



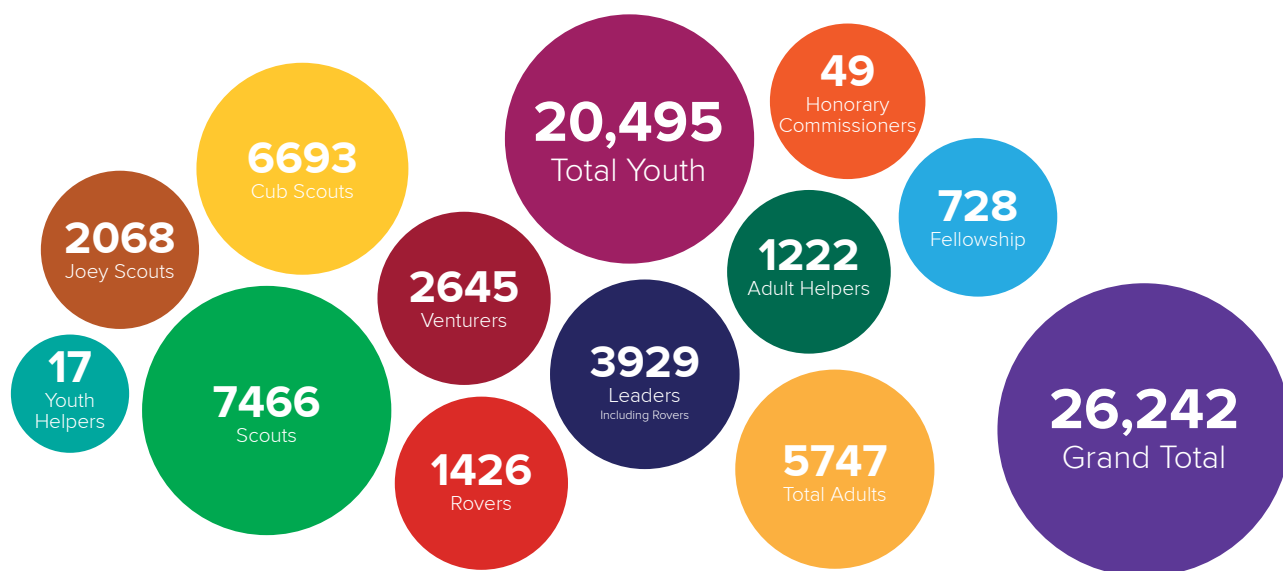
# Scouts Victoria Report to Victoria 2020



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## Scouts Victoria Today



# Chief Commissioners Report



**Rod Byrnes**  
Chief Commissioner  
Scouts Victoria



**Daniella Taglieri**  
Deputy Chief Commissioner  
Scouts Victoria

2020 has certainly been a whirlwind of an introductory year as Chief Commissioner for Scouts Victoria! Many thanks to Brendan Watson, Jon Willis, and the rest of the outgoing State Leadership Team for their fantastic work over the past six years; you've left a solid foundation for my new team to build on. That building has already begun! As a State Leadership Team, we have a list of focal priorities that really emphasise our Scouting passions.

## Growth

We're aiming for 14 years of growth. We want all Groups to have all five Sections and we want to develop new Groups in the growth corridors. Why? Because we think Scouting helps develop better young people, and that means better communities, and a better Victoria.

## Youth leading, adult supporting

Youth leading, with adult support allows our young people to have a voice, to develop and run their program and to learn by doing. At the same time, they are supported and mentored by friendly and wise Leaders. We want more young people to have more leadership opportunities. We're getting ready to deliver on this promise with the announcement of three new senior leadership roles this week. These roles will be the first in a series of Youth Commissioners to be rolled out across all levels of Scouting Leadership in the Victorian Branch.

## Program

Our Program has continued to roll out across the state, with the introduction of Participate, Assist, Lead and the Milestones occurring this year, and the last instalments of Outdoor Adventure Skills and Special Interest Areas coming in 2021. We've also had the introduction of Scouts | Terrain; an exciting new platform to track badgework, programming, patrol activities, and Unit Council. So many new and thrilling developments are happening in this space, so make sure to stay up to date.



## Being your best self

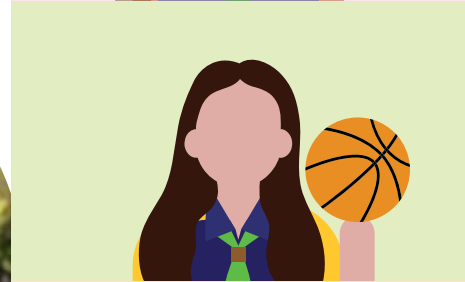
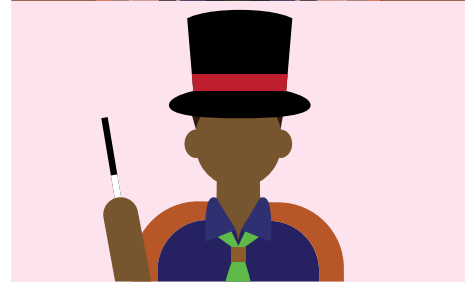
We would like to better support Leaders to be the best they can be; not only because it's better for our own health, but also, we can be better role models for our young people. This means supporting our Leaders through training, through strategy and through program. We want our Leaders to discover their best selves.

## AJ 2022

We want to create and deliver an innovative and exciting AJ2022. There is great work happening with site planning, and the Mutant Camels have really made their mark. The Mutant Camels video series is an idea which came from our youth members and was then developed by youth members (with adult support, of course).

## 2020 – a year to remember

From these initial priorities, we've had some new hurdles to overcome too; with a global pandemic hitting our members and their families hard, we endeavoured to lighten the load any way we could. Our Free Scouting until March 2021 initiative has meant that no Scouting member has needed to give up one of their biggest support systems and social networks during a time when they need it most. We're even more proud to say we've welcomed new members to join in on the fun fee-free too!





# Chief Commissioners Report



## Scouting at Home

Another point of pride this year has been the adaptability and resilience shown by all our members with the smoother than expected transition to Scouting at Home. We may not have been able to meet in our halls or face to face, but that didn't stop us from running engaging programs from Joeys right up to Rovers. With Scouting at Home lasting much longer than any of us initially anticipated, we were aided by a hard-working team who constantly came up with and distributed new ideas for weekly programs for units to adapt to their own needs. I would like to commend every single members' efforts for persevering through such an unprecedented year of the Scout program.

## Scout Quest

What a highlight these events have been! Scout Quest has brought the sense of Scouting adventure and inquisitiveness to living rooms across the state, hitting the screens of 155,000 viewers of both Scouting and non-Scouting background. Some of the big hits have been the live instructive sessions like our Cook Along and Cosentino's Magic School, where viewers can follow along with the host's instructions and learn by doing right there at home, whilst still interacting with their peers right across the state. We've also held some inspirational question and answer sessions with Olympians and our very own Team Scouts Australia team from the World's Toughest Race; with our youth members facilitating the live interviews and fielding the questions submitted from the audience. Drawing on our own internal resources, we've also hosted presentations from some of the teams here at Scouts Victoria; with Adventurous Activities and First Aid holding informative and useful

sessions. Most recently, our Scout Quest adventure culminated in live events from the RSPCA and Robert Irwin from Australia Zoo! Who doesn't love animals? These events certainly proved popular with our viewers. It may not have been a normal year of adventure for Scouts Victoria, but we sure do know how to keep it interesting.

## Be A Scout

Our #BEASCOUT campaign is taking off! Don't forget to promote what your group is getting up to, out and about in the community by including the hashtag in your social media posts. The strategy is working, and the movement is gaining momentum, lets show everyone what it means to be, and why they should #BEASCOUT!

