

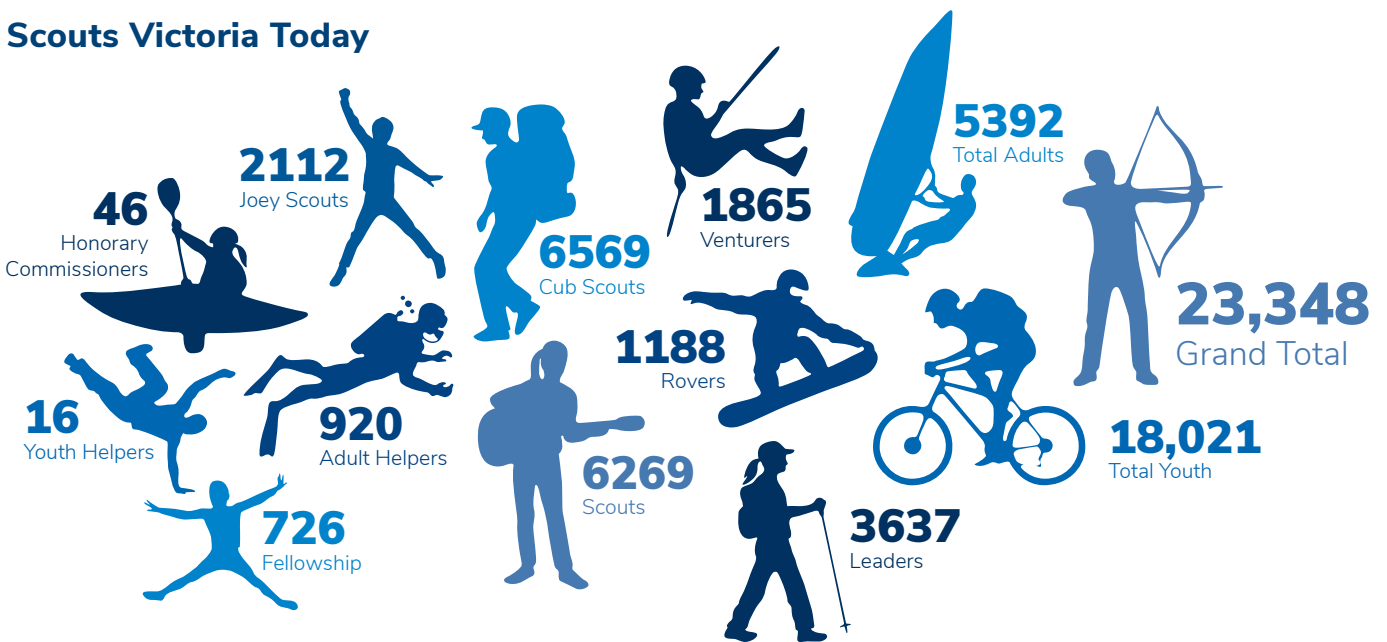
Scouts Victoria  
**Report to  
Victoria 2019**



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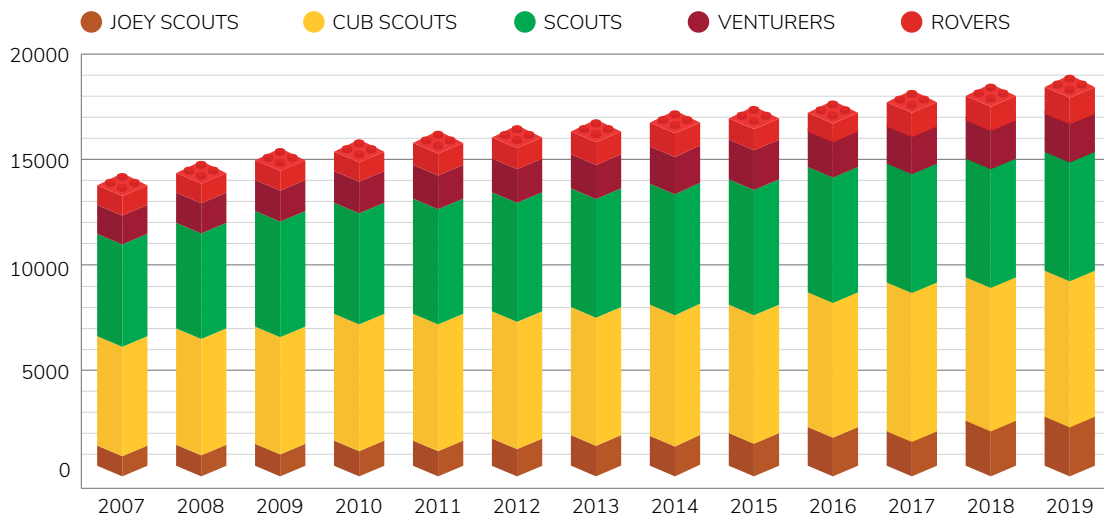
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## Scouts Victoria Today



## 18,021 youth members and growing!

Scouting in Victoria continues to grow, with a 13th consecutive year of growth in 2019. More and more young Victorians are benefitting from the Scout program.



# Chief Commissioner's Report

Scouts Victoria has grown to more than 18,000 young people over the past year, thanks to our adult Leaders, those generous and resourceful volunteers who continue to deliver great programs week on week, while focussing on youth leading, supported by adults.

Thank you to all our volunteers – you are amazing, each in your own right. Thank you for giving your time - more than 1.9 million hours over the past year.

We should all be proud that there are now more Victorian young people benefitting from all that Scouting has to offer.

In our last 'Report to Victoria' I shared the Resilient Youth Australia (RYA) survey which showed that young people in Scouting are more resilient than their peers. Scouts Australia is now surveying Scouts across the nation. Scouts Victoria continues to update our data and has shared this with Scouts Australia so as to be a part of the national data set. Data from an additional survey we did of Venturers at Anything Goes at the start of 2019 verified the previous results. The verdict is clear: Scouting is great for young people.

There is no doubt that Local, State and Federal politicians understand the Resilient Youth data. All levels of Government across Australia use the RYA data sets which give insights into the resilience of young people in their electorates. Our data has been useful when speaking with Local and State Government in Victoria as it provides insights into what the Scout program offers young people and what our organisation brings to the community.

We are very grateful for the support we receive from so many Councils across a wide range of municipalities. We are also very grateful to the State Government who made an election promise in 2018 of a \$5.5 million fund to refurbish Scout Halls. Matched funding brings this to \$11 million. These funds will soon start to be spent in round one of the funding for already identified projects.

The State Government has been very supportive of Scouting, recognising the educational value of our programs, and the benefits that schools and community organisations share



Brendan speaks with Cubs at the Warburton Trails Adventure Centre opening.

when community partnerships are fostered. The new home of the Point Cook Scout Group on the grounds of Carranballac College is an example of this, and follows the success of Hazel Glen Scout Group at Hazel Glen College.

