



rebounding

SCOUTS NSW 2021-2022
ANNUAL REVIEW

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Notice Of Annual General Meeting

The Annual General Meeting will convene at Baden-Powell Activity Centre on Saturday 16 July 2022 at 11.00am.

The presentation of the Annual Review and the announcement of Office Bearers will take place at this event.

The Scout Promise

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

OR

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



The Scout Law

BE RESPECTFUL

Be friendly and considerate
Care for others and the environment

DO WHAT IS RIGHT

Be trustworthy, honest and fair
Use resources wisely

BELIEVE IN MYSELF

Learn from my experiences
Face challenges with courage

Scouts NSW Vision

Through fun and friendship, Scouts will inspire and create resilient young people and adults, by developing skills for life and contributing to our community.

Scouts NSW Mission

Scouting develops and empowers youth by gaining life skills and a value system, based on the Scout Promise and Law, building a better world and playing a constructive role in society.

Message from the Chief Commissioner

This past year, possibly more than any other, our members, supporters and employees have faced incredible challenges. For over four months, our personal freedoms were necessarily restricted so we could collectively protect each other from a devastating disease. Our resilience, tenacity and community mindedness were further put to the test as NSW experienced historic levels of flooding across much of the state.

These events have had a seismic impact on our communities, not least the tragic loss of life. Over two years on from the start of the pandemic, and statistics report a third of children under 18 are still having their attendance at school or preschool impacted.

Further, events abroad such as the invasion of Ukraine, made us reflect on how we live up to our values. Inclusion and acceptance are at the heart of what we do as Scouts, as we make sure the power of Scouting can benefit all communities across NSW and beyond.

For Scouts as an organisation, there have been highs and lows. Our income was greatly reduced as a result of the pandemic and we had to make some very difficult decisions, moving quickly to address our financial deficit.

The pandemic also forced us to turbo-charge the acceleration of our digital capability. Many of our members seamlessly moved between virtual and face-to-face meetings; we continued to offer a range of activities through Scouting@Home; and over 590 Patrols participated in a weekend event called the Great SCOUTdoors, with creative challenges aligned to our Program.

We saw a decline in membership during the year to March 2022 to 16,357 however the subsequent months have seen a turnaround, and we are now registering new members across the state; a testament to the significant efforts of our volunteers.

Showcasing Scouts

As we entered a new calendar year, we took advantage of opportunities to showcase the amazing world of Scouting to young people and their families who are searching for adventure, action, new experiences, outdoors fun and life skills that can't be taught in the classroom or office.

In between lockdowns, Greater Western Sydney Region held a Jamborette over the June 2021 long weekend at Cataract Scout Park attracting over 1000 Scouts, Venturer Scouts, and Leaders. In early January 2022, The Golden West Region held the Time Warp Summer Camp in Orange; later that month the Hunter and Coastal Region hosted the Corroboree Camp just outside Newcastle, and South Metropolitan Region hosted their Region Camp; in March we participated in the Mardi Gras parade under the theme 'United We Shine'; during Easter, nearly 700 Venturer Scouts attended Dragon Skin; Sydney North Region ran another successful ScoutHike in May with over 800 Scouts in attendance; and in June 2022, the Scouts NSW Air Activity Centre celebrated 50 years of providing Scouts with simply amazing aviation experiences.

We know these major events leave lasting impressions on our youth members, and it is our priority to continue to deliver high quality, child safe opportunities that underpin the enormous value of our organisation.





Supporting our communities

Scouts plays an important role in helping our communities. Immediately following the flood disaster, we launched a Flood Emergency Appeal to support those Scouts and their families who were impacted. Our Emergency Relief Fund paid for replacement uniforms, badges, and camping equipment and other Scout-related costs. We did the same following the bushfire emergency in 2019, when we were able to support large numbers of Scouting families.

We also ran a program to equip our adult Leaders with mental health training. We now have a team of dedicated trainers who deliver guidance on various aspects of mental health first aid, which is given until appropriate professional help is received. This initiative has been supported by external funding and recognised as an important aspect of our leadership training.

▲
Scout of the Year
Awards presentation by
the Chief Commissioner

Strengthening our team

We welcomed our new Chief Executive Officer, Carolyn Campbell, in 2022. Carolyn's experience in leading not-for-profit, volunteer-based organisations through change and growth in their membership base will be invaluable. Carolyn has already made a positive contribution, bringing fresh ideas and commercial nous.

We have now built a State Commissioner team constituting the youngest, most diverse and most energetic group of volunteers we've probably ever had. They are a great example of how we can make positive changes within our leadership ranks that improve the quality and level of support for our Group and Section Leaders at the frontline.

To all our volunteers around the state, my heartfelt thanks. While it is important that our organisation is managed effectively, it is the successful delivery of our Program that creates the most impact for the young people who choose to be a member of Scouts. Our aim is to make volunteering with us a positive experience, easier than ever before, and even more fun.

I would also like to offer my sincere thanks to our small team of employees at the State Scouts Service Centre, who have worked to support us through a challenging 12 months.

We remain positive about the future for Scouts NSW and I continue to be proud of the impact our organisation makes on people's lives. And I believe there is so much more we can bring to the local communities in which we live and work. After the past few years, there is significant demand from the community for the services we deliver, and I am confident we're heading in the right direction, at the right time and with an outstanding team of supporters.

Neville Tomkins OAM JP
Chief Commissioner



Message from the Chair

Not-for-profit organisations play a vital role in society, positively impacting on the quality of people's lives. Our role at Scouts NSW is to contribute to the non-formal education and development of young people across our state. To achieve this, we need to remain viable, relevant, and contemporary.

Over the past couple of years, as the world grappled with the impact of a pandemic, and much of NSW experienced devastating floods, young people, families and communities have faced some of their toughest times for decades.

Scouts NSW has needed to stay flexible and adaptive to this unexpected environment. Four years ago, we were experiencing a positive trajectory of membership growth. Over the past year, though, we reported a membership decline of 8% to March 2022.

However, as the borders re-opened and communities equipped themselves with the protections they needed against COVID-19, we have been able to return to face-to-face Scouting, and deliver our program in full once again. We firmly believe the kind of outcomes we can provide to young people have never been more needed. Scouts has a pivotal role in rebuilding society, and we're prioritising actions to reverse our decreasing numbers.

Purpose and strategy

The Board plays an important role in setting the vision, purpose and strategies of the organisation.

Delivering a strategy during such unpredictable and rapidly changing times isn't easy but the Board has concluded that our 2019-2022 Strategy is still relevant, with some adaptations. Our destination remains the same, with goals around growing our membership, improving our culture and stability, bringing greater satisfaction to our volunteers and supporters, and making a difference in our communities.

Our plan this year is to identify best practices across our Groups in NSW, and also those across Australia and overseas, and use this information to inform our future Strategy. We have commenced a strategic review to explore how we can improve our systems, structure and processes, how we can find meeting places for all our Groups, find more Leaders and give them the best possible support, introduce HR practices to build a positive culture where everyone is welcome, while making sure we keep Scouting safe for all.

This work will be overseen by three independent Scouting experts, who have great track records in successful change. The experts will guide and direct the review, ensuring we work collaboratively, setting ambitious but realistic targets, working from evidence and proven success, and always staying focused on the needs of future generations of Scouts.

Governance

In recent years, the Board of Directors has significantly improved its governance structure, ensuring we have the right skills and experience to make the best possible decisions for a sustainable organisation. We have put in place an appropriate system of risk oversight, accountability and controls that can be adapted to emerging issues or identified opportunities.

