



Scouts Victoria **Report to Victoria 2018**

**Meet
Victoria's
future leaders**



Meet Victoria's future leaders

Leadership in education

Grace and Ellie Archer



In 2018 twins Ellie and Grace Archer were selected to lead their respective schools.

Ellie was co-school captain at Canterbury Girls' Secondary College while Grace was school captain at selective entry Nossal High School.

Both have enjoyed many leadership positions within school and Scouting, and during year 12 both completed their Queen's Scout award, the peak award in the Venturer Scout Section.

"I am so, so grateful for all the opportunities that Scouting has given me, and believe that it is largely what has shaped me to be the person that I am today," says Grace.

"Youth empowerment is really important, and Scouting has made me feel, as a young woman moving into adulthood, that I can be an influencer, and make significant difference to the issues that are important to me."

Ellie acknowledges another benefit of Scouting: "I am thankful for the resilience Scouts has taught us; a skill that I believe many schools do not put enough emphasis on."

Issa Chanzi



Issa Chanzi is a proud Scout, who originally joined his local Scout Troop in Melbourne's north because his father was a Scout in Tanzania. His mother's heritage is Irish. Issa is of Islamic background, and identifies as queer.

Issa is a peer leader at school and in Scouts. In 2015 Issa started his school's robotic club and has worked to future proof its leadership so that it continues to thrive when he finishes year 12. In 2018 he also gained one of

30 places in the Education State Student Advisory Group. He's also prominent at school for wearing a rainbow flag to school every day during the 2017 marriage equality campaign.

In 2018 he also completed his Queen's Scout award. He is a member of the production team of the annual Scout show Camberwell Showtime (alumni include a young Steve Vizard, Andy Lee and super-model Jess Hart.)

Issa belongs to many groups in Melbourne - including the Tanzanian community, Scouts Victoria, and as poster boy for the 2018 Minus 18 same sex formal.

He strives to live up to his strong values, and to make a positive contribution to his community. Issa is a proud Scout, and Scouting is proud of Issa.

Leadership in the environment

Sam Perkins



In pursuit of his Queen's Scout Environment Award, Sam Perkins spent more than 90 hours doing beach litter audits at Holloway Bend beach and wrote a 34-page report on the mentoring program and data analysis. His efforts has helped promote micro plastic awareness.

In 2017, Sam won the Bayside Council Youth Leadership Award (from a strong field of 60 nominations) and in 2018 Sam was also awarded the Keep Victoria Beautiful 2018 Sustainable Cities Young Leaders Award.

Working with Port Phillip Bay Keeper Neil Blake (above), Sam subsequently sought and gained grant funding to train 30 other Scout Groups in the monitoring program. He is now seeking the involvement of hundreds of other Scouts in Scout Groups along the rivers that feed into Port Phillip Bay.

Isaac Busuttill



Nine-year old Cub Scout Isaac Busuttill has been a passionate wildlife protector and advocate for endangered species since he visited Australia Zoo when he was four. In six months he managed to raise more than \$700 for the Australia Zoo's Sumatran Tiger conservation program.

"I discovered that whatever I put my mind to, I could achieve it one way or another," says Isaac. The young wildlife warrior continues to raise much-needed funds and awareness for some of Australia's most endangered species.

"My dream is for all wildlife to not face endangerment and extinction, and suffer no habitat loss and poaching from humans. All I want is for them to live a happy life, like us humans do.

"The most challenging thing that wildlife is facing is actually us. As humans we poach them, take away their habitats and food sources. Over the years we have created so much pollution that it has affected their climate (climate change)."

Isaac, a Cub Scout at Caroline Springs, speaks publicly on this issue (eg at the 2017 Scouts Victoria annual meeting), and also advocates on Facebook, Instagram and YouTube.

Leadership in the local community

Georgia Sparkes



When the 1st Ballan Joey Scout Mob made a donation to the Ballarat Soup Bus, to help Ballarat locals through a cold winter, seven year old Joey Scout Georgia Sparkes was inspired to go further.

She created her own donation box and gained permission to place the box prominently in the local Ballan IGA Supermarket. She returned to the store two weeks later and was disappointed to find the box missing.

She was ushered out the back to discover that her little box had grown into 17 large boxes overflowing with donations and gifts. At a tear-filled presentation Georgia delivered her boxes to Soup Bus volunteers.

Georgia is a Ballarat Soup Bus Ambassador and her collection boxes are now in other local supermarkets. Her project helped her achieve her Joey Scout Promise Challenge, the highest award earned by Joey Scouts.

Tapanga Barnhart



Tapanga Barnhart's hobbies include looking after triplets and their 4-year-old brother once a week, so their mum has time to do housework or rest.

The 3rd/4th Colac Venturer also does a range of regular service toward her Queen's Scout award. "I just love volunteering," says Tapanga.

Tapanga's volunteering 'career' began when she was 10 and decided to organise a Christmas hamper of food and gifts for a local family with three children.

Contributing to her local community has become a passion.

Her community involvement includes being a member of the local Driver Reviver Team, and the CFA; helping with her local Joey Scouts and Cub Scouts; helping build a dining hall and mosaic entrance for a boarding school in Fiji, with her fellow Venturer Scouts; being selected in year 9 to attend Colac Secondary College's leadership camp in China; and, previously, doing weekly visits to residents at Barongarook Gardens nursing home, and making lunches for her local church.

On Australia Day Tapanga Barnhart was named Colac's 2018 Young Citizen of the Year.

Leadership in the world

Saad and Omar Al Kassab



Syrian refugee Saad Al-Kassab had been learning English only six months when he and his brother Omar visited their local Scout Hall and re-joined Scouting. They had been keen Scouts in Syria, but many of their fellow Scouts and Leaders had died or disappeared during the country's conflict.

After speaking at the Scouts Victoria annual meeting in November 2015, Saad was offered a scholarship for his final year of schooling, and - with little more than two years' English experience - he was dux of CRC Sydney in 2016.

He is now studying bio-medicine at the University of Melbourne. He and his brother Omar have appeared on national television (The Project, ABC news breakfast, Q & A) as well as radio and print. Saad's academic success was covered by TV news in the USA, Europe and China. In 2016 the brothers gave a TED talk at TEDx Canberra. In 2017 Saad and Omar were awarded the global Messengers of Peace award.

Andrew Cooper



From six year old Joey Scout to Scouts Australia's 'Foreign Minister' to diplomat in the Middle East. That's the 22-year journey of Andrew Cooper. Andrew was a peer leader in all Sections in Scouting and earned the peak Scouting awards in Cubs, Scouts and Venturers.

He volunteered for a three-month stint at the International Scout Centre at Kandersteg in Switzerland at age 19. He returned briefly to international studies at LaTrobe University then

won a two-year professional role at Kandersteg as Assistant Program Director, organising the adventurous programs of 2000 international visitors each week.

In 2015 he completed his Masters at the University of Melbourne. As Assistant International Commissioner of Scouts Australia he was helping manage relationships with other National Scout Organisations, supporting Australian contingents to global Scouting events, assisting visiting Scout parties, and representing Scouts Australia at international meetings in the Asia-Pacific Region and Europe.

In 2016 he moved to Canberra to begin work in the Department of Foreign Affairs and Trade's prestigious graduate program. That year he also became Scouts Australia's International Commissioner and began the restructure of its programs.

In 2017 he stepped back from Scouting when he moved to Ankara where he now works as second secretary in the Australian Embassy, helping represent Australian interests in Turkey, Georgia and Azerbaijan.

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Leadership in the local community Australia Day Awards



In addition to Tapanga Barnhart (previous page), other Scouts were also recognised for their community leadership on Australia Day 2018.

Thomas van Dolderen of 1st Lang Lang was Lang Lang's Junior Citizen of the Year.

Sally Jensen from 1st Koo Wee Rup was Cardinia Shire's Young Citizen of the Year.

Corey Williams from Bacchus Marsh Scout Group was Moorabool Shire's Young Citizen of the Year.

