



# STRONGER TOGETHER



2019-2020  
ANNUAL REVIEW





## 100 YEARS OF THE WOOD BADGE GILWELL REUNION EVENT

7 Sep 2019

## AUSTRALIAN SCOUT MEDALLION AWARDS PRESENTATION

15 Sep 2019

## SCOUTZONE AT THE SYDNEY CARAVAN CAMPING LIFESTYLE EXPO

20-22 Sep 2019

## TOP SECRET AGOONOREE

27-30 Sep 2019

## SCOUT OF THE YEAR AWARDS PRESENTATION

28 Sep 2019

## CUB SCOUTS OUT AND ABOUT MONTH

November 2019

## JOEY SCOUTS OUT EXPLORING

November 2019



## AUSTRALIAN SCOUT MEDALLION AWARDS PRESENTATION

14 Apr 2019

## DRAGON SKIN

19-22 Apr 2019

## QUEEN'S SCOUT AND BADEN - POWELL SCOUT AWARDS PRESENTATION

27 Apr 2019



## WORLD SCOUT JAMBOREE

22 Jul 2019

## ROVER SCOUTS BALL

6 Jul 2019



## SCOUTS IN ACTION MONTH

August 2019

## WORLD SCOUT DAY

1 Aug 2019

## STATE RALLY

2-4 Aug 2019

## QUEEN'S SCOUT AND BADEN - POWELL SCOUT AWARDS PRESENTATION

10 Aug 2019

## 62<sup>ND</sup> WORLD SCOUT JOTA 23<sup>RD</sup> JOTI

19-20 Oct 2019

## FOUNDER'S DAY

22 Feb 2020



## SYDNEY MARDI GRAS

29 Feb 2020

APR

MAY

JUL

AUG

SEP

OCT

NOV

FEB

## THE SCOUT PROMISE

On my honour,  
I promise to do my best,  
To be true to my spiritual beliefs,  
To contribute to my community  
And to our world,  
To help other people,  
And to live by the Scout Law.

OR

On my honour,  
I promise that I will do my best,  
To do my duty to my God,  
And to the Queen of Australia,  
To help other people,  
And to live by the Scout Law.

## THE SCOUT LAW

### BE RESPECTFUL

Be friendly and considerate  
Care for others and the environment

### DO WHAT IS RIGHT

Be trustworthy, honest and fair  
Use resources wisely

### BELIEVE IN MYSELF

Learn from my experiences  
Face challenges with courage

## SCOUT NSW VISION

Through fun and friendship, Scouts will  
inspire and create resilient young people  
and adults, by developing skills for life  
and contributing to our community.

## SCOUT NSW MISSION

Scouting develops and empowers youth  
by gaining life skills and a value system,  
based on the Scout Promise and Law,  
building a better world and playing a  
constructive role in society



# 2019 2020



**CLEAN UP AUSTRALIA DAY**  
1 Mar 2020

**MAR**

**APR**



**SCOUTING@HOME  
LAUNCH**  
2 Apr 2020

**SPECIAL EDITION  
JOTI**  
3-5 Apr 2020



**VIRTUAL DRAGON  
SKIN 2020**  
10-13 Apr 2020

**CAMP@HOME  
ANZAC 2020  
EXPERIENCE**  
24-25 Apr 2020

## NOTICE OF ANNUAL GENERAL MEETING

The Annual General Meeting will convene online via Microsoft Teams on Saturday 1 August 2020. The presentation of the Annual Review and the announcement of office bearers will take place at this Annual General Meeting of the Branch Council.

# STRONGER TOGETHER

## TABLE OF CONTENTS

<b>04</b>	Chief Commissioner's Message	<b>20</b>	Highlights
<b>06</b>	Chief Commissioner's Emergency Relief Fund	<b>24</b>	Financial Report
<b>07</b>	COVID-19 Response	<b>26</b>	Activity Centres
<b>08</b>	Chair's Message	<b>28</b>	Awards in Scouting
<b>10</b>	CEO's Message	<b>29</b>	Australian Honours
<b>12</b>	Strategic Plan	<b>30</b>	People in Scouting
<b>13</b>	Scarf Up for Scouting	<b>31</b>	Chief Commissioner's Team
<b>14</b>	Youth Awards	<b>32</b>	Thanks and Acknowledgements
<b>15</b>	Scout of the Year	<b>33</b>	Called to Higher Service
<b>16</b>	Major Events	<b>34</b>	Membership Snapshot
<b>18</b>	Scouting@Home		



# Chief Commissioner's Message: Stronger Together

Scouts has a proud and enduring history. I am confident the future will be bright for our Movement, for our adult volunteers and, most importantly, for our young people.

This year, the Scouting spirit has thrived, thanks to the extraordinary efforts of thousands of volunteers across NSW. Their courage, pragmatism, tenacity and kindness has been nothing short of heroic.

As a philanthropic organisation, we understand the value of working together, adapting and supporting each other whenever we face a challenge.

This past year has delivered many galvanising moments. Families, friends, events, activity bases and Scout halls across NSW were all directly impacted by drought, bushfires and COVID-19.

But throughout, we have stayed stronger together.

Our volunteer base contributes over 1.5 million volunteer hours per year, adding \$65.5 million to the NSW economy. A vibrant, growing and sustainable volunteer environment is fundamental not only to the economy, but also to community building and connection.

More than 418 communities in New South Wales host Scout Groups, supporting more than 18,000 young people and adults. Almost 40 per cent

of our members live in rural and regional areas of NSW, and close to half of our Scout Groups operate in these areas.

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Scouting is a unique youth organisation, with a creative program, recognised industry qualifications, strong child safety protocols, and a focus on letting young people take the lead. This year, even more than any other in recent history, we've taken steps to enable young people to stay connected to skills and ideas that are proven to deliver enhanced self-confidence, resilience and mental health.

The door to Scouting is open to any young person or adult, whatever their background, experience or beliefs. Building communities, embracing those who feel isolated or different, making everyone feel valued and supported – that's what we stand for. And our commitment to the Scout Promise and Law is what binds us.

Our Youth Program continued its adoption across the State, actively

empowering young people to decide, design and determine the shape and future of their journey at Scouts. It builds on the long legacy of Scouts contributing to local societies, while acknowledging the heightened interest in global causes by today's young people.

This year, our young members designed and created the inaugural Scout of the Year awards, aligned to the United Nations' Sustainable Development Goals (SDGs). The global initiative, Scouts for SDGs, is our blueprint to creating a better future.

They also contributed to our Scouting@Home program, designed to enable youth members around the State stay connected to online adventures while at home. Scouts may be renowned for outstanding events, such as the quadrennial World Scout Jamboree in the US - believed to have been the largest single event in Scouting history - but we are also adaptable and inventive. Moving online during the global pandemic demonstrated that we are relevant, contemporary and exciting for today's youth.

With support from the Chief Scout of NSW, the Parliamentary Friends of Scouting, and funding from a few generous individuals, we've been able to deliver on the Scouting value in this very difficult year.





We have an outstanding team of State Commissioners, Region Commissioners, professional staff, Board Directors and Supporters, and I am indebted to their careful, considered and calm approach, despite the uncertainty we have faced.

Our volunteers are undoubtedly role models for the youth in our community. Through their actions, they are helping young people to not only cope, but thrive.

I am proud of the positive impact our organisation continues to make on people's lives. We are helping nurture the leaders of our future.

Together, we will always be stronger.

Neville Tomkins, OAM JP  
Chief Commissioner  
Scouts NSW







# Chief Commissioner's Emergency Relief Fund

2020 began with an unprecedented national crisis, as bushfires devastated large areas of NSW, leaving events and activities cancelled and directly affecting members of our Scouting family.



As an organisation committed to the environment, we felt for the loss of wildlife, vegetation and habitats. As empathetic Scouters, we understood the mental tenacity needed to support those facing immediate crisis. And as volunteers, we called on a natural instinct to find ways to help.

