

2016-2017

Creating a better Queensland for over 100 years



ANNUAL REPORT

Our Purpose

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

Our Principles

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

The Scout Promise

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

(alternative)

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

The Scout Law

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



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Foreword



Contribution from the Governor of Queensland for The Scout Association of Australia, Queensland Branch Inc. Annual Report

As Governor and Chief Scout of Queensland, I am pleased to offer this message for the 2016/17 Annual Report of the Queensland Branch of The Scout Association of Australia ('Scouts Queensland').

Over the past 12 months, an extraordinary variety of activities have been undertaken by Scouts and their leaders across our vast State.

In particular, this past year has marked the 100th anniversary of Cub Scouting in Queensland. Anniversaries are important, and this one particularly so, because Cubs are the future of Scouting. The past year has also seen Scouts Queensland forge a partnership with Robert Irwin and Australia Zoo. This is an exciting development, with great potential to foster deeper engagement by our young people in the conservation of Australia's unique natural wildlife.

Kaye and I take great pleasure and pride from witnessing Scouts at work across our State. We particularly enjoy seeing that Scouting remains strong in our regional centres. During Regional Government House in October 2016 we were fortunate to spend time with the Longreach Scouts – one of the first Troops to be founded in Queensland outside the Brisbane metropolitan area. We were greatly impressed by the energy, vigour and enthusiasm of all involved, from Cubs through to Venturers.

As Chief Scout, I extend my goodwill and best wishes to the 15,000 Scouts and adult members in Queensland. I also extend my congratulations to new Commissioner Daryl Scott – who I was honoured to invest at Government House on the 28th of November 2016 – on his first Annual Report at the helm of Scouts Queensland and commend this report to the community.

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



Queensland Branch

Chief Scout

His Excellency, The Honourable Paul de Jersey AC

Chief Commissioner

Mrs Kirsty M Brown OAM - finished October 31, 2016

Mr Daryl G Scott - commenced November 1, 2016

Deputy Chief Commissioners

Ms Jean Clifford
Mr Geoffrey Doo
Mr Pieter Van Der Kamp OAM/ Mr Robert Campbell
Mr Desmond Allen
Fr Iain Furby
Mr Peter Blatch OAM

Adults in Scouting
Development
Major Activities
Operational Support
Special Duties
Youth Program

Region Commissioners

Mr Daryl Scott/ Mr Brendon Dickenson
Mr Karl Lingard/ Dr Paul Rollason (acting)/ Mr Paul Rogerson
Mr Dougal McWhinney
Mr John Finn
Mr Michael Brown/ Dr Peter Mc Leod (acting)
Mr Peter Digweed
Mr Robert Campbell/ Mr Steven Marshall
Mr Andrew Houghton
Mr Kenneth Millers
Mr Steven Arthur
Mr Peter Gould ESM/ Ms Cindy Van Der Gevel
Mr Desmond Allen (acting)
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 Steven Marshall/ Mr Christopher Foreman
Mr Christopher Dunne
Mr Bryan Brown
Mr Russell Davie/ Mr Peter Gould ESM
Mr Tim Grinter
Mr Lawrence Radcliffe
Mr Jarrad McDonald
Mr David Teufel
Mr Ross Tutin
Mr Peter Mc Leod
Mr Geoffrey Doo
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
Heritage
International
Member Support
Performing Arts
Vocational Education and Training
Youth Involvement
Youth Program Implementation

Honorary Commissioners

Mr Maurice Law AM
Mr Fred Scott OAM

Major General John Pearn AO, RFD, MD

Project Commissioners

Mr Paul Parkinson

Mr Ian Waters OAM

General Manager

Mr Trevor Ruthenberg - finished March 10, 2017

Mr Scott Revell (acting) - commenced March 13, 2017



Branch Council

President

Mr Gavin Brady

Chief Commissioner

Mrs Kirsty M Brown OAM/ Mr Daryl G Scott

Honorary Treasurer

Dr Peter McLeod

Life Members

Mr Robert Atkinson APM
Mr Manfred Cross AM
Mr Clifford Farmer OAM
Mrs Nina Higgins
Mr Maurice Law AM
Mrs Elwyn McKee
Mr Evan Newton OAM
Mr James Priest AM
Mr Alan Sherlock OBE, OAM (Gone Home)
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

Mrs Kirsty M Brown OAM/ Mr Daryl G Scott

Secretary

Mr Philip Verner

Honorary Treasurer

Dr Peter McLeod

Three (3) Commissioners attached to the Branch

Deputy Chief Commissioner (Adults in Scouting) Jean Clifford
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 Dennis Brockman
Mr Darryl Clare OAM
Ms Michelle Leeke - under 30 years of age
Mr Shaun Sandilands - under 30 years of age
Mr Daryl Scott (finished October 31, 2016)



Branch Executive Chairman's Report



Scouting in Queensland continued to grow over the last 12 months. Whilst recruitment continues to be positive, growth will be stronger when we are able to address the issue of Youth Member retention; something it is hoped will be addressed in part through implementation of the National Youth Program Review.

In the year ahead, we have both opportunities to grow and develop the Movement, along with our fair share of challenges. I am mindful that the support and dedication of our volunteer Leaders and professional staff are essential to our success in all that we do.

Earlier this year the Branch Executive Committee approved the Branch Strategic Plan for 2017–2022. This crucial document was the result of extensive input and collaboration within the Movement and lays out a vision, strategic issues and strategies for the next five years.

The Chief Commissioner will further outline elements of the strategy later in the report.

QUEENSLAND SCOUT CENTRE

During 2016, the Branch Executive Committee sought expressions of interest (EOI) for the sale of the Queensland Scout Centre. The rationale for this included freeing up capital for strategic projects and moving out of a flood prone location. (The January 2011 repairs cost in excess of \$1M and 100% flood insurance coverage is still unavailable. On two occasions since, water has come close to flooding downstairs and a car has also been

written off due to flood damage.) To that end, late last year the Branch Executive Committee entered into a contract for the sale for 32 Dixon St, Auchenflower, which would have allowed Scouts Queensland to continue occupying the building for at least another 12 months while making arrangements for a replacement facility. That contract was subject to a due diligence period before becoming unconditional and unfortunately the contract lapsed.

A second purchaser made an equally attractive offer, which also failed to become unconditional, due to problems encountered during the due diligence period including the impact of recent flooding on the height of habitable floor levels, vegetation controls, and planning constraints limiting the size and height of any prospective development and therefore the profitability for the purchaser.

A different approach has now been instigated whereby the Branch Executive Committee has shortlisted two developers to provide what is called a "Land Consideration Proposal" to further explore the combined sale of Dixon Street and the provision of a new Queensland Scout Centre. This could potentially involve design and construction of a new office in exchange for a cash settlement and title to Dixon Street after a new facility has been completed and moved into.

At the time of writing, proposals were due to be submitted for detailed consideration by the Branch Executive Committee.

ROYAL COMMISSION INTO INSTITUTIONAL RESPONSES TO CHILD SEXUAL ABUSE

In August last year the State Government announced that legislation would be introduced to remove the statute of limitations for victims of child sexual abuse in institutions. This followed prior legislative changes in Victoria and New South Wales Parliaments in response to recommendations made by the Royal

Commission in its Civil Redress and Litigation Report.

Previously, the law prohibited Claimants from pursuing a claim for damages for personal injury more than three years after the date of the incident, or in circumstances where a claimant was a minor as at the date of the incident, after the 21st birthday of the Claimant.

Another key recommendation of the Royal Commission is 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. From March 2018, a dedicated telephone helpline and website will be available to provide information to survivors and their families about the scheme. From July 2018, applications for redress will be open to survivors of abuse in Commonwealth institutions. The redress will include individual payments of up to \$150,000. Initial expectations are that the scheme will operate for 10 years duration, subject to review and possible extension.

This is a very significant development for all survivors, as well as for organisations such as Scouts Queensland. At the November 2016 meeting of the National Executive Committee, it was decided Scouts Australia would "opt in" to the proposed national redress scheme. The Branch Executive Committee has also resolved in principle that Scouts Queensland would also "opt-in" to the National Redress Scheme.

Members of Council will be aware that a review of the Branch's insurance records over the past five decades, has failed to locate details of the relevant insurer or broker for several years in the 70s, 80s and early 90s. We also have advice that the type of insurance cover held in earlier years, would not have specifically covered child abuse related claims. Currently the Branch has been notified of several claims, with a financial redress agreement having been agreed in one

case. Discussions are also ongoing with several other people.

Members of Branch Council should be aware that 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.

CAMPSITES

Our Branch operated campsites continue to be a key resource for the delivery of our Youth Program as well as providing a base for Major Activities and Leader Training. Nevertheless, the operation and maintenance of these campsites is a significant expense, with revenue for most campsites not covering expenses. Many are in need of significant maintenance and capital works to better serve the needs of the Movement and support increased commercial returns outside of Scouting.

Following the commissioning of an independent review of our campsites, Mr Scott Revell was employed as the Queensland Branch Campsites Manager.

A draft campsites plan has been produced, followed by extensive consultations with volunteer Members of the Movement, with the final plan due to be presented soon for Branch Executive Committee consideration.

LEASES AND COMPLIANCE

We continue to make steady progress with the renewal of Scout den leases with local authorities across South East Queensland. We are fortunate to have access to public lands for many of our dens, but this privilege comes with an increasing responsibility to make regular use of our facilities (if we wish to retain them) and to ensure they are properly maintained, compliant with local authority requirements, and present a positive image of Scouting.

The Property and Facilities team are regularly conducting audits, documenting issues and assisting with achievement of our compliance goals. After more than 12 months promoting the importance of this work, there is now a very high level of awareness across the Movement of the importance of these issues. Increasingly Formations are making use of outside grants as well

as the Queensland Scout Foundation to help achieve this.

MARKETING, FUNDRAISING, AND SOCIAL ENTERPRISE

The Branch has committed to a major investment in capacity building in the areas of marketing, fundraising, communications, and social enterprise strategies.

Last year Lisa Ketjen was employed as the Marketing and Fundraising Manager with key areas of focus including marketing strategy, fundraising and digital communications. A key initiative many Members of Branch Council would have witnessed is our highly successful partnership with Robert Irwin and the Australia Zoo Wildlife Warriors initiative.

Another initiative includes school visits in conjunction with 96.5FM and the Region Development and Support Officers where we are getting the opportunity to attend schools across South East Queensland where we can promote and hopefully recruit new Members to the Movement.

Earlier in the year, our new monthly digital magazine "Scout's Life" was launched. The information, activities, production quality, etc., are simply excellent and a fantastic new means to promote the wide ranging activities and benefits of Scouting. The production also includes opportunities for advertising and sponsorship revenue.

COMMERCIAL OPPORTUNITIES

The Branch continues to pursue new commercial activities to increase and diversify the sources of revenue for the operation of the Branch.

Container Recycling Scheme

After a 12 month feasibility study, the Queensland Government has announced plans to introduce a container recycling scheme from July 1, 2018. Scouts Queensland has been actively involved in the Ministers advisory body, giving us input into the development of draft legislation and details associated with the operation of the scheme expected to be released later in the year.

Members would be aware that the South Australia Branch has successfully operated a similar scheme for several decades with significant benefits to

the Branch. This project would be one of the most significant commercial ventures ever undertaken by the Branch, greatly assisted by the knowledge and experience of the SA Branch.

In March, Scouts Queensland hosted a not-for-profit round table with over 20 organisations in attendance to inform, promote, and encourage other community sector organisations about the proposed CRS.

Treetops Challenge

Development Approval for the establishment of a TreeTop Challenge at Erapah campsite was obtained in February. TreeTop currently operate TreeTop Challenges at Currumbin and Tamborine. The Erapah TreeTop Challenge when completed later in the year; will provide an ongoing source of income to the Branch as well as co-locating an exciting commercial activity within and existing Scouting campsite. We are also discussing other opportunities for our two organisations to work together on projects of mutual benefit.

BRANCH SUPPORT OFFICE

The Branch Support Office team continue to provide strong support to the Movement, with a customer oriented approach resulting in even greater interaction and support to the Movement. Many Members of the Movement have remarked to me about the increasing levels of professionalism and help provided by the Branch Support Office which is both greatly appreciated and essential to the function of Scouting in Queensland.

After one year and 10 months with Scouts Queensland, Trevor Ruthenberg tendered his resignation as General Manager, effective from March 2017. We thank Trevor for the significant contribution he made to the Branch during his tenure. Following Trevor's resignation, the Branch Executive Committee appointed Campsites Manager, Mr Scott Revell, to take up the position of acting General Manager until a replacement could be recruited.

The recruitment of a new General Manager is well advanced with initial stages including review of duty statement, advertising and shortlisting of candidates complete. An appointment is expected early in the second half of the year.

PROPOSED CHANGES TO BRANCH CONSTITUTION

The Branch Executive Committee has been well served over the years by mostly uniformed Members, contributing both their uniform knowledge and professional experience outside Scouting. The matters before the Branch Executive Committee now increasingly involve a range of legal, marketing, commercial, governance and risk related matters requiring the Branch Executive Committee to consistently have at its disposal the required skill set and experience to best serve the needs of the Branch.

Over the past three years working groups have reviewed our existing practice, other Scouting Branch Constitutions, and best practice trends in the wider not-for-profit sector. We were also mindful of governance related recommendations about the composition of the Branch Executive Committee and the relationship between key office bearer roles contained in the recent French Review conducted into Branch Governance and the Support Office.

A discussion paper will be tabled at the June Branch Council meeting, with the proposed changes expected to be submitted for approval at the mid-year Branch Council meeting.

OTHER

During the term, a casual vacancy on the Branch Executive Committee was filled through the recruitment of Mr David Laurie, an independent Member. In business David has worked in the electricity and water industries with a number of senior strategic roles as an employee and latterly as an independent director. David says that as a Board Member, he is particularly interested in governance and WH&S areas from which we would benefit. Nevertheless, he is not a complete stranger to Scouting having earned his Queen Scout whilst at Geebung-Zillmere Scout Group.

As we look to the end of the year we look forward to the Queensland Branch hosting the 17th Australian Venture or AV2018 at Camp Warrawee near Petrie. Under the leadership of Chief Director Phil McNicol, over three years of planning by a dedicated team will result in a once in a lifetime adventure for over 1000 Venturer Scouts and Leaders.

CHIEF COMMISSIONER

I wish to take this opportunity to thank and congratulate the Chief Commissioner for Queensland Mr Daryl Scott on the extremely successful start to his team as Chief Commissioner. Daryl has approached the role with experience, dedication and enthusiasm. 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 and

our thinking on many of the projects and challenges we face.

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 each of you have applied yourselves to your roles.

I also wish to acknowledge the contribution of the acting General Manager Mr Scott Revel and other senior members of the Branch Support Office for their leadership and commitment to Scouting in Queensland, in particular since the resignation of the General Manager. Can I also acknowledge and 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



Mr President, Chief Commissioner, Members of Branch Council and uniform Members of the Branch, I now present the finance report for the Queensland Branch for the Scout financial year ended March 31, 2017.

Firstly, I would like to acknowledge the contributions of the Members of the Branch Finance Committee who served the Movement throughout the year. These are; Kirsty Brown OAM, Daryl Scott, Adrian Robinson, Jean Clifford, Kate Rimon, Michelle Leeke, Ryan Sodziak, Scott Revell, and Trevor Ruthenberg.

FINANCIAL RESULTS

This is the second year that I have served as Honorary Treasurer and one that I believe has been pivotal for the long-term success of the Movement. 12 months ago, I appeared with the General Manager, Mr Trevor Ruthenberg, to present a strategy to better utilise the assets of the Movement to generate income streams from our Branch assets. This would see a deficit budget this year of just under a million dollars and returning to a surplus position after three years. While I am pleased to advise that the budget deficit for 2016/2017 represented a loss of approximately **\$540k** rather than the budgeted 1 million dollars, this saving was unfortunately due to delays experienced with a number of the proposed initiatives.

So, while the strategy remains the same with commercialising our activities the

anticipated **\$450k** expenditure for this year will be transferred to the 2017/18 financial year.

