



**Scouts**  
NSW



# SCOUTS NSW

## ANNUAL REVIEW 2022-2023





*Rock climbing  
at Cataract  
Activity Centre*

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## 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.

### 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

### 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 King of Australia,  
To help other people,  
And to live by the Scout Law.

### Notice of Annual General Meeting

The Annual General Meeting will  
convene at Baden-Powell Activity  
Centre on Saturday, 15 July 2023 at  
11am.





Gordon Rover  
Scouts at Blue  
Lake in 2022



## MESSAGE FROM THE CHIEF COMMISSIONER (1 August 2016-6 April 2023)

“What an honour it has been to serve our members as Chief Commissioner over the past year. There have been so many highlights during that time, it’s hard to find ones to single out.”



The “Scarf Up for Scouting” event was held at Parliament House, Canberra in March 2023. This event was a symbolic sharing of our Scouting culture with NSW elected representatives from both the Upper and Lower Houses, across the political spectrum. It provided a fantastic platform both to engage with political leaders and for our youth members to experience something truly unique.

In March 2023, the newest cohort of Queen’s Scout Award recipients attended a ceremony at Government House. 39 Scouts from across the state were celebrated by their peers, families, leaders and by Her Excellency the Honourable Margaret Beazley AC KC, Governor of New South Wales and Chief Scout of NSW. Congratulations to this next generation of leaders – I am constantly inspired by the energy, passion and drive demonstrated by these young people in their pursuit towards achieving their goals.

Other milestone events that brought us together included our first State Rally in many years, held at Cataract Activity Centre in August 2022, as well as a successful Dragon Skin over the Easter long weekend. Gang Shows were also able to return in all their glory, showcasing a creative and dynamic side to our Movement. We celebrated the 50th anniversary of our Air Activity Centre with an open day and taking to the skies – a truly unique offering we are privileged to be able to offer to the Scouts in NSW.

Meanwhile, Scouts reached out to participate in community events to celebrate our sense of inclusion and togetherness, including the Sydney Mardi Gras and Anzac Day – and we proudly supported our communities doing it tough through our Flood Emergency Appeal.

Further afield, at the end of the earth, two tenacious Scouts Ambassadors, Doctors Gareth Andrews and Richard Stephenson, completed a major Antarctic expedition, spending 66 days traversing 1400km of gruelling terrain to reach the South Pole on 18 January this year, proudly wearing special edition Scouts scarves. Their feat of endurance is an inspiration for Scouts everywhere.

With more than 57 million members – including 7 million adult supporters – spread over 160 countries around the world, Scouts is a truly global movement, yet simultaneously embedded at a granular level in the fabric of local communities. Scouts is the largest youth development movement in the world and at Scouts NSW we are proud to play our part in this international community, united by our shared sense of purpose.

It has been a privilege to have been the Chief Commissioner of such a vibrant and passionate group of people and my heartfelt thanks go to all the people who make Scouts NSW such a dynamic, youth-led, adult-supported place to connect, learn and grow.

As an organisation that is fuelled by passion and dedication, I am truly proud to have led a team of amazing volunteers for the past six and a half years. As my time in this role comes to an end after two terms, I look forward to seeing things continue to thrive under our new Chief Commissioner, Lloyd Nurthen, and wish him all the best with custodianship of our incredible Movement.

I have thoroughly enjoyed being your Chief Commissioner these past six and a half years!

**Neville Tomkins OAM JP**

Chief Commissioner (1 August 2016-6 April 2023)

## MESSAGE FROM THE CHAIR

“Scouts is an integral part of the community, as a not-for-profit with a long history of delivering impactful programs for young people’s self-development. As a youth-led, adult-supported Movement, our focus is on building solid foundations for our programs to run and our members to thrive.”

### Review of strategy

In 2022 the Board approved consultation with a group of employees, volunteers and supporters to conduct a thorough review of the Scouts NSW vision and mission and started developing a new 2023-2024 Strategic Plan.

The new plan aims to deliver sustainable growth into the future, by getting more NSW youth actively participating in great program experiences supported by empowered volunteer leaders. Three strategic themes were identified, being Member Experience, People and Culture, and Sustainability and Operations, ahead of preparing to launch the new plan in April 2023. Along with the Board, I am confident our Chief Executive Officer Carolyn Campbell and Chief Commissioner Lloyd Nurthen with the support of the Executive Management Team will be able to operationalise this new plan with focus and diligence.

With each new generation of young people come new ideas, new perspectives and different expectations. We want their views to influence and guide the way we deliver our program in a meaningful and inclusive way, to ensure we are relevant today and into the future. We are the custodians of an incredible legacy and it is our responsibility to realign for success, to ensure we are thriving and prosperous for years to come.

### New leadership

During the year, we welcomed three new, highly experienced non-Executive Directors, being Renee Burkinshaw, Anthea Cudworth and Stuart Thorpe (Treasurer). We extend sincere thanks to former Treasurer, Dr Matthew Phillips, and former directors David Hassan and Kerryn Boland for their service.

After a competitive selection process to appoint a new Chief Commissioner, the Board of Directors announced that Lloyd Nurthen would start in the role from April 2023. Lloyd has been an active member of Scouts for more than 17 years, starting as a youth member and progressing through various leadership roles including most recently State Commissioner – International, being integrally involved in several international Jamborees.

We extend our sincere thanks to outgoing Chief Commissioner Neville Tomkins OAM JP for his unwavering service to Scouts NSW over the past six and a half years and wish him all the best for the future.



### The current 1st Grose Vale Scout Hall

Set to become a modern multi-purpose community facility under the WestInvest Program





Members of the Scouts NSW leadership team and Board: Antony Keenan (Non-Executive Director), Belinda Howell (State Commissioner Delegate), Kerry McGoldrick (Chair of the Board), Neville Tomkins OAM JP (Chief Commissioner to 6 April 2023), Lloyd Nurthen (Chief Commissioner from 7 April 2023), Carolyn Campbell (CEO), Richard Hodge (Deputy Chair of the Board)

## Regeneration of assets

With the support of the grants and asset management teams, more than 30 Community Building Partnership Grants were competitively awarded to Scout Groups across the state for essential capital expenditure projects. From Grafton to Jindabyne and West Wyalong to Warilla, congratulations to all the Groups who were successful – more than \$800,000 was gratefully received in total by Scout Groups from the NSW Government under this scheme.

