



**Scouts**  
QUEENSLAND



# Annual Report 2021/22



# SCOUTS for SDGs

**1** NO  
POVERTY



**2** ZERO  
HUNGER



**3** GOOD HEALTH  
AND WELL-BEING



**4** QUALITY  
EDUCATION



**5** GENDER  
EQUALITY



**6** CLEAN WATER  
AND SANITATION



**7** AFFORDABLE AND  
CLEAN ENERGY



**8** DECENT WORK AND  
ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



**10** REDUCED  
INEQUALITIES



**11** SUSTAINABLE CITIES  
AND COMMUNITIES



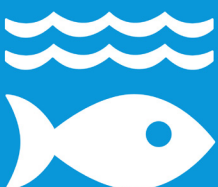
**12** RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



**13** CLIMATE  
ACTION



**14** LIFE BELOW  
WATER



**15** LIFE  
ON LAND



**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



**17** PARTNERSHIPS  
FOR THE GOALS



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**Her Excellency the Honourable  
Dr Jeannette Young AC PSM  
Governor of Queensland**

# Message from the Governor of Queensland

**Queensland's Governors have been committed supporters of Scouting in this State for 113 years**, and I have been very proud and pleased to continue this fine tradition since I was sworn in as our State's 27th Governor in November last year.

Each of my 17 predecessors as Chief Scout of Queensland have made a contribution to Scouting but none has equalled that of Sir Leslie Orme Wilson who served as Governor and Chief Scout for 14 tumultuous years during the Great Depression and World War II.

In 1933, greatly concerned about the welfare of Queenslanders, particularly in regional and remote areas, he launched the Sir Leslie Wilson Scout Fund to strengthen the Movement in Queensland, recognising the positive role that Scouting could play in rebuilding communities and encouraging commitment to service. The Sir Leslie Wilson District today honours his contribution.

Sir Leslie and other earlier Governors would have difficulty recognising modern Scouting – Flying Joey Scouts at Archerfield, Scouts participating in the Brisbane Pride March, Venturer Scouts building a plane... all would have been unimaginable. However, I am confident that they would all share my pride in seeing the future-focused, inclusive movement that Scouting has become, providing a unique opportunity to gain a sense of self-worth and learn responsible independence, and social and emotional skills.

In the past year, Scouts Queensland has once again had to deal with the dynamic complexities of the COVID-19 pandemic, but it has responded with the commitment, care, and optimism that typify the organisation, and I congratulate everyone concerned on successfully meeting that challenge.







**Gavin Brady**  
**Chairman**  
**Branch Executive Committee**

# Branch Executive Committee Report

In a year where the global pandemic continued to impact Scouting, where dozens of Scout properties were flooded earlier in the year, including Queensland Scout Centre (again); **Scouting's resilience shone through both as an organisation and in the swift response of our volunteer adult and youth members.**

That resilience in action, a key finding of an independent study into the Scout Program, gives young people the courage and positivity to keep going, through good times and bad. Whilst our response to flooding is underway, it will still be some time until all properties will be fully assessed and repairs completed.

It is pleasing to record that 12,800 young people participated in Scouting over the course of the past 12

months; a great experience for all those young people. Key elements of our Strategic Plan, including those aimed at streamlining processes, developing new revenue streams, and providing a transformed digital foundation, continue to improve support to Scout Groups. At different stages during the pandemic these seamlessly provided the ability for Scouting to continue to operate in a rapidly changing environment.

The Honorary Treasurer will report more fully on the annual financial outcome, which when extraordinary items for property sales, investment returns, civil litigation and redress are removed was better than expected. Importantly, with these extraordinary items removed, we have continued to “operate within our means”, reinforcing the continued need for sound financial management. Scouting continues to face significant financial challenges from claims under the National Redress Scheme (NRS) and Civil Litigation, with a further \$1.8M of payments in the current year, taking the total to \$5.7M since the start of the NRS. We remain committed to the National Redress Scheme and its goals to provide a redress payment, support through counselling and a direct personal response. The funding of Redress and Civil claims continues to be a significant risk to the financial position of the Branch and a key strategic priority of the BEC. It requires difficult decisions around the continued sale of freehold assets, whilst working to minimise the impact on the delivery of Scouting by Scout Groups affected.