Christopher Harris from Kulin Rover Crew was Pyrenees Shire's Young Citizen of the Year.

Tran Hung Dao Scout Group



The Scouts of Tran Hung Dao Scout Group at St Albans have raised nearly \$2700 to help drought-stricken farmers. The Group does two Bunnings sausage sizzle fundraisers each year for much-needed funds, but this time they decided that the farmers' needs were greater.

Chris Nguyen, the Group's Leader, said it was also about raising awareness in his Scouts and the community that food doesn't just come from the supermarket. "We need our farmers and we need people to think more about where food comes from."

Leadership in Scouting Dirk Arends



As a 16-year-old Venturer, Dirk Arends led the creation of Mucked Up Tails, an activity camp run by Venturers for the Scouts of Moonee Valley District. Now a Rover, he has passed on his skills to current Venturer to continue the annual camp, now in its third year, supporting them to learn and run a great weekend.

Dirk is now the Deputy Hide Chief of the hiking competition, Hoadley Hide, held annually over Easter for Victorian Venturers, and is leading the design of the theme and storyline, as well as the promotion of the event.

Greg Perkin



Greg Perkin joined his local Cub Scout Pack a week after arriving from South Africa, and completed the Grey Wolf, the highest award in the Cub Scout Section, within six months. Since then he's continued to give service to his local Cubs.

He packed the trailer for last year's Cuboree then helped set up camp, he then returned to Gilwell Park for a week's service on an activity base. The day after the camp he was back at Gilwell to help bump out the camp.

On Pack holidays he is a willing worker: repairing the hot water service, tightening loose guyropes on tents at night, and instructing the Cub Scouts. He's now planning a Cub Scout camp with his Venturer Unit.

Chief Commissioner's Report

Scouts are more engaged in their education, feel more connected in their community, and are more likely to volunteer to help make their community a better place to live. Scouts are more likely to say they have the support of adults they can turn to when required. Cub Scouts have better mental health than those who are not Cub Scouts. Young people who are Scouts are less likely to be bullied, more likely to take up responsible roles and leadership positions, and feel they are more adequately equipped to tackle the challenges that life may present. Our Joey Scouts are more resilient than their peers who are not in Scouting and are more hopeful when it comes to their future. These are just some of the learnings from the Resilient Youth Australia data comparing a statistically valid sample of young people who are Scouts from across Victoria to hundreds of thousands of other young people across Victoria and Australia. Anecdotally we have always believed that Scouting benefits young people. Now we know that the Scouting program has a measurable positive outcome for young people.

The benefits come from quality program delivery at all levels of the organisation. In Section meetings in Groups, in Districts as part of Regions, all as part of Scouts Victoria. The benefits also come from National events such as the Australian Venture held at the beginning of the year in Queensland. AV2018 - 'Get Set' - saw hundreds of Victorian Venturers travel north for an adventure in January. The start of the year also saw our Group Leaders and those with the responsibility for supporting Groups gather for the Group Leaders Conference in February where we launched a raft of new initiatives to make running a Scout Group easier.

This year we welcomed both newly established and some restarted Scout Groups across the State. It is great to see Scouting now operating at:



Brendan with Joeys at Kangaree.

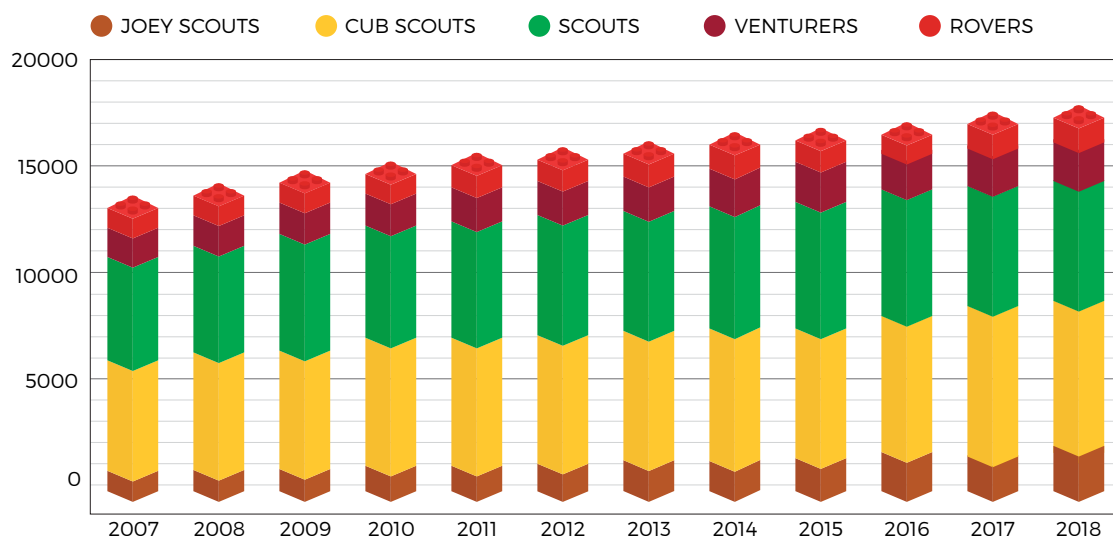
- Apollo Bay - Otway Plains District
- Colquhoun Sea Scouts - East Gippsland District
- Homenetmen Arax - Greater Dandenong District
- 9th Brighton - Bayside District

We also welcomed another new school-based Venturer Unit at Hazelglen College.

Scouting worldwide continues to grow, with numbers reaching 50 million during the year, half way to the target of 100 million by 2023. In Victoria we continued to see Scouting grow with 12 consecutive years of growth. It was primarily in the Joey Scout Section that we saw our numbers rise, a Section where there is a still opportunity to see significant growth. This will be a focus for Scouts Victoria over the coming year. Our Joey Scouts enjoyed the biggest Kangaree held in Australia so far.

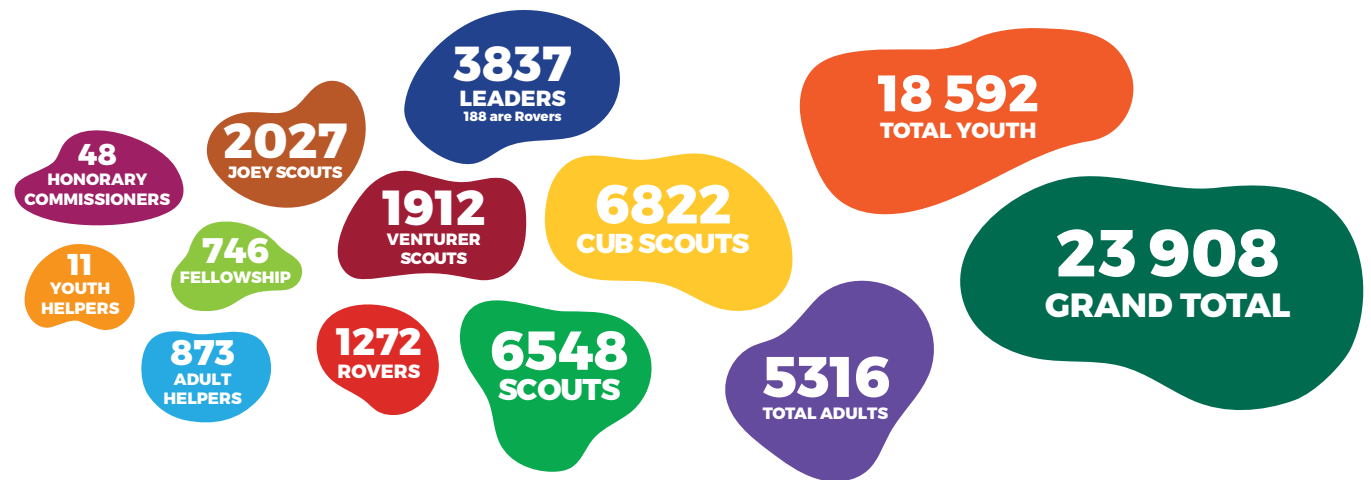
Twelve Years of Growth!

