

Scouts Qld Annual Report

2017
2018

Creating a
better
Queensland
for over
100 years

WOOMBA SCOUT GROUP

2nd TOOWOOMBA SCOUT GROUP



SCOUTS
AUSTRALIA
Queensland Branch Inc.

OUR PURPOSE AND PRINCIPLES

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.

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.

**AUSTRALIAN SCOUT
LAW**



BE RESPECTFUL

- » Be friendly and considerate
- » Care for others and the environment

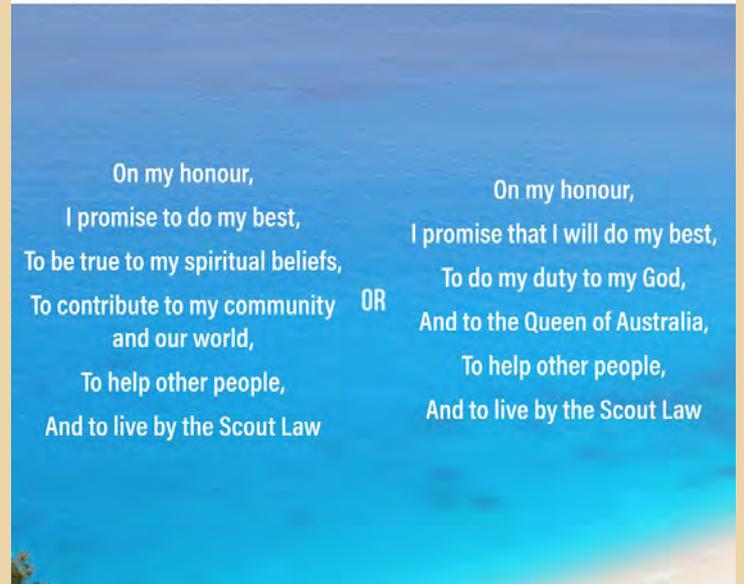
DO WHAT IS RIGHT

- » Be trustworthy, honest and fair
- » Use resources wisely

BELIEVE IN MYSELF

- » Learn from my experiences
- » Face challenges with courage

**AUSTRALIAN SCOUT
PROMISE**



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

OR

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

C O N T E N T S

Foreword	4
Queensland Branch	5
Branch Council	6
Branch Executive Committee	6
Branch Executive Chairman's Report	7
Honorary Treasurer's Report	9
Chief Commissioner's Report	11
General Manager's Report	13
Youth Program	14
Joey Scout Section	
Cub Scout Section	
Scout Section	
Venturer Scout Section	
Rover Scouts	
Spiritual Development	
Special Needs	
Heritage	
International	
Performing Arts	
Branch Youth Council	
Messengers of Peace	
Environment	
Adults in Scouting	17
Major Activities	19
Development	20
Awards	22
Acknowledgements	23

FOREWORD

MESSAGE FROM THE GOVERNOR OF QUEENSLAND



As Governor and Chief Scout of Queensland, I am delighted to provide this message of unwavering support to the Queensland Branch of the Scout Association of Australia, commending its many achievements across another action-packed year.

I am very proud to serve as Chief Scout, a role that I know is very important to the Scouting movement in Queensland. Having served as a Cub, then Scout, in the Corinda Troop in the early 1960s, I can truly say: once a Scout, always a Scout!

Like the Queensland Governors who have served before me, I have sought to encourage, support and challenge local Scouts to become the best they can be – in their own personal development, in positions of leadership and influence, and in service to their communities.

Her Majesty Queen Elizabeth II, whom I represent in Queensland, once said, “Scouting is a global force for good. Scouts are helping others and making the most of their lives.”

That sentiment is reflected on every page of this annual report, from the exemplary efforts of 2017 Queen’s Scouts and Baden Powell Award winners to the commendable displays of ‘service before self’ by so many dedicated Scout leaders, most notably the 2017 National President’s Award recipient, Ms Jeanette Lowick, and the Deputy Chief Commissioner, Ms Jean Clifford, whom I was proud to invest into the Order of Australia last September.

All 13,500 Queensland Scouts—boys, girls and adult leaders—have contributed to the enduring strength, agility, and community-mindedness of the biggest, most successful youth organisation in Australia, which, I’m pleased to note, is the same today as it was in my youth: an adventure with purpose. I invite you to read about this adventure in the pages that follow.

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

Mr Daryl G Scott

Deputy Chief Commissioners

Ms Jean Clifford OAM

Mr Geoffrey Doo

Mr Robert Campbell

Mr Peter Blatch OAM

Adults in Scouting

Development

Major Activities

Youth Program

Immediate Past Chief Commissioners

Mrs Kirsty M Brown OAM

Region Commissioners

Mr Brendon Dickenson

Mr Paul Rogerson

Mr Dougal McWhinney

Mr John Finn

Dr Peter McLeod (acting)/ Ms Tracey Ferguson

Mr Peter Digweed

Mr Steven Marshall

Mr Andrew Houghton

Mr Kenneth Millers/ Mr Alexander Mair (acting)

Mr Steven Arthur/ Mr Harry Park

Ms Cindy Van Der Gevel

Mr Robert Cullen

Mr Maurice Wilson OAM

Brisbane North Region

Brisbane South Region

Central Coast Region

Central and Western Queensland Region

Darling Downs Region

Far North Region

Gold Coast Region

Kennedy Region

Moreton Region

Northern Moreton Bay Region

South Eastern Region

Suncoast Region

Wide Bay-Burnett Region

Assistant Chief Commissioners

Mr Dennis Brockman

Development

Branch Commissioners

Mr David Cruse

Mr Timothy Gibbings

Mr Christopher Foreman

Mr Christopher Dunne

Mr Bryan Brown

Mr Peter Gould ESM

Mr Tim Grinter

Mr Lawrence Radcliffe/ Ms Janelle Williams

Mr Jarrad McDonald

Mr Bruce Scott

Mr David Teufel

Mr Ross Tutin

Mr Shaun Sandilands

Mr Peter McLeod

Ms Jennifer Danslow

Fr Iain Furby

Mr Darryl Clare OAM

Mr Shaun Sandilands

Mr Nathan Swaffer

Joey Scouts

Cub Scouts

Scouts

Venturer Scouts

Adult Training and Development

Adventurous Activities

Adventurous Activities Program

Air Activities

Environmental Education

Ethical Standards

Heritage

International

Marketing and Communications

Member Support

Performing Arts

Spiritual Development

Vocational Education and Training

Youth Involvement

Youth Program Implementation

Honorary Commissioners

Mr Maurice Law AM

Major General John Pearn AO, RFD, MD

Mr Fred Scott OAM

Project Commissioners

Mr Paul Parkinson

Mr Ian Waters OAM

General Manager

Mr Scott Revell (acting) / Mr Gavin Kelly – commenced 3 July 2017

BRANCH COUNCIL

President

Mr Gavin Brady

Chief Commissioner

Mr Daryl G Scott

Honorary Treasurer

Mr Pierre Kapel

Life Members

Mr Robert Atkinson APM

Mrs Kirsty Brown OAM

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 Craig Ray

Mr Geoffrey White

Mr David Whitman

The Honourable Glen Williams AO

Voting Members of Branch Council

(a) The Chief Scout

(b) The Chief Commissioner

(c) Honorary Life Members

(d) Members of the Executive Committee

(e) Deputy and Assistant Chief Commissioners of the Branch

(f) Branch, Region, District and Project Commissioners of the Branch

(g) Branch Rover Executive Chairman

(h) Group Leaders with a Certificate of Appointment

(i) Honorary Commissioners

BRANCH EXECUTIVE COMMITTEE

Chairman

Mr Gavin Brady

Chief Commissioner

Mr Daryl G Scott

Secretary

Mr Philip Verner

Honorary Treasurer

Mr Pierre Kapel

Three (3) Commissioners attached to the Branch

Deputy Chief Commissioner (Adults in Scouting) Jean Clifford OAM

Deputy Chief Commissioner (Youth Program) Peter Blatch OAM

Branch Commissioner (Youth Program Implementation) Nathan Swaffer

Five (5) adults who are eligible to apply to become Members of the Movement

Mr David Laurie

Mrs Kirsty Brown OAM

Mr Geoffrey Doo

Ms Michelle Leeke - under 30 years of age

Mr Shaun Sandilands - under 30 years of age

BRANCH EXECUTIVE CHAIRMAN'S REPORT

Scouting provides a unique and exciting educational program for young people throughout Queensland. A youth leading, adult supported program recognised by parents and the wider community for more than 110 years as providing the valuable life skills young people need to meet the challenges of growing up and making their way in life!