However, this does raise the question of what have we achieved in relation to the budget target over the prior year? In relation to the aims that we raised last year I am happy to report on the following:

- » **Improved customer focus and communications. Scout's Life Magazine has been launched and we are asking for feedback.**
- » **Commercial activities. TreeTop Challenge at Eprapah agreement has been actioned and is progressing. The Container Recycling Scheme (CRS) appears to be gaining traction and while it is early days and there are no guarantees it appears that this could come to fruition within the next 18 months. With Scouts having a role on the advisory panel we are well placed if this eventuates.**
- » **Pro-active finance function. Service levels have improved and the tour of Western Queensland last year saw financial audits being performed for Scout Groups.**
- » **Improved systems and processes. A project is currently underway headed by John Parr to look at Group Management Software.**
- » **Development of in-house human resource capabilities. Contractual services exist for the delivery of HR practices.**
- » **Marketing of the Scout brand. The Ergon Energy advertisements and partnership with Australia Zoo Wildlife Warriors and Robert Irwin.**

While headway has been made, we are a Movement as described by BP and we must move forward aiming always to maintain relevancy, through the Scouting program. Our role is to reduce the impost on our membership (youth and adult) by simplifying systems, striving for excellence in terms of program by building skills, capabilities and resilience of our Members as well as reducing costs. The focus moving into next year will be to develop our commercial capabilities by using Other People's Monies (OPM) and improving our operations.

Consistent with past practice, this finance report does not include the results of the Regions, Districts or individual Formations, and represents special purpose financial statements.

Throughout the prior 12 months the Branch Finance Committee was active not only providing financial oversight but also being proactive by reviewing the Branch Share Investments and migrating from Wilson HTM to Morgan Tynan Partners. Performing a compliance audit in relation to the taxation compliance of the Branch Support Office and implementing a grant acquittal process. The capital works program now requires that a business case is performed to ensure that our capital program allocates resources to those projects most likely to develop the largest benefit to the Movement.

In addition, Queensland Scout Foundation (QSF) grants were awarded to a number of Formations for compliance work (such as Chinchilla and Clifton) as well as extending the Scouting program. A number of Formations that benefitted included:

- » **Pamphlett Tennyson**
- » **Brownsea – sailing boat**
- » **Wonargo – new leotards**
- » **Qld Branch Rovers – video editing equipment**
- » **Karingal – orienteering course**
- » **Beaver Masters – low ropes course**

QBSI Section 6.6 was updated to ensure that a Formation could only receive one QSF grant in a 12 month period. Work has also been done to reduce the outstanding compliance works on Branch and Formations. One of the most important achievements was to send a contingent of our youth to AJ2016.

OPERATING BUDGET

Consistent with the strategy announced last year to enter into a period of investing heavily in the Movement we are committed to continuing with our investment strategy. The success in Victoria and South Australia of having lower cost Scouting to Members,

increased and improved facilities indicates that such a strategy can and does work.

Accordingly, in the 2017/18 financial year the budget deficit will be just over a million dollars (after depreciation). The budget will return to surplus in 2019/2020.

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

CONCLUSION

Members of Branch Council, I believe the strategy of investing in key areas to grow the Movement and better utilise our assets is key to the future success of the Movement. The current year will see the plan develop as we have our campsite strategy come to fruition where we aim to seek commercial revenues from a number of the Branch campsites. While uncertainty exists around a number of components such as the Container Recycling Scheme it is more certain that not progressing with commercial activities will have a more profound impact on our Movement.

Last year I stated that it is necessary to do what is right rather than what is easy.

As a Movement, I am proud that we do not shy away from doing our best and using our skills to create opportunities for our young people.

"I wish to thank Branch Finance, the Branch Executive and Branch Council for your support over the last 12 months"

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

Dr Peter McLeod FCPA
Honorary Treasurer

The Scout Association of Australia, Queensland Branch Inc.





Chief Commissioner's Report

(finished October 31, 2016)



It is my pleasure to report on the six months from April to October as Chief Commissioner of The Scout Association of Australia, Queensland Branch, as I completed my four and a half year term on October 31, 2016.

As I present my final Branch Council report, we need to reflect that during the past four and a half years the Branch has undergone considerable change with much more on the horizon over the next couple of years.

During that period the Branch substantially increased the number of adult volunteers who gave their time to Scouting within Queensland. Four and a half years ago our census numbers gave us **7,791** Youth Members. Today, we are close to **9,000** but our retention rate is still not acceptable. This is one of the biggest challenges which we all have to meet in the coming years.

Remember we have a target of 22,000 Youth Members, as a minimum, by 2022.

We continue to address retention issues but regularly we prove it is about the program delivery and not delivering what we promise. This reinforces some issues we have with recruiting new Leaders and explaining what the roles are about and what Basic Training must be completed to be able to commence delivering basic programs for young people.

Having had the privilege of being a Scout creates a duty for each of us to try and share that privilege with the greatest possible number of young people. This drive must be based on the conviction that we truly have, as Leaders,

a duty to ***"make the world a better place than we have found it"*** as Baden-Powell said in his last message. Each of us is a Member of a worldwide Movement with a worldwide responsibility. That responsibility is the mission not only of each Scout or adult, but also of the entire organisation. We still have a long way to go as this feeling is not yet shared, as it should be, at the Group level. This is where Scouting happens. This is where we can achieve our educational method, values, leadership, and organisational support.

YOUTH ENGAGEMENT

Brisbane Gang Show

What a fabulous show in 2016! It allowed the young people to demonstrate their skills in performing arts. The content of the show is a credit to the production team, led by Branch Adviser Trevor O'Hara. The young people were excited about being part of Gang Show with the theme of "Shipwrecked" and the celebration of 100 years of Cub Scouting. We should be very proud of them all. I presented Howard Gorton the first 50 year scarf and a plaque as a Life Member of Brisbane Gang Show.

SSS

The State Chief Scout, the Honourable Paul de Jersey AC., Governor of Queensland, spent the morning of July 4, 2016, at SSS. His Excellency was extremely pleased to meet so many young people, have photos taken with them and enjoyed morning tea with his hosts. We were extremely pleased to be able to show case our Scout Section to him this year.

100 years of Cub Scouting

The Story Bridge was lit with yellow for the week and the banner celebrating 100 years of Cub Scouting was prominently displayed on both ends of the bridge for the week. The campfires held to celebrate the 100 years received huge interest through the State with excellent media coverage.

Australia Zoo offered Scouting two opportunities; the first on July 24, which was Bindi's 18th birthday, and a huge

opportunity to promote Scouting. The young people who attended this event were great ambassadors. The second event held at Australia Zoo on July 30 was a credit to Lysa Dugandzic, the previous Marketing Officer, with **200** Cub Scouts and **44** Leaders spending the day learning throughout the Zoo, being catered for by the staff and camping overnight. The Australia Zoo staff were fantastic to Scouts Queensland and I had the opportunity to present a thankyou plaque to Terry and Robert Irwin in the Crocaseum with the baby tiger cubs, including Scout. The Cub Scouts mainly came from the Suncoast Region and were a credit to their Groups.

World Scout/World Scarf Day

This day proves increasingly popular with Youth Members presenting scarves to their school principals and adults wearing their scarves to their place of employment. Photos on the Branch Facebook site show the interest in this day increase this year.

EKKA

Once again, the EKKA display was eventful and well supported by Queensland Rovers and some Leaders. We again received a couple of prizes for the well thought-out display (for Effective Arrangement we scored 2nd and for Fruit and Vegetable Quality we scored 1st). Another great promotional activity.

Major Events

Two major events occurred during the September school holidays. The 35th Agoonoree was held at Baden-Powell Park with **315** Youth Members in total, including Guides. I visited the Agoonoree on September 18 when it was drizzling and muddy but that was not dampening the spirits of the participants. I was able to thank our sponsors and present certificates.

Cuboree being held in the Maryborough Showground had **671** Youth Members attending. This event is a credit to our Cub Scout Section and is very popular. Approximately **60** members from the Victorian Branch attended.

New Groups

It is worth noting that we have opened some new Scout Groups in Term 4 attached to independent schools. Memorandums of Understanding (MOU) have been signed with the schools and the teachers are about to begin their training.

- » **Carinity College for girls at risk commenced with 10 Scouts and two Youth Helpers from the school.**
- » **Toogoolawa Independent School, Ormeau, commenced Term 4 with 16 Scouts.**
- » **Both schools will wear school t-shirts and Queensland scarves for the first six months.**
- » **Nursery Road Special School commenced a multi-Section Group in January.**
- » **Gayndah, Mundubbera, North Lakes, and Glasshouse will be reopened and new Groups will hopefully be established in Sippy Downs and Tin Can Bay.**

EDUCATIONAL METHODS

Because Scouting is education and education conditions everything, we can increase the awareness which our individual Members have of the problems of our State and local communities. We can also motivate them to act. We are first and foremost an action oriented Movement and we must influence the actions of our Members at whichever level they find themselves, actions by which they will bring their own personal contribution (modest or important) towards solving the common problems of our community. Baden-Powell said, in the Scout Leader's handbook,

"No man can be called educated who has not a willingness and a desire, as well as a trained ability, to do his part in the world's work"

DIVERSITY AND INCLUSION

We have seen, at long last, younger Leaders play a greater role in our Movement at all levels but this progress has been too slow. Only a strong proactive approach will give women and younger people a stronger and more equitable share of responsibility and will get us where the Branch needs to be positioned. I am a little disappointed that as a Branch we have only progressed slightly in this area. Yes, we have made progress, and this should not be ignored, but in the future, progress should be faster in these two areas.

Scouting is inclusive, respecting differences in gender, ethnicity, religion, sexual orientation and disability. As WOSM reminds us, "a Scout scarf doesn't

mind about being rich or poor, strong or weak, black or white". As a Branch we need to strengthen our Scouting to ensure it is inclusive, accessible and as diverse as our communities.

A Movement as strong as Scouting cannot ignore the challenges of communities - unemployment, fragmented families, and the underprivileged remain caught in the poverty trap due to the lack of knowledge and experience which are the conditions of success in our days. Scouting can bring its own contribution to bridging this divide. Through Scouting young people gain unforgettable experiences in a multicultural environment. From such encounters with other people Scouts learn tolerance and cooperation with others across cultural differences but we are poorly represented in these communities. This area is still a huge challenge for Leaders in Queensland.

SOCIAL IMPACT

Awards ceremonies

The awards ceremony held at the Queensland Scout Centre in August went extremely well, although there were noticeably less adult awards this year. It was extremely pleasing to note that of the 49 Australian Scout Medallions presented all but two Youth Members were still in the Scout Section or had progressed to the Venturer Scout Section. 33 Adult Leader and supporter awards were presented including two gallantry awards.

Leesa Kennedy from Ashmore Scout Group received the Silver Cross for Gallantry at the awards ceremony. Leesa has chosen to give her medal to the daughter of the woman she tried to save. This drew considerable media interest within the State as well as nationally.

The awards ceremony at Government House was held on September 5. Unfortunately I was in Macau holding a workshop for the Asia Pacific Region but Deputy Chief Commissioner (Youth Program) Peter Blatch ably acted on my behalf. 32 Queen's Scout Awards, five Baden-Powell Scout Awards, two Silver Kangaroos and two National President's Awards were presented by the Governor of Queensland and Chief Scout.

National Child Protection Policy

The National Child Protection policy was finalised by the NEC in November

and has become an overarching policy for each Branch to follow with their legislative requirements. Queensland Branch has made significant contributions to this and are comfortable with the direction it is taking. We are now harmonising this document with the existing Queensland Child Protection documentation.

COMMUNICATION AND EXTERNAL RELATIONS

Region Commissioners Conference

A successful Region Commissioners Conference was held in July at the Queensland Scout Centre. Branch Adviser Bruce Scott delivered some personal development for the Region Commissioners in the area of complaints and grievances. Presentations by some of the newer Branch Support Office staff were also given.

National Meetings

At National meetings (the Chief Commissioner's Council, National Operations Committee, National Executive Committee and Redress Training) the key concerns continued to be the lack of continuity with the Youth Program Review, the proposed governance changes to the National Executive Committee meetings and the general contribution of some of the Youth Program team members.

Trauma-informed Practice in Institutional Settings Training was arranged with the NSW Branch for the General Manager, the Chief Commissioner Elect, the Branch President, and myself to attend in Sydney during the latter part of 2016. Arrangements will be made for to the Branch Team to undertake this training during 2017.

The National Strategic Planning weekend was held in August in Melbourne. The Queensland Branch had five participants - Chief Commissioner, Chief Commissioner Elect, President, General Manager, and Branch Commissioner Nathan Swaffer as our under 30 years of age representative. Two other Queenslanders were present representing National roles - Ben Cherry-Smith, Chair of NRC, and Phil Harrison, Deputy National Commissioner (Adult Training and Development). It was a difficult and frustrating weekend but hopefully the outcomes, once finalised by the National Executive Committee and able to be utilised by the Queensland Branch, will be worthwhile.

Appointments

During the period under review the following changes have been made:

- » **Bob Campbell has been appointed Deputy Chief Commissioner (Major Activities)**
- » **Pieter Van Der Kamp has been appointed Branch Commissioner (Campsites)**
- » **Paul Rogerson has been appointed Region Commissioner (Brisbane South)**
- » **Brendan Dickenson has been appointed Region Commissioner (Brisbane North)**
- » **Peter Gould has been appointed Branch Commissioner (Adventurous Activities)**
- » **Christopher Foreman has been appointed Branch Commissioner (Scouts)**
- » **Ross Tutin has been appointed Branch Commissioner (International)**

ANZPAC Meeting

Members of ANZPAC (Performing Arts/Gang Shows) were welcomed during the final few days of the Brisbane Gang Show. Members attended from most States of Australia and New Zealand.

Closing remarks

One of the privileges of the Chief Commissioner position is to witness how much others expect of Scouting. State and Federal government personnel speak about their expectations from Scouting as a key factor towards a more tolerant, more peaceful, more just world. They are often more ambitious for us than we are of ourselves. This should bring us to take another look at ourselves, to see us with the eyes of others and to see if, as a Movement, not only as individuals, we can do more.

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

It is an extraordinary privilege to report about the Branch's activities and people. Queensland Branch is full of talented and committed people, full of people with tremendous passion for Scouting whether at Branch, Region, District or Group level. Scouting in Australia is going through exciting times, both externally and internally, with massive change ahead. We should never lose sight of why we are here and the Purpose of Scouting in Australia and worldwide. Queensland is only one important part of Scouting in Australia.

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

Scouting brings out the best in each of us. Think about the future, of foundations laid, help others to look for a common future, keep steadfast in the paths of truth, of honour, duty, that all of you can rise together. You are part of a mighty organisation, be successful, you have an honoured tradition to uphold. Ours is a volunteer based Movement and our volunteers are the lifeblood of Scouting in Queensland. Their dedication is incredible. We need more people like our volunteers to ensure we grow this vibrant Movement. From the foundations built, each of us is part of the ripple effect towards a future in Queensland where we have 22,000 young people by 2022.

The General Manager and Branch Support Office staff continue to support the leadership of Scouting in Queensland.

I see seven challenges ahead for Scouting in Queensland:

- » **to identify the causes for the drop in membership in parts of our State and to reverse the trend, particularly for adolescents;**
- » **to reach out to the indigenous, ethnic and refugees in order to have them share the benefits of Scouting;**
- » **to successfully implement the major changes from the Youth Program Review;**
- » **to substantially increase the financing of the Scout program;**
- » **to increase the ambition of both our Members and our Movement to play a key role in the Australian community;**

- » **to make Scouting in Queensland immensely successful with continued growth; and**
- » **to establish a new Queensland Scout Centre.**

Mr President, I am privileged to have lead such a dedicated team of Deputy Chief Commissioners, Assistant Chief Commissioners, Region Commissioners and Branch Commissioners.

How does one thank my Executive Assistant, Linn Pihl, for her dedicated support these past four and a half years – she listens to my concerns, and that of our Members and the community through her commitment to her role and her “boss” – she has been more than my right hand, she is a well-respected colleague.