Scouting in Victoria continues to grow, with a 12th consecutive year of growth in 2018. More and more young Victorians are benefitting from the Scout program.



Chief Commissioner's Report

Scouts Victoria Today



A highlight was seeing the campsites of the Joey Scouts who camped out at Kangaroo. On both Friday and Saturday nights 1st Beechworth Joeys slept in tents, including 5-year-old Joey Scouts. Others who camped for one night included 1st Mirboo North, 1st Beaconsfield, Heathmont and 1st Yarrunga. This is a new initiative introduced to the Joey Scout program in preparation for the new national youth program. Our Joey Scouts are embracing the change.

Adventure is a hallmark of the Scout program and the new program will see nine Outdoor Adventure Skills areas featuring for all Sections. In preparation, Scouts Victoria has moved to plan and deliver the first in a series of Scout Adventure Centres designed to support the delivery of the program. The new Heritage Adventure Centre is now open with Sections embracing the opportunity to learn about Scouting's more than 100 year history. The Performing Arts Adventure Centre now provides a home with rehearsal space for Melbourne Gang Show and Whitehorse Showtime, and will provide

Section programs such as theatre sports from the start of 2019. At Mount Baw Baw, a second ski chalet, a program base for the Joey Scout, Cub Scout and Scout Sections, will complement the Rovers' WF Waters Lodge. The first winter season was booked out within hours of bookings opening, and summer bookings soon followed. This new Scout Alpine Adventure Centre had a terrific first snow season with one Cub Pack enjoying a bigger adventure than expected. Outstanding snow falls during their stay left them snowed in until the Monday and they had to miss a day of school.

The Scout Sailing Adventure Centre, while not new, had undergone significant work with many new water craft and the ability to provide more program places to members. BayJam saw the Scout Section make the most of the new equipment as more Scouts jumped on board as the State Scout Council delivered this very popular State activity camp in the lead up to AJ2019 to be hosted in South Australia this coming January. The team at the Sailing Centre and all of our Adventure Centres together



Simon Marks, Brendan, Surf Coast Shire Councillor, Cr Martin Duke and Wayne Gunn at the Geelong Region ARAP.



Brendan and Jon with Matt Curran, the Assistant Scout Leader for Lakeside Pakenham at the Awards Ceremony.

with our Adventurous Activity Teams are doing great work providing programs to support all Sections. It is through the adventure that we see our young people become prepared for life. In the coming year we will introduce Joey Scout Adventure weekends providing training for our Joey Scout Leaders and the opportunity for our Joey Scouts to start on their journey and get a taste of a range of adventurous activities.

This year we have celebrated the Centenary of Rovers – 100 years since Baden Powell started the Rover Scout program. I am extremely proud of our Rover Section in Victoria; it is the largest in Australia. Well managed, self-governing and well supported by Advisors, the training that our Rover Section in Victoria provides young adults is superb. I am very proud of the fact that I was a Rover in Victoria and know that as a result I am fortunate to have lifelong friends who shared this journey with me. Happy Birthday, Rovers. May you continue to go from strength to strength.

Next year we will celebrate another Scouting milestone with the World Centenary of the Wood Badge. It will be 100 years since Baden Powell first sought to recognise adult Leaders who completed their advanced level of training by presenting them with a couple of beads from the necklace of Dinizulu, the last King of the Zulus, threaded on a leather bootlace. Scouts Victoria is organising a Wood Badge course at Gilwell Park in the UK, the home of the Wood Badge. We want all adults in Scouting to complete advanced training for their role so that all adults in Scouting are able to offer the entire program for the benefit of our youth members.

In recent years our training program has continued to evolve to meet community expectations and to ensure Scouting is a Child Safe organisation. The significant findings of the Royal Commission into Institutional Child Abuse taught us all how we can be more vigilant and more proactive in protecting young people. Renewing and refreshing our knowledge through ongoing training

ensures we are all equipped to ensure Scouting's commitment to protecting children in our care. A responsibility of every single adult, at every level of the organisation.

Scouting in Victoria is well placed to implement the new youth program with a staged rollout that will see every Section in every Group supported. Together we will work to implement the program while providing the resources and support for a measured implementation that will ensure that no one is left behind. While a different pace to many other Scouting Branches across Australia, the Victorian model will ensure the chance to understand and embed new program initiatives one at a time before we move on together. It is quality program delivery that will see Scouting in Victoria experience continued growth and success with more young people benefitting. Thank you to every person who has given their time to Scouting throughout the past year, a total of 1.7 million volunteer hours to deliver programs that see young people more connected to their communities, feel more respected within their communities and see them feel more protected by their communities. This adds up to more resilient young people, more resilient families and more cohesive communities. Thank you for helping build a better Victoria.



Jon Willis OAM
Deputy Chief Commissioner
Scouts Victoria

Brendan Watson OAM
Chief Commissioner
Scouts Victoria



Chairman's Report



Greg Landgren
Chairman
Branch Executive Committee
Scouts Victoria

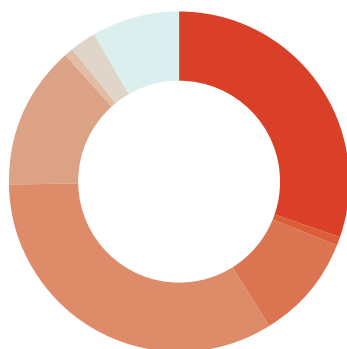
It is a pleasure to be able to report to you on activities for the past year. Scouts Victoria has a record of growth that is the envy of other States. We've been able to achieve this while improving support to our Groups and members, and while maintaining a strong financial position.

As we prepare for elections in the Victorian Parliament, we've been active in presenting our strong credentials as a well-run youth organisation that makes a measurable difference to lives of more than 18,000 youth each year. It has been gratifying to see the Government recognise this as we continue to build on this partnership.

On your behalf, we have opted into the Federal Government's National Redress Scheme for Institutional Child Sexual Abuse. An enormous amount of effort went into helping the Government's working group and the insurance industry develop a scheme that provided a survivor-centric approach while ensuring the program was sustainable.

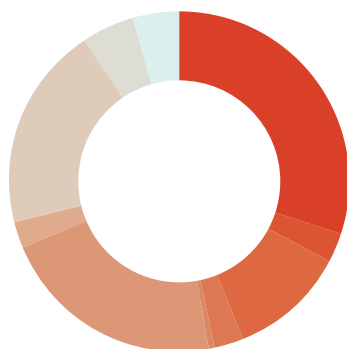
This work on Child Safe policies and programs has been key to maintaining and improving the standard of care we provide to youth in our care, and we continue to work to find ways to be a leader in the Victorian community.

The strategy for halls and property was completed. This forms the basis for our decisions as we work to support Groups to manage and maintain their properties. We are currently building three halls and we purchased two



All Revenue 2017-2018 \$000's

Membership Fees	30.4%	\$3,978
Contributions Received	0.8%	\$99
Grants Received	10.1%	\$1,319
Activities & Training Income	33.5%	\$4,381
Investments, Dividends & Property Sales	13.6%	\$1,778
Fundraising Income	0.8%	\$102
Miscellaneous Income	2.8%	\$361
Premiums Received	8.1%	\$1,055



All Expenses 2017-2018 \$000's

Activities and Training Expenses	30.1%	\$4211
Affiliation Fees	2.8%	\$390
Corporate, Computer Services, Depreciation & Financing	11.1%	\$1545
Occupancy Expenses	2.8%	\$385
Fundraising Expenses	0.5%	\$73
Insurance Claims Paid & Provision for Potential Liabilities	21.4%	\$2995
Postage, Printing & Stationary	2.4%	\$335
Employment Expenses	19.6%	\$2732
Travel & Vehicle Expenses	4.9%	\$682
Other	4.4%	\$620

others this year. In addition we have secured a block of land in a rapidly growing new estate in the outer suburbs of Melbourne. All of this is to help bring Scouting to new locations in this rapidly growing State. To support Groups in this activity, the property team has been expanded and revamped.