The Branch Support Office (BSO) under the leadership of our General Manager, continues to fulfill its critical role in providing support and assistance to the Movement. I wish to thank Dougal and all members of the BSO for their enthusiastic commitment and dedication. Scouting in Queensland remains well placed to meet the challenges ahead, to continue to grow and deliver Scouting to young people. I acknowledge the extraordinary leadership provided by our Chief Commissioner, Daryl Scott, across the almost six years of his term which concludes on 31 October this year. Daryl's term, characterised by an exceptional work ethic and commitment to Scouting's Mission and Principles, has seen a significant and constructive change in the way we do things. I also wish to again thank the members of BEC for their trust and support through the year. Lastly, I wish to convey my thanks to the 3500 Adult Members, parents, families, and the wider community without whose support Scouting could not function.





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

# Chief Commissioner's Report

**2021-22 presented us with a turbulent environment** with frequent changes in the Queensland Government mandated social restrictions to combat the COVID-19 pandemic, with redress and the associated civil litigation and the February 2022 rain event resulting in widespread flooding in south-east Queensland. Add to this mix the final stages of implementation of the new Youth Program and our own change program driven by our Strategic Plan 2017-2022.

We suffered a 7.3% reduction in the number of Youth Members recorded at the 31 March 2022 membership census compared to the membership on 31 March 2021, with trending through the year of around a 4% increase, which was thwarted through a large reduction in Youth Membership in the two months leading up to the membership census. An annual reduction was shared by each of the other seven Branches. The 2022 census membership aligns with the 2020 census membership count, which followed a similar membership reduction at the start of the COVID pandemic. We are speculating that the reduction reflects increasing competition for the attention of young people in the extra-curricular market and a tightening of discretionary funds available to most families. A focus group has been established to delve into these issues and the issues mentioned in the exit surveys that we undertake.

An alternative and more positive aspect of youth membership, census time membership snapshots aside, is that 12,800 young people participated in our Youth Program during 2021/22.

We maintained the provision of a single interpretative document within the Queensland Branch Scouting Instructions (QBSI) covering the current range of overlapping and seemingly conflicting Health Directives, none of which provided clear advice applicable directly to Scouting. Twenty-two versions of that document were issued over the 12 months reflecting the rapidly changing social restrictions imposed by the Queensland Government and causing an element of change fatigue. These social restrictions led to a number of big events within Scouting being deferred or cancelled including the Australian Jamboree AJ2022 (which was to have been hosted by Scouts Victoria), Operation Nighthawk hosted by Darling Downs Region, SSS (Scouts Section Skills), and Kiwi Woggle. The flowthrough into Scout Groups created some reluctance to organise small events such as Unit or Patrol camps because of the uncertainty and perceived medical risk.





With the National Redress Scheme in the fourth of its proposed 10-year life, and the associated civil litigation, Scouting has been kept busy investigating and responding to historical abuse claims, formally apologizing on a one-on-one basis for the long-term impacts of the anguish and poor life circumstances caused. Funding these claims has required the sale of Scout freehold properties, though care is being taken to limit the long-term impact on the provision of Scouting activities. The single biggest transaction has been the sale of the freehold property on which Indooroopilly Scout Group met, with the purchase of a replacement lower priced residential property in Russell Terrace, which included a poorly utilised part of the Allawah Campsite within the payment transaction. These arrangements started with Group discussions in 2018 and culminated with the finalisation of the sale and purchase transactions and letting a contract for the construction of a two-storey replacement den through the 2021-22 period.

The February 2022 flood event in south-east Queensland was caused by an intense rainfall system which dumped up to 900mm of rain in a three-day period resulting in flooding in most of the river systems. Damage was recorded at 24 Scout properties ranging from minor damage from leaking roofs through to 2.6m flood inundation. The most notable damage was 2.6m of water through the ground floor of the Queensland Scout Centre with an estimated \$700k loss, including two motor vehicles. Ceiling high flooding of the original den at St Johns Wood Scout Group, a sink hole opening under the Mt Cotton Den, inundation of The Providore at Baden-Powell Park, which contains bunkroom sleeping and camping equipment for Leader Training. We are very grateful for the tireless efforts of many volunteers in massive flood cleanup – shifting mud, cleaning, sorting through damaged equipment and furniture, dismantling flood affected interior walls and carpeting. Repair work is now being formally specified to permit market prices to be obtained. The majority of these repair costs are covered by insurance.