LeaderBuild has been a tremendous success in Victoria with 700 additional Leaders and Adult Helpers signing up to be a part of the fun and adventure. For those Groups that were hesitant to run their own presentation, we now have a small team of presenters who can assist. All Groups need more volunteers and LeaderBuild has proven that all Groups can recruit more adults. The program, which was developed by Scouts Victoria in conjunction with University of Western Australia and Curtin University, is now being rolled out across the country with interest from the United States of America, New Zealand and the World Organisation of the Scout Movement.

The World Scout Jamboree was bigger than ever and the Australian Contingent of 700 included nearly 300 Victorians. They had an amazing time making new friends from across the globe at a truly international village in the beautiful forest of West Virginia in the USA. Hosted by Mexico, Canada and the United States, with an estimated \$500 million spent on the site, the 50,000 strong Jamboree was one that will long be remembered.

Our members are increasingly travelling overseas with contingents to major events, friendship tours, and on teams that undertake service projects. The



Brendan receiving his Silver Kangaroo along with Ian Herron, Darrell Lewis and Robert Evans at the Adult Recognition Awards.



# Chief Commissioner's Report

World Organisation of the Scouting Movement provides young people the opportunity to connect with 50 million Scouts around the world. In the past year, a total of 628 Victorians have travelled with National contingents.

## Overseas contingents

Baden-Powell Peak Expedition 2018	3
Scout Student Exchange Program 2018-19	9
14th NZ Venture 2019	275
Victorian Branch Kiribati Training	4
77th NZ Moot 2019	16
Otway Plains Warrnambool Tooram Fiji 2019	15
CRC Timor-Leste Service Project 2019	20
Geelong Region Tents for Timor 2019	9
1st Caroline Springs Timor Leste Service Trip 2019	14
24th World Scout Jamboree 2019	236
Victoria Gilwell UK Training for the Woodbadge Centenary 2019	27

The 26th Australian Jamboree (AJ 2022) will be held in Victoria in January 2022. We will return to Elmore where Victoria hosted the 2007 Jamboree. Much of the infrastructure the Jamboree needs is already in place, saving money and valuable time. Joan Dillon is leading the team as our Chief Director, ably assisted by her Deputy Chief Director Russell Bradd, and Kieron Younger in the role of Assistant Chief Director. Keiron is also a Rover and will be heading the Troop of Scouts who will advise and make a number of key decisions for the Jamboree. AJ 2022 will be 'Youth Led, Adult Supported'.

AJ 2022 will be the first Jamboree for the new Youth Program. This is being rolled out slightly differently in each State. While some have moved to change quite quickly, Victoria's plan has been one of steady introduction and support so as to embed new themes and key concepts prior to moving to the next. A single focus each year for our 400 Scout Groups means the



Brendan with Catholic Regional College students at the Queen's Scout Award presentations.

new program will take some time to introduce fully but also means we bring everyone along on the journey together. Our 'Groundbreaker Groups' who have been trialling the new National program made these recommendations and we listened to ensure we could successfully transition every Group and every Section across the State. Groundbreakers have continued to implement new and evolving aspects ahead of the rest of the State and we have now started adding a couple more Groups to the cohort of Groundbreakers to ensure we have more help when the majority of our Groups transition. We are confident that this planned, steady, one stage at a time roll out will see Victoria continue to have growth with a focus on delivering exciting programs while we change and all learn the new program together.

We have established new Groups over the past year at Clyde, Lalor and Koroit. We welcome our newest Groups to our Scouting family and look forward to seeing them at all of the great activities at District, Region, State and National level.

Scouts Victoria has also helped to provide new halls for Groups at Caroline Springs, Point Cook, Clifton Hill, Carrum Downs and Avoca. New halls in Alexandra, Ballan and Narre Warren South will also be ready for youth shortly.



Brendan at the Joey Scout Promise Challenge Awards.

# Chief Commissioner's Report



Brendan with twins Jori and Andi at the opening of the 1st Point Cook Scout hall.

The State Section Commissioners came together with a wide range of others for what was termed the 'Journey Forum', to review the journey of youth members from Joey Scouts through to Rovers. With an emphasis on linking between Sections and the loss of youth membership, a range of factors was identified that contribute to young people leaving Scouting. A range of strategies were discussed to address these factors with planning undertaken to roll out across Victoria as a part of a series of projects that have been approved and funded. We will soon see many initiatives implemented that we hope will improve retention, resulting in further membership growth. The Venturer Section trialled a number of strategies over the past year, having experienced membership loss for two consecutive years at census time as a Section. This past census the tide had turned and we saw more Scouts staying on in Scouting to experience the Venturer Section, proving we can all have an impact with some planning and a focus on our young people. Well done to the Venturer Section for leading the way with their project 'The Big Five' that has seen Venturers promoted to 14 year old Scouts by way of inviting them along to five great activities of camping, hiking and attending Venturer night at one of the Victorian Scout shows.

Mob Start saw more Joey Scout Mobs established around Victoria. With 45% of Groups having Joey Scout Mobs prior to Mob Start, at census we had 50% of Groups with active Mobs and we are now aiming for 65%. Joey Scouts can now actively join in the adventure with the new Youth Program being one program for all Sections. Joey Scouts can also commence at five years of age as well as go camping under canvas. In fact, next year's Kangaree (a camp for Joey Scouts across the State) will see many Joey Scouts camp out for two nights.

One hundred years ago the founder of Scouting, Robert Baden Powell ran the first Advanced Leader Training Course. At the end of that course he presented the trainees with the first Wood Beads on a leather boot strap. From this, the Wood Badge was born. The Wood Badge signifies that an adult in Scouting has completed the Advanced Training to be a Leader. When we complete our training we understand more and we can have more of an impact. Our best becomes better and our impact can be greater so that our youth members benefit from

all we have learned. This year we celebrated the centenary of the Wood Badge and in doing so the training that has continued to see Scouting develop into 50 million members worldwide.

B-P was a visionary. He changed the world for the better and taught us that one person can make a difference. B-P also urged us to "Leave this world a little better than you found it".

I will finish my term as the Chief Commissioner for Scouts Victoria in February and I hope the State Leadership Team and I have done just that. I know we have tried our best. The past six years have been an amazing experience. There is no doubt in my mind that I could not have undertaken this role had it not been for the very real support and friendship of my Deputy Chief Commissioner, Jon Willis. Jon is a passionate, dedicated and committed Scout who has served Scouts Victoria, fulfilling his promise to do his duty and to do his best and has done so every single day. Thank you to his wife, Rosemary, and their three children. It is our families that allow any of us to volunteer for Scouting and we are very grateful to all who support so many volunteers to give their time for young people through Scouting.

