

# Annual Report

2015-2016



*Education For Life*

Creating a better Queensland for over 100 years

# Our Purpose

The Purpose 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.

# The 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

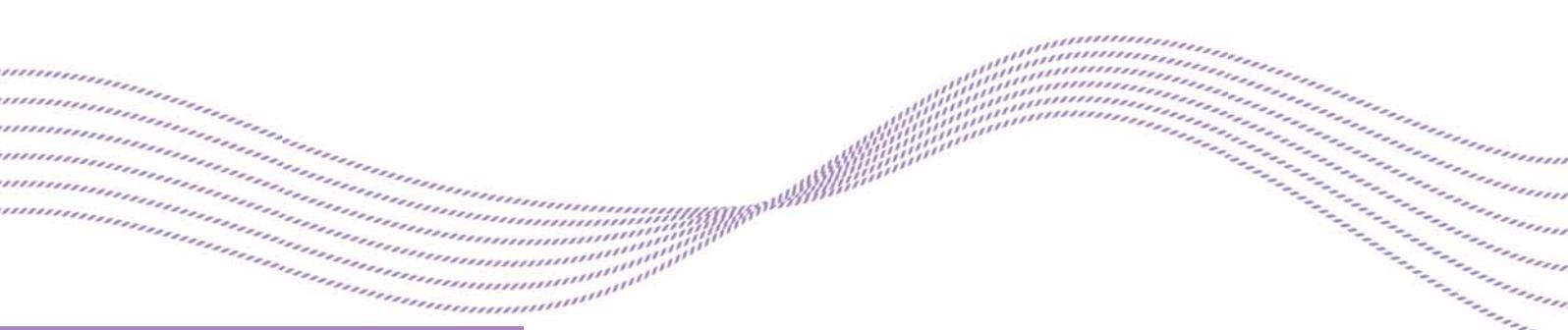
## **(alternative)**

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



## **His Excellency, the Governor of Queensland The Honourable Paul de Jersey AC Chief Scout of Queensland**

Scouts remains a pre-eminent organisation for the personal development of young people in Queensland.

As Chief Scout, it has been my honour to preside at the annual award ceremony at Government House. I have been deeply impressed by the character of the young people to whom I have presented the coveted Queen's Scout and Baden Powell Scout Awards. There is truly the spirit of scouting in action. It has also been my pleasure to recognise Adult Leaders with decades of service to the Movement. Their selfless service has made a direct and beneficial difference to the lives of young Queenslanders, and through them, to a stronger future for our State.

As this year marks the Centenary of Cub Scouting in Australia, it is timely to acknowledge the immense value of Cubs in helping boys and girls develop confidence, and fostering their spirit of adventure.

Preparations for the "Rumble in the Jungle" Cuboree are now in full swing, both on behalf of Scouts Queensland and by the young Cubs and their families who are preparing for this adventure of a lifetime.

Scouting is a statewide phenomenon, and as Kaye and I travel throughout Queensland, it is a great source of pride to both of us to encounter Scouts and their Leaders contributing actively to their communities.

This report reveals a dynamic organisation which is responding to its challenges in a strategic and sensible fashion. I am very proud to be Chief Scout, and in that capacity I commend to you the Scouts Queensland 2015/16 Annual Report.

*His Excellency, the Honourable  
Paul de Jersey AC  
Governor of Queensland*

# Queensland Branch

## Chief Scout

His Excellency, The Honourable Paul de Jersey AC

## Chief Commissioner

Mrs Kirsty M Brown OAM

## Deputy Chief Commissioners

Ms Jean Clifford	Adults in Scouting
Mr Pieter Van Der Kamp OAM	Major Activities
Mr Desmond Allen	Operational Support
Fr Iain Furby	Special Duties
Mr Peter Blatch OAM	Youth Program

## Region Commissioners

Mr Daryl Scott	Brisbane North Region
Mr Karl Lingard	Brisbane South Region
Mr Stephen Kydd	Capricorn Region
– Mr Peter Mc Lead (acting)	
– Mr Dougal McWhinney (acting)	
– Mr Maurice Wilson OAM (acting)	
Mr Dougal McWhinney	Central and Coastal Region
Mr John Finn	Central and Western Queensland 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
– Mr Steven Arthur	
Mr Peter Gould ESM	South Eastern Region
Mr Jim Bell	Suncoast Region
– Mr Desmond Allen (acting)	
Mr Maurice Wilson OAM	Wide Bay-Burnett Region

## Assistant Chief Commissioners

Mr Dennis Brockman	Development
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## Branch Commissioners

Mr David Cruse	Joey Scouts
Mr Timothy Gibbings	Cub Scouts
Mr Steven Marshall	Scouts
Mr Christopher Dunne	Venturer Scouts
Mr Gavin Brady	Rover Scouts
– Mr Ryan Sodziak	
Mr Russell Davie	Adventurous Activities
Mr Mark Cane	Adventurous Activities Program
Mr Lawrence Radcliffe	Air Activities
Ms Judith Seymour	Environmental Education
– Mr Jarrad McDonald	
Mr Ryan Sodziak	Information and Communication Services
Dr Paul Rollason	International
Mr Geoffrey Doo	Performing Arts
Mr Nathan Swaffer	Youth Program Implementation
Mr Shaun Sandilands	Youth Involvement

## Honorary Commissioners

Mr Maurice Law AM  
Mr Fred Scott OAM  
Major General John Pearn AO, RFD, MD

## Project Commissioners

Mr Paul Parkinson OAM  
Mr Ian Waters OAM

## General Manager

Mr Trevor Ruthenberg



# Branch Council

## President

Mr Craig Ray

## Chief Commissioner

Mrs Kirsty M Brown OAM

## Honorary Treasurer

Mr Peter McLeod

## 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

## Life Members

Mr Robert Atkinson APM  
Mr Manfred Cross AM  
Mr Clifford Farmer OAM  
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*

# Branch Executive Committee

## Chairman

Mr Craig Ray

## Chief Commissioner

Mrs Kirsty M Brown OAM

## Secretary

Mr Gavin Brady

## Honorary Treasurer

Mr Peter McLeod

## Three (3) Commissioners attached to the Branch

Deputy Chief Commissioner (Adults in Scouting) Jean Clifford  
Deputy Chief Commissioner (Major Activities) Pieter Van Der Kamp OAM  
Deputy Chief Commissioner (Youth Program) Peter Blatch OAM

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

Mr Daryl Scott  
Mr Hamish Baird  
Mr Dennis Brockman  
Mr Shaun Sandilands – under 30 years of age  
Ms Kelsey Reid – under 30 years of age

# Branch Executive Committee Chairman's Report

This will be my last report to Branch Council as your President. I have been honoured to serve the Association since June 2010 as your President and the Chair of the Branch Executive Committee.

It is not my intention to list in any detail the issues, challenges and achievements that have transpired during that period but it would be remiss of me not to at least comment on some of the important milestones that have occurred.

## Constitutional Reform

With the assistance of the previous Chair of the Branch Executive Committee, the Honourable Glenn Williams AO, I was part of a working group that, substantially changed the Constitution of the Association significantly reforming its management and leading to the establishment of a more workable Branch Executive Committee of 12. It was my duty to bed in the new Constitution and the operation of the new Branch Executive Committee and ensure that the committee discharged its role as required under the Constitution. One of the challenges, and this is an issue that I have commented on in the past, is the difficulty of ensuring that we have, on the Branch Executive Committee, independent directors.

Further work has been done in that regard and will no doubt be the subject of motions before the next meeting of Branch Council later this year.

## AJ2013

The running of this event, on behalf of Scouts Australia, was a significant achievement for the Queensland Branch. The event was ably run by DCC Pieter Van Der Kamp OAM, who was ably assisted by DCC Jean Clifford. I made representations on behalf of the Branch to Scouts Australia to change the percentage of amounts that were paid back to a Branch running the event and also was successful in



submissions to Scouts Australia with respect to increasing the fee for the event.

This resulted in a significant return to the Queensland Branch in the order of \$1,000,000.

## The Appointment of a new General Manager

With the retirement of Maurice Law AM, there was a need for the appointment of a new General Manager, Ian Lightbody was the successful appointee.

After Ian's retirement a further appointment of a new General Manager was made, this occurred after the benefit of obtaining the independent external review of not only the Branch Executive Committee but all of the higher level management of Scouting including the Branch Support Office and the operation of the Chief Commissioner and Region Commissioner functions. This report has resulted in significant reform and the appointment of our current General Manager, Trevor Ruthenberg.

## 2011 Brisbane Floods

2011 saw Brisbane and by extension the Queensland Scout Centre and many Groups falling victim to the Brisbane Floods. The entire Queensland Scout Centre was flooded as a result and the Branch Executive Committee oversaw the \$1 million refurbishment of the building without any impact on the Branch's bottom line.



## Appointment of Chief Commissioners

After Maurice Law's retirement, the appointment of our current Chief Commissioner, Kirsty Brown OAM, was a significant move forward for the Branch, particularly from the point of view of aligning the Queensland Branch with the National Agenda. With Kirsty's retirement at the end of October this year the appointment of our new Chief Commissioner, whose appointment will be sanctioned at this evening's Branch Council, will be essential to the future development of the Branch.

## The Ffrench Report

The commissioning of the Ffrench Report has been one of the most significant steps taken by the Branch. That report would not have been commissioned without the input of the independent directors whose counsel around the appointment of Peter Ffrench was invaluable. This review has now resulted in the new strategic direction which has been adopted by Branch Council and the Branch Executive Committee.

## Branch Support Office

Under the leadership of our new General Manager, Trevor Ruthenberg, significant changes have occurred in relation to the Branch Support Office and I will touch on them in some detail.

The Branch Support Office has now been restructured. The finance department has

now had a significant alteration with the appointment of Chief Financial Officer, Gavin Kelly, and a reduction in the number of staff in this section and to date the feedback that I have received would indicate that some of the issues which previously existed with respect to the finance department are no longer of concern.

Gavin is now running this part of the Branch Support Office in a very capable and service orientated manner.

### Other Traditional Support Office Roles

The Branch Support Office has now reached a 'steady state' status with respect to the traditional functions of the office including around risk management, membership issues, facilities and workplace health and safety. The 'steady state' status means that now the team is able to focus on other issues which require attention; including our software needs, asset registration, bringing our accounts to company standard, managing compliance, fire safety, electrical safety, chemical and LPG hazards. Queensland Branch Scouting Instructions (QBSI) is being brought up to date with respect to Scout Safe and ensuring compliance with workplace health and safety. Generally, the feedback we have received is that there has been a noticeable change in the Branch Support Office and that its function has now become one which is truly a support to our volunteer Members. This will be further developed as the focus and the attitude of staff is developed. An 1 800 help number is being prepared so that assistance can be provided to Region Commissioners and other Leaders with respect to issues around the implementation and interpretation of the QBSI. There will be an after hour's component available for our valuable volunteer Members.

The review and renewal of leases is well underway, ensuring that the appropriate controls are in place with respect to compliance with our obligations under those documents.

The campsite review has now been completed and following a workshop meeting held on 21 May 2016 further recommendations will be made to the Branch Executive Committee in relation to the management of our campsites in South East Queensland.

Facilities are being appropriately reviewed. The intention is that throughout the State we will have a three-year rolling program

resulting in a complete review of all of the Branch's facilities to ensure that there are in place asbestos plans, fire safety plans, electrical safety switches, etc., so that risk is appropriately managed and mitigated and our legislative obligations are satisfied.

### Strategic Plan/Budget

Our marketing is moving forward well, particularly with the initiatives with Australia Zoo. This team will be beefed up as part of our overall Strategic Plan and will be complemented with a digital communication plan. This will be outsourced to an independent contractor.



Further rigour is being brought in in relation to the management of our budget. Ultimately the budget needs to be driven by the Strategic Plan, it is clear that the Branch needs to employ qualified staff to carry out the business plan. There are measurable key performance indicators around each aspect of the Strategic Plan.

The Strategic Plan will be reviewed and must be reviewed annually.

In addition to the existing Branch Support Office roles we have now engaged a Social Enterprise Manager as well as a Fundraising and Marketing Manager.

These people will work with the General Manager to ensure the implementation of the business plan. This is a very exciting step for the Branch to take.

It is our clear intention to drive our social enterprise primarily for the purpose of growing the number of Members and supporters. The Fundraising and Marketing Manager has been given a clear direction to, not only raise the amount of money required to cover his salary, but additional funds to the Branch equal to his salary, fundraising is budgeted to grow exponentially.

### Recycling Scheme



Trevor Ruthenberg has worked hard with the State Government to ensure that not only is he a member of the Government appointed team looking into recycling but he has completed negotiations with the South Australian Branch so that Queensland can be up and running with respect to a business unit for recycling.

As Members of Branch Council will be aware, our South Australian colleagues have a multi-million dollar business which contributes significantly to the cost of Scouting in South Australia through the recycling scheme.

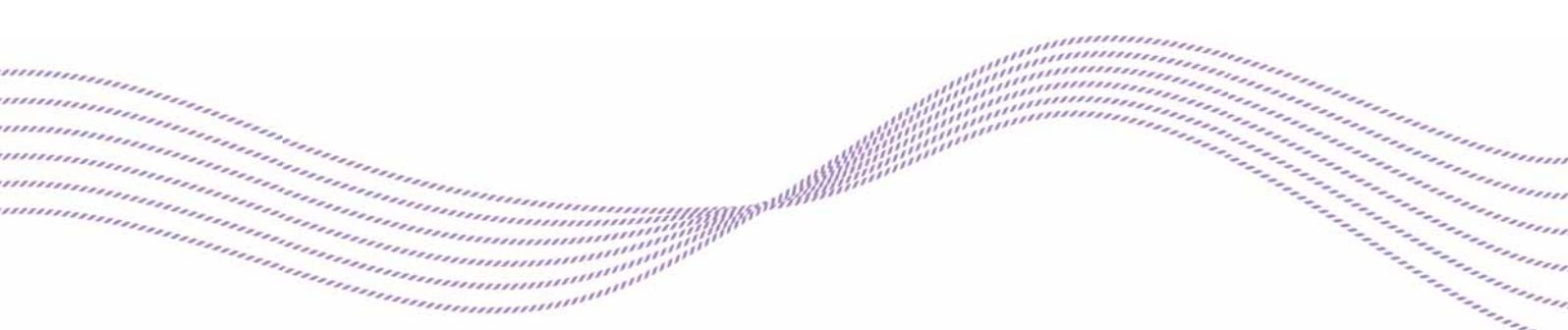
I can assure Members of Branch Council that Trevor and his team are ready to step into this role once the Queensland Parliament passes the relevant legislation endorsing the recycling scheme in Queensland.

I congratulate Trevor and his team for the wonderful work that the Branch Support Office is carrying out and the change in philosophy and attitude towards a service oriented approach to our volunteer Members.

### Royal Commission into Institutional responses to Child Sexual Abuse

As indicated in my previous report to Branch Council, your Executive continues to monitor closely the developments in this area as a result of the Royal Commission's recommendations.

At the time of writing this report we were waiting on a direction from the Federal Government in relation to the implementation of the recommendations. However, Branch Council should be assured that we will be complying with our policy in relation to child abuse and ensuring a zero tolerance. Furthermore, any issues in relation to child abuse will result in direct referrals to the Queensland Police Service and the immediate suspension of Members of the Movement while these issues are under investigation.



## Subcommittees

Most of the subcommittees of the Branch Executive Committee have been placed into recess as a result of the reviews that are being undertaken.

The Branch Finance Committee continues to function and I thank Peter Mc Leod (Honorary Treasurer) and his team for the work that they are doing in finance.

A Compliance subcommittee has been established. Its members being Anthony Zgrajewski (chair), Nick Ferrett and Matthew Ray. This subcommittee is something that is essential in modern life to ensure that there is independent checking of our systems and actions. The Compliance subcommittee has the appropriate authority and is now made up of members who have the appropriate skillset to ensure that rigour is placed around the functioning of all areas of the Branch's operation. I look forward to their continued work for the betterment of the Queensland Branch.

Work will be done in the upcoming 12 months to form a Friends of Scouts Foundation which will envelop the work done with respect to the previous Alumni subcommittee. I believe, and am passionate about the fact, that we underutilise our brand and are not tapping into the resources that, not only our former members could provide, but the resources of big business.

I look forward to working with the Branch into the future with respect to developing this valuable resource for our benefit.

## Comments in Conclusion

In closing I wish to express my thanks to all Members of the Branch Executive Committee for their support and application over not only the past 12 months but over the past six years.

I would like to express my sincere thanks to our Chief Commissioner Kirsty Brown OAM, and her team of Deputy Chief Commissioners, Assistant Chief Commissioners and Region Commissioners for their positive application and tireless efforts in continuing to develop Scouting in this Branch.

There is still a huge amount of work that needs to be undertaken to ensure the future viability of our Movement and its development. At this particular juncture our youth membership represents approximately 1% of the youth population of this State. If we are serious about being a preeminent youth organisation and have confidence in our ideals then our goal should be to have at least 10% of the youth population as Members of our Movement.

We have a wonderful Movement which adopts a holistic approach to educating its Youth Members and the issues associated with youth in 1908 are not that different to the issues that face the youth of 2016. We have a product which parents can identify with for the benefit of their children so that those children will become resilient and productive citizens. I therefore encourage each Member of our Branch to continue to apply themselves to their role no matter how small it may be for the overall growth and development of the Branch.

I look forward to seeing the future development and growth of the Branch over the years to come. On that note I wish to express my thanks and gratitude to Members of the Branch Council with respect to the faith they have placed in me to discharge the role of your Branch President over the past six years.

**Mr Craig Ray**  
*LL.B (Hons) Grad. Dip. Leg. Prac.*  
*Branch Executive Committee 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 Scout financial year ended March 31, 2016.

Twelve months ago I was appointed by Members of the Branch to serve in the role of Honorary Treasurer. I wish to thank the Members of the Branch for their faith in me and the opportunity to serve.

Shortly after taking on the role it became apparent that the Branch faced a number of challenges in terms of supporting its Members, with service delivery being less than ideal. This resulted in a restructure of the Branch Support Office and the subsequent appointment of a new Chief Financial Officer, Mr Gavin Kelly. During the transition Jean Clifford was instrumental in keeping the Branch finance department running and working with the General Manager to rectify issues with membership processing. I would like Branch Council to know of the time and effort expended by Jean Clifford, Trevor Ruthenberg, Ryan Sodziak, Kate Rimon and the Branch Support Office during this time. I believe that their efforts are now starting to pay dividends.