The Scout method of learning through doing is supported by a dedicated team of volunteer leaders and parents without whom Scouting could not fulfil its purpose. The time commitment alone of so many of our leaders is enormous and proof of their passionate commitment to providing opportunities for our youth members.

Membership numbers continue to grow with strong recruitment across all sections. The design of the new Youth Program (amongst its many goals) is intended to help improve retention between sections. Efforts to improve retention of youth members, particularly when linking between sections are key to the growth of youth numbers.



The Branch Strategic Plan 2017-2022 underpins the work of the Branch Executive Committee, the Chief Commissioner and the wider leader team across the Branch.

Key challenges currently before the Branch Executive Committee include:

- » *Development of alternate revenue sources*
- » *Addressing maintenance and compliance issues*
- » *Development of our campsites*
- » *Investing in initiatives to support Youth Program and Groups*
- » *Meeting the financial costs of abuse related claims for redress and damages*

ROYAL COMMISSION INTO INSTITUTIONAL RESPONSES TO CHILD SEXUAL ABUSE

A key outcome of the Royal Commission was for the establishment of a National Redress Scheme for survivors of abuse in institutional settings, with states and non-government institutions able to join on a 'responsible entity pays' basis, as the best way to ensure fairness and justice for all survivors.

This is a very significant development for all survivors, as well as for organisations such as Scouts Queensland. Scouts Queensland has formally communicated its intention to "opt-in" to the scheme.

Significant financial costs, not covered by insurance can now be expected to be incurred in the years ahead, in responding to claims for damages and redress. Accordingly, the Branch Executive Committee is in the process of making provisions to meet potential claims including sale of assets. Arrangements are progressing to subdivide the vacant part of the land at 32 Dixon Street for residential development as part of this process.



CHILD PROTECTION

Our child protection policies have been reviewed based on the Royal Commissions 10 recommendations for "Creating Child Safe Institutions." Any issues in relation to child abuse will result in direct referrals to the Queensland Police Service and the immediate suspension of perpetrating Members of the Movement while these issues are under investigation.



PROPERTY AND COMPLIANCE

The property team have made significant progress in the last year; compliance activities and audits are occurring on a regular basis and processes for approval of building works have been improved.

Branch operated campsites are a key resource for the delivery of our Youth Program as well as providing a base for Major Activities and Leader Training and a key priority in the year ahead involves improving operation of these facilities with increased commercial returns outside of Scouting.

A multi-year capital works budgeting process also operates to ensure a planned approach to the application of funds for new capital works and maintenance.

CONTAINER RECYCLING

In March 2018, Scouts Queensland prepared and submitted an application to participate in the Queensland Container Recycling Scheme. A key consideration in our submission was ensuring an acceptable balance between the opportunities of the scheme and acceptable financial risks to the Branch. The tender process was extremely competitive and at the time of this report our initial submission for the creation of depots in South-East Queensland was unsuccessful.



BRANCH SUPPORT OFFICE

The Branch Support Office team, under the leadership of the General Manager Mr Gavin Kelly, continue to provide strong support to the Movement, with a customer-oriented approach resulting in greater interaction and support.

BRANCH CONSTITUTION

In November last year, the revised Branch Constitution was approved. The June 2018 Branch Council meeting will see members of the Branch Executive Committee for the 2018-19 term elected under the new rules.

Key changes approved include:

- » *Appointment of independent Branch Executive Committee members.*
- » *General Manager to fulfil role of Secretary and to have voting rights.*
- » *Wording that says Chief Commissioner "is the chief executive of the Branch" deleted.*
- » *Legislative requirements for chief executive transferred to General Manager.*
- » *Roles of Chairman and Honorary Treasurer to be three years and other adult member roles be two years rather than the current one year approach.*

CHIEF COMMISSIONER

I wish to take this opportunity to thank and congratulate the Chief Commissioner for Queensland Mr Daryl Scott for the experience, dedication and enthusiasm he brings to his role. He leads a strong team of volunteer Leaders committed to the development of Scouting in Queensland with a clear commitment to ensuring that the Scout Group is at the core of our approach.

COMMENTS IN CONCLUSION

I would like to thank the members of Branch Executive Committee and its subcommittees for their contribution and support of Scouting and the constructive way you apply yourselves to your roles.

I also wish to acknowledge the contribution of the General Manager Mr Gavin Kelly and other senior members of the Branch Support Office for their leadership and commitment to Scouting in Queensland.

It has been a pleasure to work with Daryl and Gavin and I thank them for the invaluable support they provide to myself and the Branch Executive Committee.

Lastly, I wish to express my thanks for the support and dedication of our Scouting parents and families, volunteer Leaders, Commissioners, Adult Members and professional staff, whose efforts and commitment make Scouting in Queensland possible.

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

Mr Gavin Brady
Branch Executive Committee Chairman
The Scout Association of Australia, Queensland Branch Inc.



HONORARY TREASURER'S REPORT



YEAR ENDED MARCH 31 2018

Mr President, Chief Commissioner, Members of Branch Council and uniform Members of the Branch, I now present my first finance report for the Scout Financial Year March 31, 2018. In providing this report I would like to outline the financial results for the year as well as preview the Budget and Cash Flow forecast for the next Financial Year.

FINANCIAL RESULTS FOR 2017/18

The audited financial statements have been tabled for this meeting however I believe it is beneficial for Members to be provided with an analysis of the outcome, particular the major items contributing to the result.

In last year's report Peter McLeod advised the result for 2016/17 was better than the budgeted deficit however mainly due to the timing of some of the expenditure. He reported this timing difference moved **\$450k** of expenditure from the 2016/17 year into 2017/18 hence providing additional pressure on the 2017/18 Budget.

As a result of this transfer of expenditure, the original Budget for 2017/18 indicated a deficit after depreciation of approximately **\$950k** and a similar figure was forecast when the Budget was reviewed in September 2017.

The actual deficit before depreciation for the year is **\$603k** which is **\$347k** less than budgeted. When compared to the prior year's result of a deficit of **\$276k** this year's outcome is an increase of **\$327k**. Although the result for the year is a deficit, taking into account the deferred expenditure carried forward from the 2016/17 year of **\$450k** the operational deficit is similar to the prior years.

Having said that there were a number of one off benefits achieved during the year helping achieve the final outcome such as:

1. *Better than Budget outcome from the AV2018 event of approximately **\$74k** even after suffering a large write off of a vehicle during the event;*

2. *Higher returns from Investments resulting in a net gain of **\$184k** better than Budget after including a **\$96k** write down of the investment value at year end due to the recent share market volatility. Overall return for the year on Investments was **7.8%**;*
3. *Proceeds from the sale of the Hermit Park property providing a gain to the Branch of **\$83k**; and,*
4. *Finally the bringing to account in the year approximately **\$80k** of Grants received held over from previous years.*

To offset these gains there were a number of negative impacts for the year including an increase in the provision for doubtful debts, the further write off of assets such as Southport and the accrual of outstanding Foundation Grants which were only brought to account when paid in the past. Also there were two personal injury settlements made in the year totalling **\$47k**.

In relation to point (2) above, the Branch Finance Committee resolved to early adopt a new accounting standard relating to the treatment of unrealised gains or losses on Investments.

An unrealised gain or loss is the difference in the market value of investments between one reporting year and another. The gain or loss only becomes realised when the investment is sold.

In previous years the unrealised gains and losses were shown in the Unrealised Capital Gain or Loss Reserve and hence did not appear in the main part of the Profit and Loss. By adopting the new accounting standard these unrealised gains and losses are now treated as part of the Profit and Loss and hence are included with the realised gains and losses.

From a cash perspective, due to the deficit incurred for the year together with the overall capital expenditure of just over **\$500k**, an amount of **\$500k** was drawn down from share investments as well as the reduction in cash investments held

at the beginning of the year. The positive cash position reported at March 31 is due to the timing of funds received for events to be held in the 2018/19 Financial Year such as Cuboree 2018 and AJ2019 prior to expenditure for these events being incurred.

THE FUTURE

The Branch Executive Committee approved the Budget for the 2018/19 year at its recent meeting recognising it indicates another deficit year with the deficit after depreciation being **\$680k**.