Thank you to all who have served, both past and present, on the first State Leadership Team for Scouts Victoria. This distributed leadership model has worked because we were all committed to sharing the leadership. This was never about the role of Chief Commissioner, it was always about our youth members and those, like us, who serve because of them.

Thank you Scouts Victoria for trusting in me and allowing me the honour and privilege to serve you as your Chief Commissioner. That 10 year old boy who was invested at 2nd Heathmont on a Monday night had no idea where this adventure would lead. It isn't over yet and the story has been more amazing than I could ever have imagined. Challenging but amazing.

I wish the new Chief Commissioner the very best of times. I will always be available but not around unless needed. May you and your team enjoy the spirit of family as we have.

I look forward to continuing to be a part of this great adventure where more young people in Victoria continue to benefit from all that Scouting has to offer.

Good Scouting.



**Brendan Watson OAM**  
Chief Commissioner  
Scouts Victoria



**Jon Willis OAM**  
Deputy Chief Commissioner  
Scouts Victoria

# Chairman's Report



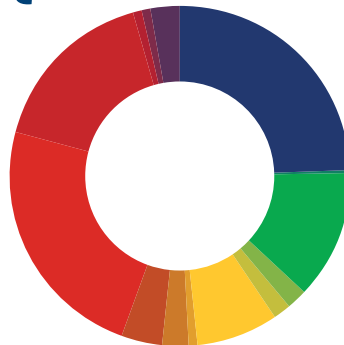
**Greg Landgren**  
**Chairman**  
**Branch Executive Committee**  
**Scouts Victoria**

What a joy it is to be able to report on the past year of Scouting in Victoria. We continue to take a leadership role in Australian Scouting, with growth and programs that set the standard. This year marks 13 consecutive years of growth and has been our strongest in that time, with 2.75% year-on-year, and exceeds the growth in the general youth population of 1.5%.

Growth of this nature takes hard work and a singular focus, and it has been satisfying to be able to provide assistance to Brendan and the team. The organisation remains financially sound and we have built on the work of the previous committee, taking the financial controls and forward planning to a new level.

We opened new facilities in Caroline Springs, Point Cook, Clifton Hill and Carrum Downs and anticipate building new facilities in Alexandra, Ballan and Narre Warren South. These new facilities have immediately attracted significant membership growth in their local areas, supporting our strategy to bring Scouting to new suburbs.

All levels of Government are recognising the value our program brings to the community and their financial support has been most gratifying. We have seen a renewed partnership with many Local Governments. Their support has included taking over the management and maintenance of halls, and partnerships to build new facilities. The State Government created an \$11m development fund (half funded by Government, half funded by other sources) to build specific projects and some major



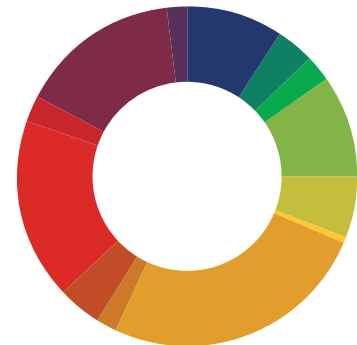
All Revenue 2018-2019 \$000's	
Membership Fees	\$4,739
Contributions Received	\$28
Grants Received	\$2,383
Group contributions to construction costs	\$365
Insurance Proceeds	\$332
Event Income	\$1,451
Training Income	\$190
Gilwell Park	\$465
Other Activities	\$733
Investment Income	\$4,546
Property Sales	\$3,152
Fundraising/Donations Income	\$153
Miscellaneous Income	\$188
Premiums Received	\$503
Total	\$19,228

refurbishments. In addition, thanks to the State Government, we are working with the Victorian School Building Authority to build Scout Halls as part of new school constructions in selected locations. The Federal Government has been generous in funding selected developments in some electorates.

Our focus on child safety will continue to require substantial resourcing and efforts, as it should. Our stated objective is to lead the community in child protection and it has been enlightening to see other youth organisations in Victoria recognise the high standards and detailed processes we employ and for them to seek our input into their programs.

We also choose to focus on innovation and growth including the new Youth Program. A cornerstone of this program is to enhance our Adventurous Activities, requiring us to make better use of camps and similar facilities. We continue to help Groups modernise their halls, ensuring our youth are kept safe and membership growth encouraged. We will continue to invest in growing Scouting in neglected areas. This will require staff and capital if it is to be a long term success.

To implement all the programs we currently have in-plan, Scouting in Victoria will need an additional \$12m over the next five years. Some will come from property sales, to



All Expenses 2018-2019 \$000's	
Event Expenses	\$1,510
Other Activities	\$595
Affiliation Fees	\$411
Corporate, Computer Services, Depreciation & Financing	\$1,554
Occupancy Expenses (incl SGFGP)	\$970
Fundraising Expenses	\$69
Provision for Potential Liabilities includes the provision	\$4,157
Postage, Printing & Stationery	\$309
Training & Program Costs	\$680
Employment Expenses	\$2,815
Travel & Vehicle Expenses	\$418
Loss on Investment Disposal	\$2,497
Miscellaneous	\$274
Total	\$16,259

build new halls. We will also have to be constantly frugal with all our expenses. We must ensure that all available funds are properly utilised and we must maximise the return on our investments. In addition to all these disciplines, new sources of funds will be needed. We are currently implementing a sophisticated fundraising strategy with multiple concurrent paths.

I take this opportunity to thank the Victorian Scout Foundation for their assistance and contributions.

Jon McGregor and the staff have worked very hard this year to implement many improvements and changes that have been developed. On behalf of the Branch Executive Committee (BEC) I thank them for their efforts.

The BEC has also faced some challenges this year. They have worked with diligence and care through some confronting subjects and have done this professionally and with a great sense of shared accountability. We are indebted to them.

Finally, it is an honour to thank Brendan Watson and Jon Willis for their two terms as Chief and Deputy Chief Commissioner respectively. Those of us who see the time, effort and passion that they put into Scouting every week are constantly grateful. That they both do this whilst managing demanding careers and businesses makes it astonishing.





In January 2019 3440 Victorian Scouts and Leaders attended the 25th Australian Jamboree - AJ 2019 - at Tailem Bend, SA. In January 2022 it's Victoria's turn to host Australia and the world, with the 26th Australian Jamboree - AJ 2022 - at Elmore in northern Victoria.





## Youth-Led



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



**Joey Scouts**  
Joey Promise  
Challenge



**Cub Scouts**  
Grey Wolf Award



**Scouts**  
Australian Scout  
Medallion



**Venturers**  
Queen's Scout Award



**Rovers**  
Baden-Powell Award

What a busy year it has been, with young people continuing to take the lead in more activities across our State. From local Sections to major State-wide events, everyone's involved.