There are so many who have supported me whilst Chief Commissioner of Scouts Queensland and without them Scouting in Queensland would not flourish. Thank you to all Members and Supporters who make this outstanding volunteer contribution to the Scout Movement. Our challenge ahead is to grow the Movement, retain our membership and to ensure we deliver the Program we promise. Our Vision must be to make a real contribution to creating a better world through Scouting's Value System, based and expressed in our Promise and Law.

Mr President, Members of Branch Council, I move that my section of the Chief Commissioner's report be accepted.

Mrs Kirsty M Brown OAM
Chief Commissioner

The Scout Association of Australia,
Queensland Branch Inc.





Chief Commissioner's Report

(commenced November 1, 2016)



On November 1, 2016, I commenced in the role of Scouts Queensland's Chief Commissioner following a four month handover from now Immediate Past Chief Commissioner Kirsty Brown and following some 23 years as a Leader in Queensland at Group, District and Region levels and a few years on the Branch Executive Committee. I am still not sure that I was ready for the challenges of the role!

I would like to start by referring to our Purpose – something I am getting a reputation for!

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.

This Purpose sets us aside from every other youth organisation. It talks about holistic development and the outcomes that we target cannot be argued with. When I speak with our Youth Members who are being awarded the Australian Scout Medallion or who are being made Queen's Scouts, we are certainly delivering against this Purpose. We need to be very proud about this Purpose and we should be talking about it more within the public environment.

STRATEGIC PLAN

We now have a five year strategic plan focused on a doubling of youth membership to **22,000 in 2022 (22 in 22)** and a reinforcing of the centrality of the Scout Group in delivering the Scout Program. That requires a change in the way in which we at Branch think about the role of Branch and I understand

that the change is difficult for some but welcome by most.

We are currently facing a number of strategic challenges, none of which are optional:

- » **The Youth Program Review (YPR), the first all-Section review since the 1972 Design for Tomorrow. The review is progressing with changes to the Law and Promise shortly to be voted on at National Council and the reinforcement of the good practices underpinning the current Youth Program to commence shortly. The full YPR Youth Program will come into operation in 2019.**
- » **Within the community, volunteering on an ongoing basis seems to be less attractive than volunteering for project type activities. We are heavily reliant on vibrant Adult Leaders to deliver our Youth Program.**
- » **Scouts Australia have presented to the Royal Commission into Institutional Responses to Sexual Child Abuse and Scouts Queensland has provided historical case information on known incidents of child molestation with Scouts Queensland. We have failed in our duty to protect Youth Members in our care. The Federal Government has announced a Redress Scheme though it is most likely that the funding of the redress will come from institutions such as Scouts Queensland. It is possible that further victims will come forward when the details of the Redress Scheme become available.**
- » **Allied to this is the new National Child Protection Policy which is being rolled out and we are reviewing our existing Scouts Queensland Child Protection Policy to make sure it is well aligned. This alignment will include third party auditing of our changes.**
- » **Councils and the Queensland Government seem to be increasing their focus on building and building work compliance and given the age of many of our Scout dens and other buildings, compliance is emerging as a significant issue for us in terms of understanding the scope of the potential work, the prioritising of that work and then funding the work that needs to take place.**
- » **Scouts Australia have increased membership fees and have sought a contribution towards the YPR changes placing more financial pressure on Scouts Queensland. Consider this with the implications of the Redress Scheme, the**

building compliance issues and the need to propel our systems and processes, particularly at Group level, into the 21st Century through effective and efficient IT support.

- » **We are progressing the sale of the Queensland Scout Centre (QSC) and construction of a replacement facility co-located with a Scout Group to limit the uninsurable cost of flood damage at the existing site and to free up reserves for the issues outlined previously. In addition we have TreeTop Challenge now building a high ropes course at Eprapah Campsite which will provide an ongoing source of revenue, we have a very active involvement in the establishment of the Container Recycling Scheme that the Queensland Government is introducing in 2018, using the intellectual property of the successful recycling scheme operated by Scouts South Australia. These concepts may be a challenge for some of our Adult Members to accept but they are vital if we are to survive into the future.**

The Strategic Plan 2017-2022 has been distributed widely to all Commissioners and an abbreviated version provided to all Group Leaders is available publicly on the Scout Queensland website.

RESTRUCTURE OF UNIFORMED STRUCTURE AT BRANCH

There has been a restructure within the uniform side of the Branch leadership team.

- » **The first part of that restructure saw a change in the leadership team with Geoff Doo and Bob Campbell taking on Deputy Chief Commissioner roles, Development and Major Activities respectively, with Des Allen and Pieter Van Der Kamp leaving Deputy Chief Commissioner roles for other Scouting roles.**
- » **The second part of the restructure extended to establishing a single Adventurous Activities Group from the existing two groups to make Adventurous Activities more accessible to our Youth Members.**
- » **The third part of the restructure saw Scout Groups directly attached to Branch repositioned within Region/District structures where they will receive better support. Brisbane First Chinese, Brisbane South Chinese, Scout Reach Lones, 1st**

Carinity and Nursery Road Scout Groups are now part of Brisbane South and Brisbane North Regions. Toogoolawa School Scout Group remains to be transferred.

- » **Finally, Brownsea Water Activities Centre and Wonargo Revue have both been transferred back to Brisbane North Region to increase Scout Group involvement and ownership of those two Formations.**

CHANGES WITHIN REGIONS

Steve Marshall was appointed to the role of Region Commissioner (Gold Coast) following Bob Campbell taking on the role of Deputy Chief Commissioner (Major Activities).

With Peter Gould moving from the role of Region Commissioner (South Eastern) to head up Adventurous Activities, Cindy Van Der Gevel was appointed as Region Commissioner (South Eastern).

Des Allen has made the decision to move on from Deputy Chief Commissioner (Operational Support) and from the role of Region Commissioner (Suncoast). Rob Cullen is the acting Region Commissioner (Suncoast) whilst Peter McLeod is acting Region Commissioner (Darling Downs).

Region Commissioner (Brisbane South) Paul Rogerson has collaboratively moved the Region from having two large Districts to having four smaller Districts with a focus on growth within each of those Districts. The early signs are encouraging.

PROJECT MANAGEMENT

A project management framework has been developed. The use of projects to deliver outcomes significantly improves the probability of achieving those outcomes within the assigned resource constraints. Project structures are used by most organisations.

Delivery of capability building through projects will provide another opportunity for Members and staff to gain skills – skills in Project Management. It is envisaged that there will be a very small pool initially of people who can manage projects and that we will grow that pool through involvement and through training to get to the point where we are very good at delivering projects. Project Management skills are sought after in the business world.

This approach will also increase the transparency of the change that we are

embarking on through the publication of project scope documents, through the involvement in project teams and through involvement as project stakeholders.

Not all projects require high and complex levels of governance, documentation and reporting and the aim of the project management framework is a set of guidelines that can be adapted to suit the requirements of each project.

Significant initiatives are being initially documented on Project Initiation Documents (PID) to be considered for inclusion within the budget. Once that consideration has been given, a business case and Project Scope Document are prepared for formal project approval to allow the project team to develop the project.

At the time of writing, we have the following key projects running:

- » **Child Protection Harmonisation. This project is aligning the Queensland policy with the new Scouts Australia policy.**
- » **Group Management Software. This project is to develop a consistent set of software for running Scout Groups to streamline their operation.**
- » **WH&S. This project is rationalising our approach to risk management and to WH&S.**
- » **Branch Constitution changes. This project is to finesse the Constitution, primary to enable external directors on the Branch Executive Committee.**
- » **Youth Program Review. This project has seen 21 workshops held throughout Queensland to increase knowledge and to gather feedback about the changes at a concept level.**
- » **Information Framework.**

This project will develop a modern framework to replace the ageing Queensland Branch Scouting Instructions (QBSI) system.

VISIBILITY OF THE CHIEF COMMISSIONER

The role of Chief Commissioner has a number of facets and one of them is visibility within Queensland. In the first five months in the role I have visited eight of the 13 Regions with plans in place for the remainder of the Regions within the year. Maintaining a regular visit program into Regions is a priority.

SCOUTS AUSTRALIA

Scouts Queensland is part of the federation of Branches headed by Scouts Australia. We draw Policy and Rules from the National body. The Branch Chief Commissioners meet in a National Operations Committee (NOC) with the National Commissioners two or three times per annum and there is the National Executive Committee (NEC) of which the Branch Chief Commissioners are currently a Member and the National Council. In the short time that I have been in this role I have attended a NEC Strategic Planning Session, two National Operations Committee meetings and two National Executive Committee meetings (one of which was by telephone). I have to admit that I found these meetings challenging due to the way in which the meetings run and due to the disunity of approach that a federated model encourages. I have predictably stood up for what I believe is right for Scouts Australia from a Queensland perspective and have been left feeling less than enamoured with the whole approach. Let's see where things go.

There are sweeping changes afoot for the National Executive Committee which potentially will reduce the input from each Branch into the National agenda. The YPR agenda is progressing though with tight project control now in place to ensure timeliness, quality and cost control.

YOUTH NUMBERS

Youth Member numbers dipped sharply in the last few weeks of the Scout Year ending at **8,743**, an increase of **4.8%** for the year. Our ability to recruit remains very good at **45%** of our opening Youth Member numbers, with Joey Scouts recruiting **101%** of their opening numbers. However, most concerning is that **41.8%** of our Youth Members resigned during the year whilst a staggering **48.5%** of Scout Section Members resigned during the year. We have been averaging a **33-35%** resignation rate over the past few years. For Scouts Queensland to achieve 22 in 22, we need to continue recruiting at the same rate but seriously improve the retention.

"I believe that delivery of a quality Scout Program is the key to improving retention – fun, excitement and change is needed in our Youth Programs"

RESIGNATION OF GENERAL MANAGER TREVOR RUTHENBERG

General Manager Trevor Ruthenberg submitted his resignation to President Gavin Brady on the evening of Friday February 10, providing four weeks' notice of his intended departure.

In the week following the GM's resignation, the Chief Commissioner, President and HR Manager Kevin Prendergast met with Trevor individually and collectively in an attempt to turn the resignation around. These attempts were ultimately unsuccessful.

In the almost two years that Trevor spent in the role, he restructured the Branch Support Office, raising the level of professionalism and he identified and initiated discussions on many commercial opportunities that will stand the Branch in good stead for years to come.

Interim arrangements were negotiated with Department Managers to cover the resignation of Trevor and the broad range of initiatives in which he was personally involved.

PASSING OF JIM DRYDEN OAM



Jim passed away in November 2016. He commenced his Scouting at Corinda, becoming a Cub Master at Indooroopilly in 1950. He was also a Member of the Taringa Rover Crew which provided the opportunity to be in the cast of the Brisbane Gang Show in 1952. Jim continued his involvement with Brisbane Gang Show and was a cast member for nine years. He was on the Production Team for 22 years concentrating on sketches.

He was Assistant Producer for 14 years and in 1982 became Deputy Producer, resigning in 1988. During these years the

Brisbane Gang Show provided the talent for Scout Association events such as the Founder's Day Service and AGM.

In parallel with his Gang Show involvement, Jim was appointed Assistant Area Commissioner (Rovers) Brisbane North Area in 1974 and gained the Rover Wood Badge in 1974. In 1978 he was appointed Branch Commissioner (Water Activities) and in 1983 Jim became Branch Commissioner (Cultural Activities). In the 1999 Australia Day Awards Jim was awarded the Order of Australia Medal for his 48 years' service as a leading force in the Scout Association.

PASSING OF FORMER CHIEF COMMISSIONER ALAN SHERLOCK OBE OAM



In December, Honorary Life Member, friend and past Chief Commissioner Alan Sherlock OBE OAM passed away after a short illness. Alan was a Youth Member in Rockhampton, becoming a Queen Scout in 1954 followed by a number of leadership roles primarily in and related to the Scout Section before being appointed at the age of 42 as Chief Commissioner in 1981. He was Chief Commissioner for five and a half years before entering politics.

"He was still a very active supporter of Scouting right up until his death"

CONCLUSION

The role of Chief Commissioner is not a role that I have aspired to but I was honoured and very pleased to be asked to take on the role and I am doing so to contribute to the young people of Queensland and in thanks for what I have got out of Scouting. I am looking forward to making a difference in every day of my term as Chief Commissioner.

Success in this role would not be possible without the dedication of so many volunteer Leaders who deliver a quality Youth Program week in week out, or the leadership skills that our Group Leaders, District Leaders, District Commissioners, Region Commissioners and Region Leaders and the Branch Advisers, Commissioners and Deputy Chief Commissioners, all of whom are ably supported by the Branch Support Office. Thank you to each and every one of you for what you are doing for the Youth and Young Adult Members in Scouts Queensland!

"Thank you to my understanding wife Debbie who supports me and allows me the time needed to perform the duties of the Chief Commissioner"

Mr Daryl G. Scott
Chief Commissioner

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



Youth Program

Adventurous, fun, challenging, and inclusive.

These words sum up our current youth programs. The past 12 months has been most exciting and highlights include a restructured team to reflect the new operating system of our Branch where ScoutReach Lones, International and the Adventurous Activities programs have moved to other areas and the Branch Youth Council joined our team. Consolidation of the Messenger of Peace programs, consultations regarding the New Program One Continuous Journey and finalisation of the Scouts Australia national campaign, Bullying It's Not Part of Scouting, are other highlights. The Breaking the Cycle to Bullying is now fully operational and all units in each Group have been asked to review their Codes of Behaviour relating to this important area. There are resources on the Scouts Queensland website that assist with this. We farewelled Steve Marshall as Branch Commissioner

(Scouts) and welcomed Chris Foreman to this role.

A great deal of time has been spent on activities supporting the National Youth Program Review. Based on the Queensland consultation process held between January and April 2017, most of the 1,000 participants who attended one of the 21 consultations were supportive in principle of the concepts. Overall there is acceptance in principle of the major concepts presented including – adding youth leading, adults supporting to the Scout Method; **Plan>Do>Review**; the four new challenge areas to support activity selection; the levels of involvement of participate, assist, lead; the themes to aid programming and a consistent award scheme structure being implemented across the Sections.

Many people comment that some of these concepts have been proven already in some Sections, in particular Venturer Scouts and so it makes sense

to expand them developmentally across all Sections. There is strong support to having a consistent approach across all Sections and the theme of one journey extending through the five Sections. However this support does not extend to changing the names of the two younger Sections – Joey Scouts nor Cub Scouts to reflect this journey. The Groups are supportive of extending the name of Scouts, however some advised the proposed Explorer title was not suitable as it was already in use in the Scout Section as well as the UK and could lead to confusion. There will be much work happening in these areas in the next few months.

The following segments outline the highlights of our Sectional programs.

Mr Peter Blatch OAM
Deputy Chief Commissioner (Youth Program)

The Scout Association of Australia, Queensland Branch Inc.

Youth Program Sections

JOEY SCOUT SECTION

A review of our statistics indicate Leader numbers have increased from **224** to **246**, a variance of **+10.98%**, while our youth numbers have had a decrease from **965** in 2016 to **883** at the end of March 2017, a variance of **- 9.1%**. A reduction in youth numbers is a concern, and we are continuing to identify ways of turning these numbers around.

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

"I wish them all the best for the future"

Joey Scout Leaders continue to provide great programs in an assortment of wonderful ways 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 many more.

As always the Participation Challenges have been successfully used to provide a variety of interesting programs for the Joey Scouts. The Promise Challenge, available to the Joey Scouts who have celebrated their seventh birthday, is still proving very popular with a list of Joey Scout names printed in the monthly magazine to help celebrate their achievements (see table below for numbers). Compared to the same period last year we have had a slight increase

(0.98%) in the number of badges presented.

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

Joey Scouts and their families attended Brisbane Gang Show at the Schonell Theatre. This was Brisbane Gang Show's 65th consecutive season, enjoyed by an audience ranging from as old as six years to as young as 90 years. There were pre activities to the matinee which involved Joey Scouts and Cub Scouts.

PROMISE CHALLENGE BADGES April 2016 to March 2017							Total
April	May	June	July	August	September		
10	34	16	23	15	28		
October	November	December	January	February	March		248
21	38	16	13	4	30		

Joey Scout Jaunt was held in August with the theme 'New Earth', and wow, did the Joey Scout Leaders step up with wonderful bases. It was pleasing to see the smiling faces of the Leaders, parents, and Joey Scouts as they came down to the administration tent for registration.