The prior Budget's forward estimate for the 2018/19 year projected a return to a surplus position. Actual operating results over the past three years, although much less than originally budgeted, have delivered a combined **\$1.2m** operating deficit. The continuation of deficit results cannot be sustained if the Movement is to be financially viable over the medium term

From a Cash flow perspective the 2018/19 Budget indicates the need to draw down up to a further **\$1m** from investments to meet the cash flow deficit. This cash deficit is due to a combination of the operating deficit of **\$500k** combined with **\$500k** of capital works expenditure budgeted for the year.

The capital works expenditure has been reviewed in detail over recent months and the plans for the 2018/19 Budget year have been kept to a minimum recognising the cash impact of the delayed return to an operating surplus. The focus on capital expenditure is vital due to the condition of many of our core facilities. The 2018/19 Budget capital plan is at bare minimum to sustain some level of gradual improvement in our facilities and ensure the Movement complies with its regulatory obligations.

As part of the Strategic Plan there were a number of items identified as new commercial revenue opportunities with many of these are planned to come to fruition in the 2018/19 Financial Year. No allowance has been reflected in the 2018/19 Budget for net income from these initiatives.

Unfortunately for a number of reasons most of the commencement dates for these opportunities have been delayed.

Examples are:

- » *Commencement of the Container Recycling Scheme has been postponed by the Government to now commence from November 1, 2018. The 2018/19 Budget has no allowance for any net return being achieved. The prior budget's forward estimate for the 2018/19 Financial Year a \$400k net contribution to operations was projected.*
- » *Delays have also been experienced with the Tree Tops Project at Erapah and the Water Park facility at Karingal.*

Although the Branch Executive Committee is confident these projects will eventually materialise, the delays have contributed to the 2018/19 Budget operating deficit.

Irrespective of whichever way one analyses the result for the year the fundamental issue for the Movement is that the current business model is unsustainable without a significant change in expenditure/service delivery and revenue. This combined with the impact of Redress means that some difficult decisions need to be made by the Movement to ensure long term financial survival.

The Container Recycling business proposal, that was expected to deliver long term revenue streams for the Movement, will not proceed in the form initially proposed. The Container Deposit Scheme will be a viable new revenue stream for Groups.

Branch Executive Committee and management have strategies in place to fund Redress through asset disposals and address our long term revenue requirements. Asset disposals are not a long term solution to the Movement's long term financial viability. In the coming year the Movement will have to consider a range of options to address the current Business Model funding shortfall.

CONCLUSION

As my first Honorary Treasurer's Report I would have been be far happier to report significantly better financial results both for the year just completed and for the 2018/19 Budget year.

As outlined in this report I am able to report a favourable result for the 2017/18 year relative to that originally budgeted. I am confident that management has in place the appropriate personnel, management structure and action plans to achieve a better than budgeted result for the 2018/19 Financial Year.

I wish to thank the members of the Branch Finance Committee for their support and helping my first year as the Honorary Treasurer. These members are Daryl Scott, Kirsty Brown OAM, Jean Clifford OAM, Michelle Leeke, Kate Rimon, Adrian Robinson, Gavin Kelly, Ryan Sodziak and Ashley Selwood.

Mr President, Members of Branch Council, I move that my report and the associated financial statements as tabled are accepted.

Pierre Kapel



What I like most about Scouting is the sense of mateship that forms within a unit after accomplishing a difficult hike or a long week of Agoonoree. These are teens that have been told what to do all their lives and now they find themselves with a great deal of freedom. And it's how they rise to the occasion and meet those physical and emotional challenges head on that builds character and leads to the telling of a great campfire story.

Becoming involved in Scouting helped me get through a great period of change in my young life. I had moved home and been enrolled in a new school when I joined Venturers. My three years of Venturing I transformed from a quiet and shy boy to a confident young

man that pursues leadership opportunities, loves a lively debate and a spot of abseiling. I think for great personal growth to develop, you do have to have life experiences. That's why Scouting is so important to me. Because Scouting creates opportunities for personal growth, allowing me to test my mettle on camps and hikes, form a close bond with friends and my unit be able to travel on AV and get a fresh perspective on life. Now as I step into Rovers I have the privilege to pay it forward and to support the youth of today to become the leaders of tomorrow.

Braeden

CHIEF COMMISSIONER'S REPORT



The Purpose of Scouts Australia is to encourage the physical, intellectual, emotional, social, and spiritual development of young people so that they may take a constructive place in society as responsible citizens, and as members of their local, national and international communities. It is very hard to argue with this purpose as it encapsulates what most parents want for their children – holistic development to maximise their potential within the community. Our success in delivering this purpose is reinforced, to me in particular, when I listen to the stories that are told by newly minted Queen's Scouts, the home truths from their Venturer cohort, the individual development that the Leaders who facilitate the delivery of the Youth Program have seen and the parents of the new Queen's Scout who often become emotional when talking about how their child has matured.

Our Youth Program in Queensland is delivered and supported by around 2,800 Adult Members who have the enthusiasm, the drive and the skills to make a difference to the lives of Youth Members by giving of that one precious resource that cannot be replaced

– their time. Their commitment starts with the completion of online training followed by face to face skills training and then into the rigours of delivering a fun, exciting and challenging program. We talk jokingly about the commitment being 2 hours per week but the reality is that it is much bigger than that and we have many Adult Members still contributing 20 years, 30 years and even 50 years after signing up as a Leader. I salute you!

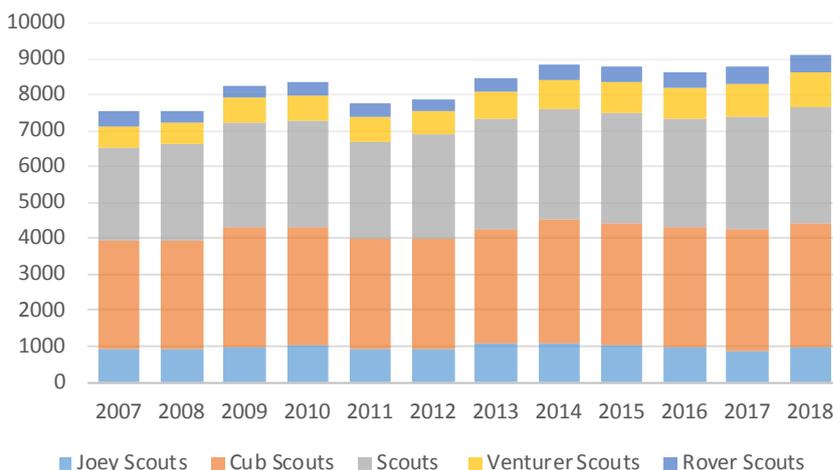
Over the past 12 months, following many months of development, our Scouts Queensland Strategic Plan 2017-2022 has been formally adopted. The Strategic Plan has, as its prime target, the growth of membership to 22,000 Youth

Members in 2022 (coined "22in22") and that requires more than doubling of our numbers. Doubling is achievable if we are able to address the retention issue that we have. Retention comes down to delivering a fun, exciting and challenging Youth Program every week in every Section, in every Scout Group.

The Strategic Plan recognises a number of significant issues and you will be pleased to know that we are tackling those issues head on:

- » *We have opted in to the Commonwealth Redress Scheme to provide some acknowledgement to those Youth Members whom we have historically failed. We now have a contemporary Scout Safe Policy that provides systems to identify and report suspected child abuse. We have continued the long standing approach within this Branch of immediately suspending any Member against whom allegations of child abuse have been made whilst they are investigated thoroughly. The Commonwealth Redress Scheme will have a material impact on the financial strength of Scouts Queensland;*
- » *Scout property resources have generally not been refurbished to keep pace with legislative requirements and maintenance levels are generally behind where they should be. Bringing these properties up to modern standards is costly; and,*

YOUTH NUMBERS BY SECTION



- » Finally the first all-Section review of the Youth Program since 1972 is gathering momentum as elements are released. Potentially there is a lot of expense in delivering revised training for our Leaders and for purchasing new support materials.

- » operations of Scout Groups; and,
- » Reorganisation of our approach to the provision and availability of outdoor adventurous activities to increase Youth and Adult Member participation, enabling the fun, excitement and challenge that these activities provide.

the second five day phase of the Venture at the Camp Warrabee site at Joyner. Congratulations to the Venture Executive who conceived the epic program and who then went on to deliver it. I am pleased to note that nine members of the planning team or 64% were young people under 30 years of age.