We were also delighted to secure almost \$1.6 million in funding for the Hawkesbury District Community Scout Hall to create a new multi-purpose facility under the NSW Government WestInvest Program. This will enable development of a new building on the site of the current 1st Grose Vale Scout Hall, creating a modern Scouting facility that will also be available for use by the wider community for sporting, recreational and educational purposes.

Scouts NSW reported an operating deficit of \$12,034,467. The main contributing factor to this result was the recognition of \$12,163,971 in ongoing liabilities deriving from historical claims.

On behalf of the Board of Directors, I thank each and every one of our volunteers and professional staff members for their service and dedication to our organisation and I look forward to the year ahead and the opportunities it will present.

**Kerry McGoldrick**  
Chair, Board of Directors



Hunter and Coastal Region out on the water

## MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

“This past year has been full of energy and enthusiasm as Scouts have gathered across the state in great numbers to celebrate being together again. After years of disruptions, this renewed energy has also regenerated overwhelming interest in future large-scale events and activities. Whether Scouts are in the great outdoors, meeting up in a local Scout Hall, participating in community engagement, or attending a major event, it has been a joy to see Scouts out and about, connecting with each other.”



### Purpose-driven people

Every day I am inspired by the passion of our people. With so many varied opportunities within Scouts, it is a delight to see both our youth members and adult volunteers be able to find joy in whatever their interest may be and explore that within Scouts.

The State Service Centre is the hub for our professional staff to provide support to our volunteers, all of whom are driven by our shared sense of purpose. In 2022 we successfully completed recruitment of all Executive Management positions and I am confident that with the support of this team, Scouts will thrive into our next era. From managing safety, risk and assets, to embedding robust financial processes and enhanced technological capability, enshrining youth protection, supporting member experience and training, plus championing our brand and communications, these essential functions are provided every week to our 456 groups and almost 16,000 members across NSW.

### Diversity in action

I've been particularly impressed with not just the diversity of events that took place this past year, but also with the diversity of our members. We have Scouts and Leaders from all different genders, backgrounds, faiths, abilities and more. What unifies us is proudly wearing our Scouts scarves, in the knowledge that this binds us to each other and to the other Scouts around the world, through our Scout Law: Be Respectful; Do What is Right and Believe in Myself.

### An eye on the horizon

With our sights set firmly on the future, we've laid foundations for a prosperous future. Through collaboration with our members and Leaders, Executives and the Board, the new Strategic Plan 2023-2024 has been developed and will provide us with clear direction to be able to deliver on our purpose.

We look forward to reaching even greater heights this coming year with a reinvigorated and strategically focused Executive Leadership Team at the State Service Centre, in lockstep with the volunteer State Leadership Team. Together, I know we can achieve our vision for growth, with more NSW youth actively participating in great program experiences supported by empowered volunteer leaders.

We have ambitious goals for improved member experiences, organisational growth and simpler processes. As custodians of an incredible legacy it is our responsibility to ensure we are prosperous and thriving into the future.

**Carolyn Campbell**  
Chief Executive Officer



**12,610**

**Youth Members in NSW**

**7893**

**Leaders and Adult Helpers**

**456**

**Formations**

**5**

**Activity Centres**

*Various Scout  
Groups from  
Gosford Districts  
on display on the  
Central Coast.*

## YOUTH AWARDS

Scouts is a youth-led, adult-supported Movement for young people aged 5-25, offering a range of programs and activities to develop teamwork, leadership and resilience skills. Through this personal growth, Scouts of all ages can also make a positive contribution to their local communities and beyond.



Her Excellency the Honourable Margaret Beazley AC KC, Governor of New South Wales and Chief Scout of NSW, presented the Queen's Scout Awards at NSW Government House in March 2023.

### Celebrating Peak Awards

The peak awards challenge Scouts of all ages to push themselves to achieve in areas such as leadership and adventure and work towards a goal. Each peak award is the highest level of attainment within each section. Congratulations to the 414 Scouts who earned the top-level awards in 2022-2023.

90

Joey Scout Challenge Award

195

Grey Wolf Award

80

Australian Scout Award

48

Queen's Scout Award

1

Baden-Powell Scout Award

Scouts were enthused to be able to celebrate in person once again in September 2022 and March 2023 with events at NSW Government House to honour these young people's incredible achievements.



### Baden-Powell Scout Awardee – **Thomas Holle**

A Scout since age eight, Tom was the sole recipient of the Baden-Powell Scout Award in 2022-23. During his time in Scouts, Tom has held several leadership positions, including as a founding member of the Hunter Valley Rover Scout Unit. For his Adventurous Journey, Tom led a party on a four-day hike in the Kosciuszko National Park, including dealing with adversity enroute. In addition to his skills in bushcraft, Tom also achieved a recreational pilot's license as part of his peak award journey. It seems it was destiny for Tom to be a Scout: "With parents who met in Rover Scouts, it was almost certain that I'd find myself in the Scouting movement – it's in my blood!"





## Scout of the Year Awards

Run by the Scouts NSW State Youth Council, the Scout of the Year Awards formally acknowledge the exceptional contribution of youth members across the state who work towards making the world a better place through Scouts for SDGs (the United Nations' Sustainable Development Goals).

Congratulations to all of the finalists and to the following youth members who were named as our 2022 Scout of the Year winners at an awards celebration held at Bundilla Scout Camp on 26 November 2022.

### JOEY SCOUT CHLOE MCLENNAN

For organising a drive to collect used books to donate to people affected by floods in the Northern Rivers who had lost their possessions, especially children

### SCOUT LAUREN CHANNON

For fundraising efforts for the Humpty Dumpty Foundation to purchase life-saving medical equipment for children's hospitals in remote parts of the Northern Territory, particularly increasing positive health outcomes for First Nations children

### ROVER SCOUT ELEANOR CRITCHLEY

For volunteering as a mentor with CMT Aussie Kids charity, providing support to youth affected with Charcot-Marie-Tooth disease (that affects sensory and motor nerves)

### CUB SCOUT DANIEL GREEN

For running 79km over four days across the Hay Plains raising funds for Angel Flight; running another 150km raising funds for the Fred Hollows Foundation; and travelling 500km to run the Dubbo Stampede to raise funds for women's refuge housing

### VENTURER SCOUT EMMA JOHNSTON

For establishing a Mental Health Support Facebook page for teenagers; coaching young netballers; leading and empowering emerging artists through youth workshops; advocating for inclusion and other issues; and being a champion of her First Nations culture and sustainable land management through Landcare



## Joey Scout of the Year – Chloe McLennan

Broken Bay Joey Scout Chloe McLennan, presented the Joey Scout of the Year Award, worked towards the No Poverty United Nations Sustainable Development Goal in 2022. With the devastating floods in Lismore, Chloe saw the effect it had on the community and especially children who had lost all their possessions. At a young age, Chloe decided to start up a book collection, initially asking family and friends for donations. On two Saturday mornings she also set up a book drop-off at her Scout Hall. Chloe delivered the collected books to We Care Connect. Chloe loves the camaraderie involved: "Scouts is always fun, we always do something different. Next, I'm looking forward to going on night bushwalks and camping with the older Cub Scouts."