This year, I was delighted to welcome Richard Hodge as Deputy Chair. He joined the Board in July 2021, bringing youthful energy, a passion for Scouts and a deeply thoughtful approach to his role. He has already made an outstanding contribution, and I believe he will be instrumental in leading Scouts' strategic direction for the coming years.

It is important that the Board maintains high levels of integrity and accountability, and we have put in place a good flow of information that enhances our decision-making, while ensuring transparency and accountability to our Branch Council – the selected members who hold voting rights – along with our wider membership base and our external stakeholders.

Earlier this year, we held a meeting for the Branch Council to explain some of the significant changes we have made since launching our 'Sustainable Scouting' program in 2020. We are already seeing good progress in the delivery of financial efficiencies that both satisfy our legislative requirements and address member expectations. Through better management of our property portfolio, we have created greater flexibility to help us stay responsive to changes in the external environment.



Youth Safety

The safety of our youth members remains an unequivocal priority for the Board. Regardless of whether our Groups are meeting in person or online, it is imperative that we maintain our youth safe environment and ensure everyone who participates in our activities and adventures remains safe.

We launched revised adventurous activities guidelines, checklists and training this year, following an abseiling incident in 2021. Our Adventurous Activities team has worked tirelessly to ensure all feedback from the incident was incorporated and communicated, and we will continue to build on their excellent work to maintain the highest standards for our outdoors activities.

Rebounding

It remains a source of pride and pleasure to lead the Board and work with an outstanding group of dedicated and passionate Directors, through another eventful year.

My thanks to our wonderful team of State Commissioners, Region Commissioners and professional staff, supported of course by our Chief Commissioner, Neville Tomkins and new Chief Executive Officer, Carolyn Campbell. The Board is immensely grateful for the positive approach, energy, and commitment to young people role modelled by them.

I would also like to thank David Hassan and Kerryn Boland, both of whom are retiring from the Board this year, and who have made significant contributions during their tenure. David joined the Board in 2015 and brought valuable experience in technology, helping guide our decision-making on a range of investments over the years. Kerryn joined us after completing her tenure as NSW Children's Guardian. Her commitment to fostering child safe practices and systems, and her deep understanding of the regulatory and governance sectors has been invaluable.

Finally, we are all aware that young people have been exposed to high levels of stress over the past few years. It's now even harder for them to establish themselves economically, to get financial independence, to get into home ownership, or to get secure full-time employment.

Scouts holds the key to unlocking the skills and experiences young people need right now - adventurous activities, leadership skills, self-confidence and resilience, trips interstate and abroad, and most importantly, outdoor fun.

We're confident there will be better times ahead.

Kerry McGoldrick
Chair
Scouts NSW Board of Directors

Scouts
 getting active
 - exploring
 and bush
 regenerating



Message from the Chief Executive Officer

Scouts NSW is rebounding with a roar! We're exhilarated about the opportunities ahead, combining the richness of Scouts' history with pride in our relevance to young people today – even more so after our activities were restricted during the COVID-19 pandemic.

The contemporary Scouting Association is one of the largest youth organisations in the country, and for decades, we've encouraged young people from across our diverse communities in NSW to get active and join in. Scouts has a strong, values-led culture, and with young people at the heart, there is a real commitment to inclusion.

Our mission is to open the doors of Scouting to young people from the ages of 5 to 25. To encourage the next generation to learn life skills that aren't taught on smartphones, but in the great wide world of the outdoors. To teach the value of teamwork, of fostering friendships, and developing resilience.

To enable this, our State Scouts Service Centre provides essential background support to ensure safe practices and risk mitigation is enshrined, financial transparency is paramount, and clear communication flows across our community. Providing these services centrally frees up our Regions and Groups on the ground to focus on providing a unique range of adventurous, fun, challenging and inclusive programs.

We wouldn't be able to offer any of this without such a strong team of volunteers, who are the backbone of our Movement - so we thank them for their boundless efforts. We also acknowledge the essential support of the NSW Government through their grant programs that assist so many Scouts Groups with essential building and equipment projects - and for the Active Kids program that enables so many children across the state to participate in Scouting.

Scouts NSW Chief Commissioner, Neville Tomkins OAM and CEO Carolyn Campbell with members of Scouts Sydney North Region & Tim James MP, Tanya Taylor (Mayor of Willoughby), Elizabeth Krasso (Deputy Mayor of Hunters Hill) and Nathan Tilbury (Deputy Mayor of Hornsby Shire)



With recruitment drives underway to attract new Scouts, we're taking the opportunity to renew our commitment to respectful behaviour through our communications campaign - 'Know It. Live It. Log It'. To amplify this, a series of animated videos will begin to roll out this year for youth members, parents/guardians and volunteers, with the clear message that 'Bullying is out if you're a good Scout!'

Whether camping, hiking, caving, abseiling, sailing, kayaking, swimming, flying in a light aircraft, or putting on a theatrical revue - Scouting across NSW is resurgent. We look forward to introducing even more young people to the wonderful world of Scouting to share these life-affirming experiences, as we bound along!

Carolyn Campbell
Chief Executive Officer
Scouts NSW

Vital statistics

- **13,000 Youth members in NSW**
- **3,500 Leaders & Adult Helpers**
- **34% Female youth members**
- **40% Female Leaders**
- **70% use Active Kids voucher (youth members)**
- **480 Groups**
- **5 State Activity Centres**



Colour Run and excursions are all part of the Scouting fun

Youth Awards

Our young people are the beating heart of the Scouts Movement, participating in programs and activities to develop teamwork, leadership and resilience skills. Through this personal growth they are able to make a positive impact on the world to help other people.

Celebrating Peak Awards

Congratulations to our 429 Scouts who rose to the challenges and earned the top-level awards in their Section in 2021-2022.

- 88 Joey Scout Promise Award/
Joey Scout Challenge Award
- 212 Grey Wolf Award
- 115 Australian Scout Medallion/
Australian Scout Award
- 67 Queen's Scout Award
- 10 Baden-Powell Scout Award

Meet two of the 2022 Baden-Powell Scout Award recipients

Laura Kierse - 1st Austinmer - South Coast & Tablelands Region

Laura's passion to give back to others includes having created 100 cloth face masks for the disadvantaged as well as leading a group of six Rover Scouts to complete a 100km Great Ocean Walk.

Harrison Lantry - 1st Figtree - South Coast & Tablelands Region

Harry's compassionate nature and eagerness to help led him to focus on mental health for his Community Development Project. He created a policy that was adopted by Rover Scouts across NSW whereby every overnight event with more than one Unit in attendance now needs to have a trained Welfare Officer amongst them – and so P.A.W. Patrol was born (standing for Psychological Awareness & Wellbeing).

Laura Kierse & Harrison Lantry at NSW Government House



Her Excellency the Honourable Margaret Beazley, AC, QC, Governor of New South Wales & Chief Scout of NSW, presents the Queen's Scout Awards ▶



Scout of the Year Awards

Our Scouts have made us proud over the past year through their community service initiatives to help others. Initiated by the Scouts NSW State Youth Council, the Scout of the Year Awards formally recognise the exceptional contribution of youth members across the state who go above and beyond to create a brighter future through Scouts for SDGs (the United Nations' Sustainable Development Goals).

Congratulations to the finalists, and to these youth members who were named as our 2021 Scout of the Year winners at an awards celebration on 26 February 2022.