Our key strategies to address these challenges include:

- » Development of commercial revenue streams to reduce the reliance only on membership fees. The prime opportunity is involvement in the Queensland Government Container Recycling Scheme and Scouts Queensland has submitted an expression of interest to operate a number of recycling depots;
- » Disposal of the vacant land adjacent to the Queensland Scout Centre and one, possibly two, other freehold properties as land swap deals to finance Redress;
- » Establishment of a Queensland Scout Foundation to encourage corporate sponsorship and membership;
- » Recognition of the Scout Group as pivotal in delivering the Youth Program with a re-established and resourced District structure to provide the technical support for Scout Groups;
- » A carefully designed Queensland specific YPR deployment plan that has Queensland moving in a synchronised manner through four logical stages over the next two – three years;
- » Increasing brand recognition;
- » Developing a suite of standardised software and processes to streamline the

The full details of our Strategic Plan are available on our website.

There has been a lot of change over this 12 months and here is just a taste of the changes:

- » Introduction of Youth Program Supporters to increase the extent of Blue Card coverage;
- » Parent Information Pack released on the Branch website for parents considering involving their son or daughter in Scouting;
- » Project management framework defined and deployed;
- » Five Region Commissioners appointed;
- » Nine new Districts created;
- » Sixteen District Commissioners appointed;
- » MOUs negotiated with Allen's Training and Central Queensland University; and,
- » Single Branch scarf in place.

During the Scout Year and after four years of planning, Scouts Queensland delivered the Australian Venture AV2018 with some 1,100 Venturers, Rovers and Leaders selecting from a menu of 21 four day expeditions (caving, abseiling, hiking, scuba diving, sailing etc.) spanning more than 1,100 km of the Queensland coast and then selecting from the 14 single day (Storey Bridge Climb, horse riding, carting, theme parks, canoeing etc.) activities during

Scouting exists in 242 communities across Queensland. Each Scout Group is managed by a volunteer Group Leader with a volunteer Group Support Committee providing the physical and financial resources to deliver the Youth Program. The initial committees fund-raised to establish meeting places and then subsequent committees managed the maintenance of those facilities and provided the necessary equipment for the Leaders to use. The oldest of these Scout Groups has now been operating 108 years and when you consider all of the change that has happened in the community in that time – motor vehicles, telephones, television, email, internet, air-conditioning, even electricity in many cases – our volunteer committees and our volunteer Leaders keep delivering Scouting. Scouting returns the support received from these communities through Scouting involvement in community events including ANZAC Day ceremonies, Clean up Australia Day and other service projects as well as graduates from the Scouting program who take a constructive place in society as responsible citizens, and as members of their local, national and international communities.



From Cub Scout to Queen Scout, scouting continues to provide my daughter with so many opportunities. Opportunities to learn about service to community, to build resilience, to learn how to follow and lead in a safe environment, the impact of team work, to have fun and so much more. In today's technological world, it gave her the chance to disconnect and reconnect with nature and peers through shared experiences both exciting and challenging. Being involved in scouts gave her time out from school pressures and allowed her to have experiences I was not have been able to offer her. Now at University and a member of the Rover section, she is planning to do her leaders training to give back to the organisation who has helped shape the young woman she is today. I am in awe of the men and women who volunteer in this organisation. They not only give their time, but their emotional and physical energy to give our kids an amazing experience that has the potential to shape them as adults.

Sally Turner (Mum to Olivia)



GENERAL MANAGER'S REPORT



Branch Council and Members, it gives me great pleasure to present my first General Managers report to you. No doubt much of the year's happenings will be covered in the other reports presented to members, so I will keep it brief.

There have been a couple of personnel and operational changes within the Branch Support Office over the year. I believe these changes have brought significant improvements to the way the support office works with groups, remembering that Scout Groups are our central focus.

The property team have cleaned up over 80 overdue leases across nearly every council in Queensland. They are also very active doing compliance inspections on Scouts properties on the big five compliance issues (Fire Safety, Electrical Safety, Food Handling, Workplace Health and Safety, and Asbestos Management), and assisting groups deliver on grant projects where requested.

The Marketing and Business Development team are also very active, with the digital Scout magazine "Scout's life" being published regularly, they are also very active in participating at events raising the awareness of Scouts to the community in general. On the business development front they are developing partnerships with industry and corporate sponsors to enhance the Scouts brand, and provide much needed revenue.

The finance team welcomed a new Chief Financial Officer and have recently switched accounting systems to Xero to align with the preferred accounting system promoted to Scout Groups. Scout Groups continue to be very successful with grant applications to a range of grant providers to fund much needed work around their dens and to purchase equipment. Many members and families also benefit from the State Governments Get in the Game vouchers which provides \$150 per child to eligible families to help defray the cost of joining Scouts. I encourage all Groups to promote the get in the game vouchers to their families and wider communities.

Unfortunately the commercial business opportunities that we have been working on are taking longer to bring to fruition than initially thought, with obstacles cropping up that have to be dealt with before the next steps can be taken.

A year ago we understood the Container Recycling Business would be ready to start on July 1, 2018. The Queensland Government have delayed the start until November 1, 2018, following a less than spectacular start to Container Recycling in New South Wales, and no doubt influenced by China's decision to ban contaminated waste being imported into China for processing. Scouts Queensland Container Recycling Steering Committee, chaired by previous Chief Commissioner Maurice Law AM, has worked hard to develop and submit a tender to operate six Refund Points initially in South East Queensland, however at the date of writing no decisions have been made by Container Exchange (Queensland) Limited, the company appointed by the Queensland Government to operate the Container Refund Scheme in Queensland. I hope to be able to inform members of the tender outcome at the Annual General Meeting.

We also thought that the TreeTop Challenge high ropes course planned at Erapah Campsite, Victoria Point, would be operational now. Unfortunately this is not the case, as Indigenous heritage items were located on site, which has required further exploration by the local Quandamooka Yoolooburrabee Aboriginal Corporation (QYAC) and development of a Cultural Heritage Management Plan in consultation between the QYAC, Tree Tops and Scouts. I look forward to letting Branch Council know the development timeline.

A number of other revenue opportunities are planned, but these must proceed through councils and be approved. Unfortunately this is a time consuming process involving town planners and a host of consultants. We are chipping away on each of these.

I recently presented an Operational Plan to the Branch Executive Committee outlining what I see as more opportunities to expand Scouts activities and utilise our assets, both property and equipment. At the time of writing this plan has only just been approved. I will be meeting with Members over the coming months developing the plan and look forward to informing members on progress at the Branch Council meeting.

Finally, I want to thank the Chief Commissioner, Branch President and members of the Executive Committee for their support in selecting me as the General Manager of Scouts Queensland. I look forward to working with all members of Scouts Queensland to develop this outstanding organisation into the future.

Gavin Kelly
General Manager

YOUTH PROGRAM

The last 12 months have seen a strong focus on working towards achieving the targets in our ScoutPlan and supporting the Youth Program Review. An upgraded structure was implemented to support the execution of this. The area of Spiritual Development and Chaplaincy Support has moved into the Youth Program area with Branch Commissioner and Chaplain Iain Furby continuing to provide his expertise and experience to that role. We welcomed to our team Libby Smith, newly appointed Branch Commissioner (Youth Involvement) with responsibilities for Branch Youth Council and other youth leading activities, supported by adults, and also Taylor Gregory, Branch Commissioner (Joey Scouts) replacing David Cruse who has done a great six year term leading and consolidating the Joey Scouts throughout Queensland. These new appointments reiterate our Branch commitment to letting younger people become involved in management and leadership sides of Scouting. Both these leaders are graduates from Rovering and are well equipped to lead these important teams in their responsive areas.

The Youth Program Review is into its heavy review stage. A state-wide consultation process regarding concepts of the Review involved more than 1,000 members of this Branch. Overall there seems to be much support for the new concepts of one journey in one program across five sections. This has also provided a great opportunity for many Branch Commissioners to talk with line leaders about different areas of the current youth program. Changes agreed to include: an alternate versions of the Promise and Law which were implemented on World Scout Day, August 1st; new age ranges have been confirmed including Joey Scouts commencing at age five when in school; and revised educational objectives and elements of the Scout Method; concepts of youth leading, adults supporting and

Plan>Do>Review at all section levels have been included and are being implemented into current program initiatives; and a new style Leadership program for older Scouts, Venturer Scouts and Rover Scouts has also been trialled - You+ and was trialled in April where 15 youth members participated.

All the sectional Branch Commissioners had the opportunity to meet (face to face) at the National Youth Program Team meeting, held in the Adelaide Hills, June 30 to July 2, 2017. The program was diverse but much focused on the new Youth Program.