## HIGHLIGHTS

# SCOUTING EVENTS

### Summer Alpine School

13-20 January 2023, Jindabyne



The first ever Summer Alpine School was a success (with bonus snow!)

The first ever Summer Alpine School was run over eight days at the Alpine Activity Centre in Jindabyne, with 75 Scouts aged 14 and over from across NSW, Victoria and the ACT participating. Leaders supported them to work towards obtaining Certificate II in Outdoor Recreation and Certificate III in Outdoor Leadership. Activities on offer included bushwalking, paddling, abseiling, rock climbing, pioneering, cycling, horse riding, mountain biking and white-water kayaking.

### Scarf Up for Scouting

29 March 2023, Canberra



The Scarf Up for Scouting event at Parliament House, Canberra, was well-attended, including by Scouts NSW President The Hon John Price AM (pictured far left)

NSW Senators and Members of Federal Parliament were presented with supporter scarves and badges at Scarf Up for Scouting at Parliament House, Canberra. The event fosters a greater connection between elected leaders and Scouts and provided the opportunity for younger Scouts to visit Parliament House, connect with the elected representatives of their communities and learn more about government. Scouts from 1st Murrumbateman Scout Group and 1st Bungendore Scout Group were present, along with representatives from the Scouts NSW State Youth Council and several high profile politicians.

### Dragon Skin

15-18 April 2022, Belanglo State Forest



Dragon Skin, Australia's premier annual competition camp for Venturer Scouts (aged 14-17) was held over the Easter weekend in Belanglo State Forest with the theme "All Aussie Adventures". With more than 40 activity bases and four campsites, it was attended by Venturer Scouts, Rover Scouts (aged 18-25) and Leaders from across NSW with every region represented. The winning team – "FinJam", a team with members from across the state who had never met face to face before the event – attended the Finland World Jamboree a few months later.



The Dragon Skin 2022 event winning team



## Buddha's Light Scouts Investiture

17 April 2022, Wollongong

A Scouts investiture took place at the Nan Tien Temple near Wollongong



The Buddha's Light International Association (BLIA) have Scout Groups across Australia and the world. A magnificent investiture ceremony was held for three new Leaders and 35 youth members at the Nan Tien Temple near Wollongong – one of the largest Buddhist temples in the southern hemisphere.

## Gang Shows

June-September 2022



The cast on stage at Cumberland Gang Show

Scouts love the great outdoors, but there's also a creative side to the Movement that bursts into life each year with Gang Shows! Revues took place throughout the state, as Scouts celebrated being back in live venues and entertaining local communities across the following locations:

- Albury (17-18 June 2022)
- Kirrawee (5, 6, 8 and 9 July 2022)
- Cumberland (6, 8, 9 and 10 July 2022)
- Central Coast (7, 8 and 9 July 2022)
- Hornsby (8, 9, 10, 13, 15 and 16 July 2022)
- Korimul (9, 10 and 11 September 2022).

## Air Activity Centre 50th Anniversary Open Day

5 June 2022, Camden

The Scouts NSW Air Activity Centre opened the hangars to celebrate 50 years of safe and fun aviation experiences for all ages, including a display of historic memorabilia and an anniversary dinner with guest speakers. The 2nd Gordon Scout Group put the popular Air Activity Day program into action, while other activities included talks by senior Qantas pilots who got their start at the centre, the unveiling of a 50th anniversary plaque and presentations to past Air Activity State Commissioners.



The Air Activity Centre team celebrated 50 years of fun and safe flying in 2022

## HIGHLIGHTS

# SCOUTING EVENTS

### State Rally

5-7 August 2022, Cataract Activity Centre



Teams registered as Patrols for the fun event

State Rally is the biggest state-run Scouting event of the year. Scouts aged 11-14 travelled from 239 formations from all corners of the state to compete in a range of outdoor challenges including abseiling, high ropes, rock climbing and bushcraft. The theme for the 2022 event was "Don't Look Back" – a reference to the previous two years of disruption caused by the global pandemic and the importance of resilience.



Cub Scout competitors in the FIRST LEGO League had fun experimenting with robotics

### Antarctica 2023

29-30 August 2022, Snowy Mountains



Antarctic explorers Doctors Gareth Andrews and Richard Stephenson training Scouts in snowcraft skills in the Snowy Mountains

In 2022, Scouts Australia was a major sponsor of the Antarctica 2023 expedition undertaken by Australian explorers and Scouts Ambassadors Dr Gareth Andrews and Dr Richard Stephenson. The expedition saw the doctors undertake a gruelling 1400km, 66-day journey through some of the toughest and most remote terrain in Antarctica. On 18 January 2023, Gareth and Richard reached the South Pole at 6.30pm having battled temperatures below -40C with windchill. Along the way, they gathered crucial Antarctic climate science data for analysis by the Antarctic Science Foundation.

Their epic journey was followed by and inspired tens of thousands of young Scouts around Australia and New Zealand to reach for their goals. Prior to embarking on the expedition, the explorers ran hands-on training for Scouts from around Australia in the Snowy Mountains, demonstrating snowcraft and survival skills. An information session on the expedition was also held for the local community at Snowy Mountains Grammar and online to a wider audience across Australia, to educate and enthuse the next generation of explorers.

### FIRST LEGO League

3 December 2022, Sydney

Scouts love their STEM and a group from NSW participated in the "FIRST LEGO League" – an international science and robotics event for 9-16-year-olds. The National Championships (East) were held at Macquarie University, with Scouts from a range of ages having a fantastic time experimenting with high-energy robotics.



## HIGHLIGHTS

# COMMUNITY EVENTS

Scouts are actively involved in the wider community, supporting grassroots causes through to major events. Over the past year, Scouts joined in a range of events ranging from Anzac Day commemorations to festivals and community clean-up days.

### Christmas trees

December 2022



2nd Mortdale Scouts selling Christmas trees as a fundraiser for their Group

With Christmas trees in short supply due to restricted growth caused by a combination of bushfires and floods over previous years, Scouts played a pivotal role in sourcing these for many communities in late 2022. Selling the trees and accessories also provides a fundraising opportunity for enterprising Scouts.

