



Scouts
NSW

Adult Recognition Awards

2024 Guidelines and
Submission Process

November 2023

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1.0 Introduction

These guidelines provide a summary of the Adult Recognition Award nomination process and should be read in conjunction with Scouts Australia Policy and Rules, Section 13.5 “Scouts Australia Adult Recognition Awards”. (NB. this section was revised in August 2023).

Adult Recognition Awards are awarded to active Adult Leaders, Young Adult Members (Rover Scouts), Other Members and Supporters who have given valuable service to Scouts Australia over an extended period. Such Awards are granted for sustained commitment to the Association, both within and beyond the active Adult Leaders, Young Adult members, Other Members and Supporters designated role and responsibilities.

These Awards are not to recognise people for simply performing their designated role, and/or for a long period of time – they are to recognise our volunteers for going **above and beyond** the call of duty, that is, “service above role”. Strict criteria need to be met for eligibility for an Award. Except in extenuating circumstances, nominations should not be submitted for active Adult Leaders, Young Adult Members (Rover Scouts), and other members and supporters who retire or who are about to retire.

Rover Scouts may be considered for an Adult Recognition Award (defined in R13.5.8) where their contribution to Scouting is beyond the level of service expected of a participant in the Rover Scout section. Where the contribution spans across more than five years, then the Rover Scout Service Award (defined in R9.5) is to be considered.

Nominations may be initiated by any Member or Formation of the Scout Movement.

All nominations should be treated as strictly confidential until the Awards are officially announced on 1 August each year. Award recipients are subsequently presented with a certificate and medallion. A Scouts Australia lapel pin, for wearing in civilian dress, is issued when the first Award is presented. Corresponding distinctive cloth emblems are issued to uniformed members.

Note there are several changes incorporated into this year’s nominations process, including how Members should submit the nominations to the State Service Centre – refer to section 6.



2.0 2024 Timetable

Submissions must be received by the State Service Centre no later than 3pm on Friday 8 March 2024.
Late submissions will only be accepted and considered in exceptional circumstances.

November 2023	2024 process and documentation circulated and publicised to all members
December 2023 – 10 March 2024	All Members submit via online or form to aras@nsw.scouts.com.au
Friday 8 March 2024 at 3pm	The last date for nominations to be submitted in full to the State Service Centre
Tuesday 12 March – Friday 22 March 2024	ARA Committee assessment of all nominations Consultation with Region Commissioners and other nominators re ARA recommendations, as required
Monday 25 March – Friday 29 March 2024	Finalisation of documentation by State Service Centre and submission of recommendations to National on 2 April
22 July 2024	National notifies all Branches of the outcome of ARA recommendations
July 2024	Chief Commissioner (NSW) corresponds with all ARA recipients
1 August 2024	2024 Awards announced



3.0 Awards – Titles and Descriptions

3.1 Awards for Active Leaders

Active Adult Leaders are invested as Scouts by accepting the commitment of The Australian Scout Promise, are current members of a Branch according to Branch rules **and** hold a current Certificate of Proficiency at the time of nomination.

- Special Service Award* – for the successful support, development or management of a Section or Formation, or for an intense contribution over a period of at least 12 months to the success of a major event or major activity. “Special Service” is defined as making a noteworthy contribution in their role. This Award can be made in the first three-year assignment/period of service.
- Meritorious Service Award* – for meritorious or praiseworthy service to Scouts Australia for a period of around six to eight years. “Meritorious Service” is defined as performing to a higher standard for longer or more intensely, than would be reasonably expected.
- Silver Wattle*[^] – for outstanding service to Scouts Australia as an Adult Member in an active Leadership role, for a period of around 10 to 12 years. “Outstanding service” is defined as a performance at a consistently high standard, normally over a number of assignments, all of which have provided positive outcomes for Scouting. This person’s contribution to Scouting clearly stands out from that of their peer group.
- Silver Koala*[^] – for distinguished service to Scouts Australia as an Adult Member in an active Leadership role, for a period of around 14 to 16 years. It is expected that such distinguished service is at a consistently high level, normally over a number of assignments, resulting in a significant contribution to the wellbeing of Scouting and that the recipient is respected and highly regarded throughout the District/Region/Branch or Nationally.
- Silver Emu*[^] – for further distinguished service to Scouts Australia by an Adult Member in an active Leadership role, for a period of at least four or five years since the Award of the Silver Koala. It is expected that such further distinguished service is at a consistently high level, over a number of assignments and at a number of levels within a Branch or at a National level, resulting in further significant contributions to the wellbeing of Scouting.
- Silver Kangaroo*[^] – for eminent achievement and exceptional service to Scouts Australia by an Adult Member in an active Leadership role, over a long period, in a number of roles at various levels within the organisation, or for a unique and highly valued contribution to the wellbeing of Scouting.