JOEY SCOUTS

While Joey Scout leader numbers have decreased by 10, (-4.1%), youth numbers have increased by 9.1% to 959. While we are moving in the right direction there is still plenty of work to do in increasing our numbers. One of the outcomes of the Youth Program Review was the ages of Joey Scouts starting at age five with the children being at school. As the definition of "starting school" varies between states, Queensland regards this as a young person having had their fifth birthday and be eligible to start Year 1 prior to commencing in the Joey Scout Section.

Mobs have grown in numbers this year with new Mobs commencing at Parkwood Heights Scout Group, Biloela Scout Group, Palm Beach Scout Group and Beaudesert Scout Group.

Joey Scout Leaders continue to provide great programs in an assortment of wonderful venues such as weekly program meetings, activity camps, Mob Holidays, sleepovers, Skillorama, environment activities, heritage displays, Kokoda Challenge, water activities, visits to Police, Ambulance and Fire Stations, and more.

228 Joey Scouts achieved their Promise Challenge Badges in the year. This was a slight decrease on the previous year. Three Joey Scouts - Thomas Price (Moggill), Thomas Cluff (Kingaroy) and Imogen Galley (Banksia) completed exceptional work towards their Promise Challenge Badge/Certificate, and received the Branch Commissioner (Joey Scout) Award at separate ceremonies.

Joey Scouts and their families attended a performance of Gang Show and the pre activities to the Matinee. The theme of Joey Scout Jaunt, held on in August, was 'When I Grow Up' and bases included being a builder, astronaut, doctor, nurse, bricklayer and football star. The day's activities finished with a wonderful campfire. Hopalong (Leader Support Training Program) was held in March and had a theme How To Put The 'Out' In Joey Scouts. Leaders from across Queensland attended the event. Leaders from the Joey Scout Section and the Adventurous Activities Team were excellent in developing and delivering a wonderful program. 33 participants were kept busy learning new ideas, understanding the whys, enjoying each other's company and having fun.

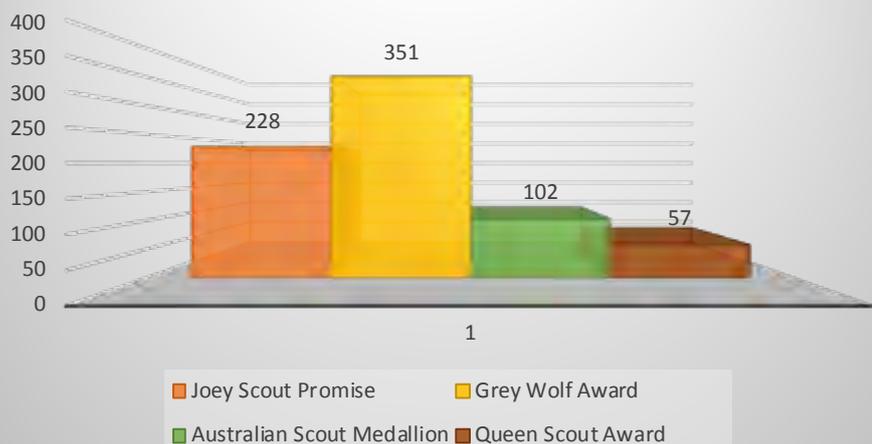
CUB SCOUTS

Much of the extended Cub Scouting, outside of the normal Cub Scout Pack program, has been through a combination of both intra and inter District and Region camps, activities and events; including some combined with other Sections. The Triple C (Cubs Can Come) which is a linking inspired activity coordinated by the Scout Section as part of the annual Triple S (Scout Section Skills) event in July was very popular. Some of the relevant Region Cub Scout activities include – Brisbane North Region's Cubyanaya in May and Kanyanya in August, Gold Coast Region's Kokoda Challenge in July, Central Coast Region's Scoutfest at the end of July, and Northern Moreton Bay Region's Skillorama in September.

Great celebrations occurred in October 2017, when Queensland Cuboree 2016 won the 'Youth Event' in the Queensland Outdoors Recreation Federation's (QORF) 2017 Outdoors Queensland Awards. A very excited Cuboree team, in their "Rumble in the Jungle" themed Cuboree 2016 shirts and scarves, were there to receive the Award.

Planning for Queensland Cuboree 2018 "Going Troppo" is well underway and it will be held in Maryborough on September 23-28, 2018.

YOUTH AWARDS



The 100 years of Cub Scouts in Queensland is being used as the theme and focus of many of the Cub Scout activities and Youth Program elements at Pack, District and Region levels, throughout 2018. The Branch Cub Scout Council continues to have great success using technology to involve all the Regions' Cub Scout representatives in a regular monthly Seeonee, through a combination of a concurrent online and face to face meetings; this has ensured the more remote Cub Scouts in Queensland are kept engaged and networked. Online meetings also continue to be used for regular bi-monthly meetings of the National Cub Scout Youth Program Team.

SCOUTS

The Scout Section numbers have increased to 3253 youth and congratulates Groups on their efforts in growing Scouting.

The major Scout Section activity was the annual Triple S (Scout Section Skills) camp held in early July at Baden-Powell Park. The camp had a Brownsea Island and Southern English theme and included 739 members, including 93 Scout Patrols. The major emphasis for the weekend was on camp standards and generally the Scouts are continuing to improve their efforts with this. Scouts also enjoyed a visit to the Brisbane Gang Show. The overall winner for the weekend was the Wilston Penguin Patrol who won both the Gateway competition and the Overall Camping and skills competition.

The Branch Commissioner (Scouts) visited numerous Leadership Courses, Region Camps including Redclaw in Far North Queensland and Scout Fest in Central Coast Region as well as District Camps and events. Major technical requirement changes have centred on the Leadership Course and project and Journey Planning. Both of these underwent major refinement in 2017/2018. The Journey Requirements document will continue to evolve as more adventurous activities are included in Scouting.

VENTURER SCOUTS

Venturer Scouts continue to maintain a strong presence in the Branch. Current membership for the section is 983 Venturer Scouts, in 205 Venturer Scout Units. This year the Branch Venturer Scout Council and Branch Venturer Scout Leader Councils have been combined and it is currently working on projects that will see the Venturer Scout Section thrive in future years with all projects being led by Youth Members (part of the YPR initiatives).

Venturer Scout Unit Management and Leadership Courses have continually been run throughout the Regions. Camp LUII was also successfully run during the June/July school holidays.



In addition to each Venturer Scout Unit running full programs supporting the Award Scheme, Venturer Scouts within Queensland have attended and participated in activities at Branch, Region, District and Group levels. Activities have included (but are not limited to) Agoonoree, Noosa Venture, Nighthawk, Operation Archer, Urban Challenge, Roventures, Triple S, Gang Show, and Scout Revues.

During the Christmas holidays 185 members formed the Queensland Contingent to attend the 17th Australian Venture held in Petrie, Brisbane. Of these participants 57 attended a Pre-Venture tour of five days full of activities throughout Northern New South Wales and the Gold Coast. All Venturer Scouts and Leaders that attended Australian Venture established amazing memories and friendships which will last for many years to come.

ROVER SCOUTS

The past year has been very busy for Rover Scouts all over Queensland. We have had a number of major activities (both on our own and with other Sections), Region events and service opportunities.

GENERAL

The Executive team for the year included Rovers from a number of Different Crews led by Chairman Kristy Butler from St Johns Wood Scout Group.

MAJOR ACTIVITIES

Agoonoree: As usual, this year we had a great turnout of Rover Scouts attending Agoonoree at Baden-Powell Park in September 2017. This was a fantastic opportunity for Rover Scouts to give back to the Movement and the public. Rover Scouts had a number of roles on the camp, from running bases and activities to working in troops, catering and security.

Banana Bash: Our annual motor sport event ran in October. We had over a dozen cars competing in the event, and it was fantastic to welcome back cars from Crews that have been participating for many years. Approximately 150 Rover attended, some competing and others just there to support their fellow Rovers. As per tradition for Banana Bash, a Visitor's Day was held on Sunday. Members of the community, youth from other Sections, other Rovers and Leaders were

all welcomed onsite and enjoyed the showcase put on by Rover Scouts with their cars.

Iceland Moot: The World Moot was held in Iceland during July 2017. A huge attendance from Rovers in Australia with over 70 coming from Queensland. A number of Rovers took the opportunity to attend the pre and post tours of Iceland and other countries within Europe. The Moot is a once in a lifetime experience, where Rovers participate in adventurous activities, network with Rover Scouts from around the world and experience new cultures and scenes on pre and post tours.