In the first major review of the national Youth Program since 1972, Scouts Australia has developed the exciting concepts of the new Youth Program which include a single program through all Sections and very much a journey that is tailored by each Scout. Scouts Queensland developed a layered approach to the implementation of the new Youth Program over a four-year period rather than the recommended intensive one weekend changeover that would be managed Scout Group by Scout Group. That layered implementation is in the final stages and is now supported by a newly developed and aligned Leader Training. The new Youth Program is not as prescriptive as the 1972 developed Program, instead being reliant on Youth Members taking a more active role in planning their journey. These changes are difficult for some long-term Leaders to fully grasp and this, with a declining focus on training in the technical skills required by a Leader (knot tying etcetera), is creating challenges for which a response has been developed.

The new Youth Program is being supported by bespoke software Scouts | Terrain, which has been developed nationally to allow idea generation to progress through into programs and personal progression across the milestones, adventurous activities, and special interest areas. It is driven by young people but the full extent of the capability of the system is yet to be realised.







The key drivers of change from within our Strategic Plan 2017-2022 have been the Group Management Systems to provide a solid digital basis for the majority of transactions within a Scout Group. Microsoft 365 accounts have been provided to 2942 Adult Members within Scouts Queensland, enabling access to a Scout email account, Unit based email accounts, standard Group email accounts, an online directory, the Microsoft Office suite online, cloud-based storage and MS Teams. The Microsoft 365 system is interfaced to our membership system to automate a number of transactions for new and existing Leaders. We have more than two thirds of our Adult Members using these systems now with efforts to convert the remaining Adult Members across. The Operoo health management system is now being used in almost all Scout Groups, around 91% of all Members have health profiles created within the system. Operoo also provides a system for the creation and management of simple events like Scout Unit camps and use of that functionality digitizes the related transactions. This system is interfaced to the membership system. Finally, 182 of our Scout Groups and a further 39 Districts and Regions are now using the cloud-based Xero for managing their financial transactions. Most Groups have fully embraced these systems and are reporting a streamlining of the support functions for a Scout Group and better handover arrangements with changes in Adult Member roles.

Moreton Bay Regional Council has followed through on its policy of replacing Scout Dens within its service area which are on Council leasehold land when they reach their economic end-of-life with the replacement of Deception Bay Scout Group den and the replacement of Clontarf Beach Scout Group den and the joint funding with the Commonwealth Government of a new den for Kallangur Scout Group. We are very grateful for this level of support.

Whilst mentioning development at a Scout Group level, Springfield Scout Group commenced through the year following initial discussions with the Springfield developer Lendlease, public interest meetings, identification, and training of Leaders followed by youth recruitment starting in February 2022.

We have continued to grow our commercial activities based on Youth Program content with a Holiday Outdoor Experience program being run at Baden-Powell Park each school holiday, delivered by 32 paid staff (many of whom are Leaders, Rover Scouts or Venturer Scouts) employed on a casual basis. We use an online booking system for this activity.

Scouts Queensland formally secured the rights to host the next Australian Jamboree AJ2025 in January 2025 and planning is well underway having started in anticipation of this formal decision. AJ2025 will be held in Maryborough and will have an operating budget of around \$13M to provide a ten-day challenging, adventurous, fun, and inclusive activity aligned with the new Youth Program. This event is being led by Ryan Sodziak as Chief Director.