"There was enthusiasm everywhere and you could see the Joey Scouts were just itching to start as soon as possible"

Walking around the park it was amazing to see the ideas the Joey Scout Leaders had thought of and the wonderful bases they had developed.

Some of the wonderful bases provided included the bull fight (Samford), art of New Earth followed by an earth obstacle course (Mt Cotton), Barrier Reef (Stafford), human skiing (West Centenary), craft and information on Japan and Mexico (Caboolture), paper planes and flying (Narangba), stick mobiles (Dayboro), playdough (Albany Creek), Heritage Museum (David Teufel and team), rope bridge (Ian Anderson and team), photo booth (Performing Arts), screen printing (Girl Guides),

climbing wall and abseiling tower (Branch), etc.

This year we celebrated the commencement of Joey Scouts and the Joey Scout Section 25 years ago, and since then the Joey Scout Section has flourished and formed part of the five Sections of the Scout Movement. A badge was developed in New South Wales and was used across the States and Territories as part of the celebrations. A birthday celebration was held at the Queensland Scout Centre in June, activities were based on challenging games.

The Chief Commissioner gave approval for wearing the badge on the uniforms of Joey Scouts and Joey Scout Leaders for a 12 month period. Joey Scouts and Leaders supported the 25 year celebration in running various activities across the State and wearing the badge.

Skillorama was another great success for Northern Moreton Bay Region when it ran in September. With sunny weather supporting the start of the event approximately 1,000 Youth Members from Joey Scouts to Rover Scouts came

to participate in a fulfilled, exciting and wonderful event. With the support of the Leaders and Groups Skillorama can only continue to grow.

In February the Joey Scout Section was invited to participate in a children's program called 'Crocamole', a Channel 10 program. We had **20** Joey Scouts along with a number of Leaders participating in a number of activities which were filmed.

Hopalong (a Leader support training program) was held in March and had the theme 'Special Needs and Regular Kids'. The subject matter drew interest from Leaders as far away as Yeppoon and as close as Kedron. Michele Johnson was excellent in developing and presenting a wonderful program. **37** participants were kept busy learning new ideas, enjoying comradeship and having fun. Our next Hopalong event will be even bigger and better.

Mr David Cruse
Branch Commissioner (Joey Scouts)

The Scout Association of Australia,
Queensland Branch Inc.

CUB SCOUT SECTION

The first six months of the period was very busy for Cub Scout Packs; not only through the continued delivery of active and challenging programs, but also additional programs and activities focused towards "100 Years of Cub Scouting" celebrations, and preparation and participation in a very successful CUBOREE 2016. Throughout the 12 months Cub Scouts continue to progress and achieve through their Award Scheme, this reporting year has seen **363 Grey Wolf Awards** (the highest Cub Scout Award) achieved by Queensland Cubs Scouts; this is an increase of 28 over the last reporting year, this is possibly, in part, a consequence of Cuboree 2016.

Though, internationally, the "100 Years of Cub Scouting" officially continues into 2017, Scouts Australia, in particular Queensland Branch, primarily focused on this milestone during 2016 (note, 2018 will see 100 years of Cub Scouting in Queensland). During the 2016 portion of the reporting year, "100 Years of Cub Scouting" themed programs, activities and events were prominent with many Cub Scout Packs, District and Regions using the 100 year celebrations as a

focus for their regular events and the planning and conduct of appropriate additional activities.

The National "100 Years of Cub Scouting Campfire and reaffirmation of the Cub Scout/Scout Promise", a concept initially proposed in late 2015 by Queensland Branch Cub Scout Section, was held on the evening on July 30, 2016. Throughout Queensland, Packs, Districts and Regions conducted a variety of events such as family or community evenings, sleepovers, camps, rallies, etc., to coincide with the conduct of the Campfire. Then, nationally, in conjunction with the campfires, at 8.00pm for Eastern States (7.30pm for Central States and 6.00pm for WA) the Cub Scouts and their Leaders stood and re-affirmed their Promise.

As part of this Campfire event, Australia Zoo hosted a Cub Scout sleep-over camp on that weekend. The camp was attended by **215** Cub Scouts and Cub Scout Leaders from Suncoast Region and included some Cub Scouts and Leaders from Bribie Island Cub Scout Pack (Northern Moreton Bay Region). The Bribie Island Cub Scout Pack was invited to attend as it was a Bribie

Island Cub Scout who designed the Queensland winning entry (the rocket badge) for the National "100 Years of Cub Scouting" badge design Competition. The designing Cub Scout was presented with a framed memento, at the Australia Zoo activity, by the Chief Commissioner.

The rocket badge was produced as a blanket badge and was (is still) available through the online Scout Shop. The rocket design was also incorporated as part of the Queensland Branch designed Queensland 100 Years of Cub Scouts polo shirt, which proved very popular and sold well (including interstate and some internationally); thanks to the small team that worked so hard on orders, sales and distribution. The rocket design was also included on the sleeve of the CUBOREE 2016 "Rumble in the Jungle" polo shirt.

CUBOREE 2016 was held in Maryborough on September 18-23, 2016. It was a very successful event (even if I do say so myself). CUBOREE 2016 will be addressed in more detail in the Major Activities report but it is appropriate to mention this significant Cub Scout activity in this report. The growing pool and network of Cuboree experienced

Leaders is paying dividends with ever better preparation, by Leaders and Cub Scouts, for the rigors of Cuboree and increasing leadership and mentoring of the Leaders new to Cuboree. Cuboree continues to provide a valuable medium through which Queensland Cub Scout Leaders are building useful networks and broadening their perspective of all things Cub Scouting and Scouting in general. A big **WOOF! WOOF! WOOF!** to all who worked so hard to make CUBOREE 2016 such a great event and to all who participated in true Scouting spirit. Planning for CUBOREE 2018 is now underway and based on the spreading word from Cuboree 2016 there are high hopes for 2018.

I continued to visit Cub Scout Packs, often to present Grey Wolf awards, and to visit and participate in District and Region Cub Scout activities and camps etc., the majority are in the South Eastern area of the State. However, in April 2016, I attended a Cub Scout/Joey

Scout Leader development weekend conducted by Far North Region at Camp Barrabadeen on the Atherton Tableland. I participated as a presenter in a number of the recent Statewide Youth Program Review Consultation sessions, which provided me with the opportunity to catch up with Cub Scout Leaders in a number of Regions less frequently visited.

The Branch Cub Scout Team (Seeonee) met monthly (most months), through a combined online and face to face meeting process. Online meetings also continue to be used for regular two monthly meetings of the National Cub Scout Youth Program Team. However, all the Branch Cub Scout Commissioners also had the opportunity to meet face to face at the National Youth Program Team meeting, held just North of Melbourne, in May 2016. A large focus of this meeting involved reviewing and providing feedback on the National Youth Program Review (YPR). The next

National face to face meeting for the Section Commissioners is planned for end of June 2017.

Finally, as always, it has been a great privilege to get around to the various Cub Scout Pack, District, and Regions to see the overall dedication, enthusiasm, cooperation and support of the Leaders and parents, with the Cub Scouts the ultimate winners and having FUN.

"A big thank you to all Cub Scout Leaders, supporters and parents for your ongoing commitment of time, support and energy to the Cub Scout Section, you are making a difference"

Mr Timothy Gibbings
Branch Commissioner (Cub Scouts)

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

SCOUT SECTION

During the last 12 months we farewelled Steve Marshall (Wolf) as Branch Commissioner (Scouts). He presided over numerous SSS camps, Scouter Skills Days and two Australian Jamborees as Queensland Contingent Leader. We thank Steve for his wonderful contribution to the Scout Section across Queensland and we wish him the best in his new role.

A major focus in the Scout Section nationally in 2016 was the emphasis on regular Troop Councils. We are continuing to focus on these in 2017. These councils need to drive the Scout Section and Scouts must be encouraged to bring their ideas for programming to these meetings.

The Branch Scout Section Council continues to meet on a regular basis and during the last year they have reviewed the leadership course as it applies in Queensland and updated the documents on the website. Up to seven Regions, Training and Branch have been represented at the Council and it is our aim during the 2017/2018 year to have all Regions attend either physically or by electronic means. Over the coming months the Council will review both the Camp Standards and the Journey

Guidelines with minor adjustments expected.

Last year **97** Patrols attended SSS and planning is well underway for this year's event. It is hoped that we can have over **100** Patrols attend this year. The theme for this year is Brownsea Island and Southern England and includes an invitation to Cub Scout Packs to attend 'Cubs Can Come' (CCC) on the Saturday of the camp.

Many Scout Section events were held around the State again including Butterfly, Nighthawk, Knight Moves, Night Owl, and various Region camps including Baanya, Redclaw and numerous District and Region leadership courses.

"A big thank you to all the Leaders, Youth Members and Adult Helpers who have assisted in anyway with these events"

These events continue to provide activities for the Scouts to enjoy.

AJ2019 in South Australia is only 18 months away. Some Troops have already begun preparations for this event. The next 12 months will include many camps as part of this preparation.
95 Australian Scout Medallions (ASM)

have been awarded during the last 12 months. Many of these recipients attended the certificate presentation at Auchenflower with our previous Branch Commissioner (Scouts).

"A big BRAVO to the youth who achieved this award. Already in 2017/2018 others have achieved the ASM as well"

As I move around the State I have been welcomed by many Leaders and Scouts and I look forward to this continuing in the next 12 months and supporting wherever I can.

Mr Christopher Foreman
Branch Commissioner (Scouts)

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



VENTURER SCOUT SECTION

Venturer Scouts in Queensland continue to maintain a strong presence in the Branch. We have not seen a massive increase in Section numbers over the past 12 months. The Scouting year commenced with **924** Venturer Scouts and finished with **999**. These figures are not indicative of membership throughout the year with midyear membership being **1069**. This is somewhat of a concern and both the Branch Venturer Scout Council (BVSC) and the Branch Venturer Scout Leader Council (BVSCLC) are exploring options to rectify this end of year drop-off.

This year has seen the Branch Venturer Scout Councils being split and named as the Branch Venturer Scout Leader Council (BVSCLC) and the Branch Venturer Scout Council (BVSC). The purpose behind this was to give the Venturer Scouts more of an identity within the Section. Both Councils are currently identifying their roles within the Section.

Throughout the year **32** Queen's Scout Awards have been approved which is a decrease from the **56** approved in the previous year.

There has been an increase in Venturer Scouts attending unit management and leadership courses over the

past 12 month with **183** attending unit management courses and **129** attending leadership courses, so I am expecting these numbers to continue to increase. Queensland Branch also sent four Venturer Scouts to Mawson Scholarship courses during 2016. Camp LULL was also successfully run during the Easter holidays in 2016 and is currently in the planning stages to be held in the June/July school holidays this year.

While the Mawson Scholarship has been discontinued nationally, a new national leadership program is being piloted this year. Newly appointed Branch Adviser Harley Miles will steer this in Queensland. This new program is being called You + Lead and entails a State run course (You) followed by a weeklong national run course (Lead). We will see the State run course being trialled in July this year.

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 including but not limited to Agoonoree, Noosa Venture, Nighthawk, Operation Archer, Urban Challenge, Roventures, SSS, Gang Show, and Scout Revues.

The 6th Queensland Venture was run in July last year at Seonee Park,

Rockhampton. This event would not have been possible without the assistance from the Rover Scouts. The expeditions run were; Caving; Rock Rock City; Tagalong Fraser Island; and Great Keppel Island. All participants, both Venturer Scouts and Venturer Scout Leaders had an amazing time. Due to numbers being low, BVSC and BVSCLC are looking at alternatives for the next Queensland Venture.

The biggest event on the calendar for the next 12 months is Australian Venture 2018. The Queensland Contingent Team are working hard towards getting as many Venturer Scouts from Queensland to attend this event as possible. The pre-Venture tour has been planned and is geared to be five days full of fun and excitement which will be the optimum lead into the Australian Venture which is looking like an awesome event.

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

Mr Christopher Dunne
Branch Commissioner (Venturer Scouts)

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

Young Adults

ROVER SCOUT SECTION

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

Over the course of the year, we have had some changes to our Executive Committee with both Sophie Storie and Taylar Gregory stepping down from their roles due to other commitments within and outside of Scouting. We have welcomed Sekaihli Smith into the Training Officer role, and Kristy Butler has stepped into the Deputy Chairman role alongside her Finance role.

Throughout the year, the Executive have focussed on maintaining an open

dialogue about the effectiveness of the Executive Committee, the existing roles and their expectations, how we can better engage Rover Scouts and how we can run better events. Unfortunately our mid-term conference did not go ahead due to clashes in schedules, but there are already some papers and agenda items being brought forward to our annual conference on these topics. We look forward to discussing these at our annual conference and moving to actioning some of them.

We have also had the pleasure of welcoming Paul 'Caesar' Lappin into the role of Branch Adviser (Rover Major Activities). The aim is that Caesar will work with our event committees to provide continuity and consistency in events between years. Caesar will join Ryan as one of our key supporters and advisers at a State level.

MAJOR ACTIVITIES

AGOONOREE: As usual, this year we had a great turnout of Rover Scouts attending Agoonoree at Baden-Powell Park in September 2016. 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. Our annual 'Rover Night' on the Sunday night had a better turn-out than usual, with many Rover Scouts running games for the Scouts, Guides and guests with great enthusiasm. All reports from the night were positive.



BANANA BASH: Our annual motor sport event again ran without a hitch, we decided to change up the location and run this one in the beautiful Pine Mountains at Ipswich on September 30 - October 3, 2016. The new site allowed us to have longer tracks and enough clear space to have an obstacle course and a night course. We had over a dozen cars competing in the event, and it was fantastic to see some new cars competing. Approximately **160** Rover Scouts attended, some competing and others just there to support and socialise. Keeping in theme, a truck was hired as the stage for night activities, and live music and fellowship was enjoyed by all Rover Scouts. As per tradition for Banana Bash, a Visitor's Day was held on Sunday. Members of the community, youth from other Sections, other Rover Scouts and Leaders were all welcomed onto site and enjoyed the showcase put on by Rover Scouts with their cars.

THE MOOT: The 20th Australian Rover Moot was held at Mafeking Rover Park in Victoria. Jess Gammie led a contingent of **43** Queensland Rovers to the event from the December 27 – January 6. At the Moot, Rover Scouts participated in the over **20** different expeditions and got involved in the onsite and offsite activities that were on offer. Expeditions included hiking, kayaking, seeing the sights in Melbourne, touring Tasmania, water activities at Bonnie Doon, house boating and many more. During the main part of the camp, Rover Scouts played golf, went on gourmet tours, swam in the dam, participated in a State-vs-State sports challenges, went paddle boarding, tried horse riding and danced many nights away with Rover Scout friends from all over the country and the world.

OTHER ACTIVITIES

FAR(N)Q OFF: The Kamerunga Rover Crew decided to run a special edition of their annual FarNQ event to boot a long term Member of the crew, Mitchell Digweed. Rover Scouts from all ends of Australia gathered on October 15, 2016, to enjoy a very special time together at Barrabadeen campsite in the Atherton Tablelands. The event also gave us the opportunity to catch up with the Rover Scouts in northern Queensland.

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.

CHRISTMAS MOOT: The Central Queensland Rover Scouts delighted us with another fantastic moot, run by the Dolphin Rover Crew in Gladstone. The theme of the moot was 'Party like a Roman God', and it was held at Awoonga Dam on December 2-4, 2016. Campsite and beach activities during the day were complemented with some fellowship and the CQ Rover Scouts Awards ceremony in the evening. It was great to see so many Rover Scouts from all parts of the State travelling to support our regional events.

HARRY POTTER MOOT: Queensland took our first contingent in a long time across the border to NSW's Harry Potter Moot December 9-11, 2016. The event was run by the Coogee Rover Crew from South Metropolitan Region in New South Wales. The Contingent worked well together and had no internal or external issues. All Members from Queensland were extremely well behaved and represented Queensland well.