OTHER ACTIVITIES

Wonargo: Many of our musically talented Rover Scouts and Rover Scouts-at-heart performed in Wonargo Revue this year during October. We also had a large cohort of Rover Scouts supporting the show in the audience, particularly on Rover Night.

ANZAC Day: As usual, most Rover Scouts were involved in some capacity with ANZAC Day services. A number of Rover Scouts attended Dawn Service and assisted with the parade in Brisbane City. Around the State, even more Rover Scouts were involved in local services.

QUEENSLAND ROVERS YOUTUBE CHANNEL

We are proud to report that Nick Linde and his team from the YouTube Channel are still going strong, assisted greatly by the equipment purchased with the grant through the Queensland Scout Foundation. The YouTube Channel continues to be one of our greatest promotional tools to our Rover Scouts, Venturer Scouts and the general public, and we are very grateful for the grant money received to continue to build this.

UPCOMING EVENTS

The next 12 months are jam-packed for Queensland Rovers. Committees have been established for Banana Bash, Urban Challenge and St George's Ball for this year, and planning for these events is underway. It is also the World centenary of Roving in 2018.

SPIRITUAL DEVELOPMENT

Honorary Commissioners have been supported to participate where possible and helping them to feel connected to the Association. Iain worked closely with several members and other Chaplains providing pastoral care of themselves, leaders and youth members.

The Chaplains are responding to a need for more inclusive style Scouts Owns and are developing resources for implementation in Groups.

Scout Chaplains aim to provide support to all Leaders in developing their own spiritual awareness and incorporating the spiritual side of life into all aspects of Scouting. They liaise with members of the Region team on arrangements for religious observances at Region gatherings, training courses and to assist whenever required.

SPECIAL NEEDS

Within the Special Needs support area, discussions are continuing with Leaders and some parents in regards to the format and processes for youth members to be allocated extra time before moving to the next section. Support to Leaders of special needs children continues with emphasis being on supporting youth with Autism Spectrum Disorder.

HERITAGE

The Heritage Program has enjoyed a progressive and busy year with many visitors to the Heritage Centre Museum at Baden-Powell Park, work to restore the Heritage Archives and Library, answering many enquiries, and conducting activities for youth members and Leaders. The value and importance of the Heritage collections continues to grow as we preserve and share many exciting stories and artifacts from the past 110 years.

This year marks significant anniversaries with the 50th anniversary of the first Australian Jamboree in Queensland at Jindalee in 1967/68, and the centenary of the commencement of the Cub Scout Section in Queensland in 1918. This year is also the Worldwide centenary of the start of the Rover Scout Section.

During the past year, the State Library of Queensland commenced the digitization of the monthly Scout magazines, *The Totem*, from 1937 to 1961, which will then be published on the Web. This will greatly improve access for everyone to the many stories and rich history of Scouting in Queensland



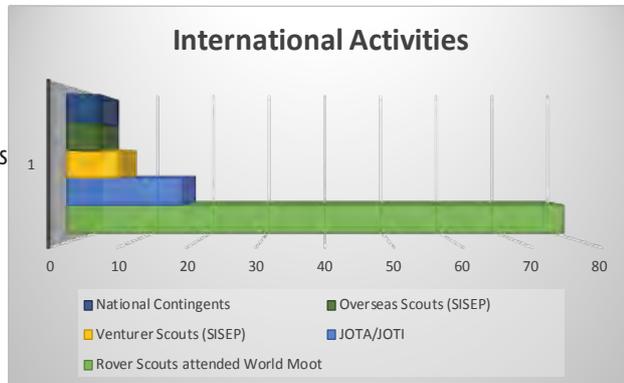
INTERNATIONAL

Overseas Scouting activities have been a major focus of the Branch International Team, with members of Queensland Branch participating in National Contingents to overseas events in Mongolia, New Zealand, Norway, United States and Azerbaijan.

Scouts Queensland was proud to have 77 of our Rover Scouts participate in the World Scout Moot in Iceland, being part of Australia's largest contingent to a World Scout Moot. Many of our members participated in the pre- and post-event tours, together with personal travel experience in Europe.

Our Student International Scout Exchange Program (SISEP) hosted four Scouts from Denmark and one Scout from Japan in 2017. Host families are spread out throughout the Branch including families from Ipswich, Toowoomba, Warwick and Townsville. Eight Venturer Scouts from Queensland participated in the exchange program to Japan and Denmark during our summer school holiday period.

Jamboree on the Air (JOTA) & Jamboree on the Internet (JOTI) was successfully held in October 2017 with 18 sites across the state participating in radio and internet activities.



PERFORMING ARTS

Performing Arts continues to be a facet of the Youth Program delivered to a broad spectrum of the membership in Queensland. The Performing Arts Team delivered sectional programs on request to Joey Mobs and Cub Packs across the South East corner and to Scout Section members at Brisbane Gang Show's Doomben facility. The team also supported Branch and Region activities such as Joey Scout Jaunt, Junior Kokoda Challenge, and Cubyanya.

The Brisbane Gang Show presented Bankrupt in a highly successful 66th season with over 150 young people on stage and a support crew of over 160 behind the scenes. In addition, local Scout shows Wonargo Revue, Rochedale Revue and Darling Downs Revue gave a further 100 plus youth members the opportunity to experience the musical theatre genre of the performing arts.



The ongoing success of these activities are a huge tribute to both the youth member participants and those who support them and are a testament to the important role performing arts has in the Youth Program and showcasing Scouting to the wider community.

The Queensland Combined Scout Show Committee meets regularly throughout the year to collaborate and share knowledge and resources, and again conducted a successful Theatre Skills Workshop with guest facilitators providing their expertise to those attending.

BRANCH YOUTH COUNCIL

The Branch Youth Council held a most successful Youth Forum in collaboration with the Region Commissioners Conference in July 2017. It was great to see the manner in which these young people tackled

the tasks and reported back to the Region Teams. Working in four patrols they continue to work on issues including greater involvement of youth at national and international activities and proposals for youth leading.

MESSENGERS OF PEACE

The Messengers of Peace programs continue to be in operation supporting the international goal of having all Scouts involved in becoming a Messenger of Peace. Many activities undertaken in Sections, Groups, Districts and Regions support this as did the Branch cyber-safety program.

ENVIRONMENT

The Environment team has been updating programs that will be sent out to Regions to be used by local Scout Groups. Preparations are under way for running this year's national conference in November which will coincide with the 90th Anniversary of the opening of Erapah, Australia's only and the World's first Scout Centre of Excellence for Nature and Environment (SCENES) site.

A D U L T S I N S C O U T I N G

In the area of Child Safety the National Child Safe Scouting policy has been implemented, with the release of QBSI 10 Child Safe Scouting, and the embedding of Child Safe training into basic face to face courses. Queensland Branch has also implemented the position of a Child Safe Scouting Officer (CSSO), their role is to support youth members and adults at events at a District, Region and Branch level if an incident occurs. At the time of writing this report the Branch has 31 Leaders across the State who have undertaken the CSSO training.

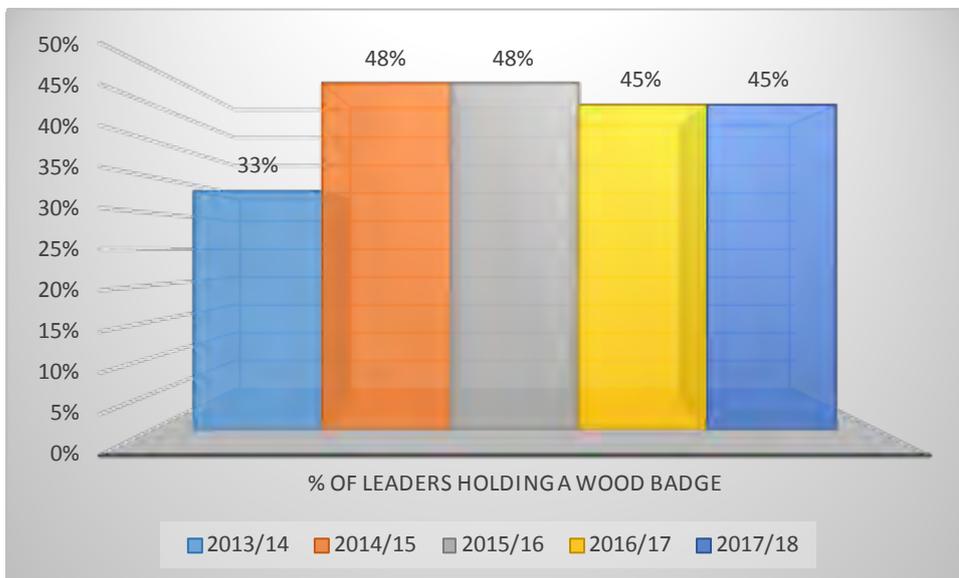
Offering training courses to Leaders throughout Queensland always has its challenges in relation to availability of participants, distance to venues and the cost to support these courses.



