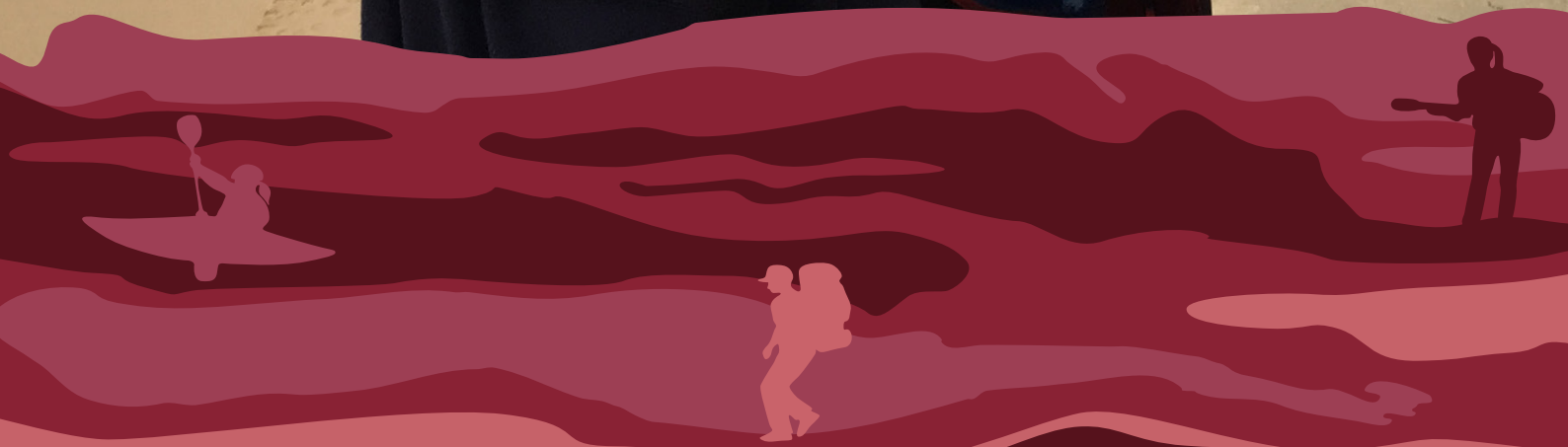




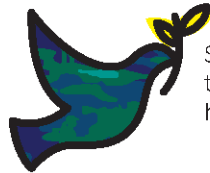
**Scouts**  
QUEENSLAND

# Annual Report 2020/21





**Scouts**  
AUSTRALIA



Scouts are 9.4% more likely than non-Scouts to hold more hope for a positive future.



Scouts are 6.8% more likely than non-Scouts to report they have adults who set good examples for them.

# Resilience Survey Key Findings

Scouts are 6.3% more likely than non-Scouts to forgive others who are mean to them.



Scouts are 13% more likely than non-Scouts to trust others.



Scouts report have an overall better life satisfaction than their peers by 5.2%.

Scouts Australia partnered with Resilient Youth Australia to conduct the Scouts Australia Resilience Survey to investigate the impact of Scouting on the resilience of its youth members.

A sample of current youth members aged 8-18 years old across all States and Territories took part in the survey. Their results were benchmarked against the Australian norm dataset of 48,671 young people aged 8-18 years.

Through this survey, we have found that Scouts have an overall better life satisfaction than their non-Scouting peers, and that the longer they stay in Scouts, the more resilient they are likely to become.

Scouts report to have a healthier mental state than non-Scouts by 13%.



Scouts are 11% more likely to hold to feel good about themselves



Scouts are 5.2% more likely than non-Scouts to get along with people who are different to them.



Scouts are 6.5% more likely than non-Scouts to feel they can talk about things that are upsetting them.

Scouts are 11.8% more likely to feel good about themselves



Scouts are 8.1% more likely than non-Scouts to give time to help others.

Scouts are 6.2% more likely to enjoy school



Scouts are 14.1% more likely than non-Scouts to read for fun.



Scouts report they have a healthy body 11.6% more than non-Scouts.



Scouts report to have better social skills than non-Scouts by 5.6%.



Scouts are 12.1% more likely to be selected to help with tasks at school



Scouts are 8.1% more likely to know they can solve a problem, rather than quit



Scouts are 15.4% more likely than non-Scouts to feel they make a positive contribution to their community.



**\$1.3 million in qualifications issued by Scouts Australia Institute of Training to QLD Scouts members**



**\$546,077 for Scout Groups in COVID support funding**



**60 basic and advanced training courses statewide for 341 members**



**1594 youth and adult participants in 207 Scouting courses**



**94 Adventurous Activities courses delivered**

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**10.9%**

## Youth Membership Growth



# Message from the Governor of Queensland

As Governor of Queensland, our State's Chief Scout and a former Scout, I once again extend my congratulations to Scouts Queensland.