Through the Outdoors Queensland Annual Awards, Scouts Queensland was awarded the Brisbane City Council Award for Outstanding Achievement (Organisation) as an organisation that has made a valuable contribution to the outdoor community and operates with professionalism and to high standards. Our submission was centred around the contribution that Scouting@Home has made to the maintenance of an outdoors focus during COVID social distancing and lockdowns. We have previously won the following awards through Outdoors Queensland or QORF as it was previously known:

- 2019 - The Brisbane City Council Outdoor Event Award for Operation Nighthawk 2019
- 2017 - The Outdoors Queensland Distinguished Achievers Award – Scouts Queensland
- 2017 - The Brisbane City Council Outdoor Event Award for Cuboree 2016
- 2013 - The Brisbane City Council Outdoor Event Award for AJ2013

The usual Scouts Queensland governance cycle continued through the year with monthly Branch Executive Committee meetings, monthly Branch Finance Committee meetings, monthly Deputy Chief Commissioners meetings, monthly combined Branch Support Office Team Leader and Deputy Chief Commissioner meetings, three Region Commissioners conferences and a District Commissioners conference.

My hearty thanks and a big BRAVO goes out to:

- The parents who recognise the value that Scouting provides to their children's non-formal education;
- The Leaders, Adult Members and Supporters who so generously volunteer their time and expertise to deliver or provide the support for the weekly youth programs;
- Our Branch Executive Committee, Chair Gavin Brady and 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.







**Dougal Mayor**  
**General Manager**

# General Manager's Report

**This time last year I was writing this report with a level of uncertainty** about staffing of the Branch Support Office. Thanks to a great team of people we remained connected and able to serve the membership even though 2021 presented similar challenges to the year before.

The learnings from 2020 served us well in 2021 as we went through some more short lockdowns and precautionary work from home arrangements throughout the year. Those learnings enabled us to deliver a successful hybrid in-person and virtual Annual General Meeting which for the first time

allowed Branch Council members from Regional areas to attend without the need to travel. In 2022 we'll be able to deliver an improved AGM utilising MS Teams and secure voting technology.

The implementation of Group Management Software systems continued throughout the year with increasing support available to our members through our helpdesk and Support Hub. This included an increase in the take up of MS teams, Xero and Operoo across all our Formations. The year also saw the implementation of direct billing for new member enrolments cutting the processing time of these applications from weeks to 1-2 days.

The last year saw some departures from the team with Anita Gregory, Tony Langler, Braeden Monnier, Mariah Conti and Angela Sargeant all finding new and exciting opportunities to pursue. We make a point of celebrating new opportunities for our team members so I thank each of them for their contribution to Scouts Queensland. We were also able to welcome new members to our team in Daisy Roth, Lachlan Bowring-Dray and Jim Harrop.

I also want to acknowledge the enormous contribution made by our Chief Commissioner, Daryl Scott, as he concludes his term in late 2022. Thank you for your vision and support of the Branch Support Office team throughout the last year.

It has been another year that has tested our collective tenacity and ability to adapt. I'm grateful for the dedicated team of staff who consistently rise to every challenge with an unwavering desire to support Scouting in Queensland.





# Strategic Plan

**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 upon targeted outcomes for the year ahead.



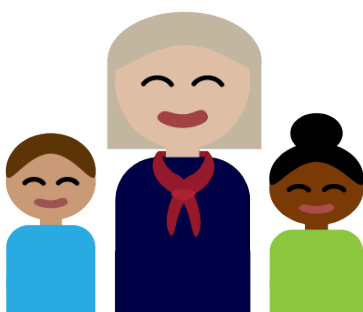
**2942 Adult Members have access to a Scouts Email Account**



**91% of Members using the Operoo Health Management System**



**182 Scout Groups and 39 Districts and Regions using Xero**



**27 Leaders, Rover Scouts and Venturer Scouts are employed with the Holiday Outdoor Experience Program**



**\$13M budget estimate to host the next Australian Jamboree in January 2025**





**Sam Nicolosi**  
**Honorary Treasurer**

# Honorary Treasurer's Report

**We are pleased to see that business is starting to return to normal** (post COVID lockdowns) with larger-scale events, such as Cuboree and Agoonoree, being held during the year. We had the added challenge of flood and water damaged properties from the extreme weather events in late February and we continue to work through the repairs, assisted by many volunteer hours, insurance claims and grant funding.