## Kangaree

This event deserves a spotlight. As one of the only events able to run normally this year. It has certainly been many members' favourite part of 2020, and for a good reason! James Warren and his team pulled together an enormous weekend, jam-packed with only the best activities for our littlest members. This Kangaree also had our Joey Scouts camping in tents for the weekend, which was a huge success.

## Looking Forward

With this year finally coming to a close, we all get to start looking forward to 2021 and what our next adventure could be. Restrictions to activities are easing, and hopefully our Scouting calendar will look a lot more like what we're all used to – full of action and adventure, but we need to remain cautious for everyone's safety.

Let's start planning big, bounce back stronger than ever, and kick off an awesome new year of Scouting.

# Chairman's Report



**Greg Landgren**

**Chairman  
Branch Executive Committee  
Scouts Victoria**

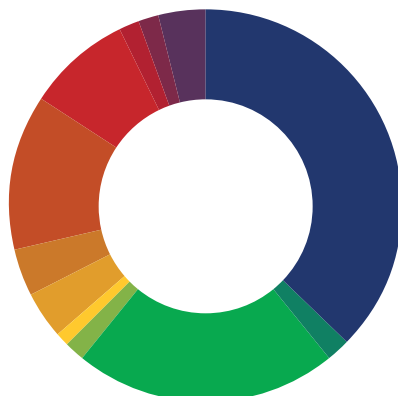
It has been a personal privilege to Chair the Branch Executive Committee this past year. We had no idea it would develop into such a challenging time, with no playbook on what to do next. To witness the energy, skills and time that our Leaders have committed to Scouting in this year is humbling.

Into this unheralded time, we welcomed Rod Byrnes as Chief Commissioner and Daniella Taglieri as Deputy Chief Commissioner. Rod and his team have done a sterling job in getting up and running and tackling the big issues strongly and quickly. The Covid-19 pandemic and its impact on Victorian Scouting presented challenges that they and the BEC chose to rapidly respond to. They have used this opportunity to find creative ways to retain and grow our youth membership. All indications are that they have done a sterling job.

The BEC recently discussed its five year financial plan. This shows how we are challenged by reduced revenue due to Covid-19 and increasing costs of Redress and litigation. It shows how we will tighten areas of expenditure and continue a program of selling underutilised properties to fund new facilities. We remain confident that Scouts Victoria's planning and financial programs have the ability to manage these stresses and to continue to focus on growth.

The Strategic Plan for the next three years of Scouting in Victoria is very close to release. This plan will provide an opportunity for input and will form the basis upon which we plan, do and review for the next years.

It is likely that Scouts Victoria will make a decision in the next year as to whether we participate in The State Government's Container Deposit Scheme. It appears there is a wide range of options on how Scouting in Victoria might participate in this potentially profitable can and bottle



All Revenue 2019/2020 \$000's		
Membership Fees	\$4,914	37.26%
Contributions Received	\$284	2.15%
Grants Received	\$2,823	21.41%
Insurance Proceeds	\$1	0.01%
Event Income	\$250	1.90%
Training Income	\$128	0.97%
Gilwell Park	\$517	3.92%
Other Activities	\$501	3.80%
Investment Income	\$1,710	12.97%
Property Sales	\$1,101	8.35%
Fundraising/Donations Income	\$248	1.88%
Miscellaneous Income	\$201	1.52%
Premiums Received	\$510	3.87%
<b>Total</b>	<b>\$13,188</b>	<b>100%</b>

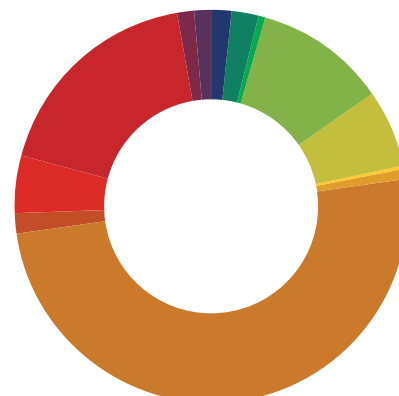
recycling program. This could become a major venture and there will need to be broad input as the options are refined.

The leadership chooses to remain focused on presenting the best possible Scouting program and on focused on finding ways to bring Scouting to more youth right across all of Victoria. The new program will require the BEC to turn its focus to providing facilities and infrastructure in support. There will be an increased emphasis on the quality and utilisation of our campsites.

The more constrained operating approach will mean that our professional operations, our staff and our IT systems will become key areas of focus. We will look to find ways for these to provide a better service to our members, youth and adult, whilst containing costs.

Government engagement, especially through Jon McGregor, continues to strengthen. Our key Ministers and Departments talk of the resilience we bring to the youth in the State and are in awe of the rapidly rolled out Covid-19 programs.

Litigation and Redress payments continue to feature heavily in our forecasts of expenses. Litigation claims, supported by recent high-profile settlements, are increasing materially in value. We continue to work to ensure that appropriate compensation is made available whilst respecting our survivor members, both past and present.



All Expenses 2019/2020 \$000's		
Event Expenses	\$316	1.87%
Other Activities	\$385	2.28%
Affiliation Fees	\$72	0.43%
Corporate, Computer Services, Depreciation & Financing	\$1,828	10.84%
Occupancy Expenses	\$1,077	6.39% incl SGFGP
Fundraising Expenses	\$58	0.34%
Insurance Claims	\$143	0.85%
Provision for Potential Liabilities	\$8,393	49.79% includes the provision
Postage, Printing & Stationery	\$295	1.75%
Training & Program Costs	\$821	4.87%
Employment Expenses	\$3,008	17.84%
Travel & Vehicle Expenses	\$235	1.39%
Loss on Investment Disposal	\$6	0.04%
Miscellaneous	\$221	1.31%
<b>Total</b>	<b>\$16,858</b>	

The staff have worked tirelessly during a difficult year. They have adapted rapidly to the changing work environment. Perhaps more importantly they have worked with all parts of the organisation to rapidly evolve and improve the many different areas they are involved in. The past 12 months have not been a time of battenning down the hatches to ride out the storm, rather we have all used the chance to drive the organisation forward. They have never been busier.

During this huge year, Jon McGregor has shown tremendous leadership and we are grateful for his skills and work ethic. He has faced into challenges with energy and creativity.

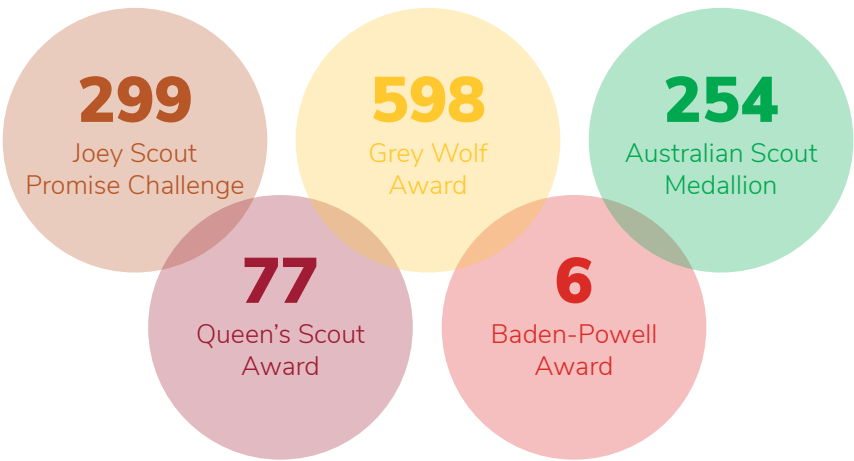
After many years of service on the BEC, Alex Forrest will not be standing again. Alex has always provided tremendous strength and support to our members, especially in his role of Chair for the Group Facilities subcommittee, helping Groups to manage the upgrades to their halls. He will not be lost to Scouting, he is just completing his tenure on the BEC.