In my Governor's Message for the Annual Report one year ago, I noted the impact that the COVID-19 pandemic had made on the communities of our State. One year on from that reflection, it is hard not to consider the continued changes the pandemic has delivered for all of us over the last twelve months.

Despite the challenges and despite the restrictions, I am proud to be able to recognise another successful year in the long history of scouting in this State. I thank all Scouts and their supporters for their continued focus on the development of communities all around our State.

I was thankfully able to visit Baden Powell Park in early 2021, and it was a privilege to recognise the achievements of the Scouts through the presentation of coveted awards. I spoke at this event of the contemporary relevance of our motto, 'Be Prepared'. I recognised that this pandemic has reminded us all that even in a modern world we can reliably 'expect the unexpected'.

We are incredibly fortunate to be a part of an organisation that teaches the concept of preparedness and can do so through a range of activities that are built on the foundations of embracing challenges and having fun. I encourage you all to embrace the challenge of the next twelve months, with the same good spirit you have displayed over the last year, and indeed ever since this remarkable movement was established in Queensland in 1908.



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





# Branch Executive Committee Report

Scouting builds Resilience - giving young people the courage, positivity and strength to keep going, through good times and bad. In a year dominated by the impact of the COVID-19 global pandemic, that resilience has served our youth members, leaders and the wider community well.

As a Scouting community we successfully worked together to continue to deliver Scouting online, something which once would have been unthinkable, and ultimately return to face-to-face Scouting. We continue to work on key elements of our Strategic

Plan, including those aimed at streamlining processes, our digital transformation and improving support to Scout Groups.

The Branch Executive Committee (BEC) acted decisively at the beginning of the financial year to provide membership fee relief both in amount and payment terms to assist Scouting families. Despite an initial reduction in membership, by year's end membership for the full year grew, an exceptional outcome!

The Honorary Treasurer will report more fully on the financial outcome for the year, which when extraordinary items for historical abuse claims such as redress are removed, was much better than could ever have been expected at the beginning of such a difficult year.

Scouting continues to face significant financial challenges from claims under the National Redress Scheme and Civil Litigation, with \$2.8M of payments in the current year. We remain committed to the National Redress Scheme and its goals to provide support to victims, gain access to counselling, a direct personal response, and a redress payment.

The funding of historic abuse claims is a significant risk to the Branch and a key strategic priority of the BEC, requiring difficult decisions around the continued sale of freehold assets, whilst working to minimise the impact on the delivery of Scouting.

The Branch Support Office (BSO) continued to fulfill its critical role in providing support to the Movement. Financial constraints meant that regrettably some staff reductions were required during the year. I wish to thank all members of the BSO for their commitment, support, and dedication.

Scouting in Queensland remains well placed to continue to grow and deliver Scouting to young people.

I acknowledge the extraordinary leadership provided by our Chief Commissioner over the year, along with the outstanding support of our General Manager. I also thank the members of BEC for their trust and support. Lastly, I wish to convey my thanks to the countless leaders, parents and families without whose support Scouting could not function.



**Gavin Brady**  
Branch Executive Committee Chairman

# Chief Commissioner's Report



The COVID-19 pandemic was the single dominant feature of the year. Scouts Queensland responded to the early lockdowns by developing the concept of Scouting@Home providing our members with access to what was eventually more than 400 programs and videos for the continued delivery of the Scout Program through Zoom and MS Teams. This was an incredible effort in developing material and learning new skills after 112 years of face-to-face delivery. Many parents participated in the online meetings and were very appreciative of the efforts of our wonderful volunteer Leaders. We became very adept at working and meeting online and we got to attend Group Annual Report Presentations, Region Commissioners' Conferences, Deputy Chief Commissioners meetings and the Branch Council Annual General Meeting online. Many of these techniques and skills will remain with us and streamline the way in which Scouting operates into the future.

As we emerged from the lockdown, we compiled a single document which interpreted the broad Government social restrictions into the specific way of Scouting and that document was eventually linked through to the then Queensland Outdoor Recreation Federation (QORF), now Outdoors Queensland COVID Safe Industry Plan, which permitted a latitude within Scouting that was not available to the public. We had to work hard though to ensure that we continued to comply with the safeguards that we put in place. This documentation was varied more than a dozen times during the year, mapping Government and QORF changes.

Scouting has adapted and thrived under the lingering tail of COVID-19 as the vaccination program starts to take shape. Whilst NightHawk 2020 and the Australian Jamboree 2022 were cancelled and the combined Adult Recognition Award, Australian Scout Medallion, Queen's Scout Award, Baden-Powell Scout Award ceremonies and Cuboree 2020 were deferred, we have run as face-to-face events in the second part of the year: Noosa Venture, separate Adult Recognition Award, Australian Scout Medallion, Queen's Scout Award, Baden-Powell Scout Award ceremonies, Founder's Day Dinner, Butterfly, Urban Challenge, QMoot, Kiwi Woggle, two Region Commissioners Conferences, Training Team Conference and quite a number of Adult Leader Training Courses – all with strict COVID-19 controls.