### Clean up Australia Day

5 March 2023



1st Figtree Scouts rolling up their sleeves for Clean Up Australia Day

The Scouting program places great emphasis on sustainability, with Scouts regularly getting outdoors to protect and promote the environment. Several Groups around the state joined in with Clean Up Australia Day, collecting litter from local parks, reserves and waterways, demonstrating their love for nature and their community spirit.

### Harmony Day

21 March 2023

On Harmony Day, a group of Rover Scouts gathered at Macquarie University to celebrate the theme of "Everyone Belongs". Staff and students visited the stand to learn more about Scouting and how to join, with lots of interest.

Scout Groups around the state also engaged in activities within Patrols that showcased different cultures and traditions working together to create a sense of belonging and celebrate diversity.



1st Wearne Bay Cub Scouts celebrated Harmony Day with a range of activities

### Sydney Mardi Gras

5 March 2023, Sydney

Celebrating the inclusive nature of Scouting, a group of Scouts participated in the 2023 Sydney Mardi Gras Parade as part of Sydney WorldPride 2023. Under the theme of "Gather, dream, amplify", they showed the 300,000 people watching the parade in person – and also the wider world watching on screens – how Scouts embraces diversity in action.



Scouts marched in the Sydney Mardi Gras Parade, supporting diversity and inclusion

## HIGHLIGHTS

# REGIONAL EVENTS

North Coast Region – Thrills and Skills  
29 April-1 May 2022, Glenreagh



Scouts had fun on a "colour run" at Camp Eagle Eye in Glenreagh

Joey Scouts and Cub Scouts enjoyed a weekend full of thrills – such as archery, climbing and a "colour run" – as well as skills, including orienteering and a fire challenge.

Sydney North Region – ScoutHike – Six Continents, People, Places and Movies  
29 April-1 May 2022, Belanglo State Forest



ScoutHike in Belanglo State Forest drew more than 1000 participants, Leaders and Supporters



ScoutHike is one of the largest annual events for the Scout section (ages 11-14) and the theme for the 2022 event was "Six Continents, People, Places and Movies".

A total of 157 Patrols hiked through Belanglo State Forest, navigating to a huge variety of themed activity bases. An extra 460 Leaders and Rover Scouts supported them, setting up overnight sleeping points, providing cooking facilities and staffing the activity bases. ScoutHike was the perfect opportunity for Scouts to put their Scouting skills into practice, as well as meet other Scouts from around the state.



1st Lindfield Scouts at ScoutHike in Belanglo State Forest



## North West Region – Spirit of the North West Camp

30 April-1 May 2022, Lynchwood Scout Camp



78

Participants



47

Leaders/  
Supporters

Climbing was one of many activities at the Spirit of the North West Camp



People from all around the Region – from Narrabri to Tenterfield to Tamworth and even a few from the Lones Scout Group from all around NSW – congregated for the Spirit of the North West Camp. They cycled through multiple activities, including climbing, archery and a science experiment, as well as participating in a bushwalk.

## South Metropolitan Region – Region Camp

10-13 June 2022, Camp Coutts



282

Participants



223

Leaders/  
Supporters

A Scout on the water obstacle course at Camp Coutts



On the outskirts of the Royal National Park in Sydney, the Region Scout Camp held at Camp Coutts was well attended. Activities included an obstacle course across a river, adding to the adventure. Joey Scouts and Cub Scouts joined in the activities on the last day, giving them a taste of what is in store on their future Scouting journey.

## HIGHLIGHTS

# REGIONAL EVENTS

Greater Western Sydney Region –  
Jamboree: ‘The Might of Mythology’  
10-13 June 2022, Cataract Activity Centre



Archery was popular at the Greater Western Sydney Jamboree

Scout Units camped in districts and participated in all types of fun bases and activities run by Venturers, Rovers and Leaders. Activities were themed around the might of the myths, from cultures around the world and beyond – such as the Greeks, Romans, Egyptians, King Arthur, Atlantis and The Great Dragons.

The Golden West Region –  
Christmas around the World Camp  
25-27 November 2022, Mudgee



This two-night camp for Joey Scouts included sleeping in tents, a spiritual reflection on a walk and a huge Christmas dinner.

South Coast and Tablelands Region –  
Jamboree: “Roll Up Roll Up – Circus”  
30 September-3 October 2022, Bengalee Scout Camp



Cub Scouts, Scouts and Venturer Scouts descended upon Bengalee Scout Camp to participate in a range of activities both in camp and in the surrounding area. Activities included a visit to the HMAS Albatross Air Fleet Museum and the Shoalhaven Zoo, as well archery, billy carts, flying fox, abseiling, low ropes and rope bridge, commando course, cross cut saws, STEM (electronics) and more.

Hunter and Coastal Region – Corroboree  
18-22 January 2023, Dungog



Crossing a river at Corroboree, Dungog

Corroboree Camp, held at Dungog Showground in the Hunter Valley, included five days of challenging bases, adventure and fun. Activities included learning survival skills, camel riding and playing laser tag – even an overnight hike sleeping in bivouacs!



## SHARING THE SCOUTING SPIRIT

### Abbotsford Sea Scouts on TV

20 November 2022, Sydney

2nd Abbotsford "Port Neptune" Sea Scouts is one of the longest-running Groups in Sydney, providing exciting programs that promote active learning. Focusing on sailing, canoeing and water skiing, in addition to regular Scout activities such as camping and hiking, a wide range of activities is offered. On a sunny but windy Saturday in late November 2022, Channel 9's Weekend Today weather reporter spent a morning with the Group, broadcasting live from in and around the Harbour, sharing Scouts' love of water-based activities with a broad audience across Australia.

Abbotsford Sea Scouts featured on national TV



### Spreading the word

1 April 2022-31 March 2023

Key online and social media metrics

**83,657**

joinscouts.com.au  
website visitors

**15,815**

Facebook  
followers

**3649**

Instagram  
followers

**147,556**

nsw.scouts.com.au  
website visitors

### Key media metrics



**19,427,328**

Total reach

**\$1.9M**

Public Relations  
value across six  
key events/stories

**80**

Media  
mentions  
(clippings)

### 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 39 courses were run, with 61 members being awarded their Wood Badge to recognise their completion of the adult training. One Leader also achieved their Axe and Log, the highest level of training achievable by adult members. Mental Health First Aid training was also a priority, with 102 more Leaders becoming certified in this area. Across all Adventurous Activities there were 79 new guide appointments.