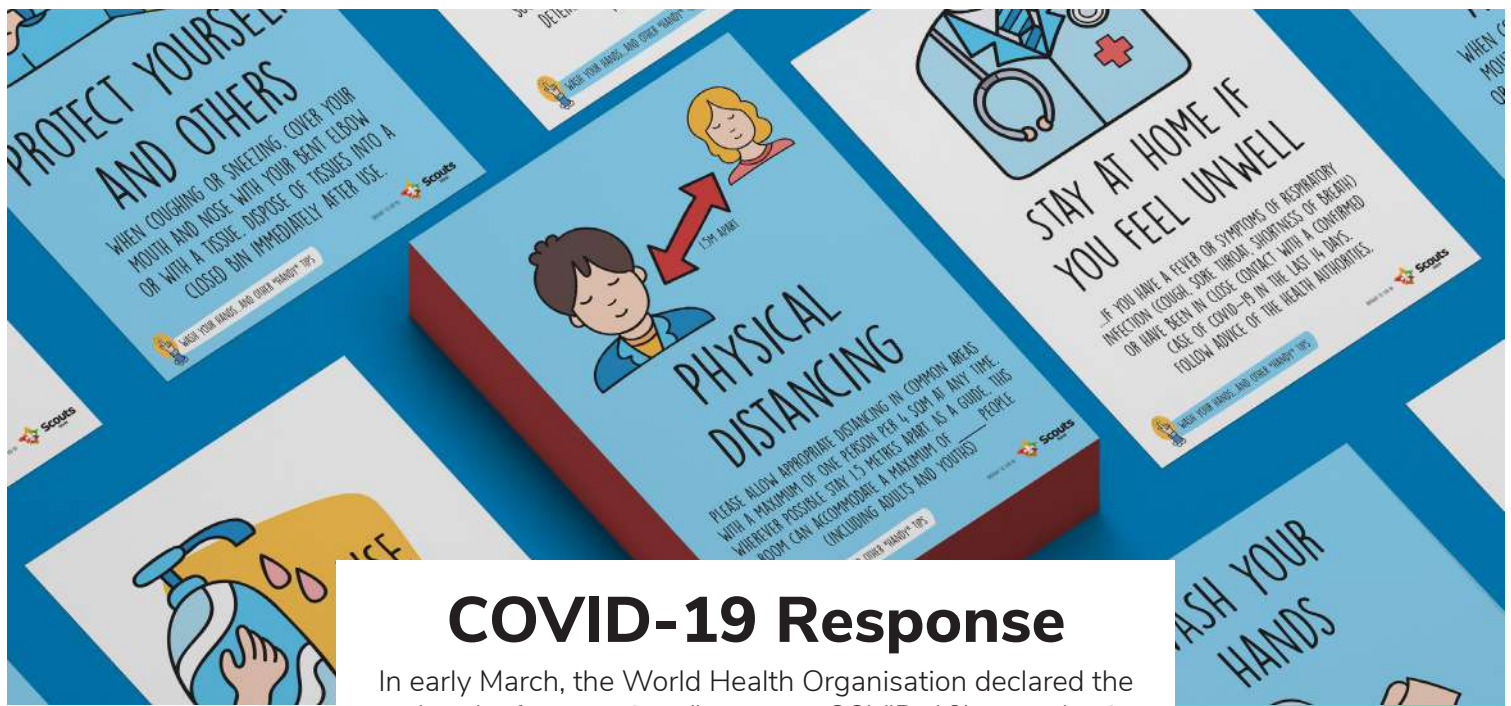
On the ground, we offered our Scout Halls as evacuation centres; our campsites as coordination points for the Rural Fire Service; and our Alpine Activity Centre to support those evacuating the Snowy Mountains Region. As a community, we launched the Chief Commissioner's Emergency Relief

Campaign to assist Scouting families impacted by the bushfires and drought. We established a dedicated webpage and email address to provide information and practical suggestions for individuals looking to give support. We also launched a special collector's item badge designed by our Rover Scouts to make a direct, meaningful impact to those who had lost everything.

A fundraising auction was held during our February Chief Commissioner's Council weekend, with every dollar raised going to assist bushfire and drought affected families. Among the items auctioned were handmade quilts donated by quilters

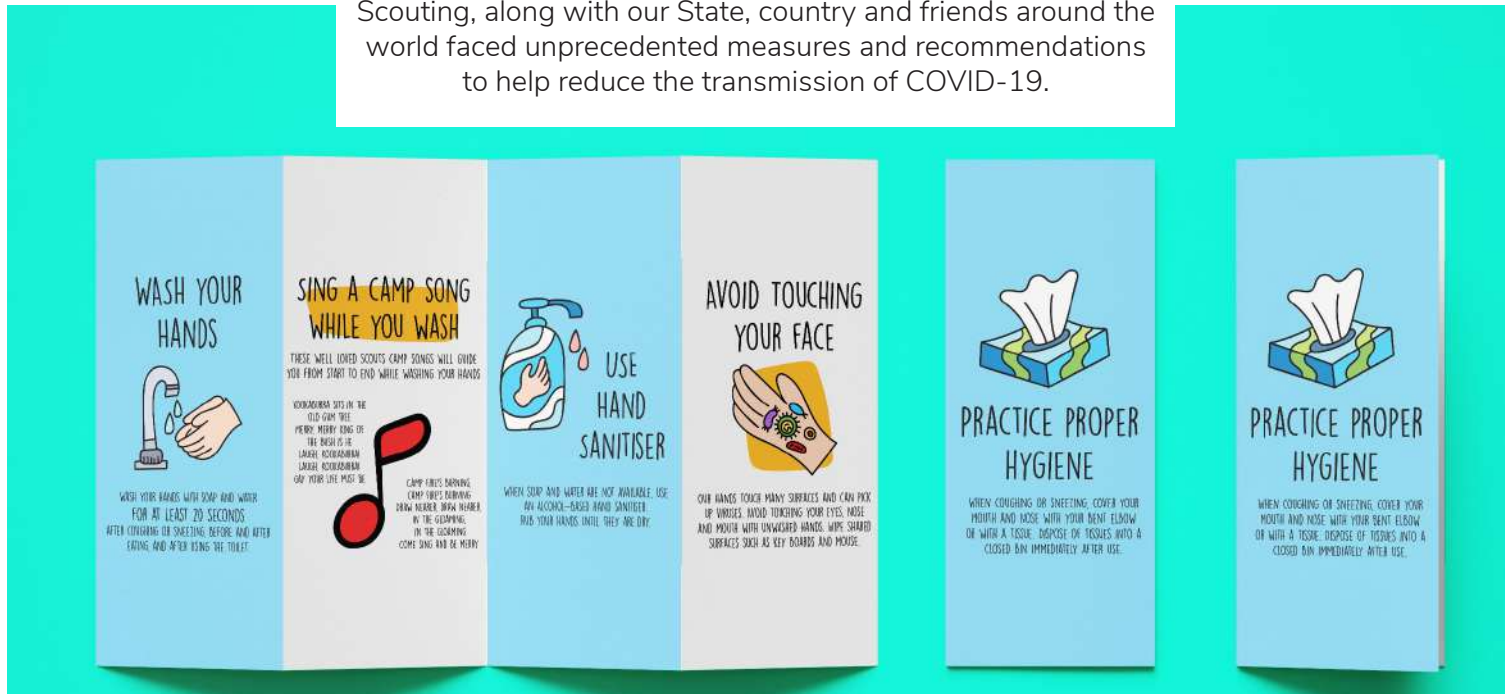
across NSW, Australia and abroad, many of which were also presented as 'gifts of love' to Scouting families and members of their communities who were impacted by the natural disasters.

The courage and generosity and seen across our membership was awe-inspiring, and the outpouring of support, offers of help and messages of concern received from our Scouting friends from around the world was overwhelming. While this time of adversity was challenging for many, it reminded us of the power of community and the positive impact we can make as we stand stronger together.



## COVID-19 Response

In early March, the World Health Organisation declared the outbreak of coronavirus (known as COVID-19) a pandemic. Scouting, along with our State, country and friends around the world faced unprecedented measures and recommendations to help reduce the transmission of COVID-19.



Scouting is founded on face-to-face engagement. The restrictions around physical distancing brought about by COVID-19 challenged us to draw on our creativity, resilience and collective strengths to harness different and new ways of approaching the “new normal”.

Scouts NSW adopted a strong, measured approach to safeguard the health and wellbeing of our members.

For the first time in recent history, Scouts NSW suspended all face-to-face Scouting gatherings and activities, offering alternative platforms and program suggestions to enable Groups to continue Scouting, albeit from home.

We assembled a dedicated task force of individuals with deep experience in health issues to monitor COVID-19 developments and oversee a calm, considered and rational approach to the pandemic in the Scouting context. The task force delivered ongoing counsel in areas such as Group meetings, Hall usage, camps and outdoor activities, based on the advice provided by the Federal Government and NSW Health and guided by our priority to protect the health and safety of all our members.

Timely communications to our Leaders and families played a critical role in our response. At the centre of all communications regarding COVID-19

was our Scouting Guide to Coronavirus webpage, providing up-to-date advice, resources and guidelines to our members and families, including specific advice on how to manage Scout-specific activities during the continually evolving situation. Updates on our approach to the COVID-19 pandemic and details of relief and support available to Groups and Scouting families were issued through all available channels including the Leader News, social media and our Region Commissioners.

Our multifaceted response to COVID-19 was well regarded, showing that at a difficult time, a little planning and positive spirit makes a big difference





# Chair's Message: Our Strategic Agenda

Our Board of Directors plays an active role in governance, strategic oversight and the performance of Scouts NSW.

## **Our Strategic Plan**

2019-2020 was an important period for Scouts NSW as we began our journey through our newly defined Strategic Plan, the roadmap for delivering our services to our membership and enabling them to deliver the promise they offer to young people and their families through our program.

The first year of implementation has been critical in setting the foundation for future implementation, with valuable progress made in the areas of child safety, property, marketing, and digital systems. Appropriate mechanisms are in place to ensure this significant and important work is well governed and continues to deliver outcomes for Scouting in Year 2.

## **Progress on the Property Strategy**

The final Property Strategy paper for the 2019-2029 period was approved by the Board in April 2019, highlighting the seven strategic directives of the whole-of-state Property Strategy, and the 45 projects in its overall program implementation. Several key deliverables progressed during the last 12 months include an analysis of properties which hold strategic value to the organisation, the examination of a property risk, inspection, and assessment process and the engagement of a commercial

manager to develop and expand the offerings of the three state centres.