Finally, we applaud Neil Comrie as he completes his time as President of the Branch Council. Neil showed tremendous commitment to the role, including his very regular attendance at BEC meetings. He has provided wise and considered council to all of us during his time. When Neil spoke, we always knew it worth listening to.

# Youth-Led



**Lisa Picking**  
Assistant Chief Commissioner  
Youth



We all know that 2019-2020 has been a challenging time for a number of reasons. Some of those reasons continue to challenge us even now. But I have taken so much heart from our wonderful youth members, their supportive adult Leaders, their drive to help their Scouting community and beyond in any circumstance.



The Rovers started their year with the 13th Asia-Pacific Region / 21st Australian Rover Moot - CBR Moot, in Canberra. Unfortunately, the event was cut short by the threat of the ACT/NSW bushfires and the participants were evacuated home. The Victorian Contingent to the Moot took a group of international Rovers into their care, arranging transport for the group to Melbourne. Upon arriving, the Victorian Rover Community and Melbourne Region supporters had arranged accommodation, meals and activities (including a wonderful dinner hosted by

1st/14th Brighton) for our international visitors until they themselves could return home. All of it was organised on very tight timelines with information that was constantly changing but was gratefully received by our international guests. Many told me of our Rover's thought and care towards them, reassuring them and supporting them all the way from Canberra to Melbourne and throughout the week. It was a brilliant example of the international bond of Scouting.

A short time later we saw a brilliant and hugely successful Kangaree! Again, we had a youth member at the helm, James Warren as Director, supported by Narelle Lowdell as Assistant Director. The joy on the faces of the Joeys (and even all the fun our Adult Leaders were having) at this event was testament to the hard work and consideration these two people and their team put in. What we didn't know at the time was that it would be our last major event before Covid-19 really took hold.

Once we entered the world of Scouting at Home, we really saw the creativity of our Youth Members and Adult Leaders come into play. There were definitely more than a few scavenger hunts but they gave way to online escape rooms, guest speakers, cooking sessions and online/backyard camps with very enthusiastic campfires. From this creativity and flair, we saw the development of our online Scout Quest. We've learnt magic tricks, spoken to Olympians and Paralympians, cooked with Forrest, stretched ourselves into relaxation with yoga, got up close and personal with some bugs and heard about the highs and lows of being in the world's toughest race – all hosted by our youth members. We definitely have some news anchors in the making.

The year obviously hasn't gone to plan for OZventure, Cuboree or all our smaller events but the young leaders and broader teams should be exceptionally proud of the work they contributed. International got a fantastic NZ Jamboree in at the start of the year, supported by many Victorian youth members but the remainder of the year has obviously been quiet. However, there are still many opportunities and events on the horizon which our young people are in the prime position to step up to. Opportunities include potential small trips to NZ and Fiji, plus the Contingent to Kandersteg International Scout Centre for its centenary in 2023 and of course, the World Scout Jamboree in South Korea in 2023!

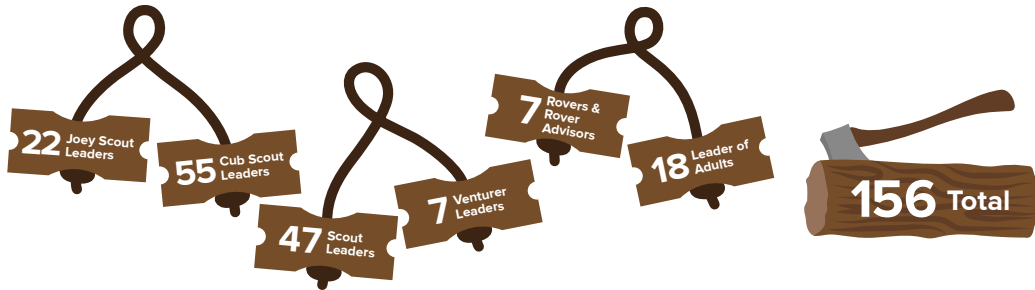
I think we can all agree that this is not the year we thought it would be. However, we have, dare I say, pivoted and made the most of the opportunities presented. It's been hard and scary and overwhelming but through the leadership and heart of our Youth Members and the commitment and dedication of our Adult Leaders, we will endure and see Scouting continue to support young people, their way, into the future.



# Adult Supported

## Highly Skilled

The Wood Badge has been awarded to 134 Leaders



**578**  
Attended Basic Training

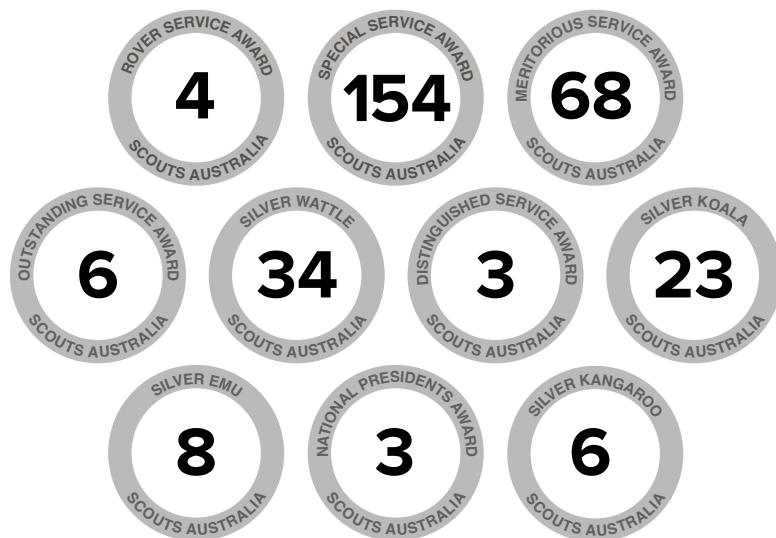
**181**  
Attended Advanced Training

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

SIS20213 Certificate II in Outdoor Recreation	14	BSB42015 Certificate IV in Leadership and Management	2
SIS30413 Certificate III in Outdoor Recreation	8	BSB51915 Diploma in Leadership and Management	1
SIS40313 Certificate IV in Outdoor Recreation	3	BSB51918 Diploma in Leadership and Management	9
SIS50310 Diploma in Outdoor Recreation	4	CHC44015 Certificate IV Coordination of Volunteer Programs	5
BSB20115 Certificate II in Business	32	CUA20215 Certificate II in Creative Industries	2
BSB30115 Certificate II in Business	3		
BSB40812 Certificate IV in Frontline Management	1		
<b>135 Statements of Attainment issued</b>			

## Highly Respected

Victorian Scouting volunteers honoured with National awards in 2020

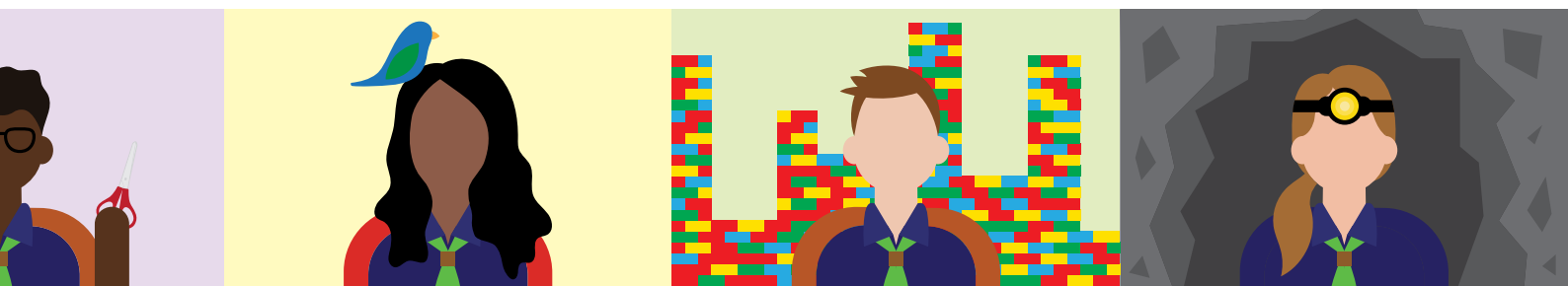


### National President's Award

- Alfred Gibson**, District Property Officer, Monash District
- Bryce Hutton**, Camp Committee Chairman, Eumeralla Scout Camp
- Cornelis Klep**, Australian Scout Fellowship - Whitehorse District

### Silver Kangaroo

- Ross Hall**, Group Leader, Delta
- Susan Henley**, Group Leader, 1st Bennettswood
- Bronwyn Mepstead**, District Leader - Joey Scouts, Cardinia District
- David Rashleigh**, Scout Leader, 1st Glen Iris
- Ian Talbett**, Group Leader, 1st Mont Albert
- Douglas Waldron**, District Leader - Venturers, Monash District



# The Five Sections



## Joey Scouts (ages 5-8)

Despite everything that 2020 has thrown at us we have managed to have a fantastic year in Joey Scouts.