**102**

Trained in Mental Health First Aid

**79**

Adventurous Activities guides appointed

**61**

Wood Badges

**39**

Leader Training Courses

## STATE ACTIVITY CENTRES

Scouts NSW State Activity Centres support 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 is full of adventure! Three centres also offer onsite accommodation, providing the opportunity to extend the Scouting experience to overnight excursions.



### Cataract Activity Centre

Located between Campbelltown and Wollongong, Cataract Activity Centre is an 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, bushwalking, caving, orienteering, water activities (including a water slide) and obstacle course "Challenge Valley". The past year was busy with the centre hosting several large events including Scouting, education and faith-based camps.

163	Camper days	29	Scout Groups hosted
204	Bookings	3	Scouting events hosted
28,516	Bed nights	25%	Scouts bookings
28,500	Visitors		

### Air Activity Centre

The Scouts NSW Air Activity Centre introduces the next generation to the world of aviation. Over the past 50 years, many professional pilots have trained at this Activity Centre in Camden in Sydney's southwest – including several who have gone on to careers with major commercial airlines and Defence.

661	Participants flown	3	Aircraft
15	Scout Groups hosted	2	Air Venture Camps
1092	Flying hours	9	Air Venture participants



## Baden-Powell Activity Centre

Situated on 36ha adjoining Lane Cove National Park, Baden-Powell Activity Centre offers flexible training facilities, adventurous activities and cabin-style accommodation in a tranquil bushland setting only 25km from Sydney CBD. The centre is available for use by both Scouts Groups and the public, offering a range of activities, including low ropes, orienteering, abseiling and crate stacking.

**2020** Camper days

**47%**

Scout Groups hosted

**161** Bookings

**15**

Scouting events hosted

**3895** Bed nights

**29%**

Scouts bookings

**3410** Visitors



## Alpine Activity Centre

Being 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 is open year-round for a variety of alpine adventures in and around Kosciuszko National Park, offering a mix of self-contained cottages and dormitory-style accommodation.

**35**

Camper days

**29**

Scout Groups hosted

**132**

Bookings

**2**

Scouting events hosted

**6029**

Bed nights

**43%**

Scouts bookings

**1979**

Visitors

## SCOUTS NSW TREASURER'S REPORT

“The Financial year 2022-23 has seen a strong return to Scouting, starting in April 2022 with Dragon Skin, building with ScoutHike before 239 formations descended on Cataract for State Rally in August. While the number of youth members dropped in 2023 as a lingering impact of the COVID-19 pandemic, the return to regular Scouting events sets us back on the road to recovery.”

To maintain and grow our movement, we must ensure we provide significant events to encourage participation from our youth members. We are looking forward to continuing to see more events in the coming year with Cuboree in September 2023 and the milestone national event Australian Jamboree in January 2025.

As identified in our strategic plan, we recognise that we need to expand our revenue base beyond our membership. Our Camping and Activity Centre income more than doubled over the last 12 months, driven primarily by the return of strong occupancy at Cataract. In addition, Glenrock and Kariong in Hunter and Coastal Region both performed well, with Camps Bundilla and Heathcote also returning positive results. With the Reserve Bank's changed approach to interest rates and the knock-on turbulence to the housing market, we deferred some of our planned property sales in FY2023 into FY2024. Our regional property sections saw strong income growth and we look forward to collaborating further on this in FY2024.

We made a significant investment into our Grants Team this financial year and are extremely grateful for contributions from the NSW Government's WestInvest Program, as well as a Commonwealth Department of Industry, Science, Energy and Resources grant for developing our property base in the Riverina region. We are pleased our strength at improving community assets continues to be recognised by all levels of Government. It is a priority for us to continue to develop and strengthen our administrative and governance structures, particularly in this area, to maintain our relationships with funders and to better support our volunteers through the acquittal process.

Throughout the year, we made further investments in our support teams, particularly boosting Youth Protection, Risk and the Executive. This investment supports a greater focus on our processes and governance in both child protection and risk, as well as other areas of the Movement.

Our gratitude goes out to all the volunteers that have been involved in the ongoing restoration and rebuilding of much-loved Scout Halls within North Coast, Hume and South Coast and Tablelands Regions, which were devastated by catastrophic weather events in February and March 2022.

In considering our financial performance for the year, the most notable change to our position is the increase in the provision for our Redress and Civil Claims, for all known matters. Working with an external actuarial specialist, we have developed new robust internal processes to better estimate our liabilities with sufficient precision for them to be recognised on our financial statements. The \$9 million increase in the provision year on year is the primary reason why our deficit from ordinary activities grew from \$3.5 million in FY2022 to \$13.5 million in the last 12 months.

To provide the necessary strategic opportunities emerging for our organisation, the Board took the decision to value its significant freehold property portfolio on a commercial valuation basis that will better support our work on continued sustainable Scouting. It will also allow informed decisions to better optimise our assets; offer solutions to address significant structural challenges and provide additional resourcing to maintain our property and program platforms.

You will find the details of our full financial position in the Financial Report for the year ended 31 March 2023. Our independent auditors have issued a clean unmodified audit opinion.

I acknowledge the work of the State Finance Committee and the Investment Committees for their skills and expertise, including their professional financial and investment advice to the Board of Directors.