## **Commitment to Child Safety**

The safety of our youth members remains an unequivocal priority for the Board. Our work towards creating a child safe environment has been key to maintaining and improving the strong foundations and standard of care we provide for our youth.

In 2019-2020 we successfully completed our Phase I project in response to our commitment to meeting the recommendations of the Royal Commission and continue to progress our Phase II Policy Implementation Project (PIP) including a state-wide education campaign dedicated to empowering our membership in this important area. We recruited and trained over 100 Youth Safe Advocates across the State, and saw our Youth Safe Advocates scheme identified by the Office of the Children's Guardian as a best practice approach in implementing the Child Safe Standards.

Scouts NSW continues to set a benchmark for child safety in the community. It has been enlightening to collaborate with other sporting and youth organisations across the State who recognise the high standards we place in safeguarding our youth.

## **Impacts of Bushfires and COVID-19**

The last quarter of the 2019-2020

Financial Year presented significant challenges for Scouts NSW, as our organisation came to terms with the devastating impact of the widespread bushfires resulting in the cancellation of the 7th Cuboree and the COVID-19 pandemic on the lives and livelihoods of many in our community. Despite measures taken to address the economic impacts of these crises, we cannot shy away from the reality that our financial position has been adversely impacted.

The Board, in partnership with the Chief Commissioner and the Senior Leadership Team, completed a wide-ranging analysis of our operating model in response to this unprecedented challenge and took steps to mitigate the immediate financial impacts of COVID-19. Significant cost reductions were achieved through a hiring freeze and cuts to all operating budgets. In addition, the difficult decision was made to reduce the working hours of all professional staff employed at the State and Region Offices, and apply for the Federal Government's JobKeeper allowance in order to retain our professional staff and continue delivering essential services to members.

Work will continue over the coming months to address the lingering effects of the bushfires and the ongoing effects of COVID-19 on the organisation's short and medium term financial sustainability. The Board is firmly committed to responding to the headwinds we





face with confidence, but not with complacency. The Board's number one priority is to achieve a financially sustainable foundation for Scouts NSW.

### Acknowledgement

On behalf of the Board, I would like to thank our Chief Commissioner and his State Leadership Team for their enormous commitment to Scouting in NSW, and the time, effort and passion they put into supporting our young people. I also wish to acknowledge the significant contribution and leadership of our Chief Executive Officer, Jane Siebum.



To the thousands of Leaders who continue to inspire our young people and delivered the Scout program even during these months of physical distancing, thank you.

To the staff at our State and Region Offices and Activity Centres, many who also volunteer in other Scouting roles, my heartfelt thanks.

Finally, to my fellow Directors on the Board and its supporting Committees, I warmly thank you for your guidance, hard work and support, as well as the time you have given to Scouting over the past 12 months.

Kerry McGoldrick  
Chair  
Scouts NSW Board of Directors





# CEO's Message: Our Services

This year's Annual Review carries the theme 'Stronger Together', and I can proudly attribute our successes over the past year to a truly collaborative effort drawing together the strengths and expertise of many individuals across our organisation.

## **Providing Services to our Scouting community**

We remain committed to supporting Scouting across New South Wales, delivering services that are relevant and responsive to the current needs of our members, who are at the core of everything we do.

I want to acknowledge the tremendous manner in which our State and Region employees responded to the many challenges presented as result of the COVID-19 pandemic. I am very proud of the way the team adapted to a remote work environment. They did so quickly and proficiently while maintaining services to our members.

2019-2020 provided limitless opportunities for our team to provide expert advice and leadership in a number of service areas. Our Child Protection Team made significant strides in the areas of policy and framework, working in collaboration with our senior volunteers to develop the resources and foundations for a strong child safe culture.

In the area of Risk, we launched a new Work Health and Safety incident report system and provided risk management advice for our Activity Centres, Campsites and Groups amidst the devastating bushfires, and more recently, the COVID-19 pandemic.

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## **We remain committed to supporting Scouting across New South Wales, delivering services that are relevant and responsive to the current needs of our members**

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In October 2019, we introduced a new process to streamline member on-boarding, fully integrating our membership forms into ScoutLink to minimise administration and to expedite the process for members to begin their Scouting journey.

We commenced the roll out of Office 365 to all adult members to improve communications and support the day-to-day business and operations of Scouting at the local level.

Significant milestones were also achieved in the area of marketing as we continued to spread the Scouting message across the State. We introduced [joinscouts.com.au](https://joinscouts.com.au), delivered a branded interactive experience to

over 500 families at Sydney Caravan Camping Lifestyle Expo, and placed advertisements on radio stations and cinemas across the State, as well as on social media, reaching a combined audience in the excess of 470,000 people.

## **Building foundations for the future**

Over the past year, we began laying the commercial foundations to support the long-term sustainability of Scouts NSW. In December 2019, we welcomed a new Commercial Manager to provide strategic and operational planning and leadership for our three major State Activity Centres - Cataract Scout Park, Baden-Powell Scout Centre and the Alpine Activity Centre.

Significant progress has been made in building capacity and utilisation of our Activity Centres. We invested in new systems and explored opportunities to upgrade our facilities to ensure they are fit for purpose, now and into the future. We also began work on a new strategy to position our Activity Centres as a network of venues open for business both within and external to our Scouting community.

This year we made inroads into new commercial initiatives, working with The Scot's College in January 2020 to offer Cataract Scout Park as a major event venue following the summer bushfires. This ability to identify and capture opportunities to diversify our revenue





streams will be a key commercial focus for Scouts NSW over the next 12 months.

By planting the seeds to grow, we are placing the organisation in good stead for the future.

I would like to take this opportunity to thank the Chair and the Board of Directors, the Chief Commissioner and his State Leadership Team for their unwavering commitment to our members and tremendous support over the past year.

I extend my thanks also to our great team of professional staff at our State Office, Region Offices and Activity Centres. I am extraordinarily proud of our team, and the work we have done together to make a positive difference to our community.

Jane Siebum  
Chief Executive Officer  
Scouts NSW



### Over the past 12 months, we have:

- Resolved 10,168 service desk cases
- Processed 2,940 Police Checks
- Processed 2,408 Working with Children Checks
- Redeemed 9,849 Active Kids vouchers
- Coordinated 34 youth training courses
- Coordinated 451 adult training courses

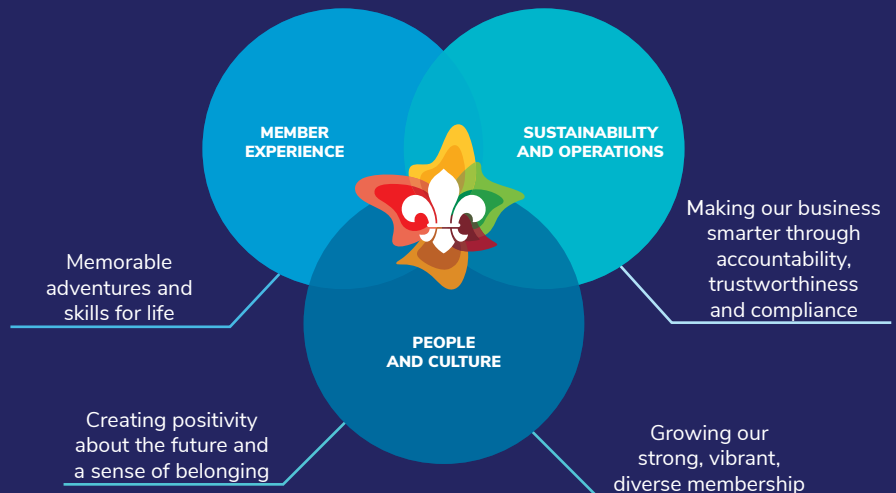
# Strategic Plan

In March 2019 the Scouts NSW Strategic Plan 2019-2022 was launched. It was a bold and ambitious plan to help us navigate to a bright future. The Plan gave us courage and we were ready to reimagine and rebuild Scouts.

Year 1 of the Strategic Plan was a year of change and some successful outcomes. There was an increase in communication about the Youth Program. We saw an increase in Leader recruitment through the LeaderBuild program. We lifted the awareness of a Scouting career through cinema and radio advertisements. More Youth Safe Advocates were trained and are available to help young people around NSW. Paper based forms became online forms, reducing time and effort for Group Leaders. State-wide contracts were signed with service providers giving Groups an opportunity to use discounts. Office 365 was launched meaning Groups and members could benefit from online tools to share information and to stay connected during the COVID-19 physical distancing and isolation. Virtual Scout Halls became the cool place to 'hang out' with your Scout friends, especially during isolation.

While there were some highs, the first year of the new Strategic Plan was not an uneventful journey. All Scouts know that you should always plan your hike for the slowest person. This is a principle we forgot in all the excitement of change and modernisation. What have we learnt from this? That it's easy to move ahead so fast that you forget to wait for those for whom change is difficult or where we've not taken the time to explain the change.

If there is a silver lining to the COVID-19 cloud, it's that the bizarre period of physical distancing has given us all an opportunity to take a 'virtual breath' and review what is critical to the success and health of our organisation. We are now focused clearly on growth and what is absolutely necessary to support Groups and sustain our organisational health.