The Branch Support Office are now able to send out invoices electronically to our formations reducing the delays that have been experienced due to the tyranny of distance. This is an important step considering the changes in the postal system have exacerbated the issue of delays.

The restructure however slowed the debt monitoring and recovery processes that were occurring within the Branch Support Office. Progress is once again occurring however the outstanding debts of formations in the Far North and Moreton Regions are a concern.

The highlights of the last twelve months are:

- Holding a Group Treasurer forum to get to know the challenges faced by Group Treasurers and how they can be served better by Branch;
- Upgrade of the Branch banking software;
- Updates to QBSI for Asset Sales to have a benefit for Region/District – 70%;

- Expansion of Queensland Branch Foundation grants to allow them to be utilised for a wider range of purposes;
- Review of the Branch Asset Register to ensure it accurately reflects the position of the Branch;
- Development of an Asset Policy with appropriate capitalisation threshold;
- Development of a Portable and Attractive Items Register for items that are not assets that still need to be recorded and tracked;
- Review of Operating Expenses of the Branch with rationalisation of services such as Online banking user access to reduce costs; and
- An operating surplus for the 2015/16 Financial Year of \$70,727.

Some other approvals provided within the financial year include:

- Reconstruction of Karingal Park roads;
- Roofing and facilities upgrade to Baden-Powell Park;
- Awarding of Queensland Scout Foundation grants to:
  - Charleville Sea Scouts;
  - Kedron Scout Group;
  - Raceview Scout Group;
  - 2nd Nambour Scout Group;
  - Caboolture Scout Group;
  - Bribie Island Scout Group;
  - Woodford Scout Group; and
  - Burpengary Scout Group.
- Replacement laptops for Chief Commissioner and Chief Commissioner's Executive Assistant.

A review of the asset register revealed a number of items that were no longer owned by Queensland Branch and resulted in a number of corrections. It was also noted that the land for the Queensland Scout Centre was

not recorded as part of the Assets. This was brought into the accounts at a historical cost of \$8,000 representing the discounted land valuation when the land was donated.

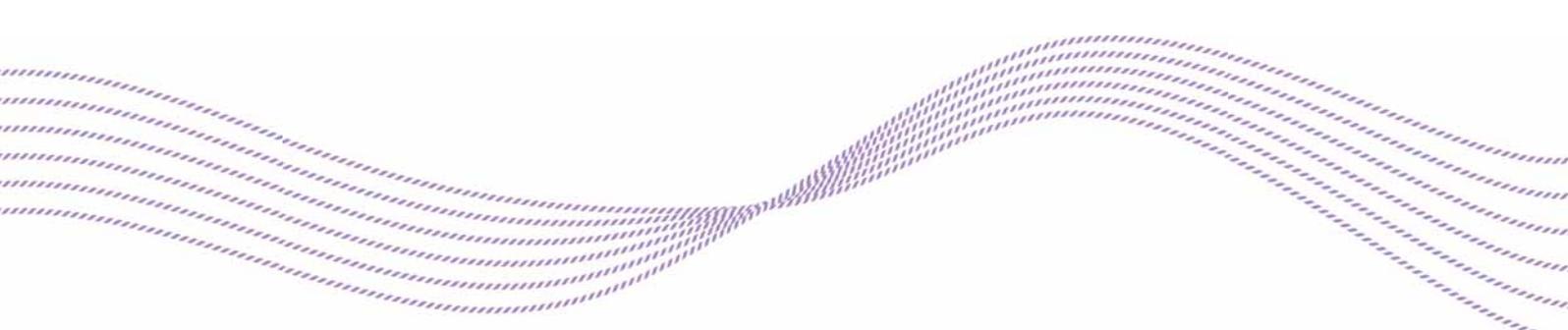
In addition, a number of hard decisions were made such as examining whether the Scout Supply Centre should continue to operate with the launch of the National Online Store. While the Scout Supply Centre had been generating a modest surplus in the past it was apparent that sales were declining prior to the launch of the National Store. The Scout Supply Centre would therefore need to be subsidised in order to continue to operate. While we were able to sell most of the inventory, a stock write off of \$18,121 was recorded.

As a Movement we are fortunate in that we can provide opportunities to our young people, however we are accountable to how we use the resources that have been placed in our trust. The external environment in which the Branch operates is becoming increasingly complex and the Not for Profit Sector is facing increasing regulatory pressure.

As a result of the Redress and Civil Litigation Report by the Royal Commission into Institutional Child Sexual Abuse, The Scout Association of Australia, Queensland Branch Inc. is expected to have contingent liabilities. The value of those contingent liabilities cannot be accurately assessed at this time.

Consistent with past practice, this finance report does not include the results of the Regions, Districts or individual Formations and represents special purpose financial statements. In order to ensure future compliance, we are working towards the production of Company Standard Financial Statements. This process will take a number of years, however by preparing now we reduce the risk of being caught out by governing bodies such as the Australian Charities and Not for Profit Commission.

Unfortunately, the complexity that we face is not limited to reporting as there are increased compliance and safety requirements, which impose increased costs on the Branch. This is coupled with ageing facilities such as campsites, dens and facilities. While our campsites and dens are much loved by our Members and for the majority of us represent



many fond memories, they have not received the due care that they deserve. It is very hard to substantiate that Scouting builds leadership and management capabilities when these structures convey a different picture to the general public.

A loan of \$150,000 was approved in the prior financial year for the Barrabadeen Campsite in Far North Queensland. This facility was extended to \$170,000 and has now been fully drawn down with repayments occurring from April 1 (Note 4).

### Operating Budget

The Branch Executive Committee has been examining the financial future of the Branch and has noted that other Branches are delivering a lower cost to Members by running commercial activities. The Branch Executive Committee requested that the General Manager prepare a business proposal to secure the long term financial viability of the Branch and to reduce the cost of Scouting to Members. This proposal is in line with an independent report called the Ffrench report which was commissioned by the Branch Executive Committee.

The Operating budget presented shows an operating deficit of 1 million dollars in the 2016/17 financial year. However, over a three-year period the budget would return to surplus. The increase in Operating costs is attributable to staffing costs (600K) and specifically would deliver in accordance with the Ffrench report:

- Improved Customer Focus / Communication;
- Implementation of commercial activities;
- Pro-active finance function;
- Improved Systems and processes;
- Development of in-house Human Resource capabilities; and
- Marketing of the Scout brand.

The General Manager has developed a Risk Management Plan surrounding the Budget and Business Plan including Key Performance Indicators to track and report performance.

A number of positive benefits I believe are already accruing to Queensland Branch from this proposal including the Ergon Energy advertisements increasing the prominence of Scouting. The Cash for Containers scheme is

gaining support. These are only some of the initiatives that are progressing to ensure that we continue to move forward as a Movement and work towards ensuring Scouting is more affordable, better resourced and is prominent in the future.

### Conclusion

As a Movement we are facing a number of complex challenges where we have increasing obligations in the way we maintain and deal with our assets, report on our operations to external bodies while serving the best interests of our Members.

As a Movement we have a solid foundation of looking and moving forward.

I wish to thank the Members of the Branch Finance Committee, Branch Executive Committee and Branch Support Office for their efforts over the past twelve months. It has not been an easy journey however, I believe that we have an obligation to do what is right rather than what is easy.

Mr. President and Members of Branch Council, our accounts show that currently we have a strong Statement of Financial Position particularly considering our assets are valued at historical cost. However, as a Movement we are aware of increasing regulatory pressures and that improvements in streamlining operations will only allow us to control our costs rather than generate new revenues. This strategy is not one that is sustainable in the long run and ensuring the better usage of our assets and improving our public profile to build on the favourable name of Scouting, is what is required for the future.

Mr President, I move that my report and the Financial Reports as tabled are accepted.

*Mr Peter McLeod  
Honorary Treasurer*

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



# Chief Commissioner's Report



It is my pleasure to report on the 2015-16 Scout year as Chief Commissioner of The Scout Association of Australia, Queensland Branch.

During the period under review the Queensland Branch has updated the 2020 Operational Plan to meet the Strategic Plan's direction, working with the Branch Executive Committee and the General Manager. We have continued working with the National Association to ensure the Branch aligns with National Policy and Rules, this is a slow process but we are 95% back in line. This has been a difficult task but a huge achievement.

## Vision

By 2020, Scouts Queensland will be Queensland's leading educational Youth Movement, enabling 13,000 young people to be active citizens creating positive change in their communities based on shared values.

## Mission

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



## MEMBERSHIP

It is disappointing to report a small loss in Youth Membership numbers for the 2015-2016 Scout year. The loss appears to be in the Cub Scout and Rover Scout Sections but at the time of writing this report, the census numbers cannot be confirmed as accurate as a glitch has been found in the database going back a number of years. An urgent review of this reporting system is being undertaken by the Branch Support Office. The numbers that I have reported since 2012 for Youth Membership are as follows:

2011	2012	2013	2014
7734	8067	8479	8907
2015	2016		
8881	8770		

Adult Leader numbers in 2014-15 were 1976 and in this census year are 1908.

We must stop the decline and address new ways to retain our Youth Members. This is a huge challenge for our Branch and in particular the Regions.

If we want to be more effective in creating a better world for the youth of this State, we also need to work internally to reinforce our spirit and values, our relationships, the positions we take externally, our processes and systems and we need to embrace change. We need to develop a constructive attitude of striving for continuous improvement, as well as to nurture strong and healthy relationships. All Members play an important role in a collective effort of taking Queensland to the next level, through the challenging and exciting times we're living in. For that to happen, focus needs to be given to a number of areas:

## YOUTH ENGAGEMENT

Scouting in Queensland should give young people the opportunity to develop skills and knowledge empowering them to take an active part in the Movement and their communities. The past year has seen these opportunities expand across the State, nationally and internationally.

## WORLD SCOUT/SCARF CELEBRATION DINNER

The dinner postponed from Founder's Day due to local flooding was held on July 31, 2015. 27 Youth Members and 24 adults attended. It was an excellent night and we need to be extremely proud of the young Leaders and Rover Scout who were guest speakers.



The guest speakers for the evening were Jadzia Clifford-Pugh who attended the World Scout Jamboree in August 2015 in Yamaguchi, Japan, and a donor (Russell McGuire) who has been assisting many Members have international experiences. I asked Russell to speak about his experience as a Youth Member attending the previous World Scout Jamboree in Asigiri, Japan, in 1971.



## BRISBANE GANG SHOW

The 64th season of the Brisbane Gang Show had 144 on stage and we should be proud of the production team's great show and the talent shown by the young people in the cast. The Vice Regal night went very well and the Chief Scout and Mrs de Jersey thoroughly enjoyed the show and meeting the cast. The Chief Scout's delight was genuine as sitting beside him I was given many comments throughout the whole performance as well as back stage. The Chief Scout's aide had been a Lone Scout in NSW and loves coming to the show each year renewing his genuine feelings for Scouting.

The Brisbane Gang Show welcome rehearsal for the 65th season was held on February 14 at the Queensland Scout Centre. Robyn Hulbert represented the State Commissioner

for Guides and both she and I addressed the cast. The new young people were very excited about being in the show and are looking forward to the coming season.

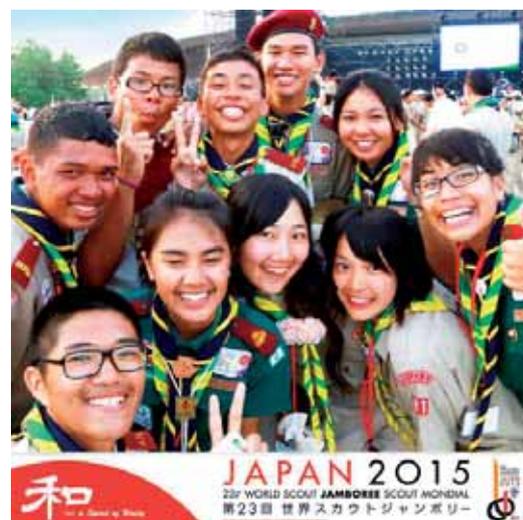


## WORLD SCOUT JAMBOREE

What a fantastic event! 35,000 people attended the Jamboree at Yamaguchi, Japan. The World Scout Jamboree is the most diverse event for young people in the world.

One of the program highlights was the participation in the Hiroshima Peace Memorial Ceremony which marked the 70th anniversary of the nuclear bombing of Hiroshima and Nagasaki. The young people participated in activities of flower distribution to ceremony attendees and the dedication of paper cranes folded by the Scouts during the Hiroshima Peace Program at the Children's Peace Monument.

I attended the final four days in my World role as Chairman of the World Honours and Awards Committee. I attended meetings, a Bronze Wolf luncheon, walking in the heat seeing as much as I could cope with and the Closing Ceremony. The key event was the Australian Contingent function where I believe I spoke to nearly every Queensland Youth or Adult Leader. They were tired, hot, sunburnt,



reasonably clean, well behaved and on a tremendous high. As I left to come home they headed to home hospitality to finish their four weeks in Japan. If these young people continue in Scouting, Queensland has a bright future ahead. Deputy Chief Commissioner (Youth Program) Peter Blatch attended as a member of the World Scout Committee.

## 24TH AUSTRALIAN JAMBOREE - AJ2016

I was fortunate to attend the final four days of AJ2016 and endeavored to meet as many Queensland Leaders and Youth Members as possible. Meeting young people is always difficult as when one visits a site one hopes they are out having fun. We should be proud of the mammoth job our Contingent undertook in weather that was not always suitable to Jamborees; rain, mud, wild weather, sun, cold then heat. The Queensland Contingent was led by Branch Commissioner (Scouts) Steve Marshall.



## YOUTH FORUMS

The interest in joining the Branch Youth Council continues to grow amongst our young people from Scout age up to Rover Scouts. The patrols work extremely well together on topics they feel the "adults" need to hear their opinions on. The Branch is also well represented on the National Youth Council giving Queensland Youth Members' opportunities to speak on National issues.

## AV2018

Queensland Branch will host AV2018 on behalf of the National Association in January 2018 and the event was launched at AV2016 in Adelaide in January and again at the 24th Australian Jamboree (AJ2016). Deputy Chief Commissioner (Major Activities) Pieter Van Der Kamp is working with the Chief Director to ensure we meet all timelines required by the Branch and National Committees through the next two years.

## FOUNDATIONS FOR THE FUTURE CONFERENCE



A very successful Foundations for the Future Conference was held at Baden-Powell Park on March 5-6 2016, with 130 participants. All appointed Group Leaders, District Commissioners and the Branch Team attended the Foundations for the Future Conference.

We all agree that the Group is central to our success and the role of Group Leader is based around six key areas of leadership and management.

1. Providing direction
2. Working with people
3. Achieving results
4. Enabling change
5. Using resources
6. Managing their time and personal skills

It was felt that some additional skills in these areas were needed by some to cope with the coming changes; e.g. Youth Program Review, possibly more emphasis on a youth-led organisation, compliance requirements, changes to the Adult Development Program and the Adventurous Activities stream, changes in the Branch Support Office and a new Chief Commissioner from the end of October 2016.

The Chief Commissioner of Australia (Chris Bates), National Commissioner for Adult Training and Development (Elston Hynd) and Chief Commissioner of Victoria (Brendan Watson) presented plenary and elective sessions. Highlights from the weekend were the presentations from the Chief Commissioner of Victoria and Ernie Gibbs from Brisbane North Region (Dealing with Very Personal

Issues for Venturer Scouts, Rover Scouts and Young Leaders).

30 young people attended the Branch Youth Council at the same time and ate meals together with the conference attendees. Their presentation to the group on Sunday morning showed how special these young people are. They are our future and we are very proud of them. The Region and Branch Teams received copies of their recommendations to discuss what action or follow up should occur.

## CHANGES IN ROLES

While the Youth Members lead Scouting in their Groups, they are well supported across the Branch by adults. As in the Adults in Scouting Policy, a number of roles were reviewed in the past 12 months. Major changes that occurred are:

- Jarrad MacDonald appointed Branch Commissioner (Environmental Education)
- Ryan Sodziak appointed Branch Adviser (Rover Scouts)
- Nathan Swaffer appointed Branch Commissioner (Youth Program Implementation)
- Karl Lingard appointed Region Commissioner (Brisbane South Region). This position is currently vacant as Karl has taken up a professional role as Region Development and Support Officer
- Maurie Wilson appointed Region Commissioner (Wide Bay Burnett Region)
- Peter Gould appointed Region Commissioner (South Eastern Region)
- Steven Arthur appointed Region Commissioner (Northern Moreton Bay Region)
- Shaun Sandilands appointed Branch Commissioner (Youth Involvement)

## EDUCATIONAL METHODS

### YOUTH PROGRAM REVIEW

Currently the National Association is undertaking a holistic review of the Youth Program, the largest review since Design for Tomorrow (DFT), undertaken in the 1970s. The impact of such a review is yet to be approved as to date only the new concepts have been distributed. Consultation sessions have been held throughout the State on proposed changes to the Promise & Law. Other consultations have been undertaken online with numerous surveys.



The proposals to date are for only one development program, one journey and adventure, youth-led supported by adults, new educational proposals, new Scout Method and new Section names. All proposals are yet to be released for wider consultation and for approval by the National Executive Committee before the implementation of such changes. National Policy & Rules (P&R), Queensland Branch Scouting Instructions (QBSI) and other areas affected by the governance changes will all need amendment and implementation. When approved, the new Program concept will see one continuous journey over five Sections. It is vitally important that all Members embrace this forthcoming change.

The challenge to recruit and develop adults to deliver challenging programs ensures that we provide a non-formal learning environment which strengthens the capacity of our young people enabling them to face the challenge of tomorrow.

## REGIONS

Region Commissioners' Conferences were held three times in this past year which included focus on identifying needs and support for our Leaders to deliver the Youth Program, discussions on the education sector and an appropriate strategy, the Child Protection Policy, training for Adult Members, retention of Youth Members, the Royal Commission into Institutional Responses to Child Sexual Abuse and other relevant topics.

## REGION DEVELOPMENT AND SUPPORT OFFICERS

Gillian Hall is currently attached to Central and Western Queensland Region working across two Regions and assisting a third when travelling through.

John Laing, having resigned from his role as Region Development and Support Officer in March, was supporting the Gold Coast Region, Logan District and parts of Brisbane South Region. This role has been advertised and will be filled by the end of May 2016.