We were able to hold Kangaree 2020 in March at Lardner Park, a bigger and better event over two days, with over half the Joeys who participated camping on site.

What an amazing scene seeing so many tents and so many extremely happy Joeys. I'd like to congratulate the

Kangaree team on running a fantastic event, one that the Joeys will remember for the rest of their Scouting lives.

The Section grew marginally over the year, not as much as was planned but we know that Covid-19 would have contributed to this. That said, I was able to attend a number of investitures over Zoom, as our Units were continuing to meet.

We began our program rollout via Virtual Roadshows, where we met with every Region via Zoom to present the new program, and discuss any Joey specific questions our Leaders had. These Roadshows will continue next year with the rollout of Outdoor Adventure Skills and Special Interest Areas. We are also planning to change our Peak Award to a hybrid award to align better with the program, before we fully transition across to the new Peak Award in 2022.

We managed to celebrate our Joey Scouts 30th birthday despite lockdown, with Metro Units having birthday parties via Zoom, and Regional Units meeting outside in person to celebrate.

Next year sees our Hop Around the City where our Joeys and Leaders will head to the city for adventures, learning and most of all fun! If we are unable to run this State event, we will run "Wegional Walkabouts" instead! We will also have our Zoo Day where we will meet at Melbourne Zoo for more adventures.

Our strategic plan will see us grow our Section and our Units moving forward, and we are looking forward to an amazing 2021.

## Cub Scouts (ages 8-11)

Back in late 2019, Cub Scouts were starting to prepare for Cuboree X, planning camps, going out on hikes and enjoying fun activities with their friends in and out of the hall.

Then along came Covid-19. A new way of meeting was found online and what an incredible show of not only courage and creativity by both youth and Leaders but the tremendous resilience by all to continue their Scouting through one of the most difficult periods of their lives.

Cubs enjoyed scavenger hunts around their homes, virtual camps, playing Kahoot!, Lego challenges and cooking nights just to name a few.



Grey Wolf presentations may have looked a little different online, but the celebrations of the Cubs achievements were business as usual. We congratulate the 598 Cubs who were presented with their Grey Wolf Award this year, a remarkable achievement and each and every one of them is an inspiration to their fellow Cubs.

While Cuboree X was disappointingly postponed, we are continuing planning and are looking forward to having it in April 2021.

The Cub Scout Commissioner Challenge continued on and this year it aimed at not only building on the understanding of programming against the Challenge Areas but also brought the Milestones into play. Cubs were encouraged to Participate, Assist and Lead in the activities that they planned.

The State Cub Scout Council would like to thank and acknowledge not only the incredible support that the Cub Leaders have given the Cubs this year, but also for guiding the Cubs as our program continues to be implemented, adapting to an online world of Scouting and empowering the Cub Scouts to 'own' the program.

## Scouts (ages 11-14)

2020 has been a challenging year for the Scout Section, but even with Covid-19 our youth and Leaders met the challenge head on. Our members quickly adapted to doing Scouting online and finding new ways to do things within the current circumstances.

Our Scouts took up online camping and set up tents in their backyards while in between working together to teach each other new things, completing badge work and participating in a virtual Stradbroke Cup which was widely attended by Scouts all over the state.

Scouts also participated in a virtual Fantastic Race where they went all over the world exploring France, Amsterdam, Sweden and Singapore amongst other places. They learned about the countries and found new ways to work on their navigation and Patrol skills.

The best is yet to come with face to face Scouting resuming. We have been making plans to hold Cohen Shield in small groups throughout Victoria as well as planning for the day when restrictions open up enough to allow us to get back outdoors and living the adventure of Scouting. 2021 look out, we are going to be out and about on a level you have never seen before.





## Venturers (ages 14-18)

What a year of contrasts! It commenced with 236 Victorian Venturers and Leaders leaving for the trip of a lifetime to the 24th World Scout Jamboree in the USA. Starting with a five day pre-tour in Washington DC, before heading to West Virginia for the Jamboree with 42,000 Scouts from 169 countries. Ten days later, they said goodbye to new international friends before heading to Disneyland and Six Flags Magic Mountain in Los Angeles. Some then headed for the Canadian post-tour, while most ended up with a cancelled flight home that resulted in a bonus two day stay in Los Angeles!

December and February saw thousands of Venturers enjoy Victorian Gathering and Anything Goes, then Covid-19 restrictions set in. The Victorian Venturer Council launched into action with a number of initiatives:

- Surveying over 150 Venturers to determine what Award Scheme support they needed.
- Taking Hoadley Hide virtual with HH@ Home - over 200 Venturers participated over four weekends.
- Creating Office365 accounts for every Unit to meet and collaborate securely online.
- Gathering online resources under the banner of 'Virtual Venturing' to help Units continue their programs online.
- Taking Venturer courses online (with assistance from some dedicated VL's!) and completing three Unit Management courses with five more planned. As well as two Leadership courses with another four planned.
- Establishing requirements for 'Virtual Expeditions' - 26 Venturers availed themselves of this to complete their Queen's Scout during Stage 3 and 4 lockdowns.

Sadly the 18th Australian Venture in January 2021 has been cancelled, but Victorian Venturers are hoping to partially make up for it with locally run activities in the next year.

## Rovers (ages 18-25)

At the end of 2019, some 50 Victorian Rovers made up the contingent heading to CBR Moot in the ACT. Little did anyone expect that after expeditions, the Moot would be cancelled due to bushfires and Victorian, interstate and overseas Rovers would return early to Victoria where a small group would arrange accommodation, meals and activities for all concerned over a period of some days.

This exercise demonstrated the ability of Rovers to adapt quickly to changing circumstances.



Having overcome these difficulties, it seemed that we could move on with our activities for the rest of the Rover year. But it was not to be.

Surfmoot was our first event for 2020 and with increased numbers and range of activities, proved again to be successful and enjoyed by all who participated.