## Member Experience

- Roll out of Office 365 E1 licenses
- Recruited over 100 Youth Safe Advocates across the State
- Launched "Once a Scout"
- Roll out Spontaneous Recognition templates online
- Commenced retention activity with 'Why I Lead' campaign

## People and Culture

- Roll out of the online WHS System
- Rollout fully integrated online Scouts membership forms for Youth and Adults
- Roll out LeaderBuild program
- Launched joinscouts.com.au
- Pulse surveys
- Radio advertising
- Annual member experience survey
- Launched of Scouts NSW LinkedIn presence
- Cinema advertising
- Hired two Region Development Officers (RDOs)
- Promoted Scouts at the Caravan and Camping Lifestyle Expo
- Advertised "Join Scouts" on 23 buses in regional NSW

## Sustainability and Operations

- Completed the Property Strategy 2019 - 2029
- Developed and implemented Notifiable Data Breach Policies and Procedures
- Delivered a New Project Management Methodology
- Completed a review of the Membership Fee
- Increased our grants and sponsorships revenue
- Developed a Member Value Proposition





# Scarf Up for Scouting

In August 2019, State Members of Parliament and youth and adult representatives of Scouting gathered at NSW Parliament House for Scarf Up for Scouting 2019.

Over 60 Members of Parliament from both the Upper and Lower Houses were presented with their own NSW Scout scarves to demonstrate their support of Scouting in NSW and commitment to serving the communities in which Scouting operates.

The event was followed by the launch of the NSW Parliamentary Friends of Scouting, which provides an opportunity for Members of Parliament to connect closely with Scouting and discuss ways to support Scouting both at a State level and within their own communities.





# Youth Awards

## Australian Scout Medallion

Luna Park | 15 Sep 2019

Scouts NSW Chief Commissioner Neville Tomkins OAM JP presented 47 Scouts with their Australian Scout Medallions at the 30th Australian Scout Medallion Ceremony.

The 31st Australian Scout Medallion Ceremony scheduled to take place in April 2020 was cancelled due to COVID-19 restrictions.

## Queen's Scout Award and Baden-Powell Scout Award

NSW Government House | 10 Aug 2019

Her Excellency the Honourable Margaret Beazley AO QC and Chief Scout of New South Wales hosted the 136th Queen's Scout Awards and 132nd Baden-Powell Scout Awards Ceremony. Her Excellency presented 36 Queen's Scout Awards and 3 Baden-Powell Scout Awards at the ceremony.

The 137th Queen's Scout Awards and 133rd Baden-Powell Scout Awards Ceremony scheduled to take place in April 2020 was cancelled due to COVID-19 restrictions.







# SCOUT Y of the Year




## Scout of the Year

The Scout of the Year awards were designed and initiated by the Scouts NSW State Youth Council as a celebration of youth members within Scouting, formally recognising those who go above and beyond to make a difference in their community.

The awards highlight the exceptional contribution of youth members across the State in creating a brighter future through the United Nations' Sustainable Development Goals.

The inaugural Scout of the Year awards ceremony was held at Baden-Powell Scout Centre in September 2019. Congratulations to the following youth members who were named Scout of the Year for their Sections!

**SUSTAINABLE  
DEVELOPMENT  
GOALS**

 <b>Cub Scout of the Year</b>	Megan Visser
 <b>Scout of the Year</b>	Jacinta Gomez
 <b>Venturer Scout of the Year</b>	Aimee Savva
 <b>Rover Scout of the Year</b>	Jack Millet



# Major Events

Participation and attendance at major events is central to the Scouting experience. From Joey Scouts through to Rover Scouts, major events are where our members make the best memories, forge friendships and learn skills for life.



## World Scout Jamboree 2019

West Virginia, USA | 22 Jul – 2 Aug 2019

233 Scouts from across New South Wales embarked on a once in a lifetime trip to the USA as part of the Australian contingent for the World Scout Jamboree. The event was considered the single largest event in Scouting history, with 47,000 Scouts from 170 countries around the world participating in 12 days of new adventures, learning new cultures, and forging new friendships.







### TOP-PLACED PATROLS

1 <sup>st</sup>	<b>Shrek</b> 1st Turrumurra, Sydney North Region
2 <sup>nd</sup>	<b>Shrek the Patrol</b> 1st Turrumurra, Sydney North Region
3 <sup>rd</sup>	<b>The Big Kids</b> 1st Turrumurra, Sydney North Region

## State Rally

Cataract Scout Park | 2-4 Aug 2019

1,358 Scouts and 508 Venturers, Rovers, Leaders and Supporters gathered at Cataract Scout Park for State Rally 2019. The theme 'Think Outside the Box' explored activities inspired by Scout Centres around the world including Gilwell Park, Kandersteg and Summit Bechtel.



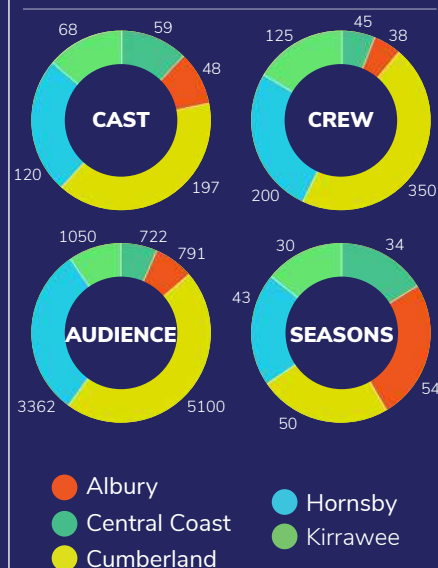
## Gang Show Season

Multiple Locations | Jun - Aug 2019

Gang Show is an energetic and creative experience for the hundreds of youth and adult members of Scouts who perform on stage and the more than 10,000 audience members who enjoy the performances. Five Gang Shows were presented in 2019, merging original compositions, newly designed costumes, fresh choreography and side-splitting comedy to take audiences on a journey of adventure.



### GANG SHOW NUMBERS



### Albury

Lights, Camera, Next!

13-14 Jun 2019

### Central Coast

Variety Show

18-20 Jul 2019

### Cumberland

50 Years Together

12-20 Jul 2019

### Hornsby

Tune In 201.9

5-13 Jul 2019

### Kirrawee

Diamonds

9-13 Jul 2019





# Scouting@Home



Not even physical isolation can stop Scouts from engaging in outdoor activities, skills development and exploring the world around them. With face-to-face gatherings suspended from mid-March 2020 due to COVID-19, Scouts NSW turned its attention to alternative methods of delivering Scouting.

In just a few short weeks, Scouts transitioned from delivering skills for life through face-to-face events and activities, to completely rethinking and reshaping how we deliver Scouting to ensure it continued to meet the needs of our youth amidst physical distancing restrictions.

In early April 2020, we launched Scouting@Home, an online platform to keep young people connected and engaged with Scouts from the comfort and safety of their own homes.

Scouting@Home brought the exploration and interactive learning of Scouts in a

one-stop-shop format. Virtual camps, weekly challenges, Special Interest Area activities, scientific experiments and other activities were offered, with participants encouraged to submit their Weekly Challenge activities to receive special edition Scouting@Home virtual badges and certificates.

Scouting@Home quickly became a means for members to continue their involvement with Scouting during COVID-19, with the Scouting@Home platform attracting over 47,000 page views over the April – June 2020 period, accounting for over 26% of our website traffic across the three months!



## Virtual Dragon Skin

At Home | 10-13 Apr 2020

With the physical event being cancelled due to COVID-19, Dragon Skin organisers hosted a virtual Dragon Skin for 250 Venturers, Rovers and Leaders to enjoy from home. Participants were encouraged to assemble their teams (virtually) to complete a series of online challenges based on general trivia, Dragon Skin history, arts and craft and problem solving. From a pre-event activity to design Australia's "next big thing", to stacking apples, facing the cookie and balancing eggs, each team uploaded their challenges onto the Dragon Skin Facebook page to earn their points.

## Virtual Scout Halls

Scout Groups across the state swapped face-to-face activities with virtual meetings, using Virtual Scout Halls and other online tools to continue their Scouting from home. From online investitures, home scavenger hunts and talent shows, Groups embraced the opportunity to learn new skills and showcase their creativity, ingenuity and resilience.

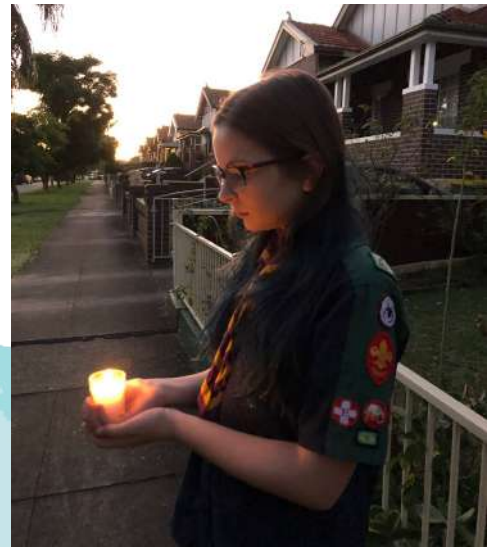
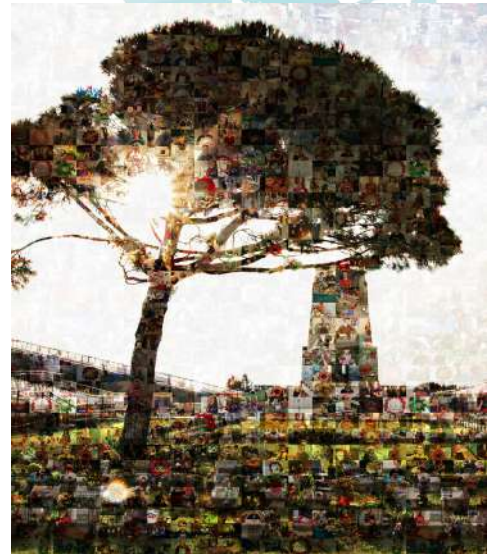
## Camp@Home 2020 ANZAC Experience

At Home | 24-25 Apr 2020

Each year Scout Groups across the State have proudly participated in local ANZAC Day ceremonies and parades. Restrictions around gatherings meant we were unable to do this in 2020. Instead, over 3,000 members from all Groups and Sections took part in Camp@Home ANZAC 2020 Experience.