We've had fantastic stories this year. 1st Bright Cubs designed and implemented their own litter pickup program to look after local platypus populations. The Street2Bay Project to reduce plastic waste in Port Phillip Bay has been headed up by youth from 1st/14th Brighton, which has now been rolled out in Groups across our State. The Joey and Cub Sections have been ramping up their Mob and Pack Councils with 'Mob Council 4' and 'Pack Council 4' while Scouts have continued their push for more effective Troop Councils through 'Troop Council 6'. These have fed into District, Region and even State forums, to continue the process on. All of these little steps, in Groups across the State, have combined to see more young people feel empowered as they create their Scouting journey.

Then there's our bigger events. AJ 2019 was a massive success this year, and with Victoria in line to run the next one, we made sure to get plenty of attendees to gather their best ideas for the next one. With AJ 2022 Assistant Chief Director and current Rover Kieron Younger at the helm and Patrols of young people already hard at work across all the Jamboree management portfolios, it will truly be a youth-led Jamboree. You may have seen their work with the Mutant Camels video series – an initiative to promote the Jamboree over the next two-and-a-bit years.

Before we get too excited about AJ 2022, there's a National Moot for Rovers at the end of 2019, a Kangaree for Joeyes, a Cuboree for Cubs and OzVenture for Venturers in 2020. Young people are taking leading roles in all of these events. Rohan Lambert is the Contingent Leader for OzVenture, and James Warren is the Director of the next Kangaree, both are current Rovers. Youth members are helping throughout the Cuboree team, and of course the National Rover Moot is led entirely by Rovers, with the support of a range of advisers. We also can't forget the young people helping run all of our international

events, including World Scout Jamboree, the New Zealand Jamboree and Eurojam in 2020.

We've continued to see the evolution this year of Scouts Australia's YOU+LEAD leadership and personal development program, with it being led for the first time this year by an alumnus of the program. Adam Kaplan was one of the first attendees of this course here in Victoria back in 2017, and this year he took over the reins from Jacinta Swift. As attendees increase, we look forward to seeing this course continue to grow.

The Venturer Section have also seen some huge milestones this year with the appointment of their first ever Venturer-aged State Leader – Venturers, Alyssa Harris, and Zoe Herrera, a recently linked-up Rover, as their first State Youth Commissioner – Venturers. These two young people – along with many other Venturers in the Venturer Section – are taking a leading role across the State as they work closely with their State Commissioner to manage the Section.

Of course, for every young person taking a leading role in Scouting, there's often people behind them, guiding them along the way. Adults who have fostered their interests, supported their goals and provided motivation when needed. Who have done countless hours of background work, and been patient as they've watched someone make all the same mistakes for themselves. So, as I finish my final annual report in this role, I want to take a moment to make a final call out to all of those adults out there who are supporting young people taking the lead. The adults who have supported me throughout my Scouting journey, and every other young person taking their chance at taking the lead. Youth led, adult supported is how we do Scouting – and it takes all of us to do so.



# Adult-Supported

## Highly Skilled 2018-2019

The Wood Badge has been awarded to 134 Leaders

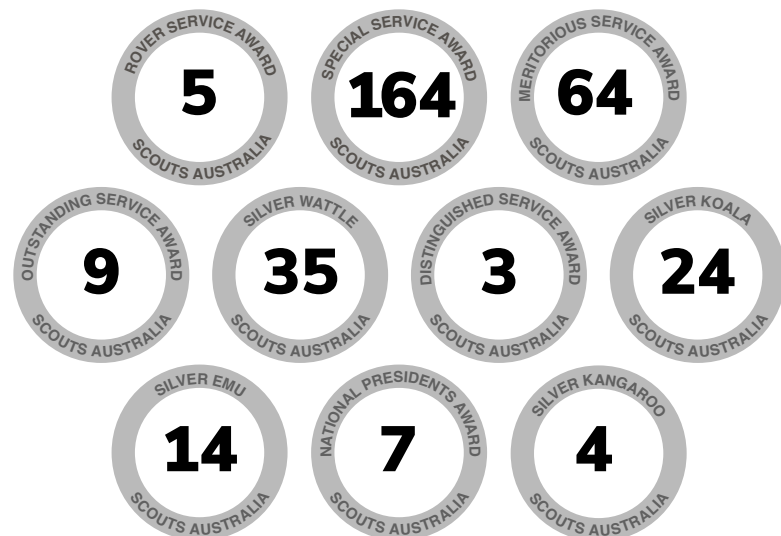


### Scouts Australia Institute of Training issued the following full Qualifications in Victoria

BSB20112 Certificate II in Business	44	SIS20213 Certificate II in Outdoor Recreation	23	CHC44015 Certificate IV in Coordination of Volunteers	1
BSB30112 Certificate III in Business	4	SIS30115 Certificate III in Outdoor Recreation	12	CUA20215 Certificate II in Creative Industries	1
BSB42015 Certificate IV in Leadership and Management	7	SIS40313 Certificate IV in Outdoor Recreation	5	<b>162 Statements of Attainment for achievement of one or more Units of Competency (155 of these were for Units of Competency in Outdoor Recreation skills.)</b>	
BSB51915 Diploma of Leadership and Management	3	SIS50310 Diploma of Outdoor Recreation	1		

## Highly Respected

Victorian Scouting volunteers honoured with National awards in 2019



### National President's Award

- Graeme Legge, District Executive Committee Member, Cardinia District
- George Pagonis, Group Treasurer, Mulgrave Scout Group
- Sandra Pretty, ASF - Treetops Campsite
- Richard Simpson, Honorary Commissioner, Honorary Commissioners
- Heather Stringer, District Personnel Committee Member, Moonee Valley District
- Helen Wells, ASF - Bayside
- Barbara West, District Treasurer, Macedon Ranges District

### Silver Kangaroo

- Robert Evans, Venturer Leader, 1st Hawthorn
- Ian Herron, District Leader - Development, Mornington Peninsula District
- Darrell Lewis, State Leader - Scout Events, Scouts Victoria
- Brendan Watson OAM, Chief Commissioner, Scouts Victoria

# The Five Sections

## Joey Scouts (ages 5-7)

We've made some big moves in the Joey Section this year, introducing camping under canvas across the entire Section. Joeys can now camp for two nights in tents and many Mobs have enjoyed this activity across the State. Many Joeys are now looking forward to next year's Kangaree, where Mobs can choose to camp in the great outdoors or have an indoor camp.

This year Joeys have also enjoyed some fantastic growth, with the introduction of Mob Start and Mob Build giving Groups the resources they needed to start or reboot their Joey Mob. Joeys enjoyed 'Rock Around the Dock' in April, venturing into the city from across the State and making their way around via train, bus and tram to complete a scavenger hunt style activity.