**Joey
Scouts**

**Kaysanne
Lockman**

For spending over 20 hours skipping to raise \$514 for Jump Rope for Heart, raising awareness about heart disease



**Cub
Scouts**

Jayden Savage

For organising clean ups and weeding events at Mt Keira Scout Camp with his local Scout Group



Scouts

Tynielle Gomez

For raising funds for Camp Quality over three years, by tie-dyeing socks to sell at events including the 1000kms 4 Kids Ride



**Venturer
Scouts**

Thomas (TJ) Furness

For designing and constructing a Hydroponic Sustainable Garden to educate and engage his Scout Group in the importance of sustainability



**Rover
Scouts**

Taya Bates

For volunteering as a Young Consultant with the CREATE Foundation, advocating to increase support for children & young people in the foster care system.

Highlights

at 31 May 2022

NSW Volunteer of the Year

We were thrilled when the 2021 New South Wales Volunteer of the Year was announced in December as 12 year old Scout Abbie Kelly from 3rd Broken Hill Sea Scouts - who is also the Young Volunteer of the Year. Not yet a teenager, Abbie's achievements include having raised \$3,500 for the children's charity Variety by holding cake stalls; running Crazy Sock Days to raise funds for cancer research charity Love Your Sister; participating in ANZAC Day marches and joining in with the Broken Heel Festival in support of the LGBTIQ community.

Abbie credits her drive to give back to the community as being sparked through Scouts. "I started Joeys when I was 6 years old and from that day on Scouts has encouraged me and helped me to find my passion for volunteering" she said. "Scouts has taught me how to be a true leader and how to make the world a better place." Congratulations Abbie on embodying the essence of Scouts.

Community Events

Scouts pride themselves on being actively involved in the wider community, from supporting grass roots causes through to participating in major events. Over the past year, Scouts joined in a range of community-based events ranging from ANZAC Day commemorations to Mardi Gras celebrations.

Mardi Gras

5 March 2022 | Sydney

Scouts celebrated and promoting the diverse and inclusive nature of our Movement by participating in the 2022 Sydney Mardi Gras. Under the theme of 'United We Shine', our marchers showed not only the 10,000 people present, but also the wider world watching, how Scouts brings people together.



Mardi Gras 2022 –
United We Shine

▲
NSW Volunteer of the year
Abbie Kelly



ANZAC Day

25 April 2022 | Multiple locations

In 2022, ANZAC Day commemorative ceremonies and marches returned across Australia, with thousands of Scouts enthusiastically participating in their local communities. This included the Dawn Service at Martin Place, Sydney, where one Scout had the honour of being on the podium with the NSW Premier, Dominic Perrottet.

Highlights: Partnerships

The Last Great First

27 May 2022 | Canberra

At the end of 2022, two Scouts Ambassadors will set off to attempt the first unassisted complete transverse of Antarctica - in a feat billed as 'The Last Great First'. Dr Gareth Andrews and Dr Richard Stephenson will spend 110 days on a gruelling mission, dragging a 200kg sled across the frozen continent while they also collect vital climate science data from uncharted territory.

Ahead of the challenge, the dynamic duo and their campaign Chairman, Mark Richardson, were honoured at Government House in Canberra by being invested into Scouts by the Chief Scout, His Excellency, General the Honourable David Hurley AC DSC (Retd). They will be spreading the word that young people can achieve incredible ambitions and learn life skills through Scouts. Dr Andrews encapsulates this ethos, saying "My time in Scouts equipped me with the necessary survival skills to be safe and to push the boundaries in the world's wild places. It was also in Scouts that, as a youngster, I was first introduced to the concepts of leadership, camaraderie and teamwork." Follow their incredible journey at thelastgreatfirst.com.au



▲ Training in the Arctic for our Scouts ambassadors' Antarctic expedition

◀ Investiture of 'The Last Great First' expedition team at Government House, Canberra

L-R: (front row) - Dr Gareth Andrews; Her Excellency Linda Hurley; His Excellency, General the Honourable David Hurley AC DSC (Retd); Dr Richard Stephenson - (back row) - Scouts Australia Chief Commissioner Phil Harrison; Mark Richardson (campaign Chairman)



PARTICIPANTS



LEADERS & SUPPORTERS

Highlights: State Events



Gang Shows

25 & 26 June 2021 | Sydney (Hornsby)



Many Groups planned Gang Shows in 2021, however due to Public Health Orders most were cancelled. Even so, Gang Show members had already commenced auditions and rehearsals, giving the Scouts involved valuable experience in creative endeavours.

The Hornsby Gang Show did manage to put on two performances of Wonderstruck, which were enthusiastically received at the Pioneer Theatre, Castle Hill.

Rehearsing for the Cumberland Gang Show


Getting toasty in the great outdoors




The Great SCOUTdoors

During the weekend of 29-31 October 2021, The Great SCOUTdoors ran across NSW. This was a State-wide online Patrol based event, full of challenges for Scouts of all ages including Leaders and supporters. A range of challenges were posted on the Scouts NSW website for Patrols to take up over the weekend, ranging from Quarantine Cuisine (cook a meal with limited existing ingredients from your fridge/pantry) to The Ballad of Lockdown (write a poem about your experience in isolation). It was a great success in bringing together Scouts from all over the state – and across Australia and overseas - at a time of limited outdoor activities being available and keeping the spirit of Scouting alive.





PARTICIPANTS



LEADERS & SUPPORTERS

Highlights: Regional Scouting Events

Events are the lifeblood of our Movement, so we were excited to return to face-to-face activities as 2021 came to an end and COVID-19 restrictions eased in 2022. A wide range of experiences were offered with energy and enthusiasm, reinvigorating our existing members and introducing many new ones for the first time to the adventurous world of Scouts.

Complementing a broad range of outdoor adventures, creative indoor activities also took place. These ranged from baking for R U OK? Day to painting eggs with folk-art decorations to show solidarity with the Ukrainian people.

The Golden West Region – Time Warp Camp

2 – 8 January 2022 | Orange, Canberra & Sydney



This was the first all-Section camp held in The Golden West Region. The three older Sections - Scouts, Venturer Scouts and Rover Scouts - chose a two-

day expedition including a visit to Canberra, canoeing, canyoning, caving, hiking, white water rafting and splashing around at water parks in Sydney. Meanwhile the Joey Scouts and Cub Scouts had a blast at the Canobolas Scout camp with onsite activities including a flying fox, escape room, waterslide, geo-caching, billy carts, canoeing, caving, rock climbing, hiking, craft, and a science base. Evening activities included Stone Age and Medieval events, and a lip sync battle run by the local Scout Fellowship.



▲ Time Warp Camp saw Scouts of all ages travel across NSW & the ACT for adventure

Hunter and Coastal Region – Corroboree

19 - 23 January 2022 | Paterson



There was a great turn out for this event, including attendees from other Regions, for five days of fun events and camping. Action-packed activities included canoeing, camel riding, swimming, laser tag and the building of bird boxes.

North Coast Region

24 March 2022 | Lismore

As part of Operation Flood Assist 2022, Defence troops paid the 1st Lismore Scout Group a visit as they conducted clean-up efforts. The soldiers, from 7th Battalion, Royal Australian Regiment (7RAR) gave the Scouts a 'show and tell', taking along one of the Army's new MAN 40M trucks, a military drone, and demonstrating how to apply camouflage cream and what to pack to 'head bush'.