The youth and adult members and their families set up their own ANZAC campsite at home, enjoyed camp activities and participated in the ANZAC Day "end of your driveway" vigil on the morning of 25 April. Youth members also completed challenges to earn the 2020 Their Service, Our Heritage badge and the Camp@Home ANZAC Experience 2020 badge.











# Highlights



## Governor of New South Wales invested as Chief Scout

Her Excellency the Honourable Margaret Beazley AO QC was invested as Chief Scout of New South Wales on 11 July 2019, following her appointment as the 39th Governor of New South Wales. The investiture took place at NSW Government House, and was attended by a number of youth and adults in Scouting.



## Neville Tomkins as Chief Commissioner

In April 2020, Neville Tomkins OAM JP was reappointed to the role of Chief Commissioner of Scouts NSW for a second three-year term. Since his initial appointment in 2016 as Chief Commissioner of Scouts NSW, Neville has been committed to fostering a positive culture in Scouting, and creating a stronger and safer future for our youth members.



## Turrumurra Rover traverses across the Himalayas

Ciara Smart from Turrumurra Rover Crew, joined by her brother Patrick, headed to Nepal in August 2019 to trek the Great Himalaya Trail. The pair traversed the country from West to East, embarking on a journey of 1,300 kilometres, crossing 15 passes and two peaks above 5,000 metres in altitude. Ciara and her brother were the youngest group ever to traverse so much of the Great Himalaya Trail, a journey made possible after five years of planning and through the support of the Tony Balthasar Achievement Award trustees.



## Rover Ball

Rover Scouts from across the State gathered in Wollongong in July for the 2019 Rover Scouts NSW Ball. Themed 24K Magic, the Ball gave Rover Scouts the opportunity to don their best formal attire and celebrate the achievements of the Section over the past year.



## Sydney Mardi Gras

Youth and adult members from across New South Wales proudly represented Scouts NSW in the 2020 Sydney Mardi Gras parade in February. The "What Matters" themed event focused on uniting the community and come together to share what matters to each of us.

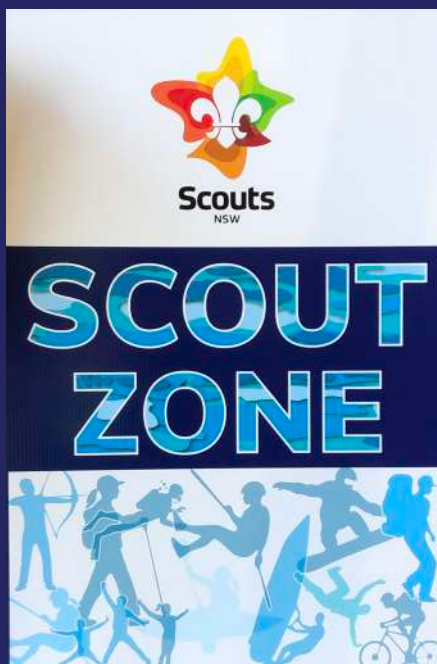


## National Plastics Summit

Cobalt from 1st Picnic Point and Reese from Cessnock City were selected to participate in the National Plastics Summit in Canberra in March. The Summit showcased new solutions to the plastic waste challenge. Cobalt and Reese heard from industry experts and created personal pledges to reduce their consumption of single-use plastics.

## Zoning in on Scouts at the Sydney Caravan Camping Lifestyle Expo

In September 2019, Scouts NSW delivered a three-day interactive branded experience, the Scout Zone, at the Sydney Caravan Camping Lifestyle Expo. The Scout Zone gave young people and families at the Expo a tangible experience of Scouting through participation in games and activities such as rock climbing, mini golf, standing games, arts and crafts. 568 families and over 1,100 children registered to participate in activities in the Scout Zone.



## Youth Safe Forums

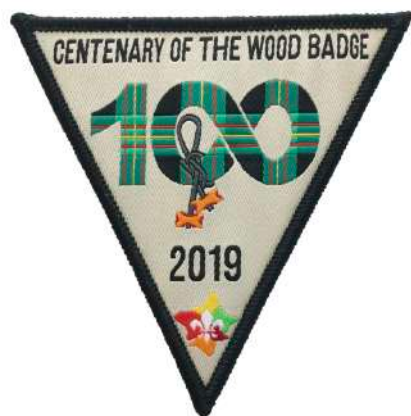
Throughout 2019-2020, Scouts NSW continued to be recognised by the wider community, including sporting and other youth organisations across the State, for the standards we place in safeguarding our youth.

On 21 August 2019, Neville Tomkins OAM JP was invited by the Australian Human Rights Commission to speak at the National Child Safeguarding Forum about child safe developments in Scouting. Joined by two Youth Safe Advocates and our Child Protection Team, the Chief Commissioner shared Scouts NSW's Child Safe Journey with participants from various sectors including sport and recreation, child and family services, education, faith groups, and health.

In September 2019, the Chief Commissioner was invited to address the Australian Government Department of Defence's Youth Safety Forum, speaking about the importance of creating and maintaining a child safe culture.

In February 2020, our Child Protection Team attended the launch of the National Children's Commissioner's Children's Rights Report. The report details the ways in which children's rights are protected and promoted across Australia and is indicative of Scouts NSW commitment to ensuring and protecting the rights of the child.





## Celebrating 100 Years of the Wood Badge

In 2019, Scouting celebrated 100 years of the implementation of the Wood Badge, the framework of Leader Training. This momentous milestone was celebrated at Bundilla Scout Camp in September, with all past and present holders of the Wood Badge invited to attend an afternoon tea event to learn more about the story and content of the first Wood Badge Course held in Gilwell Park in England.



## Youth Program rolls out across NSW

The new Youth Program has continued to roll out across NSW, with 207 Groups now implementing the Program, and the Riverina and The Golden West Regions both achieving full implementation. 20 upskill weekends took place in 2019-2020 to support Groups in their training and transition to the new Youth Program. Upskill sessions moved online in March due to COVID-19 and proved successful, with over 100 participants taking part in the first training session. Scouts NSW is on track to completing the statewide implementation of the new Youth Program by December 2021.



## 100 Youth Safe Advocates appointed

In October 2019, Scouts NSW met and surpassed its goal to appoint 100 Youth Safe Advocates! The milestone marked significant progress in the organisation's continued efforts to create a safe environment for all young people involved in Scouting.



## Health and Safety

Folio, a web based risk management software, was implemented in December 2019 to report injuries, illnesses and near misses. This system has generated new avenues for greater consultation, collaboration and continuous improvement with members in the area of Health and Safety.



## Young Leader Development Program

The Young Leader Development Program was relaunched in November 2019 with a fresh new look to encourage current Venturer Scouts and Rover Scouts to take part. 86 participants have signed up for the program since its inception in 2018, with 53 currently in progress and 33 having completed all requirements.



## Top Secret Agoonoree

At Bundilla Scout Camp, 27-30 September, the Top Secret Agoonoree offered a wide range of fun and challenging onsite bases for youth and adult members of Scouting with differing needs and abilities. The activities were based on the theme 'Top Secret', and included archery, cooking, crafts, games and puzzles. Participants also had the opportunity to channel their inner spies by scaling up a climbing wall.



# Treasurer's Report

The 2019-2020 Financial Year has been one of the most challenging for Scouts NSW with substantially lower revenues and a significant increase in expenses compared to the previous year.

For the 12-month period, Scouts NSW recorded an Operating Deficit of \$9,203,691. This is a considerable turnaround from the previous year in which the organisation reported an Operating Surplus of \$874,095.

Our financial results for the past five years have been driven by one-off transactions such as the sale of individual properties, surpluses from major events including Jamborees and Cuborees, and buoyant market conditions delivering positive returns in our Investment Portfolio.

In contrast, FY2019/20 has been characterised by the absence of surpluses from one-off transactions exacerbated by the impact of a sharp reversal in general economic conditions.

The period of intense bushfires that peaked during December and January led to the cancellation of Cuboree, the major event for the Scouts NSW year. The last quarter of the year was badly affected by the impact of the COVID-19 pandemic. This pandemic, whose full financial impact will not be felt until the next financial year, further eroded revenues in 2019/20 through the loss of membership income, the cancellation of all major events and a government mandated restriction in the use of activity centres.