Our Strategic Plan 2017-2022 continued to be our guiding beacon and we reviewed and tightened the focus of the Plan in January 2021. A number of initiatives from the Plan have either been completed or are getting close to being implemented:

- The four stage Queensland implementation of the national new Youth Program is in its final stage and due to be complete by the end of this calendar year. This has seen an incredible interest in Outdoor Adventure Skills and a reset in the Adult Training Curriculum which is now well advanced.
- 205 of our Formations are now using the Xero accounting software into which we have embedded standardised charts of accounts and have established the ability for the Branch Finance Team to provide assistance with live data when requested.
- Office 365 has been rolled out to every Adult Member providing a Scout email account with access to MS Teams and OneDrive storage. This initiative is improving our resilience to the growing cyber threat of the modern world.
- Operoo (previously known as CareMonkey) has been implemented in every Scout Group providing parents with a tool to record and manage the health details of their children and to share those profiles with Scouting. The system also provides simple event invitations, acceptance and payment arrangements, streamlining these functions at Group level.





Mitchell Scout Group has been opened and Dysart Scout Group has been reopened though not to the point of accepting Youth Members. Deception Bay moved into their replacement Scout Den fully funded by the Moreton Bay Regional Council (MBRC). Clontarf Beach Scout Group is in temporary accommodation whilst MBRC replace their Den.

Key to the support of our Scout Groups which are the absolute focus of Scouting for delivery of our Youth Program, has been the building of our District structure to the point where we now have a full complement of 44 Districts. A number of the Districts are not fully resourced but that will come in time and provide enhanced leadership capability for the Movement into the years ahead.

Following a drop in membership at our 2020 census due in large part to the uncertainty of the emerging COVID-19 threat, our numbers grew nicely through the COVID-19 lockdown and through to the 2021 census when 10.9% growth was recorded. The change in process for membership enquiries received through the Branch website to improve the conversion rate from an enquiry to membership has had a positive influence on the membership growth as did the Ready, Set, Scout! campaign. This change is one of several changes seeking to reduce the cycle time for membership applications to no more than two days. We have formally recognised now that our goal of 22,000 members in 2022 is not achievable – a disappointing outcome but that has not changed our desire to grow the Movement and influence the lives of more young people.

Scouting exists in 228 communities across Queensland. Each Scout Group is managed by a volunteer Group Leader with a volunteer Group Support Committee providing the physical and financial resources to deliver the Youth Program. The oldest of these Scout Groups has now been operating 111 years and when you consider all the change that has happened in the community in that time – motor vehicles, telephones, television, email, internet, air-conditioning, even electricity in many cases – our volunteer committees and our volunteer Leaders are absolutely wonderful in continuing to deliver Scouting into those communities.

We are still operating under the uncertainty of Redress and civil litigation from historic abuse claims. It has the potential to financially ruin not-for-profit organisations. We have taken a very responsible approach which includes detailed research to verify the often speculative claims that are submitted to us. The project for the relocation of the Indooroopilly Scout Group to realise funding for Redress is now in its fourth and final year with construction of the new facility expected to start in the new Scout Year.

**Daryl Scott**  
**Chief Commissioner**

My hearty thanks and a big BRAVO to:

- The parents who recognise the value that Scouting provides to their children's informal education;
- The Leaders, Adult Members and Supporters who so generously volunteer their time and expertise to deliver or provide support for the weekly youth programs;
- Our Branch Executive Committee, new Chair Gavin Brady and new Honorary Treasurer Sam Nicolosi for your support and guidance;
- General Manager Dougal Mayor for his depth of experience as a GM, his Victorian contacts and his incredible Scouting knowledge;
- Our Deputy Chief Commissioners Jean Clifford OAM, Peter Blatch OAM, Bob Campbell and Geoff Doo for their support and wise counsel;
- Linn Pihl for making sure that everything around me just seems to happen; and,
- My wife Debbie for her forbearance in the amount of time that Scouting demands from our family time.

# General Manager's Report

The year covered through this report started in a way no employer wants – standing down 9 staff and significantly reducing the hours of 11 others. This was the immediate impact of COVID-19 on the staff of the Branch Support Office with a flow on effect to our members. In June voluntary redundancies were accepted by 5 staff and it took until September to return all remaining staff to their normal hours.