The annual Zoo Day sees Joeys and their Leaders from across the State head to Melbourne Zoo for a day of adventure, friends, learning and fun.

Next year will be another big one for the Joeys, celebrating 30 years of Joey Scouts and what will likely be the biggest Kangaree yet.

## Cub Scouts (ages 8-10)

This year has had a big focus on Plan>Do>Review> for our Cub Scouts, while focusing on the four challenge areas: Personal Growth, Outdoor, Community and Creative. Almost 200 Packs involving 3710 Cub Scouts registered for the State Cub Scout Commissioner Challenge and enjoyed some amazing activities including performing Shakespeare plays, joining a local charity group for a fishing trip, helping to plant in excess of 3000 trees for National Tree Day and collecting blankets, mats and sleeping bags for homeless people in their community.

Our Cub Scouts also continue to strive to do their best, we congratulate the 631 Cubs who achieved their Grey Wolf Award this year, a remarkable achievement! 'Pack Council 4' has also now been up and running for 12 months, with 153 Packs committed to running four Pack Councils each year.

We've run a number of Region Youth Forums and District Pack Councils, giving our Cubs the chance to decide what they would like to happen in their Section. These experiences make for a great youth-led, adult supported activity and will prepare them for greater responsibility as they move into Scouts.

Cuboree X – New Horizons is our next big focus for 2020. An expected 3600 Cubs along with Leaders, Scouts, Venturers and Rovers will travel to Gilwell Park for a fantastic week of fun, challenging, adventurous and inclusive activities. We can't wait to see you there!

## Scouts (ages 11-14)

The year started with a (dusty) bang as more than 2800 Victorian Scouts attended Australian Jamboree at Tailem Bend in South Australia. Scouts enjoyed dry breezy sunny weather, making the water activities all the more popular. Another favourite was the overnight visit to the Woodhouse Activity Centre, especially the Tubby Slide. Planning is already underway for AJ 2022 to be hosted in Elmore by Scouts Victoria.

It was medieval all the way this year at Scouthike with everything from knights to Merlin and medieval empires to jousting! The event was another great success with 1000 Scouts and more than 400 Leaders and support helpers in the Tallarook State Forest. Fantastic Race has also gone from strength to strength with many races held across Melbourne this year, attracting more than 1500 Scouts from all areas of the State.

The Scout Section continues to promote youth-led, adult supported Scouting by appointing youth to the organising teams of major events. Scouts are involved in the planning and running of all State events, and increasingly Scouts are contributing at Region and District levels. Youth Forums at Region and State levels are capturing the needs and opinions of Scouts and are being turned into real initiatives to improve Scouting.





## Venturers (ages 15-17)

The year commenced with one of the most exciting, adrenalin pumping activities on the Venturer calendar, Illuminate 2019 – the 14th New Zealand Venture. Victorian Venturers made up almost half of the 500 strong Australian contingent. They started with a pre-tour in Queenstown, the adventure capital of the world and then met up with the local New Zealand Venturing community in Northland. Expeditions covered four challenge areas – Upskill and Create, Land Adventure, Water Adventure and Multi Adventure and included activities such as rally cars, photography, survivor, off-roading, sailing, scuba diving, kayaking, caving, tramping (hiking) and amazing race. If that wasn't enough, the Aussie contingent then did a post tour exploring Rotorua.

The State Youth Venturer Council has really stepped up to drive and lead the program. This year we introduced the Big Five Venturer major activities initiative encouraging participation in all five of the major Venturer activities, Anything Goes (AG), Hoadley Hide, Scouting Shows, Armstrong 500 and Victorian Gathering (VG). By attending each of these events, Venturers receive a badge which makes up one "Big Five" badge to wear on their uniform.

The Venturer Council has been working hard to make the journey from Scouts into Venturers a smooth one, by offering incentives for older Scouts at major Venturer events. They also undertook a survey of 1000 older Scouts at AJ 2019 about their plans to continue as Venturers.

## Rovers (ages 18-25)

The culmination of the celebrations for the Centenary year of Rovering was Moot 100 held towards the end of 2018. Many past and present Rovers were involved in the various Centenary activities during the year including former W.F Waters awardees at the annual Rover Dinner.

The Section's major events, Surfmoort and Mudbash, were successful with an increase in participant numbers over previous years. Again, the introduction of new activities at these events has contributed to their success. Melbourne Annual Rover Ball (MARB) and Rover Dinner were also well attended with the latter event providing an opportunity to showcase the Section's achievements and congratulate new W.F Waters Award recipients.

A further 15 Baden-Powell Scout Awards have been finalised during the year.

Activities at Mafeking Rover Park continued and the ski season saw good patronage at the ski lodges at Mt Baw Baw and Mt Bogong.

In early 2020, a contingent of Rovers will attend the CBR Moot being held in the ACT.

Rovers continue to exemplify the Section's motto of 'Service' with a number of projects completed at various locations during the year, including major works at Watson Park Scout Camp. Additionally, members continued to undertake Leader roles and assisted at events for the younger Sections.



# Activities

## Adventurous Activities

The past twelve months have been busy for the Adventurous Activities Team with more National Schools including the National Vertical School in the Grampians held over Easter. The school saw 30 participants enjoy rock climbing, abseiling and vertical rescue.

With a greater focus on Adventurous Activities in the new Youth Program, the team has been working hard to bring on more Outdoor Adventure Guides. These guides will help make Adventurous Activities more accessible to Groups regardless of where they are located, in particular where the activity requires a Leader with specific skills in order for youth to participate.

In addition to making Adventurous Activities more accessible, we're also adding more options including the recent addition of stand-up paddle boarding and soon sea kayaking as an offering under the Paddling Team, who already provide kayaking and canoeing activities and courses. We are now also offering archery as part of our range of activities.

## Environment

Victorian Scouts have continued to make great contributions to environmental sustainability over the last 12 months. We had fantastic participation for Clean Up Australia Day in January and in July several Scouts and 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. The Street2Bay project has reached its goal of recruiting 30 Groups to conduct microplastic audits, under the leadership of 1st/14th Brighton Scout Group and the Port Philip Eco-Centre, and is on-track to exceed its targets by early 2020!

This program will help dozens of youth members achieve their badge work 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

Scout Heritage Victoria continues to attract visitors to the Scout Heritage Victoria Adventure Centre in Mackie Road, Bentleigh East. Visitors are mostly from youth Sections, having fun and also taking part in badge work activities, whilst exploring the history of Scouting in Victoria. People from local historical societies have also visited, together with other community groups such as Villa Maria aged care home.