Another consequence of the COVID-19 pandemic was a reduction in the value of investments held, representing a net unrealised loss on financial assets of \$3,535,514, and the large reduction in the value of land owned by Scouts NSW in the order of \$2,345,769. This is a significant item of note listed in the 2019/20 Financial Report.

Our operating expenses for FY2019/20 feature our foundational investment in

major organisational change, with the first year of implementation of our long-term Strategic Plan and the roll-out of the new Youth Program. In addition, the significant increase in administration expenses reflects our commitment to supporting survivors. .

Extensive work has been undertaken by the Board and the Senior Leadership Team in FY2019/20 to review our Operating Model and further action is required to address our growth ambition and our retention of members, as well as the better use of assets to meet our future needs.

You will find the details of our full financial position in the Financial Report for the year ended 31 March 2020. In the opinion of our independent auditors, the Financial Report is "unqualified".

I thank the management team, led by CEO Jane Siebum and COO Jay Mendoza, together with the many budget owners who have demonstrated considerable budget discipline over this most challenging of financial years. The budget situation is unlikely to improve in the short to medium term due in large part to the COVID-19 pandemic, so budget discipline will continue to be a priority for the organisation going forward.

I acknowledge the work of the State Finance Committee (SFC) and the Investment Committees for their skills and the expert and professional financial and investment advice to the Board of Directors.

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

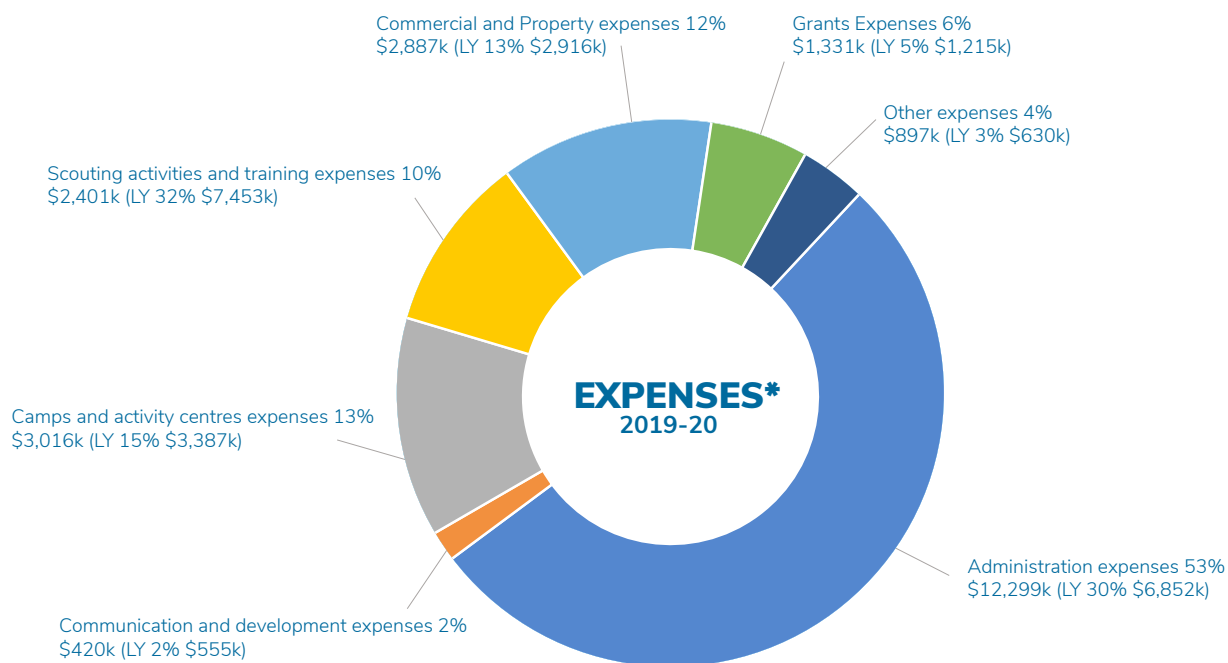
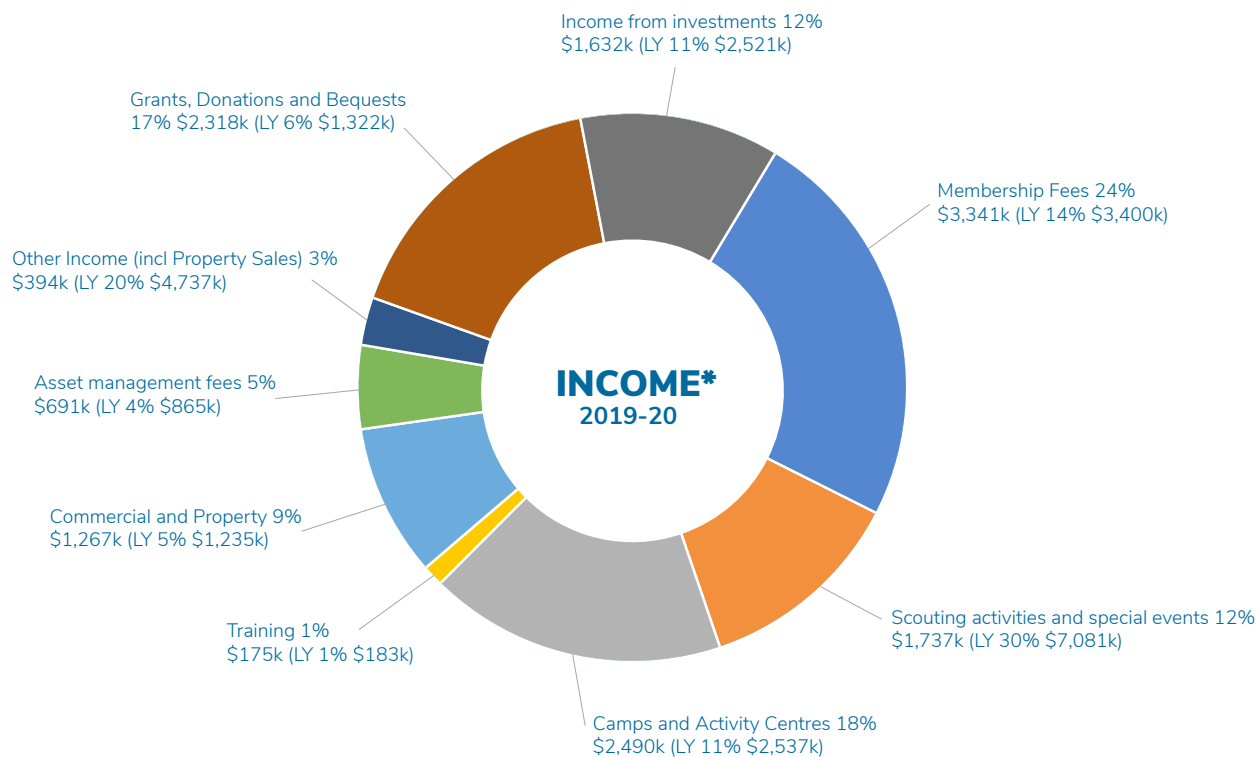
Matthew Phillips (Dr)  
Treasurer

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**Extensive work has been undertaken by the Board and the Senior Leadership Team in FY2019/20 to review our Operating Model and further action is required to address our growth ambition and our retention of members, as well as the better use of assets to meet our future needs.**

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SUMMARY	2019-2020	2018-2019
INCOME	14,046,908	23,883,090
EXPENSES	23,250,599	23,008,995
SURPLUS	(9,203,691)	874,095

\*(IN % AND \$'000) LY - LAST YEAR

# Activity Centres

The Scouts NSW Activity Centres continued to support Scouting throughout 2019-2020, offering a wide range of activities and programs for members and supporters across New South Wales. The past 12 months saw Scouts NSW begin laying the foundations for a commercial focus for its Activity Centres.



**Scouts**  
Air Activity Centre

Participants flown	602
Scout Groups hosted at the Centre	19
Flying hours	567
Country activities	1
Country participants	60
Years	48
Aircraft	3
Air Venture Camps	2
Air Venture participants	12



**Scouts**  
Alpine Activity Centre

Bookings taken	76
Number of visitors	1,604
Number of Scout Groups hosted	67







**Scouts**  
Cataract Scout Park

Bookings taken	211
Number of visitors	10,886
Number of Scout Groups hosted	30
Number of Scouting events hosted	13



#### Refreshed Challenge Valley:

The 1.5 kilometre Challenge Valley at Cataract Scout Park was refurbished with three new elements in readiness for the 2020 NSW Cuboree.



**Scouts**  
Baden-Powell  
Scout Centre

Bookings taken	203
Number of visitors	5,235
Number of Scout Groups hosted	41
Number of Scouting events hosted	11











# Awards in Scouting

## Adult Recognition Awards

1 Aug 2019

301 Adult Members of Scouts NSW were honoured with Adult Recognition Awards for good service. The Adult Recognition Awards are presented in observance of the founding of Scouting on 1 August 1907 at the first Scout Camp, held on Brownsea Island, Dorset, England.

Congratulations to all the recipients for 2019 and thank you for your continued commitment to Scouting.

### Silver Kangaroo

The Silver Kangaroo is presented to adult members for eminent achievement and meritorious service to the Association.

