CEO in December 2018.

Speaking on her appointment, Jane said, "I'm incredibly proud to be announced as the new CEO of Scouts NSW."

"I really believe in Scouts and its values which resonate with me personally.

I'm looking forward to working closely with our Chief Commissioner and the Board to build a brighter future for Scouts NSW and all its members."



**"I really believe in  
Scouts and its values  
which resonate with me  
personally."**

## Centenary of Rover Scouts worldwide Multiple Sites - 2018

Events were held across New South Wales to mark the Centenary of the Rover Scout Section.

Current and former Rover Scouts gathered at festivities including the Rovers100 birthday bash at the Australian Scout Museum in Sydney Olympic Park, a special St George's Day service and the Rover Centenary Morning Tea at NSW Government House.

1st Kings Langley Rover, Elizabeth Way, designed a special Rovers100 Facebook frame which was shared by current and former Rover Scouts not only in New South Wales, but across Australia and abroad!







## Hume Girls Adventure Camp

**Glenfield Scout Camp - 27-28 October 2018**

145 Cubs, Scouts, Venturers and Leaders pitched their tents at Glenfield Scout Camp for the inaugural Hume Region Girls Camp in October. For many Youth Members, it was their first time participating in camping and outdoor adventurous activities.

The three-day camp gave Youth Members the chance to develop their outdoor skills by taking part in abseiling, canoeing, bushwalking, flying

fox activities and a horizontal bungee course. The camp was largely funded by a State Government grant aimed at improving cultural inclusivity.

"Scouts NSW is an inclusive organisation and we seek ways to ensure that all of our members get to experience everything Scouting has to offer," said Sue Bartlett, Hume Region Commissioner.

## 110 Years of Scouting in Australia

**Multiple Sites - 18 November 2018**

Thousands of Scouting members gathered across New South Wales to reaffirm their Scout Promise in celebration of 110 Years of Scouting in Australia.

Members, Directors and Supporters gathered at Scout Place in Sydney, Region and Group events to celebrate and showcase their Scouting pride.





## Scouts NSW launches Youth Safe Advocates

### September 2018

In 2018, Scouts NSW launched the Youth Safe Advocates Scheme to provide additional support for our Youth Members, giving them a comfortable environment where they are aware of their right to feel safe, and can speak openly about any issues and concerns they may have.

Since the Scheme's launch, our trained panel of 67 Youth Safe Advocates have attended various Scout activities and events across the State to promote Child Safe Messaging, listen to concerns and provide support from those concerned about their own safety, or the safety of another member.

Mitchell Stubbs, a Rover Scout at 1st Epping and member of the NSW State Team, attended the Australian Jamboree as a Youth Safe Advocate and member of the NSW Contingent Welfare Team.

When speaking about his goal as a Youth Safe Advocate, Mitchell said, "My aim as a YSA is to always be approachable and to make everyone feel as comfortable as possible."

"I think my role starts with simply walking around asking people how they are, if they're enjoying themselves, and that's sometimes all it takes to know if someone isn't as happy as they could and should be. From there, we can take steps to helping in any way we can."



## Why I Lead

Multiple sites - December 2018

Adults play an important role in our Scouting community, empowering young people to be active and engaged citizens who will make their own mark on the world. In fact, adults in Scouting contribute over 1.5 million volunteer hours per year, investing \$65.5 million to the development of youth in New South Wales.

In 2018/19, Scouts NSW continued to celebrate the guidance and mentorship of

Leaders and volunteers in Scouting and their role in encouraging today's youth to do their best. The organisation launched 'Why I Lead' on the International Day of the Volunteer in December. The campaign aimed to reignite a passion for volunteering among adults by encouraging them to reflect on their commitment to Scouting and the reasons behind why they lead.







## Scouts Australia welcomes new brand Australian Jamboree - 4 January 2019

On 4 January 2019, at the Opening Ceremony of the Australian Jamboree attended by over 10,000 Scouts and watched by 23,000 live stream viewers, Scouts Australia launched a new brand identity, taking the organisation into the exciting future of Scouting.

Designed by Queen's Scout and eminent designer Dr Ken Cato OAM, the brand includes a new logo based on the shape of the Southern Cross, the contours of the land, and the colours of each Section.

It also incorporates images and language used to tell the stories of adventures experienced through Scouting.





# Community

In 2018/19 Scouts NSW participated, supported and led numerous initiatives to celebrate our environment, community, diversity and inclusion.

## Fearless Scouts participate in Mardi Gras 2019

**Sydney CBD - 2 March 2019**

Sixty members of Scouts NSW took part in the 2019 Sydney Mardi Gras parade in March, marching to promote and share our support for young people of diverse sexuality, gender identities and young intersex people.

The Rover section was the glue connecting every aspect of our participation, designing a colourful and vibrant float themed 'Facing Challenges with Courage'. The float was led by Ayla Jones and championed by Deputy Chief Commissioner, Wal Waerner.

Monica Gonzalez, a Rover Scout at 2nd Normanhurst, spoke about her passion to participate in the event, saying, "Mardi Gras should first and foremost be a celebration of community, diversity, inclusion and freedom of expression."

"It shows how far we've come. It certainly means a lot to me to know that so many big organisations, companies and not-for-profits like Scouts are taking the opportunity to say, 'We're here for you, we're here for everyone and we want to keep building a more inclusive community together'."



## Clean Up Australia Day

**Multiple sites - 3 March 2019**

Hundreds of Scouts donned their rubber gloves to help clean up their local community on Clean Up Australia Day 2019.

Youth and Adult Members from across the State rolled up their sleeves to collect litter from their local parks, reserves and waterways. They even discovered some unusual finds including a homemade water ski!

Congratulations to all who participated for putting their Scout Law into action!



## ANZAC Day

**Multiple sites - 25 April 2019**

Thousands of Youth and Adult Members and Supporters from across NSW joined their communities to participate in local ANZAC Day commemoration services and marches.

The yearly tradition gives Scouts the opportunity to commemorate the service of our ANZACs and service men and women.