The Centre's first birthday celebration was part of a Scout Section visit and saw the Chief Commissioner's Award presented to the team by a youth member. It was an energetic night of visitor involvement, including outdoor pioneering and semaphore skills.

## International

This year we have had more than 530 Victorian members travel overseas with National Contingents to Nepal, New Zealand and North America on the BP Peak Expedition, New Zealand Venture, New Zealand Moot and World Scout Jamboree. In addition, we have had multiple Friendship/Service trips organised and led to Europe, Fiji and Kiribati. There are many more in the pipeline too including visits to Japan, New Zealand and of course to the Kandersteg International Scout Centre in Switzerland! We're also fortunate enough to have more than 250 members travelling to the New Zealand Jamboree, the European Jamboree and other events in 2020.

The State International Council have also been working to remove some of the mystery surrounding International Scouting.





The team's big focus is to get the message out to those who are interested in international opportunities and encouraging our members to create and lead their own trips through our Branch Friendship/Service trips. We also hope to inspire all members to be internationally active whether through program locally or via an international trip, in particular through empowering Groups to use the systems and resources available to them to enhance their international experiences.

We also welcome and thank our two new Scouts International Student Exchange Program coordinators, Caitlin Brideson and Laurence Williams for their support and enthusiasm.

## Diversity and Inclusion

Diversity and Inclusion has had a significant focus on disability this year, surveying our adult members on how they feel we are doing with disability inclusion and providing training for Leaders on topics like Autism Awareness. This training was held across the State with 75% of sessions occurring in Regional areas and run in partnership with State-wide Autistic Services Inc. We've also promoted examples of successful inclusion to encourage all Groups to make their programs welcoming and engaging for all youth. This has included background work on simplifying processes for carers who attend to support youth.

Cultural diversity, faith awareness and support and inclusion of gender and sexually diverse young people has been a strong focus over the past year. A record number of members proudly represented Scouts Victoria in the 2019 Midsumma Pride March, a number we are sure will increase again for 2020.

Ongoing work has also gone into engaging Scouting with First Australian communities and culture. Members were given access to informative eLearning, have been encouraged to add a Welcome to Country to meeting nights and events and we're aiming to ensure every Scout Hall has an Aboriginal and a Torres Strait Islander flag to display with their Australian flag.

We've also partnered with Black Dog Institute to provide sessions on mental health and are upskilling members of our training team to deliver mental health first aid courses in 2020.

Scouts Victoria is proud that its Scout Groups reflect their local communities and that wherever young people and adult volunteers engage with Scouting they feel warmly welcomed, as Scouting celebrates diversity and teaches the value of respect. Scouting is for all.

## Performing Arts

The past twelve months have seen more than 800 youth members participate as Cast in the many Scout shows produced across the State. At least as many other members have had the opportunity to support the on-stage talent in a variety of technical and support roles.

Strong participation rates combined with quality support led to successful seasons of Albury Gang Show, Melbourne Gang Show, Sunraysia Gang Show, Camberwell Showtime, Whitehorse Showtime, South Metro Showtime and Strzelecki Showtime.

In 2019, Whitehorse Showtime had their largest cast on record with 168 participants and this year Camberwell Showtime toured Geelong and supported the local Scouts in performing Geelong Showtime to excellent houses.

A growing area of participation is the enrolment of a number of youth in the Cert II Creative Industries. This nationally accredited qualification is likely to become more popular in the future as it's availability to our members is recognised.



# Major Events

## High Participation



**New Zealand Venture**  
January 2019

**500 Australian Venturers**



**Australian Jamboree**  
January 2019

**10,000 Scouts including  
3440 Victorians (incl. Leaders)**



**The 24th World Jamboree**  
July 2019

**50,000 Scouts including  
692 Australians**

## Upcoming



**Kangaree**  
March 2020

**1000 Joey Scouts  
600 Leaders**



**Cuboree**

September 2020

**3600 Cub Scouts**



**Australian Jamboree**  
January 2022

**10,000 Scouts including  
4000 Victorians**





# Our Program



**John Kerr**  
State Commissioner - New Program Implementation

Victoria's implementation of Scouts Australia's youth program is well on track. Youth are participating in a wide range of outdoor activities and, via their Section Council, they are planning their own programs and activities. The 2019 focus has been programming in the challenge areas. Youth are being provided with even greater opportunities for leadership. The program being implemented across Australia provides one continuous journey across all youth Sections.

In 2018 Scout Groups reflected on the use of the fundamentals of Scouting with Sections actively engaged in youth leading, adult supporting principles, Section Councils provided program ideas and activities, and the Plan>Do>Review> principles provided a framework for constructive feedback.

Our 2019 initiative introduced Challenge Areas with Sections across Victoria mapping their current program to the Challenge Areas. Resources assisted Leaders to interpret the program opportunities that Challenge Areas offered. They also showed how to incorporate Section Council program ideas within the Challenge Areas. Youth members have been encouraged to align their program suggestions to

the Challenge Areas. The youth then provided photos of their participation in Challenge Area activities. Our programs are now more 'Adventurous, Fun, Challenging and Inclusive' than ever before.

Exciting news, as we move forward our focus in 2020 is recording youth Participation, youth Assisting and youth Leading (PAL) in programs and activities. These programs will already incorporate examples of all four of the Challenge Areas. Section Councils will then review these activities using SPICES. To help with the recording, we will provide a tool where youth members can record and track their own PAL's. Youth will be encouraged to expand their outdoor adventures with Section appropriate activities.

After 2020 we bring together past initiatives to form 'Program Essentials' and this will be the first step towards introducing the 'Achievement Pathways', a youth member's journey of personal achievement across the whole program. 'Program Essentials' is the foundation of our program.

To stay up to date with the roll out of the program in Victoria visit the Our Program page on the Scouts Victoria website.





# Centenary of the Wood badge

**In 1919, Baden-Powell, the founder of Scouting, ran the first advanced training course for Scout Leaders at Gilwell Park, England. Those first trainees were presented with two wooden beads from a necklace, threaded on a leather strap. This was the Wood Badge - and Scouting's volunteer Leaders around the world continue to strive to earn it.**

**In 2019 we commemorate 100 years of Wood Badge training, and celebrate our volunteer Leaders who train to do their best for young Victorians.**

## Back to Gilwell ...

In September, 26 Victorian Leaders travelled to Gilwell Park, UK to undertake

an All Sections Advanced training course and Friendship Tour.

The course had Leaders from every Section, from Joeys to Leader of Adults. Content covered programming, leadership, personal development, people management, giving and receiving feedback, problem solving, project management, youth retention and succession planning.

The opening parade on Sunday September 1 took place under the same oak tree as the original training course 100 years before. As well as undertaking training requirements, participants took the opportunity to participate in a night hike, evening wide games and outdoor cooking.