- Frank William Barr OAM
- David Jon Cooley
- Carol Ann Cope
- Philip James Crutchley
- David John Downie
- Randall Ian Jones
- Dale Hartley Robins OAM

### National President's Award

The National President's Award is presented to Associates for eminent achievement and meritorious service to the Scout Movement.

- John Booth AM

### Rover Scout Service Award

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

- Linda Mitchell
- Christopher Joseph Ward

## Long Service Awards

614 Long Service Awards were awarded to long serving volunteer Leaders in 2019-2020. Scouts NSW thanks you for your service and dedication to Scouting.

## Australian Honours

Scouts NSW congratulates all recipients of Australia Day 2020 and Queen's Birthday 2020 Honours. Thank you for giving your time to Scouting and for supporting the young people and adults who participate.

### Australia Day Honours

26 Jan 2020

Companion (AC) in the General Division of the Order of Australia

- Her Excellency the Honourable Margaret Joan Beazley AO QC, for eminent service to the people of New South Wales, particularly through leadership roles in the judiciary, and as a mentor of young women lawyers

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

- Annette Douglas, for service to youth through Scouts

Local Recognition – Willoughby City Council Citizen of the Year

- Tanya Taylor, for service to the community as Assistant Group Leader and Cub Leader at 1st Sailors Bay Sea Scouts

### Queen's Birthday Honours

8 Jun 2020

Member (AM) in the General Division

- Ian Langford-Brown, for significant service to youth through Scouts, and to the community of the North Shore

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

- Bevin Hardy, for service to the community of Bomaderry, and to youth through Scouts



# People in Scouting

## **Governor and Chief Scout of NSW**

Her Excellency the Honourable Margaret Beazley, AO, QC

## **President**

The Hon John Price AM

## **Vice President**

Vacant

## **Life Councillors**

Warwick Bateman AM  
Ron Brown  
Ron Critcher OAM  
George Kolsky OAM  
Doug Menzies OAM  
John McIntyre  
Bruce Munro AM  
Peter Nickl OAM  
Alan Overton AM  
Jan Playford  
The Hon John Price AM  
Craig Ramsden  
John Selwood  
Lyal Wood AM RFD

## **Elected Members**

Sarah Neill

## **Board of Directors**

### **Chair of the Board**

Kerry McGoldrick

### **Deputy Chair of the Board**

Phil Crutchley

### **Chief Commissioner**

Neville Tomkins OAM JP

### **Treasurer**

Matt Phillips

### **Board Members**

Claire Geary  
Janet Hale  
David Hassan  
Luke Saunders  
Antony Keenan  
Kerryn Boland

## **State Office**

### **Chief Executive Officer**

Jane Siebum

### **Chief Operating Officer**

Jay Mendoza

### **Head of Marketing and Communications**

Rosalie Batistoni

### **Head of Property**

Brett Clarke

### **Head of Risk**

Tracey Perrin

### **Child Protection Officer**

Elaine Heaney

### **Commercial Manager**

Paul Sheppard

## **Advisers**

### **Architectural Adviser**

Brewster Murray Pty Ltd represented by Mr M Bullen, B. Arch MURP (Hons) ARAIA APIA, Director

### **Employment and Industrial Relations Adviser**

Harmers Workplace Lawyers represented by Mr G Robertson

### **Legal Counsel**

The Hon Greg James QC

### **Honorary Solicitor**

Roger Butler OAM LLB

## **Religious Advisers**

The Anglican Archbishop of Sydney  
The Archbishop, Armenian Apostolic Church Australia  
The Catholic Archbishop of Sydney  
General Secretary  
The Fellowship of Congregational Churches (NSW)  
The Archbishop of Greek Orthodox Archdiocese of Australia  
Imam, Mohammad Trad, representing the Islamic Communities in NSW  
The Moderator, Presbyterian Church of Australia (NSW)  
The Territorial Commander, The Salvation Army  
The Senior Minister of the Great Synagogue  
The Moderator, NSW Synod, Uniting Church

\* Information is correct at the time of printing.

# Chief Commissioner's Team

## **Chief Commissioner**

Neville Tomkins OAM JP

## **Deputy Chief Commissioners**

### **Operations -**

Philip Crutchley

### **Program, Youth Safety and Support -**

Belinda Francis

### **(Acting) Growth, Strategies and**

### **Group Support -**

Deborah Howlett

### **Youth Program**

Randall Jones

### **Youth Commissioner -**

Meg Cummins

### **(Acting) Youth Safety, Compliance**

### **and Support -**

Dr Justine Douthwaite

### **Program Transformation -**

Clair Udy

### **Activities, Training and Fellowships -**

Walter Waerner

## **Assistant Chief Commissioners**

### **Adventurous Activities, Training**

### **and VET -**

Parrish Hull

### **State Activities, Fellowships and Bases -**

Marion Fisher

### **Special Interest Areas -**

Bruce Mills

### **Event and Section Support -**

Chris Buggie

### **Educational Purpose -**

David Jacobs

### **(Acting) One Program -**

Wendy White

## **State Commissioners**

### **Rover Scouts, BRC Chair -**

Benjamin Kuzma

### **Air Activities -**

Stan Prout

### **Adult Training and Development -**

Hugh Mooney

### **Vocational Education and Training -**

Sallyanne Luxton

### **Adventurous Activities Training -**

Lisa McCallum Environment -

Simone Haider

### **Fellowships, Chair Fellowship Council -**

Malcolm Wilson

### **Group Support Strategies -**

vacant

### **International -**

Lloyd Nurthen

### **Issues Management -**

Dr Justine Douthwaite

### **Major Events -**

Michael Wright

### **Youth Safety and Member Support -**

Jill Pretty

### **New Program Implementation -**

Gai Green

### **Partnerships -**

John Dwyer

### **Risk Management -**

(vacant)

### **Special Needs -**

Mark Burfield

### **Strategic Stakeholder Engagement -**

Anthea Cudworth

### **Trust Management -**

Peter Webb

### **Youth Empowerment -**

Harrison Lantry

### **Special Projects -**

Penny Becchio JP

Hilton Bloomfield

Roger Butler OAM

Ian Dun

John Kane JP

Peter Lee

Bill Pickering OAM JP

Brian Tye

David Walsh

Boyd Williams

Robert Rodgers

### **Scouts NSW Legal Counsel -**

Leut Jeff Rose RANR

## **Region Commissioners**

### **Greater Western Sydney -**

David Stopps

### **Hume -**

Sue Bartlett

### **Hunter and Coastal -**

Steve Fernie

### **North Coast -**

Ian Hale

### **North West -**

Brett Grimmond

### **Riverina -**

Ian Petty

### **South Coast and Tablelands -**

Anthony Pritchard

### **South Metropolitan -**

Bryan Davison

### **Sydney North -**

Kerry Griffin

### **(Acting) The Golden West -**

Michelle Hinchcliffe

\* Information is correct at the time of printing.



# Thanks and Acknowledgements

## NSW Government

The Board of Directors thanks the NSW Government for the generous assistance received through its programs.

### Community Building Partnership Program Round XI

We are grateful to the NSW Government whose Community Building Partnership Program has extended assistance to Scout Groups throughout the state for several years, and continues to support local jobs, stimulate growth and improve community pride.

In 2019, Scouts NSW had 76 projects approved through the NSW Government's Community Building Partnership Grants. \$1,226,613 of funding supported capital works programs for Groups, Districts and Regions for much needed repairs to Scout Properties. Scouts NSW is grateful for this funding.

### New South Wales Branch Trust Funds

The NSW Branch Trust Management Committee supports Scouts NSW youth members with financial assistance, giving them opportunities to participate in Scouting, as well as a range of national and international events.

In 2019-2020, the Family Support Fund supported 232 members to continue their Scouting, with 188 new applications received during the financial year, along with 44 renewals for the second or third year of support.

The Scouts for Refugees support fund provided financial assistance for three youth members to join Scouts NSW.

### Chief Commissioner's Relief Fund

The Emergency Relief Campaign was initiated by Chief Commissioner, Neville Tomkins OAM JP in January 2020

to support families impacted by the devastating bushfires and drought. 12 applications of support were received during the financial year, providing practical and emotional support with fees, uniforms, equipment, mental health first aid training and Scouting activities.

Supporters included:

Commonwealth Bank  
Inspire Apparel  
John T Reid Charitable Trusts  
Kinetic, Moving People  
1st Hornsby Heights Scout Group  
1st Leichhardt and 1st Haberfield Scout Groups  
Scouts Australia  
The Scout Shop  
The Spanish Scout Association  
The Scout Shop at Port Kembla  
Scouts of Greater London  
Tanner Trust  
Victorian Scout Foundation.  
World Scout Foundation

### Supporters of Scouts NSW

ALTOCAP  
ANSVAR Insurance  
Anzac Day Dawn Service Trust  
Aon Insurance  
Australian Government Department of Social Services  
Australian Human Rights Commission  
Baden-Powell Guild of New South Wales  
Baden-Powell Parliamentary Guild  
The Crescent Foundation  
Crown Reserves Improvement Fund Program  
Mr John Fairfax AO  
Foundation for Rural and Regional Renewal  
Girl Guides NSW and ACT  
HBM Lawyers represented by Alison Inglis  
Honda Foundation  
Lord Baden-Powell Society  
Lord Michael Baden-Powell and Lady Joan Baden Powell

John T Reid Charitable Trusts  
Mr John Leece AM  
Mr Andrew Lock OAM  
Dr John Mitchell OAM  
Moray and Agnew represented by Ian Denham  
Mr and Mrs Geoff Morgan AM  
Ms Heather Porter  
Mrs Sally White OAM  
NSW Mining  
NSW Office of Sport  
NSW Office of the Children's Guardian  
NSW Ombudsman  
NSW Police  
NSW State Government  
Otis Instruments Inc  
Pitcher Partners, Auditors  
PM Partners  
Primary Communication represented by Annabelle Warren and Jenny Muir  
The Returned and Services League of Australia (NSW Branch)  
Round Table Software Pty Ltd represented by Stephen Smart  
The Royal Freemasons Benevolent Institution  
Solidus Industries Pty Ltd  
St. John's Ambulance  
Stronger Communities Programme  
Stronger Country Communities Fund  
Thyne Reid Foundation



# Called to Higher Service

With deep sadness, we salute the years of service given to Scouts NSW by those who have gone home.