The accounts include sale of property during the financial year which is necessary to fund our commitment to the National Redress Scheme and associated civil claims. An amount from the sale of property has been used to buy land on which a new Scout Den is being constructed to replace the sold property. The sale funds have also been used to repay a loan acquired solely to pay Civil and Redress with the remaining amount invested to meet future claims. After removing the proceeds on the sale of property and the civil and redress payments we were able to achieve a surplus for the year, which was an excellent result.

This surplus will be required to fund the contingent liabilities identified in the audited statements for future National Redress Scheme and associated civil claims.

I acknowledge all the hard work and the challenges that have been faced by many in their Scouting, business and personal lives these last twelve month and thank everyone for the wonderful work they do for our youth member's development.





# Our Revenue



Revenue '000

Gain on sale of fixed assets	7,558
Membership fees	2,202
Facility fees	895
Events	759
Activities and training	575
Investment income	503
Other	373
Gain on revaluation investments	323



Expenses '000

Total operational expenses	5,131
Employee costs	1,756
Personal injury	1,655
Insurance	920
Other	644
Events	601
Administration fees	445
National & WOSM fees	261
Repairs & maintenance	165
Depreciation & amortisation	197
Professional fees	139



# Scouting Around Queensland

**12,800 Youth Members  
participating in the Scout  
Program within 218 Groups**

**Check out some of the  
highlighted activities!**





★ Scouts Queensland  
Air Activities



★ Indooroopilly Venturer  
Scout Hike



★ Bunya Day of Peace



★ Millbank Surfing



★ Bayview JOTA/JOTI



★ Gatton Bush Walk



★ Charters Towers Camp



★ Brisbane South Chinese  
at Brownsea



★ Proserpine SES



★ Paradise Point Coast  
Guards



★ Goondiwindi Cycling



★ Longreach  
Queen's Scout





# Major Activities

## JOTT



## Gang Show



## Cuboree





## Agoonoree



## Scouting on the Green



## Joey Scout Jaunt



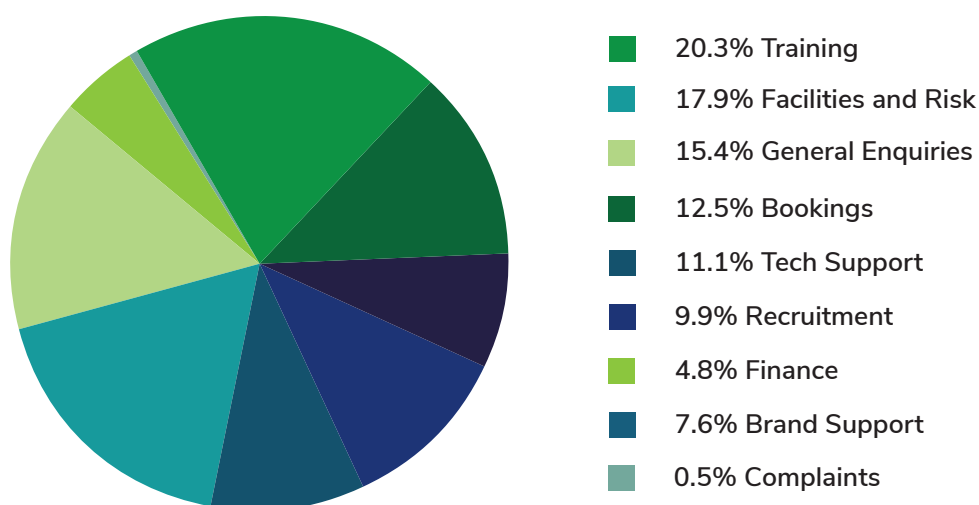


# Change Implementation and Streamline Processes

The last twelve months have enabled our teams to continue with change implementation and the streamlining of processes.

Scouts | Terrain is the software developed for Scouting in Australia which supports our youth members in designing their own programs and achievement pathways, through setting and achieving personalised goals. By July 2021 over 70% of Scout Groups had begun utilising this tool. This number continued to grow throughout the year. Whilst some youth members opted to remain on the old program whilst completing their Peak Award all new members are now using the new system.