In 2017 the membership of the National Training Team was expanded to include Adventurous Activities Instructors. The 2018 Training Team conference was the first time the new look team had the opportunity to come together to exchange ideas and to start upskilling and getting prepared to support the requirements of the Youth Program Review implementation.

Members of Queensland Branch Training Team continue to contribute to National Training meetings and the Youth Program Review program.





OTHER TRAINING

In the first year of Scouts Queensland and Allen's First Aid partnership 116 members have been able to gain their First Aid qualification. This partnership has been able to offer our members the ability to undertake these qualifications at a much reduced price and the flexibility of running the course to suit members, time and availability.

Training in the Adventurous Activities area has seen 467 Members participate in a range of skills areas such as abseiling, mountain biking, archery, canoeing, kayaking etc. This has translated into members receiving recognised certificates and units of competency.

The Scouting year has been exciting and rewarding to the Member Support portfolio. It has been pleasing to see a change in the number of Leaders attending training to become Personal Leader Advisers (PLAs) to support fellow Leaders. Scouts Australia has reviewed the training program for adult members involved in training, including PLAs, and work has progressed on a new training program for new PLAs that will be available from May onwards. With the Youth Program Review progressing it is more important than ever that we have enthusiastic, passionate and informed PLAs to support our Leaders so that we can deliver an authentic and relevant Scouting program.

There has been increased interest in Members gaining recognised qualifications. During the 2017-2018 year the following qualifications and statements of attainment have been issued:



QUALIFICATION	NUMBERS ISSUED
Business Units Only	543
Outdoor Recreation Units Only	1047

MAJOR ACTIVITIES

Development of the Major Activities Team continues to occur some 12 months after the portfolios of Campsites and the Branch Equipment Store, Adventurous Activities, Risk and Safety, Air Activities and Brisbane Gang Show were added to the more traditional portfolios of Cuboree, Jamboree, Venture, and Moot Contingents, Agoonoree, SSS, Banana Bash, St Georges Ball and Queensland Venture.

SSS – Triple S was held at Baden-Powell Park during the cool middle weekend of the June/July school holidays. Participants in the camp were also given the opportunity to attend Brisbane Gang Show. Theme for the weekend was Brownsea Island and Southern England.

Agoonoree – The 36th Agoonoree was held at Baden-Powell Park in the first week of the September school holidays. This gave about youth with disabilities and from disadvantaged backgrounds the opportunity to participate in a week long camp filled with traditional Scouting and Guiding activities. The theme for this year's camp was Disney.

AV2018 – A dedicated group of Queensland members organised a very successful Australian Venture for about Venturer Scouts, Rovers, Leaders and Adult Members in January. Congratulations to the Venture Executive Team and the other Members of the Association in their part for making this event such an enjoyable and memorable one for Venturer Scouts and Leaders.

Cuboree – the Cuboree organising team continues to plan for the 2018 Cuboree to be held during the first weekend of the September school holidays at the Maryborough Showgrounds. Participant numbers are indicating the popularity of this fabulous opportunity for Cub Scouts to participate in a six day camp.

AJ2019 – the excitement is building as the Queensland Contingent Team continue to plan for our Scouts, Leaders, Venturer Scouts, Rovers and Adult Members to attend National Jamboree AJ2019 to be held in January 2019, at Tailem Bend in South Australia. Current indications are that budgeted numbers will be realised.

Campsites and Branch Equipment Store – early in the year delivery was taken of our new bell tents. These were initially trialed at Agoonoree and have proven to be a prudent and successful acquisition. A small group of volunteers continues to clean up the store and grounds at Baden-Powell Park as well as undertake minor maintenance works. Documents are currently being developed for the operation of the Branch campsites that can be also tailored for use in Region, District and Group campsites. A master plan for the development of Baden-Powell Park is also being written using the previous Fox Report and the report written by Brad Richards as reference documents.

Adventurous Activities – a number of vacancies still exist in the new structure of this team, however, processes are in place to fill these. The team continues to plan training opportunities for members to become skilled in the traditional outdoor adventurous activities. They are also writing documents for inclusion in the Adventurous Activities section of Queensland Branch Scouting Instructions. The biggest challenge being faced by this team is getting ready for the introduction of the outdoor adventure skills component of the Youth Program Review potentially in 2019.

Air Activities – the Air Activities team continue to operate out of the Air Queensland hanger at the Redcliffe Airport. They currently provide an interesting and engaging courses for the Joey Scouts, Cub Scouts and Scouts Sections. The team is currently liaising with other Branch Air Activities teams to compare courses as well as looking at opportunities to upgrade the content of existing courses, to include a flight for the Joey Scouts in their course and to reintroduce a Venturer Scout course that may include a hands on flight for the Venturer Scouts.



DEVELOPMENT

SOME HIGHLIGHTS IN THE DEVELOPMENT PORTFOLIO OVER THIS SCOUTING YEAR

Regional Development and Support Officers (RDSOs)

Tony Langler, Gillian Hall and Karl Lingard have continued to be very active during the year, supporting the Region Commissioners in the growth, support and development of Scouting across our Regions.

The RDSOs have also been working hard to support other activities in the promotion and development of Scouting - namely Australia Zoo activities, School Radio Station visits with 96.5FM and more recently OHSC vacation programs, Scouts Queensland Climbing Wall activities.

Development

Over the year in review we have seen the following initiatives implemented or completed:

- » *Griffith University intern report on demographic data to assist in identifying growth areas across Queensland*
- » *Approval and formation of Health Fellowship*
- » *Approval and endorsement of the Development Plan that aligns to the delivery of the Scouts Queensland Strategic Plan 2017- 2022*
- » *An increase in youth membership of 6.6% over the year (9125 members)*
- » *A decrease in our resignation rate to 39.8% (down from 42% 2016/17)*

Whilst the above initiatives are pleasing we have some way to go in achieving our Strategic Goal of 22000 Youth Members by 2022.



Most people my age today would see going out and getting drunk or being high on drugs a good weekend or as many say an epic weekend. For me being in scouts has made me realise that is not necessarily the case. The one thing I personally like the most about scouting is being able to have fun but without the influence of alcohol and drugs.

Being in the scouting movement has had a massive impact with my life. It has allowed me to be a more independent person. A person who sees the best not only in others but myself as well. It had allowed me to push myself way beyond my limits and has allowed me never to settle for anything less. Through all the endless courses and weekends away I have been able to get many life lessons that I used on those camps and I can gladly say I use most of them today.

Keisha

A W A R D S

QUEENS' SCOUT AWARDS

FIRST NAME	SURNAME	FORMATION
Emily	Austen	Wahminda Park Scout Group
Sarah	Austen	Wahminda Park Scout Group
Tavis	Bancroft	Kedron Scout Group
Joshua	Bowers	Bunya Park Scout Group
Rianne	Boyce	Banksia Scout Group
Candace	Brennan	Aspley Scout Group
Erin	Brindley	Rangeville Scout Group
Alex	Colvin	Caboolture Scout Group
Zoe	Denholm	Priestdale Scout Group
Patrick	Denny	Karana Scout Group
Aaron	Dodds	Queens Park Ipswich Scout Group
Sophie	Dowse	Karalee Scout Group
Kyle	Drew	Atherton Scout Group
Kwame	Eshun	Nundah-Northgate Scout Group
Ainsleigh	Foreman	St Johns Wood Scout Group
Emily	Griffin	Noosa Sea Scout Group
Ryan	Harton	Kirwan Scout Group
Maddison	Hazell	Mackay City Central Scout Group
Callum	Hogan	Rangeville Scout Group
Cameron	Hope	Wishart Chester Scout Group
Aimee	Howitt	Aspley Scout Group
Kristen	Howitt	Aspley Scout Group
Mattinson	Hunt	Queens Park Ipswich Scout Group
Reece	Jocumsen	Banksia Scout Group
Claire	Jorgensen	Indooroopilly Scout Group
Hayley	Keating	Buderim Scout Group
Bridgette	Kennewell	Mount Cotton Scout Group
Alan	Kidd	Burleigh Heads Scout Group
Charlotte	Knox	Helensvale Scout Group
Avalon	Martinkus	Grovely-Mitchelton Scout Group
Jerry	McGiffin	Kepnock Scout Group
Braeden	Monnier	Wishart Chester Scout Group
Reece	Moy	Edge Hill Scout Group
Christine	Mundell	2nd Toowoomba Scout Group
Rhys	Naidoo	Scoutreach Lones Scout Group
Samantha	Orchard	The Gap Scout Group
Tom	Pearce	Noosa Sea Scout Group

QUEENS' SCOUT AWARDS (CONT.)