QBRC DECEMBER: For our December Queensland Branch Rover Council (QBRC) meeting, the Queensland Branch Rover Executive held a fun day of barefoot bowls and nibbles to celebrate Christmas. This event was a fantastic success despite the massive downpour of rain. There were many Rover Scouts in attendance, as well as Chief Commissioner Daryl Scott. We had a great day out on the green, and to top this off, two of our Rover Scouts, Craig Schurmann and Cuan Fotheringham, shaved their heads for 'Shave for a Cure'. Collectively, the boys raised more than **\$1,500** for charity, and provided some good laughs for those watching.

QARM: The Queensland Aquatic Rover Moot returned on February 3-5, 2017. The event, held at Murrenbong, boasted the first appearance for the Pallet for 2017, as well as a bunch of activities including paintball, a water war in the lake and a trip to Redcliffe and IKEA.

CQ SERVICE MOOT: A total **18** volunteer Rover Scouts came to the island to participate in a Service Moot in Mackay early this year. They knocked over a heap of weeding throughout the site including hand removal of Mossman Burr, Snakeweed, Guinea Grass, Giant sticky weed and Mother-of-millions.

Another team worked to undertake track work on the circuit track clearing vegetation and fallen trees/branches, reinstating old drains, clearing the inverts and doing some work around the junction. The Rover Scouts also did a thorough clean-up of rubbish around the campground/day use area and beach.

RAVE: R.A.V.E kicked off in its second year on April 22-23, 2017, with **24** Venturer Scouts and five Leaders from Logan and Fort Lytton districts making their way out to Karingal Campsite for a weekend of Survivor themed activities and competitions. Saturday was a full day of activities, spread across six bases – these ranged from intricate puzzles, pioneering, problem solving and teamwork. The final challenge on Sunday was a competition of Venturer versus Venturer in the lead up to the last man standing being named our "Sole Survivor". Overall, the weekend was a raving success.

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. It was great to see Rover Scouts proudly in uniform to honour this occasion.

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 secured last year. The new cameras have been put to use filming our regular shows 'Roverline' (news and update show) and 'Roveractive' (event recaps and info), as well as a number of other smaller shows including 'Roverminute', where concepts such as the award scheme and NRC are explained, a small Christmas special and a special episode recapping The Moot. We also hosted a very special show called 'The Roverette'. Similar to The Bachelorette, the aim of the show was to broadcast aspects of Rovering in an amusing and fun way. 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 six months are jam-packed for Queensland Rovers. Many of our Rover Scouts will form part of the largest Australian contingent to the World Scout Moot in Iceland in July/August. The Moot promises to be a once in a lifetime experience, where Rover Scouts will participate in adventurous activities, network with Rover Scouts from around the world and experience new cultures and scenes on pre and post tours.

Rover Scouts are involved in a range of different capacities in assisting with AV2018, from the executive, to sites and services and activities. As the event

approaches, we foresee more and more Rover Scouts applying for and finding ways to assist with the Venture, and we look forward to being a critical workforce for this event.

Committees have been established for Banana Bash, Urban Challenge and St George's Ball for this year, and planning for these events is underway. There are also different iterations of Roventures throughout the Regions in various stages of planning, with Gold Coast, Brisbane South and Brisbane North Regions all hoping to host events for Venturer Scouts and Rover Scouts before the end of the year.

We have also received requests for service from internal and external parties, including the opportunity to be involved in Hummingbird House' Scout-A-Thon and the Oxfam Trailwalker. We are willingly accepting these opportunities and are excited to uphold our motto of 'Service' through these channels.

Mr Blake Bath
Rover Council Chairman

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



Youth Program Support

ADVENTUROUS ACTIVITIES PROGRAM

Climbing Wall

The climbing wall has undergone much needed maintenance over the last six months, which mean minimal activity have been run. The cables have all been replaced and the hydraulic pistons have all been rebuilt. The wall is now in good working order and is ready for its trip up the coast out of the South East corner. A new group of Leaders have been skilled in the operation of the mobile climbing wall to add to the pool of already trained

Leaders, this includes two of the Region Development and Support Officers, Gillian Hall and Anthony Langler.

Abseiling

The abseiling tower at Baden-Powell Park has also undergone maintenance and caused several cancellations including the level 2 training course and multiple activities. The tower was reopened under special arrangement to accommodate SSS and shortly after was reopened ready for Agoonoree. The cancellation of the level 2 course has had an impact on the amount of help we usually receive on activities and with volunteers are

having a harder time committing, less activities have gone ahead. However interest is building again. More activities being booked, new structures within the Branch, more Leaders being appointed to run Adventurous Activities and a new program from YPR is showing a very Adventurous Future.

Mr Tim Grinter
Branch Commissioner (Adventurous Activities Program)

**The Scout Association of Australia,
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ENVIRONMENTAL EDUCATION

We have been working hard this year with our environment programs being booked more and more regularly as the year has progressed.

We have been updating our programs with the focus being to set up programs that will be sent out to Regions to be used by local Scout Groups as needed. To assist in this implementation expressions of interest are about to be sent out to Regions to set up regional program coordinators and a team network for expanding our current program. The team has also been writing up Section based programs that we will

be able to go into resource kits to be run by Groups out in the State. We have also been making an effort to upgrade our equipment.

Some of our goals for the next year are the development of an instructional guide to the running of the World Scout Environment Badge and the implementation of the World Solar Badge. We are looking into how we can best do that so watch this space.

I have to thank my team for all their hard work in the running of the courses and the effort that they have put into setting up and developing their programs. Thanks must go to Carol Kirby and her

efforts in the organisation of the camp programs and tireless effort in helping to maintain the quality of camps. I must also thank the rest of the team as they continue to work hard especially with the increased number of programs being run. They are always willing to put their hands up and I cannot thank them enough for all of their work.

"I look forward to seeing us continue to grow as a team over the next year"

Mr Jarrad McDonald
Branch Commissioner (Environmental Education)

**The Scout Association of Australia,
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HERITAGE

A particular highlight for the Heritage Team this year was providing an activity base for the Cuboree in Maryborough. Seven team members attended the event to run activities which included Lobo wolf's head growling, interactive and static displays, and games.

The Heritage Team has provided activities and displays for a number of other events and Groups over the past year including:

- » **Brisbane North Region Cubyana**
- » **Kiwi Woggle**
- » **Charles S Snow District Pack Holiday**
- » **Visit to the Heritage Centre by Hong Kong Scouts**
- » **Joey Scout Jaunt**
- » **Bayside Sea Scout Group camp**
- » **Agoonoree**
- » **Brisbane Gang Show Rehearsal Camp**

The Heritage Centre Museum is open on Saturday afternoons from February to November and other times upon request.

"Thanks to members of the Valley Sub-branch of the Baden-Powell Guild and the other museum Guides"

Many varied and interesting enquiries are constantly received and answered. Enquiries are often about past Leader service, Group histories, or other aspects of Queensland Scouting history.

Major progress was achieved with approval to use the school building at Baden-Powell Park as a temporary facility for Heritage purposes. The necessary repair work on the building has been completed by some Members of the Branch Team which included cleaning

inside and externally, construction of a ramp and stairs, setting up shelving and relocation of items from Mansfield Guide Hut and Toohey Mountain Scout Den. We are tremendously grateful for the work and support provided to the Heritage program by those Members of the Branch Team.

This temporary Heritage annex will now allow us to restore the Archive and Library damaged in the 2011 flood, as well as sorting, storing and cataloguing the growing collection of memorabilia and other resources. Planning for the long proposed new Heritage Activity Centre will now recommence.

Mr David Teufel
Branch Commissioner (Heritage)

The Scout Association of Australia,
Queensland Branch Inc.

INTERNATIONAL

The International Team has undergone a period of change during the year. In June, Dr Paul Rollason concluded his term as Branch Commissioner (International) after 17 years in the role.

"We thank Paul for the tremendous contribution he has made to International Scouting within the Branch"

I commenced this role in July 2016, however a period of handover commenced in late May with my participation along with Paul to the International Team conference in Canberra. Our conference discussed various matters regarding upcoming overseas contingents, briefings from National program coordinators and discussion on international travel policies.

The conference also provided an opportunity to be hosted by the Ambassador of Timor-Leste and the Indian High Commissioner as part of cultural and Scouting exchange for Scouts Australia and our International Commissioners.

Scouts Australia National Team also undertook a period of change, with Neville Tomkins concluding his term as International Commissioner of Australia and the appointment of Andrew Cooper in July. This has since changed when Andrew accepted an overseas posting with his employer. In

March, Aaron Wardle commenced as the International Commissioner. Aaron and I have commenced a good working relationship and I look forward for this to continue.

Our SISEP (Student International Scout Exchange Program) program continued with Queensland hosting eight Scouts from Denmark, two from United Kingdom and two from Japan. Host families are spread out throughout the Branch including families from Brisbane, Gold Coast, Ipswich, Toowoomba, Warwick, Bundaberg and Townsville.

For our outbound SISEP program, seven Venturer Scouts on exchange to Japan and Denmark during our summer school holiday period, from Venturer Scout Units in Ipswich, Redlands, Brisbane, Toowoomba and Warwick.

Our International Pen-Pals program continues to work with the new National Pen-Pals Coordinator to ensure links are made for interested Youth Members and Leaders to participate. This work continues and I hope to see an increase in participation numbers over the coming months.

The annual Jamboree On The Air and Jamboree On The Internet (JOTA/JOTI) occurred in October 2016. Queensland had the highest number of bases on the international JOTA/JOTI register, together with high sales of JOTA/JOTI badges, with 5,421 badges sold through the online Scout Shop. Various Groups

participated in radio bases, internet bases and other radio/electronic activities. It is encouraging to see a trend in increased participation by Scouts in Queensland to this unique world Jamboree event.

Early in August 2016, a group of Hong Kong Scouts visited Queensland. This was undertaken by the assistance of our two Chinese Scout Groups, Rover Scouts and International Team. I would like to thank the Rover Scouts and other Youth Members and Leaders who assisted in the cultural exchange during a combined Campfire held at Baden-Powell Park. The Brisbane Chinese Scout Groups and Rover Scouts shared songs and campfire activities with our Hong Kong guests during their camp.

During the period I have participated in Youth Program Team activities, including production of Plan Do Review templates on International activities as part of Youth Program Review.

At the end of January, I represented Scouts Australia at the 5th World Scout Interreligious Symposium in New York. From my previous work with spiritual development in Scouting, I was able to participate in Dialogue for Peace training and the Symposium to discuss, exchange ideas and meet fellow International Commissioners on the topic of Duty to God, spiritual development and its relevance in the 21st century and to our Scouting Movement. I have since provided a separate report outlining my

experiences and calls to action to both the Chief Commissioners of Australia and Queensland.

We look forward to many of our Members participating in future international activities that include contingents to the Norway Jamboree,

World Scout Moot in Iceland, New Zealand Rover Moot, Asia-Pacific Jamboree in Mongolia and German Jamboree for 2017.

"I would like to take this opportunity to thank Members of the Queensland Branch International Team who served during the Scouting year, who include Sandra Hemming, Susan Rogers, Albert Shelley and Scott Edwards"

Mr Ross Tutin
Branch Commissioner (International)

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

International Participation		
	2016/17	2015/16
International Contingent Numbers	62	21
International Letter of Introduction	28	17
International Explorers Award	5	6
SISEP - Outbound Scouts	7	3
SISEP - Inbound Scouts	12	10
JOTA/JOTI (Badge Sales)	5,421	2,500
International Visitors	25	N/A

International Pen-Pals Participation				
	2016/17	2015/16	2014/15	2013/14
Joey Scout Mobs	26	0	8	16
JS Individual	0	0	0	3
Cub Scout Packs	12	2	5	15
CS Individual	6	0	0	6
Scout Troops	3	0	1	6
S Individual	22	2	2	11
Venturer Scout Units	0	0	1	4
VS Individual	5	1	4	10
Rover Scout Crews	0	0	0	0
RS Individual	1	0	0	1
Total	75	5	21	70

PERFORMING ARTS

The Queensland Performing Arts Team (QPAT) has continued to deliver programs to Youth Members in the Joey Scouts, Cub Scout, and Scout Sections.

The Joey Scout and Cub Scout Programs continue to be run in Sections with the team visiting Groups to deliver the program. Over the year **18** programs have been run across the Joey Scout/ Cub Scout Sections.

The Scout Program is run at the Brisbane Gang Show backstage "Barn" at Doomben racecourse and is run over a week, with Scout Troops attending on one night across the week. That approach allows the QPAT team to set up the "Barn" as a theatre. The Scout Program focuses on sound, lighting and video components of performing arts – and is planned to run for one week each term.

Bookings for all programs to date have been solid. All youth Sectional programs have been developed to support the Sectional award schemes.

The team has also conducted a further Campfire program (x2) which focused

on developing Cub Scout Leaders skills in preparing and running successful campfires. This activity was very well supported and there was some great feedback from the Leaders involved.

The team also ran a base at the annual Joey Scout Jaunt at Baden-Powell Park at Samford and supported the Performing Arts day in Darling Downs Region, and attended the Kokoda Junior Challenge.

The team also ran our first "Theatrical Make Up workshop" with attendees from Gang Show and Revues.

Regrettably the Annual Queensland Branch Scout Christmas Carols planned for December 2016 was cancelled due to a severe weather event. Planning for 2017 is well underway.

As part of the Performing Arts portfolio, it was pleasing to see Darling Downs Revue, Redlands Revue, Limestone Revue and Wonargo Revue all take to the stage in 2016, and importantly continue to provide Youth Members the opportunity to participate in Performing Arts.

A hearty congratulation to Darling Downs Revue who this year presented their show in a new theatre, whilst

Limestone took a very different approach and presented their show at Allawah Campsite in a purpose built arena (tent), which was very unique and a first. These changes present real challenges for the teams and young people involved. All shows were well received by the audiences.

The 2016 Brisbane Gang Show was also very successful, with strong cast numbers, so again, more young people participating which is fantastic. Congratulations to Trevor O'Hara and his team on their hard work.

Across the Performing Arts performances there have been 50 Youth Members participating in theatrical activities for the first time.

It is with pleasure that I advise that Jenny Danslow has been appointed to the role of Branch Commissioner (Performing Arts) for the next three years as I move into a new role in Scouting.

"I wish Jenny and the team every success for the future"

Mr Geoff Doo
Branch Commissioner (Performing Arts)

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

Adults in Scouting

The Scouting year has been exciting and productive for the Adults in Scouting portfolio. The area still of a major concern is the completion by all Adult Members of the mandatory BCORE CHILD SAFE SCOUTING and BCORE WHS AND SCOUTING within the obligatory time frame. This continues to see Adult Members being suspended and membership of the Association removed due to noncompliance.

I am also pleased to report that a significant project has been undertaken to update the Branch Scout Membership System (SMS) so the training record against a Member uses the same terminology as the National Training Curriculum. The project entailed reviewing and manually updating 3,500 Member records with the required changes.

"Some special thanks must be extended to the data entry team of Kate Rimon, Melita Goff, and John Parr for the long volunteer hours given to complete the data cleansing as well as Gillian Hall, Peter McLeod, Taylor Gregory, and Rob Thurlby who assisted when time permitted"

Positive feedback has been received from the users of SMS on the new layout and how easy it is to understand. The scoping of the next stage has also commenced which will provide increased functionality and some redesign of the screen layouts.

During late October and November several training team members took annual leave from their paid employment and travelled to Rockhampton, Biloela, and Emerald to deliver Basic and Advanced Training over

a three-week period. Extra courses such as PLA and Committee Courses were also slotted in when required. The team also took the opportunity assist several Groups to complete their financial returns by completing Group financial audits. The model worked extremely well so a similar trip has been planned for 2017-2018.

Branch Commissioner (Adult Training and Development) Mr Bryan Brown reports that Introduction to Scouting has been reviewed and a new checklist released to assist in the delivery of this initial training. It is important as it provides all new Adult Members with a basic overview of what Scouting is about prior to them making a decision on whether they will take on a leadership role. It also includes Queensland specific information on insurance, child protection, Queensland Branch Scouting Instructions (QBSI), training and time commitments.

In the period under review 374 Certificates of Adult Leadership have been issued, across all Youth Sections and Leaders of Adults. This means these Leaders have completed Basic Training and can now run their specific Section nights or Scout Group.