The last year also brought opportunity, initiative, and achievement to many of the functions provided through the Branch Support Office. We were able to manage an unprecedented volume of grant funds for Groups such as 116 \$2000 grants which required detailed acquittal in a short time frame. We implemented the helpdesk across all Teams to allow team based rather than role-based support to our members. This has continued to be refined throughout the year with development of the Support Hub. Our Facilities Team have supported Groups with projects of all shapes and sizes – whether that be a new build, hail and storm damage claims, lease renewals, or negotiating beneficial outcomes for Scouting with Councils. On average the Team are now receiving in excess of 300 new support tickets each month.



**205 Formations**  
using Xero



**1243 FairPlay**  
vouchers



**14,168 Support**  
requests

The last year has shown us all the benefits of remaining connected. The strategy conceived in previous years to implement Group Management Software including the rollout of MS Teams proved crucial in building connectedness across our teams and with our members. We were able to demonstrate the power of our capacity to engage with young people through our annual Scouting on the Green event at Parliament House – one of only a few organisations to be afforded that opportunity in late 2020.

Our Finance and our Operations Teams have supported Groups throughout the year whilst continuing to implement improved systems and processes. The expansion of Xero and Operoo has improved both our financial and risk management including the streamlined customer experience from enquiring about Scouting to joining and paying our membership fee.

I remain in awe of my team of professionals who were and continue to be understanding, compassionate, and dedicated to the growth of Scouting in Queensland.

**Dougall Mayor**  
General Manager





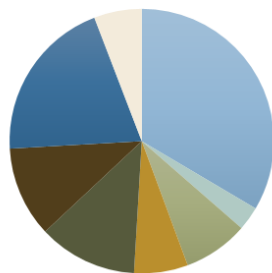
# Honorary Treasurer's Report

We all know that last financial year was far from normal for any business. Like many other organisations COVID-19 had a direct impact upon Scouts Queensland operations. Very early the decision was taken to provide fee relief to our members with a 50% reduction in membership fees for the period April to August 2020 and extending payment for a portion out to October. We were fortunate to have access to Local, State and Federal Government Financial Assistance which provided much needed financial relief. This assistance provided support to our employees (Job Keeper), our Formations (grants, electricity rebates, council rebates, etc) and our Branch Support Office facilities (Australian Taxation Office cash flow boost). We also received fee relief from Scouts Australia and discounts from some suppliers.

Simply comparing our financial results to previous years does not provide proper perspective to the year. Were we to normalise the results by removing the impact of personal injury settlements and the net gain on revaluation of investments we would have recorded a small surplus. This is an excellent result. I thank all our parents, volunteers, employees, suppliers, family and friends for their continued support of Scouting in Queensland.

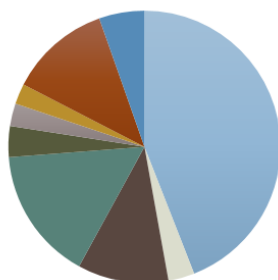
**Sam Nicolosi**  
Honorary Treasurer

## Revenue

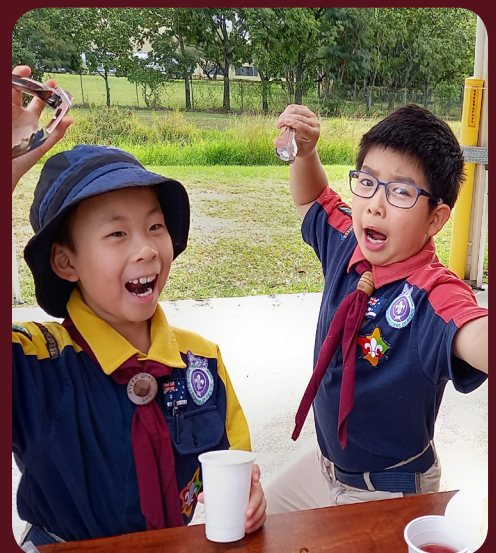


- Membership fees
- Events
- Investment income
- Activities and training
- Facility fees
- Government assistance
- Gain on revaluation investments
- Other

## Expenses



- Employee costs
- Administration fees
- Repairs & maintenance
- National & WOSM fees
- Depreciation & amortisation
- Events
- Insurance
- Professional fees
- Other



# Major Activities & Events

Although many Scouting events were cancelled or postponed during 2020 due to the uncertainty around the COVID-19 pandemic, Scouts Queensland was able to deliver some activities virtually and a number of face to face activities once restrictions lifted. The following are just some of the events successfully delivered under COVID Safe Event Plans.