During the year we expanded our helpdesk capability to provide a streamlined approach to support requests and reporting. This resulted in over 18,000 tickets being created with tracking in place to ensure appropriate and timely support. The following graph shows the number of tickets received and closed by Department:



More than 11,000 members have now shared a health profile with Scouts Queensland via the online health records platform Operoo, better enabling us to manage our duty of care to our members and streamlining the delivery and response for activity permission forms.

More than 90% of our Groups are now utilising the Xero accounting platform to effectively manage the Group's financial resources. This provides a seamless transition as individuals change roles and a more professional experience for our families.

A review of the way in which adult training and development is managed and delivered saw the appointment of a new Branch Commissioner Adult Training & Development, Julia Miller, and the introduction of two Assistant Branch Commissioner roles with focuses on resource development and transformation. This fresh approach supported the delivery of face-to-face and online courses to 2181 participants across the year.

The online blue card portal has had a significant impact on reducing the time frame in the issuing and renewal of blue cards with 1250 being issued within the year. During the year 237 adult leaders attended Child Safe Scouting Officer Training further strengthening our approach to delivering Child Safe Scouting.



# Achievements



70% of Groups using  
Scouts | Terrain



899 attending Adventurous  
Activities Training



2181 participants in online  
and face-to-face training



123 Adult Recognition  
Awards



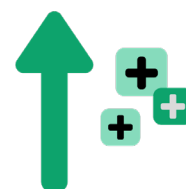
Introduction to Scouting



Holiday Outdoor Experience  
1600+ Participants



220 Youth Members flying  
with the Air Activities Team



50 Enquiries a Week to Join  
Scouts



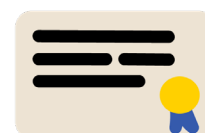
Attendance at 42nd World  
Scout Conference



Attendance at 27th Asia-Pacific  
Regional Scout Conference

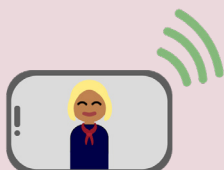


78 Wood Badges



\$1.28M worth of  
Qualifications

# Key Initiatives



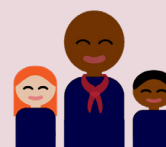
Change to the Operation of  
Scoutreach



Review of Brisbane Gang  
Show



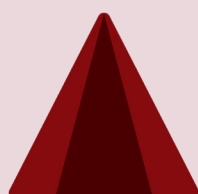
Performing Arts Guidelines  
for Shows



Youth Engagement



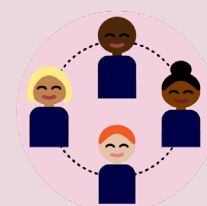
Joey Scout Build Strategy



Campsite Masterplans



Improving Member  
Experience



Community Engagement



Inclusivity



Ready Set Scout! Together



Expanding to New  
Communities



Section Activities

# The Impact of COVID-19

**COVID-19 continued to cause uncertainty for Scouts Queensland Members and several of our large events.** Sporadic lockdowns saw Scouting@Home revived through critical periods ensuring our Youth Members could continue Scouting virtually. With cooperation from Scouts Australia, we were able to provide online webinars for our Leaders on international Scouting activities and programs that can be delivered at home.

Most support teams continued to meet virtually during the year allowing meetings with Regions and individuals to be maintained. The Development Team has continued to support Scouting across Queensland remotely – via digital and online mechanisms. Branch operated campsites responded to the different health directives as needed while maintaining the sites for use by its patrons.

Queensland Branch International Team was present at several virtual events to promote International Scouting activities from the World Scout Movement's Better World Scouting program - such as Earth Tribe program of Plastic Tide Turners, Scouts Go Solar, and Champions for Nature Challenge.

With COVID-19 restrictions easing throughout the year we were able to resume more face-to-face activities. It seems people had been missing the interactions with friends and mentors. Some highlights included;

- Air Activities recommenced their program at a new centre at Archerfield following a 12 month hiatus.
- Adventurous Activities Team continued with training opportunities although the annual conference was cut short to part-time through the first day due to changing Health Directives.
- Cuboree and Agoonoree Camps proceeded after being cancelled the previous year.
- Gang Show relocated to the Draney Theatre after being relegated to a semi outdoor centre in 2020.
- The Joey Scout Team was able to facilitate a 30 Hour Challenge, held locally, a Joey Scout Jaunt at Home as well as a delayed face-to-face event at Baden-Powell Park.
- The annual Hopalong Joey Scout Leader training day in March offered a large selection of sessions both remotely and in person.





