



**Scouts**  
QUEENSLAND

# Annual Report 2019/20





# One Program, One Journey

Over the past year Scouts Queensland has been rolling out our new youth program. The program is built on a 'one program' approach, where the Scouting journey is one continuous, consistent and familiar experience, with more and more challenges and exciting opportunities along the way. The program creates a consistent experience across all Sections of Scouting allowing each youth member to be on their own path of personal progression. This is why the 'one journey' philosophy is such a critical concept of the new program, and why it underpins so much of what Scouting will be into the future.



Joey Scouts



Cub Scouts



Scouts



Venturer Scouts



Rover Scouts

## The Scout Method

The Scout Method has eight elements that support the development of young people. The Scout Method is unique to Scouting and Scouting is unique because of this Method, and the way in which it educates and develops young people. The Scout Method is the same across all Sections, providing for continuous development.



**Community Involvement**  
Being positive and visible members of the community and wider world



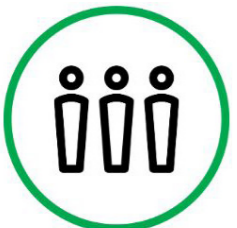
**Learning by Doing**  
Non-formal education where we learn through practical experience



**Nature and the Outdoors**  
Outdoors is the most effective setting for learning



**Promise and Law**  
Scouting values that underpin all activities and interactions



**Patrol System**  
Develop interpersonal and leadership skills through teamwork



**Symbolic Framework**  
Structure of themes and symbols to facilitate awareness and development



**Personal Progression**  
A learning journey that focuses on challenging the individual through experiences



**Youth Leading, Adults Supporting**  
Scouting is a youth movement, guided by adults

# Scouts Queensland has...



The Purpose of Scouting 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.

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## Plan > Do > Review >

Plan > Do > Review > is a programming tool that aids in the development of fun, challenging, adventurous and inclusive activities. Through this tool, youth members are afforded personal growth opportunities by first deciding what the activity will be and resourcing it, then doing the activity based on the planning to allow everyone involved an opportunity to have fun and then reviewing to determine what went well and how it could be improved for next time.





# Message from the Governor of Queensland

As Governor of Queensland and our State's Chief Scout, I congratulate Scouts Queensland on another successful year in the long history of Scouting in this State and thank them for the contribution that the organisation continues to make to creating strong, cohesive communities.

The restrictions imposed on us all to combat the COVID-19 pandemic have meant that the 2019-2020 year has not ended as it would normally have done. However, in true Scout fashion, the organisation and individual Scouts, have responded enthusiastically and imaginatively to those restrictions by expanding existing opportunities for 'virtual' Scouting.

Over the past year, I have been privileged to attend several significant Scouts Queensland events.

During the July school holidays, I visited the Scout Section Skills camp at Baden-Powell Park, and in August, as part of a visit to Mount Isa, I was most warmly welcomed by the city's Scout Group. Only a week later, I was honoured, once again, to present the 2019 Scouts Queensland Awards.

In October, I joined Scouts Queensland to celebrate the opening of the rebuilt Cleveland Scout Hall following its destruction by fire, and in February 2020, I was delighted to see the much-loved Expo88 'Saluting Scout' statue rededicated in Scout Place on Kangaroo Point.

Each of these events, as well as the response to the COVID-19 pandemic, serves as a fine example of the dedication, hard work, resilience and commitment to others that characterise this great volunteer movement. They are the qualities which will ensure that scouting will endure.

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



# Branch Executive Committee Chairman

Adversity defeats some people, or it can be the making of them. Scouts Queensland, like its brother and sister organisations around Australia and around the world, seeks to make sure that our people, young and old alike, fall into the second category. We do that through fellowship and through training.

The challenges that we have faced over the last year have given us the chance to prove the resilience of Scouts. Through careful management, our Finance Team has been able to bring us back to balanced budgets. We have participated in the highly successful program to sell bushfire badges and use that money to support the rebuilding effort after the bushfires.

And now, in adversity, we have had the chance to prove just how resilient Scouts are. The COVID-19 lockdown meant that we had to cease Scouting as we have always known it. No face-to-face meetings, no camps, no hikes. But Scouting@Home, our online program, led in Queensland by our Chief Commissioner, has been an astonishing success. Parents have told us that it has been a lifesaver. The youth members have (unsurprisingly) taken to it like ducks to water. Some groups have increased their meetings from once to twice-a-week.

I have to report that Scouts Queensland still faces significant challenges. As with so many organisations, the lockdown has had a major effect on our income. The Finance Team, typically, has managed the situation well, so that Scouts Queensland is still financially secure. As well, Scouts Australia has agreed to reduce annual capitation fees by 75% for this year, to relieve the State Branches of some financial pressure. We also face ongoing financial challenges from rising insurance costs and claims under the National Redress Scheme. All of these things require us to continue to carefully manage the Branch's finances.

On behalf of the Branch Executive Committee, I would like to thank all of the adult members, from the Chief Commissioner down, who, through their incredible dedication, continue to make so many young lives better. You inspire us, and we are very grateful for your work.

**Nick Ferrett QC  
Branch Executive Committee Chairman**



# Chief Commissioner's Report

Through 2019/20 the outworking of our Strategic Plan 2017-2022, which was fine-tuned in early 2019, saw a significant increase in the amount of change being faced by our Scout Groups, but with a level of enthusiasm for change which many saw as overdue. The Strategic Plan focuses on a doubling of Youth Membership to 22,000 by 2022, the centrality of the Scout Group in delivering the Youth Program, and the roll out of the new Youth Program that has been developed nationally.