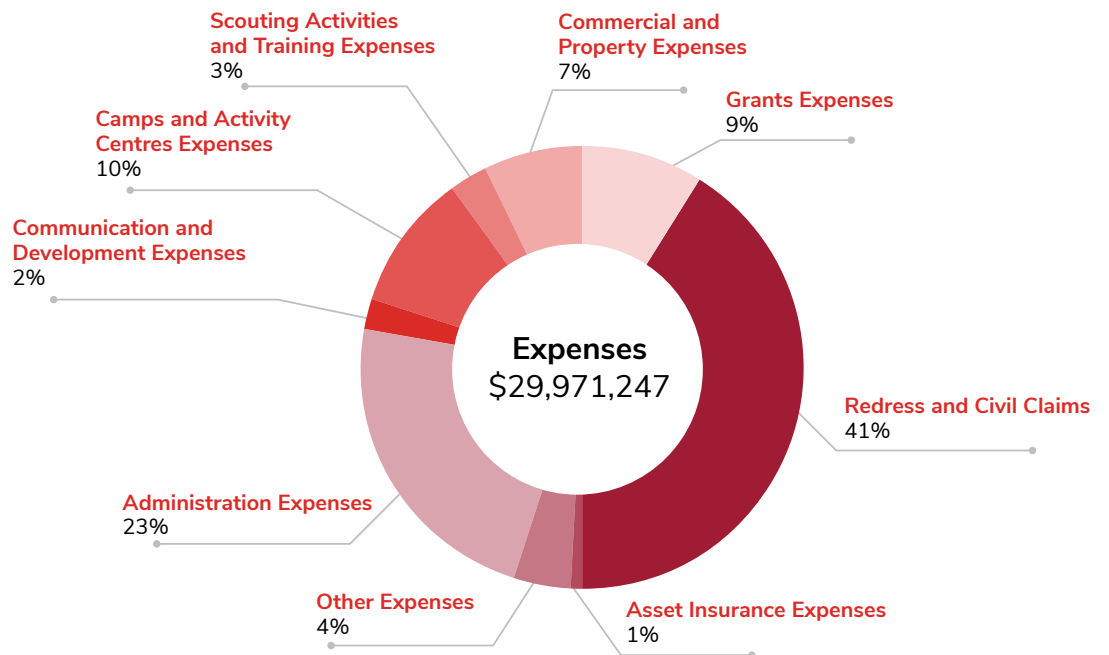
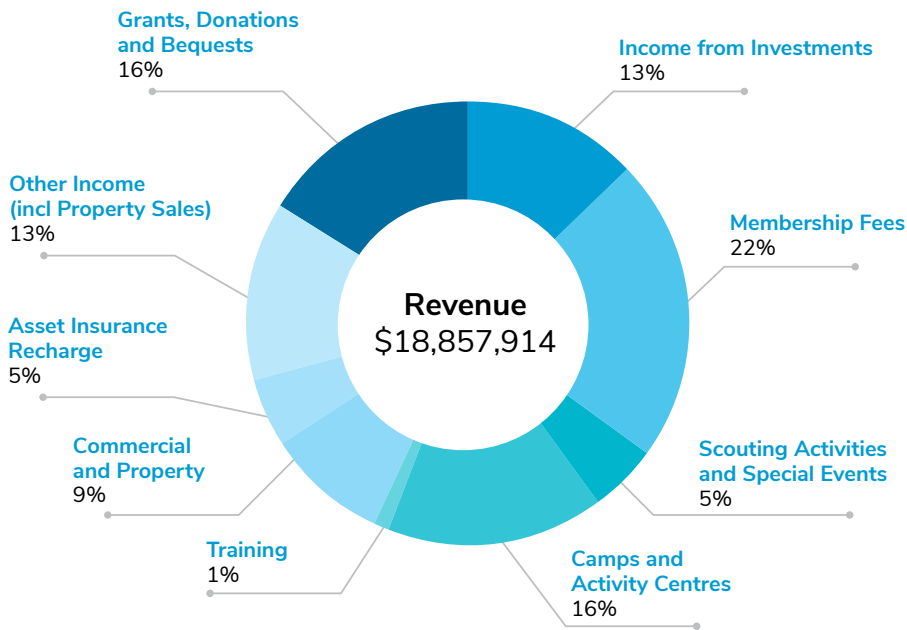
My sincere thanks to all those who have worked so hard during the year to help our organisation deliver its essential services to the young people across NSW.

**Stuart Thorpe**  
State Treasurer



# SCOUTS NSW FINANCIALS

April 2022-March 2023



## AWARDS IN SCOUTING

### Adult Recognition Award

In August, 182 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.

- Katherine Divine JP
- Graeme Fordham AM
- Jan Steinfurth OAM
- David Walsh.

### Rover Scout Service Award

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

- Jay Edwards
- Laura Kierse
- Matthew Kusi-Appauh
- Harrison Lantry
- Henry Wong.

### Long Service Award

In 2022-23, 507 Leaders were recognised for long service (5+ years of volunteering). Scouts NSW thanks all long-serving volunteer Leaders for their service and dedication to Scouting.

182

Adult Recognition Awards

4

Silver Kangaroos

5

Rover Scout Service Awards

507

Long Service Awards



### Betty Truscott – 70 years' service

Scouts pays homage to an inspirational member of the community – Betty Truscott, who in 2022 received a 70-year Long Service Award. Betty is a force of nature, having volunteered with Scouts since 1953 – BRAVO-O-O!



# AUSTRALIAN HONOURS

Scouts NSW congratulates all recipients of the 2023 Australia Day Honours. Sincere thanks are extended to them all for giving so selflessly to the Scouting Movement.

## Australia Day Honours 26 January 2023

### Member (AM) in the General Division of the Order of Australia

- Dr Sally Tor AM, of Bourke, for significant service to healthcare administration and to the community of western NSW (including as a Leader in Scouts).

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

- Lindsay Clarke OAM, of Lennox Head, for service to the community through a range of organisations (including as a Scout Leader)
- Julie Commins OAM, of NSW, for service to the community through a range of roles (including more than 25 years of service to Scouting)
- Lieutenant Colonel Christopher John Holcroft RFD (Retd) OAM, of Hammondville, for service to youth and to the community (including more than 35 years of service to Scouting).
- Sheryl Pitman OAM, of Howlong, for service to the community of Howlong (including through Scouting)
- Barry Purdon OAM, of Bathurst, for service to the community of Bathurst (including through Scouting)
- John Stavert OAM, of Brooklyn, for service to the communities of Hornsby and Brooklyn (including through Scouting)
- Robyn Twigg OAM, of Balgowlah, for service to the community through a range of organisations (including more than 10 years of service to Scouting)
- John Ward OAM, of Elanora Heights, for service to the community through a range of organisations (including through Scouting).
- Arthur Watson OAM, of Old Guildford, for service to the community through a range of organisations (including through Scouting)
- Peter White OAM, of Wamberal, for service to veterans, and to the community (including through Scouting).