## Scouting on The Green: September 2020



## Brisbane Gang Show: September 2020



## Adventurous Activity Schools: September 2020 & January 2021





## Joey Scouts Bear Hunt: October 2020



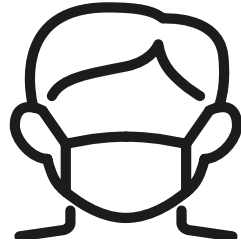
## Queensland Venture: December 2020 - January 2021



## Urban Challenge: March 2021







# COVID Impact



On Thursday, 26 March 2020 the Queensland Government announced that schools will become student free from Monday. Our youth members and their families now had an uncertain daily routine ahead of them. By Monday, 30 March travel outside the home, other than for four essential reasons, was banned. Queensland now had 689 cases of COVID-19.

We started the first week of our Scouting year in lockdown. We ended that week launching Scouting@Home.

The uncertainty of the year to come saw the cancellation of some of our largest and most iconic events; Agoon-oree, Cuboree, Scout Section Skills Camp. Nationally we saw the cancellation of our Venturer Scouts major event, OzVenture, and our Scouts major event, the 2022 Australian Jamboree.

Our campsites closed and our Scout Dens lay idle. Income from local hall hires dried up as did the demand for sausages and bread with the loss of the Bunnings BBQ as a fundraising activity (onion underneath of course).

We couldn't walk, camp, climb, jump, sail, paddle, swim - not even sit around a fire and tell stories. Or could we...





# COVID Response



Within a week of being told we couldn't – we did – virtually! Scouting@Home was born.

Teams emerged from the shadows of the homes in front of newly backlit computers and created resources for our youth members of all ages to keep them engaged with their friends. And they kept growing – by the end we had over 400 programs and 100 videos, including 20 weekly resource sheets from which leaders and youth members could gain ideas and write programs. They were shared publicly on our website and shared with Scout Associations around the world. Introduction to Scouting virtual meetings were held for those now wanting to join Scouting.

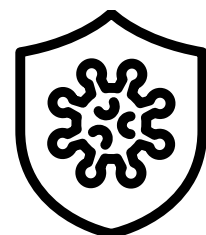


A special World Event - Jamboree On The Internet, normally held in October, was also held in April to connect Scouts from around the globe. Training for Adult Leaders moved to an online format with 195 members attending. Some virtual classroom courses remain in place today.



As the lockdown lifted our plan for the resumption of face-to-face Scouting had already been developed. QBSI 7.15 was alive and so was Scouting. Brisbane Gang Show, celebrating 69 consecutive years of production, ran a shortened season outdoors. Scout Dens sprung to life again – looking much cleaner thanks to the gallons of disinfectant wiped over every possible surface – twice a night.

Our campsites began welcoming visitors. With OzVenture cancelled Queensland Venture filled the void. The Spring Adventurous Activity School was held at BP Park followed by the Summer Adventurous Activity School at Karingal. We got back outside. Scouting was the place to be – and the number of new members proved it. We didn't start the year the way we wanted to – we started the way the community needed us to. We ended the year walking, camping, climbing, jumping, sailing and toasting marshmallows on the fire!



# Strategic Plan



This annual report introduces a fresh approach to reporting on our achievements by highlighting how we have delivered on our Strategic Plan. Strategic planning is the process the organization follows in defining the strategy, or direction, and making decisions on allocating resources to pursue this strategy.

The overarching Mission of Scouts Australia is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society. The Scouts Queensland Strategic Plan defines the current position and the organisation's goals and objectives with an action plan that is reviewed and updated all of which drives the delivery of the organisation's Mission.

The Scouts Queensland Strategic Plan was developed through consultation by the Chief Commissioner, Daryl Scott, in 2017. Reporting on achievements has been a regular feature through the tri-annual Region Commissioners' Conference and annual District Commissioners' Conference in addition to the quarterly reporting to the Branch Executive Committee. In early 2021 the Branch Executive Committee held a workshop to review the Plan and agree targeted outcomes for the year ahead.





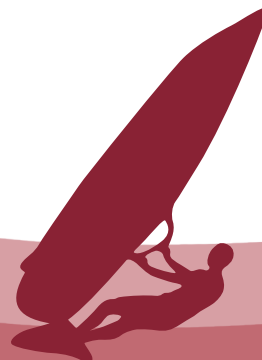
# Our Revenue

Traditionally our revenue has been primarily membership fees which are supplemented by income from investments.

The Strategic Plan targets diversification of revenue streams in 2020/21 through Program Development Projects.

The re-allocation of one of our Regional Development Support Officers (Gill Hall) to the role of Program Development has provided and enhanced external revenue streams via newly developed programs and initiatives. The Holiday Outdoor Experience program ran in September 2020, December 2020, and January 2021. Moreton Bay Regional Council Active Holiday programs on bushwalking and camp cooking delivered by Scouts Queensland were successfully completed in January 2021 and a good relationship has been developed for further opportunities. School programs have been delivered to Ipswich Grammar and Ferny Grove State School with further options being explored.

The Youth Program Team actively supported membership growth and retention of our Youth Members and Adults through the activities and professional support provided. This was essential as the Branch moved to its final phase of implementation of the new Youth Program milestones.