* To be nominated for an Award, a Leader must have completed the mandatory Scouting Preliminary of “Child Safe Scouting” and “WHS for Scouting”.

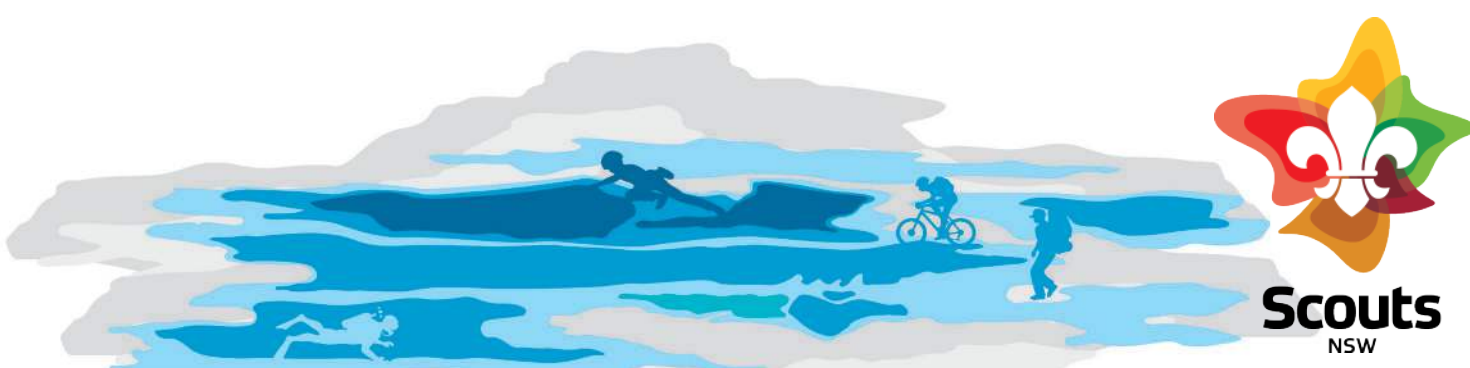
[^] A Leader nominated for an Award of Silver Wattle and above, is required to have completed a Wood Badge and if not relevant to their current role, then Leadership¹ training aligned to their appointment.

A Leader who has recently changed roles (i.e., within the last 12 months) may be nominated for an award of the Silver Wattle and above without completing Leadership training aligned to their current appointment, as long as they hold a Wood Badge and Leadership training relevant to their immediate previous role.

¹ Formerly referred to as “Advanced Training”.

3.2 Awards for Rover Scouts (Young Adult Members)

Rover Scouts are invested as Scouts by accepting the commitment of The Australian Scout Promise, are current members of a Branch according to Branch rules. Rover Scouts (Young Adult Members) may only be considered providing that the service given is not used towards their Achievement Pathways.



- **Special Service Award*** – for the successful support, development or management of a Section or Formation, or for an intense contribution over a period of at least 12 months to the success of a major event or major activity. “Special Service” is defined as making a noteworthy contribution in their role. This Award can be made in the first three-year assignment/period of service.
- **Meritorious Service Award*** – for meritorious or praiseworthy service to Scouts Australia for a period of around six to eight years. “Meritorious Service” is defined as performing to a higher standard for longer or more intensely, than would be reasonably expected.

* To be nominated for an Award, a Rover Scout must have completed the mandatory Scouting Preliminary of “Child Safe Scouting” and “WHS for Scouting”.