To encourage more Leaders to get involved with Adventurous Activities several new e-learning modules have been released to support the common core elements and support the Basic Outdoor Skills course (previously called Bushwalking). The course has become far more practical with all theory being completed prior to attending. On completion of the Basic Outdoor Skills

course participants are recognised as completing the common core skills which are required for adventurous activity progression in areas such as canoeing, kayaking, abseiling etc.

Bryan also reports that 95 Leaders were awarded the Wood Badge indicating they have completed their Advanced Training. At the time of writing this report a further 70 Leaders are due to have their final Wood Badge assessment undertaken which will bring the number of Leaders holding a Wood Badge in Queensland to 954.

Scouts Australia have also advised that the offline e-learning accessibility will be phased out. This is due to changes in technology and low numbers of Leaders using the offline version. This will cause issues in some Queensland areas where internet access is poor or non-existent. We will continue to work with Scouts Australia to look at how we can support our Leaders in these locations so training can be completed in a timely manner. The e-learning platform is under constant review with new sections being added for Youth Members and Adventurous Activities.

The Training Team conference, again, provided for a personal development day, with the topic this year being emotional intelligence in team work. Team members have been challenged to improve and diversify their skills by assisting on courses outside of their area of expertise.

Below are the Adult Training and Development statistics:

Scouts Training Achievement	2012/13	2013/14	2014/15	2015/16	2016/17
Completion of Basic Training (COAL)	92	254	280	227	374
Completion of Advanced Training	45	617	133	158	149
<i>Total participants</i>	<i>137</i>	<i>871</i>	<i>413</i>	<i>385</i>	<i>523</i>
Wood Badges Awarded	46	46	131	275	95
No of Adult Leaders as at March 31		2,062	2,126	1,943	1,949
% of Leaders holding a Wood Badge		33%	48%	48%	45%

Branch Commissioner (Vocational Education and Training) Darryl Clare reports that during the period under review several Members applied for Recognition of Prior Learning (RPL) and were awarded by Scouts Australia

Institute of Training (SAIT) recognised Vocational Education Training Certificates. Three Leaders received Certificate III in Business and a further six Leaders received Certificate IV in Leadership and Management.

It is pleasing to see the number of certificates issued in Outdoor Recreation qualifications has increased on prior years.

The table on the right identifies the Vocational Education Training statistics:

The Adults in Scouting portfolio has been reviewed and Ethical Standards has been added to the portfolio. Bruce Scott was appointed to the role of Branch Commissioner (Ethical Standards) in January 2017. Bruce reports that in the first three months since being appointed a significant part of his Scouting time has been

devoted to dealing with the numerous complaints received at the Queensland Branch Support Office. Branch policy is that wherever possible complaints should be dealt with at the local level and on that basis most complaints are able to be referred to Regions and Districts for resolution. In the next 12 months Bruce is looking forward to being able to take a proactive approach to the role and reduce the number of complaints received and to simplify the complaint resolution process.

Also as part of the review of the AIS portfolio the Adventurous Activities area transferred to Major Activities on April 1. The transition has been extremely collaborative. There has been good communication and processes have been established to ensure an increased focus on Adventurous Activities can be maintained to deliver more AA training courses and more importantly more young people can participate in Adventurous Activities.

During the period under review Russell Davie finished his term as Branch Commissioner (Adventurous Activities) and I would like to thank Russell for his dedication to the role. In November Peter Gould took up the appointment of Branch Commissioner (Adventurous Activities) and he reports on the following activities since taking up the role.

RTO Qualifications issued by SAIT	2012/13	2013/14	2014/15	2015/16	2016/17
Certificate II in Business	16	10	20	10	10
Certificate III in Business	133	69	141	21	3
Certificate IV in Leadership & Management	68	184	150	86	6
Diploma of Leadership & Management	10		50	3	0
Certificate II Outdoor Recreation		3	9	4	21
Certificate III Outdoor Recreation		20	2	4	12
Certificate IV Outdoor Recreation		1	1	1	3
	227	287	373	129	55

A new mobile rock climbing wall operator's course was developed and rolled out in February 2017 which trained **14** new operators. With the increase in operators the climbing wall should be in use far more frequently. A caving skills recognition workshop was conducted in Rockhampton in March and it is hoped caving courses and programs will now start to be offered.

Peter also reports with the introduction of the Basic Outdoor Skills a Train the Trainer workshop was conducted in March with **20** trainers and instructors attending. As part of the weekend a bushwalking controlled environments skills recognition workshop was also conducted. It is pleasing to report that because of this workshop a further **10** Bushwalking Guides can be appointed.

Peter reports that a development program for sailing has been put in place for the Brownsea Water Activities Centre Team. This will allow further expansion of the activity program offered at this venue.

In the area of Membership Support, Branch Commissioner Peter Mc Leod reports the 2016/2017 Scouting year has been a busy year. Peter reports on his attendance on the Central and Western Queensland Training road trip and how much he enjoyed delivering training to Leaders from the remoter areas of

Queensland.

In addition, more Personal Leader Adviser (PLA) courses were delivered at various locations within Queensland including Brisbane, Samford, Mackay and Townsville, and the first PLA newsletter was released to provide support to PLAs who may not have been able to attend workshops etc.

During the year Peter has also supported the Darling Downs Region in the position of acting Region Commissioner.

Overall the Adults in Scouting portfolio has had a successful 12 months and is looking at a number of new projects for the coming year which will assist Members in their future education and careers. The Adults in Scouting portfolio will also continue to deliver the National Wood Badge Training Program and VET qualification while maintaining the high standard that has become expected.

The below table identifies how many e-learning modules have been completed by our Members in the last 12 months.

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

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

e-learning modules	Modules completed 2015-2016	Modules completed 2016-2017
Basic Common Core	5,541	4,068
Advanced Common Core	1,000	997
Section specific	2,088	2,232
Electives	2,960	2,866
Adventurous Activities	926	2,483
Total completed	12,515	12,646

Major Activities

A number of changes have occurred since Pieter Van Der Kamp retired as Deputy Chief Commissioner (Major Activities) and the new Chief Commissioner has made some changes to the structure of the uniformed component of Queensland Branch.

The efforts and performance of former Deputy Chief Commissioner (Major Activities) Pieter Van Der Kamp during his term in this role need to be recognised. Pieter has successfully provided guidance and coaching to all the different Contingent Leaders, Camp Chiefs and organisers of the different activities under his stewardship since his appointment in 2009. During his time in this role, he was also appointed to the role of the Chief Director of the very successful AJ2013.

The new uniformed Branch structure saw the transfer of the Branch Youth Council, under the guidance of Branch Commissioner (Youth Involvement) Shaun Sandilands and chairmanship of Emma Neeland, to the stewardship of the Youth Program team. The realignment of the Branch Youth Council in the Youth Program Team makes a lot of sense and is strongly supported by the Major Activities Team.

The portfolio, as well as having the National and Branch Contingents and Activities, SSS, Cuboree, Agoonoree, St George's Ball, Banana Bash and Brisbane Gang Show, has had or is in the process of having the Adventurous Activities, Air Activities, Risk and Safety, Branch Campsites and Branch Equipment Store added to the team.

QV2016

The 6th Queensland Venture was held at Seeonee Park, Rockhampton in July 2016 under the leadership of Branch Commissioner (Venturer Scouts) Chris Dunne. **52** Venturer Scouts and **25** Rover Scouts and Leaders attended the event and participated in four different expeditions before undertaking activities as a whole group. The expeditions were; Tagalong Fraser (an expedition exploring the natural beauty of Fraser Island), Great Keppel Adventure (a relaxing expedition on Great Keppel Island), Rock Rock City Backpackers (touring around Rockhampton on a backpacker's budget), and Between a Rock and a Hard Place (caving through

the local caves of Rockhampton). The whole group activities included an 'Amazing Race' style challenge and day trips to local attractions. The participants explored many of the amazing wonders of Central Queensland.

This event would not have been possible without the assistance received from the Rover Scout Section. Rover Scouts planned and ran each of the expeditions and also assisted during the event with catering and night entertainment. The next Queensland Venture is due to be held in 2019 and options are currently being explored regarding the structure of this event to increase numbers and make the event more appealing to a larger number of the Venturer Scout population.

SSS

SSS was run in perfect Queensland weather at Baden-Powell Park in July under the leadership of former Branch Commissioner (Scouts) Steve Marshall. There were **97** Patrols, **145** Leaders, Venturer Scouts and Rover Scouts in attendance. These numbers were down on previous years and this has been attributed to the changeover to the online application system and the camp coinciding with the Saturday of the Federal election. The theme for the camp was Vikings. The competition dinner was based on "A Secret Family Recipe". Activities for the weekend included archery, laser skirmish, pioneering, campfire cooking, staff challenges, mud lark, rock climbing, canoeing, rafting and an Introduction to Venturers. All Scouts visited Gang Show on the Sunday of the camp. Night time activities included a rave facilitated by the AV2018 team, Market Night and four wide games contrived and run by the Scouts participating in the camp. The final day of camp saw the camp finish off with the World's Toughest Scout competition and a visit by Queensland's Chief Scout. Branch Commissioner (Scouts) Chris Foreman and his organising team have preparations in hand for the next SSS.

ST GEORGE'S BALL

St George's Ball is the Queensland Rovers' annual formal event which aims to celebrate the achievements of our Rover Scouts for the year and acknowledge particularly special Rover Scouts in the Queensland cohort. The ball was held on August 6, at the

Rydges Hotel in South Bank, Brisbane. The theme of the ball was 'The Great Gatsby' and this was expressed through attendees' dress and decorations in 1920s theme. A two-course dinner was served, and the night included awards presentation, a recap of the year, a presentation by Victorian Rover Scouts promoting The Moot 2017, and plenty of dancing and fellowship. Drinks were available for purchase at the venue, and an after-party was held at a venue in the Brisbane CBD. Following the success of this event, preparations for the 2017 St Georges Ball to be held on August 19, 2017, at Pullman Hotel, St George Square, Brisbane, are well under way.

AGOONOREE

The 35th Agoonoree was held at Baden-Powell Park on September 17-23, 2016, under the leadership of newly appointed Camp Chief and Branch Commissioner (Youth Involvement) Shaun Sandilands. The theme for the camp was Magical Mystery Tour. The camp is different from most in that it is organised and staffed conjointly by Members of the Scout Association and Girl Guides Queensland and is a camp where up to **72** young people with a disability, and known throughout the camp as Guests, are given the opportunity to experience firsthand a week of living as a Scout or Guide and the inherent challenges and life skills this presents to each individual.

The 2016 Agoonoree attracted **69** Guests, and almost **450** participants of Scouts, Guides, Venturer Scouts, Rangers Guides, Rover Scouts, Leaders, Adult Members and Supporters. The Scouts, Guides and their Guests participated in a variety of activities each day which included abseiling, rock climbing, water sports, camp craft and ended with the popular Carnival Day where there are jumping castles, petting zoos, fairy floss, snow cones and all the other activities associated with a carnival. Night activities included an opening and closing ceremony, Rover games night, disco night, movie night and a wide game. The 2016 camp attracted a larger number of Scouts than usual and planning is well under way for the 2017 event that is making allowance for a seventh Troop should the number of Scout aged applicants dictate the necessity to do this. This would also allow for an additional **12** Guests to

participate in the 36th Agoonoree. The theme for the 36th camp is Disney Agoonoree.

2016 CUBOREE

The 4th Queensland Cuboree was held for the 2nd time at Maryborough under the leadership of Branch Commissioner (Cub Scouts) and Chief Director Tim Gibbings on September 20-23, 2016. The theme for the 4th Cuboree "Rumble in the Jungle" was a focus on BP and the Jungle Book as well as celebrating 100 Years of Cub Scouting. The Cuboree was attended by a total of **947** participants made up of **670** Cub Scouts, **29** Scouts, Venturer Scouts and one Guide, three Rover Scouts, **241** Leaders and Adult Supporters and four Paramedics. Included in these numbers is a Victorian Contingent of **32**, made up of 15 Cub Scouts, two Venturer Scouts, nine Leaders and Adult Supporters and, for a few days, five visiting Senior Leaders from Victoria Branch.

The camp was divided into six Villages (sub-camps), made up of four Villages for the Cub Scouts and supporting Leaders, one Village for the supporting Scouts and Venturer Scouts and one Village for the supporting Leaders and Adult Supporters. There were four major activity bases organised that each of the four Cub Scout Villages rotated through with each Village spending a day at each.

The Activity bases were:

- » **C-Cub Scout Magic. This base was planned and lead by Leaders from Western and Central Queensland Region (specifically Moranbah) and themed around the 'magic' of being a Cub Scout.**
- » **U-Urban Jungle. This Base was planned and lead by two local Wide Bay Burnett Region Leaders and consisted of a half day whale watching trip from Hervey Bay followed by activities at the Hervey Bay Historical Village (included rope making).**
- » **B-BP Mafeking. This base was planned, lead and run by the Scouts and Venturer Scouts and consisted of outdoor activities with a Scout Section flavour and themed around BP's time in the Army.**
- » **S-Seeonee Hills. This base was planned and lead by Leaders from Far North Region and was themed around the History of Cub Scouts and Scouting and was supported by the Queensland Branch Heritage Team.**

As part of the evening entertainment element of the Cuboree, Members of the Brisbane Gang Show attended and

supported the opening Ceremony.

The 2016 Cuboree was the driest Cuboree to date, with the weather being very kind and contributing to a very successful Cuboree that has received much positive feedback.

BANANA BASH

Reported on in the Rover Scout Section report.

THE MOOT

Reported on in the Rover Scout Section report.

A large number of our Rover Scouts are attending the World Moot being held in Iceland in July 2017.

AV2018

Final preparations are well under way for the 17th Australian Venture to be held at the YMCA's Camps Warrawee and Bundalong at Joyner, Queensland, on January 2-13, 2018, under the leadership of Chief Director Phil McNicol. Current numbers are lower than expected but compare favourably with the figures leading up to AV2015 in Tasmania at the same time in 2015. Detailed plans for the different expeditions being undertaken by the Venturer Scouts in the first five days of AV2018 are being finalised as are the different offsite and onsite activities being offered for when all full-time participants return to Camps Warrawee and Bundalong. Planning for the night time entertainment is well advanced.

The layout of the site is nearly complete and quotations from the different suppliers are being analyzed for acceptance of the best offers. A number of proposed contracts with different suppliers are currently before the Branch Finance Committee and Branch Executive Committee for their recommendation and approval. Chief Commissioner Daryl Scott will be the Camp Chief. There will be a number of opportunities for all Adult and Young Adult Members of Queensland Branch to be participants or assist in different components of AV2018.

AJ2019 – QUEENSLAND CONTINGENT

The 25th Australian Scout Jamboree will be based at The Bend Motorsport Park in the lower Murraylands of South Australia on January 4-13, 2019. The home site is 7km south of Tailem Bend at the corner

of the Mallee and Dukes Highways and just over an hour's drive from Adelaide. The Queensland Contingent team for AJ2019 has been established under the leadership of Queensland Contingent Leader Lachlan Whitta and planning is well under way to deliver a wonderful Jamboree experience for all contingent Members. Jamborees are a lot of fun for Scouts, but also represent an immersion experience, building self-confidence and developing independence, responsibility, and self-reliance. One of the key goals of the Queensland Contingent Committee is to maximise the opportunity for all Scouts to attend AJ2019. The answer to achieving this objective is early planning on the part of the committee and for Groups across Queensland to fundraise and prepare Scouts for the Jamboree experience.

A Facebook page has been established as a communication tool with the wider Queensland Scouting community and information on the Jamboree is publicly available on a dedicated page hosted by the Queensland Branch website. Included on the webpage are resource packs to assist Leaders starting the Jamboree conversation with youth and parents, and to help Group committees support Youth Members and Leaders.