Much of this was overshadowed in March 2020, the last month of the Scout Year, with the Commonwealth and State Government-imposed community lockdown to combat the insidious COVID-19 virus sweeping the world, which in a very short period of time saw delivery of the Scout Youth Program move away from the traditional face-to-face delivery to delivery only through virtual means and our hastily developed Scouting@Home program. Prior to this, there were many exciting and successful events delivered for our Youth and Young Adult Members. Our highlights through the year:

- Three new Scout Groups were opened – Thargomindah, Muslim Crescent, and Craignish. We welcome you into our extended family.
- 156 Queensland Scouts, Venturer Scouts, Rover Scouts and Leaders were part of the 684 member Australian Contingent who attended the 24th World Scout Jamboree hosted by Canada, USA and Mexico in West Virginia USA. The Contingent was led by Marsden Scout Group Assistant Group Leader Shane Troyhan, who stepped into that role just 14 months out. His Logistics Director was The Gap Scout Group Scout Leader Scott Orchard who looked after the logistics of getting such a large contingent to the Jamboree and back home. The Jamboree was attended by 45,000 Scouts from across the world and from all accounts was a wonderful experience for all who attended.
- Districts have been identified within our plan as an important way of supporting Scout Groups. With the creation of Coral Coast, Bartle Frere and Tablelands Districts in Far North Region and Lamington, Broadwater and Wyaralong Districts in Gold Coast Region, we now have 44 Districts across the 13 Regions, although a full complement of staffing in many of the new Districts will take time to build. There are encouraging signs in the support that Districts are providing to Scout Groups. Our second District Commissioners Conference in many years was well attended and generated lots of enthusiasm.



- Scouts Queensland made one submission only to the annual Queensland Outdoor Recreation Federation (QORF) awards – the Outdoor Event Award sponsored by the Brisbane City Council. That submission was for Operation Nighthawk, run by the Darling Downs Region. Operation Nighthawk joins AJ2013 and Cuboree 2016 as previous winners of the Outdoor Event Award.
- Our Group Management Systems project has progressed further with:
  - CareMonkey being rolled out with interfacing to our Scout Membership System (SMS) providing health management capability as part of the Group software suite. By the end of the Scout Year, the 'corporate' CareMonkey had been made available in a rolling program to 39 Scout Groups with 2513 health profiles requested of parents/carers;
  - the migration of 170 Scout Groups onto Xero financials, which is building capability for expected aggregated financial reporting; and,
  - Good progress in the roll out of the Office365 suite to all volunteers and paid staff at Branch, all volunteers at Region and District levels and 50 Scout Groups providing a wonderful foundation for the COVID-19 induced Scouting@Home program.
- Following national Scout adult volunteer participation in surveys led by Curtin University, a very different, scripted Leader recruitment approach was developed by Scouts Victoria. Scouts Queensland has accessed this program and District Commissioner Warren Hope has led a small team progressively making the program available to Scout Groups across Queensland. Whilst not fully rolled out, LeaderBuild has provided early success in several Scout Groups with an increase in the number of parents volunteering to become Leaders or Helpers.



Our Queensland specific new Youth Program roll-out reached the end of the third of four phases with the concepts of Section Councils, Plan> Do> Review>, Youth Leading, Adults Supporting, Outdoor Adventure Skills and Special Interest Awards now in place. The remaining phase, Milestones and Challenge Areas, starts in the new Scout Year. Acceptance has been good with visibility of personal progression under the new Youth Program now visible. We believe that the concept of the single program from Age 5 – 25 will assist with the retention of Youth Members beyond the average of three years.

- The annual awards presentation was held at Baden-Powell Park combining the previous Adult Recognition Awards/Australian Scout Medallion presentations held at 32 Dixon Street and the Queen's Scout and Baden-Powell Scout Award presentations at Government House. The event allowed Queen's Scouts to bring both parents to their presentation, allowed families who live remote from Brisbane to stay overnight in bunkhouse accommodation, and allowed families to meet with and be photographed with the Chief Scout. The event showcased our ability to run a professional event attended by 450+ persons over the two presentations and showcased our facilities at Baden-Powell Park (which received a nice little sprucing up).
- "Mao" Lyall Lodge at Baden-Powell Park was reopened by the Hon Peter Dutton MP, Member for Dickson and Minister for Home Affairs and renamed by Air Activities Activity Leader Carole Lyall on behalf of her late husband after whom the building has been named.
- The rededication of Scout Place on Kangaroo Point and the new bronze replica of the Expo 88 Saluting Scout (modelled on then Mt Bruce Scout Chris Berry) took place. The Governor and Chief Scout, His Excellency the Honourable Paul de Jersey AC and the Right Honourable, the Lord Mayor of Brisbane, Councillor Adrian Schinnerer officiated and we took the opportunity to "scarf up" the Lord Mayor.
- Our "Scarfig Up" campaign moved on to recognise our Queensland Federal Politicians.

On the negative side of the ledger, our Youth Member count has dropped 2.5% this year, impacted by the COVID-19 inspired lockdown which impacted on face-to-face delivery of Scouting and we are at just 54% of our target to achieve 22,000 by 2022. Achievement of this aspirational goal requires us to improve our retention of Youth Members beyond the current 87% of Youth Members resigning within three years of joining. This will require good quality programs at every section meeting providing fun, excitement, challenge and inclusivity and stronger linkage between Sections which the new Youth Program will facilitate.

