



# Annual Report

2013-2014



**SCOUTS**  
AUSTRALIA  
Queensland Branch Inc.

*Education For Life*

# Our Aim

The Aim of The Scout Association of Australia is to encourage the physical, intellectual, emotional, social and spiritual development of young people so that they take a constructive place in society as responsible citizens, and as members of their local, national and international communities.

# Our Principles

The Principles of Scouting, as identified by the Founder, are that Scouts should serve God, act in consideration of the needs of others and develop and use their abilities to the betterment of themselves, their families, and the community in which they live.

# The Scout Promise

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

## **(alternative)**

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

# The Scout Law

A Scout is trustworthy  
A Scout is loyal  
A Scout is helpful  
A Scout is friendly  
A Scout is cheerful  
A Scout is considerate  
A Scout is thrifty  
A Scout is courageous  
A Scout is respectful  
A Scout cares for the environment.



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# Foreword



## Message from the Governor of Queensland, State Chief Scout

It is with pleasure, once again, that I take the opportunity of this Annual Report to extend greetings to all members of the Scouts community in Queensland and to deliver a message of thanks and appreciation to everyone associated with Scouts Queensland for all that has been achieved over the past twelve months.

As families in Queensland find themselves increasingly time-poor and electronic devices and platforms provide more and more temptation to young people to lead sedentary lives, Scouts Queensland continues to offer an alternative: a range of activities that, sometimes quite literally, take young people out of their comfort zones, present them with challenges and offer opportunities to achieve and excel, to gain self-confidence and new skills, and to expand their networks of real friends.

While there is no easily demonstrable link, as Chief Scout of Queensland I would like to think that the ethos of Scouting and Scouts Queensland's focus on being active and on being challenged, are playing a part in the steady growth of youth member numbers – an increase of five percent in the past year and over ten percent in the past two years. At the same time, I join the Chief Commissioner in expressing concern at the growing challenge, common to many organisations, of retaining young adults in the ranks. The Chief Commissioner's continuing initiatives aimed at increasing the robustness and flexibility of the organisation will, among other important objectives, go some way to resisting that decline.

In the Report that follows, the substantial range and reach of Scouts Queensland is evident – engagement with Scouting at

the local, State, national and international levels, the range of programs offering physical and mental challenges appropriate to different age groups, and projects that have embraced experiences and issues from adventure and teamwork, to science and creativity – with a special mention of the Gang Show which, at 62 consecutive seasons is now approaching pensionable age, but with no diminution in energy and enthusiasm, and fortunately no prospect of retirement!

I congratulate the State Council, the Executive, Scouts everywhere in the State and all those who have supported the work and achievements of the organisation in 2013-2014. I commend the Report, not only to Scouts and their families, but also to all those who seek to gain a greater understanding of the strong contribution that Scouts Queensland continues to make to the current and future well-being of our communities.

Regrettably, this is my last opportunity, as Governor and Chief Scout of Queensland, to enjoy the Annual Report's account of "a year in Scouting", and to be reminded of my many encounters with Scouts all over this vast and wonderful State. I thank Chief Commissioners, other members of the Executive, and the whole of the Scouting movement for the support and assistance given to me in my six years as Governor. It has been a privilege to serve Scouting in Queensland, and I wish the Scouting movement in our State great and growing success in the future.

*Penelope Wensley AC*  
Governor

# Queensland Branch

## Chief Scout

Her Excellency, Ms. Penelope Wensley, AC

## Chief Commissioner

Mrs. Kirsty M. Brown, OAM

## Deputy Chief Commissioners

Ms. Jean Clifford	Adult Training and Development
Mr. Pieter Van Der Kamp	Major Activities
Mr. Desmond Allen	Resources
Fr. Iain Furby	Special Duties
Mr. Peter Blatch, OAM	Youth Program

## Region Commissioners

Mr. Daryl Scott	Brisbane North Region
Mr. Ian McPhee	Brisbane South Region
Mr. Stephen Kydd	Capricorn Region
Mr. Dougal McWhinney	Central and Coastal Region
Mr. John Finn	Central Western Region
Mr. Michael Brown	Darling Downs Region
Mr. Peter Digweed	Far North Region
Mr. Robert Campbell	Gold Coast Region
Mr. Ernest Bunt	Kennedy Region
Mr. Kenneth Millers	Moreton Region
Mrs. Irma Howell	Near North Coast and Country Region
Mrs. Jennifer Staddon, OAM	North Western Region
Mr. Russell Lindsay/ Mr. Desmond Allen	Suncoast Region
Mr. Albert Shelley	Western Region
Mrs. Carole Howlett	Wide Bay-Burnett Region

## Assistant Chief Commissioners

Mr. Bryan Brown	Community Development
Mr. Dennis Brockman	Development

## Branch Commissioners

Mr. David Cruse	Joey Scouts
Mrs. Robyn Devine/ Mr. Timothy Gibbings	Cub Scouts
Mr. Steven Marshall	Scouts
Mr. Philip McNicol	Venturer Scouts
Mr. Gavin Brady	Rover Scouts
Mr. Russell Davie	Adventurous Activities
Mr. Mark Cane	Adventurous Activities Program
Mr. Lawrence Radcliffe	Air Activities
Ms. Judith Seymour	Environmental Education
Mr. Ryan Sodziak	Information and Communication Services
Dr. Paul Rollason	International
Mr. Geoffrey Doo	Performing Arts
Ms. Kerry Tully	Youth Activities

## Honorary Commissioners

Mr. Lars Eriksson
Mr. Richard Franklin
Mr. Maurice Law, AM
Major General John Pearn, AO, RFD, MD
Mr. Bradley Richards
Mr. Fred Scott, OAM

## Project Commissioners

Mr. Joseph Barrett
Mr. Shayne Baker, OAM
Mr. Allan Newland
Mr. Paul Parkinson
Mr. Ian Waters, OAM

## Executive Manager

Mr. Ian Lightbody (to March 2014)
Mr. Ryan Sodziak (Acting)

# Branch Council

## President

Mr. Craig Ray

## Vice Presidents

Mr. Manfred Cross, AM

Mr. Clifford Farmer, OAM

The Honourable Glen Williams, AO

## Chief Commissioner

Mrs. Kirsty M. Brown, OAM

## Honorary Treasurer

Mr. Myles Stanley

## Life Members

Mr. Robert Atkinson, APM

Mr. Ian Clarke

Mr. Manfred Cross, AM

Mr. Clifford Farmer, OAM

Mr. Owen (Kel) Griffiths, OBE \*

Mrs. Nina Higgins

Mr. Maurice Law, AM

Mrs. Elwyn McKee

Mr. Evan Newton, OAM

Mr. James Priest, AM

Mr. Alan Sherlock, OBE, OAM

Mr. Robert Waldie

Mr. Geoffrey White

Mr. David Whitman

The Honourable Glen Williams, AO

*\*Called to Higher Service in 2013*

## Voting Members of Branch Council

- (a) The Chief Scout
- (b) The Chief Commissioner
- (c) Honorary Life Members
- (d) Members of the Executive Committee
- (e) Deputy and Assistant Chief Commissioners of the Branch
- (f) Branch, Region, District and Project Commissioners of the Branch
- (g) Branch Rover Executive Chairman
- (h) Group Leaders with a Certificate of Appointment
- (i) Honorary Commissioners



# Branch Executive Committee

## **Chairman**

Mr. Craig Ray

## **Chief Commissioner**

Mrs. Kirsty M. Brown, OAM

## **Secretary**

Mrs. Nikketah Cuneo

## **Honorary Treasurer**

Mr. Myles Stanley

## **Three (3) Commissioners attached to the Branch**

Deputy Chief Commissioner (Adult Training and Development) Jean Clifford

Deputy Chief Commissioner (Major Activities) Pieter Van Der Kamp

Deputy Chief Commissioner (Youth Program) Peter Blatch

## **Five (5) adults who are or who are eligible to apply to become members of the Movement**

Mr. Gavin Brady

Mr. Daryl Scott

Mr. Hamish Baird

Mr. Trevor Thompson

Mr. Nathan Swaffer





# Branch Executive Chairman's Report

I am pleased to present this report to the Branch Council of The Scout Association of Australia Queensland Branch Inc., in relation to the delegated duties of the Branch Executive Committee concerning its actions during the last six months.

## The growth and development of Scouting in Queensland

The Branch Executive Committee continues its endeavours to develop Scouting in Queensland. The actions around this fundamental goal have included the implementation of a number of initiatives, the subject of previous reports to this Council.

The first Region Development and Support Officer is discharging her duties well and has done a tremendous amount of work which has resulted in the direct action of opening and reopening a number of groups in the Western Region.

A second Region Development and Support Officer has not been employed yet although the job has been advertised and steps will be taken to employ a suitable person to that role.

Strategies are now being worked on in relation to retention of youth members. It is acknowledged that the need for the delivery of a dynamic, interesting and relevant program to our Youth Members is key to this issue. The Branch Executive Committee acknowledges therefore the importance of training and ongoing training for our volunteer leaders. It is essential that these volunteers are supported and that the standard of program delivery is universally of a high and attractive standard. There are a considerable number of challenges associated with that simple statement and will require considerable effort from every member of the Branch as we strive to enhance the overall quality of our program and how it is delivered to our Youth Members.

## Branch Support Office

Our Executive Manager, Ian Lightbody, tendered his resignation in March 2014. Ian leaves the role to take up an academic position at the Queensland University of Technology.

Ian took on the role of Executive Manager in January 2012 and oversaw a considerable amount of change in the Branch Support Office and the Executive wishes to formally express its thanks to Ian for his considerable effort and application to his role.

The position of Executive Manager has not been filled at this time and the reason why the Branch Executive has not moved to advertise the role is essentially due to the fact that an external consultant was engaged in February 2014 (Mr Peter Ffrench of the Ffrench Connection) for the express purpose of reviewing the operation of the Branch Support Office, the Branch Executive Committee and the senior members of the Chief Commissioner's team. Mr Ryan Sodziak has been filling the role of Acting Executive Officer and will continue to do so until a formal appointment is made.

As a result of the Ffrench Connection's review a detailed and fundamentally important report has now been delivered and is being considered and worked on by the Branch Executive Committee. Certain parts of the report have already been the subject of implementation in the Branch Support Office. The importance of the correct implementation of this consultant's report cannot be understated. It is my view that if this report is correctly implemented it will do a lot to enhance the delivery of Scouting in this Branch and will achieve a number of efficiencies which will result in a more streamlined process around decision making, asset management and ultimately the delivery of better Scouting in the Branch. A number of planning days have been allocated for the review and implementation of this report. To ensure objectivity and to avoid any conflict of duty or interest the implementation of the report is in the hands of Gavin Brady and Daryl Scott.

A précis of the Ffrench Connection report has been made available with papers circulated for this evening's Branch Council meeting.

It is clear from the consultant's report that the Executive Manager must be appropriately empowered and as the highest paid officer

in the Association needs to not only be responsible and accountable for the actions of the Branch Support Office but in order for that accountability to be appropriate the person needs to be central to the strategies to be adopted by the Branch.

It is acknowledged that a lot more work needs to be carried out by the Branch Executive Committee in this area and this work will be undertaken.

## Finance Committee

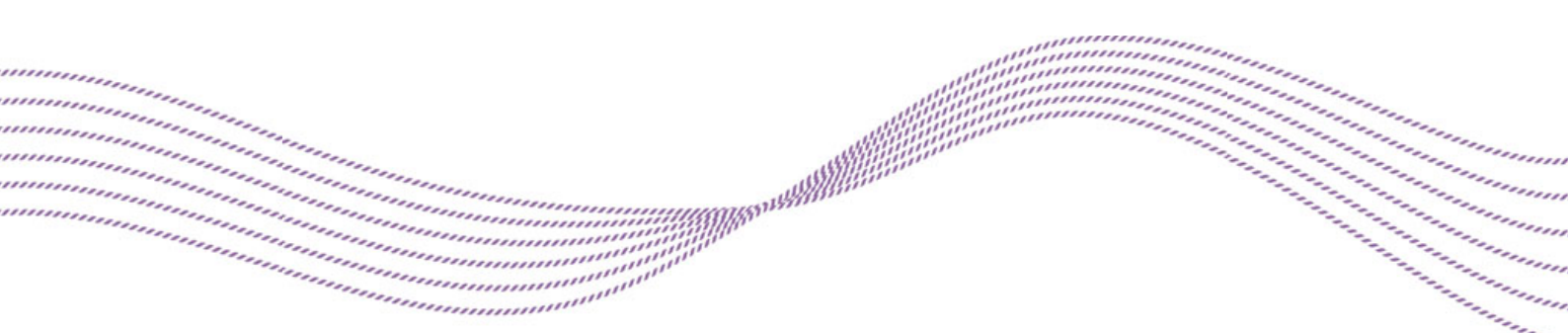
The Audit Report for the last financial year has been produced and has resulted in a clear audit which is reflective upon the considerable amount of work that the Finance Committee and the employed staff in the finance department at the Branch Support Office have undertaken.

As I commented on in my previous report to Branch Council the review of the reserves is now well underway and I am pleased to report to Branch Council that this work will be completed in the short term so that this area of concern, the subject of my previous report, will be dealt with appropriately.

It is pleasing to see that our Finance Committee has now adopted a number of the recommendations of the Branch Executive Committee and ultimately of this Branch Council which have been recommended over the course of the last few years including –

- The engagement of external fund managers to manage our equities;
- The engagement of a formal process around managing our cash flow budgets and the investments of cash to coincide with the Branch's requirements for those funds;
- The appropriate review of activity budgets;
- The setting of perimeters in relation to contingencies for various activities;
- The active and effective collection of bad debts;
- The review of financial returns and associated data.





It is clear to me that the implementation of an effective and interactive IT platform for the Queensland Branch is now essential. The use of modern technology will be of great assistance not only to the Branch Support Office but to our volunteers in the various Sections, Groups and Formations throughout the State. The use of technology will be able to save a considerable amount of time not only for our employed staff but also for our volunteers. The use of pre-populated forms and the assistance in relation to financial and other returns by Groups and Formations will be of great assistance to everybody. It is my view that this is an area in which the Branch needs to invest time and money so as to become a more effective user of the technology and to save duplication, manual inputting of data and the like.

### **Baden Powell Park Subcommittee**

I would like to express my thanks to Vice President Cliff Farmer OAM for his able management of this subcommittee and his retirement from that role. Mr Trevor Thompson, an independent member of our Branch Executive Committee, has now been appointed as Chair of the Baden Powell Park subcommittee. Trevor comes to this role following his chairmanship of the Outdoor Recreation Education Centre Working Group.

It is quite clear that due to the lack of investment in this facility for many years it is now essential that this Council be prepared to support the investment of a large amount of money in relation to the upgrade of that facility so that it can be a centre of excellence for Scouting in this Branch.

As we are all aware, Baden Powell Park is used for a number of very important activities to the Branch, including Agoonoree, Triple S and of course Leader training. The recommendations of the subcommittee are that this facility needs to be upgraded so as to overcome the financial drain that it has become over the last decade on Branch funds. Clearly there are opportunities to commercialise this facility so that it is a positive investment both financially and operationally for the Branch.

I commend to Branch Council the actions of this subcommittee and look forward to

the further development of this asset for the benefit of the Branch as a whole.

### **Subcommittees**

I confirm that the other subcommittees of the Branch Executive Committee are working effectively and I am pleased to report that subcommittees have been established in relation to both the Karingal campsite and the Erapah campsite.

The Resources subcommittee has prepared some recommendations for consideration by the Branch Executive Committee and this may result in some property holdings of the Branch having to be sold in order to finance the works foreshadowed with respect to Baden Powell Park. We will keep the Council informed in relation to developments in that regard.

The Risk Management subcommittee continues to enhance its working program to report meaningful data through to the Branch Support Office and the Branch Executive Committee.

The actions in relation to the Alumni subcommittee continue to tick along and I look forward to the development of the Alumni over forthcoming years.

### **Grants**

My report to Branch Council would not be complete without commenting in relation to the actions of our Grants Officer who coordinates the application for funds through various grant processes for formations throughout the Branch.

I am able to inform the Branch Council that grants raised in the last 12 months are in the amount of \$914,327.62 (excl. GST).

As a result of the reports that this Council has received this evening it is quite clear that while Scouting is still very much alive in this Branch there are still a number of challenges that we must deal with in order to grow the Movement.

The desire to allow the youth of this State to be part of the Scouting Movement is a desire which is central to the original purposes of Scouting as laid down by our founder, Lord Baden Powell. Very much the same principles apply to the use of this millennium as they did

in 1907 in the United Kingdom. While it is recognised that there have been significant changes in society the fundamental needs of the youth of this State remain in my view the same. I, with many other people who are passionate about Scouting, recognise the great skills that can be imparted to our youth through the great game of Scouting so that these individuals, both boys and girls, will be educated to be better citizens and leaders for the future of our State and Country. The importance of an holistic approach cannot be underestimated particularly as we reflect on our duty to our God, to our country and to our fellow citizens.

It is appropriate for me to express my thanks to the Chief Commissioner and her team, the individual members of the Branch Executive Committee and the members of the various subcommittees for their efforts in supporting the endeavours of the Branch Executive Committee and the Chief Commissioner.

A special thanks needs to be recorded to the Honorary Treasurer for his dedication and application and support.

I would also like to thank the Branch Support Office employees both paid and volunteers for their endeavours over the last 12 months. Their application has made Scouting better for our volunteers.

It is right and proper for me to also record my sincere thanks to the many passionate volunteers that support our Movement and deliver the program to our Youth Members. It is these people who are ultimately the heroes of our Movement.

I have much pleasure in now moving the adoption of my report.