Rover Scouts and Rover Scout Advisors are also eligible for nomination for a Rover Scout Service Award (Stan Bales Rover Scout Service Award). In NSW this process is administered by the Branch Rover Scout Council.

3.3 Awards for Other Members and Supporters

“Other Members” include Office Bearers/Advisors, Adult Helpers, Scout Fellowship, Honorary/Life Members and Staff# who are current members of the NSW Branch and may also be invested as a Scout by accepting the commitment of The Australian Scout Promise. Other Members do not require a current Certificate of Proficiency but must have completed the mandatory Core Modules of “Child Safe Scouting” and “WHS for Scouting”.

“Supporters” are those persons who support the Purpose and Principles of Scouts Australia but have not made The Australian Scout Promise. Supporters may include parents/caregivers who are not members; supporters who give material, fundraising and other support; distinguished citizens whose patronage, encouragement and support are welcome; sponsors of Scout Groups; and participants in school or community-based Scout programs.

Note that in NSW Supporters can alternatively be recognised with a Thank You Certificate.

- **Special Service Award*** – for the successful support, development or management of a Section or Formation, or for an intense contribution over a period of at least 12 months to the success of a major event or major activity. “Special Service” is defined as making a noteworthy contribution in their role. This Award can be made in the first three-year assignment/period of service.
- **Meritorious Service Award*** – for meritorious or praiseworthy service to Scouts Australia for a period of around six to eight years. “Meritorious Service” is defined as performing to a higher standard for longer or more intensely, than would be reasonably expected.
- **Outstanding Service Award*** – for outstanding service to Scouts Australia for a period of at least 12 years, to non-uniformed Members and Supporters.
- **Distinguished Service Award*** – for distinguished service to Scouts Australia as an Adult Member or Supporter for a period of around 18 to 20 years. It is expected that such distinguished service is at a consistently high level, providing significant and valuable support to a Group or higher Formation and that the recipient is respected and highly regarded throughout the District/Region/Branch or Nationally.
- **National President’s Award*** – for eminent achievement and exceptional service to Scouts Australia by Adult Members and Supporters, over a long period in a number of significant roles within the organisation, or for a unique and highly valued contribution to the wellbeing of Scouting.

* To be nominated for an Award an “Other Member” as defined in Scouts Australia Policy and Rules P3.1 must have completed the mandatory Scouting Preliminary “Child Safe Scouting” and “WHS for Scouting”. To be nominated for an Award a “Supporter” as



defined in Scouts Australia Policy and Rules P3.2 does not need to have completed the mandatory Scouting Preliminary “Child Safe Scouting” and “WHS for Scouting”.

Staff: Employees of a Branch or Scouts Australia through an employment arrangement recognised under the Fair Work Act 2009 (Cwlth), accept the commitment of the Scout Promise and agreeing to abide by the Code of Ethics and Code of Conduct or be non-invested members making a commitment to the Values of the Association.

4.0 Award Criteria

Adult Recognition Awards are awarded to people who have given valuable service to Scouts Australia over an extended period. Many of the Awards are associated with periods of service but under exceptional circumstances, the typical service period may be reduced to recognise highly intense/complex periods of activity and special effort.

Nominees should satisfy **all** of the following criteria relative to their role and years of service:

- Carries out the responsibilities of their current Certificate of Proficiency or non-uniformed management role to the highest standard which contributes to youth membership growth or to the wellbeing of Scouting.
- Promotes teamwork and a positive attitude in mentoring fellow Adults in Scouting.
- Demonstrates leadership qualities which inspire enthusiasm among other Adults in Scouting and/or Young Adult members.
- Provides ideas for the future direction of Scouting and demonstrates how they can be implemented to contribute to the development of youth and/or adults influenced by their role.
- For the higher Awards, contribute to the wider Scouting forums by involvement in activities beyond the level of responsibilities normally expected in the appointment or management role held.
- Completed the mandatory core modules of “Child Safe Scouting” and “WHS for Scouting” (NB. With the exception of Supporters, who are not required to have completed the modules).