Hunter and Coastal  
Region enjoyed some  
time on the water



# PEOPLE IN SCOUTING

## Governor and Chief Scout of NSW

## Her Excellency the Honourable Margaret Beazley AC KC

<b>President</b>	The Hon John Price AM
<b>Vice President</b>	Kerryn Boland PSM
<b>Life Councillors</b>	Bob Baker AM Warwick Bateman AM Ron Brown Roger Butler AM 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 Lyll Wood AM RFD

## Board of Directors

<b>Chair of the Board</b>	Kerry McGoldrick
<b>Deputy Chair of the Board and U30 Rep</b>	Richard Hodge
<b>Chief Commissioner</b>	Neville Tomkins OAM JP
<b>Treasurer</b>	Stuart Thorpe
<b>Board Members</b>	Renee Burkinshaw Steve Fernie OAM Anthea Cudworth Claire Geary Janet Hale Belinda Howell Antony Keenan Anthony Pritchard
<b>Former Board Members</b>	Dr Matthew Phillips – Treasurer (until 27 June 2022) David Hassan (until 16 July 2022) Kerryn Boland (until 16 July 2022)

## State Service Centre Executive Team

<b>Chief Executive Officer</b>	Carolyn Campbell
<b>Chief Finance Officer</b>	Toby Brookes
<b>Head of Asset Management</b>	Brett Clarke
<b>Executive Manager Youth Protection and Issues Management</b>	Renee Jensen
<b>Executive Manager Operations, Community and Growth</b>	Shane Simmons
<b>Executive Manager Operations, Compliance and Risk</b>	Martin Jones

## Advisers

<b>Architectural Adviser</b>	Brewster Murray Pty Ltd represented by Mr M Bullen, B.Arch MURP (Hons) ARAIA APIA, Director
<b>Employment and Industrial Relations Adviser</b>	Harmers Workplace Lawyers represented by Mr G Robertson
<b>Honorary Legal Counsel</b>	Jeffrey Rose
<b>Legal Counsel</b>	The Hon. Greg James KC
<b>Honorary Solicitor</b>	Roger Butler AM





# CHIEF COMMISSIONER'S TEAM

<b>Chief Commissioner</b>	<b>Neville Tomkins OAM JP</b>
<b>Deputy Chief Commissioners</b>	
Youth and Program Support	Luke Saunders
Culture and Resource Support	Belinda Howell
Operations	Greg Barnier
<b>Assistant Chief Commissioner</b>	
Youth Engagement	Meg Cummins
<b>State Commissioners</b>	
Adult Training and Development	Gai Green
Adventure Centres and Bases	Phil Crutchley
Adventurous Activities	Kenton Jurgs
Air Activities Centre	Greg Davie
Child Protection and Issues Management	David Brigden
Educational Purpose	Liam Brown
Fellowship	Malcolm Wilson
Growth And Retention	Daniel Boland
Heritage (Assistant)	Joe Attard
Inclusion	Mark Burfield
International	Lloyd Nurthen
Major Events	Vacant
Members Support	Wendy White
One Program	Mitchell Stubbs
Partnerships and Advocacy	John Dwyer

Program Support/SRC Chair	Mackenzie Pearce
Program Support	Gabrielle Thompson
Program Support	Erika Hood
Risk And Safety	Martin Jones
Special Interest Areas	Cecilia Jackson
Trust Management	Peter Webb
Vocational Education and Training	Sallyanne Luxton
Youth Empowerment	Vacant
Special Projects	Penny Becchio JP Hilton Bloomfield Roger Butler AM Ian Dun Peter Lee Emeritus Mayor Cr William Pickering OAM JP David Walsh Boyd Williams

## Region Commissioners

Greater Western Sydney	David Stopps JP
Hume	John Selwood
Hunter and Coastal	Steve Fernie OAM
North Coast	Ian Hale
North West	Brett Grimmond
Riverina (acting)	Damian Reeves
South Coast and Tablelands	Ron Critcher OAM
South Metropolitan	Bryan Davison
Sydney North	Kerry Griffin
The Golden West	David Scott

# 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 almost \$1.6 million for the Hawkesbury District Community Scout Hall to create a new multi-purpose facility under the WestInvest Program. This will enable development of a new building on the site of the current 1st Grose Vale Scout Hall, creating a modern facility for use by the wider community for sporting, recreational and educational purposes.

## 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 2022, Scouts NSW had 31 projects approved through this program, receiving total grant funding of more than \$800,000. This will enable essential capital works to be undertaken at Scout Halls across the state benefiting local communities.

## 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.

## NSW 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 2022-23, the Family Support Fund enabled members in need across the State to continue with Scouting, with \$30,028 in subsidies provided over the 12-month period to 94 members.

The NSW Chief Commissioner's Flood Emergency Appeal supported 34 members affected by floods with donations towards recovery of \$19,388 in total granted over the year.

## Contributing Photographers

Our thanks and acknowledgement go to all the photographers who contributed to this Annual Review, including:

- Grant Hardwick
- Damian Hughes
- Cecilia Jackson
- Martin Jones
- Ted Sealey
- Rachel Byrne
- All the Scout Groups who contributed images.

## 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
- Mr John Leece AM
- Mr Andrew Lock OAM
- Lord Baden-Powell Society
- Lord Michael Baden-Powell and Lady Joan Baden-Powell
- 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 is recorded here as at 31 March 2023.

Michael Bearryman  
Amanda Cairns  
Lynette Clark  
Bruce Clayton  
Robert Coates  
Keith Crossingham  
Pauline Dance  
Jeanette Deane  
Paul Ellis  
David Exton  
Jeffrey Fairall  
Ethel Francey

Brian Gillett  
Lesley Hammond  
Alfred Harley  
Robert Matthews  
David Moore  
Neville Murray  
Norma Notley  
Ronald Penn  
Fredrick Pollock  
Leslie Roberts  
John Rose  
Lynette Rowlands

John Ryan  
Lynne Smith  
Elizabeth Sobolewski  
Gloria Thomson  
Hugh Treloar  
Brian Tye  
Kevin Waddington  
Peter Waite  
Stephanie Weyland  
Norman Wilson  
Peter Young



## Queen Elizabeth II

The Scouting community was saddened at the passing on 8 September 2022 of Her Majesty, Queen Elizabeth II, Head of State of the Commonwealth of Australia and the Royal Patron of Scouts Australia. Condolences were shared and the legacy of her service commemorated, with reflection on her 16 visits to Australia as the reigning monarch, where she met Scouts across the country, including in NSW. Her Majesty's dedication and commitment to the service of others is something all Scouts aspire to and it was an honour for her to choose to support Scouts for more than 70 years.