**Mr. Craig Ray, LL.B (Hons) Grad. Dip. Leg. Prac.**  
**Branch Executive Chairman**

**The Scout Association of Australia,  
Queensland Branch Inc.**

# Honorary Treasurer's Report

Mr. President, Chief Commissioner, Members of Branch Council and Uniform Members of the Branch, I now present the finance report of the Queensland Branch for the year ended 31 March 2014.

Consistent with normal practice, this finance report does not include the results of the Regions, Districts or individual Formations.

During the course of the current financial year the AJ2013 Executive Committee paid a further dividend to Scouts Queensland of \$129,571. This amount has been recognised as income of 2013 and has been adjusted in the comparative figures as detailed in Note 1 (s) of the Notes to the Financial Statements for the year ended 31 March 2014.

It is pleasing to be able to report that after a number of years of qualified audit reports, Scouts Queensland has now received an unqualified audit report for the 2014 Financial Year. So many of the issues of previous years have now been finalised or have reached a point of immateriality. Thanks must go to our Financial Controller and his Finance Team for their diligence in delivering our annual accounts and audit outcome this year on time, on budget and unqualified.

The audited financial statements show a deficit for the period (before accounting for the movement in value of our shares and securities) of \$126,136.

The statement of comprehensive income is on page 4 of the Financial Statements and gives comparative figures for the expenses for last year. Details of Revenue and comparative figures may be found on page 15. 2014 was a year without any large activity hosted by the Branch which could be expected to return a substantial surplus. It was a year where we were mostly reliant on our membership fees and our investments to provide the bulk of our income.

Expenses were largely in line with the previous year. Bad debt expense was up but not disastrously so and it should be noted that very few of our outstanding

debtors at the end of the year were outside of current. Formations are continuing to work with Branch to keep their accounts in order. It should be noted that there were two abnormal expenditure items:-

- Moreton Region Loan Discount \$77,626 – The Moreton Region debt reduced by \$329,478 during the year leaving an outstanding amount of \$222,009 to be recouped over the period of the loan. As the loan is free of interest, accounting standards require us to show the loan at its net present value. (Refer Note 15). The discount amount will be recouped incrementally over the life of the loan.
- Impairment of Preparat Loan \$37,696 – No commercial benefit is expected to be derived from the program creator Eurekit. The loan made from the Queensland Branch to the joint venture to further develop the product is not expected to be recovered. (Refer Note 17)

At the end of last financial year we had placed \$1M for investment through Elston and Partners. Wilson HTM has been chosen as the second fund manager. During the course of the financial year we received the funds accrued from AJ2013 and also collected substantial funds through the reduction in outstanding loans. We currently have \$4.4M invested in Australian shares placed between our two fund managers providing income in the form of franked dividends and also over time, capital growth. The movement in the fair value of our financial assets as shown in the income statement was \$207,267.

Despite an operating deficit for the year our balance sheet remains strong. A copy of the annual accounts has been provided and I would urge Members to take the time to look at these in detail. The notes to the accounts are comprehensive and provide details of significant accounting policies, explanations for adjustments and a breakdown of revenue, expense and balance sheet classifications by item. The financial report should be read in conjunction with the notes.

## Scout Supply

The Scout Supply shop located within the Branch Support Office stocks a comprehensive range of Scout product and supplies both our Members and some Regional Scout Supply outlets. Scout Supply operates at a modest surplus while providing a valuable service to our Members.

## Insurance

Once again AON has acted as the Association's Insurance Broker and they have worked to increase the benefits available to Scouts while containing our costs.

For the 2015 financial year, total insurance cost including brokerage will be \$472,000 a 9% decrease on the cost of the previous year.

## Cash Flow Budget 2014 / 2017

The Executive Committee has been adamant in its opinion over the last few years that the ordinary operations of the Branch Support Office can be provided to Members at an acceptable surplus without unduly increasing the costs to either individuals or to Formations. The Executive Committee requested the Executive Manager prepare a financial plan over a three year time frame to show how this would be achieved.

The cash flow budget presented shows an operating deficit of (\$860K) before investment income for the 2015 financial year, a deficit of (\$158K) before investment income in 2016 and then moving to a surplus of \$96K before investment income in the 2017 financial year.

Investment earnings over the budget period are expected to return a constant \$215K each year which will assist the overall result.

The deficit in the 2015 year not only reflects some large abnormal expenses in that year provided for specific purposes, but also recognises the need for some urgently required repairs and maintenance at some of our campsites to restore the utility of these premises and to encourage use by our Members.

## Development Fund

Deposits held in the Branch Development Fund increased by \$350,000 to \$1,000,725 which is pleasing to see.

The Branch Development Fund provides an "at call" investment facility for Groups and other Formations.

## Grants

The Branch Support Office submits grant applications on behalf of Formations and on its own behalf. During the financial year a total of \$914,000 ex GST (Last year \$1,719,000) was received from the grant bodies, \$168,000 to Branch and \$746,000 to the Formations.

A further \$129,750 was received through the Department of Sports and Recreation in the form of 865 get in the game vouchers. These vouchers are applied for by families

with Scouts as the nominated recipient.

Grants have been a valuable resource for our Formations and provided much needed funding for repairs and maintenance to property, equipment purchases and training. Scouts Queensland employs a Grants Officer to assist our Groups in identifying appropriate grants, applying for grants and Branch manages the acquittal process. Groups are encouraged to make use of this facility.

The support we receive from the grant bodies is greatly appreciated.

Mr. President and Members of Branch Council, as our accounts show, we are well resourced and our balance sheet remains strong. We will continue to focus on improvements in operations in support of the Movement in Queensland while maintaining control of our costs.

In closing, I would like to thank the Members of the Finance Committee, the office staff and the Uniform Members of the Branch and to encourage them all for the coming year.

Mr. President, I move that my report and the Financial Report as tabled be accepted.

**Mr. Myles Stanley**  
*B. Bus. (Accounting), FCPA*  
*Branch Executive Committee*  
*Honorary Treasurer*

*The Scout Association of Australia,*  
*Queensland Branch Inc.*



# Chief Commissioner's Report



It is my pleasure to report on my second year as Chief Commissioner of the Queensland Branch of Scouts Australia. During the period under review the Queensland Branch has continued to strengthen Scouting in Queensland through our 2020 Operational Plan, the review the Branch Support Office, Executive Manager and the Branch Executive

Committee, and continuing the difficult task of progressively bringing Queensland back to being a credible Branch that works in harmony with our National Association. Each Deputy Chief Commissioner will further report on activities during the past year related to their portfolio.

## 2020 Vision

That Scouts Queensland be recognised as the pre-eminent and dynamic Movement for youth opportunities and the development of young people who contribute as responsible citizens to the community.

## 2020 Mission

To extend to every community the opportunity to deliver Scouting using the Fundamental Principles, Educational Methods and recreational activities to develop self-reliant, supportive and committed people.

## Key Strategies



To be a Movement which has trained, competent and committed volunteer leaders and supporters



To be a Movement which is sustainable by its effective use of financial, physical and material resources



To be a Movement which delivers a dynamic, exciting and vibrant youth program true to Scout fundamentals



To be a Movement which retains and increases membership of young people and young adults



To be a Movement recognised by the community as the leading organisation for young people

## Membership Numbers

It is extremely pleasing to note that the youth membership has continued to grow. We have archived a 5% growth in youth numbers on last year's census. We still have a long way to grow the Branch but we have validated our KPI to increase membership but retention is still a major concern. At census time, 31 March 2014, we had 1900 Leaders and Youth Member numbers are as follows.

31 March 2011	31 March 2012	31 March 2013	31 March 2014
7734	7880	8479	8828

It is interesting to note that as at the end of February 2014 Youth Member numbers had reached 10,500 but not all of these members have been retained.

## Adult Development Plans

All Branch and Region vacant positions are advertised and interviews carried out by appropriate panels. Approximately 90% Adult Development Plans (ADPs) have been completed with the Branch and Region Commissioners with the expectation that each Region and District Commissioner will now have undertaken at least 60% of their Adult Development Plans (ADPs) in the past year. This exercise ensures that our Leaders are taken though the Adult in Scouting policy which either reappoints them for a further three years, reassigns them to another role or suggests retirement. This is a very satisfactory method to undertake succession planning and is linked to the A1 process.

## Adult Recognition Awards

During the year we held two award ceremonies with a total of 164 Adult Recognition Award recipients. Three Chief Commissioner's Thanks Awards and two Chief Commissioner's Commendations were also awarded. The award ceremony held at the Queensland Scout Centre continues to grow and the awards for presentation are being reviewed for the 2014 ceremonies. With the current Chief Scout, Her Excellency Ms Penelope Wensley AC retiring as Governor this July we are hoping that His

Honour Chief Justice Paul de Jersey AC will accept our invitation as Chief Scout to enable this year's higher awards to still be presented at Government House.

## Region Development and Support (Western Region)

Interviews were held for the new position of Region Development and Support Officer (Western Region) in August 2013. For this position we received 14 applications and shortlisted five people for interviews. As a result of the interviews Gillian Hill was offered and accepted the position and she commenced her role on 2 September 2013. Gillian is well-known as a very competent Group Leader and was responsible for the successful administration of the last two Queensland Contingents to Jamborees. In February 2014 I undertook a very successful performance review for Gillian.

Unfortunately prior to Gill's appointment Western Region closed many Groups and from 1 April 2014 it will merge with North Western and Central Western Regions where Gill will support John Finn as Region Commissioner and his new team. The new Region has been named Central and Western Queensland Region.

Gill has met her six goals and has set additional goals as the new Region begins to develop and we readjust Groups into other Regions as part of the Region review undertaken in 2013.

The position for a second Region Development and Support Officer has been advertised with the expectation that the successful applicant will provide support in South East Queensland Regions. These positions support Region Commissioners in opening and reopening Groups and assisting with the growth of Scouting.

## Region Review

The Region review outcomes were implemented as at 1 April 2014 and this review will continue during the next twelve months to re-evaluate the current Region structure and boundaries in Brisbane South

Region and Wide Bay Burnett Region in line with our growth strategy, size of Regions etc. We must continue to grow the Movement and not inhibit this growth.



## Longreach Scout Group

Celebrations for the 100 years of Scouting in Longreach were held in September 2013. A large number of the Branch Team and spouses attended the celebrations which will run a full weekend from Friday evening to Sunday lunch time. I attended along with Region Development and Support Officer, Gillian Hall, also accompanied by Assistant Chief Commissioner Bryan Brown, as this was an ideal time for Gill to meet Leaders and Youth Members from Central Western Region with whom Western Region amalgamated with on 1 April 2014.



## Sign On Day

Positive reports were received from a number of Regions in relation to expected growth from this day. The proof will come when forms and payment arrive in the Branch Support Office after 31 March 2014.

A very positive report comes from Moreton Region who had a very successful Sign On Day with around 185 applications being handed out across the Region. The success of the Sign On Day will be very heavily influenced by the flow on effect of the \$150 State Government rebate. Being optimistic, the Region Commissioner suspects he could have up to 60% success rate, and that could take the Region numbers to just under 800 youth, the best in 12 years. Because of its success the Moreton Region is planning to have a mid-year Sign On Day in July.

Western Region has also continued with Sign On Day and this is having a positive result with the re-establishment of Scouting in country towns.

## Branch Appointments

After much discussion with the Gang Show Executive, Geoff Doo, Kurt Rose and David Teufel and my further consideration, I agreed to change Geoff Doo's role from Project Commissioner (Brisbane Gang Show) to Branch Commissioner (Performing Arts) as from 1 October 2013.

Tim Gibbings was appointed as Branch Commissioner (Cub Scouts) from 5 October 2013. Tim will report directly to the Deputy Chief Commissioner (Youth Program).

Robyn Devine has been appointed as Branch Adviser (Cuboree 2014), a one year appointment, and will report directly to the Deputy Chief Commissioner (Major Activities).

Branch Commissioner Philip McNicol has been appointed Chief Director of Australian Venture 2018.

Branch Commissioner Stephen Marshall has been appointed Queensland Contingent Leader for the next Australian Scout Jamboree in 2016.

Branch Commissioner Russell Davie has been appointed to organise the 2nd National Adventurous Activities School in January 2015.

Branch Adviser Melita Goff has been appointed Camp Chief for Agoonoree which will be held in September at Baden Powell Park. Agoonoree is a Scouting term to describe a camp for young people with special needs.



## Honoured Queensland Members

In October 2013 Leaders from Queensland Branch were honoured as follows:

- Kirsty Brown, OAM, has been awarded, by the President of the Republic of Taiwan, the Green Jade Great Wall Award for services to Scouting in Taiwan.
- Peter Blatch, OAM, received the Griffith University, School of Education and Professional Studies, Alumnus of the Year 2013 for services to youth.



## Queensland Outdoor Recreation Federation (QORF)

The Queensland Outdoor Recreation Federation (QORF) held its annual Outdoor Recreation Awards dinner on 25 October 2013.

The following nominations from Queensland Branch were selected as finalists, with winners being announced on the night.

- 23rd Australian Scout Jamboree
- Rover Scout Nathan Swaffer
- Branch Adviser (Adventurous Activities) Phil Harrison

A number of us from the Queensland Branch and the National Training Committee attended the Outdoor Recreation Awards dinner and presentation at the Greek Club. The 23rd Australian Jamboree (AJ2013) won the Outdoor Event of the Year award.

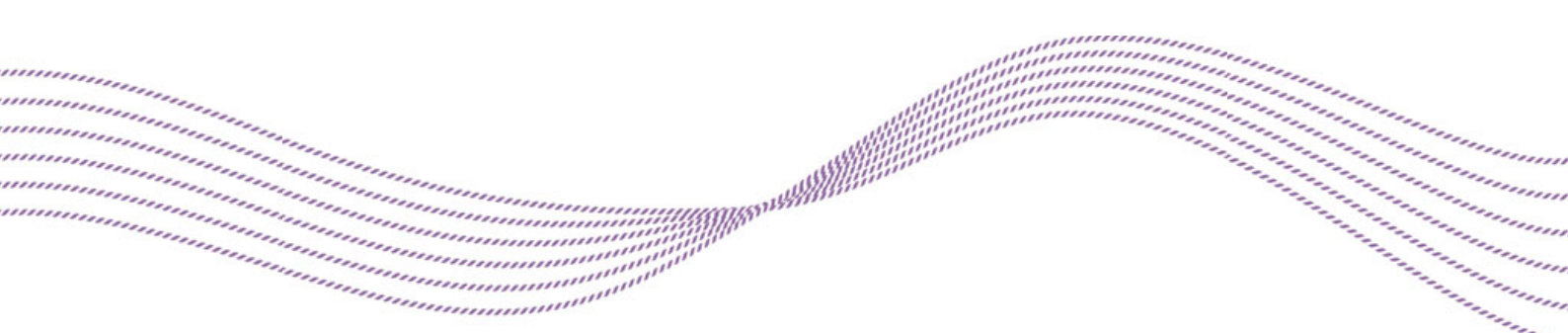


## Region Commissioners Conferences

Three Region Commissioners Conferences were held during the period under review. Key sessions included Adult Members/Supporters and Chartering.

It has been a difficult transition for some adults to understand the changes that were introduced in relation to Adult Members/Supporters and this caused considerable robust discussion. Hopefully everyone will move forward and make the appropriate changes.

The current Chartering process was workshopped and major changes were recommended. The draft of the changes was not finalised at the March 2014 conference and it will be reworked at an upcoming



conference. All agreed Chartering was a quality of program delivery and compliance check that was vital for all Groups. It was agreed that annually there would be a check list and chartering would be for a three year rolling period.

### **Branch, Region and District Team Conference**

This conference was well attended and ably facilitated by Ken Tapfield, General Manager, Human Resources, Organisational Development and Volunteers for Endeavour Foundation. The input received was very valuable to now glean the next step in the challenge of whether the current Branch structure in the Regions and Districts will serve to enable the growth of Scouting.

Some very useful input was received to enable the support required by the Branch Support Office to be more clearly defined. This input and outcomes led to the recent review of the Branch Support Office.

### **Queensland Branch Scouting Instructions (QBSI) and National Policy and Rules (P&R)**

In October 2013 we released the updated version on the website. This updated version has tried to bring consistency in our Queensland policies linking them to National Policy and Rules as appropriate. In early 2014 every Leader was issued with a USB containing the current version of QBSI and instructions on how to keep it up to date. The cost for the production of the USB drives and the updating of QBSI came from the Gouey Reserve which was given to the Branch for this purpose.

A number of major changes have been made to Policy and Rules at National Council in relation to Child Abuse and Volunteer Checks. This change impacted on our Branch and changes were made to Queensland Branch Scouting Instructions (QBSI).

#### **P & R 5.2 Clause 9 will now read:**

*Adults in Scouting are committed to providing a safe environment for youth members participating in the Scout program, their parents or guardians and visitors.*

This safe environment must be in accordance with other policy changes - **zero tolerance toward bullying, neglect, emotional, physical or sexual abuse of any kind.**

#### **P 5.2.10 was changed to read:**

*Adults in Scouting must report any conduct seen or heard that does not comply with this Code of Conduct. Specifically, Adults in Scouting must report promptly any suspicion or allegation of child abuse of youth members in their care.*

#### **P5.5 Clauses 3a and 3b were changed to read:**

- a) *Summary dismissal, when the Association's Duty of Care is infringed, or actions are likely to bring the Association into dispute, for behaviour that constitutes a risk or harm to youth members, or failure to report allegations of abuse.*
- b) *Discipline of members in the event of misdemeanours or infringement of the Code of Conduct except for behaviour that constitutes a risk of harm to youth members, or failure to report allegations of abuse (see (a) above).*

New policies have also been implemented regarding automatic suspensions for adults whose Blue Cards are not renewed on time and regarding when a Trainee Leader can purchase a uniform.