Uniformed Member/Other Member nominees should also satisfy the following criteria:

- Must be a current member of Scouts NSW at the time of nomination.
- If a uniformed member, hold a current Certificate of Proficiency. A Member whose current appointment is Trainee Leader can be nominated for an Award if they held a Certificate of Proficiency for their previous appointment.
- Have had the required years of minimum service (noting there is flexibility for exceptional contribution).

Young Adult Members (Rover Scouts) may be nominated for an Adult Recognition Award. Nominees must satisfy the above criteria AND:

- Have a current Certificate of Proficiency.
- Recognise service given to Scouting outside of the Rover Scout Section (NB. The Rover Scout Service Award [Stan Bales Rover Scout Award] caters for service specifically to the Rover Scout Section).
- The service given is not used towards their Achievement Pathways.

Where the contribution of a Rover Scout spans more than five (5) years, then the Rover Scout Service Award is to be considered.



5.0 Award Citations

All nominations must be accompanied by a citation which should address all the relevant criteria. Please observe the following points when writing citations:

- Address the criteria – citations need to state what the nominee has done to deserve the Award – i.e., service above role, additional training, events, leadership qualities etc. Good service is assessed based on the citation (though, for the Higher Awards, responses on the National form are also taken into consideration). Hint: for the higher-level Awards fill in the National Recommendation Form first and then turn the responses into the citation.
- Detail only the information that is new and relevant since the last Award. Citations should not refer to service or achievements which predate the last Award or training which has expired (although an exception might be for the award of Silver Kangaroo or Distinguished Service where it is relevant to reference the type of service given).
- Do not include data which is in the member Report.
- Do not exceed 1500 characters.
- Have a suitable ending that does not name the Award – e.g., Julie Heffley is most deserving of this recognition, Julie Heffley is most deserving of the award of Silver Wattle. Suitable closings for a citation may include:
 - Julie Heffley is a most worthy recipient of this Award for excellent service.
 - Julie Heffley's strength and dedication to her Group and to the principles of Scouting is very much appreciated.
 - Julie Heffley's support of Scouting is acknowledged with thanks.
 - Julie Heffley is a Leader who leads by example.
 - Julie Heffley's contribution to Scouting is exceptional and she has earned this recognition.
- Avoid poor grammar, typos and spelling mistakes. Also, avoid using acronyms that might not be easily recognisable by non-Scouting people. It is essential that all citations are proofread and grammatically correct before submission to the State Service Centre. What is printed on the official citation is what is submitted. Nominations that do not meet this requirement may be returned.
- Use correct program terminology and capitals for words relating to Scouts – e.g., Scout hall, Scout Group, Scouting.
- Enter citations in Microsoft Word and then copy to the Nomination Form (remembering the 1500 character limit).
- Supporters are more likely not to have a detailed Member Report, hence a concise citation is important.

Common Nomination Problems

- Nominations must satisfy the criteria, including minimum years of service, time between Awards (Silver Emu), a Wood Badge for Silver Wattle and above, and mandatory training completed.
- Citations must reflect the nominee's leadership style as inspiring enthusiasm among other Adults, contributing ideas to the future direction of Scouting, and contributing beyond their level of appointment.
- Citations must be about Scouting – not the local soccer club, school or other community activity not related to the nominee's Scouting involvement.
- Awards at the level of Silver Koala/Distinguished Service or above (which are sent to National for approval) require the section in the Nomination Form requesting "Evidence of Service to Support Recommendation" to be completed. **NSW does not require the "Evidence of Service to Support Recommendation" document to be completed for the Special Service or Meritorious Service Award categories.**



- If required to be completed, the National Recommendation Form must demonstrate how a nominee inspires, contributes ideas, and goes above and beyond. One-sentence responses do not usually provide sufficient information.
- Only quality written citations will make it! Writing isn't for everyone – use your local resources to write and proof the citations.

Refer to the appendix attached to these Guidelines for citation examples.

6.0 The Nomination Process

NB. The nomination process submission of paperwork to the State Service Centre as outlined below applies to all nominations.

1. The Chief Commissioner along with the State Service Centre will announce the Adult Recognition Awards open.
2. All Members submit via the online option or by completing the form and emailing to aras@nsw.scouts.com.au
3. Once nominations and recommendations are received, they will be reviewed by the Adult Recognition Award Committee.