Scouting exists in 240+ communities across Queensland with around 4.5 million hours of participation by Youth Members and we estimate almost 100,000 person-nights under canvas each year. 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. Together these volunteers contribute 2.5 million hours into the community.

The oldest of these Scout Groups has now been operating 110 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 are absolutely wonderful continuing to deliver Scouting into those communities.

My hearty thanks and a big BRAVO to:

- The parents who recognise the value that Scouting provides to their children's informal education;
- The Leaders, Adult Members and Supporters who so generously volunteer their time and expertise to deliver or provide the support for the weekly youth programs;
- Chair Nick Ferrett QC for providing a good approach to governance;
- Our General Manager Dougal Mayor for his depth of experience as a GM and his breadth of Scouting knowledge;
- Linn Pihl for making sure that everything around me just seems to happen; and,
- My wife Debbie for her forbearance in the amount of time that Scouting demands from our family time.

**Daryl G. Scott**  
Chief Commissioner of Scouts Queensland





# General Manager's Report

The last year has been one of continuing to build the capacity to improve member engagement and support through improvements in capability and efficiency. Team Leaders and staff have been enthusiastically attending Region Commissioners Conferences and District meetings, where possible, to better understand what our members need from the Branch Support Office. The highlight of the past year was undoubtedly supporting the delivery of Scouting on the Green to showcase Scouting to our elected representatives in the Queensland Parliament.

A significant focus for the Branch Support Office team over the last 12 months has been the delivery of elements of the Group Management Software including CareMonkey, Office 365, and Xero. It's also been rewarding to see many successful grant applications being awarded to Groups allowing significant maintenance projects to be undertaken to improve our facilities.

**Dougal Mayor**  
General Manager



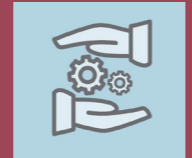
Approximately 600 Help desk inquires each month



170 Groups on Xero



1651 FairPlay Vouchers Processed



118 Grant Applications Submitted/Approved



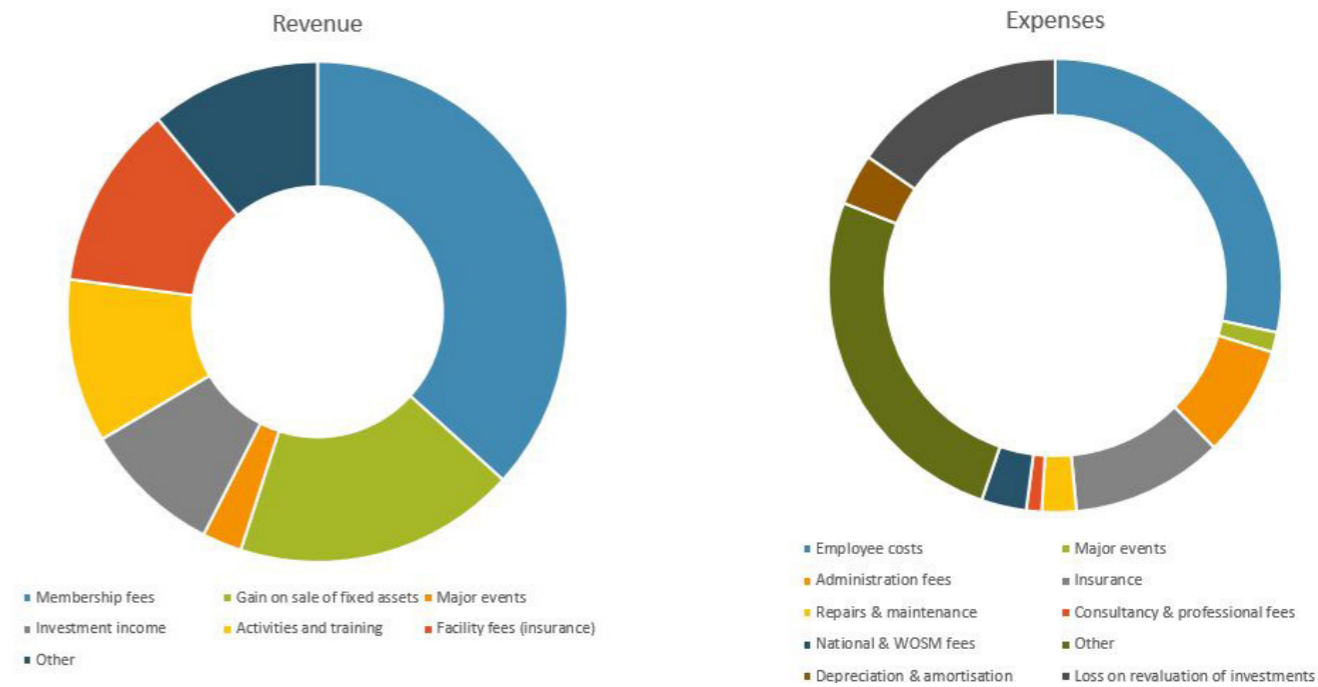
Michael Armiger IT Support Officer training Enoggera Scout Leaders in Office 365



# Honorary Treasurer's Report

As you will be aware COVID-19 has had an impact upon the Scouts Queensland operations, but it also negatively impacted the value of our investments held as at 31 March 2020. This was due to the Stock Market reaction to the Global Pandemic. The decline in the value of investments (recorded as unrealised losses) negatively impacted the year end result. Fortunately, our investments are long term investments so they should return to their previous values.