After two days of training the group drove to the Port of Poole where they caught a ferry to Brownsea Island. They all spent the day exploring the island and were lucky enough to have close encounters with the rare red squirrel. To be in the place where the first experimental camp took place and taking in the history of both the island and Scouting was very moving.

At the completion of the course Leaders were presented with their Gilwell Scarf and wood beads made of English Oak, by the Hon. Michael Baden-Powell. Then they gathered around the campfire and ashes from the campfires at Gilwell Park Victoria were scattered.

The group then travelled to Switzerland to stay at the International Scout Centre, Kandersteg. Only 13 years after the first Scout camp on Brownsea Island, the first international event took place, the first World Scout Jamboree. In 1923 Kandersteg International Scout Centre (KISC) was founded, a place where this "Jamboree" feeling happens.

KISC is a very spiritual place set amongst the grandeur of the Bernese Alps. It was a fitting place for the group to re-affirm their Scout Promise.

## Meet some of Victoria's great Leaders

**Our adult volunteers complete their Advanced Leader training and earn the Wood Badge so they can deliver the best possible programs and care for our young people. Meet a few of our 3600 trained volunteer Leaders.**

**Ada Wilkinson OAM, Honorary Commissioner**

At 98, Ada is our longest serving Wood Badged Leader. She's had a lifetime in Cubs and Leader Training.

A favourite memory is getting up at night at a District Cub Camp at a country campsite to be confronted by a steer tangled up in the guy ropes of a tent after wandering in from nearby fields. "I was terrified, but a small hand was placed in mine and a small voice said: 'Don't worry, Raksha. I'm here'."



**Iman Habboucheh, Assistant Group Leader - 9th Brunswick**

"The best thing that I have learned through Scouting is that young people are very capable of doing things on their own. I would probably NOT consider myself as a helicopter parent, more of a hot air balloon. I have learned to step back. I have learned through Scouting that given the opportunity, young people like Cubs and Scouts are independent, resourceful, helpful and kind ... just what our community needs."



**David 'Wombat' Lyons, State Commissioner - Diversity and Inclusion**

Wombat's favourite Scouting memories include learning to shape a bonsai plant as a Cub, and giving his Scout Troop a first aid lesson when he fainted as a paramedic described blood and gore on an ambulance station visit.

"Living in a small town, I am on a range of local committees and projects. Everyone in the town wears a few hats. Happily, Scouting is one of my hats," says David.



**Chris Logan, Joey Scout Leader - 1st City of Camberwell**

"Scouting was key in developing my inter- and intrapersonal skills, resilience, and was an absolute slam dunk in setting me up for a successful career in education. That whole learning by doing thing is inspired. Also, running a Cub Pack of 32 was the perfect training to help a young, naive retail worker survive the weekend before Christmas."





# Victorian Scout Foundation



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

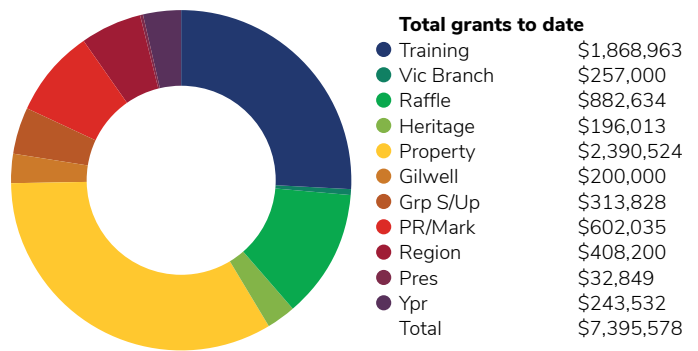
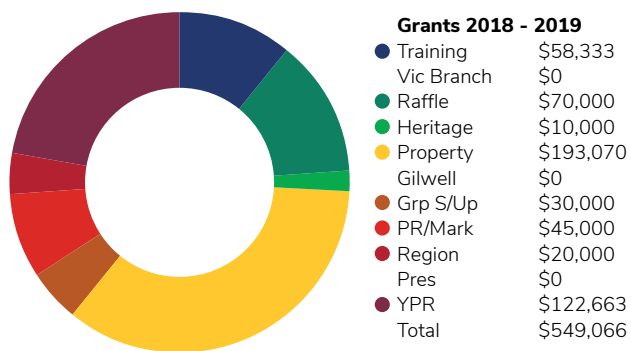
It has been one of the best years ever for the Victorian Scout Foundation in regards to memberships, with three Fellows upgrading to Governors as well as some new Members to the Foundation.

The Financial Statements show an operating profit of \$692,786 and from that, grants totalling \$549,066 were made to Scouts Victoria projects, which resulted in the Foundation making an overall net profit of \$143,720.

On the equity side, the Foundation now has net assets totalling \$10,045,348 which is held in shares and cash deposits.

Since the Foundation started in 1985, \$17,440,927 has been raised from which \$7,395,578 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.



# Fellowship

Australian Scout Fellowship (ASF) members have given another generous year's service to numerous youth activities at the local Group level, as well as at District, Region and State levels.

The broad range of active and very successful ASF Divisions around Victoria also regularly perform vital maintenance



works at various Scout campsites including Gilwell, Clifford Park, Treetops, Eumeralla, Rowallan, Treetops and more. The feedback from the campsite rangers is always very positive.

Many Fellowship members around the State are also very active in activities such as

Gang Show and Showtime productions, as well as Adventurous Activities, heritage and other specialist areas.

The ASF allows current and former members to remain in, or re-join, Scouts Victoria, and thus be eligible to participate in Scouting events with other members. Fellowship members working as individuals and in teams are giving back to Scouting, through their time and labour, to support our Scouting youth.

As well as helping with Scouting programs, events and campsites, ASF members enjoy the fellowship of working with fellow members.

The September gathering of ASF members at Clifford Park was enjoyed by many.

Participation in the ASF continues to grow and many new and younger, members have been welcomed to the ASF team across Victoria.