- Colin Adam
- Patrick (Pat) Allen
- Jason (Taipan) Bonnici
- David Brothie
- Howard Carey AM
- Jack Carroll
- Jan Carter
- Geoffrey David Crane
- Jack Crawley
- Margo Dalziel
- Geoffrey Seccombe Dingle
- Elaine Freeman
- Dr Dick Geeves
- Wayne Godsell
- Ellen Goodger
- Kathleen (Kathy) Horky
- Rob (Woody) Humphries
- Geoffrey James
- Helen Junor
- Ken Kelty
- Ronald Arthur Kilgour
- Joseph (Hutan) Lai
- Peter Gregory Londish
- Peter Marshall
- Leonard Ross Mattinson
- Peter (Baloo) McNae
- Pamela Ann McRae
- Peter Morrison
- Gary Mortimer
- Dianne Lee Norman
- Jean Hibberd OAM
- Peter Keighran OAM
- Jennifer Pascoe
- Richard Payne
- Jack Powell
- Annette Louise Redman
- Thomas Richards
- Robert (Bob) Rosser
- Trevor Reginald Russell AM, FASA, CPA, FCIS, MCIT, FAIM, JP
- Walter Scott-Smith
- William (Bill) Westwood
- Ron (Womba) Yan

## Planned Giving

Bequests made to Scouts NSW are a way to provide a living legacy and make a crucial difference in the lives of Youth and Adult Members in NSW. Please contact the State Office on 02 9735 9000 to discuss a bequest.



### Contributing Photographers

Our thanks and acknowledgement goes to the following photographers for their contribution to the 2019-2020 Annual Review:

Nick Buchner  
Alexander Dawson  
Harry Day  
Sue Day  
Charles Gleam  
Cecilia Jackson  
Jane Lee  
Brodie Miller  
Cameron Mitchell  
Sam Robinson  
Janelle Shaw  
Ciara Smart  
Jade Suthers  
Aston Vanderberg  
Kate Zuiderwyk  
Christopher Ward  
Angela Pond  
Mel Howells  
Lachlan Watts



# Membership Snapshot

## Membership Across NSW

	NSW	GWS	HUM	HC	NC	NW	RIV	SCT	SM	SN	TGW	SHQ
Joey Scouts	1,495	306	108	250	40	27	53	154	220	292	45	-
Cub Scouts	5,400	734	390	878	239	88	221	486	719	1,528	117	-
Scouts	4,719	605	276	698	185	52	182	516	791	1,331	83	-
Venturer Scouts	1,719	258	137	239	67	36	73	178	270	434	27	-
Rovers <sup>1</sup>	767	171	28	101	10	12	14	79	152	189	11	-
<b>Total Youth Members</b>	<b>14,100</b>	<b>2,074</b>	<b>939</b>	<b>2,166</b>	<b>541</b>	<b>215</b>	<b>543</b>	<b>1,413</b>	<b>2,152</b>	<b>3,774</b>	<b>283</b>	<b>-</b>
Leaders of Youth <sup>2</sup>	2,874	400	153	458	129	52	105	284	421	819	53	-
Leaders of Adults <sup>3</sup>	907	103	51	148	35	28	21	111	80	151	16	163
Group Adviser	31	-	-	3	-	-	1	6	2	19	-	-
Fellowship Members <sup>4</sup>	190	41	-	18	-	6	7	23	22	26	-	47
<b>Total Members</b>	<b>18,102</b>	<b>2,618</b>	<b>1,143</b>	<b>2,793</b>	<b>705</b>	<b>301</b>	<b>677</b>	<b>1,837</b>	<b>2,677</b>	<b>4,789</b>	<b>352</b>	<b>210</b>

### Formations

Joey Scout Mobs	196	32	16	47	9	6	7	20	21	31	7	-
Cub Scout Packs	358	45	26	71	21	8	18	37	46	77	9	-
Scout Troops	338	42	21	69	20	8	17	36	46	71	8	-
Venturer Scout Units	205	21	14	41	10	6	11	25	29	43	5	-
Rover Crews	59	11	4	8	2	2	2	5	11	12	2	-
Groups <sup>5</sup>	413	53	30	80	23	11	20	45	58	82	11	-
Scout Fellowships	26	5	1	2	1	1	2	3	1	5	-	5
Districts	54	7	6	7	2	3	3	5	12	8	1	-
Regions	10	1	1	1	1	1	1	1	1	1	1	-

## Membership Trends

	JUNE		APRIL		JUNE			
	2020	2019	2018	2017	2016	2015	2014	2013
Joey Scouts	1495	1450	1184	1137	1274	1,333	1,203	1,093
Cub Scouts	5400	5675	5269	5138	5521	5,195	5,851	5,779
Scouts	4719	5055	5370	4868	5125	5,228	4,971	5,270
Venturer Scouts	1719	1570	1551	1583	1663	1,682	1,498	1,459
Rovers <sup>1</sup>	767	794	695	650	776	780	792	792
<b>Total Youth Members</b>	<b>14100</b>	<b>14544</b>	<b>14069</b>	<b>13376</b>	<b>14359</b>	<b>14,018</b>	<b>14,315</b>	<b>14,393</b>
Leaders			3817	3141	2254	2,647	2,880	2,913
Leaders of Youth <sup>2</sup>	2874	2799						
Leaders of Adults <sup>3</sup>	907	913						
Trainee Leaders					947	1,139	566	709
Adviser	31	28		30	92	96	88	96
Fellowship Members <sup>4</sup>	190	172	206	213	345	341	180	194
Joey Scout Helpers		-	-	-	2	9	13	12
Cub Scout Helpers		-	-	-	17	5	11	19
<b>Total Adult Members</b>	<b>4002</b>	<b>3912</b>	<b>4548</b>	<b>4032</b>	<b>4174</b>	<b>4,237</b>	<b>3,738</b>	<b>3,943</b>
<b>Total Members</b>	<b>18102</b>	<b>18456</b>	<b>18617</b>	<b>17408</b>	<b>18533</b>	<b>18,255</b>	<b>18,053</b>	<b>18,336</b>
<b>Formations</b>								
Joey Scout Mobs	196	187	193	178	181	177	129	132
Cub Scout Packs	358	360	374	367	376	381	419	419
Scout Troops	338	341	350	350	357	370	371	376
Venturer Scout Units	205	206	180	181	195	193	185	183
Rover Crews	59	62	54	57	65	66	62	66
Groups <sup>5</sup>	413	396	399	415	505	489	436	435
Scout Fellowships	26	21	26	23	23	23	23	23
Districts	54	54	53	55	55	51	57	62
Regions	10	10	10	10	10	10	10	10

1. Includes Rovers who are Leaders

2. Leaders of Youth (Primary Appointment is Section Leader) Excludes Leaders who are Rovers

3. Leaders of Adults (Primary Appointment is Group Leader and above) Excludes Rovers who are Leaders

4. Excludes Multiple Fellowship Appointments

5. Active Formations

**Note on Trends:** The method of calculation of the membership data was changed better to reflect the membership as at 30 May 2020. Due to technical limitations the calculations cannot be retrospectively applied to trends prior to 2019.



**190,891**  
website visitors



**11,383**  
Leader News  
& Chief Chat  
subscribers



**23**  
bus ads



**2,853**  
instagram  
followers



**10,859**  
facebook  
likes



**8** Kym the  
Scouts NSW  
Mascot outings



**299,583**  
views of Scouts  
NSW ads on  
social media



**540**  
promo packs  
sent



**22**  
online  
advertising  
campaigns



**402**  
Residential Basic  
Practical  
Supplement



**84**  
Residential  
Advanced Practical  
Supplement



**313**  
Certificate of  
Adult  
Leadership



**359**  
Adventurous  
Activities



**99**  
Wood Badges



**1,420**  
Unit of Competency

**6**

**Cert IV**  
Leadership and  
Management

**4**

**Cert II**  
Business

**11**

**Cert II**  
Outdoor  
Recreation

**3**

**Diploma of**  
Leadership and  
Management

**13**

**Cert III**  
Business

**13**

**Cert III**  
Outdoor  
Recreation

**22**

**Cert II**  
Creative  
Industries

**5**

**Cert IV**  
Outdoor  
Recreation

**132**

**Statement of**  
Attainments





**2019-2020  
ANNUAL REVIEW**