During the year we welcomed David Crundall as our new Treasurer. David is working with the finance team at the Victorian Scout Centre (VSC) to give us all a clear understanding of our financial position. With growing expenditure on building projects and purchases, coupled with the forecasts for expenditure on Redress, it is critical that we keep a close eye on our finances.

We continue to be grateful to the Victorian Scout Foundation as it subsidises the running costs of Scouts Victoria.

We've done substantial work to change the way our insurance costs are managed and levied across all members. We believe that this provides a fairer way of spreading the cost in an environment where insurance charges continue to rise.

This year we welcomed Jon McGregor as our new Executive Manager. Jon has fitted in and almost immediately brought new insights and methods to the professional management of Scouts Victoria and the team at the VSC. We continue to be grateful for

the skills and professionalism of the staff during this period of significant change.

Looking forward to the year ahead, we're also focusing on revitalising our fundraising strategy, assisting Groups to manage an extensive refurbishment program and selling some surplus properties. We must develop a detailed campsites strategy whilst planning for a (hopefully!) Victorian Jamboree in three years. It should also be noted that during the next 12 months we start the early steps towards finding a new Chief Commissioner.

Finally a thanks to all the members of the Branch Executive Committee who tackled and solved the major issues of the past year with diligence, hard work and a sense of humour. We have said goodbye to Rob Mills and Vivienne Corcoran won't be renewing her nomination, both due to work commitments. We thank them for their contributions, hard work and insights.

I would like to especially recognise the efforts of our retiring Chairman, John De Wijn. John's work, especially over the past six years, has placed Scouts Victoria in a very strong position, organisationally and financially. He is a key reason that we are such a strong and progressive organisation. We congratulate John as he takes a new role as Vice President of Scouts Australia.

Youth-Led



Annie Asquith

**Assistant Chief Commissioner -
Youth Advocacy and Leadership
Scouts Victoria**

High Achievers



One hundred and ten years ago, a group of boys, who'd managed to get their hands on a copy of a new periodical called 'Scouting for Boys', formed a Patrol in Aspendale. A young man got chatting to them one day and, before too long, the boys invited him to become their Scoutmaster.

That Patrol was one of several that had spontaneously formed in Malvern, and the young man worked with the boys to bring those Patrols together. They came to form the 1st Malvern Scout Troop.

One hundred and ten years ago, that was the way most Scout Troops started. Indeed, that young man was ultimately asked to help start up four different Scout Troops - 1st Malvern, 2nd Malvern, 1st Carlton and 2nd Carlton.

In 2018, as we continue our evolution of youth leading, and adult supporting, we are doing less about starting something new and more about returning to our roots as an organisation: young people setting the agenda, with adults coming along to help out.

This year, we've seen that in many ways. The Midsumma Pride March - an event that many youth (and adult) members had asked to join in - is now a fixture on our calendars, organised entirely by a team of Scouts, Venturers and Rovers. More young people have taken up the leadership challenge, attending Scouts Australia's YOU+LEAD courses. These are now in their second year and moving towards being

run by past participants. Meanwhile, all Sections have continued to take huge steps towards increasing youth leadership in their structures.

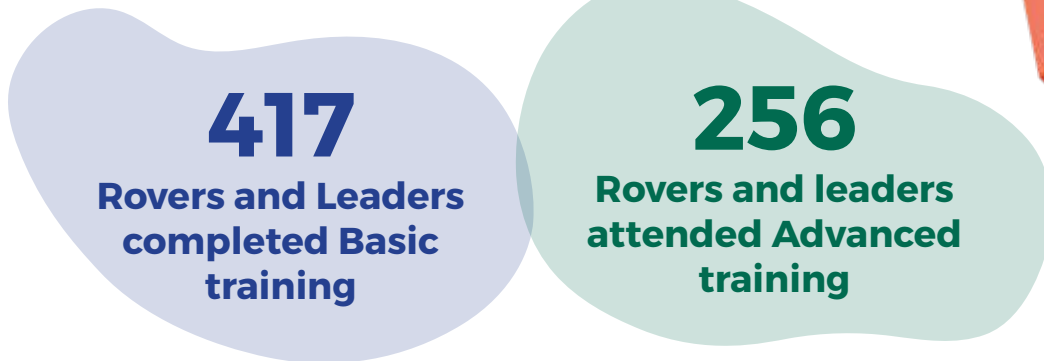
We were lucky to host the Asia-Pacific Region's Youth Involvement Workshop in Pax Hill, Ballarat, with Scouts of all ages coming from across the Asia-Pacific Region to learn from each other and exchange ideas about getting more young people into leadership roles.

We're continuing Baden-Powell's vision of Scouting from the very beginning as an activity for all, with young people involved from many different backgrounds. We've had the opportunity to celebrate this through our involvement in the State Government's initiative, Victoria. And Proud of it. Scouting is incorporated into their media campaign and an exhibition at the Immigration Museum. And we've continued to see more support for Groups engaging with broader communities, as the support system in Diversity and Inclusion continues to grow.

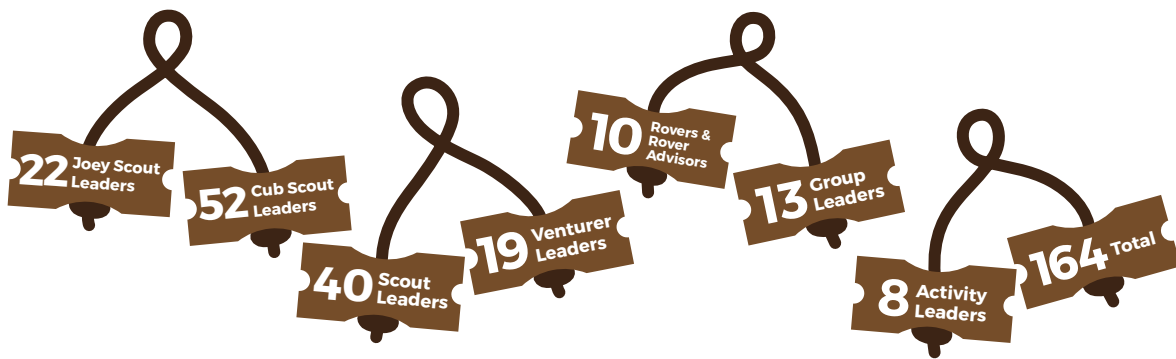
As we head towards 2019, plans are underway for some exciting new opportunities. New programs are being developed to provide more support for young people who want to take on leadership roles in Scouting, and we'll be able to open up more leadership roles as a result. We're looking to work with more external organisations to provide support in areas such as mental health, which is increasingly becoming an area of interest for our members. We've certainly got lots to look forward to in the year ahead, and plenty to keep us busy!