# Weather Events

A total of 33 Scout Dens, Campsites and Offices impacted by the South East Queensland weather event when the State experienced up to 900mm of rain over a four day period creating widespread flooding. There was significant loss and damage, and we are grateful to all the volunteers who gave their time to work in hot, humid, smelly conditions; hosing, demolishing, sweeping, cleaning and disposing.

Impacted facilities include:

- Pamphlett-Tennyson Scout Group - lower floor inundated from Brisbane River
- Bracken Ridge Scout Group - water inundation across the timber floor
- Brisbane North Region Centre – 100mm inundation
- Wavell Heights Scout Group – lower Den inundated
- Queensland Scout Centre, Auchenflower - inundation of ground floor, loss of two Scout vehicles
- Baden-Powell Park with the Providore inundated to 1m and concrete bridge and access track submerged
- St Johns Wood Scout Group – Den buildings inundated
- Goodna Scout Group – damage to access bridge
- Allawah Campsite – damage to septic system and loss of the lower camping area
- Rocky Creek Campsite - power lines down and trees uprooted in storm cell immediately following the flooding

The impact on the Branch Support Office in Auchenflower accelerated plans to move IT systems to cloud-based storage and the move to MS Teams phones increased our capacity to offer flexible working arrangements to some Team Members, several of whom now work two days per week from home. In addition to saving fuel expenses for individuals it also reduces CO<sup>2</sup> emissions by over six ton per year supporting SDG 13 – Climate Action.

The national Scout Shop developed a badge to raise funds to support flood rebuilding efforts across NSW and QLD. The money raised through badge sales will go towards scouting families - who had lost uniforms, books and badges and impacted Scout hall equipment and facilities.



# Brand and Communications

**A new Scouts Australia brand was launched in 2019 and it is pleasing to see so many Queensland Scout Groups updating their signage and marketing materials to reflect the new image.** It is important to maintain the brand image across all our resources through consistent use of logos, colours, fonts, images and text to assist existing and potential members identify with what the organisation offers.

Scouting on the Green at Parliament House continued in 2021. Youth Members and Leaders had the opportunity to demonstrate their commitment to creating a better world with 'Scouts for SDGs' showing off how our youth program connects with the Global Sustainable Development Goals. A new booklet, Sustainable Scouting: Sustainable Communities, was created for this event and is available online at [scoutsqld.com.au](https://scoutsqld.com.au) under publications.

The ongoing scarfing up of Local, State and Federal MPs continues to strengthen the relationship between politicians and their local Scout Groups. This has assisted many groups benefitting from the support these individuals can offer to local communities, most noticeably financial support in purchasing branded merchandise and updating facilities, helping fortify the Scouting brand.

We were fortunate to partner with Arcadis, an international environmental engineering company, in the regeneration of bushfire areas through the building of nest boxes and tracking these using an app. Three nest boxes have been installed at Baden-Powell Park on the Beaver Masters Trail.

As a result of consultation with our membership a new publication to complement the existing weekly Chief's Newsletter was launched this year. 'Scouting Family News' is published once a month and articles are targeted at youth members and their families focusing on past and upcoming events and activities.

Social Media is becoming increasingly important as a means of communicating to existing and potential members and supporters. Following the success of last years 'Ready Set Scout!' campaign, we continued this year with 'Ready Set Scout - Together' aimed at encouraging parents and children to join Scouts together as Leaders and Youth Members. The statewide recruitment campaign attracted a great deal of engagement with videos being viewed up to 6.5k times.



**Facebook Reach**  
178,000+



**Email Subscriptions**  
12,000+



**Instagram Reach**  
8,700+



# The Scout Group

**The Scout Group is central in delivering the youth program. Our strategic efforts focus on providing standardisation to streamline processes within the Scout Group.**

Through standardisation we also recognise that people must be treated equally and with respect which we support through information and education on Gender Identity, Faiths, Beliefs, Cultural Identity and young people with disabilities.