### **National Strategic Plan and 2020 Operational Plan (2013-2016)**

The President, Executive Manager, Nathan Swaffer and I attended the National Strategic Planning weekend in August 2013 in Sydney. This was an excellent weekend with a great facilitator and input from Dr Michael Carr-Gregg. This was timely as the 2020 Operational Plan for Queensland was ready for distribution but I had held off until I saw the National goals. I believe I had already included all of them in a slightly different form but amended a couple on my return to strengthen the expected outcomes and what reports I will need to do.

### **Royal Commission into Institutional Responses to Child Sexual Abuse**

Requests for further information continue to come to the Branch. One of the Royal Commission's projects is a study into how certain institutions have responded to the claims that victims of abuse made. The Royal Commission has indicated that by "claims",

they are referring to those matters where an individual has pursued a claim, that is, when at some point in time during the processing of a claim, there has been talk of "dollars" (whether at the start or as the matter progressed), where the complainant has requested compensation or where the institution has offered money to the complainant to allow them access to counselling and other services.

The Commission is looking at the period between 1995 and 2010 and is interested in data such as whether lawyers or insurers become involved, whether money was paid out, whether counselling was offered, etc. The Commission created a table for each Branch based on information we had already provided to the Commission and asked that we review the cases in line with the above scope. This work involved a further review of all our files and a request for information from our insurance broker in regards to one file.

Seven files were sent back to the Royal Commission through the National Office. With the exception of one file, the rest of the files did not show any indication that they had been sent on to an insurance broker and we were limited in the information we were able to provide. Based on the information we have available the original incidents that we have sent on took place in 1970, 1973, 1988, 1990, 1995, 1996 and 2005. Although the dates of the incidents may not fall within the scope outlined, the dates when the Association was advised may so it was agreed to include them. Six of the files were previously highlighted by the Royal Commission and one was added during our review of the files.

We continue our liaison with the Child Safety and Sexual Crime Group within the Queensland Police Service. This support is greatly appreciated. At this stage we are aware that two people may come forward to the Royal Commission regarding their historical allegations. Our Branch has complied with all requirements of the National Association and the Royal Commission.

Concerns still exist as to whether the Branch carried molestation cover with the insurers in the 1970s to 1980s as these records are not available. Our archive boxes are being searched in this regard but much was lost in the 2011 State-wide floods.



## Girl Guides Queensland

Relations have been re-established with the State and Australian Commissioners for Girl Guides. The new Commissioner commenced her term in March 2014 and a meeting will be planned in the near future with our various counterparts.

## Branch Youth Council and Forum

Deputy Chief Commissioner Pieter Van Der Kamp and Branch Adviser Shaun Sandilands delivered the first Branch Youth Council and Forum to be held in over eight years. The recommendations from the young people were professional and we should be very proud of this new Council. I look forward to great input from these young people over the coming year.

## 1st World Scout Education Congress

The first World Scout Education Congress, organised by the World Organization of the Scout Movement (WOSM), took place in November 2013 in Hong Kong. The theme of this Congress was "Scouting: Education for Life".

Delegates included Chief Commissioners, International Commissioners, Youth Program Commissioners, National Adult Resources Commissioners and key decision makers of National Scout Organizations (NSOs).

The Congress brought people together to share, discuss and debate the experiences and expertise in Youth Program and Adult Resources from over 200 countries and territories where Scouting exists. The event also invited input from experts in the theory of education and from representations of other youth organisations offering educational programs, to give their perspectives.

Project Commissioner Paul Parkinson and myself were lucky enough to have been invited by the World Scout Committee to facilitate many of the sessions at the Congress. Deputy Chief Commissioner Peter Blatch was also in attendance as a participant as were some 15 other Australians from other states.

## New Regional Director

In agreement with the Asia-Pacific Regional Scout Committee, Scott Teare, Secretary General of the World Organization of the Scout Movement (WOSM), appointed Mr. K Rizall Pangilinan, from the Philippines as the new Regional Director for the World Scout Bureau Asia Pacific Regional Office. J Rizal Pangilinan, known to many as "JR", took over from Abdullah Rasheed in July 2013 when Rasheed retired and returned to the Maldives. I have worked with JR on many occasions overseas and find him to be a true professional and very competent in what he does.

## Asia Pacific Scout Region

It is pleasing to note that three Queenslanders, Paul Parkinson, Peter Blatch, and myself have recently been appointed to the Asia Pacific Scout Region specialist panels in various subject areas. This is a great recognition for Scouts Australia's contribution to Scouting. The three of us continue to assist in the development of Scouting not only in Australia but at World and Region level.

## Papua New Guinea (PNG)

Assistant Chief Commissioner (Community Development) Bryan Brown and Branch Commissioner (Information and Communication Services) Ryan Sodziak have spent four days in Papua New Guinea to further the scope for our 2014 project with the National Associations of Australia and PNG. This includes pending repairs near the National office in Port Moresby and adult training later in 2014.

Unfortunately this project is temporarily on hold while the National Association works with PNG to obtain appropriate commitment from this Association. It is expected that the Queensland Branch will deliver some training programs in late 2014.



## Marketing and Promotions

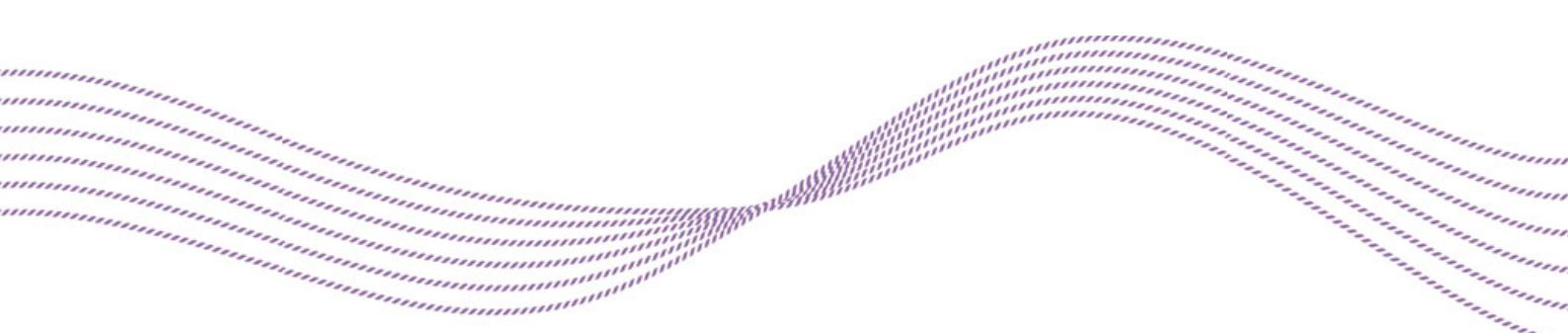
Lysa Dugandzic has done a remarkable job since commencing her role in July 2013. Rex, our mascot, was arranged by Shaun Sandilands before he left but Lysa had a number of challenges to overcome before the delivery just in time for the EKKA. Premier Campbell Newman has now had his photo taken with Rex. Our display at the EKKA had three second places awarded. We just cannot seem to beat the Girls Brigade in this area but our new team of young people have done remarkable well. I visited on People's Day and was very impressed with the display.

## Representing Scouting

The Deputy Chief Commissioners, Assistant Chief Commissioners and myself continue to represent Scouting externally at every opportunity. Highlights in the past year include the 150th anniversary banner presentation of the Queensland Police Service, which was a very impressive ceremony held in King George Square with the Governor, Governor elect and Police Commissioner in attendance.

Another was my representation at Government House for International Women's Day. This was a great evening and lots of promotion of Scouting was done with politicians, mayors, ex-Governors and Lord Mayors etc. The mayor of Julia Creek was very aware that we are endeavouring to sell the Scout den after having closed Scouting there some 10 years ago.





In March 2014 Mr Buchholz, Wright Electorate, mentioned Scouts while in Parliament.

### **Wright Electorate: Scouts**

Mr Buchholz (Wright—Government Whip) (16:32): *Over the weekend within the electorate of Wright there was a special presentation of the Australian Scout Medallion to two young members of the Greenbank scout movement. Gemma Wallace and Sarah Hall were the two deserving recipients of the highly sought after award, which is the highest award that can be achieved by scouts here in Australia. Scouts Australia is a wonderful organisation which has been contributing to the non-formal education of young people in this country for over 100 years. They teach our children in an increasingly digital era practical life skills and the important tools of self-reliance. They do this to ensure that kids are taking constructive roles in their communities and society as a whole, which is a wonderful ethos for learning. In Wright we have 11 scout groups operating across the region from Mudgeeraba to Withcott. This is an outstanding statistic which speaks of the longevity of the scout movement, the importance of learning practical life skills and that an appreciation for the outdoors is standing the test of time. I hope children continue to sign up for scout groups and remain committed in our communities for yet another 100 years to come. Congratulations to both Gemma and Sarah on their achievement of the Australian Scout Medallion. It is a major achievement and you should be proud. We should all be proud of their success. I would also like to acknowledge their scout leader Brad for his obviously stellar job doing his role. Well done, keep up the good work. Baden Powell would be immensely proud of these two young ladies who have achieved the highest award and deserve their accolade.*

(Note: the Australian Scout Medallion is the highest award for Youth Members in the Scout Section).

### **Factsheets**

I have begun developing a number of factsheets based on the idea that is used within the UK. These factsheets have been added with a special icon to the Branch website where all Leaders are able to access them. So far these include the following

factsheets:

1. Managing Behaviour
2. Promoting Good Behaviour
3. Bullying
4. Spiritual Development
5. Islam
6. Buddhism
7. Hinduism
8. Sikhism
9. Christianity
10. Anglicanism
11. Judaism
12. Aboriginal Spirituality

### **Psychologists list to support traumatic events**

Thanks to Hsien-Jin Teoh for creating a network of psychologists who are prepared to offer their services State-wide following any traumatic event. People requiring this assistance will be able to go to their GP for a referral and it will be covered by Medicare. The list is being kept on the Branch website where all members can access this information.

### **Bunk Beds**

From 21 October 2013 regulations require that bunk beds shall comply with the manufacture, installation and usage. The Fair Trading (Safety Standards) Regulation was introduced in 2011. This regulation will ensure bunk beds on Scout properties meet the mandatory safety standards or the Association risks a \$200,000 fine. The standards cover safety aspects such as guard-rails, ladders, gaps and protrusions on the bunk beds.

We have progressed though campsites that do not comply and as from 21 October 2013 the top bunk must not be used or accessed by any adult or child until the new standard is met. This meant that the top bunks in these campsites needed to be removed, including the base, ladder, rails and the mattress to ensure no one can access the area until such time as the new standards were met.

### **Campsite Committees**

During the period under review campsite subcommittees have been re-introduced for Baden Powell Park campsite, Karingal

campsite and Erapah campsite.

### **Closing Comments**

With the Executive Manager's resignation in March 2014, the President and I, in liaison with the Branch Executive Committee, have been looking carefully at this role, the duty statement and support required by the Movement from the Branch Support Office.

I am hopeful, with the appointment of a new Executive Manager, that the World policy of the relationships of the three (3) key leaders (Chief Commissioner, Chairman and Executive Manager) will be re-established.

It is important that the Executive Manager and Branch Support Office staff continue to support the leadership of Scouting in Queensland. It is in the Groups locally that Scouting really happens.

Mr President, it is impossible to adequately report on the myriad of events that Scouting has conducted during this period. I am privileged to lead a dedicated team of Deputy Chief Commissioners, Assistant Chief Commissioners, Region Commissioners and Branch Commissioners and also my Executive Assistant (who is more than my right hand) who all listen to my concerns and through their commitment and beliefs go those extra miles to provide support to Leaders and Adults in Scouting, contributing to the fundamental principles of Scouting.

There are so many who have supported me in the past twelve months and without them Scouting in Queensland would not flourish. Thank you to all members and supporters who make this outstanding volunteer contribution to the Scout Movement. Our challenge ahead is to grow the Movement and to ensure we deliver the program we promise. Our vision must be to make a real contribution to creating a better world through Scouting's value system, based and expressed in our Promise and Law.

Mr President, Members of Branch Council, I move that my report be accepted.

*Mrs Kirsty M. Brown, OAM  
Chief Commissioner*

*The Scout Association of Australia -  
Queensland Branch Inc.*

# Youth Program



I am pleased to report that the Youth Program continues to be a priority area of Scouting. This is apparent from World and Region as well as National levels and I am pleased to report on the activities that have occurred over the last twelve months around these emerging priorities.

At the World level, our Branch Team has contributed to support the review of two policies, the Review of the Policy of the Youth Program and the Involvement of Young People in Decision Making in Scouting at all levels. We have actively contributed to both these documents and look forward to seeing the results of our feedback at the World Scout Conference in August in Slovenia.

We continue to support other countries in the region via our Youth Program areas. Special mention is made of the Timor-Leste projects where Michele Johnson, David

Teufel and Peter Blatch assisted to develop a culturally inclusive award scheme and youth program which could be used for young people aged eight to 16 years and suited to introducing Scouting in any developing countries. Through the Messengers of Peace program our Branch is supporting leaders in Sri Lanka, Timor-Leste and Singapore through the sharing of resources.



Nationally the review of the Youth Program is in full swing. This has taken a different focus at this first phase to the previous reviews where people's comments are being sought via online surveys. This has created some interesting comments and debates and our Branch looks forward to contributing further to this important research. We are also involved in supporting the current bullying project and acknowledge the leadership being provided by Assistant Region Commissioner Vicki Knopke as the National Project Coordinator.



In our efforts to ensure a more coordinated and streamlined Youth Program, in November 2013, the Youth Program activities support team were amalgamated with the Youth Program Sectional Commissioner team. This has the benefits of assisting to have greater interactions between the Sections and specialists supporting the activities. Similarly the benefits of separating the major activities from the Youth Program area ensure that these significant activities for young people continue to progress in partnership.

Work continues to implement the Areas of Personal Growth as the basis of sectional training and planning. This will continue to be an issue this year. Effective programming at all unit levels is an essential ingredient to ensure quality weekly meetings. The reports from Sectional Commissioners indicate the commitment we have to achieving the goals of our Scout Plan.

*Mr. Peter Blatch, OAM  
Deputy Chief Commissioner  
(Youth Program)*

*The Scout Association of Australia,  
Queensland Branch Inc.*



# Youth Program Sections

## Joey Scout Section

Leader numbers fluctuated slightly from 243 in 2013 to 237 in 2014 a variance of -2.5%, with youth member numbers rising from 1095 in 2013 to 1219 in 2014, a variance of +11.4%. Mob numbers continued to increase with new Mobs commencing at Mount Louisa Scout Group, Yeppoon Scout Group, Palm Beach Scout Group and Moranbah Scout Group.

Fun and excitement for the Joey Scouts continues with a variety of great programs delivered by Joey Scout Leaders in an assortment of wonderful avenues such as sleepovers, Mob holidays, activity camps, Kokoda Challenge, Skillorama, water activities, environmental education activities, heritage displays, visits to Police, Ambulance and Fire Stations and many more.

As always the Participation Challenges have been successfully used to provide a variety of interesting programs for the Joey Scouts. The Promise Challenge, available to the Joey Scouts who have celebrated their seventh birthday, has still proved very popular with a list of Joey Scout names printed in Encompass each month to help celebrate their achievements (see table below for numbers).

Compared to the same period last year we have had a 27.2% increase in the number of badges presented.



Many Leaders are also including the World Environment badge in their programming.

Joey Scouts and their families attended yet another wonderful Brisbane Gang Show held at the Schonell Theatre on 29 June 2013. This was Brisbane Gang Show's 62nd consecutive season, enjoyed by an audience ranging from as old as six years to as young as ninety years. Pre-activities to the matinee involved Joey Scouts

and Cub Scouts making and colouring hand puppets which they took to the show.

Joey Scout Jaunt continues to grow and improve each year. The theme was 'Cartoon Characters', and the number of bases provided by Leaders offered Joey Scouts the opportunity for a variety of experiences and fun. Some of the wonderful bases provided included a rope bridge, visits to the Scout museum, screen printing, face painting, climbing wall, Star Wars The Clone Walls tunnels and mazes, mini golf, bookmark making, cartoon tunes, flying heroes, Mad Hatter's tea party, Mario Karts, cartoon word scrabble, Alice In Wonderland obstacle course, slippery pig, Scooby Doo mystery, bubble blowing and a campfire.

For the first time we held a Joey Scout forum at Joey Scout Jaunt. The Youth Members enjoyed answering, and giving their point of view to the reporter's questions. The activity was a great success, providing an insight into their likes and dislikes about the Joey Scout Section.

**Mr. David Cruse**  
Branch Commissioner (Joey Scouts)

*The Scout Association of Australia,  
Queensland Branch Inc.*

Promise Challenge Badges April 2013 to March 2014

April	May	June	July	August	September	Total
20	22	5	32	17	12	
October	November	December	January	February	March	
31	27	21	18	21	26	



## Cub Scout Section

The reporting year has seen a steady growth in the Cub Scout Section, both in Cub Scouts and Leaders. Cub Scout Packs throughout the state continued to provide appropriately active, challenging and busy programs. The period has also seen a change to the Branch Commissioner (Cub Scouts) from Robyn Devine (after six years) to Tim Gibbings on 5 October 2013; and the 'Call to Higher Duties', on 27 January 2014, of John Mills, who was serving as Branch Adviser (Cub Scouts) and was a former Branch Commissioner (Cub Scouts). Significant knowledge and experience in respect to the Cub Scout Section resided with John Mills, he is greatly missed.