Adult-Supported

Highly Skilled 2017-2018



The Wood Badge has been awarded to 164 Leaders

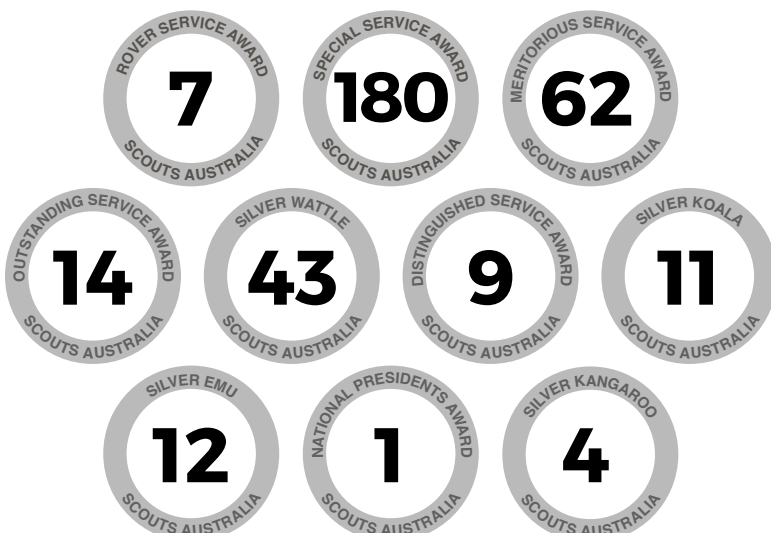


Education Engagement Program

- Since the commencement of the program in 2015 a total of **239** students have completed volunteer hours in Scout Groups around the State
- Currently we have **106** Students from various Universities in Groups
- Total of student hours in the last financial year - **6,580** hours
- Over **1,460** students from 10 different Universities/TAFE sector in the last financial year attended our 'Prepare for success in your careers by volunteering in Scouting' presentation

Highly Respected

Victorian Scouting volunteers honoured with national awards in 2018



National President's Award

Ross Godden, Australian Scout Fellowship - Gilwell Park

Silver Kangaroo

Maxine Gibson, District Leader - Adult Training Support, Cardinia District

Heinrichs Pacers, Assistant Venturer Leader, 5th Melbourne - 1st Latvian

Peter Stanek, Venturer Leader, 2nd Footscray

Heather Tasker, Assistant Cub Scouts Leader, 1st Vermont

The Five Sections

Joey Scouts (ages 5-7)

This year was a massive time for our youngest Section, the Joey Scouts. Our Joeys spent the first part of the year preparing for the Section's ultimate two-night camp, Kangaree 5: 'Dare to Dream', held every two years at Lardner Park. The event was expected to attract around 700 Joeys, but the interest was overwhelming. More than 1000 Joeys from across the State joined in on the action-packed overnight camp, making it the largest Kangaree in Australia.

In 2018, five-year-old Joey Scouts were officially welcomed nationally. Now, once a child turns five and starts school, they can start Joeys. Camping was also introduced for the Joey Scout Section, with five Groups choosing the fantastic experience of sleeping in tents at Kangaree. Joeys also attended a variety of Region-based events, including Geocaching, Rogaining and visiting Avenel Maze. And of course, our Joey Scouts' top achievements were celebrated at the Promise Challenge Recognition Days in May and October.

Next year is set to be another great year for the Joeys, with forums across the State early in the year, a Joey Scout City Hop in April and another exciting Zoo Day in November!

Cub Scouts (ages 8-10)

Cub Scouts welcomed the introduction of the State Cub Scout Commissioner Challenge in 2018, involving 3294 Cubs from 173 Packs across the State. The challenge was all about youth leading, adult supporting, by encouraging the Cubs to come up with four activities they could take part in over two terms. These included wheelchair basketball, snow trips, adventures into the city, barefoot bowls and a whole lot more! Cubs were excited and engaged in coming up with their own program ideas and seeing them come to life with the help of their Cub Scout Leaders. There was also an emphasis on Plan>Do>Review, which required Cubs to evaluate how their chosen activities went.

Once again, Cubs had great participation in the Grey Wolf Award, with 654 Cub Scouts achieving the highest award for the Section. This equates to around 10% of the total number of Cubs.

The Cub Scout Program Team spent significant time meeting with Cub Leaders across all Districts working to prepare them for upcoming program changes. They completed the delivery of the 'Travelling Brainbox' and are now focusing on their next presentation, 'One Journey, One Team', which will include Region and District Commissioners.

The Section wishes to thank former State Commissioner - Cub Scouts, John Kerr, for his excellent Leadership over the past six years. The Cubs continue to remain strong and vibrant, led by a passionate and dedicated group of Leaders.

Scouts (ages 11-14)

The Scout Section spent 2018 reinforcing the principle of youth leading, adult supporting by running Region Youth Forums. These gave a voice to every Scout across Victoria, enabling them to have an influence on Scouting through their elected representatives at the State Scout Youth Forum.



Victoria hosted the National Program Team Conference and our youth members did us proud by passionately advocating the interests of Victorian Scouts.

BayJam was held in January 2018, with record numbers. More than 1000 Scouts and 230 Leaders made their way to Bay Park in Mt Martha. The beachside camp allowed Scouts to really make the most of their summer holidays, enjoying a ride on the Arthurs Seat Eagle, sailing, paddle boarding, a nine-kilometre hike and so much more! Stradbroke Cup events were also the biggest ever this year and Scout Hike was enormously successful, both giving Scouts the necessary experience for the biggest event of their Scouting lives, Australian Jamboree 2019 (AJ19).

More than 2800 Scouts plus hundreds of Leaders from Victoria will join up with Scouts from across Australia next year at Tailem Bend, South Australia, for ten days packed solid with adventure, excitement and fun!

Venturers (ages 15-17)

Venturers started off the year with a bang, as more than 300 Venturers, plus some helpful Leaders and Rovers, flew off to Queensland. They joined other Venturers from across the country for Australian Venture 2018, with close to two weeks of adventure! Expeditions ranged from sailing to bike riding and everything in between, including giant swings, four wheel driving and even flying over Fraser Island. Some Venturers were lucky enough to head up a week early for PreTour, enjoying the Gold Coast's famous theme parks, learning to wake board and, of course, a visit to Australia Zoo.

All four of the major Venturer activities, Anything Goes, Hoadley Hide, Armstrong 500 and Victorian Gathering, delivered the excitement and innovation we've come to expect. Venturers continued to relish looking wide and networking with others from across Victoria. The State Youth Venturer Council has also been very active, driving the youth leading, adult supporting direction for the Section. Each of the Council members has been working diligently with an Adult Mentor to ensure that Victoria's Venturer program continues to deliver great results.

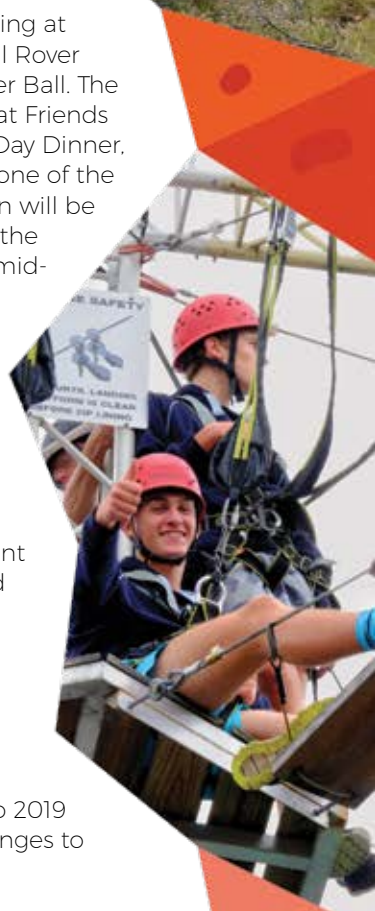
Early next year, Victorians will make up more than one third of the Australian contingent travelling to New Zealand Venture, an adrenalin pumping fortnight of fun, adventure and excitement.

Rovers (ages 18-25)

This year was a massive milestone for the Rover Section, with 2018 marking the Centenary of Rovers! Current and former Rovers and supporters have been celebrating at several events, including the annual Rover Dinner and Metropolitan Area Rover Ball. The Rovers were also well represented at Friends of Scouting Victoria's World Scout Day Dinner, where a current Rover featured as one of the guest speakers. The final celebration will be Moot100, held in conjunction with the Mafeking Rover Park Open Day in mid-November 2018.

The Rover Section began the year with Surfmoort where several new activities were trialed. This was followed by Mudbash, which had a record-breaking attendance for recent years both from a camping and open day perspective. Entertainment was provided by Shannon Noll, and the motorsport and other activities truly showcased the diversity of Roving events.

Our Rovers continue to support the other Sections, being heavily involved in helping at many of the major events. This will continue into 2019 when Rovers will make various changes to ensure their ongoing success.



How resilient are Scouts?

Scouts Victoria recently participated in the National Youth Resilience Survey run by Resilient Youth Australia. More than 200,000 children throughout Australia have already taken part in this study.