▲ ADF flood relief support & 'show & tell' in Lismore



Tucker time at Narrabri West Scout Hall



Weekend Wide Game in Cobargo had a Scandinavian mythology theme



North West Region - Spirit of the North West Camp

1 May 2021 | Tamworth



The Spirit of the North West Camp at Lynchwood enjoyed the presence of the Scouts NSW Chief Commissioner, Neville Tomkins, and Professor Richard Bush, the Crown Land Commissioner. Cooking for more than 125 campers was no mean feat! The event was capped off with a presentation of Service Awards to some long-standing Leaders. Special mention goes to Roger Butler and Graeme Hutchison who were recognised for 60 years of loyalty and dedication to the Scouting Movement.

South Coast and Tablelands Region – Weekend Wide Game

3 July 2021 | Cobargo



For the first time in two years, a Weekend Wide Game ran in Cobargo – an area greatly impacted by the 2019 bushfires and that is now rejuvenating. The theme was ‘Ragnarök’- in Scandinavian mythology, the end of the world of gods and mankind – which was enthusiastically embraced by the participating Scouts, Venturer Scouts and Leaders/helpers.

Greater Western Sydney Region – Waratah 2021, Jamborette 2021 & Cuborette 2022

10 – 12 December 2021 | Lithgow – Waratah: Operation Dragnet



From the word ‘go’ each team of Venturer Scouts had 24 hours to make their way to the finish line located deep in the forest. Teamwork was critical for survival!

25 – 27 March 2022 | Hawkesbury – Cuborette: Welcome to the jungle

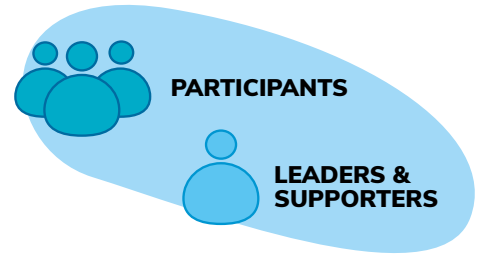


Held at Ku-Ring-Gai Scout Camp, this event revolved around the United Nations Sustainable Development Goals. Scouts all over the world have embraced these goals, taking action to create a better world by working to end poverty, fight inequality, and address climate change. Adventurous activities were both rock and water-based, in this unique environment, developing the participants’ creative, construction and social skills.

11 -14 June 2021 | Appin - 43rd Jamborette – Kingdoms & Empires of the Universe



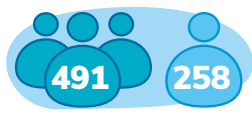
Run at the Cataract Activity Centre, the theme of this fun and adventurous Jamborette was exploring the great kingdoms throughout time and the universe. From the Animal Kingdom, through to Ancient Greece, The United Federation of Planets, Agrabah (Aladdin’s homeland) and beyond, imaginations were fired up, as were the campfires!



Highlights: Regional Scouting Events

South Metropolitan Region – Region Gathering, Get Back to Scouting & Dragon Skin

11 – 14 June 2021 | Region Gathering



Over a winter long weekend, a range of action-packed activities took place for Scouts, run and organised by Leaders and Rover Scouts. Adrenalin-

loaded adventures included abseiling and a water-obstacle course.

27 February 2022 | Get Back to Scouting (Heathcote Scout Camp)



To kick off being able to once again participate outdoors, a range of activities were run for Scouts and Cub Scouts, getting them active after long periods of lockdown hibernation.

15 – 18 April 2022 | Dragon Skin (Belanglo State Forest)



Venturer Scouts gathered over the Easter long weekend, learning bushcraft skills, and enjoying hiking through the forest by day, while dancing to tunes spun by DJs at night.

Sydney North Region – Roventure & ‘Guess Who?’ Game

27 February 2022 | Sydney - Roventure



Roventure brought Venturer Scouts and Rover Scouts together in combined teams, with the aim of building closer bonds between these two

Sections. The 2022 event was themed Monopoly Edition and saw teams competing in a range of real-estate related activities and challenges outdoors.

11 April 2022 | Sydney (Willoughby) – ‘Guess Who?’ Game

The Homenetmen Antranig Scouts based at Willoughby got creative, building a human size ‘Guess Who?’ game, with the characters being their Scout Leaders. This Group is a member of the global Homenetmen community – a pan-Armenian diaspora organisation, devoted over 50 years to sporting and Scouting activities - showcasing the diversity and inclusion of the Scouts Movement.



▲ Roventure had a Monopoly theme

◀ Teamwork in action at Dragon Skin

▶ 2nd Willoughby Scouts ran a ‘Guess Who?’ game



◀ A new girls program was launched

▲ Scouts featured on TV

Sharing the Scouting spirit

Girls: Choose Your Adventure

Currently, one in three Scouts are girls. To attract more girls into the Movement, a new program was launched during the year – ‘Girls: Choose Your Adventure.’ This innovative program is designed to empower girls to step out of their comfort zone by getting active and connecting with the great outdoors. The adventure itinerary takes place at the Scouts NSW Cataract Activity Centre, set on 160 hectares of bushland just outside of Sydney.

The program challenges girls and young women (in school years 4–12) both physically and mentally, with a particular emphasis, after the isolation of lockdowns, on teamwork. Activities include everything from high ropes, rock climbing and caving, to archery, bush walking and abseiling. Opportunities to forge new friendships and support systems are also embedded into the program, along with a focus on developing confidence and resilience.

We gratefully acknowledge the assistance of the NSW Government Office of Sport ‘Outdoor Active Recreation Marketing Support Grant’ that has made this program possible.

Bring a Friend

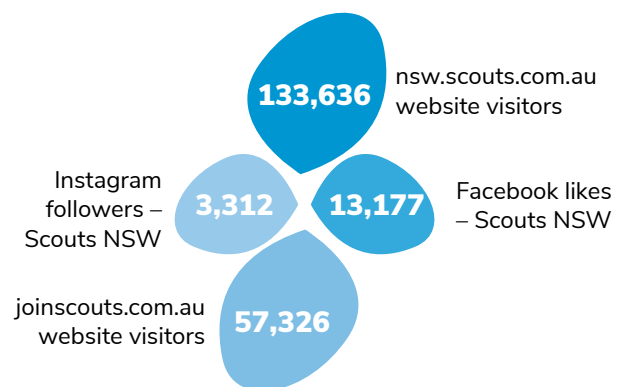
Scouts NSW launched a popular Bring a Friend promotion to encourage current youth members to help grow their Groups by inviting their friends to see what Scouting is about. Each youth member is given an invitation to hand out to friends or classmates, inviting them to attend a Section meeting, open day/night or another Scouting activity with their friend to see first-hand the activities in which they can participate.

New recruits ahoy

Scouts made the news headlines in a push to attract more new members of all ages and genders. Over April and May 2022, over 2 million Australians were made aware of all the opportunities offered by Scouts in a media blitz covering print, radio and TV. We were proud to have Epping Scouts showcase their skills in live crosses running for over ten minutes on Channel 10’s morning show - including their roving reporter, Daniel Doody, becoming an honorary Scout for the day.

Spreading the word

1 April 2021 – 31 March 2022



Leader Build

Leader Build is a guided program that helps Groups run a recruitment drive with parents, supporters and interested locals. It has been successful in engaging local communities and identifying potential new Leaders and Helpers. A resource kit was developed, and a series of webinars run in late 2021 and early 2022 after lockdown restrictions eased, to re-engage with Groups across the state. Over 120 individuals were empowered and equipped with skills to reach out into their local communities by running Leader Build events at their Scout Hall.