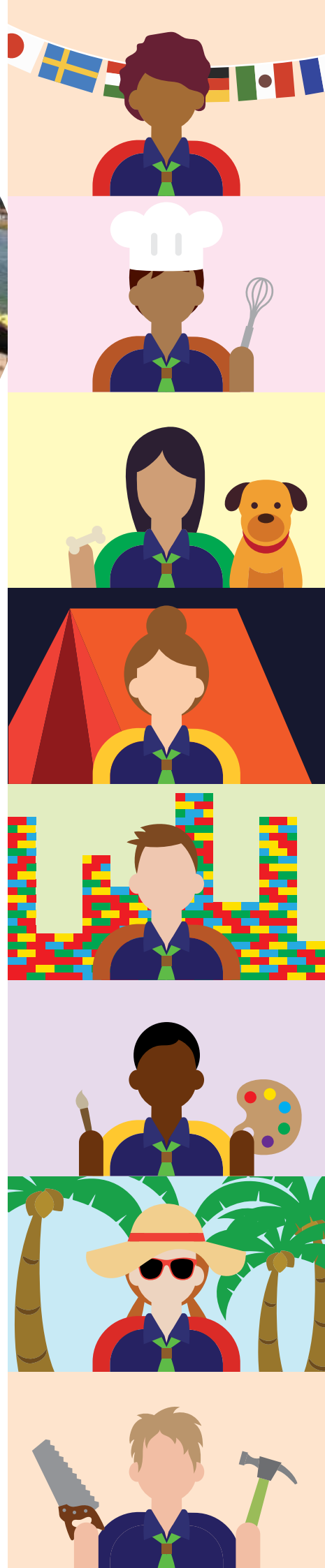
Planning was proceeding for major events, Mudbash, skiing, Region and Unit activities, when everything came crashing down with Covid-19. The unprecedented and agonising decisions were taken to initially postpone (and subsequently cancel) all upcoming events. Although we did run Mudbash as a virtual event and thanks go to the team for pulling this together.

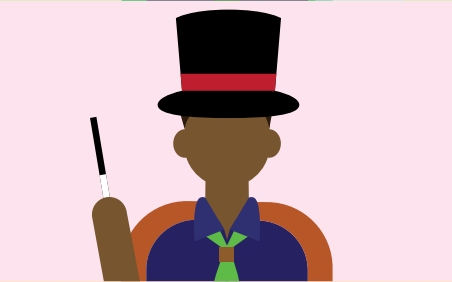
But through all of this, the resilience of members of the Section and their ability to be innovative in a period of challenge has been nothing short of astounding. The initiative shown by Units, Regions and other groups has been miraculous and the transition from face to face to online meetings and events has been amazing. Special programs have been developed and there has been a sharing of ideas across Units. Without the work of a dedicated few and the ability of everyone to operate flexibly, we would not have been in the advantageous position where we have been able to continue.

The leadership and participation during this time has been incredible. As a Section we have been successful and will continue to be so.

Congratulations to those Rovers who received W F Waters Awards and the five Rovers who completed all requirements for their Baden-Powell Scout Award.

Whilst our training courses for the first part of the year were well attended, other courses have had to be cancelled. Interestingly, numbers have risen from 1169 at 30 June 2019 to just under 1500 at the same time this year – even with the difficulties we face.





# Activities



The International space remains in limbo with Australians unable to leave the country for leisure purposes from March 2020, until at least 2021. In the meantime, we continue our international connections through the PenPal program and prepare for a time when on the ground International Scouting can resume for members of Scouts Victoria.

Pre-pandemic, the State International Council was working to spread the word about International Scouting, making their presence known at events including VG and AG - sharing knowledge about international contingent opportunities and encouraging members to create and lead their own trips through our Branch Friendship/Service trips.

This year we said goodbye to Lisa Picking who served as State Commissioner - International for the last five years, who has moved on to a role as Assistant Chief Commissioner - Youth. We thank Lisa for her generosity and dedication to International Scouting.

## Diversity and Inclusion

In Victoria, we know Scouting is for all, and work to ensure our local Scout Groups reflect their local communities. We celebrate both the diversity in our membership, as well as the diversity of our communities. 2019-20 has been an exciting time for D&I in Scouts Victoria and we have much to celebrate.



## Adventurous Activities

On the negative side for Adventurous Activities Covid-19 has meant the deferral of a number of important National Adventurous Activity Schools that will now be held at later dates. On the positive side though the team has been working hard to update training the new National AA Framework. This is based on the outdoor recreation industry training package so we are keeping our AA training up to date in line with community expectations.

A number of the AA teams are supporting the program team for AJ2022. Cycling, Air Activities and Climbing are just a few of the teams playing key roles in the planning for this major event.

Implementation of the Outdoor Adventure Skills in the new program are being worked on by the AA teams. New exciting activities such as surfing, snow shoeing, windsurfing and snowboarding now form part of the AA space and the overall AA team is looking at how they can support these activities along with existing ones going forward.

Covid-19 may have slowed down the face to face aspect of AA but planning is well underway to be ready to support OAS in the new year.

## International

This year has been a quieter one for International as a result of the Covid-19 pandemic. We saw three groups conduct Branch Friendship tours to Timor Leste and a Rover Crew embark on a journey to New Zealand, while all other international tours have been postponed or cancelled.



Scouts Victoria has become the first state or territory to commit to developing a Reconciliation action plan and formed a committee to support our approach to reconciliation

We took our biggest ever contingent to Pride March 2020 to celebrate LGBTQIA+ inclusion and increased the focus on family participation.

We have supported Scouts Australia's first ever Disability Inclusion e-Conference and committed to making it an ongoing opportunity for Leader of adult skills development. We also migrated our Autism Awareness training.

Covid-19 changed how we supported projects, but we have adapted and kept our eye on the goal, celebrating the diversity of Scouting and Victoria while increasing and encouraging the inclusive environment to ensure all youth can enjoy Scouting.

## Heritage

Scout Heritage Victoria (SHV) is a Scout Adventure Centre and a repository of Scouting records and Scouting memorabilia of Victoria.

Youth members are able to access the history of Scouting and take part in activities that may be a credit to their Award Scheme. Many visitors are amazed at the equipment Scouts of past times had and the way the standing camp was set up.

Prior to Covid-19, SHV had a steady stream of visitors – mainly youth members of Scouting. On Mondays, when members were working on site there was quite a number of 'drop in' visitors. These visitors would, seeing it was open, request to see the displays. These visitors, generally, were former members of Scouting and delighted to reminisce their time in Scouting.

Other visitors included members of care centres – these were most worthwhile as if, they had not been members of Scouting, they knew someone who had. Our members will also visit care centres when the clients are not able to come to us. This is beneficial to both the clients and to SHV as part of community involvement.

When Covid-19 permits, come and visit this great history of Scouting in Victoria.

## Performing Arts

Following on from an extraordinarily successful year, 2020 was very different. Although unfortunately no Victorian Scout Show was able to be performed to a live audience, this situation created opportunities for members of the performing arts community to be creative in providing other opportunities.

Cast members were able to participate in a broad variety of online activities. These included: workshops on a wide range of topics, including, dance, acting, vocal work and creative writing; training sessions including guest speakers; social engagement activities; and rehearsing items for future shows.

It is unclear at this stage when any of the shows will be able to perform to a live audience, however some of the shows ran a full complement of rehearsals on-line, teaching and training their cast member's, songs, choreography and acting routines to be used should an opportunity arise.

Meanwhile Strzelecki Showtime have produced a film as their solution to providing great opportunities to youth in these challenging times.

We are all looking forward to a future where Scouts can display their amazing skills to appreciative audiences in the "real world".

## Environment

Victorian Scouts continue to pioneer sustainability and promote the natural environment in our program.

We had fantastic participation in Clean Up Australia Day this year and despite the circumstances, Environment Camps continued online, with Regent Honeyeater and Venturer Environment Camp merging into a Zoom camp that saw over 100 participants

earn their environment badge, promote sustainability in the environment and create a better world through their actions and advocacy.

The massive Street2Bay project pioneered by 1st/14th Brighton Scout Group and the Port Phillip Eco-Centre successfully carried out a large schedule of advocacy with local, state and federal politicians, to draw attention to the growing issue of plastic waste and microplastics in our waterways and bay. This issue wouldn't be highlighted without such scientific rigour and amazing work from Scout Groups from around the bay.

Our focus now shifts to the new Special Interest Area projects, which offer an exciting project-based badgework opportunity for scouts in all sections to learn more about their environment and create a better world. The introduction of Earth Tribe, a new World Scout Environment Program, is also on the horizon and promises to give scouts engagement in learning about biodiversity, solar and renewable energy sources and the reduction of plastic litter, all of which is linked to the UN Sustainable Development Goals.