Mawgan	Petersen	Kenmore Scout Group
Lisa	Plessius	Palm Beach Scout Group
Stella	Rapson	Pimlico Mundingburra Scout Group
Kiara	Roberts	Calliope Scout Group
Brenton	Rowe	Edge Hill Scout Group
Koby	Saunter	Goodna Scout Group
Keegan	Smith	Wishart Chester Scout Group
Lochlan	Smith	Longreach Scout Group
Alex	Stevens	Upper Mount Gravatt Scout Group
Adam	Strong	Noosa Sea Scout Group
Brendan	Sydes	Stafford Scout Group
Zarah	Taffs	Buderim Scout Group
Erin	Taylor	Rosewood Scout Group
Michael	Thrusell	Rangeville Scout Group
Olivia	Turner	Burpengary Scout Group
Ryan	Turner	Rochedale Scout Group
Sophie	Wilson	Bunya Park Scout Group
Raphael	Wixted	Mount Bruce Scout Group

BADEN-POWELL SCOUT AWARD

FIRST NAME	SURNAME	FORMATION
Alexandra	Digweed	Edge Hill Scout Group
Kelsey	Reid	Enoggera Scout Group
Kathryn	Richmond	Grovely-Mitchelton Scout Group
Nicole	Stinten	Rockville Scout Group

ROVER SERVICE AWARD

FIRST NAME	SURNAME	FORMATION
Alexandra	Digweed	Edge Hill Scout Group
Mitchell	Digweed	Edge Hill Scout Group
Jack	Neeland	Burpengary Scout Group
Emma	Storie	Stafford Scout Group

A W A R D S

SPECIAL SERVICE AWARD		
FIRST NAME	SURNAME	FORMATION
Tracy	Bold	Greenbank Scout Group
Toni	Condon	Woodridge Scout Group
Scott	Masters	Burpengary Scout Group
Tash	McGrath	Indooroopilly Scout Group
Adam	Sadler	Kirwan Scout Group
Tatiana	Yakovlev	Woodridge Scout Group

MERITORIOUS SERVICE AWARD		
FIRST NAME	SURNAME	FORMATION
Leigh	Amos	Woodford Scout Group
Sally	Brierley	Calliope Scout Group
Jennifer	Colvin	Caboolture Scout Group
Kathleen	Duff	Redcliffe District
Matthew	Fisher	Victoria Point Scout Group
Tammy	Griffin	Underwood Scout Group
Timothy	Grinter	Queensland Branch
James	Hanlon	Indooroopilly Scout Group
Susan	Harris	Mount Cotton Scout Group
Glen	Hedger	Mount Cotton Scout Group
David	Jamieson	Bunya District
Ryan	Kelly	Beaudesert Scout Group
Shane	Kelly	Beaudesert Scout Group
Linda	Lee-Grant	Lawnton Scout Group
Stewart	McLeod	Priestdale Scout Group
Darren	Mitchell	Lawnton Scout Group
Emma	Neeland	Nundah-Northgate Scout Group
Christopher	Price	Kenmore Scout Group
Lee	Rossow	Brownsea Water Activity Centre
Catherine	Schofield	Indooroopilly Scout Group
Lisa	Sodziak	Queensland Branch
Jenelle	Twyford	Darling Downs Region
Thomas	Upton	Glennie Heights Scout Group

OUTSTANDING SERVICE AWARD		
FIRST NAME	SURNAME	FORMATIONS
Marion	Haselden	Nambour District
Pamela	Lutz	Mount Cotton Scout Group
Vickie	Willcocks	Bauple Scout Group

SILVER WATTLE AWARD		
FIRST NAME	SURNAME	FORMATION
Anthony	Brindley	Rangeville Scout Group
Richard	Hayes	Kenmore Scout Group
Kathy	Lee	Redlands District
Leanne	McLeod	Priestdale Scout Group
Jacqueline	Rogerson	Sunnybank Scout Group
Kelly	Sims	2nd Nambour Scout Group
Scott	Thomas	Fort Lytton District
Paul	Tuckwood	Redlands District
Ross	Tutin	Queensland Branch
Cindy	Van Der Gevel	Queensland Branch
James	Wilson	Gracemere Scout Group

SILVER KOALA AWARD		
FIRST NAME	SURNAME	FORMATION
Jeffrey	Carrier	Kenmore Scout Group
Christopher	Dunne	Queensland Branch
Marion	Gridley	Bracken Ridge Scout Group
Gillian	Hall	Gold Coast Region
Keith	McKenzie	Rochedale Scout Group
Craig	Ray	St Johns Wood Scout Group
Kerry	Tully	Gumdale Scout Group

SILVER EMU AWARD		
FIRST NAME	SURNAME	FORMATION
Raewyn	Adam	Majestic Park Scout Group
Jennifer	Annand	Brownsea Water Activity Centre
Kenneth	Ashford	Moonaboola Sea Scout Group
Julie	Bennell	Cleveland Scout Group
Shirley	Fredrick	Bramble Bay District
William	Haselden	Woombye Scout Group

NATIONAL PRESIDENT'S AWARD		
FIRST NAME	SURNAME	FORMATIONS
Jeanette	Lowick	Darling Downs Region

A C K N O W L E D G E M E N T S

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 wishes to record its appreciation to the many families of our adult Leaders who continue to support them.

TO THE FOLLOWING COMPANIES, SPONSORS AND SUPPORTERS, PLEASE ACCEPT OUR GRATEFUL THANKS:

- » All volunteers who give their time to support Scouts
- » 96.5FM Family Radio
- » Allens Training
- » AON
- » Aurizon Community Giving Fund - Disaster Relief Community Appeal
- » Australian Clothing Company (ACC)
- » Australian Government - Stronger Communities Program
- » Australia Zoo
- » Australia Zoo Wildlife Warriors
- » Brisbane City Council
- » Bunnings
- » Clearface Print Management
- » Commbank Foundation Centenary Grants Program
- » Commercial Asset Services
- » Craig Ray & Associates
- » CQU
- » Department of Environment and Heritage Protection
- » Department of National Parks Sport and Racing - Disaster Recovery Program/Get Going Clubs
- » Department of the Environment and Energy - Solar Communities Program
- » Djenie
- » Ellendale Neighbourhood Grants 2018
- » Energex Community and Sustainability Fund
- » Ergon Energy Community Sponsorship
- » Gambling Community Benefit Fund
- » Gill & Co. Timber
- » Gold Coast City Council
- » GoldlinQ Community Fund
- » Gympie Regional Council - Facilities Development
- » GRRRL Games
- » In2Adventure
- » John Gaskell Town Planning
- » John Villiers
- » Kedron Wavell Services Club
- » Kennards Hire
- » Len Powe Architects
- » Local Councils throughout Queensland
- » Logan City Council - Mayors and Councillors Community Benefit Fund
- » Microsoft
- » Mackay Regional Council
- » Moreton Bay Regional Council
- » Mosaic Property Group
- » Novotel Surfers Paradise
- » Orica Yarwun Community Investment Program
- » Paul and Geoff Goodman
- » Port of Brisbane VMR Community Grant
- » Provista Select Food Distributors
- » Public Safety Business Agency
- » QCF Regional Grant
- » QGC Communities Fund
- » Queensland Government
- » Queensland Young Achiever Awards
- » Queensland Youth Alliance
- » Redland City Council
- » Rockhampton Regional Council - Community Assistance Program
- » Royal National Industrial and Agricultural Association (RNA)
- » SEQWATER
- » South Burnett Regional Council - Community Grants Program
- » Stanwell Power House Community Fund
- » Stockland Community Grant
- » Sunshine Coast Regional Council
- » Sunwater
- » The John Villiers Trust
- » The Redland Foundation
- » The Thursday Club
- » Thyne Reid Foundation
- » Toowoomba Regional Council
- » Townsville City Council - Mayors Community Assistance Fund
- » Treescape
- » Wayne Window
- » Westpac Natural Disaster Recovery Fund



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