Skills development

A comprehensive Scouts training program is run throughout the year at all levels, with a clear pathway from developing foundational skills through to peak level certification. During the past year, a total of 31 courses were run, with 36 members being awarded their Wood Badge to recognise their completion of the adult training. We are also incredibly proud of our five Leaders who achieved their Axe and Log, the highest level of training achievable by our adult members. Our commitment to Mental Health First Aid training was also renewed, with over 30 more Leaders becoming certified in this area.

State Activity Centres

Scouts NSW's State Activity Centres support our Scouting activities by offering a wide range of facilities and programs across NSW. From giant swings to flying foxes, and water obstacle courses to light aircraft, a day spent at a Scouts Activity Centre will never be forgotten! Three centres also offer onsite accommodation, providing the opportunity to extend the Scouting experience to overnight excursions.

Volunteers

Scouts NSW gratefully acknowledges the support of the volunteers who carried out a working bee at Baden-Powell Activity Centre in January, and the ongoing work and commitment of the Scout Fellowship at Cataract Activity Centre, in preparing the site for re-opening after lockdowns ended.

"FANTASTIC ACCOMMODATION. KITCHEN AND BATHROOM FACILITIES WERE WELL MAINTAINED, CLEAN AND VERY WELCOME AT THE END OF A LONG DAY. THE TEAM ARE FANTASTIC HOSTS ☀️ VERY KNOWLEDGEABLE ABOUT THE AREA, AND ALWAYS AVAILABLE TO PROVIDE ADVICE, TIPS AND TRICKS AND EVEN JUST A CHAT."
LIZZIE (GUEST ☀️ ALPINE ACTIVITY CENTRE)

"LOTS OF SPACE FOR ALL YOUR OUTDOOR ADVENTUROUS ACTIVITIES. ALL THE SITES ARE CLEARLY MARKED WITH SIGNS, AND THE GROUNDS AND ACTIVITY SPACES ARE FANTASTIC. OVERALL, A FANTASTIC PLACE TO HAVE A CAMP OR HOST A LARGE EVENT!"
EMLIN (GUEST ☀️ CATARACT ACTIVITY CENTRE)

Air Activity Centre

The Scouts NSW Air Activity Centre continued its purposeful work in introducing the younger generation to the world of aviation. Over the past half century, many professional pilots have earned their stripes at this Activity Centre in Camden, in Sydney's south west - including several who have gone on to have stellar careers with major commercial airlines. During the year, preparations took place for celebrations in 2022 to commemorate 50 years of safe and fun flying activities at the Activity Centre.



253

Participants flown

3

Aircraft

7

Scout Groups hosted

1

Air Venture Camps

978

Flying hours

3

Air Venture participants

50

Years

8

Flying achievements

Scouts NSW Air Activity Centre celebrated its 50th anniversary in 2022

▲
The lake at Alpine Activity Centre – a popular place for both summer & winter activities

22 Bookings taken

374 Number of visitors

8 Number of Scout Groups hosted

731 Camper Days

1,333 Bed Nights

Alpine Activity Centre

Walking distance to the town and Lake Jindabyne, the Alpine Activity Centre offers Scouts-friendly, school-friendly, group-friendly and family-friendly accommodation at the doorstep of the Snowy Mountains. It's now open summer and winter for a multitude of alpine adventures in and around Kosciuszko National Park, offering a mix of contained cottages and dormitory-style accommodation.

Baden-Powell Activity Centre

Situated on 36 hectares adjoining Lane Cove National Park, the Baden-Powell Activity Centre offers flexible training facilities, adventurous activities and cabin-style accommodation in a tranquil bush land setting only 25 kilometres from Sydney CBD. The Centre is available for use, offering a range of activities including low ropes course, orienteering, abseiling and crate stacking.

96 Bookings taken **2,005** Camper Days

2,005 Number of visitors **2,839** Bed Nights

31 Number of Scout Groups hosted **8** Number of Scouting Events hosted

Crate-stacking activity at Baden-Powell Activity Centre



3,109 Camper Days

4,373 Bed Nights

3,929 Number of visitors

Cataract Activity Centre

Located between Campbelltown and Wollongong, Cataract Activity Centre is Sydney's premier outdoor recreation and education centre, open to groups of all types. A range of adventure activity programs are run for day and overnight excursions, with meeting spaces and accommodation available in a tranquil bushland setting. Onsite activities include abseiling, bird watching, bush walking, caving, orienteering, water activities (including a water slide) and commando/fitness training. The past year was busy with the Centre hosting several large events including major Scout and Guide camps, school camps and faith-based camps.

'Challenge Valley' at Cataract Activity Centre



Financial Report

The Financial year 2021 -2022 was not the snap back recovery from the COVID-19 pandemic Scouts NSW had planned for in June 2021. As with many organisations, Scouts NSW was caught off guard by the return to lockdown in July 2021, the duration of the restrictions, and the hesitant return to face-to-face contact in 2022 once a sufficient quantity of the population had been inoculated against the virus.

Scouts NSW had planned on the basis of an increase in member numbers through the financial year. Despite this not being achieved, we have returned a surplus in the 12 months to 31 March 2022 of \$403,912.

To support our return to surplus we:

- Achieved the cost reductions in Region Offices and State Service Centre expenditure budgeted for
- Adjusted our annual membership fee to \$250
- Centralised our billing process, directly invoicing our members for the first time
- Continued to dispose of our underutilised properties to both generate revenue and reduce overhead cost.

Where we sold freehold property, our specialist team have been able to extract excellent prices for assets (\$7.1M excluding GST) for assets with a book value at 31 March 2021 of \$4.2M.

We were very grateful to the NSW State Government for its financial support through the worst of the lockdown through its JobSaver program. In addition, we were awarded a grant from Crown Lands for \$7,758m excluding GST. This grant will go a long way towards addressing deficiencies with our property asset base on 74 Scout buildings.

In 2020 /2021, the timing of the COVID-19 lockdown was particularly unfortunate for Scouts NSW as Easter is a traditionally busy time in our community for regional Scouting events. In 2022, the Regions were able to deliver significant Corroborees, a Scout Rally and Jamborette events in line with the State Government restrictions. The success of these events was particularly important for maintaining a positive morale, but they also contributed to the welcome increase in Scouting activity revenue in comparison to the previous financial year.

Scouts across the State, but particularly in the North Coast, Hume and South Coast & Tableland Regions have been severely impacted by the catastrophic flooding towards the end of the financial year. Scouts NSW is fortunate to be well insured against these weather events, but we acknowledge the distress caused to Scouting communities by the destruction of some much-loved Scout Halls.

You will find the details of our full financial position in the Financial Report for the year ended 31 March 2022. In the opinion of our independent auditors, the Financial Report is accepted without qualifications.