The overall measure of resilience is based on 10 domains which contribute to three Pathways - Safe, Healthy and Fulfilling. Many of these individual results are reported here.

We were particularly interested in the results for children who have been in Scouting for some time, to see whether long-term membership of Scouting is making a positive contribution to their development. These results will also help inform our future programs.

All Scouts Victoria members aged 8 to 18 were invited to take part in the survey, (the sample who responded is therefore self-selected).

Some areas where Scouting's youth members out-performed the State average are shown below.

But the results also showed some areas where Scouts were below the State average.

This makes the overall result even more powerful, as some Scouts have overcome disadvantage to become strong members of their school, Scout Group, and wider community.

Joey Scouts

Ages 5-7

We surveyed children who had completed the Joey Scout program.

Compared to Victorian children of the same age...

Joey Scouts are more resilient.

70%

56%



Joey Scouts feel more empowered.

74%

53%



Joey Scouts have positive mental health.

87%

74%



Joey Scouts feel safer and more secure in their community.

83%

62%



Joey Scouts feel they can overcome their difficulties.

87%

66%



Joey Scouts have a clearer understanding of boundaries and expectations.

87%

66%



Cub Scouts

Ages 8-10

We surveyed children who had completed the Cub Scout program.

Compared to Victorian children of the same age...

Cub Scouts are more resilient.

66%

60%



Cub Scouts feel happier.

95%

84%



Cub Scouts feel more supported by adults.

82%

62%



Cub Scouts feel safer and more secure in their community.

76%

66%



Cub Scouts are less likely to lose sleep through worry.

84%

70%



Cub Scouts are less likely to use their phone late at night.

93%

68%



Cub Scouts have a clearer understanding of boundaries and expectations.

83%

69%



Empowerment Belonging Boundaries & Expectations Adult Support Measured by the Developmental Assets Profile (DAP)	Hope Healthy Mind & Healthy Body Measured by the General Health Questionnaire (GHQ12) and the Children's Hope Scale (CHS)	Educational Engagement Social Skills Positive Identity Positive Values Measured by the Developmental Assets Profile (DAP)
SAFE	HEALTHY	FULFILLING

Scouts

Ages 11-14

We surveyed children who had completed the Scout program.

Compared to Victorian children of the same age...

Scouts are more resilient.



Scouts are more engaged in their education.



Scouts are more likely to have support from adults other than their parents.



Scouts are helping to make their community a better place.



Scouts are more likely to be given useful roles and responsibilities.



Scouts are less likely to be bullied at school.



Venturers

Ages 15-17

We surveyed teenagers who had completed the Venturer program.

Compared to other Victorian teenagers...

Venturers are more resilient.



Venturers have a greater sense of belonging at school.



Venturers contribute to making their community better.



Venturers have positive mental health.



Venturers have stronger social skills.



Venturers have better decision-making skills.



Plus

Scouts of all ages also reported more highly on:

- I am trustworthy
- I forgive people who are mean to me
- I eat breakfast at home during an average school week.
- I get at least eight hours of sleep most nights.

Scouts of all ages are also significantly less likely to use alcohol or tobacco.

Activities

Adventurous Activities

It has been another great year for Scouts to take advantage of an incredible variety of adventurous activities across Victoria. They've enjoyed building life skills and extending themselves physically and mentally. Late last year, Victoria ran the first national four-wheel drive school, we had another national first this year with a successful alpine school at Mt Stirling and Mt Buller. This taught members everything from alpine safety and survival to snow camping techniques.

The team is also running a national pilot Wood Badge course for Activity Leaders and held a record number of youth focused events. To top it off, our third Alpine Adventure Centre was opened in Mt Baw Baw and we began creating a Scout Mountain Bike Adventure Centre in Warburton.

Activity Teams are ready for another packed year, and we're all available to run youth events and adult training that supports the New Program Outdoor Adventure Skills.

Environment

It's been a busy year for environmental efforts in Scouts Victoria. We had fantastic participation for Clean Up Australia Day in January and, in July, several Venturers took part in the Regent Honey Eater tree planting event, earning their Venturer Award Environment badges. Many Groups also successfully applied for Landcare grants to run environment projects in their neighbourhood.

Victoria's 1st/14th Brighton Venturers, in partnership with the Port Philip Eco-Centre, received a massive \$99,000 State Government grant to expand a microplastic monitoring program out to 30 Groups. This program will help dozens of youth members achieve their badgework and give them solid practical skills in environmental science and leadership. At the same time, they'll be helping the Government understand the impact of microplastics on our Bay.

In addition to these efforts, a strategy has been developed for the next 10 years, so Scouts Victoria will better understand our own environmental impacts, and we can take steps to significantly improve our performance.

Heritage

The booking team has been busy locking in visits since the long-awaited launch of the Scout Heritage Victoria Adventure Centre in November 2017, when we were privileged to be joined by National President of Scouts Australia, Major General John Pearn AO RFD (Ret'd).

Groups from across the State have excitedly taken part in the wide range of activities on offer including knot tying, Morse code computer quizzes, rubbing blocks and hand-eye coordination tests. They've also enjoyed a guided tour and visitor questionnaires which encourage visitors to search the displays for answers.

The team hope 2019 will be another successful year, with plenty more Groups coming to check out the centre. We can't wait to see you there!

International

This year we have seen 200 Victorians travel overseas as part of National Contingents to Ireland, Japan, Mongolia and New Zealand. Plus, we've had Group organised trips to Timor and Europe including visits to Kandersteg International Scout Centre. There are also plenty more in the pipeline too, including visits to Nepal, Papa New Guinea and Fiji.

The International Team has been working hard to make travelling and international exploration easier, with many forms, fact sheets and other resources moving online. This now allows Scouts to enjoy international Scouting from their local hall, and helps them to prepare for any future international Scouting adventures.

Along with more small Group trips throughout the year, 2019 will see around 260 Victorians attend the 14th New Zealand Venture and 230 Victorians will attend the 24th World Scout Jamboree in North America. In addition to these two large contingents, more Victorians will travel with the National Contingents to the New Zealand Moot and then New Zealand Jamboree in 2020.

You should start to see the results of the International Team's strategy and efforts in early 2019 so keep your eyes peeled!

Diversity and Inclusion

This year marked 30 years of female inclusion across all Sections, and 44 years of female involvement in Venturers and Rovers. This has put us in a strong position to be inclusive of any young person and the gender identity they may present with.

Over the three decades, Scouts Victoria has taken a leading role in gender equality, day to day at the Scout Hall, and also in the community.



This may not seem like a major thing to many, but we need to remember that young people seeing this inclusive environment will take that example and apply it throughout their lives.

Scouts again participated in Midsumma Festival's Pride March. It was an opportunity to highlight our long history of valuing diversity and creating inclusive Scouting environments, and to promote that everyone is welcome at Scouts. One hundred and forty members and their families proudly marched together and took home an award for 'Most Innovative Float'. Our Venturers and Rovers are now working extra hard to try to top this year's efforts!

Districts and Scout Groups from across Victoria have shared their experiences in diversity and inclusion. Discussions have been held in Mildura, Frankston, Tally Ho and Casey. There was strong participation as gatherings tackled topics from ADHD/ADD to Autism/ASD, as well as introductions to working with CALD communities and gender diversity.

Our specialist Scouting Groups also continue to thrive and deliver inclusive and accessible Scouting programs. A new program was launched at 5th Sandringham Scout Group. We're also marking the third year of Agoonoree, a camp specifically catering to members with special needs, allowing them to enjoy great activities covering a wide range of capabilities.

This year has also strengthened our involvement with the Community Resilience and Social Inclusion section of the Department of Premier and Cabinet. It started with a visit from 'Vicky the Truck' at BayJam and was topped off with our inclusion in a campaign called 'Victorian. And Proud of it.' A video was produced, showcasing three Scouts from different backgrounds, enjoying Scouting in Victoria and representing our diverse community. It also highlighted our commitment to community cohesion and social inclusion.