Note see 6.1 for Awards requiring and not requiring Evidence of Service

All recommendations must be **received at the State Service Centre by 3pm Friday 8 March 2024** for consideration by the ARA Committee and Chief Commissioner. Late submissions will only be accepted and considered in exceptional circumstances.

Accuracy of Data and/or Changes to Member Details and Citation

All Region Offices ensure all details on the Member Registration System and applicable details are accurate and correct at the time the nominations are submitted to the State Service Centre. Any change made to a member's details following submission of nominations to the State Service Centre and prior to the announcement of Awards on 1 August 2024 is communicated to the State Service Centre ASAP (e.g. change of address, Called to Higher Service).

Also, be mindful the citation in the nomination is the only citation kept on the award recipient's official record. Where the Committee recommends and accepts changes to citations, or there are subsequently approved changes, the latest version must be uploaded by the Member Experience Officers – send any changes to aras@nsw.scouts.com.au Attn: ARA UPDATE

6.1 Awards Requiring Evidence of Service Document

Silver Kangaroo, Silver Emu, Silver Koala, Silver Wattle Awards (Uniform members)

National President's, Distinguished Service, Outstanding Service Awards (Other Members and Supporters)

Nominations will consist of the three pages as outlined below:

- **Scouts Australia Nomination Form**
 - Page 1: Person Recommended information.



- Page 2: Evidence of Service information (NB. Items 1 to 5 in “Evidence of Service” must not exceed five lines) and Citation Summary.
- Page 3: Recommendations and endorsements.

6.2 Awards NOT Requiring Evidence of Service Document

Meritorious Service Award, Special Service Award (Uniform members)

Meritorious Service Award, Special Service Award (Other Members and Supporters)

Nominations will consist of two pages as outlined below:

- **Scouts Australia Nomination Form**
 - Page 1: Person Recommended Information
 - Page 3: Recommendations and endorsements

7.0 More Information

You can obtain further assistance or clarification of any aspects of the 2024 ARA process by contacting:

- The State Service Centre – aras@nsw.scouts.com.au or phone 9735 9000 Monday-Friday.

Supporting Documents:

- NSW – ARA Nomination Form 2024
- Scouts Australia National Nomination Guidelines:

[Adult Recognition Award Nominations 2024 | Scouts Australia](#)



Appendix – Example Citations

The citation examples below include fact and fiction and have been tailored to remove detail that might identify the true identity of a recipient.

Special Service Award (formerly Certificate of Merit)

Paula Pappas has been a long-standing Supporter of 1st Scoutsville Scout Group, working tirelessly behind the scenes transporting and setting up equipment for camps. Paula has helped at fundraising events too numerous to mention. She is always willing to share experiences with other parents, promoting Scouting and encouraging parental involvement.

Paula ensures that as many youth members as possible have the opportunity to be involved in District, Region and State events plus Australian and International Jamborees. Paula likes to be involved and goes above and beyond what is asked of her. Paula has proved to be an invaluable help sourcing new or replacement equipment. She has helped the Group to maintain and repair equipment saving lots of Group funds over the years allowing money to be spent on Youth members.

Paula is a much-valued member of 1st Scoutsville Group and her contribution to Scouting has earned this recognition.

Sharon White has been involved with 1st Trekking Scout Group for 13 years, the last eight years as Group Secretary performing that role effectively and efficiently.

She is always available when called upon to assist with the various activities of the Group and has been a tireless fundraiser for the Group over many years. In addition to her involvement with the Group, Sharon has also assisted with District Camps and the 2010 Region Jamborette.

Sharon is truly dedicated to Scouting which is evidenced by the fact that she has not had any children in the Group for more than four years and needs to travel some 30km to attend Group meetings.

Sharon White is an excellent role model for the Scouting Movement.

Patrick Peters initially became involved in Scouting in 2005 as a Group Committee member when his son joined 3rd Westland Group as a Joey Scout. In 2007, Pat took on the role of Group Committee Chairman. In 2009, Pat changed roles and became an Assistant Scout Leader moving to Scout Leader in 2010. He obtained his Wood Badge in 2012. Pat was actively involved in District and Regional events helping to organise and run the Region Jamborette in 2013. He attended the Australian Jamboree in Maryborough in 2013 as a Quartermaster.