When we normalise the year end result by removing unrealised investments losses, personal injury settlements and the profit on the sale of the land, Scouts Queensland recorded a small net profit for the year ended 31 March 2020. This is a solid result, particularly as there were no major events such as Cuboree or an Australian Jamboree which often have a significant positive impact in the years they are held. We have also kept a number of our costs below previous year expenditure due to regular expense and contract review by all involved with managing budgets. A good team effort to deliver this outcome in a year which ended with a Global Pandemic.



**Over 35 Campsites** across Queensland with lakes, mountain bike trails, orienteering courses and geocaching

**300 Bell Tents** for use at our events or for hire

**Over 675 Water Craft** including canoes, kayaks, stand up paddle boards, sail boats and support vessels

**20 Mountain Bikes**

**2 Mobile Archery Range Trailers** and static archery kits

**1 Mobile Climbing Wall** and static climbing facilities across the State including a Zip Line

**Water Activities Centres**

**Air Activities Centres**

**Performing Arts Centres**

**Environment Centres**

**Our Resources**



# Youth Leading

Be Prepared. This year we prepared all members to embark together on one journey of our new one continuous Youth Program. We have progressed now through the first three of the four stage implementation of the program which has been designed to be adventurous, fun, challenging and inclusive. It was a great move for Queensland to transition all Groups slowly to the new system, which will be fully implemented by December 2022.

Highlights of this year included the gaining and presentation of some of the new Outdoor Adventure Skills which are written as 'I can' statements and are available to all youth; as well as the Special Interest Areas which are undertaken in sections and youth set their own goals and timeliness in six identified areas. Region Ambassadors were appointed and trained to support Branch and Region Commissioners with the specific implementation. New, creative methods of delivery of the Youth Program became operational in March and as a result of COVID-19 we moved to Scouting@Home style Scouting.

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



Being in Scouts has been a wonderful experience because I get to participate in so many cool activities and camps - and you don't even realise how much you are learning while doing so. We have the opportunity to visit so many places around the region, engage in new activities and develop skills we couldn't anywhere else. One of my favourite things so far was the Air Activities day where I enjoyed my very first flight. Abseiling was awesome, too!

Through Scouts, I have met new people and strengthened the bond with existing friends. It has also helped me develop plenty of important leadership skills. I always look forward to Scouts because I know I will have a great time and get to be myself in a safe environment. I hope to be involved in the Scouting movement for many more years to come.

**Ava, Scout – Pittsworth Scout Group**



The Branch Youth Council held a successful Youth Forum in collaboration with the Region Commissioners Conference in March 2020. The Forum has representation from all Regions across the State. It was great to see the manner in which these young people tackled the tasks and reported back to the Region Commissioners. Working as a group and in Project Patrols they continue to work on both individual goals as well as issues including membership retention, strategic plan and youth program implementation.

**Libby Smith**  
Branch Commissioner  
(Youth Involvement)



Moving from Sydney to regional Queensland for university meant I knew nobody in the city however joining Rover Scouts has allowed me to form lifelong friendships and take part in many different adventures. In the past year, Roving has presented many opportunities for me. Alongside fun weekly meeting, camps, service projects and other adventurous activities have been a highlight through my times in Rover Scouts. It is fantastic to have like-minded people to experience these opportunities the world has to offer us and I really enjoy when we have more people joining in whether they've moved up from Venturer Scouts or just joining the movement.

Even in the face of this pandemic, we were able to find new ways to undertake challenges and even meet new people from across the globe, which we would not have done otherwise. All in all, Scouting is a wonderful experience that I would personally recommend for anyone.

**Dulmi, Rover Scout - Rockhampton**





Joey Scouts have embraced the (new) Youth Program throughout Queensland in 2019-2020. We have seen Joey Scouts engaged in abseiling, climbing, walking, boating, environment, caving, STEM, performing arts and even alpine activities, and that's on top of all of the other games, crafts and camps we've been on! Major activities such as Joey Scout Jaunt and Train Day continue to be well attended with planning underway for some new activities in 2020. There's never been a better time to become a Joey Scout!

Our annual "Hopalong" Leader Development Day in March 2020 had over 90 leaders start implementing the final stages of the (new) Youth Program roll-out. This is enabling the Joey Scout section to try new and engaging programs to help attract new members and achieve 22 in 22.

**Joey Scouts**  
5 - 7 years  
1083 members

The 2019 - 2020 Scouting year has seen the Cub Scout Section face new challenges head on. Cub Scout Units around the state continued to progress through the next phases of the incoming (new) Youth Program, with many Cub Scouts now beginning to display the new badges on their uniforms. As at 9 March 2020, Tim Gibbings vacated the position of Branch Commissioner (Cub Scouts), to take up the role of a Region Commissioner (Northern Moreton Bay).

As this Scouting year was coming to a close, Cub Scouts and their Leaders were just beginning to engage in Scouting@Home due to nationwide restrictions in place to reduce the spread of COVID-19. Online meetings and activities were embraced by many Leaders to enable continuation of a quality and engaging program for youth members. Preparations for the Queensland Cuboree 2020 began during 2019 with a change of personnel - Michael VanderPutten replaced Tim Gibbings as the Cuboree Chief Director.