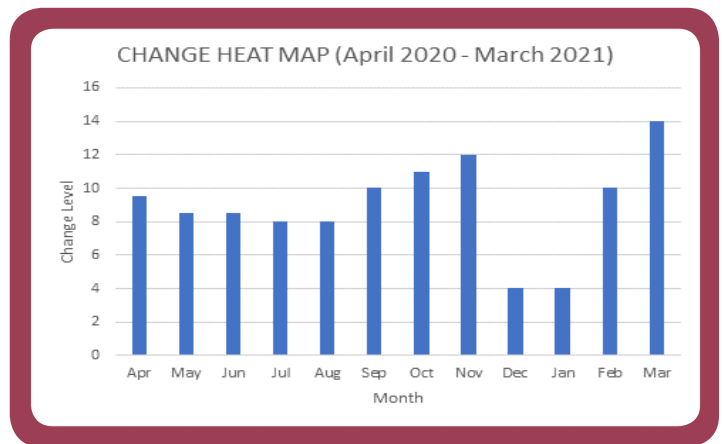
# Change Implementation

Throughout the year change implementation continued across Scouts Queensland. At regular intervals through the year the Chief Commissioner updated and shared with his team and the broader Scouting community the change heat map.

This map shows the volume of change activity occurring each month. The reduction in December/January is reflective of the reduction in Scouting during the end of year holidays.

Scouts Queensland has 140 projects documented through a consistent project charter methodology which embraces effective deployment, engagement and communication.

Through our change implementation program we have improved our effectiveness in recruitment, retention and delivery of the Scout program. Change has also improved the way in which we protect data, communicate with each other and collaborate in real time through the effective utilisation of the Office365 suite.



## Streamline Processes

Another key platform of our Strategic Plan is to streamline processes to enhance the experience of those seeking to join and those already in Scouting and realise financial benefits.

The capacity of the Branch Support Office to respond to the needs of members was tested early in the year as restrictions took hold. This brought forward the diversification of our Helpdesk across all our Teams allowing for instant acknowledgement, tracking and remote support. This process improvement proved particularly beneficial in supporting the Ready, Set, Scout! campaign which generated a plethora of enquiries to join received during the 5-week campaign. This process improvement was instrumental in enabling the conversion from enquiry to membership for hundreds of young people leading to over 10% growth in membership.

Further streamlining of our membership application process and resulting membership fee invoicing created the ability for a new application to be accepted within 24 hours rather than the days or even weeks previously taken as a result of manual reconciliation. This process improvement, supported by new invoicing method and electronic payment systems, provided new members with quicker access to the wider systems which support the delivery of Scouting.

As the Chief Commissioner notes in his report, the continued delivery of Office365 and its related tools has been instrumental in connecting our members remotely during the year in a safe and secure manner. The flow on benefits including the continued transition from paper forms to online forms with the most substantial of these set for delivery in the coming year.



# Brand

Our brand communicates to our members and customers what to expect from the Movement and clarifies what it is we offer. The single national brand ensures the consistency in which we communicate and tell the story of the adventures we experience through Scouting.

The Scouts Queensland Strategic Plan drives improvement through the use of this brand to raise awareness of the organisation and its values to grow membership and reinforce our place as the leading provider for informal education for young people.

Face to face engagement with Queensland State MP's at Parliament House aimed to increase brand awareness with leading politicians. Youth members and Leaders had the opportunity to demonstrate the Scouting Method and how the program transitioned to remote scouting delivered through Scouting@Home. Thanks to Jim Madden MP and Tim Mander MP for their support.

Resilient Scouting / Resilient Communities was a 2020/21 brochure designed for politicians and corporate supporters to highlight the benefits of scouting in building resilience in young people in all aspects of their lives. This was evidenced through the Scouting Effect national survey results published this year.



The ongoing scarfing up of State and Federal MPs continues to strengthen the relationship between politicians and their local Scout Groups. As a result many Groups benefited financially from support to purchase branded merchandise and update building signs to fortify the Scouting brand in the community.

Throughout the year regular communication from a State and local level through newsletters and MS Teams meetings, kept existing members engaged with the youth program and reinforced the positive impact the scout brand has on young people and their families at a time of uncertainty and social isolation.

As face to face scouting returned, a structured social media campaign communicating strong scouting brand images called Ready Set Scout!, targeted new audiences. The objective being to attract new youth and families to the organisation at a time when other community organisations struggled to retain member numbers. This was repeated again in the new year and both campaigns had a measurable impact upon membership numbers.