On behalf of Cub Scouts and their Leaders, the Branch Commissioner (Cub Scouts) would like to sincerely thank Robyn Devine (Rikki) for her dedication, passion, enthusiasm, sacrifice and achievements during her six years as Branch Commissioner (Cub Scouts). Cub Scouting in Queensland has benefited greatly from her efforts and leadership. To highlight just a couple of the achievements:

Taking the vision for a Queensland Cuboree and making it happen, with the 1st Queensland Cuboree held in 2010, the next in 2012 and planning well in hand for 2014.

The increase in general communications and cooperation within and between the Cub Scout Sections of Queensland, through her encouragement and use of Social Media.

These two achievements, in combination, alone have contributed significantly to improving Cub Scouting in Queensland, through improved networking of Leaders and the support that comes with it.

The reporting period saw 330 Grey Wolf awards (the highest Cub Scout award) achieved by Cubs Scouts, achieving the target for the period and an increase of 32 on the previous period. This is a good indication of strong and effective programs being run, as well as the high level of commitment and dedication of our leaders and families to Cub Scouts. Also, eight Cub Scout Packs completed the 2013 Branch Commissioner's Cub Scout Challenge and submitted their logs as a record of their participation and completion; each of the Cub Scout Packs was presented a special certificate in recognition.

A key focus of the Cub Scout Team (Seenee) is promoting and encouraging communications, networking and resource sharing between Cub Scout Leaders and Packs, in particular through Social Media, Encompass, District/Region Training Meetings and attending other Cub Scout activities, outside of their normal District and Region, including Cuboree. The membership of the Cub Scout Leaders of Queensland Facebook page has grown significantly during the period. In conjunction with this focus, the Branch Team actively encourages Cub Scout Leaders to follow, contribute to, and get involved in the National Youth Program Review, much of which is occurring and accessible via Social Media.



Cuboree 2014 should be covered in appropriate detail in the Major Activities Report. However, it is appropriate to include in the Cub Scout report, that planning is well on track with the numbers registered to attend, exceeding the initial budget planning figure by more than 100 and on track for a potential attendance in the order of 900. It was very encouraging noting that there are many new Cub Scout Packs (not having attended the previous two Cuborees) represented and Leaders attending for this Cuboree.

Also, the conduct of Cuboree preparation camps at Pack, District and or Region level has become part of the overall Cub Scout Program, to the benefit of all Cub Scouts, not just those attending Cuboree.

In April 2013, Robyn Devine attended the National Cub Scout Youth Program meeting in Adelaide. This meeting allowed Branch Commissioners (Cub Scouts) from all Branches to share ideas, discuss issues, and consider the way ahead for Cub Scouting and to commence scoping and planning for the 100 years of Cub Scouting in 2016. The next meeting of Branch Commissioners (Cub Scouts) will be via an online meeting early in the new reporting year.

Another key focus of the Branch Team continues to be the linking of Youth Members between Sections, especially up to Scouts. In line with this, the Cub Scout Team worked to raise the profile and awareness of Triple C or Cubs Can Come (CCC), which is a linking initiative by the Branch Commissioner (Scouts), as part of the annual Scouts Triple S (Scout Section Skills). Triple C involves Scout Troops liaising with their Cub Scout Pack to invite Cub Scouts, who are, or are about to start, linking to Scouts, to come along to Triple S for a day and join with their respective Scout Troop/Patrols on appropriate activities.

Other points of focus for the Cub Scout Team for the period have been ensuring that Cub Scout Leaders are aware of, and understand, correct procedures, policies, and appropriate traditions/symbolic framework, especially in light of the recent rewrite of Queensland Branch Scouting Instructions and the current National Youth Program Review.

It has been a great privilege to get around to the various Cub Scout Packs, Districts and Region activities and to see the overall dedication, enthusiasm, cooperation and support of the Leaders and parents, with the Cub Scouts the ultimate winners and having FUN.

**Mr. Timothy Gibbings**  
**Branch Commissioner (Cub Scouts)**

**The Scout Association of Australia,**  
**Queensland Branch Inc.**

## Scout Section

Many District and Region activities have been successfully run throughout the state. Two of the most popular are Triple S which is run by Branch and Operation Nighthawk which is run by the Darling Downs Region.

Nighthawk continues to grow every year and attract participants from far and wide. This year was no exception with Scouts and Venturer Scouts from Bundaberg to northern NSW making their way to Pittsworth. Over 1000 Scouts entered this year to spend a winter's night trekking from base to base in the environs around Pittsworth. Being such a successful activity I have often sat back and thought about what the attraction is and the answer is something quite fundamental to Scouting – adventure in the outdoors. To most of these Scouts the Darling Downs is unfamiliar country, its cold and they are out hiking for a major part of the night. Not often do they have the opportunity to make their way gingerly through a field of prickly pear, shine their torch into the darkness and see a hundred green eyes looking back at them, wonder if you can really get close enough to tip a cow or use the stars to navigate for

real. It's all an adventure and we should be offering more of this in our weekly Patrol or Troop programs.

Triple S was conducted from the 28 June to the 1 July at Baden Powell Park. Surprisingly for a post Jamboree activity of this nature the attendance was better than expected; 825 Scouts made up 134 Patrols and were supported by up to 177 Leaders and 12 Venturer Scouts over the course of the camp. This meant that there were almost 1000 people on site which was only just below the previous year's Triple S.

One of the issues with having this number of people on site is moving them in and out. Previous years have seen large numbers of cars queued up along main roads which created a lot of congestion. This year considerable effort went into traffic management planning. A number of improvements such as dedicated arrival times, the use of multiple approaches to Baden Powell Park, pre-distribution of campsites and clearly defined routes when on site saw a marked improvement with any traffic congestion contained to Cash Avenue.

Again the various Regions were charged with the running of a particular activity. The permanent staff allocated to the base as well as other volunteers who moved around on a rotational basis provided some interesting and challenging activities for the Scouts. This year's theme was bushcraft. The activities on offer included water activities, abseiling, pioneering, light weight cooking, Patrol challenges, bush craft, geocaching and the regular favourite Mudlark. This year saw a change to our attendance at Gang Show. Previously we went on the Saturday afternoon and early evening however this year we attended on Sunday morning and afternoon. This worked well and we were able to avoid potential problems with having enough Leaders to run activities on the Sunday. With the large numbers in attendance we also sent some people to the Friday and Saturday shows and offered alternative nights to those that we were unable to obtain a seat for.

Apart from the major activities there are a range of other shorter activities conducted at various times over the weekend. These included a service activity to clean up Tapley Grove, market nights and a Patrol Leaders





forum. One of the suggestions that came out of the forum was that a Facebook group for Patrol Leaders be established as a means of communication and sharing of ideas. This has now been done and the membership is continuing to grow on a daily basis. While it is too early to realistically evaluate the worth or success of the group the early signs are promising. Membership is limited to Scouts and it is monitored by select Region or District Scout Leaders. The operation of the group adheres to the National digital media guidelines. A Facebook group has also been established for Scout Leaders and it is growing at a similar pace.

The Scout Section Council has met regularly with healthy debate over a range of issues pertaining to the Section. With the revision of the Branch 2020 plan we have been turning our attention to a revision of our own Sectional plan so that it aligns with the Branch goals and addresses the issues we regularly face with regard to Leaders. Some of these are the lack of practical skill level or self-confidence and an unwillingness to allow Scouts to take on leadership roles appropriate to their age. Recent work has focussed on the Scout Leadership course to ensure that we are meeting National requirements and the expected learning outcomes of the attendees. A workshop was held that was attended by Region/District Leaders and Troop Leaders

that regularly assist or deliver the Leadership Course. This was a very productive meeting and lot of good ideas and challenging debate arising. The next step is to gain similar input from regional course leaders and incorporate improvements into a restructuring of the course.

Planning and budgeting for AJ2016 at Cataract Park in NSW is well underway. Transportation for the Contingent will be by air with some local bussing to distribute the load amongst airports. The Jamboree Executive Committee hasn't held any meetings with Contingent Leaders as yet so there is not much detail available outside of the official website. The first meeting is scheduled for August after which a lot more information will be available. Plans are being made for a travelling roadshow to promote the Jamboree on a District or Region basis and to also leverage opportunities at major events.

In the last year, 92 Australian Scout Medallions have been awarded to some very outstanding young people. It has been a pleasure attending some of the award ceremonies to personally meet the recipients and hear their Group regale of their adventures on the way to achieving this award. This is a significant increase over last year which saw 59 awarded for the same period. Many of the recipients attended the Branch award ceremony in August and it was pleasing to see that they were all still in

the movement with the majority now Venturer Scouts.

Membership within the section has continued to show signs of growth in all of the key areas for most of the year. New enrolments have continued steadily with a slight increase. There is a small decrease in the progression from Cub Scouts to Scouts which could be attributed to Cub Scouts delaying their progression to attend Cuboree. Progression from Scouts to Venturer Scouts has remained relatively steady. Resignations took a large jump at the census due to a higher than normal amount of Scout resignations. It is disappointing that Group Leaders aren't keeping records more current as these negative trends could be identified and acted on earlier in the year. Most indicators are promising and I am sure that with continued effort and attention to the issues and the provision of an adventurous outdoor program by our Scout Leaders we can improve further.

**Mr. Steven Marshall**  
**Branch Commissioner (Scouts)**

**The Scout Association of Australia,**  
**Queensland Branch Inc.**



## Venturer Scout Section

The Venturer Scout Section has had a successful year with a range of successful major events at a Branch and Region level, training opportunities for Leaders and Venturer Scouts throughout the Branch, many successful events at District and Group level, and participation in the award scheme.

The major Branch event for the year was Queensland Venture 2013 based at Barrabadeen Scout Campsite on the Atherton Tablelands west of Cairns in July. Magnificent weather saw 110 Venturer Scouts, six Rover Scouts and 26 Leaders and other adults undertake an exciting range of four day expeditions from Cape Tribulation in the north to Hinchinbrook Island in the south to Chillagoe in the west, and the Great Barrier Reef to the east.

Many Regions took the opportunity to run activities, some with large numbers in attendance and others with smaller numbers but no less enjoyable. Darling Downs Region's Operation Nighthawk at Pittsworth in August attracted almost half the Venturer Scouts in the Branch. Moreton Region ran two well attended and successful Operation Archers, the first in May 2013 was later than normal due to flooding earlier in the year, and the second in March 2014 was at a new venue on Lake Wivenhoe. Gold Coast Region ran a relaxed May Venture at Karingal Scout Campsite. Central and Coastal Region ran their annual venture at the end of November at the same time as Brisbane North Region ran another popular Noosa Venture based at Badger's Wood Campsite at Noosaville.

The Branch sponsored training courses for Venturer Scouts, namely Unit Management and leadership, ran in many places around the Branch. 134 Venturer Scouts attended Unit Management courses in Mackay, Townsville and South-East Queensland (121 in 2012-13, 153 in 2011-12). 80 Venturer Scouts attended leadership courses (57 in 2012-13, 65 in 2011-12).

Camp LULL, a week-long intensive Venturer Scout training camp, was conducted at Rocky Creek Scout Campsite, Landsborough during the April school holidays. The camp was attended by 36 Venturer Scouts, and its aim was to give Venturer Scouts who may otherwise have difficulty with some aspects of the Queen's Scout Award scheme a chance to complete all or the bulk of five badges, as well as make new friends in Scouting and strengthen existing friendships. During activities ranging from personal consideration of the meaning of the Scout Promise and Law, through small group based initiative and navigation activities, to the all-out physical task of rehabilitating the on-site earth dam involving the whole course, the Venturer Scouts could be seen to grow in self-confidence and willingness to give challenges such as public speaking a go.

Six Queensland Venturer Scouts were selected and funded by this Branch to attend the five-day Mawson Scholarship in Leadership courses in 2013, three in July in Adelaide, and three in October in Melbourne. From all reports these courses are extremely valuable to the participants as well as being equally exciting.

28 Leaders came together for a weekend in February to share ideas, ask and receive answers to questions, and get to know their fellow Leaders better. The weekend was very well supported by the Branch Youth Program teams that explained how their activities can support Leaders of Venturer Scouts. Branch Commissioner Phil McNicol met with a small group of Leaders in Townsville to discuss their ideas for running the venturer program in north Queensland.

During the past year 31 nominations for the Queen's Scout Award were received at the Branch Support Office. This compares with 19 in 2012-13 and 33 in 2011-12. It was also very gratifying to see 22 out of a possible 25 Venturer Scouts receive their Queen's Scout Award certificates from the Governor and Chief Scout of Queensland at a ceremony at Government House in early September.

The next 12 months promises to be equally full and exciting. Along with all the training courses and local activities that are part and parcel of venturing in Queensland, a contingent from Queensland is forming to attend the 16th Australian Venture in South Australia in January and planning has started for Queensland Venture in July 2016 and for Queensland to host the 17th Australian Venture in January 2018.

**Mr. Philip McNicol**  
*Branch Commissioner (Venturer Scouts)*

*The Scout Association of Australia,  
Queensland Branch Inc.*



# Young Adults

## Rover Scout Section

At the Queensland Branch Rover Council Annual General Meeting the following Rovers were elected to executive positions for the ensuing year; Libby Smith (Chairman), Nathan Swaffer (Deputy Chairman), Sam Caterer (Resources), Denica Gorman (Promotions & Service), Joshua Brincat (Communications), Tahlia Johnston (Secretary), Kate Rimon (Treasurer), Kelsey Reid (Awards) and Travis Jordan (Training).

The new executive year began with the Annual Rover Conference which was held this year at the Brownsea Water Activities Centre. The conference updated the Rover Strategic Plan, discussed Rover training, new Baden Powell Scout Award issues, Rover calendar, building on the previous year's increase in Rover numbers and improving the promotion of the section to assist with Venturer Scout linking and recruitment.

The conference also established goals for the year ahead including specific goal setting for each role through a one-on-one handover process between incoming and outgoing executive members.

The June long weekend saw, the annual running of the Central Queensland June Moot. This year's event, organised by the Fitzroy Rover Crew was held in Rockhampton.

July once again saw Rovers perform in the cast of Brisbane Gang Show. A strong contingent of Rovers attended on Rover Night to see for themselves and cheer on the

end result and hard work of six months of practice, rehearsals, etc.

At the July QBRC meeting Rovers raised money for the Dollars for Dili campaign as part of World Scout Day activities.

August saw the annual Rock the River boat cruise organised by Clifton Hill Rover Crew. Rovers were also involved in the annual fruit stall promotional display at the RNA Exhibition. Several Rovers again assisted with judging the ideals course debate at Camp LULL.

Across the Pacific, 19 Queensland Rovers attended the 14th World Rover Moot in Canada. The pre and post moot tour included sightseeing in the United States and Cuba and was part of at least one very interesting Baden Powell Scout Award Ramble!

Baden Powell Scout Award presentations took place at Government House in September. This year saw the award earned by Rovers Petah Ritson, Melanie McGregor, Shaun Sandilands, Christine Nuss, Iain Riek and Bradley Small.

Rovers again supported the annual Rover games night at Agoonoree in addition to the many other Rovers who also served as staff. The QBRE meeting held at Agoonoree, just before games night saw almost 40 Rovers present.

Banana Bash 2013 was held near Qld

Raceway at Willowbank on the October long weekend. The event was a huge success. Congratulations to Banana Bash Chair Kate Rimon, Deputy Chair (Motorsport) Iain Reik and Deputy Chair (Event) Xavier Musson and the rest of the committee for a job well done. After an absence of three years, this year's event was a huge undertaking for the committee, with many having never been to a Banana Bash before, let alone having been involved in organising one! The professional way in which the event was organised and run plus the way in which Queensland Rovers in attendance supported the committee is a real credit to the Rover Scout Section. The commitment to safety throughout the planning and running of the event was rewarded with an incident-free Bash.

The winners of each of the vehicle categories are as follows;

- Buggy class - Thumpa (Downlands)
- Sports Sedan class - Son of Beast (Bilyana and Nundah Northgate)
- Super Sedan class - Goanna (Clifton Hill)

In October QBRC Chairman Libby Smith, Awards Officer Kelsey Reid and Branch Commissioner (Rover Scouts) Gavin Brady attended the Baden Powell Scout Award support team training weekend in Adelaide. The support team is an important support mechanism for Rovers attempting the new award scheme and will also play a vital role





during the transition period.

QBRC Chairman Libby Smith also attended the National Rover Section Youth Program Review meeting in Adelaide.

In November, Rovers from throughout the state attended the annual Central Queensland Christmas Moot held this year in Mackay at Rowallan Park Scout Campsite. Brisbane South Region Rovers also held their first Region camp in many years at Lake Moogerah dam.

Members of the Rover Scout Section were again involved in the annual Noosa Venture in December for over 200 Venturer Scouts. This was a valuable opportunity for Rovers to introduce themselves to Venturer Scouts and to promote the Rover Scout Section.

An 82 strong Queensland Contingent attended the 19th Australian Rover Moot or WAM which was short for Western Australian Moot! The Woodman Point site on the beach, just south of Freemantle was the perfect site for a moot. Over 10 great days, Rovers walked, hiked, boated, dived, swam, abseiled and rock climbed their way around the South West of WA. Queensland Contingent Leader Rebecca Jaenke and her team are to be congratulated on a job well done organising one of the larger Queensland Rover Contingents to attend a moot for many years.

The Queensland Contingent gift to the organising committee was a framed collection of badges from Branch Commissioner (Rover Scouts) Gavin Brady's badge collection representing 40 years of Rover Moots in WA; 1972, 1993 and

2014 (and in case you are wondering; Gavin has only attended two of these moots).