## 1st East Roseville celebrates 70 years

East Roseville - 31 March 2019

On 31 March 2019, Dick Smith joined past and present members of 1st East Roseville Scout Group at Kalloona to celebrate 70 Years of Scouting. Dick Smith, who spoke at the event, explained that his success resulted from the leadership skills and core values picked up during his time as a Scout member.

"I believe the Scout movement is the greatest leadership movement in the world. I loved Scouts because it gave me the space to be an individual, it taught me leadership skills and it also taught me that I could get great pleasure out of doing things for other people," he said.



## Glenrock Scout Camp pioneer named Australian Gardener of the Year

21 December 2018

In December, John Le Messurier, an Adult Supporter from the Hunter and Coastal Region, was named 2018 Australian Gardener of the Year by Gardening Australia.

John has transformed the barren 6.2-hectare former coal mine site at Glenrock Scout Camp into a native garden showplace.







# AJ2019

**Tailem Bend, Murraylands, South Australia - 4-13 January 2019**

In January, over 3,000 Scouts, Leaders and Helpers from across New South Wales took part in the ultimate summer Scouting adventure at the 25th Australian Jamboree (AJ2019).

For ten action-packed days, The Bend Motorsport Park at Tailem Bend in South Australia was transformed into a buzz of Scouting activity and excitement, with over 10,200 people on site making it South Australia's 12th biggest town!

After some very long bus rides filled with excitement and anticipation (and a few singalongs here and there), the NSW Scouts descended on the dry and dusty AJ2019 campsite that would be their home for the next ten days. Team work and problem-solving skills soon came in handy as Troops worked their way through AJ2019's first challenge – setting up their tents on bedrock solid enough to bend even the strongest tent pegs!

With their tents up and standing, it was time for the real adventure to start, beginning with the Opening Ceremony. The Scouts joined others from across Australia and beyond for a jam-packed night with performances by special guest Ricki-Lee, the launch of the new Scouts Australia brand and a spectacular fireworks extravaganza to top things off.

The Scouts spent the next ten days

diving into a host of unique activities including giant games, escape rooms, live science, land yachting, ice skating, BMX riding, dragon boating, gliding and even experiencing the excitement of riding in a V8 super car!

As the sun went down each day, the fun didn't stop. Some of the favourite evening activities were International Night, AJ's Got Talent, and all the other entertainment including concerts by artists including Jamboree crowd favourites, Justice Crew!

For many Scouts, AJ2019 was the longest time they had ever spent living away from home and their families, giving them plenty of opportunities to make new friends, challenge themselves, gain new skills and develop their resilience and independence in a fun and adventurous environment.

Scouts is all about making sure our youth members have the time of their lives, and that's exactly what we saw at AJ2019 – lots of excited young people full of energy, having fun with their friends.

Our Scouts may have returned to their families after AJ2019 covered in dust, but they also walked away with new skills, new friends, a renewed sense of challenge and resilience, and new memories of fun and adventure they will cherish for a very long time.







Ashley Uidam from 1st Balcombe Heights said, "It was an eye-opening experience. I met so many people from all over the world, many who I still keep in contact with."

"The biggest thing I learned at AJ was leadership. I was a Patrol Leader so I had to find a balance between leading and having fun, but I found that balance and got used to being a leader."

Ashley's father Tim says he couldn't believe the change he saw in his daughter after the camp.

He said, "We noticed such a change in her independence, confidence and the way she carried herself."



Benjamin Caughey, a Venturer from 1st Hay, attended AJ2019 as a Service Leader, and particularly valued the time away from phones and social media.

He said, "I loved the outdoor elements. It was a windy, dusty place but the activities were amazing. We got to do things like skating and gliding, flying around in the open air. It was great to be outdoors for ten days, not on our phones and worrying about social media or schoolwork."



# AJ2019 at a glance



 **3015**  
**NSW**  
**Contingent**

 **2339** Scouts  
 **123** Venturers  
 **643** Rovers,  
 Leaders and  
 Others

**10**  
**DAYS**



**74**  
**NSW**  
**Troops**



**70**

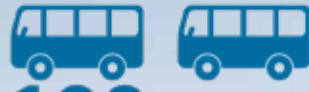
NSW Contingent  
**coaches**  
to AJ2019



**16**  
**semi**  
**trailers**  
of FOOD per day



**83**  
birthdays  
celebrated  
at AJ2019  
from NSW



**100** buses  
for daily  
activities

 **2.4KM**  
temporary  
fence panels

 **80**  
golf  
buggies  
on-site







## Heather Porter named Scouts NSW ambassador

In 2018, former Rover and founder of environmental awareness campaign 'Hike It Out', Heather Porter was appointed the role of Scouts NSW ambassador. The appointment comes after Heather's inspirational six-month, 4,265-kilometre journey hiking the Pacific Crest Trail from Mexico to Canada in 2018.

Heather joined fellow Scouts NSW ambassador Andrew Lock at AJ2019 in January, meeting Scouts from across NSW and Australia to share stories of her incredible adventure and spread the importance of having a litter-free lifestyle.





# Major NSW Events

Major events are opportunities to bring Leaders, creative ideas and energetic enthusiasm together to offer diverse experiences to Youth and Adult Members across NSW, surrounding states and international communities.

Once again, Scouts NSW staged a series of outstanding and successful major events that engaged youth members across the state, encouraging them to push their boundaries, demonstrate their skills and deepen friendships. Participation in major events play an integral role in member retention.

## State Rally – Choose Your Own Adventure

Cataract Scout Park - 3-5 August 2018

State Rally 2018 marked the 30th anniversary of the event, and saw 1328 Scouts and 432 Venturers, Rovers, Leaders and Supporters gather at Cataract Scout Park for a weekend of fun, action and adventure. The theme 'Choose Your Own Adventure' encouraged youth members to explore magic with the Witches and Wizards, Catch the Villain and embrace their inner detective to Solve the Mystery.

### Top-placed Patrols

**1st Place Patrol** - Hayzelnuts, 1st Hay, Riverina Region

**2nd Place Patrol** - Meme Squwaad, 1st Turramurra, Sydney North Region

**3rd Place Patrol** - Wizard of Oz, 2nd Baulkham Hills, Greater Western Sydney Region



## Agoonoree - On the Farm

Glenrock Scout Centre - 28 September - 1 October 2018

Agoonoree on the Farm offered a wide range of fun and challenging onsite bases for youth and adult members of Scouting with differing needs and abilities. The activities were based on the theme 'On the Farm', and included a campfire, cooking, crafts, games and puzzles, movies, music, performances, scavenger hunts, a wall climb and more.