# Risk Management

*"If no one ever took risks, Michaelangelo would have painted the Sistine floor"*  
– Neil Simon, American Playwright

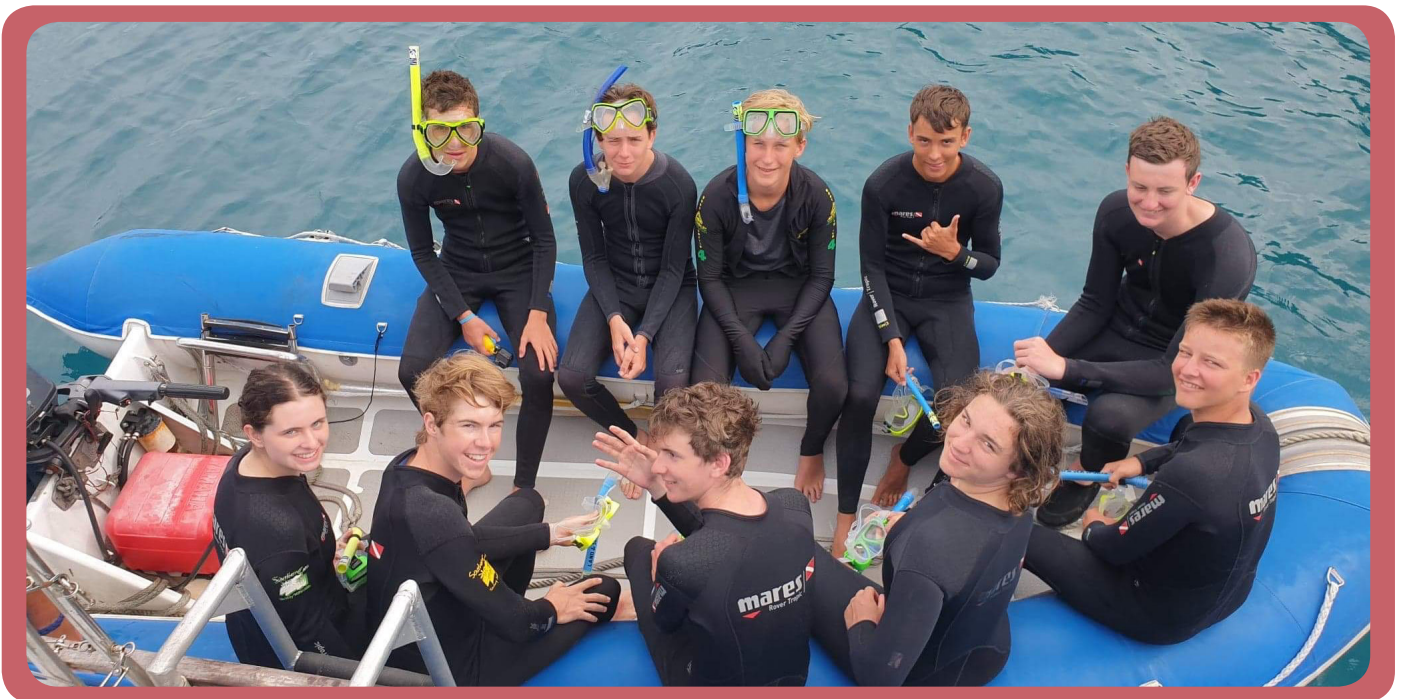
When writing Scouting for Boys in 1908 Baden-Powell didn't write *don't take risks* rather he wrote *Be Prepared*. From the beginning Scouts have been encouraged to manage risk and we have done so. During the last year we continued to review risk and implement controls.

The Chief Commissioner has highlighted the work undertaken early in the year to design, implement and review measures which complied with the Health Directions and enabled Scouting to continue. Clear documentation in QBSI 7.15 together with weekly updates to our members and families through the Chief's Newsletter enabled the continued engagement of young people in Scouting throughout the year.

We were invited to become early adopters of the Blue Card portal allowing for online applications to be linked to our organisation in a matter of hours instead of the days and weeks as previously experienced. Improved reporting and compliance, assists in maintaining our position as a Child Safe organisation.

In late 2019 the Outdoor Council of Australia officially released the Australian Adventure Activity Standard (AAAS) and associated Good Practice Guides. The AAAS encourages adventurous activities within a framework for managing risk. By then Scouts Queensland had already written a number of Adventurous Activity instructions, with 29 now published, which conformed with the AAAS.

With these achievements, the appointment of a new Branch Commissioner Risk and refinement of the Risk Committee's Terms of Reference, Scouts Queensland remains well placed to continue offering fun, adventurous, challenging, and inclusive programs to our members in a safe environment.





# The Scout Group

Our Strategic Plan seeks to reinforce the absolute centrality of the Scout Group in delivering the Youth Program.