The Branch Executive Committee approved a third Region Development and Support Officer to support Suncoast, Northern Moreton Bay

and Wide Bay Burnett Regions. Karl Lingard is currently undertaking his induction into the role.

The key points for these roles are:

1. To support, instigate, regenerate and establish the growth and maintenance of Scouting in the regional part of Queensland;
2. To provide line management and support functions for local Scout Groups;
3. To support Adult Leaders in completing Basic and Advanced training in a timely manner;
4. Provide exceptional service to the Members of the Movement and external customers of the Association through teamwork methods; and
5. Communicate effectively with the management structure of the Movement.

All these Region Development and Support Officers join the small team working with staff, Adult Leaders and other volunteers across the Regions to promote the growth of the Scouting Movement through a wide range of projects, initiatives and events working with the Region Commissioners.

## NATIONAL MEETINGS

The number of National meetings has increased over the past 12 months to ensure all Branches are kept informed of topics such as the Youth Program Review, the Royal Commission, the National Redress Scheme, National Child Protection and WHS legislative requirements, which includes compulsory training for all Members in Child Safe Scouting (BCORE CHILD) and WHS and Scouting (BCORE WHS) e-learning modules. Unfortunately this compulsory training has resulted in about 100 Adult Members and Rover Scouts being suspended and then, after the given period, being terminated for non-compliance with policy.

A number of National meetings have been hosted by the Queensland Branch. The Chief Commissioner of Australia attended the National Training Committee meeting prior to flying to Papua New Guinea for a meeting of the South Pacific National Scout Organisations. Following the National Training Committee meeting many of the attendees went straight to Baden-Powell Park where the Branch hosted the 1st National Events Management Course, led by David

Cossart from ACT Branch. Queensland should be very proud of its participants, they were all excellent.

## POLICIES

Branch Adviser (Special Duties) Bruce Scott continues to regularly update the Child Protection Policies and Procedures expanding a couple of areas to include hazing which was deemed a necessary addition.

Bruce is also assessing what changes may be required once the National Child Protection Policy and Procedures are approved. Queensland's legislative requirements differ from some other States.

## DIVERSITY AND INCLUSION

Scouting in Queensland should reflect the societies in which Queenslanders exist and actively welcome all individuals without distinction. This is a very slow area of development but over the past year we have developed and educated the existing membership to ensure all demographics have ready and welcome access to Scouting.

## CHINESE SCOUT GROUPS

Currently we have two Chinese Scout Groups, one Mandarin speaking and one Cantonese speaking, and they have been supported since their establishment by Branch Commissioner (Adult Training and Development) Bryan Brown and myself. Both Scout Groups although small in number are now participating in Adult Leader Training and conferences (with interpreters) and activities such as Gang Show, Cuboree, Triple S and Nighthawk. Discussions have occurred regarding moving into a Region for support rather than the attachment to Queensland Branch, but this is on hold at the present time. Both Groups are sponsored Groups.



## SAINT MARY COPTIC SCOUT GROUP

It is extremely pleasing to report that we have opened Saint Mary Coptic Scout Group at Calamvale. This is a sponsored Group at the Virgin Mary Coptic Orthodox Church. The Coptic Orthodox Church is a deeply spiritual Church in the Egyptian and Ethiopian communities in Calamvale. We sincerely welcome this new Scout Group and wish them well working within the local community.

The development of this Group is a slow process working with the Church authority in Sydney but hopefully in the next 12 months it will grow to its full potential of 120 Members.

## PAPUA NEW GUINEA AND TIMOR LESTE

The Queensland Branch continues their support for the National projects to support the training of Adult Members in Papua New Guinea and bring Youth Members to appropriate events. Branch Commissioner (Adult Training and Development) Bryan Brown spent considerable time and effort to develop and document the Advanced Leader Training Program for use by Papua New Guinea Adult Members.

The development of Timor Leste is a National project to assist them in becoming a full member of World Organisation of the Scouting Movement (WOSM) at the World Scout Conference in 2017. Three Queenslanders (Paul Parkinson, Peter Blatch and Bryan Brown) have undertaken numerous trips to Timor Leste to develop the Adult Training and Youth Program requirements needed for full membership.



## CARINITY EDUCATION SUNNYBANK

Region Development and Support Officer John Laing and Region Commissioner (Brisbane South Region) Karl Lingard met with the Principal and Year Coordinators at Carinity Education (Southside) as they are very interested in running a Venturer Scout based program within the school that would involve

undertaking the Venturer Scout badge system, in conjunction with their school curriculum.

Carinity Education is a school for girls at risk of disengagement from education and they consider that Scouting can assist in building resilience and self-esteem, especially the structure of the Venturer Scout award system. The School is supporting the program with their staff.

A Memorandum of Understanding and sponsor document is being prepared. Branch Adviser Vicki Knopke is the liaison person for the Venturer Scout and Education Curriculum mapping. The Group currently has begun trial meetings to assess the level of interest of the school and the capacity of Scouting to meet their desired outcomes – so far it looks very promising.

## REFUGEES

A meeting was held with Community Access Services in Logan to offer an opportunity for some refugees to be accepted in Scout Groups in the Logan area. Currently we hold a bequest that may only be used in Logan and this would be a good opportunity to use some of the bequest and assist the refugees. There are two Programs run from Community Access Services, two opportunities to support two different sets of youth.



1. Humanitarian Settlement Services Program – *supports refugees who have been granted permanent residence in Australia.* Most of these refugees have been in Australia 5-7 years and speak quite good English. We are going to offer an opportunity for 10 refugee children to receive full membership funding (uniforms, camp fees etc.) for one year. These children need a Scout Group located close to Woodridge as this is where most live and they have limited transport options. We have the active support of the Logan District Commissioner, Woodridge Group Leader and previous Region Commissioner Karl Lingard. The Woodridge Scout Group would like to accept five Joey Scouts and five Cub Scouts to join.

Queensland Branch will offer membership to five Joey Scout aged children and five Cub Scout aged children to join Woodridge Scout Group for one year all expenses paid. It is hoped that if this is successful it can be extended.

2. Asylum Seeking Support Program – *supports asylum seekers who are here temporarily (anywhere from six months; some have been here for three years) before they are returned to their country of origin, which of course can only happen when their country is safe.* English is not as good with this group of children/adults. We are investigating how we could offer a special Scout Program for a certain number of these children so they may learn things from the mainstream Scout Program and additional life skills to take back to their country of origin with a view to continuing Scouting there and making a difference in their homeland. It is also important these children have an opportunity to experience "having fun". This may require a "paid" Leader to run a separate Scout Group e.g. 2nd Woodridge Scout Group. The Leader will possess specialist skills not only very experienced in delivering the Scout Program but also working with internationals and adapting the Program to include life skills needed in their country of origin.

## THE SHARJAH 7TH INTERNATIONAL SCOUT GATHERING

Scouts Australia accepted an invitation from the Arab Regional Office/Arab Support Centre & Emirates Scout Association to nominate one Rover (18-23 years old) from all National Scout Organisations (NSOs) represented in Asia Pacific Region (APR) to participate in The Sharjah 7th International Scout Gathering "Scouting & National Tourism", Sharjah – United Arab of Emirates (UAE), February 1-10, 2016.

The invitation came from the positive contribution our Australian Rover Scouts make in the events organised by Arab Regional Office. The International Commissioner Neville Tomkins advised the selected Australian Rover Scout was Queensland Rover Scout Ben Cherry-Smith.

Ben will report on this gathering to the Queensland Branch Council meeting in 2016.

## BRANCH TEAM

The Branch Team continues to review Branch appointments and it is very pleasing to note that we have been successful in appointing five new Branch Team members under the age of 35 years for three plus three year terms. We have also successfully appointed three new Region Commissioners who are in their early 40s. The disappointing outcome is that the gender balance in these new appointments is not there (no female RC appointments). The Queensland Branch needs to encourage more women to apply for some of these key roles to ensure the evidence of gender equity.

Two Regions have merged at the end of this Scout year as a result of the finalisation of the Region boundaries review and consultation with the Group Leaders and Group Chairman affected by management change. Central and Coastal Region and Capricorn Region have now merged to become Central Coast Region, with Dougal McWhinney as Region Commissioner. Such a merger has little or no impact on the individual Scout Groups.

## SOCIAL IMPACT

There have been changes in Queensland in recent years, partly as a consequence of the social, economic and political shifts and changes in Scouts Australia's direction. Some of the tensions that we've experienced in the Branch may have been an expression of those shifts.

Progress has been made in the last three years to unify the Queensland Branch in this complex landscape, but there is still work to be done in strengthening the bonds between Groups, Districts, Regions and Branch. We are one, not them and us! Efforts are being made to increase the opportunities for people to come together, to give our Youth empowered voices, to develop common ideas and projects, to understand and value their differences and to build from them. The implementation of the new Branch Strategic Plan is a golden opportunity, not only to increase our social impact, but also to strengthen our international relationships and reinforce the common values. We are working together to make Scouting 'Australia's leading educational Youth Movement'.

Scouting exists to bring positive change to the world, both to its individual Members and to the communities in which they live in. We have been doing that for more than 100 years now. However, in this State of tremendous opportunities which we're living in, we can do even better. A global Movement of over 40 million Members (and growing)

is in a privileged position to bring positive change to Queensland, in each family, each neighbourhood, each city whether urban or rural.



More work needs to be undertaken in regards to the following:

- School communities
- Striving to have five Sections in each Group
- Groups retaining a minimum of 60 Members to be sustainable
- Ethnic and Indigenous communities. As mentioned earlier we are working to establish Scouting with refugees (permanent residents and asylum seekers)

To be more effective in transforming lives, we need to reinforce our educational profile and our culture of service. We need to be able to respond to societal challenges and to communicate better all the good things we are doing. Everybody needs to be involved, especially young people – it's for us all.

## FUNDRAISING OPPORTUNITY

Scouts Australia hosted the 69th World Scout Foundation Event in Melbourne Victoria, March 17-20, 2016. His Majesty King Carl Gustav of Sweden attended this event as well as Members of the Queensland Branch. Unfortunately we did not receive additional members to the Honours Program or as BP Fellows which would have given the Branch 10% of the undesignated funds.

## ROYAL COMMISSION INTO INSTITUTIONAL RESPONSES TO CHILD SEXUAL ABUSE

The Chief Scout (His Excellency The Honourable Paul de Jersey AC) has been fully briefed by the Branch Chairman and myself on the Queensland Branch involvement in this Commission. The General Manager, Chairman and myself are working with the National Association in relation to the forthcoming National Redress Scheme.

The Royal Commission expects that all Leaders are qualified and trained within an appropriate period. National policy deems a person a Leader after they complete the Advanced Leadership Training Curriculum which includes the awarding of the Wood Badge. On completion of their Basic Level Training they become a Provisional Leader with limitations on their function in a Group. At time of sign up a Leader contractually agrees to the following:

*I undertake to complete the basic components of the Adult Training Program (where applicable) to qualify for a Certificate of Adult Leadership within 12 months from date of membership and to further develop my skills as a Leader by availing myself of additional training opportunities; including completion of my training to Wood Badge Standard within three years of acceptance as a Leader. I understand that the issue of a Certificate of Adult Leadership can be recalled at any time without reason and, in that event, I agree to return my Certificate and all Scout property within seven days of receiving notice from the Association.*

As a result of this we are working through the Leaders who have been in their current role for more than three years and have not completed their Advanced Leadership Training Curriculum. It is pleasing to note that over the past two years there has been an increase in Leaders completing their Training and achieving their Wood Badge; currently this stands at 48%.

The outcomes of this Commission, if not handled sensitively by Scouting could have a negative impact on parents and the community.

## COMMUNICATION AND EXTERNAL RELATIONS

Work still needs to be undertaken to ensure Scouting's profile is accurately portrayed by what we do, why we do it and must reflect our shared values.

## COMPLAINTS AND GRIEVANCES

To assist the complaints and grievances process, Bruce Scott was appointed Branch Adviser (Special Duties) to become the first point of contact and:

- Advise the Chief Commissioner on grievances and referred incidents; and
- Ensure policies and procedures are kept up to date with legislative requirements.



This appointment should lessen the heavy workload of the Chief Commissioner's Office when complaints, disputes and grievances are received. Bruce will also assist with keeping Queensland Branch Scouting Instructions (QBSI) up to date with legislative requirements.

Support is now also available from the Human Resources Manager in the Branch Support Office.

### CHIEF SCOUT

The Chief Scout caught everyone by surprise when visiting Winton Scout Group and asked to meet the Scouts. The Group pulled together Members and the Governor of Queensland, His Excellency The Honourable Paul de Jersey, AC as Chief Scout presented badges and cords to Winton Scout Troop.



### ADULT RECOGNITION AWARDS

Effective communication of the benefits of Scouting is reflected in advising the community of the valuable work undertaken by our Adult Members.

96 Adult Recognition Awards and two Chief Commissioner's Commendations were announced on World Scout Day on August 1, 2015.

ADULT RECOGNITION AWARDS	
Silver Kangaroo	4
National President's Award	1
Silver Emu	5
Silver Koala	6
Distinguished Service Award	4
Silver Wattle	9
Outstanding Service Award	23
Meritorious Service Award	23
Special Service Awards	41



### 25TH ASIA PACIFIC REGIONAL SCOUT CONFERENCE

The 25th Asia Pacific Regional Scout Conference was held in Gwangju, South Korea, from November 2-8, 2015 with meetings of the Asia Pacific Region Scout Committee being held prior to the Conference. Scouts Australia has a delegation of 30 Members with the Queensland Branch having six of those Members:

- Peter Blatch – Deputy Chief Commissioner (Youth Program)
- Paul Parkinson – Project Commissioner
- Nathan Swaffer – Branch Commissioner (Youth Program Implementation)
- Bryan Brown – Branch Commissioner (Adult Training and Development)
- Ben Cherry Smith – Rover Scout
- Kirsty Brown – Chief Commissioner (as Consultant to Asia Pacific Regional Scout Committee)

Like Scouts Australia it is interesting times at World and Regional level with much change and many initiatives being planned to grow the numbers of individual Scouts worldwide to 60 million by 2017.

The highlight of the conference was that Paul was elected Chairman of the Asia Pacific Regional Scout Committee (2015-2018), the first Chairman from Australia for over 40 years. Over the years four other Australians, including myself, have served as Vice Chairman. Peter Blatch, Paul Parkinson and myself all delivered workshops which appear to have been well received. I delivered Spirituality ably assisted by Nathan Swaffer who now has young fans all over the Region.

### GENERAL INFORMATION

On December 8, 2015, Bharat Scouts and Guides (India) held their National Awards Ceremony at Rashtrapati Bhawan, in New

Delhi (the President's home) at which I was awarded the Silver Elephant (the highest National Award of the Scout and Guide Movement in India). I was unable to attend and will receive the award at another time.

### CLOSING

Over the past 12 months my team and I have ensured we use methods of communication that assist in engaging relevant partnerships and government recognition that Scouting shares community objectives and that we participate in credible and valuable advocacy on youth issues.

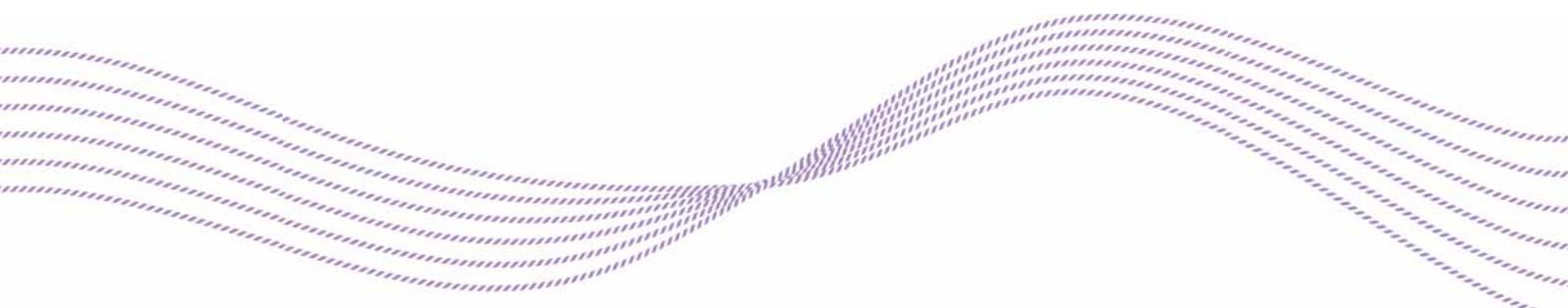
I am about to enter my final six months as Chief Commissioner of Queensland Branch. It is an extraordinary privilege to report about the Branch's activities and people. I will have served 4½ years as Chief Commissioner in a Branch full of talented and committed people. A Branch full of people with tremendous passion for Scouting whether at Branch, Region, District or Group level. Scouting in Australia is going through exciting times, both externally and internally, with massive change ahead. We should never lose sight of why we are here and the Purpose of Scouting in Australia and worldwide – Queensland is only one important part of Scouting in Australia.

We must move forward by focusing on what unites us, our belief that Scouts Australia is the finest organisation in the world for building character while teaching young people to meet and overcome challenges, to cheerfully serve others and to live lives based on the principles of the Scout Promise and Law.

Scouting brings out the best in each of us. Think about the future, of foundations laid. Help others to look for a common future, keep steadfast in the paths of truth, of honour, duty, that all of you can rise together. You are part of a mighty organisation, be successful, you have an honoured tradition to uphold.

Ours is a volunteer based Movement and our volunteers are the lifeblood of Scouting in Queensland. Their dedication is incredible. We need more people like our volunteers to ensure we grow this vibrant Movement. From the foundations built, each of us is part of the ripple effect towards a future in Queensland where we have 13,000 young people by 2020.

The General 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 such 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 12 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, retain our Membership 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

## SCOUTS AUSTRALIA YOUTH PROGRAM REVIEW

The last 12 months have been very busy strategically as the review of the Youth Program within Scouts Australia continues. This is the largest review undertaken since the *Design for Tomorrow* which was conducted in the late 1960s. Three Queensland Leaders were part of Phase 4 which included the designing and writing of initial aspects of the Programs.

September 1, 2015, was a momentous occasion as all the Branches of Scouts Australia, worked together to reach out and consult with the entire Membership of Scouts Australia. This enables all Members, Youth and Adults, to let Scouting know their feelings about specific issues associated with the Review.