## Dragon Skin – Kingdoms and Empires

Penrose State Forest - 19-22 April 2019

Dragon Skin 'Kingdoms and Empires' brought together 727 Venturer Scouts and Guides from across New South Wales, the ACT and Queensland for a long weekend of activities design to test their initiative, leadership, teamwork and technical skills.

128 teams battled against each other in various outdoor challenges to take home the coveted Dragon Skin.

### Top-placed Teams

**1st Place Team** - PMA - 2nd Gordon

**2nd Place Team** - Paul Walkers Drivers Ed - 1st Wyoming

**3rd Place Team** - Lipton Ice Tea - Belrose





# New Zealand Venture

**Kaiwaka, Northland, New Zealand - 31 December 2018 - 11 January 2019**

In January, more than 1000 Youth Members from across New Zealand, Australia and beyond came together for New Zealand Venture 'Illuminate 2019'. The event gave Venturer Scouts the chance to choose the scale of their own adventure, offering experiences that most people are lucky to do just once in a lifetime.

Illuminate 2019 was the first Venture experience for 2nd Baulkham Hills Venturer, Cassandra Fry, who told of the breathtaking experience of sky diving from 16,000 feet.

"The Venture gave me the chance to do so many things that most others would never get the chance to do. I took part in sky diving, white water rafting, snorkelling, and caving to name a few, but the standout has to be the sky

dive. To get the chance to jump from 16,000 feet and to see photos and videos of it all was unreal. It was scary but I'd definitely do it again," Cassandra said.

According to Cassandra, it wasn't just the daredevil excursions that made Illuminate special, acknowledging the youth-led environment made her feel right at home.

"The whole thing was so rewarding from start to finish. My friends and I learned to grow as people, gained more independence and were taken out of our comfort zone. We planned everything and chose our own courses and activities, so it was up to us to figure everything out and it worked out brilliantly," she said.



# Creative Arts

## Scouts NSW named an approved Creative Kids provider

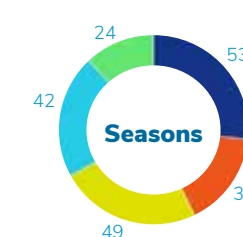
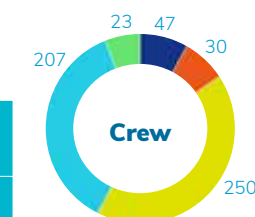
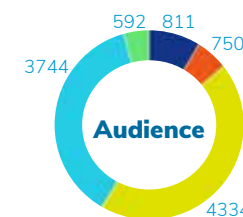
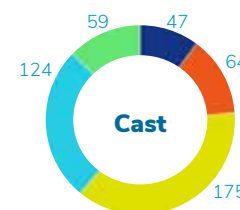
In December, Scouts NSW was named an approved provider of the NSW Government's Creative Kids rebate. In 2019, Scouts NSW offered Creative Kids through Gang Shows, with parents and carers able to apply for a \$100 Creative Kids voucher to cover the cost of their Gang Show fees.



## Gang Show Season

Gang Show is an energetic and creative experience for the hundreds of youth and adult members of Scout who perform on stage and the more than 10,000 audience members who enjoy the performances. Five Gang Shows were presented in 2018, merging original compositions, newly designed costumes, fresh choreography and side-splitting comedy to take audiences on a journey of adventure.

<b>Albury</b>	15-16 June 2018
Oh No, My Mojo	
<b>Central Coast</b>	19-21 July 2018
<b>Cumberland</b>	13-21 July 2018
Feel the Beat	
<b>Hornsby</b>	6-14 July 2018
Turn it Up	
<b>Korimul</b>	31 August - 1 September 2018



# Activity Centres

The Scouts NSW Activity Centres continued to support Scouting throughout 2018/19, offering a wide range of activities and programs for Members and Supporters across New South Wales.

## Air Activity Centre

Located at Camden Airport, 65 km South-west of Sydney CBD, the Air Activity Centre provides flying experiences, runs badge courses and is a registered flying school for pilot training for both Scouts and Girl Guides.

[www.air.nsw.scouts.com.au](http://www.air.nsw.scouts.com.au)



 **708**  
participants  
flown

**4 Aircrafts**  
**180** country  
participants

**47** years  
 **635**  
flying  
hours



**4304**  
over  
nights 

**Alpine Activity Centre**

The Alpine Activity Centre is located in Jindabyne, in the heart of Australia's rooftop, the Snowy Mountains, and at the gateway of Kosciuszko National Park.

[www.alpine.nsw.scouts.com.au](http://www.alpine.nsw.scouts.com.au)

**1705** guests  
**87\*** bookings  
taken  
\*87.36% Scouting members

## Baden-Powell Scout Centre

Situated on 36 hectares adjoining Lane Cove National Park, the Baden-Powell Scout Centre offers flexible training facilities and cabin-style accommodation in a bushland setting only 25 kilometres from Sydney CBD.

[www.bpsc.nsw.scouts.com.au](http://www.bpsc.nsw.scouts.com.au)

 **10**  
Scouting  
events hosted

**49**  
Scout  
groups  
hosted

**257**  
bookings  
taken

  
**6015**  
visitors

## Water Activities Centre

Located at Woolwich in Sydney, the Water Activities Centre caters for Scout Groups wanting to undertake training, courses and workshops in water activities such as sailing, power boating and canoeing.

[www.water.nsw.scouts.com.au](http://www.water.nsw.scouts.com.au)

**410 people**   
**27 groups**   
**4 days**   
**on the water** 





## Cataract Scout Park

Cataract Scout Park in Appin hosts large events including major Scout and Guide camps, major music festivals, fitness events, school camps, church camps and boot camp type activities for corporate groups and community groups.