Scouts NSW recognises that our financial future is not assured. We restate these here as these remain our most significant challenges:

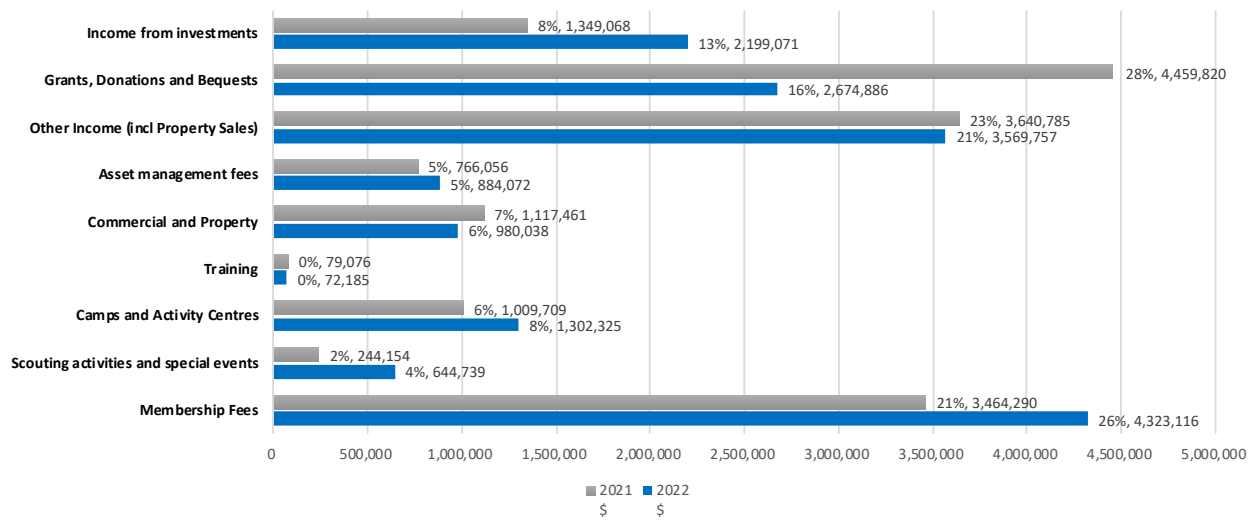
- The long-term trend of membership decline
- A structural operational budget deficit, once investment income is excluded
- Significant costs expected in future years to pay for Historic Child Sexual Abuse via civil litigation and seven more years of the National Redress Scheme
- A historical reliance on one-off events such as Jamborees to counter operational deficits and support the balance sheet
- An old and rapidly ageing property asset base which is visibly below community expectations and standards
- Underperforming, underutilised, and arguably uncompetitive commercial assets
- Increasing operational costs.

The Committee welcomes the appointment of Carolyn Campbell as CEO. She is a high-profile leader in our sector with the skills, energy and experience to drive the changes we need to implement. We would like to thank her management team, together with the many budget owners who have demonstrated considerable budget discipline over this most challenging of financial years.

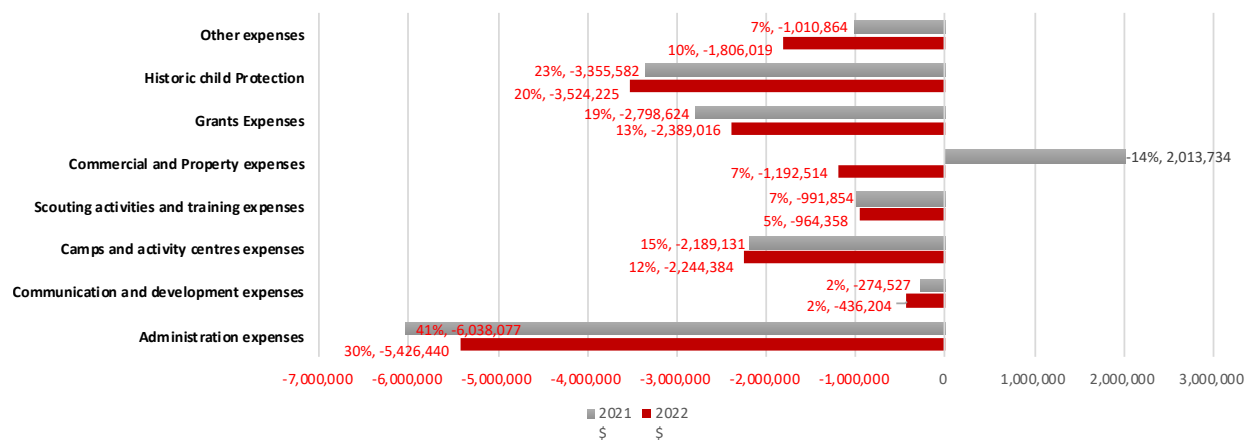
Our sincere thanks to all those who have worked so hard during the year to help this important organisation deliver its essential services to the young people across NSW.

Scouts NSW State Finance Committee

Revenue



Expenditure



Note: Commercial and property expenses saw a significant swing to the make good provision for the prior financial year due to interest rate fluctuations through and post COVID19, resulting in a positive variance to the provision

Awards in Scouting

Adult Recognition Awards 2021

In August 2021, 236 adult members and supporters of Scouts NSW were honoured with Adult Recognition Awards for their positive service, in observance of the founding of Scouting on 1 August 1907 at the first Scout Camp held on Brownsea Island in the UK. Congratulations go to all the recipients for their commitment to Scouts.

Silver Kangaroo

The Silver Kangaroo is presented to adult members for eminent achievement and meritorious service to the Association.

- Cheryl Anne Borsak
- Margaret Frances Crawford
- John Osseweyer

Rover Scout Service Award

The Rover Scout Service Award recognises exceptional and sustained service to the Rover Scout Section.

- Courtney Lee Turner
- Elyse Versace

Long Service Awards

540 Leaders were recognised for Long Service awards in 2021-22. Scouts NSW thanks all long serving volunteer Leaders for their service and dedication to Scouting.

Scouts NSW congratulates all recipients of the 2022 Australia Day and Queen's Birthday Honours.

Thank you for giving your time to Scouting and for empowering the young people and adults who participate in our Movement.

Outdoor
excursions
are back!



Australian Honours

Australia Day Honours | 26 January 2022

Medal (OAM) of the Order of Australia in the General Division

- Graham Dark OAM of Telarah, for service to the community through a range of organisations, including Scouts in various roles
- Ian Frame OAM, of South Turrumurra, for service to the community through a range of organisations, including Scouts
- Susan Day OAM, of Cheltenham, for service to the community through a range of organisations, including Scouts
- Lynette Millett OAM of Bilgola Plateau, for service to animal welfare (and also being actively involved with Scouts over the years, including in extensive renovations of the Avalon Scout Hall)
- Mervyn Whiting OAM of Marsfield, for service to veterans and their families, and to the community, including Scouts

Queen's Birthday Honours | 13 June 2022

Medal (OAM) of the Order of Australia in the General Division

- Jamie Clark OAM, former Group Leader of 1st Merimbula Scouts, for service to youth and to the community
- Moira Franklin OAM, former Group Leader of Bellingen Scouts, for service to the community of Gleniffer
- Robert Smith OAM, former member of Scouts Point Clare, for service to veterans and to the community
- Adrian Walsh OAM, former member across three Branches (Scouts NSW, Scouts Victoria, and Scouts ACT) for service to youth through Scouts

CEO Carolyn
Campbell with
Leaders from 1st
Hornsby Heights
Scout Group



Thanks to all our
volunteers - the
backbone of the
Movement



People in Scouting

Governor and Chief Scout of NSW	Her Excellency the Honourable Margaret Beazley, AO, QC
President	The Hon John Price AM
Vice President	Vacant
Life Councillors	Bob Baker AM Warwick Bateman AM Ron Brown Roger Butler OAM Ron Critcher OAM George Kolsky OAM Doug Menzies OAM John McIntyre Bruce Munro AM Alan Overton AM Jan Playford The Hon John Price AM Craig Ramsden John Selwood Patricia Shaw The Rt Hon Ian Sinclair AC Lyall Wood AM RFD