Scouting is for all and our Groups reflect our local communities. This year has been a strong year for celebrating diversity and encouraging inclusion across the State and 2019 will be even bigger. Everyone is welcome at Scouts Victoria!

Performing Arts

We've had another incredible year showcasing the performing arts opportunities at Scouts Victoria. Seven Scout-Guide shows have been staged across the State: Camberwell Showtime, South Metro Showtime, Strzelecki Showtime, Whitehorse Showtime, Melbourne Gang Show, Sunraysia Gang Show and Albury Gang Show. These provide hundreds of our members the opportunity to connect with their creative side and put on a show, either from the stage or behind the scenes.

A great addition to Performing Arts this year was the opening of the State Performing Arts Centre in Blackburn, providing a fantastic space to get together for rehearsal and other activities. Another highlight was the 50th year of Strzelecki Showtime.





Major Events

High Participation

Victorian youth members enjoy Scouting's major events



Australian Venture
January 2018
331 Venturers



Kangaree
March 2018
1007 Joeys
602 Leaders and helpers



BayJam
March 2018
1052 Scouts
236 Leaders

Coming Up



NZ Venture
December 2019
500 Venturers



Australian Jamboree
January 2019
3000 Scouts
plus 700 Leaders



Cuboree
September 2020
3700 Cub Scouts



NZ Rover Moot
April 2019
200 Rovers

The Adventure Continues



John Kerr

State Commissioner - New Program Implementation

The adventure has begun! The New Program for Scouting in Australia will provide one continuous journey across all youth Sections.

At the beginning of each year, for the next few years, Victoria will launch a manageable portion of the New Program. (In later years, the award schemes will gradually change.)

Youth members who've partially completed an award, or the pathway to the peak award, will have the option of continuing with the old program or changing to the new one. They'll even be able to mix and match if it's appropriate. No youth member will be disadvantaged during the implementation.

As all of Victoria grows together, ongoing support for our program changes is being provided by our fantastic program teams, led by the State Commissioner of each Section.

In 2018, every Scout Group across Australia was encouraged to reflect on their use of the fundamentals of Scouting. We also provided a definition of youth leading, adult



supporting. By meeting these requirements, members will be entitled to wear the New Program white scarf ring to remind them of the commitment.

In 2019, we are reinforcing the challenge areas in our youth program. This program focus will be released at our Group Leader conference in February.

In 2020, we will be recording youth participation, youth assisting and youth leading, with more details to come.

To stay up to date with the New Program roll out in Victoria, visit the New Program page on the Scouts Victoria website.

Fellowship

The Australian Scout Fellowship (ASF) allows former youth members and adult Leaders to maintain their connection with Scouting and continue to be involved as time permits.

For the members of the Victorian ASF, 2018 was another busy year. We were able to provide support to Scouting through working directly with youth members as well as a performing a multitude of support activities in the background.

We continued our tradition of travelling around the State for Service and Social Weekends. This year ASF members came from across the State for Service Weekends at Eagle Point, Caringal, Treetops, Rowallan, Eumeralla and Clifford Park Scout Camps.

Many of our members spent countless hours each week involved with the maintenance and management of almost every Victorian Scout Camp and Activity Centre.

Our members were involved with numerous Local, Regional and State-wide scouting events including the Kangaree, Agoonoree, Patrol Activity Camps and Performing Arts productions. Many also provided support at Section, Group and District level on a regular basis.

It was not all work as throughout the year there were also many opportunities for our members to catch up socially for meal and a chat at meetings at local venues.



Victorian Scout Foundation



David W. Jones AM FCA
President & Chairman
The Victorian Scout Foundation Ltd.

This year the Victorian Scout Foundation has disappointingly suffered like everyone else, thanks to a drop in the investment market.

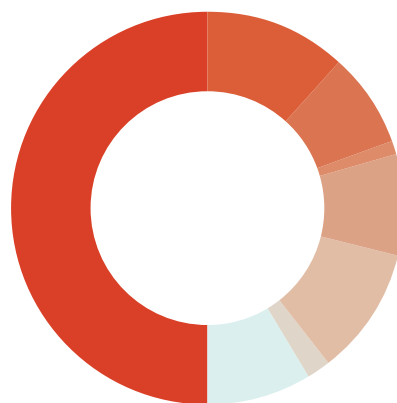
Overall the Financial accounts show an operating profit of \$203,500 after adjustment of \$499,061 for the unrealised losses on investments.

From that, grants totaling \$480,298 were made to Scouts Victoria projects, which then resulted in the Foundation making an overall loss of \$276,798.

On the equity side, the Foundation now has net assets totaling \$9,183,663 which is held in shares and cash deposits.

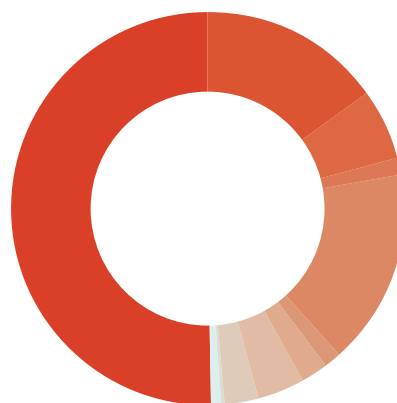
Since the Foundation started in 1985, \$16,030,175 has been raised from which \$6,846,512 has been paid as grants to various projects of Scouts Victoria.

If you would like to help in building the Foundation for the future of Scouting in Victoria, contact the Foundation on 03 8543 9800 and find out how to become a supporter of Victoria's future leaders.



Grants 2017 - 2018

Training	24%	\$114,000
Vic Branch	0%	\$0
Monster Raffle	15%	\$74,000
Heritage	2%	\$10,000
Property	0%	\$0
Gilwell	0%	\$0
Group Start Up	17%	\$82,000
Pr/Mark	21%	\$100,000
Region	4%	\$20,000
Pres	0%	\$80,298
YPR	17%	\$480,298
Total	100%	



Total Grants To Date

Training	30%	\$2,067,630
Vic Branch	0%	\$0
Monster Raffle	12%	\$812,634
Heritage	3%	\$186,013
Property	32%	\$2,197,454
Gilwell	3%	\$200,000
Group Start Up	4%	\$283,828
Pr/Mark	8%	\$557,035
Region	6%	\$388,200
Pres	0%	\$32,849
YPR	2%	\$120,869
Total	100%	\$6,846,512

Office Bearers

Patron of Scouts Victoria – Her Excellency, the Hon. Linda Dessau AC, Governor of Victoria

Chief Scout – Shane Jacobson

Chief Commissioner of Victoria – Brendan Watson OAM

President – Neil Comrie AO APM

Vice Presidents – Neil Westaway AM; Margaret Tremewen OAM

Honorary Treasurer – David Crundall

Branch Executive Committee

Elected members

Greg Landgren (Chairman)

Brad Miles (Deputy Chairman)

Vivienne Corcoran; Alex Forrest, Clare Hanley; Richard Simpson; Chris Young

Ex-officio members

David Crundall (Honorary Treasurer)

Brendan Watson OAM (Chief Commissioner)

Jon Willis OAM (Deputy Chief Commissioner)

Annie Asquith, Morris Orchard (Assistant Chief Commissioners)

Neil Comrie AO APM (President)

Neil Westaway AM; Margaret Tremewen OAM (Vice Presidents)

State Leadership Team

Chief Commissioner – Brendan Watson OAM

Deputy Chief Commissioner – Jon Willis OAM

Immediate Past Chief Commissioner – Robert Taylor AM

Assistant Chief Commissioners

Annie Asquith

Simon Marks

Mathew McKernan

Morris Orchard

Daniella Taglieri

Andrew Taylor OAM

Michael Thomas

Region Commissioners

Bays – Frank Moore

Gippsland – Cliff Dent

Geelong – Wayne

Gunn OAM (Acting)

Lerderderg – Wayne Gunn OAM (Acting)