**Cub Scouts**  
8 - 10 years  
3209 members

During the last 12 months the major activity for the Scout Section was the Scout Section Skills Camp held in July at Baden-Powell Park at Samford. 513 Scouts and 158 Leaders, Venturer Scouts, Rover Scouts and Adult Helpers attended. The theme for the camp was 'Pacific Rim'. Scouts participated in a range of activities from Patrol Challenges like cooking to Adventurous Activities such as mountain biking and stand up paddle boarding. The overall winner for the weekend was the Albany Creek Frill Necked Lizards Patrol. The Gateway competition was won by Indooroopilly Tasmanian Tigers Patrol. His Excellency the Honourable Paul de Jersey AC, Governor of Queensland, visited the camp, participated in a pioneering activity and presented special Government House Coins to the four youngest Scouts on site.

The team has continued to promote and support the implementation of the Youth Program to deliver quality programs as well as Outdoor Adventure Skills across the section. They have assisted with the recruitment of Leaders for Groups and encouraged the participation of youth in the planning phases of events particularly the Scout Section Skills Camp and the Branch Scouters' Council.

**Scouts**  
11 - 14 years  
2980 members

The Branch Venturer Scout Council (with Youth Members as the Executive) have continued to support each Venturer Scout Unit, including the running of full programs supporting the Award Scheme, and successfully reinstating the Crazy Camp Month competition across the state. Venturer Scouts have embraced the new Youth Program and have enthusiastically developed skills in the Outdoor Adventure Skills area. In April 2019, Queensland Venture was successfully run, seeing a new shortened format with 100 Venturer Scouts attending. 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.

The Branch Venturer Scout Council has been working on developing strategies for Venturer Scout Units to assist with retention of members both in the section and moving from Scouts to Venturer Scouts and Venturer Scouts to Rover Scouts.

**Venturer Scouts**  
15 - 17 years  
929 members

The Major Rover Scout events in Queensland included St Georges Ball where 400 Rovers celebrated, including the announcement of eight Rover Service Awards, Agoonoree, Brisbane Gang Show, Banana Bash, Queensland Aquatic Rover Moot (QARM) and the Queensland Contingent (largest contingent) to the National Rover Scout Moot in Canberra, CBR (Creating Better Rovers) Moot. Unfortunately due to the NSW Bushfire crisis the event was cancelled halfway through, however, the Rover Scouts still enjoyed the aspects of the camp they were able to participate in.

Queensland Rover Scouts put training at the forefront ensuring multiple basic and advanced training courses ran plus a hybrid Event Management course that was run over several months.

**Rover Scouts**  
18 - 25 years  
487 members





# Adults Supporting

Celebration of the 100 years of Wood Badge Training was one of this year's highlights with 101 Leaders completing their advanced training and being welcomed into the Gilwell Troop.

The Assessors who support the issuing of VET qualifications through Scouts Australia Institute of Training have been extremely busy with Members of Scouts Queensland receiving Nationally accredited qualifications. Queensland also ran a successful Event Management Course with four of the participants also completing the Diploma of Leadership and Management.

The Team have supported the training of 527 Leaders and youth in the area of Adventurous Activities to support the delivery of Outdoor Adventure Skills. 222 Adults have completed extra training and taken on the role of Child Safe Scouting Officers to strengthen Scouts Queensland being recognized as a Child Safe Organisation.

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



"I had the absolute delight of participating in the Scouts Queensland Branch (Diploma of Leadership and Management (through SAIT). The course ran for 6 months, every 2 weeks we would meet on a weekend for a full day of in-person training from a Subject Matter Expert in the various areas of the Diploma. We then had 2 full weeks to go away and complete the additional supplemental modules and collect supporting evidence. We would then meet back with the Subject Matter Expert and complete each module's certification.

From a personal and business perspective I absolutely recommend this course. Having the ability to connect with real life Subject Matter Experts in their fields and gain real-world insight to project planning, budgeting, management, health and safety. This solidified my skills and practices in my work role as a National Support Services Manager, I now have a nationally recognized qualification and that confirmed many years of skills learned in and out of Scouting.

The fact that we can have the unique opportunity to complete a course with a value of over \$5000 is an absolute blessing of being part of the movement. I would recommend doing the available training we have to everyone, if you are willing to put the work in your potential is unlimited."

**Blake Bath**  
Rover Scout

72 VET qualifications in Outdoor Recreation

8 Diplomas of Leadership

21 Certificate IV in Coordinating of Volunteer Programs

2795 Single Units of Competency

These Qualifications have a commercial value of **\$814,536**

In 2019/2020 Scouts Queensland ran 216 Training Courses

2040 Members attended a Training Course run by Scouts Queensland

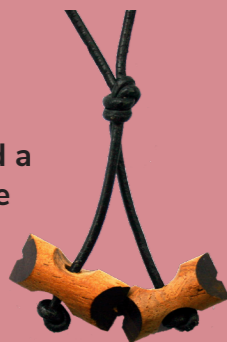
228 Certificate of Adult Leadership issued

570 Members attended a Basic Training Course

186 Members attended an Advanced Training Course

527 Members attended Adventurous Activity Training

46% of Queensland Leaders hold a Wood Badge



# Development

Gill, Karl and Tony, our Region Development and Support Officers, continued to support the growth and development of Scouting across Queensland.

Development activities for the year included support of National Volunteers Week in May, the expansion of the School Holiday Program in June to a calendar of 1 day events delivered by specialist paid staff and volunteers, and showcasing Scouting over 4 days at The Ekka in August.

Scouting on the Green was a tremendously successful event in October enabling State politicians to actively engage in Scouting with 25 youth members on Speaker's Green and gain a better understanding of Scouting's contribution to Queensland communities.