Delivery of the youth program is dependent on a Group having adequate adult volunteers in leadership roles supporting our youth members. LeaderBuild is the recruitment package we use having been developed by Curtin University following a four year research program in partnership with Scouting. During the year a further 24 LeaderBuild Champions were trained to deliver this package in their local Scout Groups. Supporting adults through formal training saw 60 courses delivered through a mixture of virtual classroom and face to face (when allowed) to 341 participants. The Adventurous Activity program saw the delivery of 94 courses to young people and adults with 820 participants state-wide.

Our program – both the youth program and adult training – provides the opportunity to seek recognition and attainment of Vocational Education and Training (VET) qualifications. Scouts Queensland members benefited to the commercial value of \$1.3M during the year.

Our Youth Program Team rose to meet every challenge during the year including the development and delivery of more than 20 specialty training programs in areas such as use of the Scouts | Terrain platform. Many of these sessions were recorded for use by others. Assistance was provided to Groups so they could deliver Scouting online. In part through the development of activities which could be run online as well as the use of various software tools to support program delivery. Specialist programs covered a breadth of areas including environment, STEM, performing arts and heritage.

We continued to build relationships with partners such as Arcadis Environmental Engineers to build nesting boxes for animals and through the Electrical Engineering Association for more environmentally friendly practices for vehicles.

Support for innovative recruitment and retention campaigns saw increased support of local Groups through management of enquiries to join. Combined with advice to local formations on growth, leadership and community engagement the results are clearly evident in our 10.9% membership growth in local Scout Groups.



# Youth Peak Awards

From as young as five, youth members participate in the achievement pathway suitable for their age group. Each Unit's pathway culminates in a peak award, which has been designed to challenge youth members and develop character. The two figures in the younger sections reflect the transition to the new awards. In 2020/2021 Scouts Queensland awarded the following:



51

## Joey Promise Challenge Awards

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

## Joey Scout Challenge Award

113



168

## Grey Wolf Awards

107

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



76

## Australian Scout Medallion

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

## Australian Scout Award

3



## 37 Queen's Scout Awards



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

## 9 Baden-Powell Scout Awards



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



# Adult Awards

Each year Scouts Queensland has the opportunity to recognise Adult Members who have gone above and beyond in the delivery, support and implementation of our Youth Program.

In 2020/2021 Scouts Queensland Awarded the following:

## 5 Special Service Awards

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



## 32 Meritorious Service Awards

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



## 3 Outstanding Service Awards

Awarded for outstanding service to Scouts Australia for a period of at least 12 years, to non-uniformed Members and Supporters.



## 12 Silver Wattle Awards

Awarded to an Adult member in an active Leadership role for a period of 10 to 12 years for performing at a consistently high standard on a number of projects which provided positive outcomes for Scouting.



## 1 Distinguished Service Awards

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



## 10 Silver Koala Awards

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



## 3 Silver Emu Awards

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



## 1 National President's Awards

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



## 3 Silver Kangaroo Awards

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



To view the full list of Award Recipients for 2020 go to our website: [scoutsqld.com.au](https://scoutsqld.com.au)

# Grants

The ongoing demands of technological change, maintenance, training, equipment provision, facility costs and services require the dedication of our members and financial support from grant funding bodies. Over the past year, 150 Scouting Formations have received funding for 264 projects in local communities throughout Queensland. Funding was received from 42 different programs, supported by 26 Federal, State and Local Government bodies as well as private sector Initiatives. This support equates to over \$1.3 million worth of projects. The opportunities created by grant funding and the people who facilitate the processes to support these programs are invaluable to our organisation. BRAVO!

**In 2020/21, Scouts Queensland were grateful for grant funding provided to support projects and services from:**

- Bendigo Bank
- Brisbane City Council
- Buderim Foundation
- Bundaberg Regional Council
- Cairns Regional Council
- Central Highlands Regional Council
- Department of Employment, Small Business and Training
- Department of Environment and Science
- Department of Tourism, Innovation and Sport
- Gambling Community Benefit Fund
- Ipswich City Council
- Landcare Australia
- Lendlease - Bendigo Bank
- Logan City Council
- Mackay Regional Council
- Moreton Bay Regional Council
- Mt Emerald Wind Farm
- RACQ Foundation
- Redland City Council
- Shell 2020
- Southern Downs Regional Council
- Suncorp
- Sunshine Coast Council
- The Department of Social Services
- Toowoomba Regional Council
- Townsville City Council
- Toyota





# Our Partners

Scouts Queensland is grateful to the following organisations who have supported Scouting in Queensland during 2020/21:




CRAIG RAY & ASSOCIATES





**Scouts**  
QUEENSLAND

**1800 Scouts**  
**[scoutsqld.com.au](http://scoutsqld.com.au)**

An illustration at the bottom of the page shows three children playing in a body of water. One child is standing on the left, another is standing on the right, and a third is swimming in the middle. The water is depicted with various shades of blue and green, and the background shows a dark, silhouetted shoreline.

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