The Branch Joey Scout Team continued their work on the Queensland-specific “Joey Build” program to attract new Joey Scouts and Joey Scout Leaders. Additionally, nine new sets of fully resourced “Hopping into Joeys” programs to guide Joey Scout Leaders running new Units while undergoing training. Groups were also supported through the annual Hopalong Leader Development Day where over 90 leaders participated in activities supporting delivery of the Youth Program. Ongoing capability and capacity building occurs with support being given in all aspects of the Youth Program.

Specialist support was provided to Groups through STEM activities (Science, Technology, Engineering and Maths) culminating in activities occurring across the state during National Science Week, where our members promoted STEM with Scouting in the Outdoors.

The Heritage Team continues to sort and display insignia and develop Scouts Queensland Digital Heritage Image Collection and database allowing local Groups to be able to reflect on our history as they develop our future.

While the local Group is central to the delivery of the youth program, our place as members of an international community is enhanced by the Project Commissioner’s International Team participating as delegates and observers with the 42nd World Scout Conference and 27th Asia-Pacific Regional Scout Conference, both held virtually due to the pandemic.



# 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 Scout section reflect the transition to the new award. In 2021/2022 Scouts Queensland awarded the following:

## 124 Joey Scout Challenge Awards

The Joey Scout Challenge Award is the Section's peak award and may be the final achievement for a youth member in the Joey Scout Section. The Joey Scout Challenge Award brings together the core elements of the Achievement Pathways as well as an Adventurous Journey and a Personal Reflection.



## 176 Grey Wolf Awards

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



76

### Australian Scout Medallions



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

### Australian Scout Awards

7



## 47 Queen's Scout Awards

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



## 5 Baden-Powell Scout Awards

The Baden-Powell Scout Award is the final achievement for a youth member in Scouting. It is achieved through participation, assisting and leading activities through a series of milestones, including planning and leading an Adventurous Journey and attendance on leadership or personal development courses. Outdoor adventure skills are progressed and there are opportunities to specialise in Special Interest Areas and explore new Interests.





# Adult Recognition 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 2021/2022 Scouts Queensland Awarded the following:

## 10 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.



## 58 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.



## 6 Outstanding Service Awards

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



## 22 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.



## 19 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.



## 2 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.



## 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.



## 3 Rover Scout Service 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 2021/22 go to our website: [scoutsqld.com.au](https://scoutsqld.com.au)

# Grants

**With resilience, determination and an extra eye for detail**, our volunteers have gained additional understanding of the importance of grant funding conditions and project management requirements that are essential to the delivery of wonderful outcomes for our community. Weather events and building delivery service changes have seen our groups overcome new challenges with increased skills and resources due to the opportunities that have been available through grant funding.

Scouting Formations throughout Queensland have this year been supported through funding provided by 24 Federal, State, local and private sector organisations. There have been 115 projects funded to 66 Scouting Formations due to the generosity of 38 grant programs. These opportunities have been provided to the value of \$743,000.

Resources provided by grant funding and the dedication of volunteers and their support systems are essential to the betterment of Scouting. Scouts Queensland appreciates the hard work, skills, knowledge and generosity of all our partners in delivering wonderful solutions to the youth of our State.

- Aaron Harper Community Grants
- Anglo Coal
- Brisbane City Council
- Club Southside
- Department of Tourism, Innovation and Sport
- Fraser Coast Regional Council
- Gambling Community Benefit Fund
- Ipswich City Council
- Lendlease – Community Enterprise Foundation
- Logan City Council
- Moreton Bay Regional Council
- Department of Industry, Science, Energy and Resources
- Port of Brisbane
- RACQ Foundation
- Redland City Council
- Scenic Rim Council
- South Burnett Regional Council
- Stockland Care Grants
- Sunshine Coast Council
- The Department of Social Services
- Toowoomba Regional Council
- Townsville City Council
- Transurban
- Wynnum Manly Leagues Club





# Thank You to Our Supporters



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The Scout Association of Australia Queensland Brand Inc

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