In February 2020 the rededication of Scout Place at Kangaroo Point was led by our Chief Scout, the Governor of Queensland, with the Brisbane City Council Lord Mayor and the Rector of St Mary's Anglican Church also attending. Youth Members from Clifton Hill Scout Group assisted with the unveiling of a plaque recognising the placement of the bronzed Saluting Scout.

The Brand and Sponsorship Reference Group continued to drive our "Bringing the Brand to Life" Strategic initiative and our quarterly exit surveys continue to inform the development work of the team.

The year ended with a small decrease in youth membership of 2.5% of which the majority occurred in March 2020 as COVID-19 started to impact Queensland.

**Geoff Doo**  
Deputy Chief Commissioner (Development)





# Major Activities

Members of the Major Activities Team have supported the Scouts Queensland Strategic Plan through developing, administering and operating the Branch operated campsites by providing activities and facilities on each site for Members, Education and Corporate Sectors. Team members also facilitate activities which are relevant to the interest of our Youth Members in the form of Adventurous Activity Schools, major events like Jamborees, Ventures, Moots and Cuborees and the performing arts through the Brisbane Gang Show.

The team enabled the successful delivery of Queensland Venture, Triple S, Agoonoree, Adventurous Activities Conference, Banana Bash, Brisbane Gang Show and support to a Queensland Contingent to the Australian Rover Moot held in Canberra over the New Year.

**Bob Campbell**  
Deputy Chief Commissioner (Major Activities)

## Queensland Outdoor Recreation Federation Management Committee Appointment



Branch Commissioner (Adventurous Activities) Peter Gould has been elected to the Management Committee of Queensland Outdoor Recreation Federation (QORF). QORF is the peak body, the information hub and the go to place for all things outdoors in Queensland.



## Campsite Management Committees

The Campsite Management Committee at Baden-Powell Park has been operating for over 12 months. Nominations have been received for the Campsite Management Committee's positions at Eprapah, Murrenbong and Karingal and those appointments and will be filled in the near future.



## Branch Equipment and Activity Store

The operation of the Branch Equipment and Activity Store is being reviewed to look at providing further services for Members, external commercial opportunities, hire rates, equipment acquisition and maintenance of equipment.



The Adventurous Activities Team worked with the Adults in Scouting Team to provide development and training opportunities in the adventurous activities space for Members of the Association. The Team has also been reviewing the different sections of Queensland Branch Scouting Instructions in this sphere to align them with the new Australian Adventurous Activity Standards and Good Practice Guides.

## Agoonoree

September saw another hugely successful Agoonoree held in Queensland. Agoonoree is an opportunity for children with special needs (referred to as Guests) to have a true Scouting/Guiding experience, with over 80 guests on site, each patrol of Scouts host two guests. Camp Chief Shaun Sandilands reports Agoonoree's numbers continued to grow year on year in 2019. The camp saw a further increase in the quality of activities offered to campers with a focus for further camps to include Outdoor Adventure Skills (OAS).



## Air Activities

The Air Activities Team has facilitated activities in the Toowoomba, Bundaberg, Thangool, Gladstone and Emerald areas over the past year.



## Performing Arts

Pine Rivers Park hosted two exciting Performing Arts events during the year. Carols in the Park Presented by Scouts Queensland featuring an all Scout Band and Choir was held just prior to Christmas. Under the Stars a combined Scout show featuring a cast of over 230 members of Queensland Scout Shows - Wonargo, Redlands, Limestone, Darling Downs and Rochedale Revues and the Brisbane Gang Show played to an enthusiastic audience in February. It is over 10 years since the last combined Scout show was held as part of the 100 Years of Scouting celebrations.

135 cast members made up of youth members from Scouts Queensland and Girl Guides Queensland successfully delivered the Brisbane Gang Show's 38th season production Skooled at the Schonell theatre during the 2019 June/July school holidays. The production was very ably supported by 148 members of both Associations in the areas of lighting, sound, wardrobe, orchestra, catering, program, welfare, front and back of house, sets and so on.

These shows are supported by many hundreds of Leaders and Youth Program Supporters behind the scenes. The Queensland Performing Arts Team continues to support major activities including Joey Scout Jaunt and Cubyanya as well as providing sectional programs for Joey Scouts and Cub Scouts at their den meetings and for Scouts at the Doomben facility.



## AJ2025 Chief Director Appointed

Ryan Sodziak has been appointed as the Chief Director for the Australian Jamboree due to be held in 2025. A number of Directors have been appointed to the Executive Team, Expressions of Interest have been called for providing a site and a bid is being prepared by the team to hold the 2025 Jamboree in Queensland.





# Diversity and Inclusion

Scouting is an inclusive, values-based Movement with membership open to all young people and adults who share our fundamental values, regardless of their ethnic origin, religion, gender or sexual orientation. This means all can enjoy and achieve, with responsibility on all Scout Groups to make reasonable adjustments wherever possible in the support of core tenets of Diversity and Inclusion.

Scouts Queensland participated in Brisbane Pride Fair Day which is Queensland's biggest LGBTIQ event, held in New Farm Park during September. It is an all-ages, family-friendly event for Brisbane and surrounding communities. The event continues to evolve and reflect the diverse members of the LGBTIQ community.

Scouts Queensland were excited to announce that Venturer Scouts, Rover Scouts and Leaders would be taking part in Brisbane Pride March on Saturday 21 September 2019. It was a momentous occasion and the organising team must be congratulated on leading the Scouts Queensland contingent. Members marched in full uniform, with dignity and pride, and in a manner that reflected values of the Scouting Movement. Hopefully in 2020 we will see greater participation and spread the continued message of how important diversity and inclusion is for everyone!