2020 also saw the reformation of the State Environment Council, bring together youth and adult Leaders from across the state to work on creating resources for Leaders, planning environment events for the future and making Scouting sustainable. Anyone from the Scout, Venturer or Rover Sections are welcome to join, as well as adult Leaders with experience in ecology, bushland management, sustainability or citizen science.

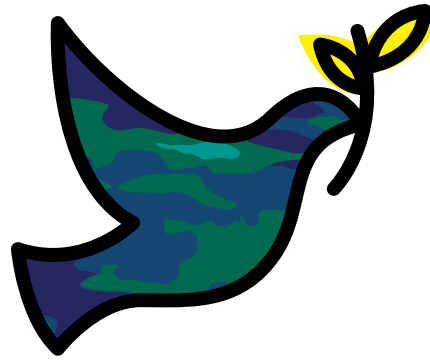


# The Scouting Effect

Scouts Australia partnered with Resilient Youth Australia to conduct the Scouts Australia Resilience Survey to investigate the impact of Scouting on the resilience of its youth members.

A sample of current youth members aged 8-18 years old across all States and Territories took part in the survey. Their results were benchmarked against the Australian norm dataset of 48,671 young people aged 8-18 years.

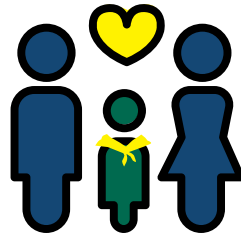
Through this survey, we have found that Scouts have an overall better life satisfaction than their non-Scouting peers, and that the longer they stay in Scouts, the more resilient they are likely to become.



**Scouts are 9.4% more likely than non-Scouts to hold more hope for a positive future.**



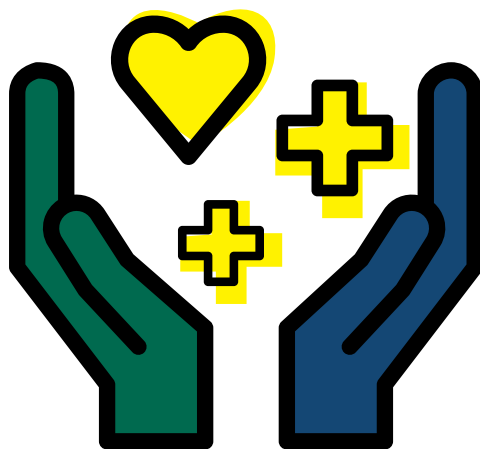
Scouts are 6.3% more likely than non-Scouts to forgive others who are mean to them.



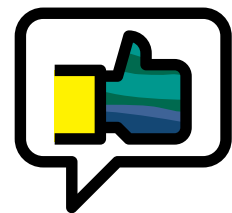
Scouts are 6.8% more likely than non-Scouts to report they have adults who set good examples for them.



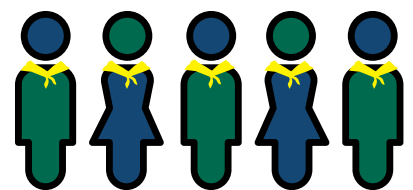
Scouts are 13% more likely than non-Scouts to trust others.



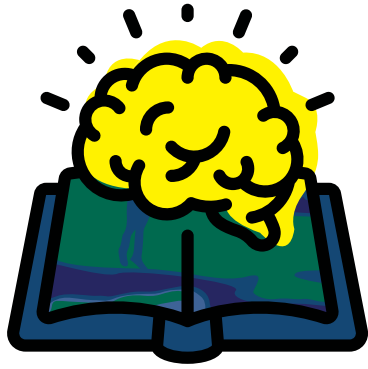
**Scouts are 15.4% more likely than non-Scouts to feel they make a positive contribution to their community.**



Scouts report have an overall better life satisfaction than their peers by 5.2%.



Scouts report to have better social skills than non-Scouts by 5.6%.



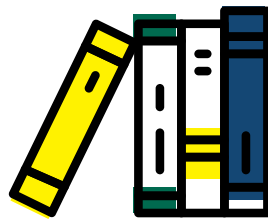
**Scouts are 8.1% more likely to know they can solve a problem, rather than quit.**



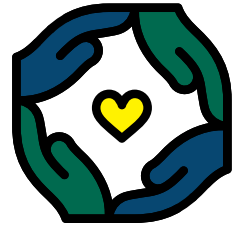
Scouts are 12.1% more likely to be selected to help with tasks at school.



Scouts are 6.2% more likely to enjoy school.



Scouts are 14.1% more likely than non-Scouts to read for fun.



Scouts are 5.2% more likely than non-Scouts to get along with people who are different to them.



Scouts are 6.5% more likely than non-Scouts to feel they can talk about things that are upsetting them.



Scouts report to have a healthier mental state than non-Scouts by 13%.



Scouts report they have a healthy body 11.6% more than non-Scouts.



Scouts are 8.1% more likely than non-Scouts to give time to help others.



**Scouts are 11.8% more likely to feel good about themselves.**

# Our Program



**John Kerr**  
State Commissioner  
New Program Implementation

Our aim in 2020 has been to introduce all the concepts that form the Program Essentials.

In February we requested that Units start recording Participates, Assists and Leads. These are to be representative of programming in the four Challenge Areas. We supported this concept with Scouts Victoria resources detailing the program concepts and requirements, made available on the Our Program page on the Scouts Victoria website.

In June we described how required numbers of Participates, Assists and Leads form the basic requirement for each of the three Milestones in each Section. We suggested that youth members should now plan their own migration to the Achievement Pathways.

To help meet the Milestone requirements, online Unit Councils brainstormed program ideas that drew on concepts from a mix of both the old program and the new Achievement Pathways. This hybrid program model ensures that youth members transitioning to Milestones were not disadvantaged in their pathway to the Peak Award. We encouraged the use of the Schemes to Pathways converter located on the National Program resources web page.

Through the year we also introduced the Introduction to Scouting and Introduction to Section concepts. Our Section age ranges have been adjusted to meet the requirements of the new Achievement Pathways.

Support for Achievement Pathways is now being provided by each of the State Section program teams. Each Section has modified program and award requirements to better cope with the lack of face-to-face Scouting through this very difficult year.

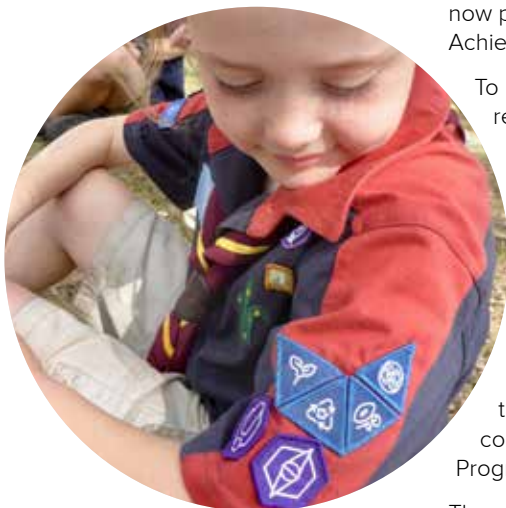
Earlier this year some Units, especially in rural Victoria, managed to complete and award their first Milestones. As the year progressed with online Unit Councils, youth programming and planning became popular.

All National and Victorian program resources continue to be available online. Resources include the new Scouts Australia Program Handbook in both printed and digital formats.

The new digital platform with Scouts | Terrain was launched nationally in September. With help from Group Leaders, our Leaders and youth members are joining Terrain, creating their Units and planning their program journey.

Fantastic support from Diana Swift, Rosemary Redgrave, Michael Wong, a fun Unit Council by Scouts from Frankston District and all State Program Councils has ensured our successful completion of the Program Essentials.