Our Branch has been engaged in a state-wide consultation program about these issues, alerting Members that the consultation process is occurring and of the need to respond electronically or via paper mail to the national address. This has included the Section Review, Age Sections rationale as well as Promise, Law and Duty to God. Branch Commissioner (Youth Program Implementation) Nathan Swaffer spoke about some of these concepts at the Foundations for the Future Conference held at Baden-Powell Park, Samford.

A meeting of about 40 key people from Branch and Regions regarding the Youth Program Review was held on April 4 at the Queensland Scout Centre. This audience was

given an advance copy of the progress to date especially around the areas of personal growth, age ranges and Scout Method and framework for the proposed five Sections. Queensland presenters included those Members from the Branch who were included in the development of the Phase 4 Review. Overall the group appeared to accept the underlying principles and proposed structure. It was a pleasing night for the organisers. No discussion occurred around the proposed Promise and Law. The content will be further workshopped at a full Branch Commissioner Sectional meeting in May.

New recruits to our Youth Program leadership team include Jarrad McDonald, Branch Commissioner (Environment Education); Ryan Sodziak, Branch Adviser (Rover Scouts), previously known as Branch Commissioner (Rover Scouts) and Nathan Swaffer as Branch Commissioner (Youth Program Implementation) with responsibility for coordinating the implementation of the Youth Program Review. Each of these Leaders were Rover Scouts previously and contribute greatly to the expertise in the current Youth Program team. We are currently interviewing for positions of Branch Commissioner (Scouts); Branch Commissioner (International) and a new position Branch Adviser (Messengers of Peace).

In the lead up to the 23rd World Scout Jamboree in July 2015, Join in Jamboree activities were launched so that all Members of our Branch could join in activities associated with the World Scout Jamboree

in Japan. Deputy Chief Commissioner (Youth Program) Peter Blatch in his role as a Member of the World Scout Committee was part of the leadership team at the Better World tent where new Scout Youth Program initiatives were presented to the participants.

The Deputy Chief Commissioner (Youth Program) led a small team who worked with the National Commissioner, Youth Program, Karno Fernandes from Timor L'Este for five days at the Queensland Scout Centre in developing a suitable Youth Program for Scouts in four Sections in Timor L'Este. We continue to support this developing country through offering Adult training and Youth Program support.

There was a fantastic feeling at the Queensland Scout Centre at the Annual General Meeting of the Queensland Branch Rover Council where Kate Rimon was invested as the new Chair by the outgoing Chair Nathan Swaffer.

New national badges which continue across all Sections have been introduced to promote nights spent camping and distance hiked and travelled in other outdoor adventures. These are worn on the uniform and promote the notion of one continuous Scout journey from age 6 to 25 years.

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

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



# Youth Program Sections

## Joey Scout Section

A review of our statistics indicate Leader numbers have increased from 221 to 227, a variance of +2.8%, while our Youth numbers have had a decrease from 1,050 in 2015 to 965 at the end of March 2016, a variance of -8.1%. A reduction in Youth numbers is a concern and we will look at ways of turning this around.

We have had a number of new Mobs commence at Bunya Park Scout Group, Dolphin Sea Scout Group, Middlemount Scout Group and Roma 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 venues through e.g. activity camps, Mob holidays, sleepovers, Skillorama, environment activities, Heritage displays, Kokoda Challenge, water activities, 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 slight decrease 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 Schonell Theatre, University of Qld on July 4-11, 2015. Pre activities to the matinee involved Joey Scouts and Cub Scouts colouring pictures of knights and their steeds.

Joey Scout Jaunt's theme was 'Knights of the Joey Scout Circle', and wow, what a cracker of a day it was. It was wonderful to see the smiling faces of the Leaders, parents and Joey Scouts as they came down to the administration tent for registration. There was enthusiasm everywhere and you could see the Joey Scouts were just itching to start as soon as possible. Walking around the Park it was amazing to see the ideas the Joey Scout Leaders had thought of and the wonderful bases they had developed.

Some of the wonderful bases provided included the Heritage Museum, rope bridge, photo booth (Performing Arts), screen printing (Girl Guides), climbing wall and abseiling tower (Branch), banner making, raid the castle, sword out of the stone, guard the castle, mounted knight relay race, throw sponges through Bindi's head, javelin throwing through pool circle noodles, medieval shields, jousting activity, swords, puppet show, dragon's lair obstacle, fair maiden's hats and king's crowns, target practice, etc.

The day's activities finished with a wonderful

campfire and the cutting of our birthday cake celebrating our 25 years as a Section.

## 25 YEAR SPECIAL CELEBRATION

This year we celebrated the commencement of the Joey Scout Section 25 years ago, and since then the Joey Scout Section has flourished and formed the fifth Section of the Scout Movement. A badge (see below) was developed in New South Wales and was used across the States and Territories as part of the celebrations.



The Chief Commissioner of Queensland, gave approval for wearing the badge on the uniforms of Joey Scouts and Joey Scout Leaders for the period of July 1, 2015, to June 30, 2016. The Joey Scouts and Leaders supported the 25 year celebration in running various activities across the State and wearing the badge.

*Mr David Cruse  
Branch Commissioner (Joey Scouts)*

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



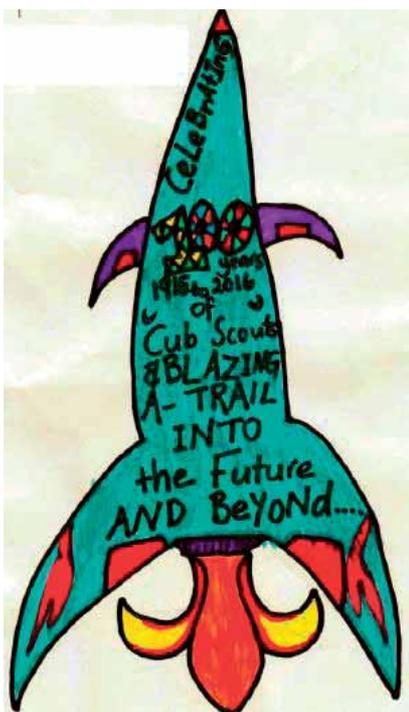
Promise Challenge Badges April 2015 to March 2016

April	May	June	July	August	September	Total
25	28	32	15	0	36	
October	November	December	January	February	March	244
17	28	28	0	24	11	

## Cub Scout Section

The Cub Scout Packs continue to provide active, challenging and busy Programs and are working towards CUBOREE 2016 and the 100 Years of Cub Scouting celebrations (2016) and events. Cub Scouts continue to progress and achieve through their Award Scheme. This reporting year has seen 335 Grey Wolf Awards (the Highest Cub Scout Award) achieved by Queensland Cubs Scouts; regrettably down a little from last reporting year's big increase, which was possibly aligned with Cuboree 2014.

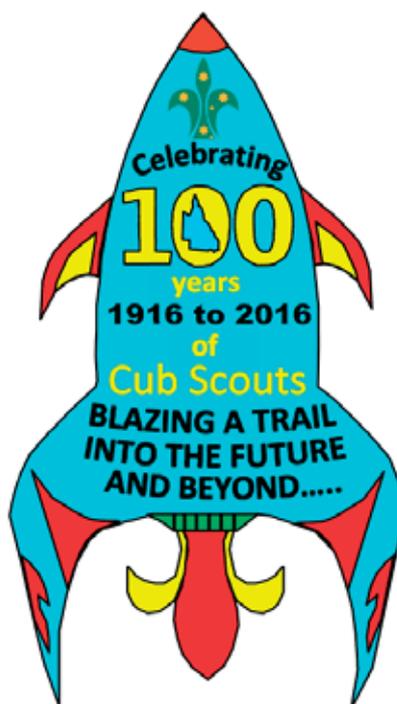
Branch planning for CUBOREE 2016, to be held September 18-23, 2016, at Maryborough, is on track with applications to attend already well exceeding the approved budgeted figure. The theme for CUBOREE 2016 is "Rumble in the Jungle" with a generous focus on the Jungle Books, BP and the traditions and history of Cub Scouting; in celebration of the 100 Years of Cub Scouting. The responsibility for planning two of the four major activity bases at CUBOREE 2016 has been given, one to each, of the more 'remote' Regions of Far North and Central and Western Queensland, giving a much more inclusive 'ownership' of CUBOREE 2016. In an attempt to 'buck the trend' of rain during Cuboree (so far three out of three), an elective CUBOREE 2016 merchandise item is a good quality water resistant jacket – it won't rain now that we are ready for it. In preparation



for the 100 Years of Cub Scouting (2016) a national Cub Scout badge design competition was run in the first half of the reporting year; the national winner being announced on September 30, 2015. Queensland Cub Scouts submitted 74 design entries; the Branch Commissioner (Cub Scouts) and a small team then short listed the entries to the top five with the Branch Chief Commissioner selecting the Queensland winning design (original and adapted design below) by nine year old Richard Greenwood from Bribie Island Cub Scout Pack.

All the winning designs, one from each Branch, were then circulated to all the Cub Scout Branch Commissioners and short listed, the final national winner being selected during an online meeting by the Cub Scout Commissioners and endorsed by National. The national winning design (right) was by a Tasmanian Cub Scout. This design has now been adapted and is the National 100 Years of Cub Scouting Badge being worn as an Event Badge by all Australian Cub Scouts and their Leaders throughout 2016.

The adapted Queensland winning design is being produced as a blanket badge for Queensland Branch. The Queensland design has also been included on the sleeve of the Cuboree 2016 'Rumble in the Jungle' polo shirt and on the pocket area, though no pocket, (rocket on the pocket) of the



ORIGINAL SUBMISSION AND ADAPTED

## REEF KNOT SCARF WINNING NATIONAL DESIGN

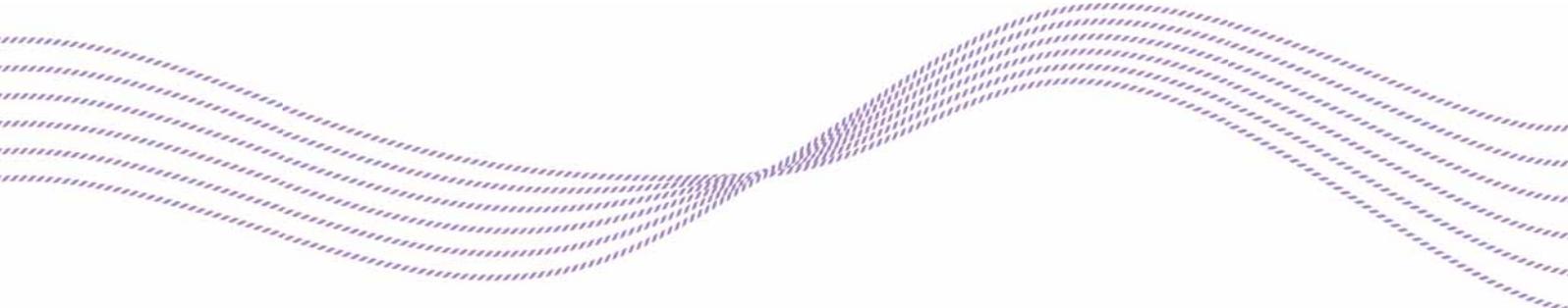


Queensland Branch 100 Years of Cub Scouts polo shirt.

Another major event planned for the 100 Years of Cub Scouting is a National Cub Scout Campfire to be held on the evening July 30, 2016. Packs, Districts and Regions have been asked to plan and conduct appropriate campfire events, with the only stipulation being that the Cub Scouts and their Leaders re-affirm their Cub Scout/Scout promise at 8.00pm for Eastern States, 7.30pm for Central time zone and 6.00pm for Western Australia. The 100 years celebrations are also being supported by a dedicated webpage and other initiatives developed by Scouts Australia marketing.

I continue to visit Packs to present awards, and have taken many opportunities to visit and participate in District and Region Cub Scout activities, camps etc., including outside the South East Queensland area. In September 2015, I attended Far North Region's Hop'N'Howl, a combined Cub Scout and Joey Scout activity weekend camp at Camp Barrabadeen on the Atherton Tableland; five packs from Kennedy Region also attended the activity.

The Branch Cub Scout Team (Seeonee) continues to meet monthly, with few exceptions, through concurrent online and 'face to face' meetings. The use of online meetings is allowing more inclusive and effective regular involvement of Region Cub Scout representatives/Leaders from outside of South East Queensland; it has been well received and proving very successful at keeping the 'farther' Regions informed and involved. Online meetings are also being used for regular two monthly meetings of the National Cub Scout Youth Program Team (all the Branches' Cub Scout Commissioners). These online meetings, combined with



growing use of social media, is significantly improving general communications and networking in all things Cub Scouting. The Cub Scout Commissioners also had the opportunity to meet together (face to face) at the National Youth Program Team meeting in Adelaide on May 22-24, 2015, and will again meet in May 2016.

Linking of Youth Members between Sections, especially up to Scouts, as always continues to be an important focus of the Branch Team. *Triple C* or *Cubs Can Come (CCC)*, a 'Linking' initiative by the Branch Commissioner (Scouts) as part of the annual *Triple S (Scout Section Skills)*, again had a slightly improved participation in 2015.

As always, it has been a great privilege to get around to the various Cub Scout Pack, District 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. Again, a big Cub Scout "WOOF, WOOF, WOOF" to all who have worked so hard to deliver the Cub Scout Program throughout the year.

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

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





## Scout Section

The most notable event over the last year for the Scout Section was the Australian Jamboree held at Cataract Scout Park in January 2016. The Queensland Contingent consisted of 30 Troops, five more than our last visit to Cataract Park. Along with this horde of Scouts there were Venturer Scouts, Rover Scouts and Leaders in various supporting roles across the Jamboree. All up the Contingent numbered 1,298.

On January 2-3, 2016, there was a great sense of anticipation as Scouts were spotted at airports all over Queensland making their way to Sydney. Once they arrived they joined up with other States to make a total of just over 11,200 Scouts and Leaders on site. The Jamboree had begun. Everyone was tested for the first four days as we experienced continual rain. There was some minimal impact on activities and a lot of trenching but everyone come through with their spirits intact. When the sun did finally come out cheers could be heard throughout the sub-camps.

Over the course of the Jamboree Scouts enjoyed canoeing, city tour, Jamberoo Water Park, circus, adventurous activities, Brownsea, The Shed and endurance activity bases. On Super Saturday Cub Scouts and families came to visit, swelling the population to over 20,000. The fun didn't stop at sunset, as

every evening there was entertainment at the Main and Mini Arenas, the Mall to visit and new friends to catch up with. After 10 days the Scouts will never forget they bid their farewell to their closest 50 new friends and headed home, some even stayed awake long enough to see the front gate for the last time. Thanks go to the Contingent team and all the other volunteers who made this great event a success for our Scouts.

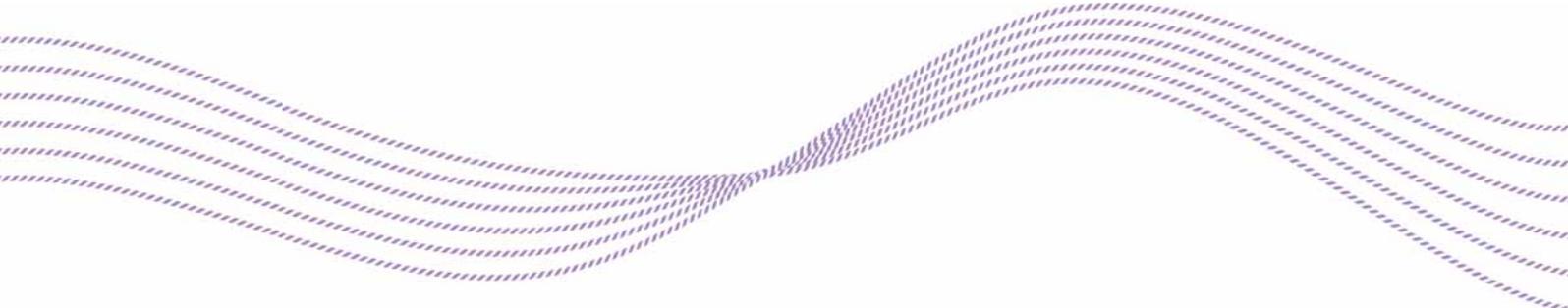
SSS was held in the July school holidays and this year we were blessed with four days of magnificent weather. 124 Patrols and their Leaders attended this weekend. Baden-Powell Park was brimming with Patrol camps filling Boys Field and Kulgun. Leaders camped separately from their Patrols but maintained a vigilant eye. This year's camp had an ANZAC theme which saw some interesting activities at bases and the theme worked in well with our visit to Gang Show. At this year's Gang Show the curtains were

opened at the end of the show and there was interaction between the cast and the audience which was fantastic.

Over the course of the last year, many camps and activities were run by Districts and Regions offering Scouts a wide variety of outdoor adventure. Perennial favourites such as Nighthawk, Butterfly and Kiwi Woggle attracted good numbers and provided a range of challenges.

The Scout Section Council has had two major projects over the last year, review of the Scout Leadership Course and the running





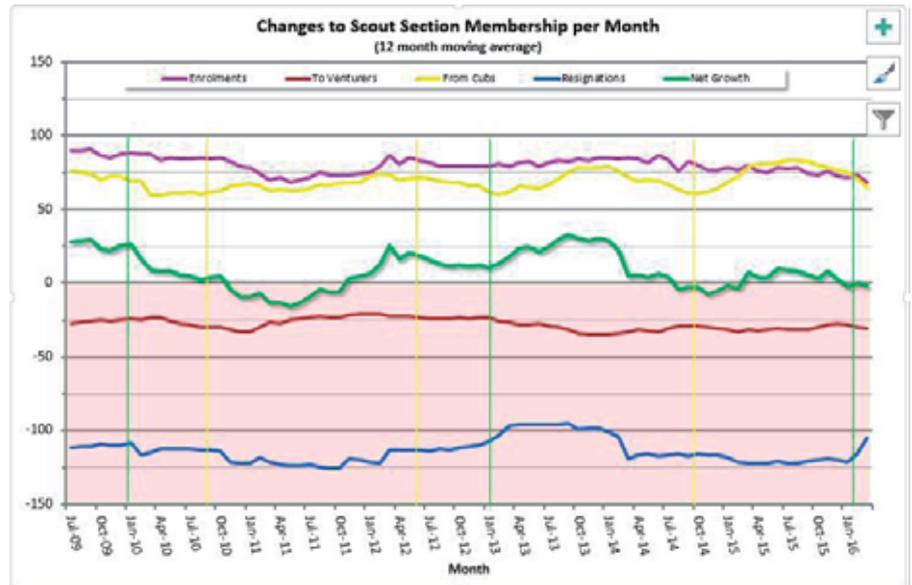
of a number of skills days to better equip our Leaders with the tools to run a successful Program. This has been interspersed with a lot of in depth discussion as the Youth Program Review continues. A number of trials with format and methodology for the Leadership Course have been run. The main intent has been to ensure we are delivering the course in a "learning by doing" manner that is engaging and relevant to Scouts possible leadership roles. Our ongoing activity will be to refine the content while maintaining flexibility in delivery methods. The skills days are slowly gaining some traction and the feedback from attendees to date has been very positive. There are three more scheduled for the remainder of this year after which it will be reviewed. The next topic to be picked up will be how we can better support our Line Leaders in delivering a consistently good Scout Program.