He has a natural love of camping and the outdoors, is a practical person and skilled with his hands. Over the years, Pat acquired many skills but probably his most utilised skill was his flying fox qualifications. In 2014, he resigned as Scout Leader but returned to Scouting in 2015 as a Flying Fox Activities Leader for the Region. Over the next few years, he attended many Scout camps and community-based activities with his band of dedicated Leaders running flying foxes.



In 2017, Pat joined the Camp Committee and is currently the Committee Secretary. He was a member of the Committee that was instrumental in organising the building of the combined flying fox/abseiling tower. Pat has retired as a Leader but continues his involvement with the Camp.

Pat's contribution to Scouting is exceptional and he has earned this recognition.



Meritorious Service Award (formerly Silver Arrowhead)

Jane Simmons has been a dedicated supporter of Scouting for more than two decades, starting her involvement with the organisation on the Group Committee of 1st Scoutsville Scout Group. It was important to Jane to support her children by being involved with the lay side of the Group. Including roles of Group Secretary and Group Treasurer, Jane maintained regular involvement with the Group and was integral in many fundraising efforts. This fundraising supported considerable refurbishment to the local Scout halls, as well as providing financial assistance to many youth members and Leaders to attend major events, including the 22nd and 23rd Australian Jamborees.

When her son joined the cast of Cumberland Gang Show in 2010, Jane accepted the responsibility of supporting the show by joining its catering team. Jane would attend weekly rehearsals and camps to help with preparing drinks and meals for the cast and crew and was also of considerable assistance during the warehouse and performance season. Jane has since progressed to the role of Catering Leader, a position she has held for the past seven years. Jane spends many hours preparing for the Gang Show season each year, securing many discounts and donations that are vital to the success of the Gang. Jane's services extend well beyond the normal Gang Show commitment and her devotion to the role is much appreciated by the entire Group and Region.

She is truly a worthy recipient of this Award for excellent service.

Tom Bloggs is a quiet achiever who has worked for many years at Camp Scoutland. He commenced service in 2001 and for the first few years served as a Rover Scout Advisor at the same time as working very much in the background at Camp Scoutland, dedicating many hours to this great facility to ensure its maintenance was upheld. This particular facility is utilised by many because of its size, and it is ideal to accommodate many different functions/events. The grounds including the 5.2ha used for camping require constant upkeep and preservation.

A skilled tradesman, Tom can be relied on to complete any task set before him. He offers assistance wherever needed and his flexibility allows him to be available to travel to the camp site whenever needed at any time of the day. Tom always offers a quick resolution to any problems which speaks volumes to his ability to resolve any issues and is an added advantage to this facility. Scouting is very fortunate to have Tom's commitment and enthusiasm.

Tom is undoubtedly a worthy recipient of this award.

Guy Gibbons joined the 1st Westwind Scout Unit as a Trainee Leader in 2010 and then progressed to become the Scout Leader in 2011. He was awarded a Certificate of Merit in 2014.

Guy has attended two Australian Jamborees, the first being in 2013 at Maryborough where Guy worked tirelessly in Supply, distributing the daily needs to the Units and in 2016 he attended Jamboree at Cataract Activity Centre where he had the role of Activity Leader with one of the District Units. He is an excellent ambassador for outdoor activities within the District and has very successfully developed and run on several occasions a weekend Bike Hike for the District Scouts where they ride from Bell to Newness. He can often be seen enjoying the outdoors with his fellow Leaders and youth members.

Guy has been a well-respected and dedicated Leader during the many years he has given to Scouting. His contribution to Scouting is exceptional and he has truly earned this recognition.



Silver Wattle

Joan Dyer is a caring and considerate Scout Leader. She has been working tirelessly during her 18 years at 1st Scoutville Scout Group, with both the Leader Group and the Committee to help raise funds to assist Cub Scouts, Scouts and Venturer Scouts to attend Region and State activities. She travels more than 80km a week to attend Scouts and the other sections, supporting the Group to grow in numbers and providing leadership to all members.