Next year we look forward to the release of the two final components of the Achievement Pathways. In February, Narelle Lowdell SC - OAS Leader Support will release the Outdoor Adventure Skills (OAS) and in July, Lisa Picking ACC - Youth will release the Special Interest Areas (SIA).



# Outdoor Adventure Skills

## Narelle Lowdell

State Commissioner

Outdoor Adventure Skills Leader Support

In 2021 we are introducing the Outdoor Adventure Skills element of our youth program. The structure of the Outdoor Adventure Skills truly encompasses a one program approach, where youth are encouraged to explore a range of Outdoor Adventure Skills across all Sections. Youth members skills are recognised and move with them as they progress through each Section. More information about the Outdoor Adventure Skills can be found in the Scouts Australia Program Handbook, the Outdoor Adventure Skills Progression booklet or on Scouts | Terrain.

It is important for us to remember that whilst youth members take an active leadership role, adult Leaders in Scouting have a duty of care for all activities that youth members undertake.

Bushcraft, Bushwalking and Camping are the core Scouting skills. A Section Leader who has completed Basic Leader Training and Basic Outdoor Skills training can sign off any of the core Outdoor Adventure Skills up to Stage 5. Some training will be provided to equip Joey Scout, Cub Scout and other Section Leaders who have not completed either a Basic Outdoor Skills or Scouting Adventure course. This process will ensure Section Leaders are able to meet the core skills within their Section and will include the possibility of recognition of proficiency (ROP/RPL).

Specialist Outdoor Adventure Skill areas and the higher stages of the core Outdoor Adventure Skills, do have extra requirements. In the core Outdoor Adventure Skills areas, skills above Stage 5 are not covered in Section Leader



training. Leader qualification guidelines that are outlined in the Adventurous Activities section are still in place and guide our outdoor adventures. You may need to involve activity teams if you yourself do not possess these skills.

In time youth members in your Unit or District will gain these skills and will ultimately be able to verify other Scouts who are working on the same Outdoor Adventure Skills area that are two Stages below them. For example, a Scout holding Stage 5 Camping can verify other Scouts who are working on stages 1, 2 or 3.

The National Adventurous Activity Framework is being reviewed and once approved will define the skills and qualifications that adults require in order to lead, supervise and approve activities across the Outdoor Adventure Skills. This will be communicated and shared with Leaders when it is available.

I look forward to hearing about and supporting our adults to help our young people progress and explore the amazing world of the Outdoor Adventure Skills!

## CORE AREAS



BUSHCRAFT

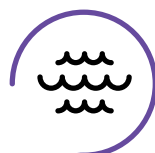


BUSHWALKING



CAMPING

## SPECIALIST AREAS



AQUATIC



ALPINE



BOATING



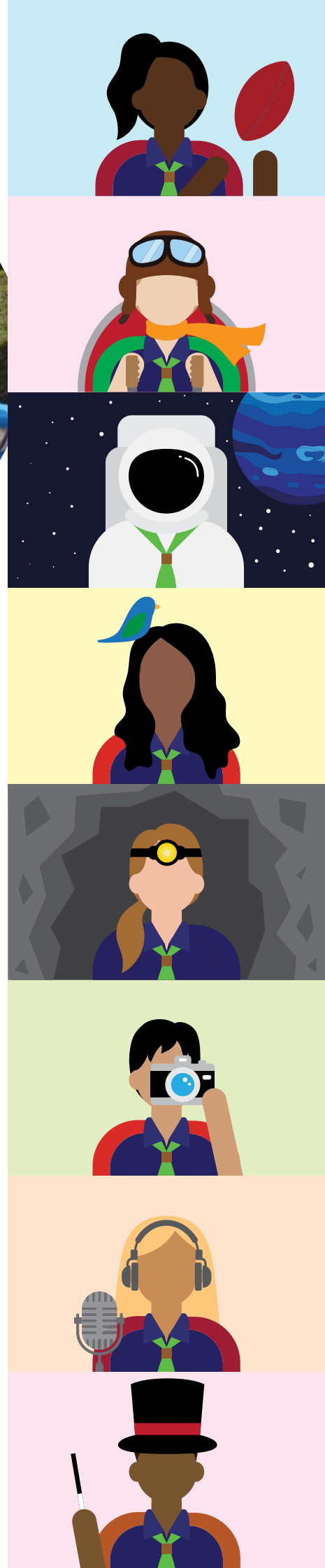
CYCLING



PADDLING



VERTICAL



# Victorian Scout Foundation



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

This year the Victorian Scout Foundation has like everything else, been affected by Covid-19 and of course the drop in investments and less income is where it has been badly felt.

The Financial Statements show an operating profit of \$827,417 and from that, grants totalling \$333,333 were made to Scouts Victoria projects, which then resulted in the Foundation making an overall net profit of \$494,084.

On the equity side, the Foundation now has net assets totalling \$9,034,700 which is held in shares and cash deposits.

This year the Foundation has once again contributed \$70,000 towards the costs



**Grants 2019-20**

Category	Amount	Percentage
Training	\$0	0%
Vic Brch	\$158,333	47%
Raffle	\$70,000	21%
Heritage	\$10,000	3%
Property	\$0	0%
Gilwell	\$0	0%
Grp S/up	\$30,000	9%
Pr/mark	\$45,000	14%
Region	\$20,000	6%
Pres	\$0	0%
Ypr	\$0	0%
Total	\$333,333	100%



**Total Grants to Date**

Category	Amount	Percentage
Training	\$1,868,963	24%
Vic Brch	\$415,333	5%
Raffle	\$952,634	12%
Heritage	\$206,013	3%
Property	\$2,390,524	31%
Gilwell	\$200,000	3%
Grp S/up	\$343,828	4%
Pr/mark	\$647,035	8%
Region	\$428,200	6%
Pres	\$32,849	0%
Ypr	\$243,532	3%
Total	\$7,728,911	100%

of the Monster Raffle which in turn earns Groups that take part, over \$500,000 in total.

Since starting in 1985, \$16,763,611 has been raised from which \$7,728,911 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

### Rob Brain

#### Australian Scout Fellowship (Victoria) Chairman

In the latest 12 months the ASF members in Victoria have done the very best they can to give back to the Scouting youth of Victoria, for the benefit of the youth, and also managed to keep in touch with each other – as much as Covid-19 restrictions have allowed.

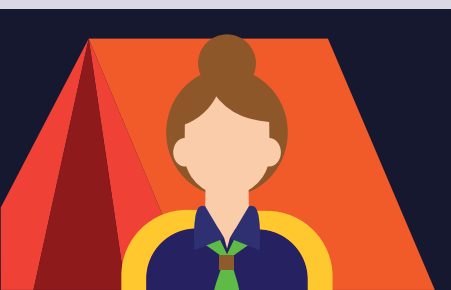
We have welcomed some new blood onto our state management team, and are progressing well with reinvigorating the ASF, and building on the communications channels.

The inaugural ASF State Gathering in September 2019 was very successful – putting ASF members in touch with each other, and in touch with the existing ASF divisions.

Many members stay in touch so they can both participate in, and help out at, events like Cuboree and Jamboree, and perform vital maintenance works at numerous Scout campsites (eg. Gilwell, Clifford Park, Eumeralla, Rowallan, Tree Tops, etc.). The feedback from the campsite rangers is always very positive.

The most active divisions continue to be the: Scout Heritage, Treetops campsite, Clifford Park and Gilwell Heritage – typically meeting weekly on a weekday. Many Fellowship members are also very active in special groups, including: Gang Show and various Scout Showtime performances. And not forgetting the District and Region-based groups: Whitehorse, Geelong, Knox and more.