The new Baden Powell Scout Award was finally officially launched at WAM. Shortly after this, the new Baden Powell Scout Award booklets and badges were released. Queensland's Baden Powell Scout Award support team has been officially formed and includes Rovers Libby Smith, Nathan Swaffer, Kelsey Reid, Ben Cherry-Smith and Branch Commissioner (Rover Scouts) Gavin Brady.

The closing ceremony also recognised the efforts of members of the Rover Review Implementation Committee, which included Queensland Rovers Matthew Ray and Shaun Sandilands.

In January Queensland Rovers were represented at National Rover Council (NRC) by QBRC Chair Libby Smith, Deputy Chair Nathan Swaffer, Kamerunga Rover Ben Digweed and Branch Commissioner (Rover Scouts) Gavin Brady. NRC was held at Ern Halliday Recreation Centre north of Perth. The next National Rover Moot in three years will be in Victoria and is being promoted as "The Moot". The meeting included several workshops including ones on marketing, Moots, training, publications, future of Roving, ANZAC Centenary, issues Rovers can speak out on, etc.

A major talking point at National Rover Council (NRC) this year was the proposed changes to the Baden Powell Scout Award, designed to help increase the number of Rovers who will undertake the Award. Currently a very small number of Rovers undertake the award and it is important that we change this so that the award can

better support the delivery of the Rover Scout Program.

Delegation members also participated in regular National Rover Council NRC teleconferences/Go To meetings during the year, which were particularly valuable for preparing and planning for NRC and discussing Baden Powell Scout Award issues.

The new year began with the QBRC mid-term or start of year conference at the Queensland Scout Centre. The conference was attended by QBRC Executive, Region representatives and the Branch Commissioner (Rover Scouts). The conference discussed Rover Scout training, marketing, increasing Rover Scout numbers, implementation of the new Baden Powell Scout Award, creation of a yearbook, the future of Rover motorsport, website and updating Crew contacts.

A proposal for updating the Queensland Rover Awards, prepared by Travis Jordan was adopted including provision for an awards panel in future, chaired by the Branch Commissioner (Rover Scouts) to receive and make recommendations on awards. The position of Rover Venturer liaison officer was reintroduced and ways for subsidising the cost of Rover training were discussed to increase the number of Rovers undertaking training.

A guide to finance book was prepared by QBRC Treasurer Kate Rimon with comments and feedback incorporated to assist future treasurers and event organisers.

QBRC, together with the Branch Marketing and Promotions Officer, jointly funded a stall at the University of Queensland Market Day.



The stall included the Branch climbing wall and was staffed by Rovers and was a great way to promote Scouting and in particular the Rover Scout Section. The stall has led to many new members of Rover Crews locally and renewed interest in finding a way for University of Queensland Rovers to meet and keep in touch. Stalls at similar events at other universities are also being considered.

Baden Powell Lodge Founder's Night was held at the Stones Corner Masonic Centre in February with QBRC Chairman Libby Smith delivering the Rover report. Central Queensland Rovers were recognised this year for their service efforts as part of the annual Central Queensland service moot.

Roventure 2014, organised by Jack Neeland, was held at Murrenbong Scout Campsite, with over 160 Venturer Scouts and Rover Scouts in attendance. Roventure is an activity for Venturer Scouts run by Rover Scouts each year to introduce them to the Rover Scout Section. Many Crews use the activity as a way of meeting and getting to know members of their local Unit. This year's theme was "Venturer Games" with activities to match.

St Georges Ball, organised by Sinead Ray, was held in April this year at Royal on the Park Hotel, with over 360 Rovers in attendance. The theme was "Winter Wonderland." The committee used an online ticketing system called "try booking" this year which greatly assisted with bookings, payments, receipting etc., which has been time consuming in the past. On a \$75 ticket, the booking charge is 30 cents.

The annual Queensland Rover Awards were announced at the Ball as follows;

- Award for Outstanding Rovering – Sam Caterer (Aspley) and Travis Jordan (St Johns Wood)
- The Paddle – Majestic Park Rover Crew
- QLD Chairman's Award – Kate Rimon (Downlands), Jack Neeland (Lawnton), Emma Storie (Stafford) and Jean Clifford (Deputy Chief Commissioner Adult Training and Development)
- Open Air Award for Adventurous Rovering – Cara Briggs (Mirrabook Rover Crew)
- Rover Spirit Award for Outstanding Service Projects – Kamerunga Rover Crew

- The Challenge Valley Award for Event or Project Management – 2013 Banana Bash Committee
- The Knight – Errant Award for new and Active Rovers – Ben Kasper (The Gap Rover Crew)

March saw the return of the Queensland Branch Youth Council. Mirrabook Rover Denica Gorman chaired the forum which was attended by Scouts, Venturer Scouts and Rover Scouts.

Management of the Southport Den has been a constant challenge for the Rover Scout Section for several years, made even more difficult by the loss of non-Scouting income after planning issues with the Gold Coast City Council and more recently with the loss of significant Scouting income. As at 31 March 2014 Queensland Rovers surrendered the property back to the Queensland Branch.

During the year, the Chief Commissioner agreed to a small section of the downstairs area of the Auchenflower Den (old guide hut) being made available for Queensland Rovers to use for storage. For the first time in many years the Section now has a central, secure place to store the Queensland Rover trailer, merchandise, BBQ, radios, gazebos, printers, banners, tarps, tools, conference materials, etc.

The importance of training has repeatedly been identified by Rovers at annual conferences as a major factor which can help address many issues affecting the Section. E-learning has greatly assisted Rover progress with training and the Section has been busy reviewing e-learning content for

the Rover Scout Section in order to develop an outline of key matters still to be delivered in face-to-face courses delivered by the Training Team. The Section looks forward to the running of a new Rover Basic Training course in the very near future. The first Rover dominated Wood Badge course is also now scheduled.

Three "Introduction to Rovers" sessions were run during the year in a new format, developed by QBRC Training Officer Travis Jordan. Sessions in regional areas are also planned in the year ahead.

Branch Commissioner (Rover Scouts) Gavin Brady reports that it was a real plus for the Rover Scout Section to have again increased numbers for the sixth year in a row. At the same time it is great to see the increased activity now happening in many Regions, with Region representatives and Crews routinely organising Region meeting nights, activities for Crews, camps etc. Attendance numbers at monthly QBRC meetings also continue to be strong with 53 Rovers in attendance at the first meeting for 2014. Gavin also reports attending numerous Crew inductions, boots, investitures, Baden Powell Scout Award presentations etc., along with regular QBRC and Region activities.

**Mr. Gavin Brady**  
*Branch Commissioner (Rover Scouts)*

**The Scout Association of Australia,**  
*Queensland Branch Inc.*



# Youth Program Support



## Adventurous Activities Program

Branch Commissioner Mark Cane advises that abseiling and rock climbing, both artificial and natural, have proved very popular over the last twelve months. The abseiling activities are also linked to major activities such as Triple S, Agoonoree and Queensland Venture. These major activities were well supported both by participants and activities leaders who coordinate the activities.



The new mobile climbing wall has been of great interest over the last twelve months with it being transported to Sandgate, Jindalee, Inala, Samford, Queensland University, and Kedron. There are also bookings made for Dalby and Warwick. This machine not only gives Joey Scouts a chance to experience climbing but also encourages members in the older Sections to climb on natural surfaces. We are now able to offer this activity on a natural surface due to an appointment of guides in the south east corner of Queensland and far north Queensland.

The climbing equipment which was purchased for the climbing base at Jamboree is also commencing to be used. It is planned Scouts and older members will be able to use this activity as part of the award scheme.

Numbers of adult attending the courses are staying stable while the numbers attending youth courses are increasing. We are grateful to the Leaders that have helped us put the activities together; promoted the activity and have worked with the Section Leaders to run the activity.

**Mr. Mark Cane**  
Branch Commissioner (Adventurous Activities Program)

*The Scout Association of Australia, Queensland Branch Inc.*

## Environmental Education

This year the team has conducted programs for Youth Members as follows.

Joey Scouts	6 Joey Scout Mobs (3 at Rocky Creek)
Cub Scouts	3 Water Wise days, 9 World Scout Environment Badge days
Scouts	7 World Scout Environment Badge programs
Venturer Scouts	2 camps for 6 Venturer Scout Units

In addition to these regular programs the team has conducted bases at Joey Scout Jaunt and Skillorama.

The team meets for planning and training on a six-weekly cycle, there having been six meetings in this period. In order to keep in touch with Leaders and share information there have been attendance at six Youth Program Team meetings, with further attendance at District Training Meetings (DTMs), Region conferences and BRAVSLAC.

Encompass articles are now written by team members in turn.

**Ms. Judith Seymour**  
Branch Commissioner (Environmental Education)

*The Scout Association of Australia, Queensland Branch Inc.*

## Heritage

The Heritage Team has had another busy year ensuring the Heritage Centre at Baden Powell Park in Samford is open to the public and members of the Movement on Saturday afternoons from February to November and re-establishing the Heritage Archival Reference Centre.

Approximately 1200 people have visited the Heritage Centre during the past twelve months.

The team has continued to provide program ideas and bases, using the Heritage Centre, for a range of activities including being a base for activities during Triple S weekend, providing activities for Joey Scout Jaunt and assisting with activity bases for the Branch activity camps and being open for the Agoonoree.

Individual Scout Patrols, Cub Scout Packs, Joey Scout Mobs, Group and District camps have also been catered for during the year with a range of activities involving the Heritage Centre and the Heritage Team.

This year has seen an increase in the number of caravan clubs using Baden Powell Park as a base and many of the participants have enjoyed the display in the Heritage Centre.

Scouting memorabilia and books continue to be donated and the Heritage Centre display and the library continue to expand, space permitting.

The Valley Baden Powell Guild continues to assist at the Heritage Centre by providing guides once a month.

The Heritage Archival Reference Centre is being re-established in its new premises at the end of Carson Lane Upper Mt Gravatt and, although not being fully functional, is still providing a service. The Reference Centre continues to receive material of an historical nature from a range of sources including Groups and individuals.

Request for information have been received from individuals, usually doing family history, Groups researching their history and finding past members for Group celebrations, and members of Branch researching information for presentations and other information on past Leaders and Groups.

**Mr. Allan Newland**  
Project Commissioner (Heritage)

*The Scout Association of Australia, Queensland Branch Inc.*

## International

The International Team led by Branch Commissioner (International) continues to support the youth and adult sections of the Branch by providing assistance in all areas of Scouting with an international flavour.

The team consist of the Branch Commissioner Paul Rollason and four Branch Advisers and the team is part of the Youth Program Team.

Scott Edwards as coordinator for SISEP (Student International Scout Exchange Program) continues to promote this wonderful program.



During the past Scout year, the SISEP program has seen the following:

- Five Queensland families hosting Danish Scouts in July and August (Warwick, Marsden, Goodna and Karana)
- Two Venturer Scouts went to Europe on exchange (both to Denmark and came from Marsden Scout Group and Queens Park Ipswich Scout Group)

Once again, the families who hosted got a great deal out of the experience. Our previous issue with registering at state high schools has been resolved based on the visitors getting a particular Visa which allows them to participate without the fee. Each of the families showed our visitors a great time and lots of South-East Queensland, including various Scouting activities.

The two Venturer Scouts who went on exchange had a great time and each had unique experiences. The Australian group all caught up back in London for five days and from what can be seen on their blog, they were kept very busy and saw lots of London.

2014 is looking to be a good year for SISEP. Queensland will be hosting four Danish Scouts and a UK Scout and we have one Venturer Scout who has applied to go on exchange to England.

Branch Adviser Susan Rogers continues to do an extraordinary job despite some difficult times due to a change in the National process. This is being monitored closely. The majority of the links are coming from the UK, NZ, Norway and Canada. National has now managed to gain NZ Scouts on board with the International Pen Pal Program; we have also had links with Norway.

A great majority of requests for links in the program seem to be coming from Groups in South-East Queensland. This is somewhat concerning, and we are currently looking into ways of promoting interest in the program throughout the state, not just the South-East. Verification of members both youth and adult has been an increasing battle, as Groups are not keeping records up to date.

Susan also puts together "International Inklings" for Encompass. Susan has certainly raised the standard of this article and it has a wealth of information. In fact, she finds it difficult to keep it to the required size. Susan has done and continues to do a superb job.



Jamboree of the Air and Jamboree of the Internet activities is coordinated by Branch Adviser Albert Shelley. Albert has also combined this role with electronics and communication and will use this role to develop a whole new set of activities and also provide basic communication for events.

The 2013 JOTA/JOTI was conducted in October. Participation numbers are loosely based on badge sales in the absence of reports from participating parties. For the 2013 year there was an increase over the previous year. A number of amateur clubs assisted with running this truly international Scouting event. We extend our sincere thanks to the all Scouting Leaders and supporters who made this a success. We most particularly thank the WIAQ (Wireless Institute of Australia Branch) and the affiliated

clubs for the assistance they provided with the running of JOTA/JOTI. Once again the Western Region, in conjunction with the local radio club, held a huge activity with the theme "communications". A number of bases provided activities ranging from simple string telephones, Morse code simulators, semaphores signalling, building a radio antenna for the overnight foxhunt (a radio wide game). All participants completed the practical elements of the amateur radio foundation license. As part of this contacts were made with other Scouts and amateurs in a number of countries around the world throughout the weekend both by radio and using computers.

One task of the International Team is to also provide Host Corp services for international Scouting visitors. Branch Adviser Sandra Hemming coordinates the Host Corp team. Sandra has a list of Scouting families and Groups who are willing to host our international visitors when they visit Queensland. Our visitors may stay for one or several days or some just wish to attend an activity or meeting night to observe Australian Scouting as they travel around the world. Quite often, Brisbane Scouts have the opportunity to make contact with our international visitors when they are either on holidays or they are enroute to another Scouting event such as a Jamboree. Members who make contact with these international visitors find it very fulfilling and long lasting friendships result. The team is always on the lookout for more people to assist and hopes that other Groups will be more willing to participate in hosting in the future.

Currently we have two Japanese Youth Members on holidays in Cairns and they have made contact with a Scout Group. In May and June of this year we have a group of 15 Venturer Scouts, five leaders and five supporters travelling from Alaska and visiting Cairns, the Gold Coast and Sydney. They have a very busy program. Thanks go to Bob Campbell on the Gold Coast who has been in touch with the Leaders and has offered dens and other advice and information. I am sure the Youth Members of the Gold Coast Region will benefit greatly from this visit.

We also have a Venturer Scout from Holland wishing to establish contact with the Kingaroy Scout Group. We have also assisted a Venturer

Scout Leader from Fareham in Hampshire in the UK who is visiting family in Brisbane.

Our team not only tries to assist with the requests of these visitors but we also try to ensure our Youth Members are able to exchange ideas via joint activities during their stay.

During this period, the team ran an international Scouting base at the JOTA camp and an information session at BRAVSLAC which was well received.

The team also writes regular articles ("International Inklings") in Encompass and advertises all aspects of the roles of the team as well as providing program ideas. The article also promotes international events and activities.

The team is also responsible for the International Explorers Award (two awarded this period), attending various Branch meetings (Youth Program Team) and the annual International Commissioners

Conference. In addition to this, the team also assists Queensland members to establish contacts with other Scouting organisations around the world especially when they are travelling to that country and wish to visit local groups.

**Dr. Paul Rollason**  
**Branch Commissioner (International)**

**The Scout Association of Australia,**  
**Queensland Branch Inc.**

The statistics for this period (April 2013 to March 2014) are:

	Applications	Approvals	YTD
International Contingent Numbers	57	57	57
PenPals	73	73	73
International Letter of Introduction	58	58	58
International Explorers Award	2	2	2
SISEP - Outbound Scouts	2	2	2
SISEP - Inbound Scouts	1	0	0
International Visitors	NA	0	0
Grants Received	0	0	0

## Performing Arts

### Performing Arts Team

During the period of this report the Chief Commissioner appointed Geoff Doo as Branch Commissioner (Performing Arts). In this role Geoff has appointed a team of Leaders who are currently developing resources and activities to assist Section Leaders across the Branch to bring the exciting element of Performing Arts to their programs.

These sectional programs will initially be focused in Joey Scout and Cub Scout Sections, with the first programs trialled and ready for April 2014. Other programs for the Scout, Venturer Scout and Rover Scout Sections are under development. All of these programs are aligned to the award scheme for each Section.

The establishment of the Performing Arts Team is another step towards aligning Queensland Branch to the National Association.

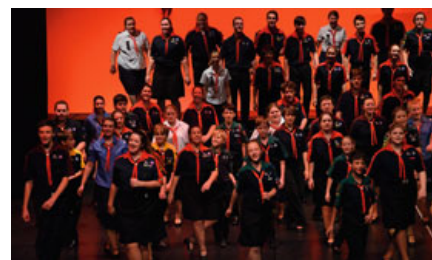


### Brisbane Gang Show

In its 62nd consecutive season, the theme of the 2013 show was a couple of backpackers travelling through Queensland by various modes of transport. This provided the basis of some excellent songs, dances and sketches which were greatly enjoyed by the audiences. Who could forget the "Lord of the Dance", "Working Class Man", "I Will Survive", and "I've been Everywhere Man" and many more highlights in the show.

Once again, the young members of the "Creative Team" provided excellent

contribution with the script writing and many ideas for the show. The 93 cast members had a great experience and worked hard throughout the rehearsals and performances to put on a great show enjoyed by all our audiences, which included the Governor of Queensland and many other special guests.



Over 1000 Scouts and Leaders from the Triple S camp filled two special Sunday shows and the Joey Scout and Cub Scout matinees were also very successfully attended. Thank you for your ongoing support.

Congratulations to everyone involved in the show – cast members, Production and Executive teams, and all the Supporters who help out in so many ways. The show was a financial success and once again we owe a huge thank you to our large corporate sponsor Hutchinson Builders.