[www.cataract.nsw.scouts.com.au](http://www.cataract.nsw.scouts.com.au)

 **11,429**  
visitors

**60**  **246**  
Scouting bookings  
events hosted taken



## Community groups join forces to breathe new life into Challenge Valley

### Cataract Scout Park - 5 April 2019

In April, Scouts NSW joined forces with Rotary, Soldier On and the School of Military Engineering for two days of redevelopment at Cataract Scout Park. Up to 100 people from the various organisations, including ex-servicemen and women, came together in community spirit to roll up their sleeves and help breathe new life into Challenge Valley and the guest lodges.

The Rotary Club of Sydney identified the Cataract project as the perfect opportunity to help an organisation in need, while providing army veterans with rewarding and stimulating work.



The link up came about when Scouts NSW Chief Commissioner Neville Tomkins OAM JP met with Rotary President Shane Herbert, who was looking for a project to take on.

Neville advised that Scouts had numerous volunteer opportunities, and between them they identified the redevelopment of Cataract Scout Park as a fitting prospect.

Immediate Past President Shane Herbert says the opportunity to work with Scouts and Soldier On was simply too good to pass up.

Shane explained, "I always wanted the last project to be a big one, something we could look back on and say it was worthwhile and will be here for a long time.

"UPS have a charitable foundation that provides grant money to organisations doing



volunteering work in the community, so we were able to get funding from them, volunteers from Serving On and a project in Cataract Scout Park, so it all came together nicely."

One volunteer, Commanding Officer Kevin Hamilton from the Army Construction Wing at the School of Military Engineering, spoke about his own childhood memories at Cataract and the School's symbolic involvement.

He said, "This is a great project because the school actually helped build Cataract back in the 70s/80s. It was something I was really excited to be a part of. A lot of us remember when we came out here as kids - I came out for a school camp so it's great to give back to it."

Three elements from Challenge Valley were deconstructed over the two days to make way for new elements to be installed, while four Leaders Lodges were painted and refreshed with new landscaping.



# Treasurer's Report

Scouts NSW achieved a satisfactory result for the 12 months ended 31 March 2019.

The 2018-19 Financial Report has been presented in an enhanced format to reflect recent alignment of accounts with Australian Accounting Standards and Division 60 of the Australian Charities and Not-for-Profits Regulation 2013. This resulted with no Qualified Opinion by our auditors, which is a positive change from 2017-18.

Full details are provided in our Financial Report for the year ended 31 March 2019.

Our Operating Surplus for the 12 month period is \$874,095 (prior year \$4,246,868).

Key features include:

Operating revenue benefited from five main contributors:

- Membership fees \$3,400,292 (prior year \$3,234,010)
- Scouting activities and special events \$7,081,487 (prior year \$1,099,634)
- Income generated from the Investment Portfolio \$2,521,247 (prior year \$1,204,640)
- Receipt of government grants \$1,154,030 (prior year \$712,082)
- Asset Management Program \$865,411 (prior year \$746,538).

Impact by other items:

- Profit on sale of fixed assets \$4,317,286 (prior year \$6,080,522)
- Gain in the unrealised value of the

Investment Portfolio and Loss on sale of investments -\$537,631 (prior year -\$487,771).

While the 2018-19 financial results are sound, they continue to include one-off transaction types such as the sale of property or the positive results of major events like the Jamboree NSW Contingent that cannot be reliably expected in future years.

Investment in the following areas over the last 12 months supports the operation and growth of Scouting:

- Property Infrastructure maintenance and make good provision \$2,695,137 (prior year \$1,770,249)
- Development and Promotional activities \$554,878 (prior year \$426,054)
- Leader Training \$99,179 (prior year \$124,138).

The Optimus Prime program has provided some efficiency and member experience improvements. However, more needs to be achieved in this area.

I thank the many cost centre owners who put rigorous effort into setting a tight budget and monitoring performance against budget, and who regularly deliver a result that is on, or better than, budget.

To embed a stronger budgeting discipline for the 2019-20 budget year, the State Finance Committee (SFC) continued zero based budgeting, a process that allocates funding based on program efficiency and necessity rather than budget history.

Zero based budgeting and the implementation of new financial software, Xero, will support the overall budgeting process and financial analysis so that the SFC can provide strengthened, timely financial advice to the Board of Directors.

While there is good news this year for our membership numbers, the critical challenge for Scouts NSW remains to significantly increase its membership through recruitment and retention programs. Sincere congratulations to all who have contributed to this positive result.

The SFC enjoys membership with a strong skills base across the financial sector and, different Scouting perspectives. Each member is very committed to working toward a strong financially stable future for Scouts NSW. I thank each member for his or her personal contribution and support.