Over the past year the Section's membership has shown a slight drop of 25. Activities such as Jamborees and Cuborees have minor influences on numbers but retention continues

to be the biggest issue. The following chart shows moving averages of our gains and losses in the Section with the green line representing the overall changes occurring.

*Mr Steven Marshall  
Branch Commissioner (Scouts)*

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



## Venturer Scout Section

The Venturer Scout Section has been active in all aspects with activities at National, Branch, Region, District and Group levels. Activities have included (but are not limited to) Leadership Courses, Unit Management Courses, Mawson Scholarship, Camp LULL, Noosa Venture, Nighthawk, Operation Archer, Urban Challenge, Roventures, SSS, AJ2016, NZV2016, Gang Show, Scout Revues, Unit Camps/activities, Expeditions and Award Scheme badge work.

The Section has increased overall with current Membership sitting at 924 Venturer Scouts, an increase from the 870 registered on April 1, 2015. Over the past Scouting year a retention project has been undertaken within the Venturer Scout Section. The final report is currently being reviewed and we are moving towards implementing the recommendations. Initial findings identify that Programming and interaction with the Scout Section are indicative of low retention rates.

Unit Management Courses and Leadership Courses have been run throughout the State with 160 Venturer Scouts attending Unit Management Courses and 107 Venturer Scouts attending Leadership Courses. Online training sessions were conducted to train Venturer Scout Leaders within the Regions to be able to run more Unit Management and Leadership Courses within the State. This was very well received by Venturer Scout Leaders within the Regions as they are now better equipped to be able to deliver these Courses

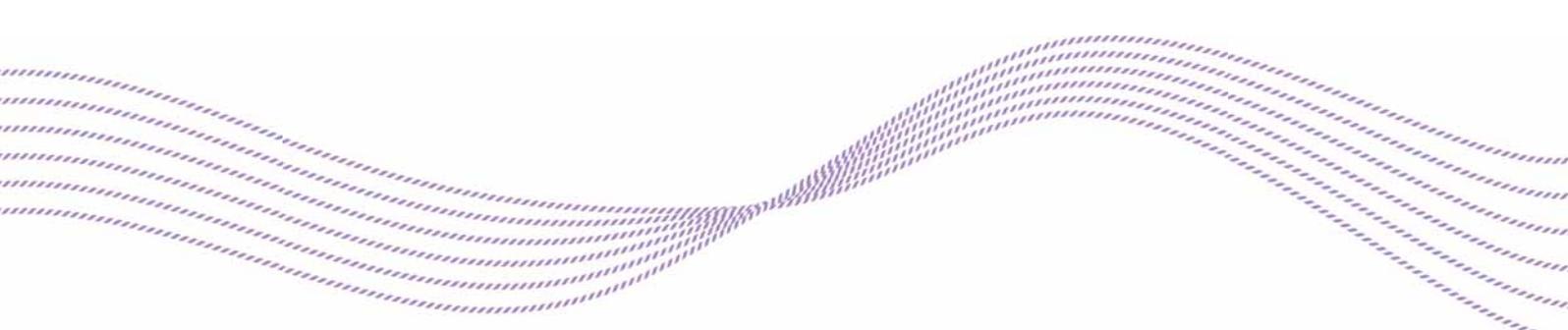
in line with the Venturer Scout Program. Camp LULL was run at Rocky Creek again with 36 Venturer Scouts participating and Queensland was well represented at both of the Mawson Scholarship Courses held in 2015.

Throughout the year 43 Queen's Scout Awards have been approved which is an increase from the 34 approved in the previous year. The Queen's Scout Award is the highest recognised award within the Section so it is very pleasing to see the number of Venturer Scouts achieving this award increase. The previous year's Queen's Scout Award recipients were privileged to be presented with their awards at a ceremony at Government House.

This year has seen the introduction of a joint project with the Region Development and Support Officer. An incentive introducing Scouting (namely the Venturer Scout Program) into an independent School in South East Queensland is well into planning and implementation stage. Vicki Knopke has been appointed as the Scouting contact with the school and is working towards having the Venturer Scout Program being presented to approximately 20 girls at the school during their daily lessons. Vicki has presented a lesson to the girls and school and it has been

very well received. We are looking forward to continuing this relationship and hopefully developing it throughout other schools.





In January this year, approximately 50 Venturer Scouts and Venturer Scout Leaders from Queensland joined the largest Australian Contingent to ever leave Australian shores for an international event. The event was New Zealand Venture 2016 (NZV2016) and the participants all reportedly had the time of their lives. They experienced activities such as bungee jumping, white water rafting, hiking and site seeing in New Zealand. The memories that these Venturer Scouts and Venturer Scout Leaders made will be life long and it is events such as this that are testament to the wide variety of experiences offered through Scouting.

The next 12 months are gearing up to be full of exciting and challenging activities. Queensland Venture is happening in July this year at Rockhampton and work has commenced on the Queensland Contingent for Australian Venture 2018 (AV2018). With the site for AV2018 being announced earlier this year as Petrie, the Contingent Team are currently looking at options for the Pre-Venture Tour whilst establishing the budget for the Contingent.

I would like to express my thanks to all of the Venturer Scout Leaders and Supporters and the Branch Support Office for all of the tireless work that they have undertaken over the past 12 months to make the Venturer Scout Section successful.

*Mr Christopher Dunne  
Branch Commissioner (Venturer  
Scouts)*

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



# Young Adults

## Rover Scout Section

At the 2015 Annual General Meeting of the Queensland Branch Rover Council, the following Rover Scouts were elected to executive positions for the 2015/2016 term; Kate Rimon (Chairman), Tahlia Johnston (Deputy Chairman), Taylar Gregory (Finance Officer), James Day (Secretary), Lianna Gammie (Training Officer), Kelsey Reid (Awards Officer), Blake Bath (IT Officer), Lisa Crowley (Marketing Officer) and Mitchell Sanderson (Resources Officer).

At the Annual Rover Conference held at Baden-Powell Park, the new Strategic plan for 2015-2020 was accepted. This included the development of the Five Rocks Rover Park Project under the leadership of Jack Neeland; the new event calendar and the initial outcomes of the Youth Program Review. The May National Youth Program Team meeting had been the first of its kind to promote Rover Scout involvement directly and set out the ground work for where the Youth Program Review was to move forward. Kate was privileged to be at this meeting and took this information back to the Conference to discuss the potential changes and where the Rover

Scouts need to be promoting the acceptance of change. The Annual Rover Conference also held a large focus on developing Regions, their activities and their involvement in the Venturer Scout retention projects.

In line with the Strategic Goals, the Chairman and QBRC Venturer Liaisons met with the Branch Commissioner (Venturer Scouts) to discuss working together through upcoming projects, event involvement and the growth of these Sections. This saw a new focus on social media engagement and growth of the online presence of Rover Scouts and Venturer Scouts. June also brought the first engagement between Rover Scouts and Venturer Scouts with the annual Camp LUUI where Rover Scouts assisted in the adjudication and development of the debates.

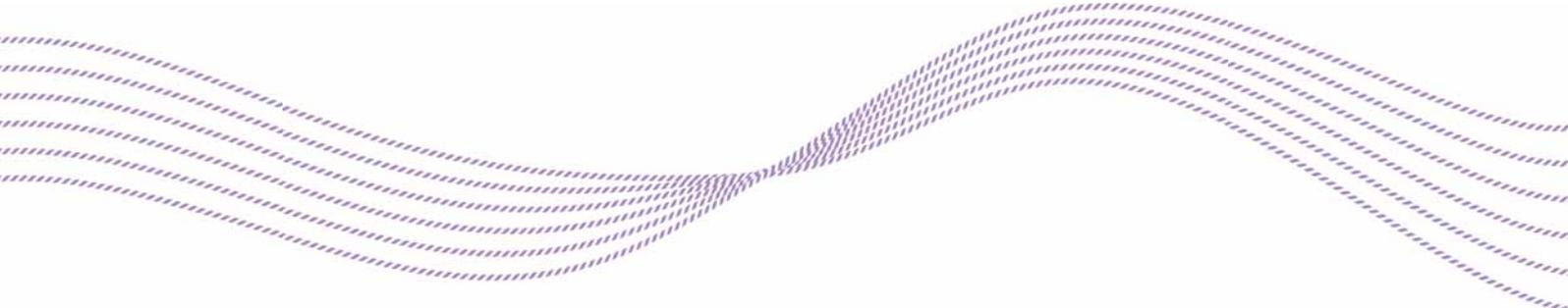
June Moot 2015 was hosted by the Dolphin Sea Scout Rover Crew. For a young Crew, they put together an incredible event building chariots, catapults and a wonderful scavenger hunt between Gladstone, Calliope and ending at a Region Scout Camp at Awoonga Dam. A fantastic event and great fun was had by all.

2015-2016 saw many changes in the face of training within Scouts Queensland. These changes started to come into play in July with the Basic Practical Course for Rover Scouts. The Chairman of QBRC was invited to lead a number of the training sessions and discussions in order to provide an engaging and first-hand experience for the Rover Scouts and Rover Advisers in attendance. This also started the discussions which are still under development in regards to Personal Leader Advisers for Rover Scouts, including the management and appointment processes.

July brought with it the first of the Region development tasks with the first online GoTo meeting with the Region representatives. This online meeting gave all the Region representatives the opportunity to join the meeting from their phone or computer without distance being an issue.

Urban Challenge was a highly successful event coordinated by Sophie Storie. 120 Venturer Scouts spent the weekend using public transport to get around Brisbane City to complete tasks and activities based around





the theme of Lights, Camera, Action. The evening popcorn war and movie night were great highlights full of energy from the Venturer Scouts.

August 2015 started with mixed emotions at the St George's Ball as we farewelled Gavin Brady from his term as the Branch Commissioner (Rover Scouts) and welcomed our very first Branch Adviser (Rover Scouts), Ryan Sodziak, to our team. St George's Ball had an incredible turnout with 385 seats sold! Libby Smith put together an incredible BrisVegas themed evening. The evening saw the presentation of five Rover Service Awards. Congratulations to Ben Digweed (Kamerunga), Chris Drew (Florence Bay), Chris Gardner (RA Downlands), Bradley Smith (Downlands) and Xavier Musson (Parkwood Heights). This group of awardees represented a vast spread of involvement across the State and the age ranges. It's great to see this ongoing support from a wide range of Members of the Movement.

In August, Kate represented Queensland Rovers at the Branch Rover Council Chairmen's Meeting in Adelaide. It was at this meeting the Chairman of each of the States were able to discuss upcoming issues, Youth Program Review changes and recommendations, the Training Needs Analysis and provide feedback to each State on current issues and how they are working through them. This was a great networking opportunity and provided a platform to share resources and communicate between States.

Clifton Hill Rover Crew's Rock the River went off without a hitch and kicked off the season of Crew and Region events. Roverchella, hosted by Gold Coast Region Rovers, was a great Region Roventure event which they plan to continue. South West Moot, hosted by Darling Downs Region Rovers, was the first Moot run by the Region in many years. The Regions then kicked off their Coffee Shop projects which are activity and competition-based evening programs with the Venturer Scouts and Rover Scouts of the Region. It provides an opportunity to get to know the Rover Scouts and Crews that are local to them to assist in the linking processes.

With events filling the later part of the year, Banana Bash kicked off in August with a fantastic event coordinated by Tahlia Johnston. It was well run, fantastically marshalled and set a great example for how Banana Bash in the future should be coordinated. The Rover Scout Section was also greatly represented



in Wonargo Revue 2015. CQRC Christmas Moot 2015 was hosted by the Hinkler Rover Crew at Wyper Park. The young Crew put on a fantastic event and had an incredible turnout for a CQ Moot.

In November our Marketing Officer resigned for personal reasons. In a mad rush to ensure this role was filled, Hannah Ruedinger stepped up to the plate. Hannah took on the role and hit the ground running. Within a month she had filled the major marketing task for the year and by Christmas each Region in Queensland was provided a marketing kit. These kits were designed to be used at marketing and promotional events, barbeques and Scouting events to help promote Rover Scouts. The kits include brochures, business cards, armbands, posters, and a Queensland Rover branded flag. An incredible resource provided to all Region centres and a massive effort from Hannah.

Going into election season it was decided to remove the QBRC Project Officer roles of Venturer Liaison and Workforce Chairman in order to promote the integration of Venturer Scouts liaisons and service focuses within each and every Region. Each Region has been tasked with ensuring that Venturer Scout retention and service are focused from the grass roots.

In January, the National Rover Council met for their Annual Conference in Sydney. At this meeting, a new Chair of the National Rover Council was elected for a full 2 year term. Queensland was proud to support the application for Ben Cherry-Smith who will lead the National Rover Council until 2018.

The Queensland Contingent to Surfmoort 2016 was led by Mark Tarman and was one of the biggest Contingents we have ever sent to an interstate event. Congratulations to Mark in motivating such a wide range of Rover Scouts from Queensland to head to Victoria across the Australia Day weekend.

Castaway Moot was another event run by individual Rover Scouts. A great success and example for events that can be managed outside of the Queensland Branch Rover Council. It was this move of event management that prompted a discussion at the QBRC midterm conference in February that will move the QBRC events away from QBRC management and out to the Regions to support, promote and fund. This move will provide an opportunity for a wider range of Rover Scouts to get involved in event management, share the potential income from events and open the minds of the Rover Scouts on the frontline to get involved.

In January, we received the resignation of the Deputy Chairman, Tahlia Johnston. It was then at the QBRC midterm Conference that the current QBRC decided to step up to assist until an incoming Chair could be elected to fill this gap. The QBRC did an incredible job when called upon to assist in ensuring the Regions were kept in communication circles and the Executive were providing all the support they could.

Given the increase in workload spread across the Executive, QBRC made the move to online task management. The move to Producteev has ensured a smooth transition of tasks between Executives and a way of tracking



progress and management of operational items.

To further the growth with Queensland Branch Training, the Chairman and Training Officer were invited by the Branch Commissioner (Adult Training and Development) to attend the Training Team Conference. This provided direct contact and involvement of the Rover Scouts in the development of training in Queensland and really locked in the foundations from which Rover Scouts will be more involved in the delivery of training in Queensland in the future.

The greatest outcome at the 2015 Annual Conference was to ensure smooth transition between Councils. This started through the initiation of the online task management system and has continued through the establishment of the Guide to being a Region Representative. This Guide was created to outline the tasks and responsibilities of the Region representative and provide them all of the information, support and direction they need to be able to complete their role and communicate it effectively. We will see the effects of this document over the coming year.

Roventure SEQ 2016 was coordinated by Mitchell Eickenloff and run at Rocky Creek Campsite. A fantastic contingent of Rover

Scouts attended to assist in the running of this event and the activities were on point, as reflected in the reviews that labelled this the best Roventure ever. This goes to show the growth of events and knowledge within the Committees. A huge congratulations to the Roventure SEQ team.

Queensland Moot 2016 ran over the Easter long weekend. This event popped up last-minute as Far North Region withdrew their event due to the Crew position. Queensland Moot was a relaxed weekend at Guanaba Creek Campsite which provided the attendees the freedom of a daily expedition to the beach, the mountains or anywhere in between. Mitchell Sanderson put together a chilled program and tested the waters of the first BYO QBRC event which has given us some great practical experience to build from.

CQRC's (April-May) June Moot was hosted by Hinkler Rover Crew over the new May long weekend in Bundaberg. The event featured a range of sensory activities, bomb defusing, reverse-abseiling, raft building and obstacle course activities. A jam-packed long weekend that reflected the incredible growth of the Kepnock Rover Crew and a fantastic event.

With such a jam-packed year, and some fantastically produced Region events, it is no

surprise as to why QBRC seeks to have the Regions take on some of these events in the coming year.

Though there were great successes, there were a number of challenges in the past 12 months including getting all of the Rover Scouts in Queensland through their compulsory training. Despite this the numbers within the Rover Scout Section grew over the 12 month period, having over 100 Venturer Scouts advance to Rover Scouts and 70 new Rover Scouts register without having come from the Venturer Scout Section.

The year also saw six Baden-Powell Scout Award completions with the finalisation of the old award scheme in December 2015.

A huge congratulations to the Rovers of Queensland for an incredible year. We can't wait for the year ahead under the leadership of the incoming Chairman, Blake Bath.

**Ms Kathleen Rimon**  
*Chairman of Queensland Branch Rover Council*

**Mr Ryan Sodziak**  
*Branch Adviser (Rover Scouts)*

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



# Youth Program Support

## Adventurous Activities Program

Over the past 12 months, the Branch adventurous activity team has been able to deliver to a number of Regions, Districts, Groups, Sections and Patrols, activities ranging from abseiling, both artificial and natural, through prussiking, and rock climbing, both artificial and natural.

We have been able to support Joey Scout Jaunt, SSS, and Agoonoree in addition to the above activities.

Scouts have been working towards their Abseiling Badge with the support of the team, and many have expressed an interest in furthering their skills in abseiling and are looking forward to further challenges in the area of rope related activities throughout Venturing. Venturer Scouts and Rover Scouts are increasing their qualifications and skills in these areas and achieving in areas of their respective award schemes at the same time.

Members of the team are now engaging in preparations to support Australian Venture in 2018, hosted by the Queensland Branch. Members of the team continue to support delivery of VET Courses in the areas of rope related activities and we are looking forward to welcoming more Members of the Guide Association to our Courses, and in time, to work more closely with Guides in our own activities and in supporting theirs.