For the 2014 season, the Chief Commissioner has re-appointed Geoff Doo as Production Director and Trevor O'Hara has been appointed as Deputy Production Director, with David Teufel as the Executive Director.



Auditions were held in November for the 2014 Show and we are pleased to report that there are currently 93 cast members, of which 35 are new and there is a larger number of younger members. The show is now well into its rehearsal phase.

Four members of the Production Team and one cast representative attended the ANZPAC meeting in Auckland in September 2013. ANZPAC is the Australia New Zealand National Performing Arts Council and is a meeting of representatives from Scout Shows in each Branch and New Zealand.

### **Wonargo Revue**

The 2013 season of the Wonargo Revue had 42 cast members who once again provided a very enjoyable evening of entertainment for all its audiences. Congratulations to the show's producer John Martin and the whole production and support team who work hard to provide the best performing arts experience to the young cast members each year.

### **Other Scout Revues**

Other revues taking to the stage included the Darling Downs and Rochedale Revues. These shows were also well supported by their local Scouting and Guiding communities and provided a very enjoyable evening

of entertainment for their audiences. Congratulations must go to all members of each Revue, including Nicole Smith and Matt Campbell as the Producers of each show.

All of these shows continue to provide the opportunity for our young members to participate in a theatrical event within their local area of Scouting and Guiding. It has been a year of development in this field and we are very excited about opportunities for our young people to "Participate in Performing Arts" in the year ahead.

**Mr. Geoff Doo**  
*Branch Commissioner (Performing Arts)*

*The Scout Association of Australia,  
Queensland Branch Inc.*

### **Youth Activities**

In April the Youth Activities team held a bike bungle for Cub Scouts and Joey Scouts. This year they rode from Manly-Lota to the Wynnum mangrove boardwalk entrance, approximately 5.2km.

At the start of the bungle the Youth Members learnt about road safety and bike safety. Base one was all about learning the parts of a bike. At base two they had to make up a word search, with words they had learnt at base one, and answer questions about road rules that applied to cyclists. This was also the lunch break. A walk along the jetty and a play at the park was also great fun.



Base three was further along the bike track at Greene Park, where a mock cycling track was set up so they could show the Leaders they knew their hand signals and how to mount and dismount from their bikes correctly.

The last base was at the end of the ride where the youth members showed us how they clean and look after their bikes.

The Cub Scouts that participated in the ride earned their level one cyclist badge.

There was an activity camp on in May at Baden Powell Park.

There was an attendance of approximately 80 youth members, the camp theme was Communication. The Cub Scouts in attendance were engaged and challenged, and learnt much about different ways in which to effectively communicate with others through fun and fascinating activities. The Scouts and Venturer Scouts in attendance enjoyed canoeing, abseiling, nerf wars, geocaching, and a series of communication-based activities (with several twists along the way to keep them guessing).



The Youth Activities Team attended Joey Scout Jaunt held at Baden Powell Park in August and participated in activities such as screen printing and face painting.

The Youth Activities Team also visited several District Training Meetings to promote the team.

The Youth Activities camp which was held at Baden Powell Park in August was attended by 61 Youth Members.

The Youth Activities camp held in October was the JOTA/JOTI camp with the theme "Let's Share". It was attended by 157 youth members.

**Ms. Kerry Tully**  
*Branch Commissioner (Youth Activities)*

*The Scout Association of Australia,  
Queensland Branch Inc.*

# Adult Training And Training Development

Deputy Chief Commissioner Jean Clifford reports that during the period under review the Branch has embraced e-learning with a significant number of modules being completed. Course content has been continually reviewed to remove duplication and appropriate assessments are in place. The National Training Team have also worked on gaining consistency in basic

course training delivery which has now been agreed to and approved by the National Executive Committee. Queensland will implement these changes from January 2015. Work has commenced on the advanced course content and it is hoped that any changes will also be approved and ready for implementation in January 2015.



During the period under review the following Certificates and Diplomas were issued to members of Queensland Branch.

Qualification	2012-13	2013-14
Certificate II in Leadership Support	8	4
Certificate II in Business	8	16
Certificate II Outdoor		9
Certificate III In Leadership Support	52	42
Certificate III in Business	80	99
Certificate III in Outdoor		2
Certificate IV In Leadership	29	53
Certificate IV in Frontline Management	37	97
Certificate IV in Outdoor		1
Diploma of Leadership	2	25
Diploma of Management	2	25

The below table identifies the number of Adult Leaders who attended training courses and also the number of Certificates issued during the period under review

Number of Leaders attending courses and Certificates Issued For the period 1 April 2013 to 31 March 2014	All Leaders	Joey Scouts	Cub Scouts	Scouts	Venturer Scouts	Rovers	Leader of Adults
Leadership 1	423						
Leadership 2	277						
Leadership 3	258						
Skills Training 1	347	46	108	71	42	14	66
Certificate of Adult Leadership	280						
Skills Training 2	169	15	51	39	18	0	46
Skills Training 3	161	14	50	38	14	0	45
Certificate of Appointment	280						
Wood Badge Course	102						
Wood Badge Issued	121						



The numbers of Leaders attending courses has increased in some areas by 100% which is excellent to see, however the completion of

relevant paper work prior to attending courses is still a significant issue and also completing the required e-learning. Work still continues to

identify strategies to support Leaders in these areas so when attending training courses it will be practical work rather than paper work.

Number of e-learning units completed:

Type of e-Learning units	November 2011 - March 2012	April 2012 - March 2013	April 2013 - March 2014
Basic	576	4111	5030
Advanced	52	625	1800
Electives	33	335	572

For many years the completion of a project post the Wood Badge course has been a barrier to Leaders gaining their Wood Badge. With the introduction of the Certificate IV, and the requirement for extra documented evidence, a paper was prepared by Queensland and presented to the National Training Committee to trial the removal of the formal project and replace the project with the Certificate IV attachments. The trial has run for twelve months which has seen an increased number of Leaders attending courses and the completion rate has been extremely high. A paper is being prepared for the May National Training Committee presenting the results and recommendations.

Russell Davie, Branch Commissioner (Adventurous Activities) reports that there are a significant number of Venturer Scouts, Rover Scouts and Leaders taking advantage of the adventurous activities training and the qualifications being issued through the Scouts Australia Institute of Training. Regular training

courses are provided in the skills of abseiling on both artificial and natural surfaces, bushwalking, canoeing and kayaking. However more skills such as climbing and sailing will become available as Leaders are trained.

Bushwalking has been successfully introduced to the Scout and Venturer Scout Leader training and these Leaders are provided with the opportunity to obtain VET qualifications in bushwalking Level 1 as part of their Advanced Training.

The 1st National School in Adventurous Activities was based at and around the Cataract Scout Park at Appin just south of Sydney, NSW from 13-25 January 2014. About 140 Members attended from all States and Territories. Queensland was represented by 14 Venturer Scouts, Rover Scouts and Leaders. The Queensland Branch adventurous activities team of Phil Harrison, Ian Heath and Russell Davie attended to provide training and assessment support.

A wide range of adventurous activities training was provided. Two Venturer Scouts from Queensland gained a Certificate II in Outdoor Recreation as a result of attending the School and one Leader gained his Certificate III in Outdoor Recreation. Many other participants are well on the way to gaining these qualifications. Planning is underway for the 2nd School to be run in Queensland during 2015.

Work continues on the adventurous activities part of Queensland Branch Scouting Instructions (QBSI) with the addition of a section on water activities. The adventurous activities part of QBSI is under continuous review and further additions and amendments are planned.

**Ms. Jean Clifford**  
**Deputy Chief Commissioner (Adult Training and Development)**

**The Scout Association of Australia, Queensland Branch Inc.**





# Major Activities

Deputy Chief Commissioner Pieter Van Der Kamp is happy to present the following report on the various major activities held or to be held.

## AJ2013

As mentioned at the previous Branch Council meeting it was a better than expected financial outcome. The financial aspect of the Jamboree is now completed. All repair work on the Jamboree site has been completed, the facilitators of the site are extremely happy with the way we left the site. In May we placed a plaque on the BBQ that was built as part of the Project that was completed by the Scouts. On this day we also presented cheques to Lions and Rotary for the work they did for us. The Regional Council was also presented with a cheque to go towards repairs to some of the roads on site.

## Queensland Contingent AJ2016

On successfully being the Contingent Leader at AJ2013 Steve Marshall has been approached and accepted the role of Contingent Leader for AJ2016 to be held at Cataract Park Sydney. The theme for the Jamboree is "Leap into Adventure". Since Steve has been appointed he has put together a Contingent team, this team is now preparing a budget and working on the application process. Ken Millers has been appointed a Sub Camp Leader, a role he has carried out previously at Cataract Park.



## Triple S

Attendance at Triple S in 2013 was higher than anticipated given that for 2010 and 2011 the numbers were almost identical and 2012's high attendance could be

attributed to the need for three nights under canvas for AJ2013. Activities were a mix of the old favourites (abseiling, Mudlark, Patrol challenges, pioneering and cooking) as well as some variety (water activities, Bushcraft and Geocaching). Unfortunately due to heavier rain on Monday the morning activities were cancelled for safety reasons and the camp closed early to allow the Scouts to have time to deal with all of the wet gear. Moving the Gang Show attendance to Sunday proved to work well with a morning show and a matinee. At present the team is hard at work to prepare for another successful Triple S this year.



## Agoonoree

Agoonoree was held and all who attended enjoyed themselves. There were 401 campers who attended, including 59 special needs guests. The campers enjoyed activities around the theme "Crazy Science" and had a great time at the night activities. While there were a number of incidents over the camp there were no ambulances called which is the first time for a few years. MASH and guest support were however kept very busy making sure that all had hat and sunscreen and drank plenty of water, with this camp being the hottest for a many years. The changes to the times of departure worked well and should be carried forward for future years. The changes meant that the camp came down and the Scouts and Venturer Scouts were not sitting around waiting for lunch and final parade. A good job was done by the whole committee in putting on a successful camp. Several meetings have now been held for the next Agoonoree, the theme being "Monopoly".



## QV2013

The 5th Queensland Venture was held at Barrabadeen Campsite on the Atherton Tablelands between 29 June and 6 July. Included were four day expeditions and onsite activities. A challenge for Phil McNicol and his team was rearranging some of the activities due to lower numbers. 142 attended, the 110 Venturer Scouts that attended all had a great experience that will not be forgotten.

## AV2015

The next Australian Venture (AV2015) will be held at the Woodhouse Activity Centre in the Adelaide Hills from the 2-13 January 2015. Phil McNicol has been appointed the Contingent Leader and together with his team is working to make sure that those that attend have a memorable experience.

Many offsite expeditions and onsite activities have been planned. The theme for the Venture is "Heaps Good". Phil and his team have been working hard to promote this event. There will be a pre-tour to AV2015 for those that can afford to go.

## Cuboree 2014

Robyn Devine, together with her team, has been working hard to make this event a success. The applications are now in and the numbers look good, budgeted were 700 attendees, at present there are over 900 applicants. The theme for Cuboree is "Time of Legends" and will be held at the Maryborough Showground's 21-26 September. A whale watching trip is included.



### Youth Council

Nikketah Cuneo was appointed to organise Youth Forums and the Youth Council but due to personal reasons could not continue in the role, we thank Nikketah for the work she has done.

The Youth Council was held in March this year, and thanks must go to Shaun Sandilands for stepping in at the last minute to organise the Council. Twenty five Scouts, Venturer Scouts and Rover Scouts attended the Council meeting, held concurrently with the Region Commissioners Conference. These Youth Members did us proud in the way in which they tackled the questions provided to them.

### Banana Bash

Rover Scouts successfully ran Banana Bash at Willowbank outside of Ipswich at the beginning of October. The organising committee is to be congratulated in the preparation of the documentation that was prepared and any negotiations required for the event. 18 cars competed in the various events through a tricky course, to find a car you only needed to look for the dust. It was a hot weekend but it was enjoyed by all.

### WAM

81 Rover Scouts and Leaders headed off to Western Australia to attend the 19th Australian Rover Moot run between from 30 December 2013 to 10 January 2014. All that attended had a great time and that was conveyed though the many posts per day through Facebook. Some of the offsite activities that were on offer were ice skating, Perth Zoo, paintball, sailing, jet boats, Rottnest Island, V8 Supercar hot laps and skydiving, then add the onsite activities and it is no wonder they had a great time.

*Mr. Pieter Van Der Kamp  
Deputy Chief Commissioner  
(Major Activities)*

*The Scout Association of Australia,  
Queensland Branch Inc.*

## Resources

Deputy Chief Commissioner Des Allen reports that during the year under review the Murrenbong Campsite Committee, under the direction of Chairman John Masters, began the new financial year with all Committee positions filled, and a husband wife caretaker team on site. The financial position from the previous financial year was sound. This small but dedicated team has continued to develop and maintain the campsite in a most professional manner.

During the year the Branch Executive Committee agreed to fund the purchase of a large tractor for Murrenbong Campsite. This tractor was to replace the aging Dong Feng tractor which was relocated to Baden Powell Park. With the substantially increased work capacity of the new tractor, most internal roads and culverts have been repaired and substantially larger areas of grass slashing were undertaken. Road gravel for the roads was donated by the local quarry, whose management is extremely supportive of Murrenbong Campsite. The Committee is most

appreciative of the relationship established with the quarry.

As with all our campsites Murrenbong bunkhouse has been impacted by bunk bed legislation and the Committee had cause to modify some bunk beds as an interim measure, which effectively reduced the number of beds available. New bunks were purchased locally and installed to service in December 2013, allowing a full complement of users once more.

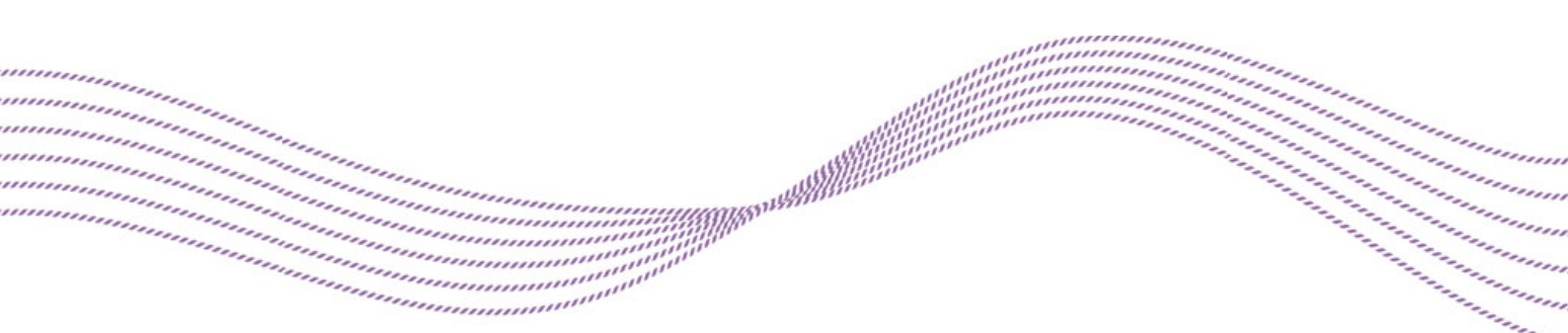
Grant funding was obtained for installation of a septic toilet block on the bush campsite above the water activities dam. Unfortunately when certification was being finalised, the certifier insisted on additional features that were not present with the demountable unit that was planned. Severe delays were experienced and an extension to the acquittal date for the grant was necessary. All matters were finalised and the building was scheduled for delivery to site early April 2014, well within the extension of time granted.

Murrenbong attracts usage from both within

the Movement and outside, with major non scouting users being Guides, church and school groups, Laser Skirmish and mountain bike clubs. The Campsite traditionally generates sufficient income to be self-funding, and in fact to show a small profit.

The campsite conducts an annual JOTA/JOTI camp which attracts large numbers of youth. Several members of the Committee assist with internet contact, while a local amateur radio club provides radio contact.

Branch Adviser Trevor O'Hara led the team at Brownsea Activity Centre for most of the year under review, and Des acknowledges the great job Trevor did in that period. Trevor has accepted a role with Gang Show and all members of the Brownsea team join Des in wishing him a rewarding and enjoyable term of appointment in his new role. With Trevor's skills and ability, there is no doubt that he will be successful in his new venture. In the absence of a Team Leader for Brownsea Des has taken that role on board as a short term solution.



The Centre was quiet for the first part of the year under review, due to cooler weather. With warmer weather from mid-August, bookings increased, and the Centre became more popular. However, the usage is not near what would normally be expected, and a new team leader is being sought for the Centre Team. The water crafts at Brownsea are all aging and some are nearing the end of useful life. With reducing numbers on recent activities there are still sufficient usable craft for the foreseeable future and no replacement crafts are anticipated in the short term.

Brownsea was also impacted by bunk bed legislation and bedding was reduced for a short period as a result. Due to the nautical nature of the Centre it was resolved to remain with the built in bunks around the wall and bring them up to standard.

The bunks were brought to compliant standards just prior to Christmas and Brownsea can again host reasonable numbers. Thanks are due to our Facilities Manager Chris Morley and the maintenance team for carrying out the modifications. Painting of the bunks is now required and this will be carried out in conjunction with total internal painting in the near future.

Currently the mattresses at Brownsea are not suitable for use and users are bringing their own camping mattresses. As a short term solution, until finances allow purchase of new mattresses, it is planned to relocate some of the vinyl covered foam mattresses from Baden Powell Park that were removed with the old bunks when the new bunks were installed. Not all Baden Powell Park mattresses will be suitable due to the bunks at Brownsea being narrower than some of the Baden Powell Park bunks.