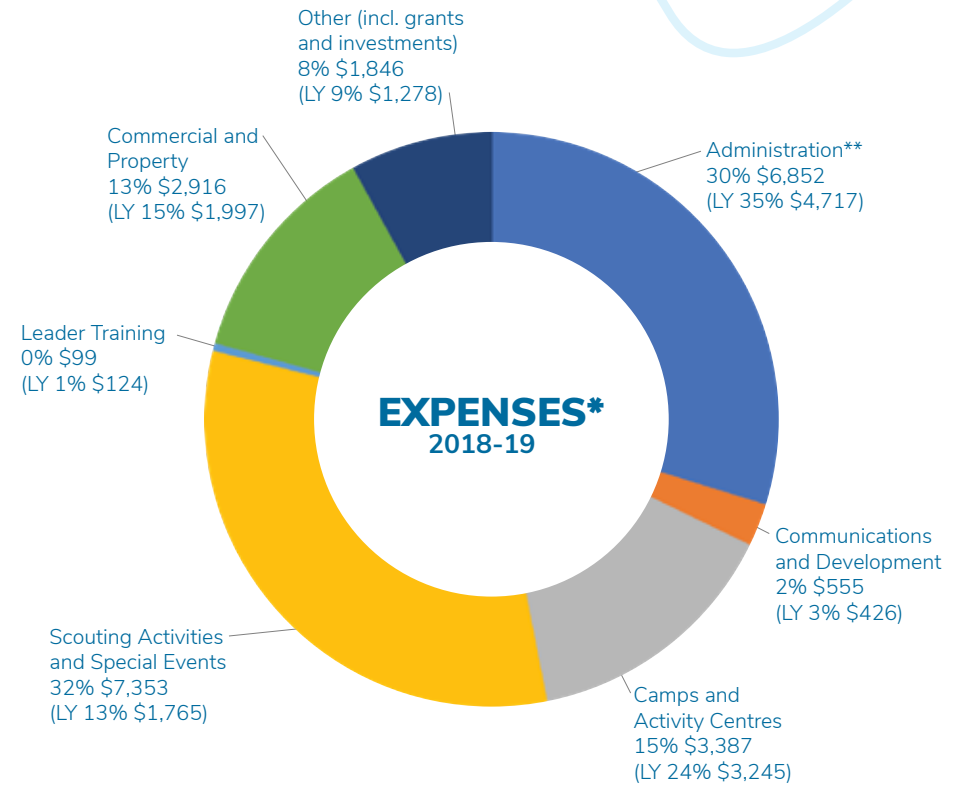
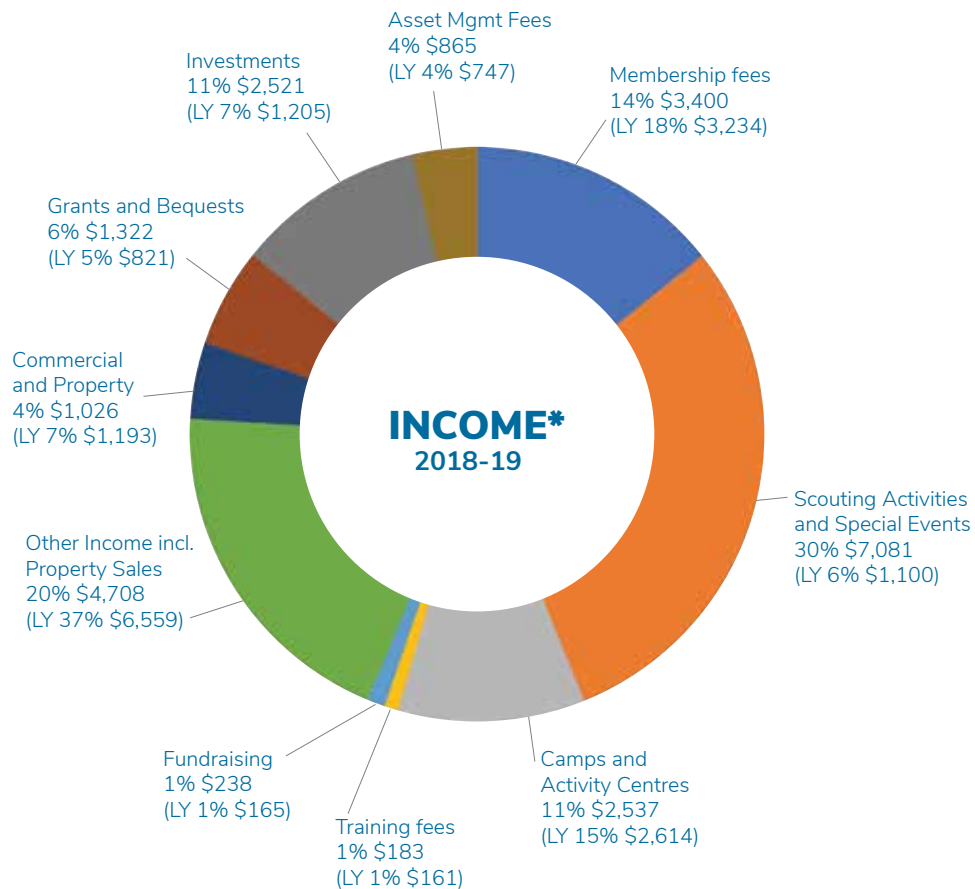
Scouts NSW also benefit from the generosity provided by the members of the Investment and Insurance Committees who provide their professional expertise to the Board of Directors.

Finally, to the team at Sydney Olympic Park, very ably lead by our Chief Operating Officer Jay Mendoza, who has introduced much change in recent months. Thank you.

**Bob Mulcahy**  
Honorary Treasurer







SUMMARY	2018-2019	2017-2018
INCOME	23,883,090	17,798,356
EXPENSES	23,008,995	13,551,488
SURPLUS	874,095	4,246,868

\*(in % and \$'000) LY - Last Year

\*\*Increased expenditure due to implementation of NYP (Y2), Optimus Prime delivery (Y2), Strategic Plan development, and legal matters



# Our Business

## Scouts NSW brings Active Kids to thousands of families

2018 was the inaugural year of the NSW Government's Active Kids program. Scouts NSW is an approved provider of Active Kids. 4,946 vouchers were redeemed with Scouts in 2018, supporting thousands of families with the cost of Scouting.



## Online Forms

In 2018/19, Scouts NSW commenced its work on transitioning to online forms, beginning with the Youth Membership Application form and Adult Helper (Non-Uniformed) Application form. The online forms project is a big win for Scouts, and the first clear step in directing support to Groups and making the business of Scouting smarter.

## Property Strategy

The Scouts NSW Property Strategy was approved by the Board of Directors in April 2019. The Strategy has an overarching aim to deliver an improved return on investment, both social and commercial, for the hundreds of Scout Halls and Activity Centres across the State. It encompasses a set of seven Strategic Directions to address four key focus areas integral to the Scouts NSW property network.

## Scouts takes to the streets with inaugural transit campaign

In March 2019, Scouts NSW launched a fully integrated advertising campaign to drive Youth Member recruitment for the 2019 Scout Year. The campaign consisted of transit advertisements placed on 48 buses across metropolitan Sydney and rural and regional centres in NSW. These transit advertisements were supported by a social media advertising component using the same visual design, which generated 300 membership leads over a six-week period.



## WHS in Scouting

Scouts NSW continued to expand its commitment to providing a healthy and safe environment for adults and youths. Initiatives included the establishment of a Health and Safety Committee to facilitate consultation amongst workers, members and management of Scouts NSW.

A Health and Safety page on the Scouts NSW website was launched and now provides the relevant procedures, forms and other information relevant to leading activities, maintaining property and managing workplaces. Articles related to WHS frequently appear in Leader Bulletins and the Board continues to monitor incidents statistics every month.