## Norma Joan Notley OAM (30 January 1921-11 October 2022)

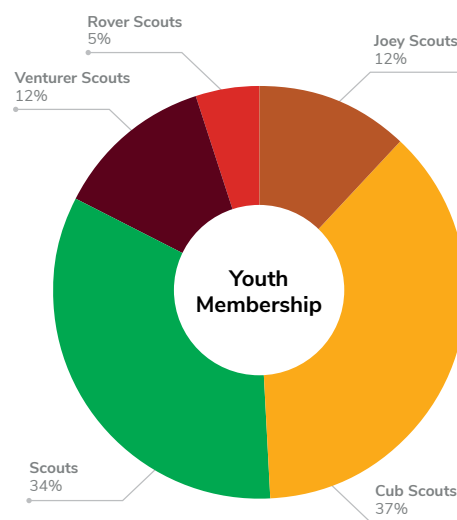
For close to 70 years, Norma Notley served as a dedicated Leader of Scouts NSW, predominantly with the 1st North Ryde Scout Group. She received many prestigious awards, including an OAM in 2021 for "service to youth through Scouts". Norma passed away aged 101 after a long and rich life of service – may her soul rest in peace.

◀ Her Excellency the Honourable Margaret Beazley AC KC, Governor of New South Wales and Chief Scout of NSW greeting Norma Notley OAM, who passed away in October 2022 aged 101

## MEMBERSHIP SNAPSHOT

Five-year comparison at 31 March

Membership	2023	2022†	2021†	2020†	2019†
Joey Scouts (age 5-8)	1,529	1,776	1,747	1,495	1,450
Cub Scouts (age 8-11)	4,686	5,157	5,242	5,400	5,675
Scouts (age 11-14)	4,222	4,715	4,848	4,719	5,055
Venturer Scouts (age 14-17)	1,543	1,613	1,687	1,719	1,570
Rover Scouts (age 18-25) *	630	681	673	767	794
<b>Total Youth Members</b>	<b>12,610</b>	13,942	14,197	14,100	14,544
Leaders of Youth **	2,382	2,282	2,624	2,874	2,799
Leaders of Adults ***	777	597	784	907	835
Advisors	26	30	27	31	106
Fellowship Members≈	185	205	172	190	172
<b>Total Adult Members</b>	<b>3,370</b>	3,114	3,607	4,002	3,912
<b>Total Members</b>	<b>15,980</b>	17,056	17,804	18,102	18,456



\* 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

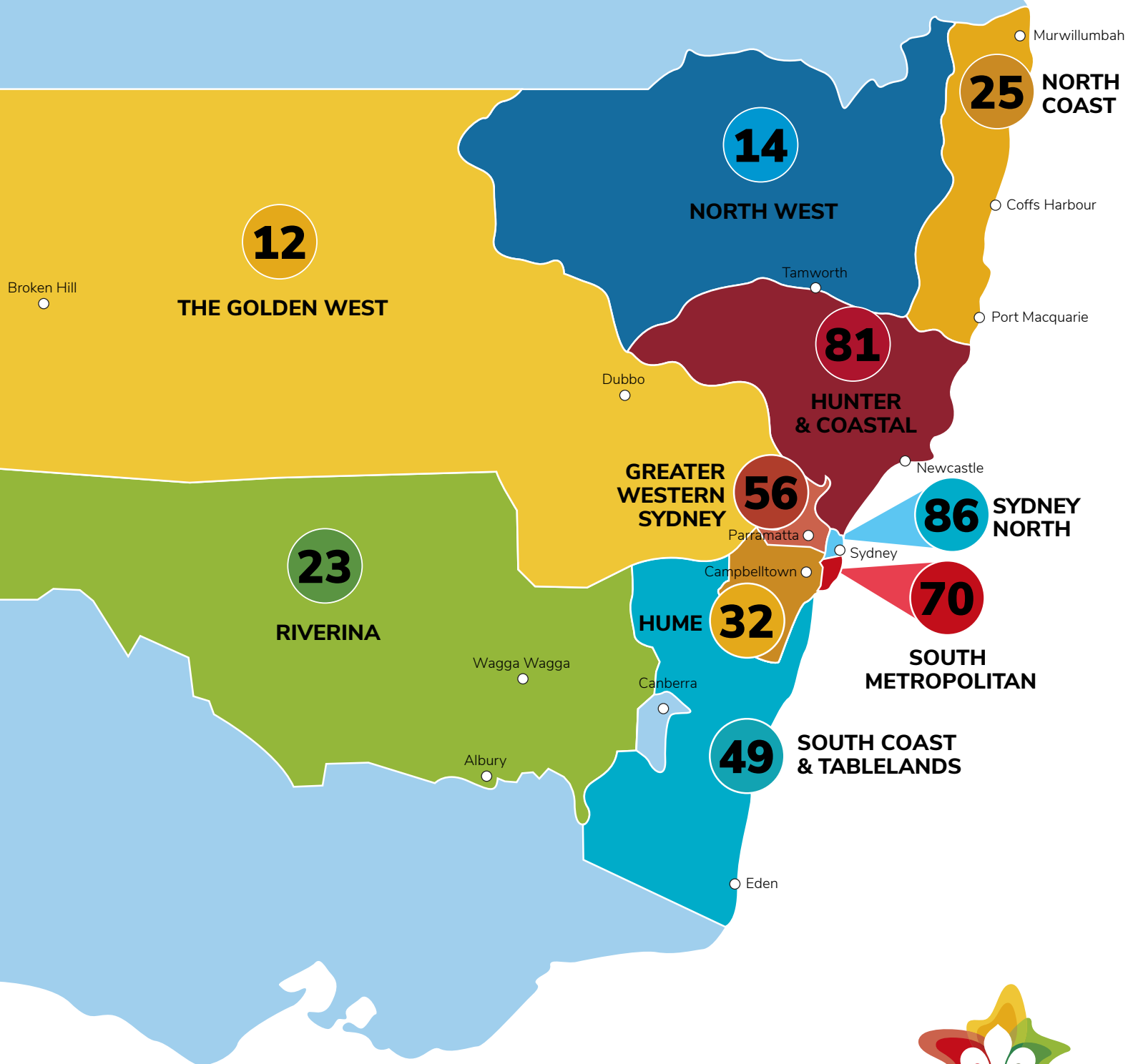
† as at 1 June

Formations	2023	2022†	2021†	2020†	2019†
Joey Scout Units	271	242	189	196	187
Cub Scout Units	381	377	304	358	360
Scout Units	366	358	279	338	341
Venturer Scout Units	266	236	174	205	206
Rover Scout Units	57	56	54	59	62
Groups‡	456	366	408	413	396
Scout Fellowship	28	28	23	26	21
Districts	54	54	67	54	54
Regions	10	10	10	10	10



# MAP OF SCOUT REGIONS

There are 10 Regions in NSW, with 456 formations in total as indicated below.



**“Teach Scouts not how to get a living,  
but how to live.”**

**Robert Baden-Powell (“B-P”),  
Founder of the Scout Movement**