A State-wide youth competition to identify the Queensland Contingent mascot is also under way representing the start of several youth engagement activities to be conducted by the Contingent team in the lead up to the Jamboree. *Jamborees are one of the most exciting things that you can be involved in as a Scout or a Leader and we look forward to welcoming Members from across Queensland to the contingent as we journey toward AJ2019 together.*

BRANCH CAMPSITES AND BRANCH EQUIPMENT STORE

Following his retirement as Deputy Chief Commissioner (Major Activities) Pieter Van Der Kamp accepted the Chief Commissioner's invitation to become Branch Commissioner (Campsites). Since his appointment Pieter has been visiting the different Branch campsites to develop an understanding of each campsite's modus operandi. Once this understanding is developed, it is intended that campsite operating, caretaker, warden, and maintenance manuals will be developed for the future operation of each of the campsites and

he will also be working closely with the Branch Campsite Manager and each campsite committee to prepare development plans for each of the sites. A number of documents covering these topics have been collected from the Association's different campsites around Queensland as well as similar documents from private and Council operated facilities. Current and future management of each Branch campsite is also being looked at as part of the overall exercise.

The Branch Equipment Store at Baden-Powell Park also falls into the portfolio of the Branch Commissioner (Campsites) and Pieter is assisted in the management of the store by Branch Adviser Alan Fleming and a small group of volunteers. The Branch Adviser and the volunteers have been progressively undertaking a stocktake of the store, removing items that are either damaged for repair, or if damaged beyond repair or no longer needed, for disposal. A number of items have been identified for disposal by sale and are being stored ready for this purpose. The exciting news is that

following an extensive investigation by the Branch Commissioner (Campsites) into an appropriate tent for use for future Jamborees, Cuborees and Agoonorees, the Branch Finance Committee and Branch Executive Committee approved the recommendation to purchase **300** heavy duty cotton bell shaped tents as recommended by the investigation. A sample of this tent has been supplied by the manufacturer and is currently being displayed at different Scouting activities.

ADVENTUROUS ACTIVITIES

The Adventurous Activities and Adventurous Activities Program teams migrated from the Adults in Scouting and Youth Program Teams respectively and united to form a single Adventurous Team in the Major Activities portfolio on April 1, 2017. Together with the Deputy Chief Commissioner (Adults in Scouting) Jean Clifford, Branch Commissioner (Adventurous Activities) Peter Gould, Branch Commissioner (Adventurous Activities Program) Tim Grinter, and Branch Adviser (Adventurous Activities Training) Phil Harrison I have spent a large number of hours developing

strategies, training pathways, team structures and simplifying documents relating to Adventurous Activities.

A new team structure has been approved and drafting of role descriptions and the calling of expressions of interest for the new roles are under way. Ways are now being investigated to transfer the delivery of Adventurous Activities and training of Leaders in these skills into the Groups, Districts and Regions. It has been recognised that a strong partnership between the Adventurous Activities team and the Adults in Scouting team will need to be maintained to obtain the best results in the training of our Members in Adventurous Activities, maintenance of the skills attained and the delivery of challenging and exciting Adventurous Activities programs to our Youth Members.

*Mr Robert Campbell
Deputy Chief Commissioner (Major Activities)*

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

Special Duties

Living in Bundaberg I have continued, on occasion, to be involved in the Scouting life of the District. I have been invited to attend various events, including Scouts Owns, Founder's Day celebrations, the ANZAC Day civic parade, the District Camp and JOTA/JOTI. These have been memorable events and I have enjoyed the opportunity to be of some service to Scouting in the community.

Through the year I have maintained contact with the Honorary and Project Commissioners and shared with them the things happening within the Branch, particularly updates on the Youth Program Review when able. I have endeavoured to build a relationship with them in order to assist them to feel they belong and are an important part of the Branch Team.

During the period under review I have welcomed a number of Region Chaplains to the team enabling them to support the Leaders and Youth Members of their Region in the integration of the spiritual aspects of the Promise and Law of their Scouting and lives. Scout Chaplains aim to provide support to all Leaders in developing their own spiritual awareness and incorporating the spiritual into all aspects of Scouting. They liaise with Members of Region teams on arrangements for religious observances at Region gatherings and training courses and to assist when required. From these humble beginnings it is hoped that in conjunction with the Branch Chaplain a support network will be developed.

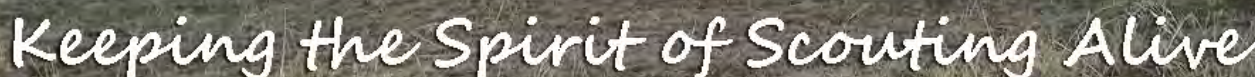
To assist this development of a support network, I am working alongside Branch Adviser (Chaplaincy Support) Judy Seymour in developing a manual aimed

at equipping them for their role and giving them further support. I have recently received copies of the report of the last World Interreligious Conference, together with a number of attached resources from the conference. I have shared these with the Region Chaplains looking for their thoughts and how, if appropriate, we might be able to integrate these resources into their role.

Together with the Region Chaplains I have also been able to support the Chief and Region Commissioners with a number of pastoral issues through the last year.

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

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



Keeping the Spirit of Scouting Alive



Region Development and Support

Region Development and Support (Western Queensland)

I have been continuing to identify Groups that need assistance with a view to growing their youth membership but also looking at their need for adults, in particular Leaders. I also look at towns as I travel through and try to assess the viability of forming a Scout Group.

NEW SCOUT GROUPS

I look at the demographics of the town, population, schools and history of Scouting in the area. I have found that talking to residents, businesses, councils and schools I get a feel for the town. If there appears to be some interest I will generally start advertising using social media, newspapers, posters and school newsletters. The response from Facebook can be measured to some extent and I have found by collecting the names of likes and comments I can gauge interest. I will then plan a community information night, sometimes this requires several meetings and each time a few more people may come on board. Once the targeted number of roles has been filled then we can look at opening the Group and the Sections and getting training started. This includes committee as well as Leaders.

Biloela Scout Group were teamed up with Calliope and to some extent Dolphin, Kareeba and Gracemere (all a minimum of an hour's drive). A strong team was formed with a very driven Group Leader (right person in the right role). It was not long before they were liaising with the Region team and after nearly two years from the first suggestion this was an opportunity to be explored. The Group currently has eight Leaders, a Group Leader and have blotted their copybook by not currently having a Secretary but this is soon to be rectified. They currently have 14 Cub Scouts, five Joey Scouts and nine Scouts. Their programs are very full and we have had discussions about burnout but it is hard to dampen enthusiasm.

I continued work with Middlemount Scout Group but the Group is experiencing numerous issues.

St George Scout Group was put into recess in August, I held two information sessions and advertised for several months with zero success. Region Commissioner John Finn has asked me to continue calling into St George so I will try again later in the year incorporating it as part of a trip to Charleville or Roma.

I was happy to hear that a family that was involved with Roma Scout Group as Adult Helpers since it was re-opened, were moving to Barcaldine. Once they arrived in town in January I started doing some advertising and talking to the Group Leader about revamping the Group. Once again advertising was put in place and a community meeting was held in March. Things are moving slowly but in a much more positive direction than 12 months ago. There is a team of people already assisting the Leaders with fundraising and promotion. They plan to attend training in Emerald in August and will probably commence Section nights in term 3.

Tara Scout Group has been another major focus with a steady growing interest. I was including visits to Tara on trips between Chinchilla and Goondiwindi. I was liaising with former Darling Downs Region Commissioner Michael Brown and have held a couple of community meetings. There is interest from a Group Leader and two other Leaders as well as a committee member. I do not consider this enough yet to re-establish the Group. Tara used to sit in Western Region and when the Regions were amalgamated Tara was already closed and so was not bought into Darling Downs Region with Chinchilla, Goondiwindi and Dalby. In February discussions began with the Deputy Chief Commissioner (Development) to confer

with the Region Commissioners in this regard. I will continue working with Tara in the meantime.

I was able to facilitate Basic Leader of Adults training in Chinchilla (for Chinchilla and Roma) as well as in Cloncurry (for Cloncurry and Mt Isa Group Leaders). For both of these courses I happened to have new Region Development and Support Officer Tony Langer with me and it was good to have the support.

I find I get enquiries from other Groups outside my area asking for information on recruiting and I usually ask them to contact their Region or District teams and the marketing team for assistance but will still provide them with ideas and send samples of advertising documents, Group information documents, power point presentations they can adapt.

Talks at schools are still really exciting.

Most schools are more than willing to allow extra time or special times for a talk and to run an activity. The majority of schools will publish advertising and some will email out information about an event to parents. I usually leave the school talks until just before an open / sign on day.

"I still find this a challenging and rewarding role. Watching a Group expand and Leaders really enjoying themselves as they see the influence they have on Youth Members is really exciting and motivates me to continue"

Ms Gillian Hall
Region Development and Support Officer

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

Region Development and Support (South East Queensland)

I started this role in June 2016 and my first task was joining Gillian Hall on a western Queensland trip covering Mount Isa, Cloncurry and Julia Creek. This was an intense initiation into the role working with many different people across all various levels of Scouting. I helped with a Leader of Adult Basic Training course, committee member training, Venturer Scout badge work discussions and supporting fundraising efforts for the Cloncurry Scout Group.

Returning from this trip, I began work with Beaudesert Scout Group as an initial starting point. I also then joined Gillian Hall on a western road trip which took in Goondiwindi, St George, Chinchilla, Roma, Charleville, Winton, Longreach, Barcaldine, Emerald, Gladstone, and Biloela amongst others. This was an excellent learning curve working alongside Gillian with Leaders, committees and youth right across a huge expansive of Queensland.

All this initial training placed me in a great position to begin serious work with South East Queensland Groups. Over the past nine months I have supported the growth of Wynnum, Hemmant, Capalaba, Sunnybank, Robertson, Upper Mount Gravatt, Nerang, Beaudesert, West Centenary, Underwood, Woodridge, and Priestdale as well as

working on opening two new Scout Groups, Acacia and Ormeau.

The overall response to this role being dedicated to supporting our existing Groups has been tremendous. The excitement and energy that our volunteers gain from having a person that is dedicated to supporting them through their challenges is amazing and makes a huge difference. The amount of times that I have walked into a Group committee or Group council and all is doom and gloom because they simply do not know where to start and how is staggering. To be able to talk them through the steps, show them where to start and how easy it can be gives them hope. Many times committees and Group Leaders know where they want to be, but are lost on the journey to get there. Having a Region Development and Support Officer come in and guide the way fills them with excitement and energy.

As well as supporting existing Groups and developing new Groups, I have had the opportunity to support the marketing team at a number of events across the South East. School visits by 96.5FM radio station at primary schools have been very popular. We have manned displays at each event, targeting children and families, and

promoting Scouting in general using this platform. We have had the opportunity of free air time with live interviews as well as Facebook Live videos through the radio station's social media connections. We have also been able to get Rex, our Scout Mascot to these events, further raising Scouts Queensland's profile directly with our core demographic.

I also supported the Gold Coast Region at the Gold Coast Kids Expo by running the climbing wall with a number of other operators. I was able to have my operators qualifications signed off during this event by helping to set up, performing checks and packing away. With this qualification, we have more options to get the climbing wall to events as a promotional tool.

"I look forward to the next 12 months with excitement and enthusiasm and continuing to support the vision of "22 in 22"

There are many fantastic people across Scouting in Queensland and with the right support and development, "22 in 22" will be easy to achieve.

Mr Anthony Langler
Region Development and Support Officer

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

Region Development and Support (NMBR, WBBR, Suncoast)

FORMATIONS

Wide bay Burnett Region

Many face to face meetings with Leaders and parents and on-going advice to Region and District staff.

Childers Scout Group was very close to being placed in recess due to a lack of interest from parents stepping up to take on leadership roles. It is planned to have a presence at the up and coming Childers Festival in a hope to re-engage community spirit for Scouting.

Hervey Bay Sea Scouts - unfortunately the long standing Group Leader was diagnosed with a serious illness and had to stand down, this left the Group without direction at a time when several new Leaders had been recruited.

After discussion with the District Commissioner (Fraser) the Group is now

being managed by Assistant District Commissioner for Fraser District.

Pialba Scout Group - I facilitated a parent meeting in February 2017, this was done at the request of the Group Leader and supported by the Region Commissioner. Following a lead I was able engage the former Group Leader of McDowell Bunya Scout Group, after being discharged from the Defence force he relocated with his family to Hervey Bay. He had previous training as a Venturer Scout Leader and has now taken on the role at Pialba.

Scouts in School Programs and Special Needs

1st Carinity Scout Group - Carinity Education Southside is an independent all girls secondary school for students studying from Grade 7 to Grade 12 in the Brisbane suburb of Sunnybank. The school curriculum is designed

specifically to help young women deal with situations that would hold them back in other educational environments.

The Scout Group was launched in September 2016 and although there have been many hurdles to overcome however I am happy to report that the conditions of the Memorandum of Understanding between Scouts Queensland and the school have been addressed and Scouts Queensland will continue to give them the support required to prove this project successful.

Toogoolawa Scout Group - Toogoolawa is an independent school for teenage boys at risk. First contact with the school was established in June 2016 and the Group launched in September 2016. Six youth memberships have been processed to date and a Venturer Scout Section was opened to capture over age Members.

Nursery Road Scout Group - Nursery Road State Special School is an exciting place to be where great learning and teaching happens. The school, through highly modified and alternate programs, focuses on individual needs. Programs offered are; a special school program for students aged 6-18 years with ASD, intellectual or multiple impairments. A Scout Group embedded in the school was launched in November 2016 and is now in full swing.

DEVELOPMENT

Wide Bay Burnett Region

Biggenden and Monto - from a small number of enquires to date I will be visiting these communities in order to re-engage the community with respect to Scouting.

Torbanlea - a possible new Group for the Wide Bay Burnett Region. A recent visit to the town of Howard proved fruitful.

Suncoast Region

Tin Can Bay - this project has been slow to move, however there is still a great deal of interest in the local community and it appears worth pursuing.

Glass House Mountains - this project is ongoing and is generating a small number of enquires, however from my discussions with the Acting Region Commissioner the future of this Group (currently in recess) is questionable.

Northern Moreton Bay Region

Kilcoy - from a recent visit and discussions with members of the local community it would appear re-opening a Group is worth pursuing. A possible

venue suitable for the Scouting program has been identified and a tentative and frank conversation has been had with the appropriate authority.

Kennedy Region

Independent School Scout Program - ongoing project in conjunction with the Assistant Region Commissioner (Projects) in Kennedy Region.

"We are working together to investigate the feasibility to engage in after school based Scouting programs. We are currently developing a project brief"

*Mr Karl Lingard
Region Development and Support Officer*

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





General Manager's Report



It is a real privilege to provide the General Manager's submission to the 2017/2018 Annual Report. It has been a very busy year for the Branch Support Office as we have strived to enable and empower our Adult Members and Leaders to successfully deliver the Scout Program across Queensland. This paradigm shift of enabling and empowering our Members was instigated by my predecessor Trevor Ruthenberg who commenced a strategy of building capability and capacity across the Branch Support Office through the hiring of key staff, implementing sound policies and procedures and commencing a transformational program of works to ensure Scouts continues to be relevant, sustainable and viable into the future.

ACKNOWLEDGMENT AND THANKS

I would like to take this opportunity to thank Trevor Ruthenberg for his tenure as General Manager. Appointed to the position in May 2015, Trevor took the organisation on a journey that has seen a number of key initiatives and constructive improvements made to the Branch Support Office. Key to this journey was generating and building capability within the support office through the hiring of key staff. This included a Social Enterprise Manager, a Campsites Manager as well as a Marketing/Fundraising Manager. These staff, in addition to those appointed in FY14-15, provided the foundational structure to ensure the Branch Support Office was effectively supporting the

broader Movement within the State. I wish to commend Trevor for his contribution to the Branch and on behalf of the whole organisation I wish to thank him for his dedication, passion and service and wish him well in his future endeavours. Trevor has agreed to continue his association with Scouts Queensland and is assisting us with some broader strategic initiatives that will benefit the organisation longer term.

MARKETING

Lisa Ketjen was appointed to the Marketing Manager's role in September 2016 and right from the start, her passion, experience and drive was at the forefront of everything she did in this area. She quickly undertook a review of the current marketing material, current partnerships, our website, brand awareness and the use of social media to name a few and saw the opportunity to quickly grow the maturity and effectiveness of this area of the business. Lisa must be praised for what she has been able to achieve since her appointment. On the back of a solid marketing strategy, Lisa and her team have designed and implemented new marketing material (both print and promotional), established new partnerships and commenced a rigorous plan to improve brand value and recognition. This includes everything from branding our Scout vehicles to engaging with the community through school visits, child expos and other community events.