Board of Directors

Chair of the Board	Kerry McGoldrick
Deputy Chair of the Board & U30 Rep	Richard Hodge
Chief Commissioner	Neville Tomkins OAM JP
Treasurer	Dr Matthew Phillips
Board Members	Kerryn Boland PSM Steve Fernie OAM Belinda Francis Claire Geary Janet Hale David Hassan Antony Keenan Anthony Pritchard

State Service Centre

Chief Executive Officer	Carolyn Campbell
Chief Finance Officer	Vacant
Commercial Manager	Lisa Penson
Head of Marketing and Communications	Janet McGarry
Head of Asset Management	Brett Clarke
Manager Safeguarding Youth, Issues Management and Research	Tracey Hansford

Advisers

Architectural Adviser	Brewster Murray Pty Ltd represented by Mr M Bullen, B.Arch MURP (Hons) ARAIA APIA, Director
Employment and Industrial Relations Adviser	Harmers Workplace Lawyers represented by Mr G Robertson
Legal Counsel	The Hon. Greg James QC
Honorary Solicitor	Roger Butler OAM LLB

Chief Commissioner's Team

Chief Commissioner	Neville Tomkins OAM JP	Partnerships and Advocacy	John Dwyer
Deputy Chief Commissioners		Program Support / BRC Chair	Hugh Crawford
Youth and Program Support (Acting)	Chris Buggie	Program Support	Gabrielle Thompson
Culture and Resource Support	Belinda Francis	Program Support	Erika Hood
Operations	Greg Barnier	Risk and Safety	Martin Jones
Assistant Chief Commissioners		Special Interest Areas	Cecilia Jackson
Youth Program and Support	Chris Buggie	Strategy and Stakeholder Engagement	Anthea Cudworth
Adults in Scouting	Dr Justine Douthwaite	Trust Management	Peter Webb
Innovation and Culture	Vacant	Vocational Education and Training	Sallyanne Luxton
Youth Engagement	Meg Cummins	Youth Empowerment	Vacant
Region Support and Development	Vacant	Special Projects	Penny Becchio JP Hilton Bloomfield Roger Butler OAM Ian Dun Peter Lee Emeritus Mayor Cr William Pickering OAM, JP David Walsh Boyd Williams
State Commissioners		Scouts NSW Legal Counsel	Leut Jeff Rose RANR
Adult Training and Development	Gai Green	Region Commissioners	
Adventure Centres and Bases	Phil Crutchley	Greater Western Sydney	David Stopps JP
Adventurous Activities	Kenton Jurgs	Hume (Interim)	Ray Read
Air Activities Centre	Greg Davie	Hunter and Coastal	Steve Fernie OAM
Child Protection and Issues Management	David Brigden	North Coast (Acting)	Braydon Gleeson
Educational Purpose	Liam Brown	North West	Brett Grimmond
Fellowship	Malcolm Wilson	Riverina	Ian Petty
Growth and Retention	Daniel Boland	South Coast and Tablelands (Acting)	Anthony Pritchard
Heritage (Assistant)	Joe Attard	South Metropolitan	Bryan Davison
Inclusion	Mark Burfield	Sydney North	Kerry Griffin
International	Lloyd Nurthen	The Golden West (Acting)	Gavin Arnold
Major Events	Vacant		
Members Support	Wendy White		
One Program	Mitchell Stubbs		

NB: All roles and those members in the roles are current as at the time of printing.

Thanks and Acknowledgements

NSW Government

The Scouts NSW Board thanks the NSW Government for the generous assistance received through both direct grants and subsidisation of children's participation in Scouts through the Active Kids program.

Department of Planning, Industry and Environment

We are grateful to the NSW Government for awarding a grant of \$8.53 million in June 2022 to fund 74 asset improvement projects across Crown Reserves, for which work is currently underway. This vital funding will raise the quality and standards of Scout facilities across the State, which will in turn contribute towards increasing community participation in our programs.

Community Building Partnership Program

For several years the NSW Government's Community Building Partnership Program has extended assistance to Scout Groups throughout the state, and continues to support local jobs, stimulate growth and generate community pride.

In 2021, Scouts NSW had 52 projects approved through this program, receiving total grant funding of \$927,468. This will enable essential capital works to be undertaken at Scout Halls across the state, from Tumut to Griffith to Murwillumbah and everywhere in between.

Department of Communities and Justice - Targeted Earlier Intervention Program

We are grateful to the NSW Government whose Targeted Earlier Intervention Program supports vulnerable children, young people, families and communities to access support when required, to prevent issues from escalating and empower them to lead independent and meaningful lives.

New South Wales Branch Trust Funds

The NSW Branch Trust Management Committee supports Scouts NSW youth members with financial assistance, providing them with opportunities to participate in Scouting.

In 2021-2022, the Family Support Fund enabled members in need across the State to continue with Scouting, with over \$30,000 in subsidies provided over the 12-month period.

The NSW Chief Commissioner's Emergency Relief Fund has received over \$11,000 in donations for members who were impacted by the devastating floods on the east coast, particularly affecting communities in the North Coast region.

Contributing Photographers

Our thanks and acknowledgement go to the following photographers for their contribution to the 2021-2022 Annual Review:

- Cecilia Jackson
- Ted Sealey
- Matt Tomkins
- All the Scout Groups who contributed images

Planned Giving

Making a bequest to Scouts NSW is a way to provide a living legacy and make a crucial difference in the lives of youth and adult members in NSW. Thanks go to those who generously gave donations and bequests to Scouts over the year. Please contact the Scouts NSW State Service Centre on ph: (02) 9735 9000 to discuss sharing the spirit of Scouting.

Supporters of Scouts NSW

Altocap
 ANSVAR Insurance
 ANZAC Day Dawn Service Trust
 Aon Insurance
 Australian Government Department of Social Services
 Australian Human Rights Commission
 Baden-Powell Scout Guild of New South Wales
 The Crescent Foundation
 Crown Reserves Improvement Fund Program
 Foundation for Rural and Regional Renewal
 Girl Guides NSW and ACT
 HBM Lawyers represented by Alison Inglis
 Lord Baden-Powell Society
 Lord Michael Baden-Powell and Lady Joan Baden-Powell
 Mr John Leece AM
 Mr Andrew Lock OAM
 Lord Baden-Powell Society
 Dr John Mitchell OAM
 Moray and Agnew represented by Ian Denham
 Mr and Mrs Geoff Morgan AM
 NSW Office of Sport
 NSW Office of the Children's Guardian
 NSW Ombudsman
 NSW Parliamentary Friends of Scouting
 NSW Police
 NSW State Government
 PKF (auditors)
 The Returned and Services League of Australia (NSW Branch)
 The Royal Freemasons Benevolent Institution
 St. John's Ambulance
 St. Vincent de Paul Society
 Stronger Communities Programme
 Stronger Country Communities Fund



Called to Higher Service

With deep sadness, we salute the years of service given to Scouts NSW by those who have gone home, whose passing over the past year we record below as at 31 May 2022.