# Office Bearers

## Victorian Branch Personnel

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 AO, Margaret Tremewen OAM

Honorary Treasurer – David Crundall

## Branch Executive Committee

### Elected members

Greg Landgren (Chairman)

Brad Miles (Deputy Chairman)

Alex Forrest, Stella Pruscino, 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 AO, Margaret Tremewen OAM (Vice Presidents)

## Victorian Commissioner 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 – Simon Marks (Acting)

Geelong – Wayne Gunn OAM

Lerderberg – Wayne Gunn OAM (Acting)

Loddon Mallee – Simon Marks (Acting)

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

Group Support – Peter Marriott AM

International – Lisa Picking

Major Projects – Daniel Voet

New Program Implementation – John Kerr

Performing Arts – Doug Wright

Personnel Support – Craig Whan

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

Environment – Gordon Young

VET – Leanne Venables

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 – Regi Caesar, Stephen Carter

Adult Training & Development – Alistair Horne

Adventurous Activities – Matthew Conway, Ron Keehner, Lachlan Shield

Gilwell Park – Joan Bradd

Risk & Safety – Katherine Nowell

## Staff

Executive Manager: Jon McGregor

PA & Secretariat: Kathleen Solomons

People & Culture Manager: Georgina Storey

Child Protection Case Manager: Alyse Wilson

Risk & Safety Officer: Slavka De Mina

Finance Manager: Leanne Sheehan

Finance Team: Edwin Tang, Jelena Ye, Maria Koutelas

Facilities Manager: David Sinden

Facilities Team: Peter Jankulovski, Catherine Van't Hof, Gwen Idanan

Development (Strategic Growth): Doug Wright

Training Manager: Rosemary Redgrave

Training & Membership Team: Michael Wong, Leanne Quinn, Lea Gray, Barbara Allford, Alex McConalogue, Owyne Zobel

Marketing & Communications Manager: Michelle Strachan

Marketing Team: Chloe Webb, Freya Docherty, Greg Andrews

Fundraising Manager: Trish Godden

Fundraising Team: Narelle Bray, Marie-Josée Kasputtis

IT Manager: Nicolas Tao

IT Team: Phung Tran, Gohiladhevi Murugan, Steven Chiu, Tien Nguyen, Lewis Li, Shivam Tayal

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



# Office Bearers

## Branch 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 AO, 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

Luke Cornelius APM

Kingsley Davis OAM

John de Wijn AM, QC

Alex Forrest

Phil Gude

Richard Hamer

Natalie Hutchins MP

Greg Landgren

Neville Lee OAM

Brad Miles

John Pesutto MP

Stella Pruscino

Craig Rowley

Richard Simpson

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

Noel Hall OAM – Bays Region

Michael Jones – Bays Region

Bryce Hutton – Geelong Region

Jacqueline Sawyer – Geelong Region

Claire Morrissey – Gippsland Region

Nicole Markham – Gippsland Region

John Ravenhall AM – Lerderderg Region

Leigh Hardinge OAM, JP – Lerderderg Region

Geraldine Kearney – Plenty Valley

### 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 AO

William Wells AM

Shirley Bean OAM

Tom Hartley OAM (dec)

David Jones AM

Alston Park AM, JP, KSJ

Basil Bowman OAM

Greg McDougall OAM

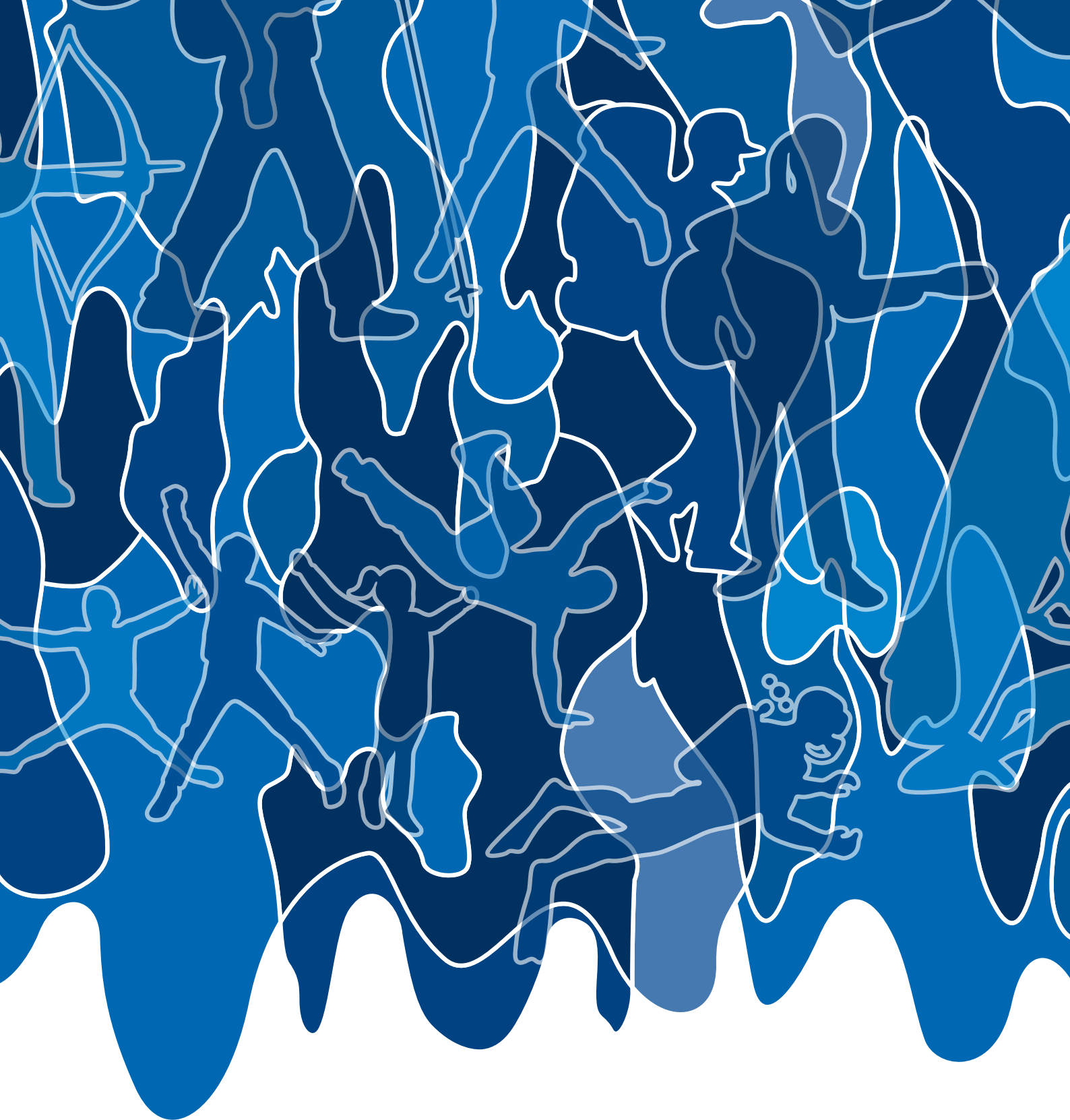
Joan Summers PSM, OAM

Margaret Tremewen OAM

James Gobbo AC

David Jefferson OAM

Elizabeth Golec OAM



**1800 SCOUTS**

[www.scoutsvictoria.com.au](http://www.scoutsvictoria.com.au)

[f facebook.com/scoutsvictoria](https://www.facebook.com/scoutsvictoria)

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.



**Scouts**  
VICTORIA