**Mr Timothy Grinter**  
Branch Commissioner  
(Adventurous Activities Program)

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



## Environmental Education

Branch Commissioner (Environment Educational) Jarrad McDonald was appointed in June 2015 who reports to the Environment Team and was busy all the way up to Christmas. Kathy Yeo was sent to the National Conference for Environmental Education and it was a positive experience with a lot of things presenting from the meeting.

A focus of the team was planning for the future. As part of that, a yearly training meeting was held in February which addressed planning and currency in WHS and First Aid Courses. Work also continued on the content of the website including calendar and programs and service delivery options for Far North and Central and Western Queensland Regions, which will be a focus of 2016-17.

Work has been done on reviewing the current Program and developing specific Programs in different locations.



In April, the Eprapah Creek Environment walk was opened and had a good turnout of local Members, giving us the potential for other grants in the future. A big thank you has to go to Jean Howell and Kathy Yeo for all the work that they have put into getting the grant. A big thank you to Redland Shire Council for giving us the grant for the walk.

The team has purchased new equipment to help update our Programs including the purchase of a Blu-ray player and microscopes for looking at small organisms.

**Mr Jarrad McDonald**  
Branch Commissioner (Environmental Education)

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



## Heritage

The Heritage Team continued to provide its services over the past year in a number of ways including the opening of the Heritage Centre at Baden-Powell Park, providing displays and activities for various events, answering the many heritage enquiries and working to restore the Heritage Archives.

The Heritage Centre is open on Saturday afternoons from February to November to Members of Scouting and the public. Youth and adult visitors to the museum always show a great deal of interest for our Scouting past. Special thanks go to members of the Valley Sub-branch of the Baden-Powell Guild and the other museum Guides for providing this valuable service.

During the year, the team provided activity bases or tours at the Heritage Centre for a range of events including Charles S Snow District Cub Scout Camp, SSS, Joey Scout Jant, Agoonoree, Branch Youth Council, Foundations for the Future Conference and Brisbane Gang Show Rehearsal Camp. Activities were also provided at Redcliffe



Skillorama and Kiwi Woggle and displays were provided at the Bald Hills and St Johns Wood Groups 70th Anniversary celebrations.

Work is continuing to restore material from the Heritage Archives rescued from the 2011 flood. We also constantly receive many donations of various items of memorabilia, including books and other records which require sorting and cataloguing for preservation and or display. Most of this material is presently stored in Mansfield Guide Hut but needs to be relocated in the near future. Extra space for sorting, storing, displaying and researching the growing museum, library and archive resources is essential. Although the archive is far from being fully functional, we are still able to respond to the increasing number of interesting and varied enquiries being received.

Team members are also sorting and cataloguing the thousands of badges in our collection and supporting a number of Scout displays in country museums. There are Scout Museums operating around the State including Petrie, Landsborough, Nambour, Gympie, Miles and Longreach.

*Mr David Teufel  
Branch Coordinator (Heritage)*

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

## International

The International Team led by myself 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 consists of the Branch Commissioner and four Branch Advisers.

Scott Edwards as Branch Adviser for SISEP (Student International Scout Exchange Program) continues to promote this wonderful Program. SISEP in Queensland is still growing. In 2015/16, we saw three Venturer Scouts (from Bundaberg, Goodna and Ipswich) go on exchange. Two went to the UK and one to Denmark. All three had a fantastic experience and it was good to read their blogs whilst they were away. The two who went to the UK are hosting their host brother this year in a reciprocal arrangement which is very good to see.

For the group going at the end of 2016, we have a record number of candidates and we are confident all eight will be successful with their upcoming interviews. We have eight



candidates this year and they consist of two from Goodna, one from Victoria Point, one from Taringa Milton Toowong, one from Bunya Park, one from Glennie Heights, one from Mount Cotton and one from Oakleigh Venturer Scout Unit. One is planning to go to Japan, one to the UK and six to Denmark. The next few months will be a busy time for them doing up presentations that will be used overseas to show their host families, School and Scout Group about their lives in Australia. They will be set to depart at the end of November for 6-7 weeks overseas experiencing life in another country and a northern winter.

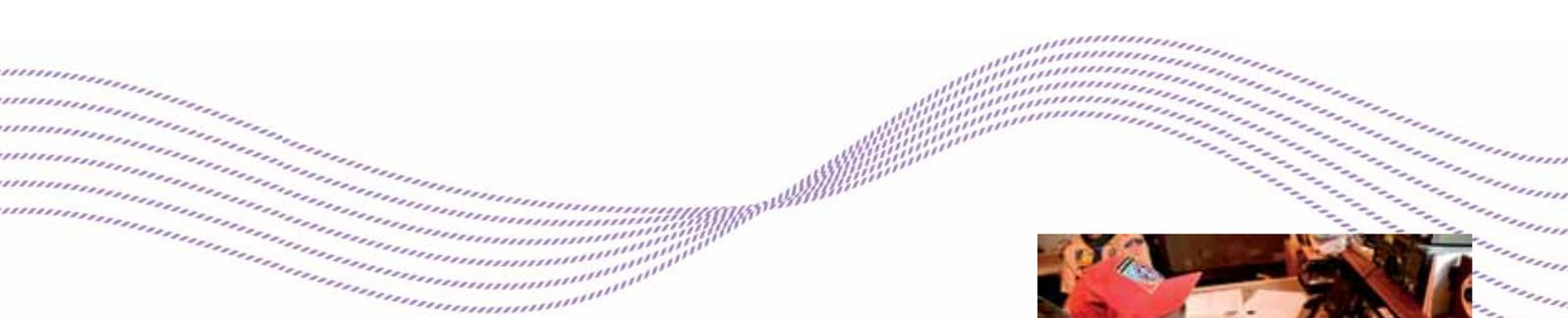
Currently, Scott is trying to find host families for the inbound group from Denmark, UK and Japan. So far we have had six families open their doors, including two who went on exchange last year. We have accepted another four for which we are trying to find host families. Our recent request via the Branch website and Venturer Scout forum are showing promise.

The continual promotions of SISEP and getting those who have gone on exchange to assist in promotions is paying off with indications that interest for next year's group will also be a good number for Queensland.

Branch Adviser Susan Rogers continues to do an extraordinary job in the National PenPals Program. Due to some specific issues, the Branch did not participate in the International PenPals Program arranged by National but used its own contacts. These have now been resolved and we look forward to discussing ways to progress this National network at the upcoming International Conference in May. To date five links have been made; two Scouts, one Cub Scout Leader, one Assistant Scout Leader and one Venturer Scout.

We currently have 13 applications awaiting links, plus 39 additional from Jamboree.

Susan advises that working with the new Coordinator is proving to be very rewarding and she looks forward to linking the Youth of Queensland with the world again.



Section	YTD 2015- 2016	YTD 2014- 2015	YTD 2013- 2014
Joey Mobs	0	8	16
HATW	0	0	3
Individual	0	0	0
Cub Scout Packs	2	5	15
Individual	0	0	6
Scout Troop	0	1	6
Individual	2	2	11
Venturer Scout Unit	0	1	4
Individual	1	4	10
Rover Crew	0	0	0
Individual	0	0	1
Leaders	2	2	1
Groups	0	1	0
<b>TOTAL</b>	<b>7</b>	<b>24</b>	<b>71</b>

Jamboree on the Air and Jamboree on the Internet activities are 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 JOTA/JOTI was conducted in October 2015. Participation numbers are loosely based on badge sales in the absence of reports from participating parties. For the 2015 year, 2500 badges were sold, a slight decrease over the previous year. This year Queensland was the highest registered State in Australia on the international JOTA/JOTI website. A number of Groups did not obtain badges although they participated in the event and the trend in Queensland is for increasing participation during this weekend.

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 must particularly thank the WIAQ (Wireless Institute of Australia Branch) and the affiliated clubs for the assistance they provided with the running of JOTA/JOTI in 2015.

For 2016, we will continue to promote the JOTA/JOTI event as an international event and further develop the already strong ties between the Scout Association and the Amateur fraternity within Queensland. The Amateur Radio Foundation Licence will be further promoted so that Scout Members, both Youth and Adult can obtain this Licence as a minimum and be awarded the Amateur



Radio Badge. 2016 JOTA/JOTI will be held October 14-16, 2016. We encourage all Scouts, young and old, to participate as this is the largest single Scouting event each year with over 1,300,000 participants worldwide during the 2015 weekend.

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.

During this year Sandra facilitated introductions for a Leader from Scotland and a family from the USA who were visiting. She met a Scout Leader and two Scouts from Papua New Guinea who were enroute to Sydney for AJ2016. After the Jamboree



she again met them and took them to the International Terminal to return to Port Moresby.

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 articles also promote international events and activities. Branch Adviser Susan Rogers continues to do a marvellous job with the articles.

The Team is also responsible for the International Explorers Award (five 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.

The statistics for this period are:

	Applications	Approvals	YTD
International Contingent Numbers	21	0	0
PenPals	6	6	6
International Letter of Introduction	17	17	17
International Explorers Award	6	5	5
SISEP - Outbound Scouts	3	3	3
SISEP - Inbound Scouts	10	10	10
International Visitors	NA	NA	4
Grants Received	0	0	0

To date there have been 21 applications from Youth and Leaders to attend the New Zealand Jamboree in 2016/17. There is also genuine interest from Youth and Leaders to attend the Mongolian Jamboree in July/August 2017, Norwegian Jamboree in July 2017 and the World Moot in Iceland in July/August 2017. It is pleasing to see a stronger desire to attend such events from Queensland Members.

*Dr Paul Rollason – Branch Commissioner (International)  
The Scout Association of Australia, Queensland Branch Inc.*



Parklands, with the 2016 carols scheduled for December 3, 2016.

As part of the Performing Arts portfolio, it was pleasing to see Brisbane Gang Show, Darling Downs Revue, Rochedale Revue and Wonargo Revue all take to the stage in 2015, and importantly continue to provide Youth Members the opportunity to participate in Performing Arts.

The QPAT team has continued to support both Region and Branch activities with participation at the Darling Downs Region Performing Arts Day, Brisbane North Cubyana and also Branch Joey Scout Jaunt – all in a very productive and exciting 12 months.

It is also pleasing to report all Leaders within the Performing Arts Team have completed all required training and the year ahead is a focus on Wood Badge completion.



## Performing Arts

The Queensland Performing Arts Team (QPAT) has continued to deliver Programs across this year to all Youth Sections in Queensland Branch.

The Joey Scout and Cub Scout Programs continue to be run in Sections with the Team visiting Groups to deliver the Program.

The Scout Program is run at the Brisbane Gang Show backstage "Barn" at Doomben racecourse and is run over a week, with Scout Troops attending on one night across the week. That approach allows the QPAT Team to set up the "Barn" as a theatre. The Scout Program focuses on Sound, Lighting and Video components of Performing Arts – and is planned to run for one week each term.

We have also had Venturer Scouts and Leaders participate in this Scout Program – which is proving very successful.

The team in this period under review have also conducted a further Campfire Program for the Brisbane North Kanyana, which focused on developing Cub Scout Leaders skills in preparing and running successful campfires. This activity was very well supported and there was some great feedback from the Leaders involved.

All Youth Sectional Programs have been developed to support the Sectional Award Schemes.

The QPAT successfully coordinated the 2nd Queensland Branch Scout Christmas Carols in December 2015, at the Roma Street

The establishment of the QPAT, continues to add value to the Youth Program and we are very excited about the opportunities ahead over the coming year.

*Mr Geoffrey Doo*  
*Branch Commissioner (Performing Arts)*

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



## ScoutReach Lones

I would like to advise that while the annual ScoutReach Lones camp scheduled for the end of September was cancelled, the Leaders used the time for training and development purposes and to plan the direction of the Group. This included a fundraising BBQ on Father's Day at Anaconda at Everton Park. We thank the Leaders for all their efforts to enable this unique Group to stay ahead of the game.

I am also delighted to report that another Venturer Scout achieved his Queen's Scout Award and another is progressing well.

*Mr Gary Hansen  
Group Leader (ScoutReach Lones)*

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

## Special Needs

As in past years Scouting continued to attract a number of young people with special needs who wished to participate in the Program. The age appropriate structure of the Program together with the opportunity to achieve badges and advance at an individual rate is appealing to both parents and youth.

The condition most prevalent for which support has been requested is Autism which can appear in a variety of behavioural formats frequently requiring individual attention. Leaders should be commended for the successful way they have consistently handled often difficult situations while still ensuring all Youth Members have the opportunity to achieve individual success.

When requested Leaders have been supported by Members of the Special Needs Team either on an individual basis, with a visit to the Section, or in group situations such as District Training Meetings or Special Needs Courses.

*Ms Michele Johnson  
Branch Adviser (Community Development)*

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

## Brisbane Gang Show

In our 64th consecutive season in 2015, there were 111 Members in cast from Scouting and Guiding. This included 18 Cub Scouts who were in split cast with a reduced rehearsal workload. The theme of the show was "Everyday Heroes" and included a segment paying tribute to the ANZACs.

A creative team of seven Members under 30 years wrote many of the items. Once again our guests included the Governor of Queensland, which this year was His Excellency The Honourable Paul de Jersey AC for his first show, Police Commissioner Ian Stewart and many other special guests.

Some different aspects used successfully in this year's show included a Live Stage, use of video projectors for backgrounds and cast Members crawling up on the front of the stage in the battle scene.

Once again attendance of Scouts from their SSS Camp at two special matinees was hugely successful, and the Joey Scout and Cub Scout matinees were also very successful.

Congratulations to Production Director Trevor O'Hara and everyone involved to make the Show a success; cast members, the production, executive and support teams, and all the supporters who help out in so many ways.

Auditions were held last November for the 2016 Show and we are pleased to report that there are currently 135 cast members, of

which 55 are new with a larger number of younger Members. The show is now well into its rehearsal phase.

Three members from the Gang Show attended the NATPAC (Scouts Australia National Performing Arts Council) meeting in Adelaide in September 2015 to share ideas and experiences in staging of Scout shows.

Our backstage facility at Doomben racecourse and wardrobe facility at Whites Hill continue to serve us well but do have some issues such as lease and maintenance problems. We were also fortunate to purchase a number of items during the year from either grants or our own funding including; video camera, radio mics, costumes and racks from a costume hire shop closing down, sound desk and keyboard.

*Mr David Teufel  
Executive Director (Brisbane Gang Show)*

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



# Adults in Scouting

The Scouting year has progressed well with the new team becoming familiar with their areas of responsibilities. Scouts Australia, during the year under review, moved e-learning to a new platform which has allowed new functionality to be introduced making the system easier for Leaders to use.

The separation of the Wood Badge training program and VET qualifications via Scouts Australia Institute of Training (SAIT) was also successfully completed with Mr Paul Parkinson being appointed as the Principal of SAIT, congratulations Paul! Leaders and Youth Members who still wish to obtain a Certificate II, III, IV or Diploma can still do so via SAIT using the Recognition of Prior Learning (RPL) process. With the changes, Members not wishing to receive a VET qualification has seen, from January 2016, a reduction in

paper work allowing them to complete the required training.

In May, Queensland hosted the first National Event Management Course at Baden-Powell Park. The Course was by invitation and Queensland had eight participants out of the 24. The Course was well received by participants and it is hoped that a further Course could be run next year.

Branch Commissioner (Adult Training and Development) Bryan Brown reports that during the year under review 227 Leaders, across all Sections and Leaders of Adults, have completed the Basic Level Training, which comprises of e-learning, on the job skills and a practical training weekend, and have been awarded the Certificate of Adult Leadership. 21 of these Leaders have subsequently

submitted the Basic Level evidence and received a Certificate III in Business.

Bryan also reports Queensland Branch has maintained 48% of its Leaders holding the Wood Badge with 158 Leaders having completed their Advanced Level Training with 143 parchments, beads and Gilwell Scarfs being presented at the time of writing this report. 86 Leaders have subsequently submitted Advanced Level evidence and have received their Certificate in Front Line Management.

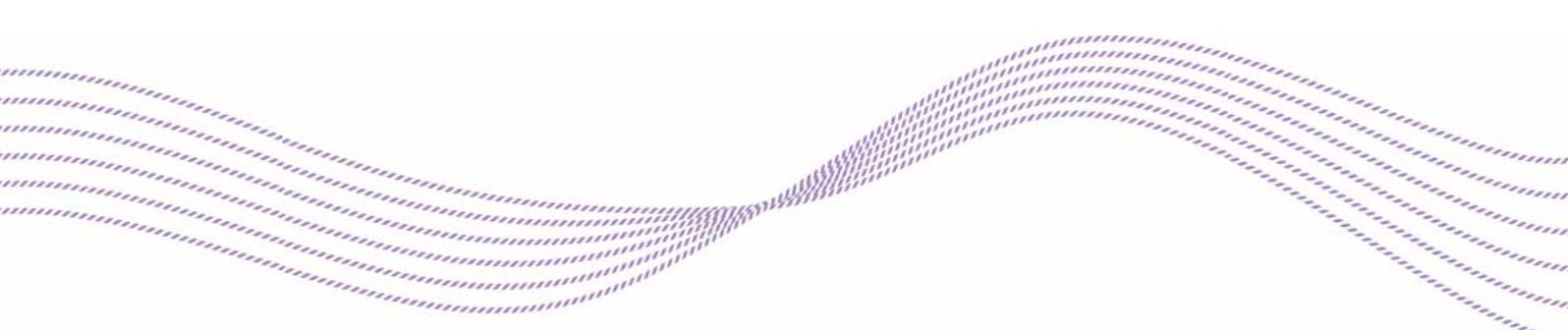
During the year under review three Diplomas of Management were also awarded.

Scouts Australia's National Executive Committee made the decision for all Members to complete the e-learning modules Child Safe Scouting (BCORE CHILD) and WHS and

Overall our numbers indicate a successful year.