Joan also helps regularly at the Region Scout Camp, assisting with catering and activities for Group and Region Camps that are held there. She puts in so many extra hours over what is expected for a Scout Leader and enjoys helping all those around her.

In 2015, Joan took it upon herself and worked with the Group Committee to celebrate 90 years of Scouting in Scoutville. She sourced memorabilia from past members, worked at turning the hall into that of yesteryear and designed the badge. This was a huge success due to the many hours of work that Joan put into investigation and implementation. Joan also volunteers at the Annual NSW Rogaining Championships, providing food and drinks for this amazing experience and raising much-needed funds for the Group. Joan has recently retrained under the On Demand Learning environment, achieving her Wood Badge.

Joan's commitment and dedication to Scouts is an asset to the Scouting Movement and, most of all, to the youth members of 1st Scoutville Scout Group. Her service to Scouting is worthy of recognition.

Jane Millperson leads an exceptionally well-run Joey Scout Unit at 1st Moonland and delivers an imaginative and fun-filled program that ensures the Joey Scout numbers remain strong and there is good progression to the Cub Scout Unit. As a key member of the Group, Jane mentors the other Leaders and communicates well with Leaders, parents and youth members. With no Group Leader in the Group, Jane instigates regular meetings with the Cub Scout Section where programs, outings and advancements are discussed, organised and advertised to the District Commissioner, Leaders and youth members.

Jane runs a Group Unit Holiday each year and invites Leaders, without the qualifications, and their Units to join in. She recognises the skills of the other Leaders and encourages them to utilise these skills ensuring the Leaders have the chance to gain the confidence and the experience required to run a Unit Holiday. Jane is an avid supporter of District, Region and State Joey Scout Events and can always be called upon to assist in planning, organising or running activities at these events.

Jane promotes Scouting to the community whenever the opportunity arises and demonstrates a strong understanding of the Association's Policies and Procedures advising Leaders and parents where and when applicable. Since achieving the Diploma of Leadership and Management through Scouts Australia, Jane has shown remarkable growth in confidence, enthusiasm competence and commitment to the Section and the Group.

Jane Millperson's support of Scouting is acknowledged with sincere thanks.



Silver Koala

John Maykim started his Scouting service in 1990 as a Trainee Cub Scout Leader at the 1st Scoutville Group. In 1998, John re-joined the Scout Group as the Assistant Cub Scout Leader, transferring to the role of Scout Leader in 2000, Group Leader in 2010, and Assistant Scout Leader in 2013. John has enthusiastically served both the Cub Scout and Scout Sections since that time.

John always displays a positive attitude in his interactions with the youth members, Leaders and parents of the Group. He is an outstanding example to his Scout Group and to the youth of his local community.

He is a great supporter of the Scout Group often “stepping up” to be there to take a leading role for the other Sections or lending a hand with fundraising activities, which also enhances local community awareness of Scouting. He attends and contributes to a wide range of activities and events, such as the annual Celtic Festival, Anzac Day, World Scout Day, and JOTA-JOTI activities.

John is also the Adventurous Activity Team Leader. This additional role has seen John extend his Scouting role to provide his adventurous activity services to activities and events of country Regions. John often travels to other Regions to facilitate and encourage the involvement of his youth members in a wider selection of activities.

John Maykim has proven to be an outstanding Scouter and his excellent service is recognised by this award.

Since receiving the Silver Wattle in 2007, Lionel Williams has continued to give loyal and exceptional service to Scouting.

Lionel is an energetic member of Kangaroo Scout Fellowship and has held the position of Chairperson for the past three years and is keen to see that the service work they carry out each year continues to show Scouting is alive and well in the older sections. He is always willing to assist a Scout Unit who requires instruction in knotting, lightweight camping or any other outdoor activity. If there is a need to transport equipment for a Region or State Cub Scout event, Lionel can be seen with his utility, moving the equipment to the required site.

Lionel is continually on the lookout for new members, encourages them to join and give their talents to assist Scouting. He is a trustee at 1st Smithland Group and can be seen mowing lawns or doing maintenance jobs when they are required.