In the year ahead the ASF is looking to further build the links between members, enable more ASF divisions, liaise further with Scout campsites to assist with a variety of maintenance activities and generally get back to "normal".







Alicia - Norlane West



1st Greenhills



5th Brunswick



1st Caroline Springs

# Scouting at Home

Congratulations to all of our Groups for striving though this difficult time and bringing Scouting into their homes. It shows the importance of Scouting for our youth, adults and local communities.



Aarna - 1st Dooreen



Nethsara - 1st Oak Park



1st Kew



Taavi - 5th Brunswick



Tyler - 1st West Waverley



James - Yet Kieu



Amelie - 1st Maroondah



Alyna - 2nd Glen Waverley

Lucas - 1st Wallan Wallan



1st Bentleigh



1st Lake Boga



2nd Springvale



1st Bacchus Marsh



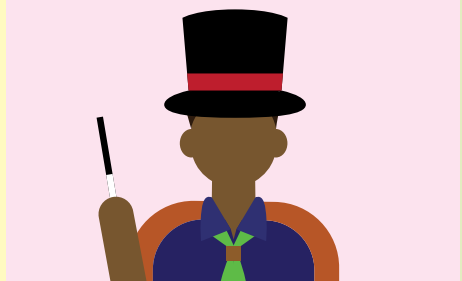
Baden-Powell Park

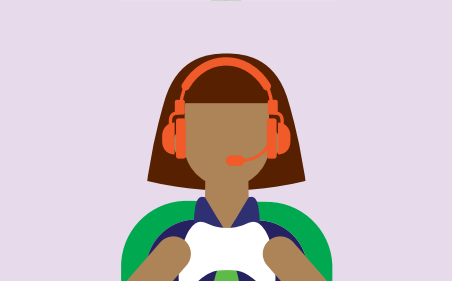
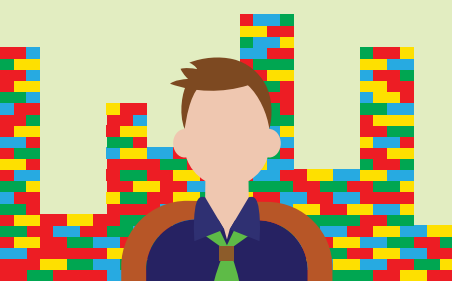
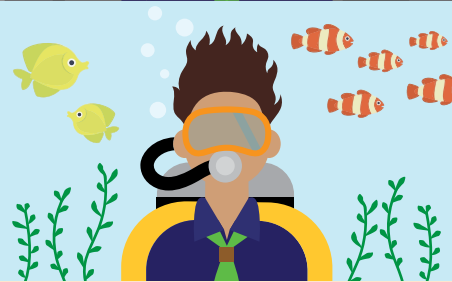


Ayden - 1st Wheelers Hill



1st Emerald





# 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 – Rodney Byrnes

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)

Chris Young (Deputy Chairman)

Alex Forrest, Melinda Mears, Stella Pruscino, Richard Simpson;

### Ex-officio members

David Crundall (Honorary Treasurer)

Rodney Byrnes (Chief Commissioner)

Daniella Taglieri (Deputy Chief Commissioner)

Michael Thomas (Assistant Chief Commissioner)

Morris Orchard (State Commissioner – AT&D)

Neil Comrie AO APM (President)

Neil Westaway AO; Margaret Tremewen OAM (Vice Presidents)

## Victorian Commissioner Team

Chief Commissioner – Rodney Byrnes

Deputy Chief Commissioner – Daniella Taglieri

Immediate Past Chief Commissioner – Brendan Watson OAM

## Assistant Chief Commissioners

Alan Harding

Mathew McKernan

Jason O'Donnell

Lisa Picking

Diana Swift

Michael Thomas

## Region Commissioners

Bays – Frank Moore

Gippsland – Phoebe Hicks (acting)

Geelong – LIC Wayne Gunn OAM

Lerderberg – LIC Wayne Gunn OAM

Loddon Mallee – LIC Dan Cliff

Melbourne – Roy Kaplan

Mt Dandenong – Brett Cole

Northern – Darren Leckie

Plenty Valley – LIC Damion Toes

West Coast – Robert Rowe

Western – Ian Lock

## State Commissioners

Joey Scouts – Judy Niven

Cub Scouts – Elizabeth Thomson

Scouts – Matthew Enger

Venturer Scouts – Duncan McColl

Rover Support – Peter Wotherspoon

Campsites – Peter Rutley OAM

Diversity & Inclusion – David Lyons JP

Gillwell Park – Russell Bradd

Gang Show – Rob Motton

Group Support – Peter Marriott AM

International – Leah Gibson

Major Projects – Daniel Voet

New Program Implementation – John Kerr

Performing Arts – Douglas Wright

Personnel Support – Craig Whan

Quartermaster – Trevor Howlett

Scout Heritage – Aline Thompson OAM

Special Duties – Lord Baden-Powell of Gilwell

Adult Training & Development – Morris Orchard

Region Support – Wayne Gunn OAM

Risk & Safety – Simon Casey

Environment – Laurence Williams

VET – Molly Venables JP

YPR Adventurous Campsite Activities – Claire Edmanson

Personnel Support – Paul Byrnes

OAS Leader Support – Narelle Lowdell

STEM – Sarah Thom-Tydell

Finance & Business – Jon Willis OAM

Communications – Jesse Carter

Adventurous Activities – Lachlan Shield

## Assistant State Commissioners

Joey Scouts – Vicki Sykes

Cub Scouts – Nicole Coffey

Scouts – Ian Lancaster & Joan Dillon OAM

Venturer Scouts – Gary Steinhardt

Rovers – Regi Caesar & Stephen Carter

Adult Training & Development – Karl Herring & Jody Freeman

OAS – Jenna Denley

## Staff

Executive Manager – Jon McGregor

PA & Secretariat – Kathleen Solomons

Manager, People & Culture – Georgina Storey

Child Protection Case Manager – Alyse Wilson

Risk & Safety Officer – Vacant

Finance Manager – Leanne Sheehan

Finance Team – Edwin Tang, Maria Koutelas

Facilities Manager – Barry McLennan  
Facilities Team – Peter Jankulovski, Gwen Idanan  
Campsites – Russell Bradd, Fiona Hocking, Greg Weiner  
Development (Strategic Growth) – Vacant  
Training Manager – Rosemary Redgrave  
Training & Membership Team – Michael Wong, Leanne Quinn; Lea Gray; Barbara Allford, Owyne Zobel  
Marketing & Communications and Fundraising Manager – Michelle Strachan  
Marketing & Fundraising Team – Freya Docherty, Narelle Bray  
IT Manager – Nicolas Tao  
IT Team – Phung Tran, Gohilahdhevi Murugan, Steven Chiu, Tien Nguyen, Arjit Agrawal

## **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 – Rodney Byrnes

Deputy Chief Commissioner – Daniella Taglieri

Assistant Chief Commissioners

Alan Harding

Mathew McKernan

Jason O'Donnell

Lisa Picking

Diana Swift

Michael Thomas

State Commissioners – 27

Assistant State Commissioners - 12

Region Commissioners – 8

Section Commissioners - Regions – 35

District Commissioners – 38

### **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**

Jin McGregor

**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)**

David Abell

Adam Bandt MP

Luke Cornelius APM

Kingsley Davis OAM

John de Wijn AM, QC

Alex Forrest

Richard Hamer

Natalie Hutchins MP

Greg Landgren

Neville Lee OAM

Melinda Mears

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 (dec)

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 OAM, PSM

Margaret Tremewen OAM

James Gobbo AC

David Jefferson OAM

Elizabeth Golec OAM

Lord Baden-Powell of Gilwell

Lillian Beard OAM

James Cameron OAM

Francis Waterton



# 1800 SCOUTS

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

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

Thank you to everyone who submitted photos throughout the year.

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