Towards the end of the financial year there were two major achievements as a result of the wonderful work being done in the marketing area. The first was re-establishing the publication of the Scouts Queensland magazine, now called Scout's Life. This communication platform has been created for our Members to share information and promote their achievements within their Groups, Districts, and Regions. It will also become a source of revenue through sponsorship and advertisements by external organisations.

The second success was the founding of the partnership with Robert Irwin

and Australia Zoo Wildlife Warriors. This partnership between both organisations has a number of synergies and shared values that can be leveraged off by both parties and it is very exciting to have Robert Irwin as our ambassador. The opportunities as a result of this partnership is extremely exciting and we look forward to the progression we will make in this area.

CAMPSITES

It was acknowledged by the Executive Committee last reporting period that our campsites were not performing to a level required and suffered from outstanding compliance issues, a lack of revenue sources and the absence of an operational plan for each of our campsites. Scouts Queensland engaged an external consultant who undertook an audit of **20** campsites in the south-east corner to provide the organisation with a direction and recommendations to improve the situation in this area. The Executive Committee accepted the report and enacted the recommendation of hiring a Campsites Manager who would then validate the other recommendations when on board. I was hired into that position in September 2016 and provided a short period of grace to understand the situation, meet staff, and undertake a tour of NSW Branch and South Australia Branch campsites and to formulate a strategy for Scouts Queensland campsites. The strategy was completed in January 2017 with the next steps being the creation of operational plans for the Branch managed campsites however being asked to step up into the Acting General Manager's role has delayed the delivery of these plans.

The last reporting period also saw a number of compliance issues being addressed across our campsites. Our focus was on electrical and fire safety as well as asbestos management and the majority of these outstanding issues have now been addressed. The addressing of compliance issues at our campsites will continue into the new financial year before establishing a more regular compliance and maintenance regime across our sites.

Progress has also been made in establishing commercial arrangements at our campsites. These include an outdoor obstacle course called Obstacle Obsession at Karingal and Laser Skirmish operations at Baden-Powell Park, Karingal and Tyamolum. Scouts Queensland is also in the final arrangements for the operator TreeTop Challenge to establish a presence at Erapah campsite in the near future. I must applaud Ric Mingramm, in the role of Social Enterprise Manager, who established a number of these commercial partnerships during his tenure. It was a shame to see him move on to pursue a role that he is passionate about and we wish him all the best. These commercial arrangements are improving the bottom line and Scouts Queensland will continue to develop similar commercial arrangements in this space.

OPERATIONS AND FINANCE

The Branch Support Office has been and will continue to be focused on reducing our liability and providing a better support service to our Members. One measure is the implementation of a risk register which is being maintained by the ScoutSafe and Insurance Officer. This register allows the Branch to link to the incident reports submitted from across the State and provides information on the incidents against the risks identified to help improve the mitigation strategies.

During the year, the Membership Support Officer participated in the Queensland Governments review of the Blue Card system. Although the review isn't due to hand down their recommendations until mid-2017 the discussion around the proposed streamlining and online portal will make obtaining a Blue Card easier for our Members but also for the Association to link up with a member's card.

We continue to update and improve on the foundation of the Scout Membership System (SMS). The introduction of an advanced reporting module will allow our Members the ability to run reports designed internally and provide a level of detail not available with the existing built in reports. Automation of reminders for Blue Cards is nearing completion and will help improve the level of communication to our Members prior to their Blue Cards expiring.

In the reporting period, we received an unqualified financial audit with advice being provided on improving our systems of controls and the overall health status of our books. During the 16/17 financial year the Branch Support Office put out a tender for the audit and we are excited to have BDO appointed as auditors for 2016/17 and beyond. We have also commenced the roll out of XERO which is a web based accounting package tailored for Groups and which they will benefit from. We currently have **18** Formations using the software and more to be rolled out in the new financial year. It is good to see that our Groups have been proactive with **76%** of Groups submitting their annual financial returns. The detail on the status of our financial position will be covered off in the Treasurer's report.

PROPERTY AND CAPITAL WORKS

This area of the Branch Support Office is a critical capability that provides advice and support to Groups relating to property and capital works. Responsibilities include, but are not limited to, facilitating leases, vehicle and trailer registrations, managing the F14 (property works) process and conducting compliance inspections and providing advice. The team in this reporting period were extremely busy and were able to assist a number of groups across the State. Our previous compliance officer, Rod Lang, conducted **54** venue inspections and provided those Formations with a report to assist them in addressing compliance issues. One area of concern across our aging property portfolio is our management of asbestos. It is great to see that nearly **60%** of our venues are currently compliant with the majority of the **60%** having current asbestos management plans in place. A focus for next financial year is to bring this number close to **100%** compliance as it is an obligation to conduct an asbestos inspection once every five years.

The team has also been able to assist a number of Groups to deliver infrastructure and upgrade projects generally funded through various grants schemes available to our Groups. At any one time, the team will be managing a number of projects with a combined value in the range of **\$250,000 - \$500,000**.

It has been noted the process to go from

intent to execution can be lengthy and the Branch will be looking at improving the process in this area in 2017.

Towards the end of the reporting period, this area was impacted by the departure of all three members of the team to pursue other roles. This has caused some inconvenience for not only the Branch Support Office but those Groups that have projects underway. To ensure operational tempo was not lost, an interim team was established to keep things moving as we recruit more permanent staff.

COMMENTS IN CONCLUSION

The reporting period has been very busy for the Branch Support Office as there is still much more to do in supporting our Groups. The Groups are and will continue to be the focus for the Branch which is in line with the recent release of the Strategic Plan 2017-2022. It is wonderful and very positive that this document has a vision and a direction to allow all of us to align our work and the delivery of the program in accordance with this plan. As a result, the Branch Support Office's focus is on the management and risk reduction of current and foreseeable liability, supporting and growing the Movement and its membership and seeking and establishing sound commercial partnerships and sponsorships arrangements to generate additional revenue sources for the Movement. These are our priorities and will continue to be into the future. The staff in the office have embraced these priorities and are continuing to meet and exceed these within their specific areas. I want to thank all the Branch Support Office staff who often work tirelessly behind the scenes to deliver positive outcomes for the broader Movement in their respective areas.

Lastly, I wish to thank the Chief Commissioner and the Branch Executive Committee for their confidence in me, and giving me the opportunity to lead the Branch Support Office during this interim period. I hope that I have maintained the platform and foundations through my tenure as acting General Manager, and I look forward to continuing to provide dedicated service to Scouts Queensland.

Mr Scott Revell
Acting General Manager

The Scout Association of Australia,
Queensland Branch Inc.



2016 Awards

QUEENS' SCOUT AWARDS

EILISH	ALEXANDER	Mount Cotton Scout Group
KATLYN	BAMBRICK	Goodna Scout Group
DANIEL	BOYD	Warripari Scout Group
JADZIA	CLIFFORD-PUGH	2 nd Toowoomba Scout Group
LISA	CONNELL	Banksia Scout Group
BRAEDEN	CURTIS	Pamphlett-Tennyson Sea Scout Group
SIOBHAN	DOIG	Pamphlett-Tennyson Sea Scout Group
VAN	DORREBOOM	Pamphlett-Tennyson Sea Scout Group
ISABELLA	EDWARDS-BROWN	Bunya Park Scout Group
EMILY	GEORGE	Mount Cotton Scout Group
ROMAN	HAASE	Caboolture Scout Group
HAYDEN	HARRIS	Mount Cotton Scout Group
CONNOR	HEATHER	The Gap Scout Group
ALEXANDER	HENDRY	Buderim Scout Group
SHAUNIE	HIGGINS	Bowen Scout Group
NATHAN	HOLDEN	Nashville Scout Group
BADEN	HOPE	Underwood Scout Group
CHARLEE	HOWARD-OSBORNE	Maryborough West Scout Group
JOSHUA	KEENE	Longreach Scout Group
MITCHELL	KELLY	Beaudesert Scout Group
RACHEL	KIRKPATRICK	Noosa Sea Scout Group
BENJAMIN	MCAULAY	Atherton Scout Group
JOSHUA	MCAULAY	Atherton Scout Group
ZACHARY	MCAULAY	Atherton Scout Group
CHRISTIAN	MCCAFFREY	Warripari Scout Group
WILLIAM	MORONEY	Wishart Chester Scout Group
LACINDA	O'CONNELL-ELLIS	Wishart Chester Scout Group
MAX	O'DONNELL	Deception Bay Scout Group
GABRIEL	PAGRAM	Wilston Scout Group
DANIEL	PARNELL	Taringa Milton Toowong Scout Group
BETHANY	PINKARD	Banksia Scout Group
ALEXA	READY	Drayton Scout Group
MILTON	REDSHAW	Dolphin Sea Scout
JADEN	RIBBE	Deception Bay Scout Group
MATTHEW	RICHTER	Kareeba Scout Group
REECE	SHAW	Burpengary Scout Group
MAX	VAN DER POEL	2 nd Toowoomba Scout Group
KYLE	WILSON	Samford Scout Group

BADEN-POWELL SCOUT AWARDS

SIOBHAN	ALLEN	Upper Mount Gravatt Scout Group
CARL	DITTMAN	Glennie Heights Scout Group
TAHLIA	JOHNSTON	Mount Cotton Scout Group
ASHLEY	JONES	Albany Creek Scout Group
KAITLYN	LOUIS	Edge Hill Scout Group
MICHAEL	SEE	Glennie Heights Scout Group
ESTHER	WEARMOUTH	Glennie Heights Scout Group

ROVER SERVICE AWARD

KIRBY	LEEKE	Stafford Scout Group
KATHLEEN	RIMON	Wishart Chester Scout Group

SILVER CROSS FOR GALLANTRY

LEESA	KENNEDY	Ashmore Scout Group
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CERTIFICATE OF MERITORIOUS CONDUCT

BRENT	GREENFIELD	Gold Coast Region
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Adult Recognition Awards

SILVER KANGAROO

JOHN	CAZEY	Gordon Park Scout Group
ALAN	FLEMING	Queensland Branch

NATIONAL PRESIDENT'S AWARD

PATRICIA	DRYDEN, OAM	Queensland Branch
BRETT	GREEN	Gympie District

SILVER EMU

ERNEST	BUNT	Kennedy Region
GARY	MURRAY	Warripari Scout Group

SILVER KOALA

JOHN	FINN	Central & Western Region
BRUCE	MARTIN	Victor Scout Group
PETER	RASMUSSEN	Kareeba Scout Group
JEFFREY	RODER	Warripari Scout Group

DISTINGUISHED SERVICE AWARD

CHRISTINE	MORIARTY	Queensland Branch
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SILVER WATTLE

SHELLEY	CAMERON	Bunya Park Scout Group
CECIL	CATERER	Aspley Scout Group
CATRIONA	COLE	Tyakunda District
ERNEST	GIBBS	Brisbane North Region
RODNEY	GILL	Woombye Scout Group
PETER	GOULD, ESM	South Eastern Region
JAN	ICKIEWICZ	Rangeville Scout Group
JEANNIE	KINGSTON	Millmerran Scout Group
DOUGAL	MCWHINNEY	Central & Coastal Region
KAREN	NAWRATZKI	Gatton Scout Group
MICHELLE	REID	Kirwan Scout Group
SHARON	RIGBY	Clifton Hill Scout Group

OUTSTANDING SERVICE AWARD

MARGARET	DE WIT	Tyakunda District
JAMES	KERR	Queensland Branch

SPECIAL SERVICE AWARD

MICHAEL	BAIN	St Johns Wood Scout Group
HAMISH	BAIRD	Queensland Branch
ALEXANDER	BROWN	Bunya Park Scout Group
ANDREW	BROWNING	Kirwan Scout Group
MARK	KREBS	Morningside Scout Group
HEIDI	MUNTELWIT	Rangeville Scout Group
DARREN	RANDALL	Kirwan Scout Group
DEBORAH	SIMPSON	Banksia Scout Group
VICKI	ZAMBELLI	Priestdale Scout Group

MERITORIOUS AWARD

SIMON	AALBERS	2 nd Nambour Scout Group
JENNIFER	ANDERSEN	Toohy Forest District
JEFFREY	BAILEY	Palmwoods Scout Group
LINDA	BOWKETT	Kirwan Scout Group
ROBERT	BRUCE	St Johns Wood Scout Group
PETER	CASASOLA	Cooroy Scout Group
FRANCISZEK	DOLINSKI	Childers Scout Group
CATHERINE	FLETCHER	Queensland Branch
NICOLAS	FULLER	Bunya Park Scout Group
JENNIFER	GRANT	Suncoast Region
MARY	GREGORY	Victor Scout Group
TRACEY	HARRIS	Bauple Scout Group
JACQULINE	HARTON	Kirwan Scout Group
BRETT	HEIRDSFIELD	Pialba Scout Group
MARY	HIGGINS	Birkdale Scout Group
SANDRA	HOPE	Wishart Chester Scout Group
GARY	MARTIN	Wishart Chester Scout Group
KELLY	MARTIN	Wishart Chester Scout Group
PETER	MC LEOD	Queensland Branch
KEA	MCNEILL	Banksia Scout Group
MARGARET	MUNRO	Logan District
MOYLE	PAULSEN	2 nd Nambour Scout Group
VICKI	RASMUSSEN	Kareeba Scout Group
ROSEMARY	READ	Taringa Milton Toowong Scout Group
QUENTIN	REDSHAW	Dolphin Sea Scout Group
KATHRYN	ROBERTS	Dolphin Sea Scout Group
LORELEI	ROSS	Bardon Scout Group
MICHELLE	RUSCHEN	Morayfield Scout Group
DAVID	SEE	Helensvale Scout Group
CHRISTINE	SIMPSON	Bardon Scout Group
QUINTON	STANLEY	Stanthorpe Scout Group
EMILY	STRONG	The Gap Scout Group
TANYA	TURBEFIELD	Beaver Masters District
WILLIAM	VAN DUIN	Kareeba Scout Group
BETTY	VOSS	Bundaberg District
EVAN	WALLACE	Woombye Scout Group
DALE	WEBER	Kirwan Scout Group
PETER	ZIMMERMAN	Beenleigh Scout Group



Acknowledgements

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

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

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

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**
- » **97.3FM Australian Radio Network**
- » **AON**
- » **Arrow Energy Brighter Futures**
- » **Australian Clothing Company (ACC)**
- » **Australian Government – Department of Social Services**
- » **Australian Government - Department of Infrastructure and Regional Development**
- » **Australia Zoo**
- » **Australia Zoo Wildlife Warriors**
- » **Brisbane City Council**
- » **Bunnings**
- » **Cadbury Community Fund**
- » **Clearface Print Management**
- » **Commercial Asset Services**
- » **Craig Ray & Associates**
- » **Djenie**
- » **Ernst Henry Mining Community Assistance Program**
- » **Gambling Community Benefit Fund**
- » **Gill & Co. Timber**
- » **GoldlinQ Community Fund**
- » **GRRRL Games**
- » **In2Adventure**
- » **Iwasaki Foundation**
- » **Kennards Hire**
- » **Lendlease Foundation**
- » **Local Councils throughout Queensland**
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- » **Mosaic Property Group**
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- » **Provista Select Food Distributors**
- » **Public Safety Business Agency**
- » **QCF Regional Grant**
- » **QGC Communities Fund**
- » **Queensland Government**
- » **Queensland Department of National Parks, Sport and Racing**
- » **Queensland Young Achiever Awards**
- » **Queensland Youth Alliance**
- » **Royal National Industrial and Agricultural Association (RNA)**
- » **SEQWATER**
- » **Sunwater**
- » **The John Villiers Trust**
- » **The Redland Foundation**
- » **The Thursday Club**
- » **Treescape**
- » **Westpac**
- » **Wynnum Manly Leagues Club**

My belief is that we were put into this world of wonders and beauty with a special ability to appreciate them, in some cases to have the fun of taking a hand in developing them, and also in being able to help other people instead of overreaching them and, through it all, to enjoy life - that is, to be happy.

Lord Baden - Powell





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