Another initiative was the development of Summer Hazards pamphlets and posters which were distributed to all Scouts Groups in late 2018. The hints contained on these playful printed materials proved popular and similar materials are planned for the future.





# Awards in Scouting

## Adult Recognition Awards

**1 August 2018**

335 Adult Members of Scouts NSW were honoured with Adult Recognition Awards for good service. The Adult Recognition Awards are presented in observance of the founding of Scouting on 1 August 1907 at the first Scout Camp, held on Brownsea Island, Dorset, England.

Congratulations to all the recipients for 2018 and thank you for your continued commitment to Scouting.

### Silver Kangaroo

The Silver Kangaroo is presented to adult members for eminent achievement and meritorious service to the Association.

Recipients:

- Cecil Alfred Bartlett ED
- Gregory Leigh Crofts
- Peter John Lee
- Phyllis Ella McAlpine
- George Arthur Murray
- Allan Kevin Staples JP
- Anne Marie Thompson
- Neville Robert Bruce Tomkins OAM JP
- Trevor Phillip Ward OAM

### National President's Award

The National President's Award is presented to Associates for eminent achievement and meritorious service to the Scout Movement.

Recipients:

- Robert William Shaw
- Graham McLachlan Winner

### Stan Bales Rover Service Award

The Stan Bales Rover Service Award recognises outstanding service to the Rover Section.

Recipients:

- Angus Boxall
- Ayla Jones
- Phillip Smith

## Australian Honours

Scouts NSW congratulates all recipients of Australia Day 2019 and Queen's Birthday 2019 Honours. Thank you for giving your time to Scouting and for supporting the young people and adults who participate.

### Australia Day Honours 2019

**26 January 2019**

Members (AM) in the General Division of the Order of Australia

- Mr Vaclav George Kolsky OAM, for significant service to youth through Scouting in a range of leadership roles, and to the community.

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

- The late Mrs Evelyn Mary Burke, for service to the community, particularly to women.
- Mr Brian John Engert, for service to the community of Berowra.
- Mr Stanley William Head, for service to the community.
- The late Mr Kenneth Cyril Herbert, for service to sailing.
- Mr Sean Matthew Langshaw, for service to people with a disability.
- Mr Ross Stuart Walker, for service to the community of Beecroft.

### Queen's Birthday Honours 2019

**10 June 2019**

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

- Mr David North, for service to the community of Illawarra.





# People in Scouting

## Governor and Chief Scout of NSW

**President**  
**Vice President**  
**Life Councillors**

Her Excellency the Honourable  
Margaret Beazley, AO, QC  
The Rt Hon Ian Sinclair AC  
The Hon John Price AM  
Warwick Bateman AM  
Ron Brown  
Ron Critcher OAM  
Peter Nickl OAM  
George Kolsky OAM  
John McIntyre  
Bruce Munro AM  
Alan Overton AM  
Jan Playford  
The Hon John Price AM  
Craig Ramsden  
Trevor Russell AM  
John Selwood  
Howard Carey AM  
Sarah Neill

## Elected Members

## Board of Directors

**Chair of the Board**  
**Deputy Chair of the Board**  
**Chief Commissioner**  
**Honorary Treasurer**  
**Board Members**

Kerry McGoldrick  
Phil Crutchley  
Neville Tomkins OAM JP  
Robert Mulcahy  
Kerryn Boland  
Steve Fernie  
Claire Geary  
Janet Hale  
David Hassan  
Antony Keenan  
Robert Rodgers  
Luke Saunders

## U30 Representative

## State Office

**Chief Executive Officer**  
**Chief Operating Officer**  
**Head of Business Transformation**  
**Head of Marketing and Communications**  
**Head of Property**  
**Head of Risk**  
**Child Protection and  
Issues Management Officer**

Jane Siebum  
Jay Mendoza  
Ray Schleibs  
Rosalie Batistoni  
David Oayda  
Tracey Perrin  
Elaine Heaney

## Advisers

### Architectural Adviser

Brewster Murray Pty Ltd represented by  
Mr M Bullen, B.Arch MURP (Hons) ARAIA  
APIA, Director  
Harmers Workplace Lawyers  
represented by Mr G Robertson

### Employment and Industrial Relations Adviser

**Legal Counsel**  
**Honorary Solicitor**  
**Religious Advisers**

The Hon. Greg James QC  
Roger Butler OAM LLB  
The Anglican Archbishop of Sydney  
The Archbishop, Armenian Apostolic Church  
Australia  
The Catholic Archbishop of Sydney General  
Secretary  
The Fellowship of Congregational Churches  
(NSW)  
The Archbishop of Greek Orthodox  
Archdiocese of Australia  
Imam, Mohammad Trad, representing the  
Islamic Communities in NSW  
The Moderator, Presbyterian Church of  
Australia (NSW)  
The Territorial Commander, The Salvation Army  
The Senior Minister of the Great Synagogue  
The Moderator, NSW Synod, Uniting Church

# Chief Commissioner's Team

## Chief Commissioner

Neville Tomkins OAM JP

## Deputy Chief Commissioners

Growth, Strategies and Group Support  
Youth Program

Youth Commissioner

Youth Safety, Compliance and Support  
Program Transformation

Activities, Training and Fellowships

## Assistant Chief Commissioners

Adventurous Activities, Training and VET  
State Activities, Fellowships and Bases  
Youth Program

## State Commissioners

Joey Scouts

Cub Scouts

Scouts

Venturer Scouts

Rover Scouts

Air Activities

Adult Training and Development

Business Training (Youth and Adult)

Creative Arts

Environment

Fellowships

Group Support Strategies

Inclusion

International

Issues Management

Major Events

Member Support

New Program Implementation

Partnerships

Risk Management

Special Needs

Belinda Francis  
Randall Jones  
Meg Cummins  
Robert Rodgers  
Clair Udy  
Walter Waerner