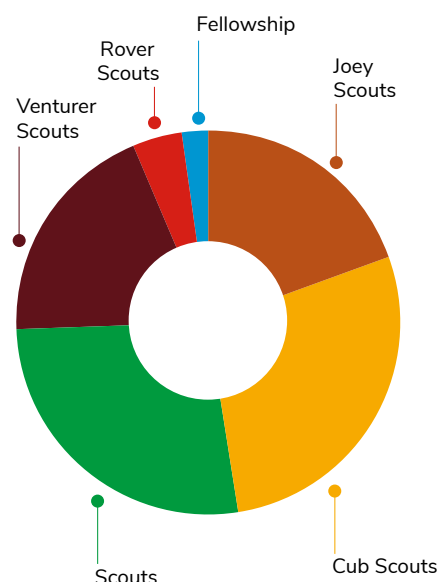
Lawrence Abbott	Peter Read
Beverley Asbury	Lindsay Reynolds
David Aspinall	Shirley Robinson
Raymond Barnier	Richard Shore
Cecil (Cec) Bartlett	George Simpson
Alexander Bewley	Keith Smith
Robert (Bob) Brain	Lewis (Lew) Smith
Robert Brankstone	Michael Stabb
David Broome	Neal Sullivan
Robert (Bob) Clifford Jones	Paul Thorsby
Kenneth Coles	Kenneth Tulk
Richard Crane	Victor Turner
David Downie	Gerardus (Gerald) Wolffers
William (Joe) Elkins	
Geoffery Ellem	
Adam Ferguson	
Kevin Foster OAM JP	
Wendy Game	
Rodger Graves	
Frank Gorrel	
William (Bill) Gower	
Steven Green	
Valerie Green	
Christopher Hayne	
John Kane JP	
Ronelle Knowles	
Ian Langford-Brown AM	
William (Bill) Leach	
Barbara Lewis	
Helen Liddle	
David Maccallum	
Robert Mannell	
Philip Matthews	
Geoffrey Moore	
Mark Randle	

Membership Snapshot

– 5 year comparison at 1 June

Membership	2022	2021	2020	2019	2018†
Joey Scouts (age 5-8)	1,776	1,747	1,495	1,450	1,184
Cub Scouts (age 8-11)	5,157	5,242	5,400	5,675	5,269
Scouts (age 11-14)	4,715	4,848	4,719	5,055	5,370
Venturer Scouts (age 14-17)	1,613	1,687	1,719	1,570	1,551
Rover Scouts (age 18-25) *	681	673	767	794	695
Total Youth Members	13,942	14,197	14,100	14,544	14,069
Leaders					3,817
Leaders of Youth **	2,282	2,624	2,874	2,799	
Leaders of Adults ***	597	784	907	835	
Advisers	30	27	31	106	
Fellowship Members≈	205	172	190	172	206
Total Adult Members	3,114	3,607	4,002	3,912	4,548
Total Members	17,056	17,804	18,102	18,456	18,617

Formations					
Joey Scout Units	242	189	196	187	193
Cub Scout Units	377	304	358	360	374
Scout Units	358	279	338	341	350
Venturer Scout Units	236	174	205	206	180
Rover Scout Units	56	54	59	62	54
Groups‡	366	408	413	396	399
Scout Fellowship	28	23	26	21	26
Districts	54	67	54	54	53
Regions	10	10	10	10	10



* Includes Rovers who are Leaders

** Leaders of Youth (Primary Appointment is Section Leader) excludes Leaders who are Rovers

*** Leaders of Adults (Primary Appointment is Group Leader or Leader-in-Charge and above) Excludes Rovers who are Leaders

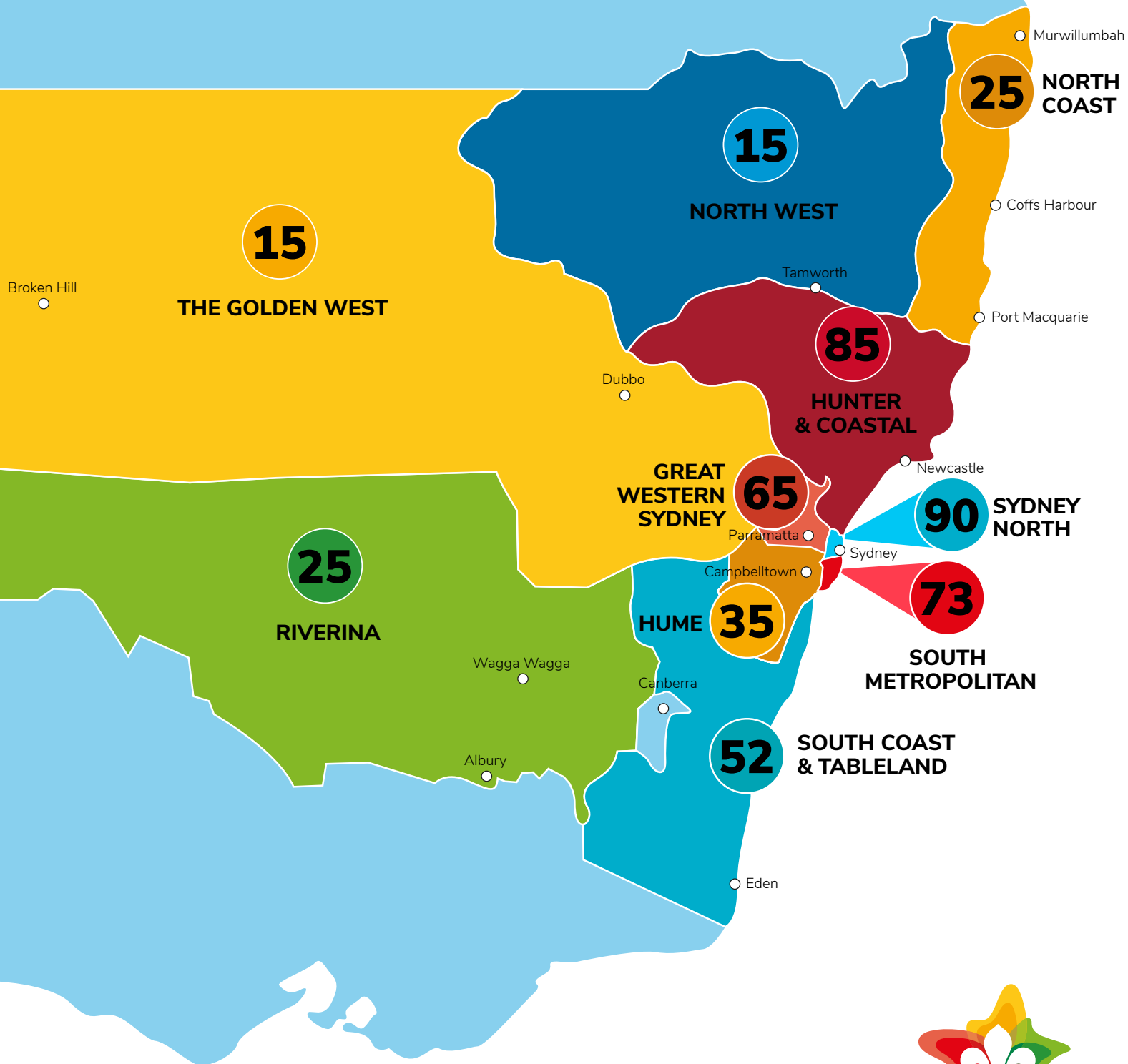
≈ Excludes multiple Fellowship appointments

‡ Active formations

† at 31 March

Map of Scout Regions

There are 10 Regions in NSW, with 480 formations in total as indicated below.





“No one can pass through life, any more than he can pass through a bit of country, without leaving tracks behind, and those tracks may often be helpful to those coming after him in finding their way.”

Lord Baden Powell, Founder of the Scout Movement