With 46 years of service, John is dedicated and loyal to Scouting and willingly gives his best in any task he undertakes. Lionel’s contribution to Scouting is exceptional and he has earned this recognition.



Silver Emu

Hermione Wally has a distinguished record of service to local, State and National Scouting extending 30 years.

Since her last award in 2009, Hermione has moved from a Branch Commissioner role to Branch Commissioner (Special Projects). In 2017, Hermione responded to a need of the 1st Scoutville Group, and she has been working hard behind the scenes with the Group Support Committee and the Group Leader in the role of Treasurer – getting the financials of the Group up-to-date and in good order and establishing procedures that will greatly assist the Group now and into the future. Her efforts for the 1st Scoutville Group cannot be underestimated and are greatly appreciated.

As well as providing assistance to 1st Scoutville, over the last 18 months Hermione has been the Administrator of both a Scouts NSW Working Group and the WHS Committee, supporting the Deputy Chief Commissioner to progress the objectives of the Strategic Plan. She has also recently taken on the role of Administrator for another Working Group.

Hermione's continued dedicated service to Scouting in NSW is worthy of this recognition.

Distinguished Service

Since receiving the Outstanding Service Award in 2010, Jack Spratt has continued his excellent service to Scouting. He has continued in the role of Chairman of the local Gang Show Scout Fellowship as well as Chairman of the local Gang Show Management Board. Jack serves as Treasurer for the 1st Bushland Group, a position he has held for well over a decade.

In 2016, Jack joined the NSW State Executive Committee and was elected to the Investment Committee for Scouts NSW. As if these positions are not enough, he has continued as the Delegate to Region Executive representing the Fellowship and Gang Show.

Jack is passionate about Scouting, and he is keen to see the numbers increase in the Fellowship and to see them continue fundraising to allow the monies raised to be allocated to charities. In 2018, the Fellowship raised and donated quite a large amount of money to the Care Flight Helicopter, which was very well received.

Jack is well-known and respected in Scouting circles, and his contribution to Scouting is exceptional and has earned this recognition.



Silver Kangaroo

Since receiving the Silver Emu in 2005, Sam Smith has continued her service to Scouting in her role of Regional Commissioner Cub Scouts until she moved to the State Commissioner Cub Scouts position in 2011. Sam is passionate about her beloved Cub Scouts and in her Regional Commissioner appointment arranged Cub Scout leadership courses, camps, Cub Scout fun days, Youth Helper courses, District, Regional and State events. Always keen to improve the skills of her Leaders, she ran training sessions at Regional Seonee and Palaver.

Sam was involved in the planning of the NSW District Cub Scout Leaders conference at Stanwell Tops and has been on the organising committee for the four Cuborees that have been conducted in NSW. At all four Cuborees she held the position of Deputy Chief Director. She also arranged a very successful State Palaver this year. In 2007 she chaired the organising committee for the very successful Region Centenary Celebration at City Park and assisted at the 2008 Region Centenary Celebrations.

Sam Smith is an excellent role model for the Scouting Association and is a most worthy recipient of this award for excellent service.

Since his award of the Silver Emu in 2007, John Smith has continued to provide eminent service to Scouting in NSW. No challenge is too great for John, and he diligently tackles all of his assignments with focus, energy and a steely resolve.

When setting the task of reviewing State Activities, John conducted a series of interviews and prepared a detailed analysis and recommendation/submission. Working closely with the respective stakeholders he developed a business case/report that led to the restructuring of the portfolio. This was a mighty task that required diplomacy and tact – a hallmark of John's leadership style.

As an active member of the Tony Balthasar Jamboree Committee and more recently the Col. Hill Jamboree Fund, he actively promotes the importance of these funds in furthering the experiences of young people at both National and International events. His influencing style of leadership of people in these funds has ensured that many young people have been able to enjoy the experience of a lifetime. John has a will-do/can-do attitude and despite a number of physical challenges over recent years, he can always be relied upon to take up the difficult projects others prefer to pass on.

John has truly given eminent service to Scouting over the past 32 years and his contribution to Scouting is exceptional, making him a worthy recipient of this Award.