Parrish Hull  
Marion Fisher  
Bruce Mills

Jill Heath  
Wendy Warner  
Chris Buggie  
David Jacobs  
Tymon Domanko  
Stan Prout  
Hugh Mooney  
Ryan Beeby  
(vacant)  
Simone Haider  
Malcolm Wilson  
Dean Bassett  
(vacant)  
Lloyd Nurthen  
Dr Justine Douthwaite  
Michael Wright  
Jill Pretty  
Gai Green  
(vacant)  
(vacant)  
Mark Burfield

Strategic Stakeholder Engagement  
Trust Management  
Youth Empowerment  
Youth Safety and Member Support  
Special Projects

Anthea Cudworth  
Peter Webb  
Harrison Lantry  
Jill Pretty  
Penny Becchio JP  
Hilton Bloomfield  
Roger Butler OAM  
Ian Dun  
John Kane JP  
Peter Lee  
Bill Pickering OAM JP  
Jeff Rose  
Brian Tye  
David Walsh  
Boyd Williams

## Region Commissioners

Greater Western Sydney

Hume

Hunter and Coastal

North Coast

North West

Riverina

South Coast and Tablelands

South Metropolitan

Sydney North

The Golden West

David Stopps  
Sue Bartlett  
Steve Fernie  
Ian Hale  
Brett Grimmond  
Ian Petty  
Phil Crutchley  
Bryan Davison  
Kerry Griffin  
Michelle Hinchcliffe (acting)

The names listed are as at the time of printing.



# Thanks and Acknowledgements

## NSW Government

The Board of Directors thanks the NSW Government for the generous assistance received through its programs.

### Community Building Partnership Program Round X

We are grateful to the NSW Government whose Community Building Partnership Program has extended assistance to Scout Groups throughout the state for several years, and continues to support local jobs, stimulate growth and improve community pride.

In 2018, Scouts Australia NSW had 55 projects approved through the NSW Government's Community Building Partnership Grants. \$786,875 of funding supported capital works programs for Groups, Districts and Regions for much needed repairs to Scout Properties. Scouts Australia NSW is grateful for this funding.

### Family and Community Services

We are grateful to the Department of Family and Community Services for its continuing support of the Scouts Regional Skills Development Project.

## Australian Government

The Board thanks the Australian Government for the generous assistance received through the Department of Social Services, Volunteer Grants Program. In 2018, there were 66 successful applications funding \$240,000 in grants to local Groups.

## New South Wales Branch Trust Funds

The NSW Branch Trust Management Committee supports Scouts NSW youth members with financial assistance, giving them opportunities to participate in Scouting, as well as a range of national and international events.

In 2018/19 the Family Support Fund, established by Chief Commissioner Neville Tomkins OAM JP, supported 166 members to continue their Scouting.

The Tony Balthasar Jamboree Trust Fund and Lord Baden-Powell Society assisted 47 youth members to attend the Australian Jamboree, while the John and Marie Hill World Jamboree Trust Fund supported 10 youth members to attend the World Scout Jamboree in North America.

## Supporters of Scouts Australia NSW

ANSVAR Insurance  
ANZAC Day Dawn Service Trust  
Aon Insurance  
Australian Government Department of Social Services  
Australian Human Rights Commission  
Baden-Powell Guild of New South Wales  
Baden-Powell Parliamentary Guild  
Mr Graeme Finney  
Crescent Foundation  
Dr John Mitchell OAM  
Mr John F Booth AM  
Girl Guides NSW and ACT  
HBM Lawyers represented by Alison Inglis  
Lord Baden-Powell Society  
Mr and Mrs Geoff Morgan AM  
Mr Andrew Lock OAM  
Mr Jeffrey Rose  
Mr John Fairfax AO  
Mr John Leece AM  
Ms Heather Porter  
Craig Ray and Associates represented by Craig Ray LLB (Hons), Principal  
Mrs Sally White OAM  
Macquarie Fields TAFE  
NSW Office of Sport  
NSW Office of the Children's Guardian  
NSW Ombudsman  
NSW Police  
Pitcher Partners, Auditors  
Primary Communication represented by Annabelle Warren and Jenny Muir  
Rotary Club of Sydney

Soldier On  
St George's Guild of New South Wales  
St. John's Ambulance  
The Returned and Services League of Australia (NSW Branch)  
UPS Foundation  
The Royal Freemasons Benevolent Institution  
The Lambert Group

## Our Community





## Called to Higher Service

With deep sadness, we salute the years of service given to Scouts NSW by those who have gone home.

- Alan John Ford OAM
- Allan Songberg
- Arthur William Bullen OAM F.I.S.M JP
- Denny Haynes
- Druitt (Dru) Peterson
- Edwin (Ted) McLoskey
- Elizabeth Joan Savva
- Geoffrey Barber
- John Hattander
- Joseph Wroblewicz
- Judith Currey
- Kenneth Cyril Royston Herbert JP
- Kenneth Ralph Ames OAM
- Kerrie Anne Fairhall
- Lorraine Geary
- Lorraine Leonie Stock
- Maxine McEntee
- Maxwell Ross Dodds
- Michelle (Hathi) Louise Farran
- Neville Robin
- Patricia (Pat) Gwendoline Richards
- Paul Wellham
- Peter Bannister
- Peter Leslie Gear
- Peter (Pete) Morrison
- Robert John Morgan
- Robert Murray
- Ross (Rusty) Russell
- Sir Laurence Whistler Street, AC, KCMG, KStJ, QC
- Stephen John Best
- Susan Richards
- Vicky Elizabeth Ramsay

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## Planned Giving

Bequests made to Scouts NSW are a way to provide a living legacy and make a crucial difference in the lives of Youth and Adult Members in NSW. Please contact the State Office on 02 9735 9000 to discuss a bequest.