We are happy to report, following engagement with the Logan Central Islamic Community, the opening of Scouts Queensland's first Muslim Scout Group, the Muslim Crescent Scout Group. Farah Scott, now Group Leader, said at the time the community had been seeking a program to help children from the Muslim community to stay active and be social, and Scouting provided the best framework.

The Group is proving particularly popular with girls, who are keen to prove they can do anything the boys can do. Muslim Crescent Scouts is open to anyone to join, it is just Muslim-friendlier in the sense that the girls feel comfortable wearing their scarves because majority of the participants are Muslim. The Group is proving that Scouting is life skills, where all members of the Movement are working to create a better world through having young people engage with their communities.

**Karl Lingard**  
Branch Commissioner (Diversity and Inclusion)



# International

Members of Scouts Queensland have attended many international Scouting activities and participated locally through the international Better World Scouting opportunities such as Messengers of Peace, Scouts Go Solar, and Scouts of the World Award which all contribute to implementation of the new Youth Program.

Scouts Queensland International Scouting participation during the past 12 months included:

- World Scout Jamboree (North America) – 160 Venturer Scouts, Rover Scouts and Leaders.
- Four Queensland members fulfilled roles as members of the World Scout Committee, Chair of a Standing Committee, and members of two Task Forces.
- New Zealand Jamboree – 95 Scouts and Leaders
- Scout International Student Exchange Program (SISEP) to Denmark and Japan – 8 Venturer Scouts

**Ross Tutin**  
Branch Commissioner (International)

# Heritage

The Heritage Team have made progress in the development of both the Heritage Centre museum and the Heritage Annex with library, archive and memorabilia storage at Baden-Powell Park. Work also continues providing activities and answering the many enquiries received from members and the public.

An Electronic Heritage Data Environment has now been developed utilising the Branch Office365 OneDrive system. This facility is essential with the increase in electronic records and operations. A big thank you to the IT team at the Branch Support Office.

The State Library of Queensland are continuing to digitise our past Scout magazines. Those covering 1937 to 1966 are now available online, and those between 1967 to 2002 are currently in progress to be also published on the web. The digitised magazines and books are extremely valuable for research and activity ideas.

The inside layout of the Heritage Centre was remodelled with the installation of five display cabinets with lighting all of which were donated. This has greatly improved movement inside the museum and the experience for visitors. Activities at the Heritage Centre were provided for Triple S, Joey Scout Jaunt and Agoonoree.

A display was provided for the Centenary of Wood Badge Training Dinner held at Baden-Powell Park featuring the recently acquired original 1925 Wood Badge Training Handbook issued from the UK to Charles Snow as our first Deputy Camp Chief (Leader Trainer). An appropriate display was also prepared for the re-opening and naming of the "MAO" Lyall Lodge.

Planning for the proposed new Heritage Activity Centre at the Park is continuing. Several members participated in a very useful planning workshop conducted by the Project Management Institute.

**David Teufel**  
Branch Commissioner (Heritage)



# Environment

Scouts Queensland has been actively engaging in environmental education and sustainability projects over the course of 2019/2020. We attended the National Environment Conference in Sydney with a focus on sustainability. The Venturer Scout Environment Course held in November 2019 was the largest in recent years. It had a marine focus, and this program went well. At the Region Commissioners Conference the (new) Youth Program was discussed focusing on how to incorporate Special Interest Areas (SIAs) into the program. Further work to align the (new) Youth Program with our environment was established at the Queensland Branch Training Team conference where "Bioblitz" was established. Branch Adviser Nikketah Cuneo led the discussions about WOSM Better World programs using solar activities. An environmental program was initiated at Allawah Campsite in January 2020. Further activities included Camp LUII and Cubyanya along with multiple programs throughout the year. The team has been working on the (new) Youth Program area and modifying our activities and developing new ways of promoting them. We are looking into sustainability and how to apply it in the various context of Scouting.

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



# Youth Peak Awards

From as young as five, youth members participate in the award scheme suitable for their age group. Each Section's Award Scheme culminates in a peak award, which has been designed to challenge youth members and develop character. In 2019/2020 Scouts Queensland awarded the following:



## 215 Joey Scout Promise Challenge Awards

In order for our Joey Scouts to achieve the Joey Scout Promise Challenge they must show their understanding of the Scout Promise through three reflective tasks and the development of a challenge portfolio.



## 301 Grey Wolf Awards

For a Cub Scout, achieving the Peak Award means developing skills in the outdoors and leadership such as camping and leading short hikes. They must also develop skills in the Special Interest Badge range and develop a resource to be shared with their Cub Scout Unit.



## 83 Australian Scout Medallions

Australian Scout Medallions are awarded to Scouts who have worked through a series of personal challenges that develop their Outdoor Skills and Special Interests. This section focuses on leadership, with leadership courses, positions and challenges featuring throughout the badge work.



## 47 Queen's Scout Awards

To achieve this prestigious award a Venturer Scout must be able to set a goal; plan progress towards that goal; organise their self and others; and maintain the determination to overcome difficulties and complete the task in the key categories of Adventurous Activities, Community Involvement, Leadership Development and Personal Growth.



## 11 Baden-Powell Scout Awards

The Baden Powell Scout Award is designed to challenge our Rover Scouts into taking on personal growth challenges fitting six categories. These categories develop general Rover Skills, adventurous activities, Service, Community Development and are all self assigned challenges chosen by the Rover Scout.