	2011/ 12	2012/ 13	2013/ 14	2014/ 15	2015/ 16
<b>Scout Training Achievement</b>					
Completion of Basic Training (CoAL)	121	92	254	280	227
Completion of Advanced Training	71	45	617	133	158
<b>Total Participants</b>	<b>192</b>	<b>137</b>	<b>871</b>	<b>413</b>	<b>385</b>
<b>Total (%)</b>		<b>-29%</b>	<b>536%</b>	<b>-53%</b>	<b>-7%</b>
<b>Wood Badges awarded</b>	<b>61</b>	<b>46</b>	<b>131</b>	<b>275</b>	<b>143</b>
No of Adult Leaders as at March 31			2062	2126	1943
% of Leaders holding Wood Badge			33%	48%	48%
<b>RTO Qualifications</b>					
Certificate II - Leadership Support** / Business	12	16	10	20	10
Certificate III Business	219	133	69	141	21
Certificate IV - Front Line Management	115	68	184	150	86
Diploma Leadership ** /		10		50	3
Certificate II - Outdoor Recreation			3	9	4
Certificate III - Outdoor Recreation			20	2	4
Certificate IV - Outdoor Recreation			1	1	1
<b>Total</b>	<b>346</b>	<b>227</b>	<b>287</b>	<b>373</b>	<b>129</b>
<b>Total (%)</b>		<b>-34.4%</b>	<b>26.4%</b>	<b>30.0%</b>	<b>-65.4%</b>

(\*\*) Leadership removed from scope in 2014/15



Scouting (BCORE WHS). This has presented some challenges for the Branch with a number of Members deciding not to fulfil their obligations. This has led to their Membership being terminated until such time as the mandatory e-learning modules are completed.

The Introduction to Scouting presentation used as part of Queensland Branch signup process has been placed into an e-learning platform and can now be viewed online, this ensures that new Leaders are always provided with current information when making the decision to take on a leadership role.

The Bushwalking Course has now been firmly embedded into the Scout, Venturer Scout and Rover Scout Sections as part of the Basic Level Training requirements. To support the underpinning knowledge for this Course, five new e-learning modules have been introduced. A robust RPL process has also been implemented for bushwalking to acknowledge that many of our Rover Scouts and Leaders come to these Sections with bushwalking skills.

The Training Team Conference was planned to consolidate a number of changes which transpired during the year. An additional day was added to the Conference to focus on personal development for team members. This was delivered by an external facilitator who was able to challenge a number of us and provide new ideas. Bryan also reports that he has reviewed all training team appointments and has challenged all team members to undertake extra training in an

area that will provide personal challenges and development. Members of the team have accepted the challenge to broaden their horizon and are participating in other Section training courses.

Branch Commissioner (Vocational Education and Training) Darryl Clare reports that he has been busy working with National bedding down new processes to support SAIT. Darryl also reports that SAIT has issued 10 Certificate II in Business to Venturer Scouts and four Certificate II in Outdoor Recreation. Four Leaders have been successful in being awarded the Certificate III in Outdoor Recreation and one Leader the Certificate IV in Outdoor Recreation.

Branch Commissioner (Adventurous Activities) Russell Davie reports that the skills areas for which adventurous activities training is provided are expanding. The most common area of training is bushwalking. This is because bushwalking training is compulsory for Leaders and Young Adults completing Scout, Venturer Scout and Rover Scout basic training.

Abseiling, canoeing and kayaking courses have also been popular for some years. Courses in archery, sailing, sea kayaking and climbing are now being offered. There has been a steady increase in the number of Venturer Scouts seeking VET qualification. The Certificate II in Outdoor Recreation can be registered on a senior student's Queensland Certificate of Education and gains four credits, equivalent to one subject.

Branch Commissioner (Member Support) Peter McLeod reports that during the first 12 months he has worked to define the role while supporting a number of Branch projects. As a consequence of running a number of PLA courses it was identified that the Personal Leader Adviser Course needs to be updated, this is currently underway.

Peter also reports that work continues on updating National documents. Ideas for Supporting the Group Committee Treasurer, Chairman and Secretary and Supporter to reflect the function of the Group Support Committee are currently being reviewed by National. Peter also reports he has been involved in the review of National training material and the Queensland e-learning material to allow consistent and up to date information to be delivered.

Overall the Adults in Scouting portfolio has had a successful year and is looking at a number of new projects for the coming year which will assist Members in their future education and careers. The Adults in Scouting portfolio will also continue to deliver the National Wood Badge Training Program and VET qualification while maintaining the high standard that has become expected.

*Ms Jean Clifford  
Deputy Chief Commissioner  
(Adults in Scouting)*

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



# Major Activities

I am happy to present the following report on the various major activities held and to be held.

## AJ2016

Queensland Contingent Leader for AJ2016 Steve Marshall reports that 30 Troops attended the 24th Australian Scout Jamboree held at Cataract Park in Sydney.

The first adventure at the beginning of the Jamboree was the three days of heavy rain that tested both Leaders and Youth Members. To everyone's credit we survived the three days, Scouts still went on activities and Leaders, along with their Duty Patrols were drying out tents and clothes. The weather remained fine until after the Youth Members went home when we were treated to some spectacular storms. The Scouts will have fond memories of the activities they took part in and the many new friends they have made.



## SSS

Attendance at SSS 2015 was again high with 131 Patrols attending, 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). On Sunday all Scouts attended the Brisbane Gang Show.

The SSS shield was won by The Gap Scorpion Patrol, the Rikki Shield (gateway) was won by Oakleigh Lyre Bird Patrol and the Smokey Award for exceptional work by Leaders was won jointly by Michelle and Dane Miedecke.



At present the Team is hard at work to prepare for another successful SSS 2016.

## AGOONOREE

Agoonoree 2015 was held and all who attended enjoyed themselves. The theme for the camp was Winter Wipeout. 325 Youth Members and Leaders came from various Sections of the Scout and Guide Movements and it was pleasing to see how well they all mixed, especially with the 65 special needs guests. The campers enjoyed activities and had a great time at the night activities. Fireworks appeared for one of the night's activities.

Special visitors to this year's Agoonoree were Kay McGrath from Channel Seven News and Local Federal Government Member Tracey Davis.

Sponsorship went well, the total sponsorship allowed for the event was achieved and a big thank you goes to these sponsors, many of whom come back year after year.

A good job was done by Melita Goff and the whole Committee in putting on a successful camp. The Committee is made up of Members from both organisations. Meetings are well under way for this year's Agoonoree. This year Shaun Sandilands takes over as Camp Chief, Melita Goff will still assist and must be thanked for the tremendous way she ran the Camp over a number of years.



## CUBOREE 2016

Tim Gibbings, together with his team, have been busy over the past 12 months preparing for Cuboree that will be held in Maryborough in the September School holidays this year. The theme for Cuboree is Rumble in the Jungle. Over 900 Cub Scouts and Leaders are expected to attend and including, for the first time, Cub Scouts and Leaders from Victoria.

## BRANCH YOUTH COUNCIL

Branch Commissioner (Youth Involvement) Shaun Sandilands along with newly appointed Branch Youth Council chair Emma Neeland and Vice Chair Charlee Howard-Osborne held a very successful Youth Council at Baden-Powell Park in March this year. In total there were 27 Youth Members who spent two days discussing four topics. The topics were; should Youth lead Youth in training courses, retaining Cub Scouts, Scout Youth Councils and should Venturer Scouts teach more skills to the Scout Section.

These Youth Members did us proud in the way in which they tackled the questions provided to them. They also impressed the participants attending the Foundations for the Future Conference in the way they presented the outcomes.



## BANANA BASH

Rover Scouts successfully ran Banana Bash at Baden-Powell Park at the beginning of October.

The organising committee is to be congratulated in the preparation of the site and ensuring that the noise from the event was kept below the required figures. Many Rover Scouts attended from throughout the State and had a great time. This event will again be held at Baden Powell Park this year.

## AV2018

Momentum is on the increase as Chief Director Phil McNicol and his team has been busy planning this event. The Campsite has now been selected and announced, the site is the YMCA Warrawee Campsite. The site is situated north of Brisbane at Joyner. The team now has an approved budget and has a busy 18 months ahead of them. It is hoped to have in excess of 1,000 Youth Members attend. Promotion of the Venture was carried out at AJ2016, there was keen interest from Youth Members and Leaders.

## QUEENSLAND VENTURE

The Queensland Venture will be held this year under the guidance of Branch Commissioner (Venturer Scouts) Chris Dunne and will be held in Rockhampton at Seeonee Park. It promises to be a great event for those attending.

## ACTIVITY MANAGEMENT SYSTEM

The Activity Management System (AMS) developed for applications for major events has now progressed to all Major Activities. There have been minor issues and this is to be expected as not all activities are the same. Integration with SMS still needs to take place, hopefully in the very near future.

## BRANCH EQUIPMENT STORE

Alan Fleming and the odd volunteer have been kept busy looking after the gear at the Branch Equipment Store. New equipment that was used at the recent Jamboree was well received by the Leaders, in particular the new marquees and gas stoves. Unfortunately gear handed out never comes back the way you would hope, but it was not for the lack of trying. Dome tents cause us many headaches and the intent is to source tents suitable for our needs that last longer.

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

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



# Operational Support

During the first half of the period under review, I was occupied assisting Group Leader Lee Rossow to rebuild the operations of Brownsea Activity Centre, as well as other matters requested by our Chief Commissioner. Tribute must be paid to Lee's organising skills in building teams of Leaders to assist in providing exciting water activity Programs for Youth. During 2016 Lee has been most successful in reviving the Sail Program at Brownsea.

During the latter part of the period under review, I spent considerable time acting consecutively as Region Commissioner (Suncoast Region), District Commissioner (Beaver Masters District) and Leader in Charge (Kawana Scout Group). This period was extremely busy, and involved regular trips into the Region, attending to general operations matters and an occasional problem.

I pay tribute to the assistance afforded by the small but dedicated teams in the Region and the Beaver Masters District in restoring some degree of stability to that District in particular. With the assistance of those teams, monthly informative District Training Meetings are again in place in all Districts of the Region and several major activities are in place for Youth Members.

Currently the Region is becoming much more manageable.

Nambour District is working well with all Groups relatively strong and Group Leaders in place, as well as reasonably strong

Section leadership in each Group. District Commissioner Joy Coulson continues to provide sound leadership to the District.

Beaver Masters District Groups have been reviewed with Glasshouse Mountain Scout Group being placed in recess due to current low numbers. There was no Group Support Committee, no Group Leader and only a Venturer Scout Leader and six Youth Members. The uniformed Members transferred to Landsborough Scout Group in January 2016 and are again enjoying structured Scouting.

At the end of the financial year, procedures were in place for having a District Commissioner in place for Beaver Masters District and negotiations were happening with a view to a Group Leader in place at Kawana Scout Group.

During the same period, I spent several days working with the District Commissioner (Gympie District) Carol Harris in resolving several issues in the town Groups and having in place a Group Leader at Nashville Scout Group in February, while the appointment of a Group Leader to Centenary-Gympie was expected early April. Gympie District numbers are low due to only three Groups but Scouting is strong in the two Groups within the town precincts.

Bunya District continues to struggle with low numbers in Groups, and low Leader numbers. District Commissioner David Jamieson leads a small but devoted team in supporting the

Groups wherever possible. The Region Team has been occupied in other parts of the Region, and has only been able to afford limited support to David. Attempts will be made in the new Scouting year for the Region Team to spend more time in Bunya District.

I am taking steps to have appointments made in the short term in the three roles in which I am acting and to be available to the appointees only in an advisory capacity if and when requested.

In closing I acknowledge, and pay tribute to, the sound counsel and leadership afforded to me in my role by Chief Commissioner Kirsty Brown. It has been exciting and a privilege to work with one so focused and dedicated. Kirsty can retire from her role as Chief Commissioner with the knowledge that her stewardship has set Queensland Branch on a sound course to the future.

I also pay tribute to fellow Deputy Chief Commissioners and the Branch Team for friendship, assistance, and dedication to purpose in all undertakings during my membership of the Team.

Last, but by far not least, I thank the staff of the Office of the Chief Commissioner, and Members of the Branch Support Office staff for all their endeavours to ensure the Branch Membership is supported so well.

**Mr Desmond Allen**  
*Deputy Chief Commissioner*  
*(Operational Support)*

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



## Special Duties

Throughout the period under review, I have continued to remain in contact with the Honorary Commissioners, particularly in relation to the Youth Program Review process. I have assisted them by informing them of the activities of the Branch, encouraging them to participate where they are able and generally helping them to feel connected to the Association.

The local District, in which I reside, has been assisted in keeping its close relationship with the community and I have been involved in a number of their activities, such as marching in the parade during ANZAC Day celebrations. I have also been invited to a number of their activities, including award celebrations and Scouts' Owns.

Writing monthly articles for Encompass has continued through the year. These articles are aimed at assisting Members of the Association

to keep their Promise and Law and assist them with issues they might face within the life of their Formations. Many of the articles published have also served as yarns that can be used in Scouts' Owns.

As the year unfolded there have been occasions when I have spoken with various Members of the Movement regarding the ongoing pastoral care of their Leaders and Youth Members.

I have continued to work 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 the Branch Chaplain, together with the newly appointed Branch Adviser (Chaplaincy Support) Judy Seymour, a support network for Chaplains throughout the Branch will be developed. This remains an ongoing project that will take some time and effort to complete.

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

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

## Development

There are 12 registered Scout Fellowships and 10 of these are active. This is the same number as last year. The Membership has declined by three to 84 Members. The Water Activities and Four Wheel Drive Scout Fellowships continue with their specialist activities and service to Scouting, while most of the other Scout Fellowships are focused on helping to maintain particular campsites.

*Mr Dennis Brockman  
Assistant Chief Commissioner (Development)*

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



# Movement Support

## Marketing and Promotions

The 2015-2016 Scout year has been filled with many memorable and successful marketing and promotional activities. Here are a few highlights.

April saw a substantial Scout presence at the ANZAC Day commemorations around the state with the Centenary of ANZACs providing a special significance. We also focussed on Youth Program Review promotion.

In May we issued media campaigns for Brisbane Gang Show and Tree Tops Challenge and began national preparations for Cub Centenary events in 2016 including launch of the Queensland badge competition.

June saw the implementation of a new Social Media Policy for QBSI. Six lucky Scout Groups were the recipients of a Bunnings 'makeover' and we launched the updated Queensland Scout Foundation. Scouts Queensland also secured two promotional marquees from grant monies for Branch promotional events.

In July Rex and the climbing wall turned up for the Calamvale Carnival and we also brought the climbing wall to the O Week mid-year Market Day at UQ. We secured a major prize from Australia Zoo (family tickets, flights, accommodation and transfers) for Cub Centenary.

August had all the fun of Ekka, which included big screen advertising, Rex as roving entertainment in the Agricultural Hall and over 40 uniformed Scout volunteers at the fruit and



vegetable display and Kids In The Garden exhibit. We also had Scout representatives in the Queen's Thanksgiving Service in Brisbane as part of the flag procession.

September was a major highlight for Scouts Queensland, securing a major television advertising opportunity with Ergon Energy becoming stars of their series of regional commercials for the "Be Prepared for Summer" campaign. This was a significant promotional opportunity for the Movement, whereby Scouts would be (and still are) featured every 30 minutes on the commercials, which deliver Ergon community messages. We also attended the Defence Force Open Day for Enoggera Barracks at Chermside and had favourable coverage of the Youth Program Review in the Courier Mail. Kay McGrath brought her celebrity and resultant media coverage to Agoonoree.

In October we finalised our new Scout brochures and had media campaigns around Joey Scout Hollow and Scouts involvement in McHappy Day. We also confirmed Australia Zoo as the host for Queensland Cub Centenary Cub Camp Out in 2016 and we had senior representation at Ergon's stakeholder function and media launch for their TV Campaign in Cairns.

November re-introduced the online registration system for Sign On Weekend 2016 and we developed a Cub Centenary banner for the Queensland Scout Centre building. Ergon Energy provided another significant promotional opportunity with Scouts to be featured on their Christmas Cards for all internal and external clients. Scouts Queensland was also approved as a 'youth education and training program' by the Queensland Government and now have a listing and link to our website on their site.

In December and January Scout Groups began media, advertising and preparation for Sign On weekend in February as well as online and social media campaigns. Hundreds of promotional packs were issued. There was also mass media coverage around AJ2016.

February saw O Week promotions at Griffith and UQ staffed by Rover Scouts and we attended Defence Force 'Welcome Day'



events at Amberley and Enoggera. We disseminated survey information from the Queensland Government to ensure Scout representation in the next Queensland Youth Strategy and issued communications concerning the Scout Supply Centre and regional shops. We also sent out press releases for Founder's Day.

In March we supported Clean Up Australia Day, Earth Hour and Harmony Day. We created communications and flyers for Members concerning uniform ordering. We issued media releases for the Tree Tops commercial venture and the 70th Kiwi Woggle.

On social media we have increased our following from 3,300 Likes on Facebook to 4,270 with the two top posts being Victoria's Syrian Refugees in Scouting in February 2016 with organic reach of 9,741 and AJ2016 on the Today Show in January 2016 with organic reach of 7,340.

*Ms Lysa Dugandzic  
Marketing and Promotions Officer*

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



## Grants and Projects

From April 2015 to March 2016 Scout Groups in Queensland have been successful in obtaining \$1,485,989 (incl. GST) in grant funding towards the cost of building maintenance and improvement, equipment and training.

The greatest value of funding continues to be awarded by the Gambling Community Benefit Fund and Scouts Queensland are grateful to the Department of Justice and Attorney-General for its continued support for Scout Groups in Queensland. The Office of Liquor and Gaming Regulation distributes revenue from gaming taxes to not for profit groups throughout Queensland over four rounds each year with a maximum grant value of \$35,000.



The Get in the Game Program, run by the Department of National Parks, Sport and Racing awarded Queensland Scout Groups \$50,000 towards the purchase of sport and recreation equipment through its Get Going Program in 2015. In addition, the Get Started Vouchers have provided essential funding for individual Members who may not otherwise have been able to afford to join a Scout Group. Although the eligibility criteria became more stringent in 2015, the January and July voucher allocation rounds saw 175 Scout Groups across Queensland submit 1,299 Get Started vouchers on behalf of families, worth \$194,850. Existing Members can benefit from the scheme however a large number of new Members are joining Scouts for the first time using the voucher scheme.



Scout Groups have been very successful with grant applications through their City, District and Regional Councils and through Councillor and MP discretionary funds and other funding initiatives. These awards provide essential funding for sports, safety and fundraising equipment, building maintenance and upgrades and Leader Training.

The Department of Communities, Child Safety and Disability Services under its Caring for our Community Grant Program provided funding

support through its small value grants for equipment purchases which enable Groups to continue to effectively serve their communities.