Brownsea currently has grant funding of \$35,000 which needs to be acquitted for internal repairs and repainting. Trevor did not have an opportunity to attend to this matter and Des has been unable to divert time to seeking quotes to paint. An extension has been sought to the acquittal date and quotes have been sourced. At the time of report Des was awaiting reply from two painting contractors to arrange an inspection.

Wonargo Cultural Centre Committee, under the leadership of Chairman Richard Martin, continues to support an extremely valuable

asset of the Branch. While this venue hosts Wonargo Revue for its annual show it is also used by other Scouting formations for ceremonies and meetings.

The Centre is also hired to a couple of outside organisations mainly for culturally related functions.

The major project for the Committee during the year was completion of a new ablutions block. This project was completed in time for Wonargo Revue, and its high standard and functionality is testament to countless hours of research and preparation by Chairman Richard Martin, supported by a small band of willing helpers.

The Committee supported the very successful 2013 Wonargo Revue, providing a well presented venue, promotion and ticket sales, along with all the necessary support services from security to technical support personnel, VIP hosting and canteen.

Following the show season, the committee has had the building painted externally, soon to be followed by internal painting and access road repairs.

Des reports from Erapah Campsite that camping numbers remain low, but increase marginally with warmer weather. Camping and bunkhouse users are predominately Youth Members attending Environmental Education courses. Due to the implications of bunk bed legislation, bed accommodation at Erapah bunkhouse was halved. Erapah was successful in obtaining GCBF funding of \$35,000 early in 2014 to replace the bunks and purchase materials for repairs to the mangrove board walks. Some material was purchased for the board walks, but a major purchase of material is being delayed until the bunk beds are purchased. Only at that time will it be known what funds remain for boardwalk materials.

Identifying suitable bunks to install at Erapah is proving a problem. There are several models of bunks available but most are domestic quality and intended for use by children rather than adult users. While these bunks are about 60% of the cost of the units installed at Baden Powell Park they are nowhere near the strength. We need beds of suitable dimensions with the commercial properties of the bunks at Baden Powell Park. Des has inspected

several bunk beds installed at Scout campsites at Murrenbong and in Suncoast Region since December 2013. All are domestic quality and difficulty is already being experienced with damage due to heavier persons using these bunks. Common problems are that with light weight steel it bends or welds in thin wall tubes tear free.

Unfortunately the dimensions of the bunks at Baden Powell Park are also of adult dimensions and present difficulty with fitting into Erapah bunk rooms. They are one metre wide and 2020 mm long, whereas most previous bunks were imperial dimensions and only 900 mm wide and 1900 mm long. The extra width and length presents access problems with passage way dimensions between bunks in the youth sleeping areas while their length prevents them from fitting between concrete walls in the adult sleeping areas.

Facilities Manager Chris Morley consulted with a few bed manufacturers in an endeavour to have beds made to order. Most were not entertaining to Chris but one suggested to him that if he drew plans and specified what materials he wanted they would build to his drawings but would accept no responsibility if the bunks were not compliant. Des will continue to investigate alternatives.

The Erapah bunk house alarm system requires door sensors to be rewired. These are not urgent as the passive detector directly above the door senses any entry and activates the alarm. Since entry to the ceiling space is necessary to replace the door alarm wiring attendance of a Scouts Queensland member is required while the alarm work is undertaken.

Des will work at following through as time permits on the bunks and the alarm and the acquittal date for the grant funding is still well into the future, and the date will be met.

The old caretakers' cottage at Erapah was cleared of all debris and rubbish by Chris Morley and the maintenance team. Quotes were sought for repairs but the price was a tad open ended. A scope of work was drawn up by Chris and quotes were about to be sought on Chris advising that he was leaving the Association's employ. Due to current work load, Des requested Chris not to seek quotes, but leave it for Des. Des has not had opportunity to follow through at this point in time.



Much of the maintenance work around Eprapah is currently carried out by a small but dedicated band of members of the Eprapah Fellowship which uses the Mungara building as its meeting place. Maintenance work around the Eprapah site is principally concentrated on repair and replacement of sections of the aging boardwalks and maintenance of walking paths as well as cutting of grass.

Expressions of interest have been received from a small number of persons interested in forming an Eprapah Committee. Names have been submitted to the Branch Executive Committee and invitations are expected to be extended shortly.

From Karingal Campsite Des reports that usage remains high with a mix of users from Scouting and Guiding as well as school and church groups, both Air and Army Cadets, laser skirmish and mountain bike groups.

Karingal Committee, under the Chair of Cynthia Gibson, is in its infancy but quickly coming to grips with the campsite management in general, as well as identifying priorities for services and facilities. The Committee is currently identifying facilities that can be brought back on line relatively easily to make the site more attractive to users. Items high on the agenda are repairs to billy carts and the reinstatement of the obstacle course. Volunteer availability to carry out projects remains a problem.

Karingal, like most of our campsites, is suffering from a need for injection of significant maintenance funds. Grant applications are submitted on a regular basis for major issues and as soon as one grant is acquitted another application is submitted. Jupiter's grant funding early in 2013 financed replacement of the water supply to the eastern portion of the campsite and as soon as that grant was acquitted another application to GCBF was submitted to fund replacement of the water supply to the northern side of the site. That application was also successful and work has commenced on replacing the water supply lines to the north. Rather than have a contractor complete the whole job it has been determined to use a contractor and machine to dig the trenches, and supply sand bed, and back fill the trench and make good the connections at an

hourly rate, while Scouts Queensland would purchase plumbing supplies and the pipe would be placed in the trench by our regular Karingal volunteers. This strategy has proved sound to this point in time for 200 metres of new pipe laid to the north. The cost per 100 metres of pipeline laid and commissioned is about half the cost per 100 metres paid for the recent eastern pipe line replacement. Work will continue according to volunteer availability. The grant will be acquitted in due time.

Repair of the main Karingal dam wall was completed extremely late in the financial year with a great deal of gratitude due to Scout Leader Scott Thomas for his design and supervision of the project. Sincere thanks are also due to District Commissioner Chris Burns for arranging survey work prior to Scott Thomas' design.

The water level had to be reduced to ensure a major spill did not occur during the repair process.

The wall repair was carried out by contract with final turf placing on the wall and seeding of the material storage area carried out by Facilities Manager Chris Morley assisted by the maintenance team and Karingal volunteers. This project had a great result and rain which fell soon after the repair went a long way to returning the dam to its level prior to the repair. The dam wall has been declared out of bounds while the repair work is stabilised and the grass cover is established.

Additionally, advice has been sought by our Facilities Manager with regards to the reinstatement of the flying fox and repairs to the abseiling tower. Current status is that the flying fox has been deemed uneconomical to certify and a replacement is recommended by our consultant. That has been put on hold due to the need for urgent expenditure elsewhere on site.

The abseiling tower likewise is proving difficult to have someone give clear direction on exactly what can and cannot be used. While that situation exists, the tower is deemed unsuitable for service.

The bunk beds at both Cooina and Bimbimbi were non-compliant and have been removed from both bunk huts. Initial evaluation was that bringing these bunks

up to compliant standards would be more expensive than purchasing new bunks. Similar problems were encountered at Karingal as were seen at Eprapah.

The doors in the bunk rooms at Cooina are off set from central. The bunks as installed at Baden Powell Park will fit on one side of the door but will encroach 100 mm into the doorway on the other side of the room. If suitable compliant bunks cannot be sourced soon consideration is being given to fitting one double level bunk bed as per the ones at Baden Powell Park and cutting down the previous bunks to single level for the other side of the room. While that would not be ideal, it would get the site up and working again. It would reduce sleeping capacity at Cooina to 48 rather than 64.

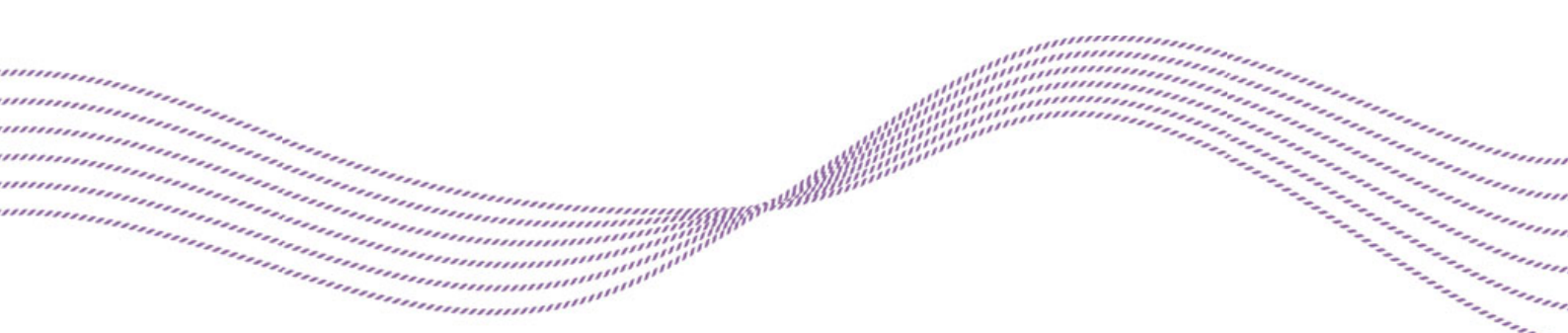
Bimbimbi presents the same problems as Eprapah with the greater dimensions of the new beds. Passage way compliance and beds that would project into door ways are the major problems. Reduced numbers of beds to be compliant with passage space and not encroach on doorways at Bimbimbi would reduce its capacity to unacceptable.

Grass slashing and building cleaning at Karingal is performed by the Branch maintenance team on an as needed basis. Volunteers Trevor Andrews and Peter Doyle carry out countless maintenance projects, working two mornings every week. Without the extremely valuable services and efforts of these two men Karingal Campsite would struggle to operate.

Weekend supervision is carried out by a dedicated warden team on a roster basis. Without these people the site would have difficulty operating.

Baden Powell Park at Samford continued to be the major focus of our Facilities Manager and the maintenance team, being home to our primary training centre and having the only Branch operated abseiling tower currently in use. This site is home base to the Branch maintenance team and they perform the major portion of the maintenance and development around the site.

All of the Branch controlled campsites would not function without the untiring efforts of small bands of dedicated personnel who keep the wheels turning.



Des wishes to pay tribute to committees at Murrenbong Campsite, Wonargo Cultural Centre and Baden Powell Park as well as the Activity Leader team at Brownsea who carry out the additional duties of a maintenance committee and the Erapah Fellowship members who work tirelessly to maintain that site. It is heartening to be able to report that Erapah and Karingal campsites will have operational committees.

A great deal of workload at Baden Powell Park, Brownsea, Erapah and Karingal is carried by the Facilities maintenance team.

Facilities Manager Chris Morley supervised the maintenance team for the year but as mentioned previously in this report Chris will cease employ with Scouts Queensland a few days after the completion of the term of this report. Des expresses gratitude to Chris for his dedication to our facilities and for his extremely professional manner of address. Nothing was too much trouble for Chris and Des in particular will miss his friendship and availability for consultation on all facility matters. Without Chris' dedication to purpose and extremely long hours worked Baden Powell Park and Karingal in particular would not be in such good shape. The Branch is extremely fortunate to have had the extremely valuable skills and abilities of Chris Morley.

Branch Adviser Cliff Farmer in conjunction with Chris carried a great deal of the

burden of Baden Powell Park planning and negotiation. Cliff's knowledge of the history of the "Park" has proved invaluable.

Des also pays tribute to the non-sectional Youth Program teams who reported to the Resources portfolio until mid-year and now report to Deputy Chief Commissioner Peter Blatch in the Youth Program field.

To Kerry, Mark, Laurie, Allan, and Judy, Des conveys thanks for support and that of their individual teams for the programs provided to our Youth Members during their time with Resources portfolio.

Their separate reports will be contained within the Youth Program report.

Des especially thanks all members and supporters who have worked so hard in the past year to support Scouting so well. Our campsite and activity centre personnel work tirelessly, quite often behind the scenes, to provide safe and exciting venues and programs for our members. In most cases these people have no children in Scouting and in a lot of cases no longer even have grandchildren in the Movement. They work on occasions when no youth are present and often never witness the development of skills, the joy and excitement for youth that their efforts afford.

To all those truly dedicated persons we say, "BRAVO" and thank you for your belief in the

values of Scouting. Without each and every one of you we would not be able to operate.

To our Chief Commissioner and her Deputy and Assistant Chief Commissioner teams, Des gives special thanks for valuable support, friendship and sound counsel. The Branch Commissioners and teams have supported our facilities and resources in an admirable manner. Thank you for all you do to make Scouting what it is today.

The dedicated support and assistance of the Branch Support Office staff is acknowledged and indeed valued highly by Des and all Resources personnel. There are a special few that Des seeks assistance and counsel from on a regular basis but who he will not single out for fear of embarrassing. To those very special people, "thank you" for your dedication and for going way more than that extra mile to ensure smooth operation.

In closing, Des extends to Sandra special thanks for her valuable assistance, support and company in his commitments and particularly during those many long trips to many functions. Her ability to engage people in light, non-Scouting related conversation has proven extremely valuable on many occasions.

**Mr. Desmond Allen**  
**Deputy Chief Commissioner (Resources)**

**The Scout Association of Australia,**  
**Queensland Branch Inc.**

## Special Duties


With the appointment of a new District Commissioner for Bundaberg after nearly two years, Iain has relinquished his role of acting District Commissioner. Whilst Glenn is settling into his new role well, Iain, as his Personal Leader Adviser, continues to support him and act as a resource person by providing advice in the various situations which arise.

Over the Christmas break Iain took the opportunity to develop and produce several 'factsheets' detailing the five major world religions - namely Judaism, Christianity, Islam, Hinduism and Buddhism. He also

developed one on Aboriginal Spirituality. Contained in these 'factsheets' is a précis of the fundamental aspects of each religious tradition, detailing the beliefs of each tradition and some of the practices of each religion. These "factsheets" are on the Scout website and available to all.

Through the year Iain has maintained contact with the Honorary Commissioners and shared with them some the things happening in the Branch and endeavoured to build a relationship with them and help them to feel they belong and are important to the Branch.

During the period under review Iain has revamped the Region Adviser (Chaplain) role description which has now been authorised by the Chief Commissioner. Iain is working with the Region Commissioners encouraging them to appoint Chaplains in order to support the Leaders and Youth Members of their Region in the integration of the spiritual aspects of the Promise and Law of their Scouting and lives. Scout Chaplains aim to provide support to all Leaders in developing their own spiritual awareness and incorporating the spiritual into all aspects of Scouting. They liaise with



members of the Region team on arrangements for religious observances at Region gatherings and training courses and to assist when required. From these humble beginnings it is hoped that in conjunction with the Branch Chaplain a support network will be developed.

To assist this development of a support network Iain is working towards reinstating the Spiritual

Formation Committee of the Branch. At present a call for volunteers has been circulated around the Branch and there has been some support voiced by a couple of Rover Scouts. Among its responsibilities will be to support the Chaplains around the Branch and provide some program ideas which will promote spiritual awareness and development.

**Fr. Iain Furby**  
*Deputy Chief Commissioner*  
*(Special Duties)*

*The Scout Association of Australia,*  
*Queensland Branch Inc.*

## Community Development

### **ScoutReach Lones**

Margaret Barber and supporters have managed to have the Group's finances back in the black through a series of fundraising BBQs.

The annual Scoutreach Lones camp (for youth members) scheduled for the end of September was cancelled but rather than forgo the event the Leaders decided to use the time as a development weekend and general get together to plan which direction the Group was going. The weekend proved very successful with a number of areas identified which, as a Group, they could pursue to raise the awareness of Scoutreach Lones.

One was looking at distance education as a possible avenue for new members. Together they drafted a letter to the Principals of the five schools of distance education. They also decided to promote Scoutreach Lones to the general Scouting arena by submitting an article to be published in *Encompass*, the Branch's newsletter. One of the Cub Scouts, Massey, created a poster depicting the Group and a picture of the poster was included with the article. They received a few enquiries from Leaders who had Youth Members that would benefit from transferring to Scoutreach Lones.

Late in October they were contacted by the Secretary of the P&C Committee of the Brisbane School of Distance Education asking if they would be interested in providing Scouting activities for the children of parents attending their inaugural tutor event. This event would be providing training to the parents of students from the school in how to cover the requirements of the Queensland curriculum.

In late January at Baden Powell Park several Scoutreach Lones Leaders and some helpers, provided several activities over the three days of the event for the 30 or so students. Wednesday was just an afternoon of mixing and team games to enable the students to bond and form friendships, with of course a swim in the pool. Thursday morning saw abseiling and climbing run by the Gold Coast Region team and the afternoon was spent on or mostly in the dam, canoeing or rafting or on a water slide. Friday they provided some cooking activities and also had tours through the Scout Museum.

Late in February they received confirmation that one of their Venturer Scouts had achieved his Queen's Scout Award, a feat in itself, but to be able to complete the requirements as an isolated member of Scouting deserves a "Bravo" for the commitment to task.

They have had several enquiries from possible members over the past few months and finished the year with a Group membership, including Leaders, of 32.

### **Ethnic and Indigenous Scouting**

During the year a second Chinese Scout Group has started, operating out of the St Thomas More School. Many of the Chinese Scouts attend other Groups and meet with the Chinese community for cultural and language reasons.

### **Special Needs**

Increased requests from Leaders and parents about including youth with disabilities in the Scout program have been received. Many doctors and social workers are encouraging

parents of these young people to have them included in Scout activities because of the structured program, the chance to progress at an individual rate as well as the social opportunities provided for all members.

Autistic Spectrum Disorder information has been shared with Leaders and Youth Members within Groups, Districts and Regions by attending District Training Meetings (DTMs), Region meetings and Section meetings. It is important for all involved to understand potential behaviours and to have some skills to deal with the behaviours in a calm and confident manner should they occur.