# Membership Snapshot

## Membership Across NSW

	NSW	GWS	HUM	HC	NC	NW	RIV	SCT	SM	SN	TGW	SHQ
Joey Scouts	1450	203	86	224	58	21	36	148	167	206	35	0
Cub Scouts	5675	654	340	927	259	73	234	516	763	1379	124	0
Scouts	5055	675	278	841	264	87	239	527	852	1490	117	0
Venturer Scouts	1570	233	87	240	72	33	38	167	265	405	11	0
Rovers <sup>1</sup>	794	124	25	72	9	15	18	69	142	215	6	0
<b>Total Youth Members</b>	<b>14544</b>	<b>1889</b>	<b>816</b>	<b>2304</b>	<b>662</b>	<b>229</b>	<b>565</b>	<b>1427</b>	<b>2189</b>	<b>3695</b>	<b>293</b>	<b>0</b>
Leaders of Youth <sup>2</sup>	2799	366	140	488	133	39	97	280	429	776	51	
Leaders of Adults <sup>3</sup>	835	94	49	142	37	28	23	105	74	138	17	128
Group Adviser	106	7	3	13	0	0	0	19	6	30	0	28
Fellowship Members <sup>4</sup>	172	44	0	14	0	2	6	13	25	25	0	43
<b>Total Members</b>	<b>18456</b>	<b>2547</b>	<b>1127</b>	<b>2990</b>	<b>815</b>	<b>284</b>	<b>680</b>	<b>1891</b>	<b>2675</b>	<b>4866</b>	<b>382</b>	<b>199</b>
<b>Formations</b>												
Joey Scout Mobs	187	29	12	48	11	7	6	20	20	28	6	0
Cub Scout Packs	360	47	24	71	22	8	18	40	45	76	9	0
Scout Troops	341	42	22	68	23	7	17	37	47	70	8	0
Venturer Scout Units	206	20	17	40	9	8	9	25	29	43	6	0
Rover Crews	62	12	4	8	1	2	2	6	11	14	2	0
Groups <sup>5</sup>	396	48	26	75	25	11	23	46	57	76	9	0
Scout Fellowships	21	5	1	2	1	1	2	3	1	5	0	0
Districts	54	7	7	6	2	3	3	5	12	8	1	0
Regions	10	1	1	1	1	1	1	1	1	1	1	0

1. Includes Rovers who are Leaders

2. Leaders of Youth (Primary Appointment is Section Leader) Excludes Leaders who are Rovers

3. Leaders of Adults (Primary Appointment is Group Leader and above) Excludes Rovers who are Leaders

4. Excludes Multiple Fellowship Appointments

5. Active Formations

**Note on Trends:** The method of calculation of the membership data was changed better to reflect the membership as at 31 March 2019. Due to technical limitations the calculations cannot be retrospectively applied to trends prior to 2018.

## Membership Trends

	APRIL			JUNE				
	2019	2018	2017	2016	2015	2014	2013	2012
Joey Scouts	1450	1184	1137	1274	1,333	1,203	1,093	1,314
Cub Scouts	5675	5269	5138	5521	5,195	5,851	5,779	5,524
Scouts	5055	5370	4868	5125	5,228	4,971	5,270	5,746
Venturer Scouts	1570	1551	1583	1663	1,682	1,498	1,459	1,545
Rovers <sup>1</sup>	794	695	650	776	780	792	792	707
<b>Total Youth Members</b>	<b>14544</b>	<b>14069</b>	<b>13376</b>	<b>14359</b>	<b>14,018</b>	<b>14,315</b>	<b>14,393</b>	<b>14,836</b>
Leaders		3817	3141	2254	2,647	2,880	2,913	2,994
Leaders of Youth <sup>2</sup>	2799							
Leaders of Adults <sup>3</sup>	835							
Trainee Leaders				947	1,139	566	709	690
Adviser	106		30	92	96	88	96	94
Fellowship Members <sup>4</sup>	172	206	213	345	341	180	194	162
Joey Scout Helpers	-	-	-	2	9	13	12	16
Cub Scout Helpers	-	-	-	17	5	11	19	26
Total Adult Members	3912	4548	4032	4174	4,237	3,738	3,943	3,982
<b>Total Members</b>	<b>18456</b>	<b>18617</b>	<b>17408</b>	<b>18533</b>	<b>18,255</b>	<b>18,053</b>	<b>18,336</b>	<b>18,818</b>
<b>Formations</b>								
Joey Scout Mobs	187	29	12	48	11	7	6	20
Cub Scout Packs	360	47	24	71	22	8	18	40
Scout Troops	341	42	22	68	23	7	17	37
Venturer Scout Units	206	20	17	40	9	8	9	25
Rover Crews	62	12	4	8	1	2	2	6
Groups <sup>5</sup>	396	48	26	75	25	11	23	46
Scout Fellowships	21	5	1	2	1	1	2	3
Districts	54	7	7	6	2	3	3	5
Regions	10	1	1	1	1	1	1	1



**148,318**  
website visitors



**48**  
bus advertisements



**1680**  
instagram followers



**7**  
Kym the Scouts NSW  
Mascot outings



**9256**  
facebook likes



**16**  
online advertising  
campaigns



**9164**  
leader bulletin /  
chief chat subscribers



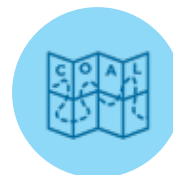
**1200** participants  
at the 110 years of  
Scouting in Australia



**447**  
Residential  
Basic Practical  
Supplement



**173**  
Residential  
Advanced Practical  
Supplement



**309**  
Certificate of  
Adult Leadership



**178**  
Adventurous  
Activities



**104**  
Wood Badges



**585**  
Unit of Competency



**2**  
Cert II  
Business



**12**  
Cert III  
Business



**10**  
Cert IV  
Leadership and  
Management



**3**  
Diploma of  
Leadership and  
Management



**30**  
Cert II  
Outdoor  
Recreation



**12**  
Cert III  
Outdoor  
Recreation



**6**  
Cert IV  
Outdoor  
Recreation



See you next year at



... and the year after at



Our thanks and acknowledgement goes to the following photographers for their contribution to the 2018/2019 Annual Review:

- Aaron Newton
- Abby Newlin
- Bruce Mills
- Cecilia Jackson Photography
- Charles Doggett
- Damian Hughes
- Greg Pearce
- James Walker
- Lily Nicoll
- Matt Dawson
- Meg Cummins
- Nicholas Monk
- Owain Pierce
- Quentin Jones Photography
- Reilly Todd
- Robert Zamora
- Rosalie Batistoni
- Stuart Warren
- William Meiklejohn
- Zaccary Cockburn