Loddon Mallee – Craig Whan

Melbourne – Michelle Grierson

Mt Dandenong – Gary Park

Northern – Simon Marks (Acting)

Plenty Valley – Alan Harding

West Coast – Robert Rowe

Western – Ian Lock

State Commissioners

Joey Scouts – Sue Humber

Cub Scouts – Elizabeth Thomson

Scouts – Jason O'Donnell

Venturer Scouts – Rod Byrnes

Rover Support – Peter Wotherspoon

Adventurous Activities – Alan Richmond

Campsites – Peter Rutley OAM

Diversity & Inclusion – David Lyons JP

Gilwell Park – Russell Bradd

Gang Show – Rob Motton

International – Lisa Picking

Jamboree Planning – Jody Freeman

Major Projects – Daniel Voet

New Program Implementation – John Kerr

Performing Arts – Douglas Wright

Quartermaster – Trevor Howlett

Scout Heritage – Aline Thompson OAM

Special Duties – The Hon. Michael Baden Powell ; Jan Kerr

Adult Training & Development – Garry Breadon

Region Support – Wayne Gunn OAM

Risk & Safety – Simon Casey

Vocational Education and Training – Rosemary Redgrave

Risk & Safety – Simon Casey

Environment – Gordon Young

YPR Adventurous Campsite Activities – Claire Edmanson

Assistant State Commissioners

Joey Scouts – Vicki Sykes

Cub Scouts – Nicole Coffey

Scouts – Joan Dillon OAM, Matt

Enger, Ian Lancaster

Venturer Scouts – Gary Steinhardt

Rovers – Regina Jensen; Jason Thomson

Adult Training & Development – Alistair Horne

Adventurous Activities – Matthew Conway; Ron Keehner; Lachlan Shield

Gilwell Park – Joan Bradd

Risk & Safety – Chris Eagle

Victorian Scout Centre

Executive Manager: Jon McGregor

PA & Secretariat: Kathleen Solomons

Corporate Projects: Greg Andrews

Manager, People & Culture: Georgina Storey

Reception: Alex McConalogue

Membership Support Team: Mary Stanek, Barbara Allford

Finance Manager: Leanne Sheehan

Finance Team: Edwin Tang, Jelena Ye, Maria Koutelas

Facilities Manager: Symon Chu

Facilities Team: David Sinden, Peter Jankulovski, Judith Liddell, Robert Charlesworth

Marketing & Communications Manager: Leah Kemp

Marketing & Fundraising Team: Chloe Webb, Freya Docherty

Training Manager: Rosemary Redgrave

Training & Education Team: Matt Dunstan, Leanne Quinn, Lea Gray, Denise Bates

Campsites: Russell Bradd, Stephen Hopkins, Katrina Carmody, Fiona Hocking, Greg Wiener

IT Manager: Nicolas Tao

IT Team: Phung Tran, Gohilahdhevi Murugan, Steven Chiu, Tien Nguyen, Steve Bradley

State Council

By Law 4A - Chief Scout (The Chief Scout)

Shane Jacobson

By-Law 4b - Branch Council Member holding Designated Offices (The persons for the time being respectively holding the following offices, namely President of the Branch, two Vice Presidents of the Branch, Honorary Treasurer, Chief Commissioner, Deputy Chief Commissioner, Assistant Chief Commissioners and all other Commissioners and Assistant Commissioners with the exception of Honorary Commissioners and Assistant District Commissioners)

President - Neil Comrie AO, APM

Vice Presidents - Neil Westaway AM; Margaret Tremewen OAM

Treasurer - David Crundall

Chief Commissioner - Brendan Watson OAM

Deputy Chief Commissioner - Jon Willis OAM

Assistant Chief Commissioners

Annie Asquith

Mathew McKernan

Simon Marks

Morris Orchard

Daniella Taglieri

Andrew Taylor OAM

Michael Thomas

State Commissioners - 26

Assistant State Commissioners - 14

Region Commissioners - 11

Section Commissioners - Regions - 35

District Commissioners - 32

By Law 4c - Region President/ Chairman (Region President and or Chairman)

David Jones AM - Bays Region

Ken Kinloch - Geelong Region

By-Law 4d - General Secretary

Jan Kerr

By-Law 4e - Elected Lay Member (Such other persons, not exceeding 36 in number, as may be elected by the Council from time to time as lay members)

Arthur Andronas

David Armstrong

Adam Bandt MP

Vivienne Corcoran

Luke Cornelius APM

Kingsley Davis OAM

John de Wijn QC

Alex Forrest

Michael Graham

Phil Gude

Clare Hanley

Richard Hamer

Natalie Hutchins MP

David Jefferson OAM

Greg Landgren

Neville Lee OAM

Rob Mills

Brad Miles

John Peck

John Pesutto MP

Craig Rowley

Richard Simpson

Margaret Tremewen OAM

Kelvin Thomson MP

Peter Washusen

Kim Wells MP

Chris Young

By-Law 4f - (Two additional members from each Area Council approved by the Committee, one only of whom may be a Scouter. These additional members shall be respectively elected by the Area Council which they are to represent)

Michelle Saffin - Melbourne

Kelly O'Dwyer - Melbourne Region

Noel Hall OAM - Bays Region

Ian Sandell - Bays Region

Bryce Hutton - Geelong Region

Jacqueline Sawyer - Geelong Region

Claire Morrissey - Gippsland Region

Nicole Markham - Gippsland Region

John Ravenhall AM - Lerderderg Region

Nicolas MacDonald - Western Region

By-Law 4g - (Life Members) (Such members as determined & nominated by the Committee as Life Members, with the number not exceeding four (4) annually, the total of which shall not exceed 25 at any time.

Graeme Cumbrae-Stewart OAM

Russell Payne OAM (dec)

Neil Westaway AM

William Wells AM

Shirley Bean OAM

Tom Hartley OAM (dec)

David Jones AM

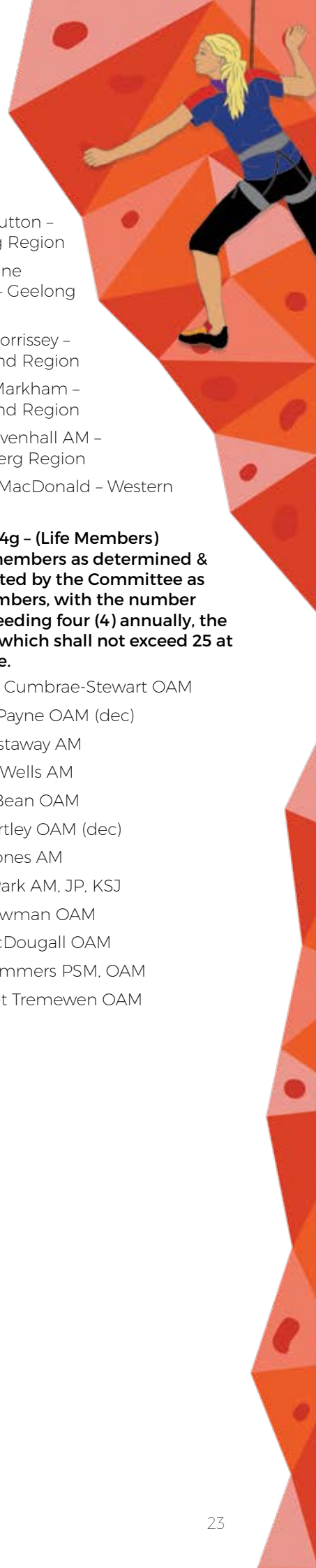
Alston Park AM, JP, KSJ

Basil Bowman OAM

Greg McDougall OAM

Joan Summers PSM, OAM

Margaret Tremewen OAM





1800 SCOUTS

www.scoutsvictoria.com.au

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Scouts Victoria is a Child Safe organisation with zero-tolerance for any harm, abuse or neglect. We value the diversity of our members, including gender, sexuality, race, religion and ability. Visit our Child Safe Scouting webpage for more information.