In 2015, the Department of Social Services relaunched the Federal Volunteer Grants and 20 Queensland Scout Groups were able to apply for up to \$5,000 to purchase small equipment items, support training and reimburse fuel costs to assist volunteers. The Government has also launched a Stronger Communities Program to support small capital projects that deliver social benefit and the results of these new funding programs will be known in 2016.

Although there are a number of funding programs available to support Scout Groups in Queensland, the greatest barrier to accessing funding for capital works is project support and delivery. During 2015 Scouts Queensland introduced new processes to support Scout Groups in understanding what is required to deliver infrastructure projects and provide resources to assist with the delivery. This should result in an increase in successful grant applications addressing the needs of Groups in terms of facility improvement and addressing compliance requirements.

In 2015 the Queensland Scout Foundation was relaunched to provide grants to assist with the development and delivery of the youth programs in all Formations of the Queensland Branch. Grants were approved to a general value of up to \$5,000 for any one project, however special consideration was given to applications outside of these guidelines dependent on the likely benefits achieved. The previous one-third contribution no longer applies and applications are submitted by Formations at any time throughout the year to be considered and awarded, as appropriate, at the monthly meeting of the Branch Finance Committee. During 2015 a total of 11 Scout Groups received over \$50,000 towards worthy projects.



*Ms Catherine Schofield  
Grants and Project Officer*

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

## Region Development and Support (Western Queensland)

The focus in my Region Development and Support Officer role has been varied. There are Groups that I have not had much to do with due to the relative proximity of Region Commissioner John Finn to those Groups and to whom he is Leader in Charge. The main Groups around that area that I have worked with are Middlemount and Moranbah and they have responded well and requested assistance in varying ways.

Barcaldine continues to shun offers for help and John has been to visit recently. I will be starting to work with them again in April however it needs new Leaders and the Group Leader, who is extremely shy, needs to go back to being the Treasurer and coordinating fundraising which she is very good at.

Other Groups such as Charleville, Roma, Goondiwindi and Chinchilla continue to thrive and accept suggestions. I am actively working with Charleville to gain more Leaders and next year the focus will be on finding a new Group Leader so the current Group Leader can phase out.

Roma has just signed up a new Group Leader and the Group continues to thrive. The Leadership team responds very well to suggestions and the timely training of all the Leaders has been phenomenal. A Basic Level Training course was held in Roma last June and since then all have come to Brisbane for various courses. This Basic Course (Cub Scouts, Joey Scout and Leader of Adults) trained Leaders from Roma, Charleville and Taroom.

Longreach remains a strong Group due to the Group Leader but are experiencing some problems with Leaders leaving town for work. They are very motivated and confident of recruiting new Leaders. We ran a Basic Course for Leaders and a Leadership Course for their Venturer Scouts in September. The Basic Course (Cubs Scouts, Scouts, Venturer Scouts and Leader of Adults) saw Leaders from Cloncurry, Winton, Longreach and Emerald attend. They all drove home on the Sunday evening – even Cloncurry dodging six hours of kangaroos and emus and three hours of that directly into the sun. All now want to travel to Brisbane or the Coast to complete the Advanced Level Training.

Mount Isa is plodding along. The town is very susceptible to changes in the mining industry. Recently three upmarket motels closed down and because a lot of families have left town to pursue work the School has lost its quota for employing teacher aides and all were



resigned in February. Quite a few long term businesses have closed as well. They are optimistic and are waiting for a new part of the mine to start up which they hope will be later this year.

Middlemount is another affected by mining changes with the rosters changing recently from a two weeks on roster to a five day week and a huge drop in income which caused the entire Committee and a prospective Leader to leave town. Other towns that seem to be more affected than others are Chinchilla, Blackwater and Moranbah. Moranbah, Roma and Chinchilla have huge estates of brand new houses unoccupied and rental prices have dropped dramatically which is good for the locals but not good for investors.

I constantly get enquiries from my articles in Encompass and send out resources as requested. These include parent information booklets, fundraising rules, newsletter samples, Scout Group timeline, Power Point presentations aimed at Adult recruitment and also aimed at parent information. I send out samples of posters that have been created for specific occasions as well as flyers for shop counters and delivery into schools. I have also developed spreadsheets so Groups can manage Membership, training, and Chartering.

Talks at Schools have been really successful. The schools have always been helpful and a few times I have expected one age group only to find the Prep to Grade 5 all waiting in the library for me. I have learnt to take extra activity ropes etc. It is interesting to see the relaxed lifestyle in some towns. Cub Scouts and Scouts ride their bikes to Scouts, which creates a bit of a problem getting adult help or forming a relationship with parents.

In Middlemount, I did a school session and then the next afternoon held an open day and as school got out, a circle of children on bikes arrived and surrounded the corner of the paddock waiting to be allowed in. Luckily they had worked most of the day getting activities ready. The parents arrived later which was a relief as they were put to work running activities.

Committees seem to constantly change so I am always bringing new Committee Members up to speed and trying to catch up with the Committee Members at each visit to go over the next few months and to give them the understanding of why they need to register Members and submit financial returns and property returns etc.

I did some work in Capricorn Region assisting acting Region Commissioner Peter

McLeod with the Groups in Gladstone and Rockhampton. I conducted two Region meetings and a meeting for the Seeonee Park Committee and after running a Youth Program Review session I met with all the Group Leaders for a very informative afternoon during which they were able to iron out some of the issues they had been experiencing with "Branch". Most of these problems were caused by a lack of understanding on their part and I came back armed with things to sort out that really should never have arisen.

I am hoping now to turn Barcaldine and Cloncurry around and find new Leaders. In both these towns Youth Members are not the problem but they need the Group structure in place before they recruit Youth again.

St George is being put into recess and I have articles going into the newspaper in May and June to see if there is an interest to re-start the Group. Jandowae has been put into recess by Region Commissioner Michael Brown and until there is a change of people in this small town any attempts to open the Group will be a headache for those people.

Even though dealing with some of these Groups is a struggle, on the whole Scouting in Central and Western Queensland Region has some very motivated, wonderful people who have Scouts' interest at heart.

*Ms Gillian Hall  
Region Development and Support Officer*

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

## **Region Development and Support (South East Queensland)**

Scouting continues to face many challenges to its role as a leading Youth organisation. The ongoing development and support of Scouting in South East Queensland has involved a number of different directions to ensure we remain relevant to the wider community.

A number of tasks have been undertaken over the past year, involving a number of Formations within South East Queensland, the prime focus has continued to involve the development and sustainable growth of Scouting within the Gold Coast Region. There continues to be a range of issues that have the potential to limit the growth of Scouting within the Region.

A review of Formations within the Region has commenced, linking information from a range of sources including SMS and actual visits to Sections nights. The intent of the visits is to

observe the Section nights and activities to assist the Region team to develop strategies to provide ongoing support to the Formations.

A final draft of the Gold Coast Region strategic plan was completed and provided direction regarding the location of future growth and strategy to better utilise the resources located within the Region. The strategic planning document for Scouting within the Gold Coast Region will assist in directing growth, allocating resources, assist in extending the Youth Program and an instrument to assist in engaging stakeholders.

Involvement continues with Griffith University to provide support to Gold Coast Region, through utilising the skills and knowledge of students to assist in developing and improving Scouting Programs. Student's involvement includes undertaking projects related to their studies that will support our volunteers.

Initial work has been undertaken to support refugee youth through providing both financial and volunteer support to access Scouting in the Logan District. This support will both assist to grow Scouting in the District, but also assist displaced Youth to gain involvement within the local community.

Advice on promotion to a number of Formations has continued and previous activities have been further enhanced and developed by Groups to meet their local needs.

A pilot Program has been undertaken to develop a Scout-based Venturer Scout Program to be delivered in schools. Negotiations are still evolving involving having a Youth Program within a school in Brisbane South Region to refine Venturing for youth within a school environment.

For Scouting to continue as a relevant Youth Movement, it will involve a continued effort to support and develop our volunteers, which in turn will assist in the delivery of a Youth Program that meets the expectations of both Youth and their parents. The provision of support staff and resources that assist in training and developing our Leaders will provide a solid platform for growth. Roles including the Region Development and Support Officer positions and Branch support staff play a valuable role in providing this support.

*Mr John Laing  
Region Development and Support Officer*

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

# Awards

## QUEEN'S SCOUT AWARDS

TRISTAN	ARCHIBALD	Banksia Scout Group
LEITH	ARGENT	Keppock Scout Group
KAITLYN	BAKER	Woodford Scout Group
ZOE	BEIKOFF-BRAY	Karana Scout Group
HEATHER	BIRCH	Mount Bruce Scout Group
SAMUEL	BLACKETT	Upper Mount Gravatt
CLINT	CALDICOTT	Scoutreach Lones Scout Group
SARAH	CHLONTA	Bayside Sea Scout Scout Group
EMMA	DAVIS	Samford Scout Group
KATE	DOWSE	Karalee Scout Group
ALEX	DOYLE	Highfields Scout Group
MITCHELL	DROST	Narangba Scout Group
ANTHONY	FORNI	Bardon Scout Group
MITCHELL	HARVEY	Victoria Point Scout Group
MELISSA	HOLDEN	Nashville Scout Group
JESSICA	HOLLISS	Keppock Scout Group
BRITTANY	MACE	Rangeville Scout Group
OLIVIA	MAGOFFIN	Wilston Scout Group
KATIE	MARTIN	Mount Cotton Scout Group
TAMARA	MCGETTIGAN	West Centenary Scout Group
SIANAN	MCVEAGH	Noosa Sea Scout Group
JEMIMA	MICHELL	Indooroopilly Scout Group
ALEXANDER	MOG	Wishart Chester Scout Group
DANIEL	MOLONEY	Deception Bay Scout Group
COREY	MUSSARED	Woodford Scout Group
ISABELLA	NEGUS	Samford Scout Group
DANIEL	O'NEILL	Banksia Scout Group
ZACHARY	PAGRAM	Wilston Scout Group
PANDORA	PEERS	Bayside Sea Scout Group
STEPHANIE	RHODES	Mount Cotton Scout Group
CHRISTOPHER	RIEK	Shailer Park Scout Group
SAMANTHA	RIGBY	Clifton Hill Scout Group
CHARLIE	SCHIRMER	Mount Cotton Scout Group
AMY	THOMPSON	Karalee Scout Group
BRIANNA	WENSOR	Wilston Scout Group
SAMANTHA	WETHERSPOON	Withcott Scout Group

## BADEN-POWELL SCOUT AWARDS

CARA	BRIGGS	Upper Mount Gravatt Scout Group
BENJAMIN	CHERRY-SMITH	The Gap Scout Group
PETER	CROUCH	St Johns Wood Scout Group
BENJAMIN	DIGWEED	Edge Hill Scout Group

MATTHEW	RAY	St Johns Wood Scout Group
ROWAN	YATES	Albany Creek Scout Group

## ROVER SERVICE AWARD

XAVIER	MUSSON	Parkwood Heights Scout Group
CHRISTOPHER	DREW	Pimlico Mundingburra Scout Group
BENJAMIN	DIGWEED	Edge Hill Scout Group
CHRISTOPHER	GARDNER	Wishart Chester Scout Group
BRADLEY	SMITH	Wishart Chester Scout Group

## CERTIFICATE OF MERITORIOUS CONDUCT

EDWARD	GIBBONS	Glennie Heights Scout Group
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## CHIEF COMMISSIONER'S COMMENDATION

CHRISTINE	LONG	Queensland Branch Training and Development
JOHN	LOWE	Erapah Scout Fellowship

## ADULT RECOGNITION AWARDS

### SILVER KANGAROO

CHRISTINE	CUMPSTY OAM	Redlands District
TIMOTHY	FARRINGTON	Queensland Branch Performing Arts
MELITA	GOFF	Queensland Branch Training and Development
JUDITH	SEYMOUR	Queensland Branch

### NATIONAL PRESIDENT'S AWARD

DOROTHY	KINGSFORD	Far North Region
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### SILVER EMU

ROBERT	CAMPBELL	Gold Coast Region
BRONWEN	DAVIE	St Johns Wood Scout Group
PHILIP	HARRISON	Queensland Branch Training and Development
DIANE	LAING	Brisbane North Region
HEATHER	TUCKERMAN	Rowallan Park Fellowship

### SILVER KOALA

GAVIN	BRADY	Queensland Branch
DAVID	CRUSE	Queensland Branch
JOSEPH	KEARNS	Rowallan Park Fellowship
JOHN	LAING	Oakleigh Scout Group
EWAN	McCRUM	Far North Region
BRUCE	SCOTT	Queensland Branch



DISTINGUISHED SERVICE AWARD		
VICKI	CROFTON	Far North Region
BRIAN	HARVEY	Rowallan Park Fellowship
MYLES	STANLEY	Queensland Branch
BARRY	WRIGHT	Far North Region

SILVER WATTLE		
LAURENCE	COLE	Tyakunda District
PETER	CROSS	Priestdale Scout Group
CHARLES	DENHOLM	Priestdale Scout Group
MELISSA	DENHOLM	Priestdale Scout Group
CAROLYN	HARRIS	Gympie District
JULIANNA	ROGERS	Queensland Branch
PAUL	ROLLASON	Queensland Branch
SUSAN	SHIPWAY	Kedron Scout Group
DESLEY	STAATZ	Noosa Sea Scout Group

OUTSTANDING SERVICE AWARD		
JOHN	BEATTIE	Flinders District
RONALD	LAFFIN	Rowallan Park Fellowship
DAI-DELORES	SMITH	Wonargo Revue

MERITORIOUS SERVICE AWARD		
JANECE	BARNES	Edge Hill Scout Group
JULIE	CHRISTENSEN	Murrumba District
MARGARET-MARY	ELLIOT	Moreton Region
RHONDA	EVANS	Calliope Scout Group
CYNTHIA	GIBSON	Karingal Campsite and Activity Centre
JOHN	GIBSON	Karingal Campsite and Activity Centre
KAREN	HANSEN	Marsden Scout Group
SONYA	HAYMAN	Burpengary Scout Group
TIFFANY	HOLMES	Calliope Scout Group
SEAN	KENNEDY	Kedron Scout Group
FRASER	KLEINSCHMIDT	Dalby-Yumborra Scout Group
BEKKIE-JAE	LEAL	Marsden Scout Group
KAITLYN	LOUIS	Goondi Scout Group
BRADLEY	MACKIE	Wynnum Scout Group
ALLAN	McLAUGHLIN	Richlands Scout Group
TANIA	McLAUGHLIN	Richlands Scout Group
NEIL	MEIKLEJOHN	Darling Downs Region
SUZANNE	NEUCOM	Dolphin Sea Scout Group
JAMES	NYLAND	Mount Cotton Scout Group
JOANNE	NYLAND	Mount Cotton Scout Group
JEAN-PIERRE	ROSSOUW	Grovely-Mitchelton Scout Group
CAROLINE	STEVENS	Algester Scout Group
LARISSA	SUTCH	Kedron Scout Group

SPECIAL SERVICE AWARD		
TANYA	BATH	Bracken Ridge Scout Group
IAN	BEYNON	Northern Beaches Scout Group
BRETT	BOSWELL	Gumdale Scout Group
TRACY	BOSWELL	Gumdale Scout Group
CASSANDRA	COOPER	Deception Bay Scout Group
PETER	CORBETT	Marsden Scout Group
MADELEINE	DAVIE	St Johns Wood Scout Group
SIMON	DENNY	Karana Scout Group
CARL	DITTMAN	Glennie Heights Scout Group
JOANNE	DOUGLASS	Maryborough West Scout Group
ROSLYN	DOWSE	Karalee Scout Group
DESLEIGH	EDWARDS	Goodna Scout Group
NATALIE	ELLIOTT	Burpengary Scout Group
DENNIS	GANNAWAY	Taringa Milton Toowong Scout Group
EDWARD	GIBBONS	Glennie Heights Scout Group
IAIN	GIBSON	2nd Toowoomba Scout Group
ANDREW	GILMOUR	Noosa Sea Scout Group
TAYLAR	GREGORY	Greenbank Scout Group
TRACEY	HEDLEY	Birkdale Scout Group
KATRINA	HOARE	Banksia Scout Group
SONJA	HOLAJ	Bracken Ridge Scout Group
MELEENA	HUGHES	Coomera Scout Group
IAN	JAMIESON	Glennie Heights Scout Group
WILLIAM	KENTISH	Northern Beaches Scout Group
TRACEY	LAKATOS	Greenbank Scout Group
JANELLE	LUBKE	Priestdale Scout Group
SAMANTHA	MASTERS	Burpengary Scout Group
SCOTT	MENZIES	Birkdale Scout Group
LEANNE	MULHERAN	Rochedale Scout Group
COLLEEN	PACZKOWSKI	Goodna Scout Group
JENNIFER	RYAN	Glennie Heights Scout Group
MICHAEL	SEE	Glennie Heights Scout Group
JULIAN	SIMMONDS	Tyakunda District
CRAIG	STEVENS	Gumdale Scout Group
IAN	STRONG	Noosa Sea Scout Group
TREVOR	THOMPSON	Queensland Branch
ASHLEY	TREHANE	Gumdale Scout Group
LYNETTE	WALLIS	2nd Toowoomba Scout Group
ALASTAIR	WILD	Coomera Scout Group
GRANT	WOOD	2nd Toowoomba Scout Group
JAMES	WOOD	2nd Toowoomba Scout Group

# Acknowledgements

The Scout Association of Australia, Queensland Branch Inc. wishes to record its appreciation for the assistance received from the Commonwealth, State and Local Government authorities which greatly supported the development of Scouting in Queensland.

We wish to extend to the many thousands of Committee Members, Adult Helpers, badge examiners, resource advisers and supporters of Scouting, our sincere thanks for their valuable assistance.

The Branch again wishes to record its appreciation to the families of our many Adult Leaders who continue to support them.

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- AON
- Australian Radio Network (97.3FM)
- Australia Zoo
- Breakwater Island Casino Community Benefit Fund
- Brisbane City Council
- Bunnings
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- Ergon Energy
- Public Safety Business Agency
- Craig Ray & Associates
- Djenie
- Gambling Community Benefit Fund
- Kay McGrath Channel 7 newsreader
- Kennards Hire
- Local Councils throughout Queensland
- Microsoft
- Queensland Government
- Queensland Sport and Recreation
- Queensland Youth Alliance
- Royal National Industrial and Agricultural Association (RNA)
- St John Ambulance
- Sunwater
- Westpac





*Education For Life*

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