Meetings with parents of youth with disabilities have been held. These interactions can give both the parents and the Scout Association an understanding of what the Association can offer and what the parents are hoping their child might gain from the Scouting experience.

Behaviour Support Plans have been prepared for several Youth Members involving Leaders, parents and Youth Members. These set out specific responses to behaviours for both Leaders and Youth Members. This adds responsibilities to the role of Patrol Leaders and others so it is important to help them understand behaviours and possible responses.

**Mr. Bryan Brown**  
*Assistant Chief Commissioner (Community Development)*

*The Scout Association of Australia,*  
*Queensland Branch Inc.*

# Development

Currently, there are 12 registered Scout Fellowships in Queensland. Nine of these have 78 members, while the remaining three are not active. The membership has declined by eight members since October last year. Only one Scout Fellowship, which

is based on Rowallan Park in the Central and Coastal Region, is located outside of South-East Queensland. In general, it would be desirable to establish more Scout Fellowships in the Branch and particularly in Regions outside of the South-East Queensland area.

*Mr. Dennis Brockman  
Assistant Chief Commissioner  
(Development)*

*The Scout Association of Australia,  
Queensland Branch Inc.*

# Movement Support

## Marketing and Promotions

It is with great pride that I report on the Marketing and Promotions initiatives, strategies and successes of the period since my commencement in July 2013. Overall there has been a significant lift in membership and profile across the board which can be directly attributed to successful marketing campaigns resulting from the newly developed Queensland Strategic Marketing Plan and National Strategies.



Rex arrived in August 2013 just in time for a very successful Ekka. Marketing has a new presence in Encompass and the Branch website has evolved with a new 'resources area' containing a downloadable newsletter, flyer, advertisement and press release template. The new Scout cars have been re-branded as has the Rock Climbing Wall.

Social media on Facebook has skyrocketed with almost 3000 Likes and Twitter re-tweets have been occurring to large global audiences. The website and Facebook have

also experienced a facelift in content and key personnel photos.



McHappy Day 2013 participation dramatically increased, with 46 Groups registered, compared to around 10 Groups in previous years. New promotional items have been developed including a bequest brochure, new letterhead, campsite poster, car stickers and flyers for recruiting departing Leaders and Rovers into the Alumni or other Scouting roles. Tailored promotional posters and flyers have also been developed for specific Region development.

Our involvement in Defence Force Community (DCO) events has been cemented now with our permanent inclusion in the Welcome Day at the beginning of the year and the Open Day in May. We also have a regular monthly presence in their DCO magazine and a flyer dedicated to promoting the Defence Force badge. We have had significant relationship development with Griffith University and we now have volunteering opportunities available to students via the Community Internship Program.

January saw a re-introduction of the Rock Wall to the UQ campus as part of O Week.

We have maintained our involvement at Government House with the Australia Day promotional stall and Open House in June.

54 Groups registered for Sign On Day in February resulting in hundreds of new members.



The media coverage of Scouting in Queensland has been exceptional covering events like Operation Nighthawk, Agoonoree, Sign On Days, ANZAC Day, Founders Day, Gang Show, Kiwi Woggle, Clean Up Australia Day, Operation Archer, Harmony Day and Earth Hour amongst hundreds of other stories about individual Members, Groups and achievements.

We will continue with the implementation of the Strategic Marketing Plan and keep the momentum of marketing Scouting to Queensland.

*Ms. Lysa Dugandzic  
Marketing and Promotions Officer*

*The Scout Association of Australia,  
Queensland Branch Inc.*

## Grants and Projects

From April 2013 to March 2014 Scout Groups in Queensland have been successful in obtaining \$1,003,100 (incl. GST) in grant funding towards building maintenance and improvement, equipment and training.

The greatest value of funding has been awarded by the Gambling Community Benefit Fund and Scouts Queensland are grateful to the Office of Liquor and Gaming Regulation for its continued support of Scout Groups in Queensland.

There has been an increase in the level of funding available to Groups for sports facilities, equipment and training with thanks to the Department of National Parks, Recreation, Sport and Racing and their Get in the Game Program. Since the program opened in January 2013, Scout members have benefited from over \$225,000 towards membership fees, with applications for vouchers rising from 150 (round 1), 377 (round 2) to 980 vouchers (round 3) as promotion and awareness of the program has improved amongst Scout Groups.

Scout Groups have also been successful with grant applications which target Government published objectives to improve the Natural Environment and to address barriers to Access and Inclusion thanks to The Department of Environment and Heritage Protection, Everyone's Environment Grant Program and Brisbane City Council's Access and Inclusion Community Partnership Program.

Although Queensland Scout Groups continue to be very successful with applications for grant funding it is becoming increasingly competitive with more organisations applying for fewer funds. In 2014 the four grant funds managed by the Office of Liquor and Gambling Regulation will be amalgamated into one fund for the whole State with a maximum award of \$35,000. The Department for Social Services has also indicated that there will be no Volunteer Grants in 2014. To meet these future funding challenges Scout Groups will be provided with greater support in the identification of suitable grants by targeting government priorities and meeting fund organisations own performance targets.

**Ms. Catherine Schofield**  
Grants and Project Officer

*The Scout Association of Australia,  
Queensland Branch Inc.*

## Region Development and Support (Western Queensland)

This has been the fastest eight months ever. It has been wonderful to be able to help existing Scout Groups develop and to see new Groups begin. Overall the response to having someone in this role has been very positive. Every Group has their own unique issues, however, most of these come back to the basics; Leader training, programs, parent training, committee training and promoting Scouting.



Roma is the latest Group to open in this Region. Many hours of work have gone into getting to this stage. After a lot of local advertising and talking by the Group Leader Jonathan Barford and Cub Scout Leader Jill Shaw, the result culminated in a successful community information evening. The people present all had a good interest in Scouting and we were able to identify two more Cub Scout Leaders and a Scout Leader as well as committee members. LT1s have been completed for all these and there is interest from another prospective Scout Leader. The next step will be to hold an open day with activities and information. Information will be filtered to the schools and businesses to make this work. In the meantime the Leaders are getting on with e-learning.



Charleville Scout Group had been reopened in July 2013 and they have worked steadily

to become compliant with financial returns and property returns being submitted. The Chairman and Committee have been the driving force and continue to be so. They have also done a lot of work to bring Mangalore Campsite (40 minutes south) to a magnificent site for camping on the Warrego River. Their membership is continually growing with an open day adding to their numbers.



Chinchilla Scout Group was also reopened in July 2013 and although the team was keen they did not progress to operating. An open day with activities was held in February 2014 and they started in March with six Joey Scouts, six Cub Scouts and six Scouts. They are getting a lot of interest still and will continue to grow. A new Group Leader, Iain Chapman, has joined the ranks and with his previous Scouting experience Chinchilla will do well. The Leaders are extremely keen and running great programs.

Other Groups that were already operating have been most welcoming. We have held an open day in Goondiwindi, had many meetings with Jandowae, a couple with Taroom, Dalby and St George.

With the formation of the new Central and Western Queensland Region, as from 1 April 2014, I am making contact with Groups from the previously North Western Region and Central Western Region.

**Ms. Gillian Hall**  
Region Development and Support Officer

*The Scout Association of Australia,  
Queensland Branch Inc.*



# Awards

## Queen's Scout Awards

Janelle	Bailey	Malanda Scout Group
Arthur	Bradbury	Dayboro Scout Group
Zachary	Clune	Woombye Scout Group
Lachlan	Collins	Rangeville Scout Group
Lisa	Crowley	Oyster Point Scout Group
Jemma	Davies	Oyster Point Scout Group
Michelle	Hansen	Marsden Scout Group
Liam	Hogan	Rangeville Scout Group
Hugh	Hoyte	Shailer Park Scout Group
Benjamin	Kasper	Samford Scout Group
Ryan	Kidd	Burleigh Heads Scout Group
Broderick	Mace	Rangeville Scout Group
Aidan	Marsh	Stanthorpe Scout Group
Stephen	Mullen	Mount Cotton Scout Group
Hope	Musch	Malanda Scout Group
Dominic	Nantes	Clifton Hill Scout Group
Andrew	Parnell	Scoutreach Lones Scout Group
Ross	Pickard	Kepnock Scout Group
Peter	Robinson	Kawana Scout Group
Brooke	Shephard	Kawana Scout Group
Jack	Stewart	Highfields Scout Group
Cassandra	Tait	Wishart Chester Scout Group
Matthew	Timms	Banksia Scout Group
Jessica	Warren	Clifton Hill Scout Group
Brendan	Wilson	Albany Creek Scout Group

## Baden Powell Awards

Nikketah	Cuneo	Indooroopilly Scout Group
Petah	Ritson	Camira Scout Group
Philip	Verner	Wishart Chester Scout Group

## Silver Kangaroo

Russell	Davie	Queensland Branch
Carole	Lyall	Queensland Branch Air Activities Team

Paul	Marnane	Oakleigh Scout Group
John	Parr	Gumdale Scout Group
Henricus	Roestenburg	Mackay City Central Scout Group

## Silver Emu

Marie	Andrews	Caboolture Scout Group
Anne	Bennett	Murrumba District
Michael	Bischa	Pamphlett Sea Scout Group
Alan	Brake	St Johns Wood Scout Group
Leith	Clift	Queensland Branch Air Activities Team
Lesley	Hansen	Wavell Heights Scout Group
Russell	Lindsay	Suncoast Region
Philip	Mcnicol	Queensland Branch
Graham	Mitchell	Queensland Branch Heritage Team
Charles	Nantes	Rochedale Scout Group
Jennifer	Nielsen	Blackwater Scout Group
Scott	Orchard	The Gap Scout Group
Francis	Ramsauer	Albany Creek Scout Group
George	Rowlinson	Brisbane North Region

## Silver Koala

Stanmore	Cornish	Queensland Branch
Geoffrey	Doo	Brisbane Gang Show
Irene	James	Atkinson District
Steven	Marshall	Queensland Branch
Lorraine	McNab	Imbil Mary Valley Scout Group
Warren	Morgan	Nashville Scout Group
Trevor	O'hara	Queensland Branch Resources Team
Suzanne	Otto	Moreton Region
John	Searles	Longreach Scout Group
Debra	Shaw	Wynnum Scout Group
Ryan	Sodziak	Queensland Branch
Ian	Sommerville	Brisbane Gang Show
Sandra	Tomlinson	Bauple Scout Group



Silver Wattle		
Iain	Blain	Imbil Mary Valley Scout Group
Sallyann	Carlile	Salisbury Scout Group
Robert	Cullen	Kawana Scout Group
Robyn	Devine	Queensland Branch
Brendon	Dickenson	Sir Leslie Wilson District
Howard	Gorton	Brisbane Gang Show
Keith	Gridley, Csm	Bracken Ridge Scout Group
Norman	Holliman	Tyakunda District
Peter	Jull	Bardon Scout Group
Sharonn	Miller	Murrumba District
Michelle	Mizen	Caboolture Scout Group
Michael	Rice	Beaudesert Scout Group
Debra	Robinson	Paradise Point Scout Group
Philip	Robinson	Paradise Point Scout Group
Albert	Shelley	Western Region
Kevin	Sinden	Morningside Scout Group
Lachlan	Whitta	Oakleigh Scout Group
Patrick	Zalewski	Algerster Scout Group

Outstanding Service Award		
Jennifer	Bateman	Woodford Scout Group
Gordon	Burnett	Brisbane Gang Show
Robyn	Burnett	Brisbane Gang Show
Wayne	Carlile	Salisbury Scout Group
Leanne	Kelleher	Murrumba District
Suzanne	Van Der Kamp	Queensland Branch

Silver Arrowhead <small>* awarded posthumously</small>		
Sandra	Assink	Nashville Scout Group
Allan	Browning	Gold Coast Region
Ashley	Burton	Burpengary Scout Group
Wendy	Coles	North Ipswich Scout Group
John	Collett *	Gumdale Scout Group
Denise	Cox	Queensland Branch
Gabriel	Dubler	St Johns Wood Scout Group
Tracey	Ferguson	2nd Toowoomba Scout Group
Joseph	Forni	Oakleigh Scout Group

Haylee	Funk	Aspley Scout Group
Malcolm	Gamble	Fort Lytton District
Jeffrey	Gridley	Bracken Ridge Scout Group
Thea	Griffin	Queensland Branch
Tanya	Howard-Osborne	Maryborough West Scout Group
Bruce	Jaques	Salisbury Scout Group
Noeleen	Jones	Oakleigh Scout Group
Glenn	Kutzer	Chermside Burul Scout Group
Mark	Lawrie	Robertson Scout Group
Wendy	Little	Kallangur Scout Group
Robert	Loneragan	Nashville Scout Group
Cynthia	Marnane	Oakleigh Scout Group
Brian	Masters	Burpengary Scout Group
Pamela	Mclaughlin	Brisbane Gang Show
Alex	Mizen	Caboolture Scout Group
Charles	Morris	Taringa Milton Toowong Scout Group
Madonna	Nelson-Bamford	Blackwater Scout Group
Gerard	O'connell	Queensland Branch
Therese	O'driscoll	Chermside Burul Scout Group
Richard	Pearson	Brisbane Central Scout Group
Marilyn	Peatey	Baddow Scout Group
Wayne	Peatey	Baddow Scout Group
Orazia	Pennisi-Maynard	Ingham Scout Group
Elizabeth	Phelps	Kennedy Region
Linn	Pihl	Queensland Branch
John	Pugh	2nd Toowoomba Scout Group
Ruth	Querengasser	Morningside Scout Group
Ellen	Sommerville	Brisbane Gang Show
Lynette	Stallard	Emerald Scout Group
Lawrence	Thomas	Salisbury Scout Group
Sonya	Wayne	Burleigh Heads Scout Group
Elizabeth	West	Brisbane Central Scout Group
Kellie	Turnbull-Milton	Kennedy Region

Certificate Of Merit		
Jennifer	Ansell	Alice River Scout Group
John	Barritt	Gold Coast Region

Sharon	Barritt	Gold Coast Region
Angela	Bassard	Gumdale Scout Group
Warwick	Blake	Beaudesert Scout Group
Laura	Brown	Indooroopilly Scout Group
Judith	Brumler	Sir Leslie Wilson District
Claude	Bull	Moggill Scout Group
Sharna	Cauchi	Moranbah Scout Group
Katrina	Cheesman	Emerald Scout Group
Chev	Christie	Queensland Branch Host Team
George	Colvin	Caboolture Scout Group
Lee	Cripps	Karalee Scout Group
Stuart	Dale	Coomera Scout Group
David	De Jong	Kenmore Scout Group
Amanda	Digweed	2nd Toowoomba Scout Group
Christopher	Doig	Pamphlett Sea Scout Group
Louise	Doig	Pamphlett Sea Scout Group
Jeffrey	Douglas	2nd Toowoomba Scout Group
Karen	Dowie	Blackwater Scout Group
Linda	Dowrick	Sunnybank Scout Group
Jacqueline	Dunmore	Rochedale Scout Group
Bernice	Eickenloff	Goodna Scout Group
Joshua	Feek	Wavell Heights Scout Group
Kerrie	Freebairn	Chermside Burul Scout Group
Geraldine	Gallifant	Bayside Sea Scout Group
Colleen	Gosden	Centenary-Gympie Scout Group
Nigel	Gray	Indooroopilly Scout Group
Katya	Hawes	Helensvale Scout Group
Janine	Hennessey	Albany Creek Scout Group
Sara	Hobbs	Nashville Scout Group
Suzanne	Holden	Centenary-Gympie Scout Group
Jayne	Hulbert	Indooroopilly Scout Group
Tracey	Johnson	Grovely Scout Group
Nicholas	Justo	Priestdale Scout Group
Karl	Kalle	Dayboro Scout Group
Max	Kasper	Samford Scout Group
Peter	Keeton	2nd Toowoomba Scout Group
Katrina	Kelly	Beaudesert Scout Group

Andrew	Kington	Nerang Scout Group
Vicki	Knopke	Moreton Region
Karl	Lingard	Robertson Scout Group
Andrew	Longland	Robertson Scout Group
Elizabeth	Maher	Kawana Scout Group
Margaret	Manthey	Beaudesert Scout Group
Leisa	Mcclure	Beenleigh Scout Group
Bernard	Mcdrury	Belmont Scout Group
Allan	Mortensen	Charles S Snow District
Arjan	Plessius	Mudgeeraba Scout Group
Fiona	Preston	The Gap Scout Group
Patrick	Querengasser	Morningside Scout Group
Bradley	Richards	North Ipswich Scout Group
Miriam	Richards	Longreach Scout Group
Jennifer	Robinson	Kawana Scout Group
Gary	Rose	Oakleigh Scout Group
Bradley	Scott	Greenbank Scout Group
Peter	Shield	Capalaba Scout Group
Glenn	Skipworth	Grovely Scout Group
Marita	Skipworth	Grovely Scout Group
Philip	Verner	Queensland Branch
Phillip	Walden	Karalee Scout Group
Gena	Walter	Nerang Scout Group
Anthony	Watt	Burleigh Heads Scout Group
Janelle	Watt	Gold Coast Region
Katie	Woodbridge	Raceview Scout Group
Neal	Woods	Kawana Scout Group

#### Chief Commissioner's Commendation

Jean	Clifford	Queensland Branch
Pieter	Van Der Kamp	Queensland Branch

#### Chief Commissioner's Thanks Award

Timothy	Gibbins	Murrumba District
Elaine	Latta	Queensland Branch
Jane	Zoller	Queensland Branch



*Education For Life*

The Scout Association of Australia - Queensland Branch Inc.

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