# Adult Awards

Each year Scouts Queensland has the opportunity to recognise Adult Members who have gone above and beyond in the delivery, support and implementation of our Youth Program. In 2019/2020 Scouts Queensland Awarded the following:



## 8 Rover Scout Service Awards

Awarded to people that have provided excellent service, support, and dedication to the Rover Scout section over an extended period of time

## 8 Special Service Awards

Awarded to Adult Members and Supporters who have made a noteworthy contribution to supporting, developing and managing the movement over a period of at least 12 months.

## 25 Meritorious Service Awards

Awarded to Adult Members and Supporters for service of a higher standard and intensity than reasonably expected for a period of six to eight years.

## 1 Outstanding Service Awards

Awarded for outstanding service to Scouts Australia for a period of at least twelve years, to non-uniformed Members and Supporters.

## 17 Silver Wattle Awards

Awarded to an Adult member in an active Leadership role for a period of ten to twelve years for performing at a consistently high standard on a number of projects which provided positive outcomes for Scouting.

## 3 Distinguished Service Awards

Awarded for distinguished service to a respected and highly regarded Adult Member or Supporter who, for a period of around 18 to 20 years has provided significant and valuable support to a formation in Scouting.

## 17 Silver Koala Awards

Adult Members in active Leadership roles who receive this award have displayed high level distinguished service for around 14 to 16 years. Their service has resulted in significant contribution to the wellbeing of Scouting across numerous projects.

## 12 Silver Emu Awards

This is awarded to Adult Members in active Leadership roles for who have continued to significantly contribute to the wellbeing of Scouting for a period of at least four years since receiving their Silver Koala.

## 1 National Presidents Award

Awarded for eminent achievement and exceptional service to Scouts Australia by Adult Members and Supporters, over a long period in a number of significant roles within the organisation, or for a unique and highly valued contribution to the wellbeing of Scouting.

## 1 Silver Kangaroo Award

Awarded for eminent achievement and exceptional service to Scouts Australia by an Adult Member in an active Leadership role, over a long period, in a number of roles at various levels within the organisation, or for a unique and highly valued contribution to the wellbeing of Scouting.



# Grants

In 2019/20, Queensland Scout Groups obtained 118 grants from State, Federal and Local Government as well as private sector community funds valued at over \$1.130 million. This grant funding goes towards improving facilities, upgrading equipment and supporting Scout Groups in the delivery of the Scout Program.

## Fairplay Vouchers

The Queensland State Government re-launched the voucher program which enabled parents, carers or guardians to apply for a voucher valued up to \$150 per child towards the cost of sport and active recreation membership, registration or participation fees.

In 2019, 1651 youth members successfully accessed funding for membership from the Fairplay Voucher program. The value of this contribution to Scouting families was \$247,650.



The Pialba Joey Scouts have had a jam packed year full of fun, adventure, and learning. Some of the most requested activities during mob council embrace the outdoors and show our Joey Scout's adventurous spirit. We enjoyed a science theme camp where we visited the wildlife sanctuary and performed experiments at the den, a buddy camp with the Craignish Joey Scouts by the beach and we stayed overnight in Mon Repos where we got to see the turtles lay their eggs. The Joey Scouts had a blast on our first Bushwalk where they had to climb over and under obstacles on the path, they were highly entertained seeing their Leaders try to climb under Joey Scout size trees. Pialba Joey Scouts have been resilient in the face of change, adapting to virtual meetings incredibly well. We've been able to have scavenger hunts, play Kim's game, perform in a talent show and recreate our own version of Nailed It all from our own homes.

When asked what their favourite part of Joey Scouts has been the Pialba Joeys said camping, bushwalking, making new friends, doing mothers-day crafts, playing games outside, cooking, riding on the visiting Ferris wheel, going to Skillorama and doing drawings at the end of the night. We love coming to Joey Scouts!

Pialba Joey Scouts



# Our Supporters

Scouts Queensland thanks those who support Scouting.



Dedicated to a better Brisbane

Australian Government



CRAIG RAY & ASSOCIATES

- POWE Architects
- Rural Fire Service Queensland
- CGU
- Councils and QLD & Federal Govt supporting us through COVID-19
- Project Managers Institute Queensland (PMI)
- Central Queensland University
- GJ GM&PG Goodman
- Banana Shire Council Community Grant Program
- Ellendale Neighbourhood Grants
- Gambling Community Benefit Fund
- Lockyer Valley Regional Council - Community Grants
- Nambour RSL Club Annual Community Benefits Grant Fund Program
- National Volunteer Week - Small Grants Initiative
- RACQ Disaster Recovery
- Redland City Council - Mayor and Councillors' Community Benefit Fund Program
- Redland Foundation's Jeffrey & Geraldine Underhill Community Grants Program
- Samford and Districts Progress & Protection Association
- Scenic Rim Regional Council Community Grants
- Stanmore Coal Grant - Isaac Plains Community Grant
- Suncorp Brighter Futures
- SunSmart Shade Creation Initiative
- The Rotary Foundation
- Toyota Employee Nominated Community Grants Program
- John Gaskell Planning Consultants





**Scouts**  
QUEENSLAND

**1800 Scouts**  
**scoutsqld.com.au**



Scouts Queensland is a Child Safe organisation with zero-tolerance for any harm, abuse or neglect. We value the diversity of our members, including gender, sexuality, race, religion and ability. Visit our Child Safe web page [scoutsqld.com.au/about-us/child-protection-safety/](https://scoutsqld.com.au/about-us/child-protection-safety/) for more information.