

Scouts
Australia NSW
**ANNUAL
REVIEW**



2016



Annual General Meeting

Baden-Powell Scout Centre

Pennant Hills

Saturday 16 July 2016

The Annual General Meeting will convene on Saturday 16 July 2016 at the Baden-Powell Scout Centre, Pennant Hills.

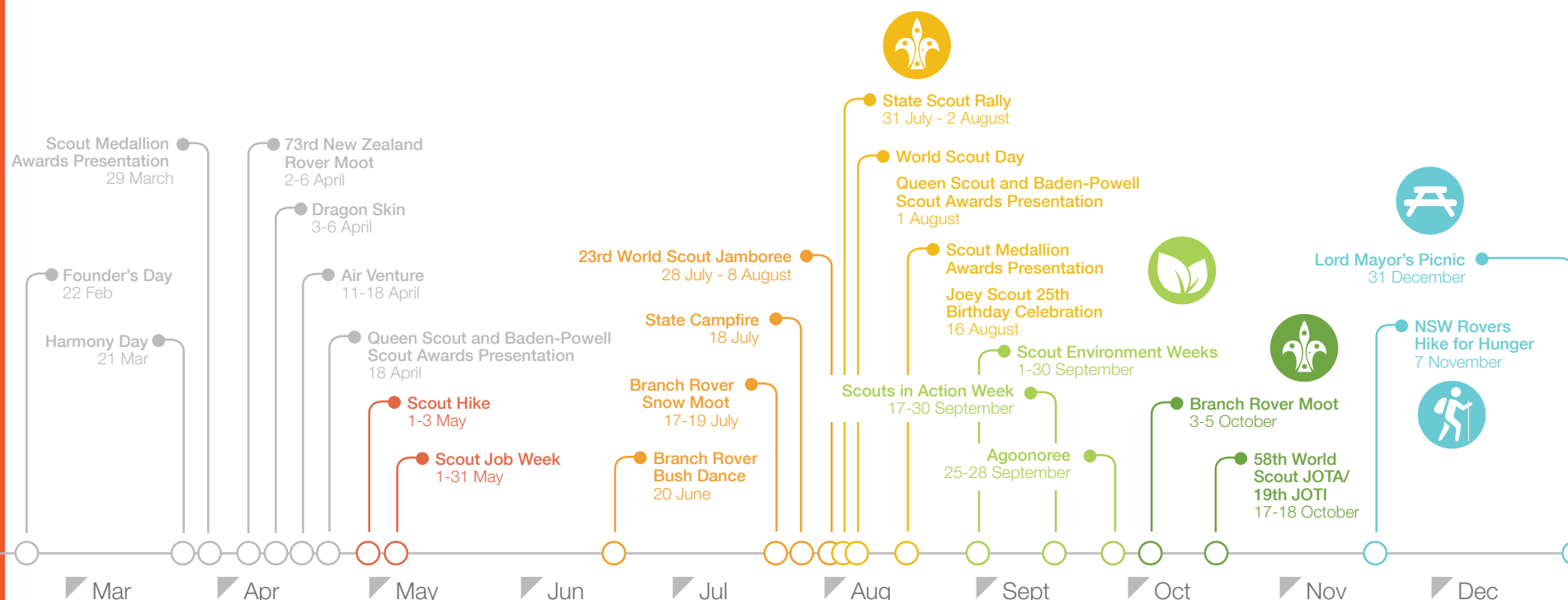


The Scout Law

A Scout is trustworthy
A Scout is loyal
A Scout is helpful
A Scout is friendly
A Scout is cheerful
A Scout is considerate
A Scout is thrifty
A Scout is courageous
A Scout is respectful
A Scout cares for the environment

The Scout Promise

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



2015

Mission of Scouts

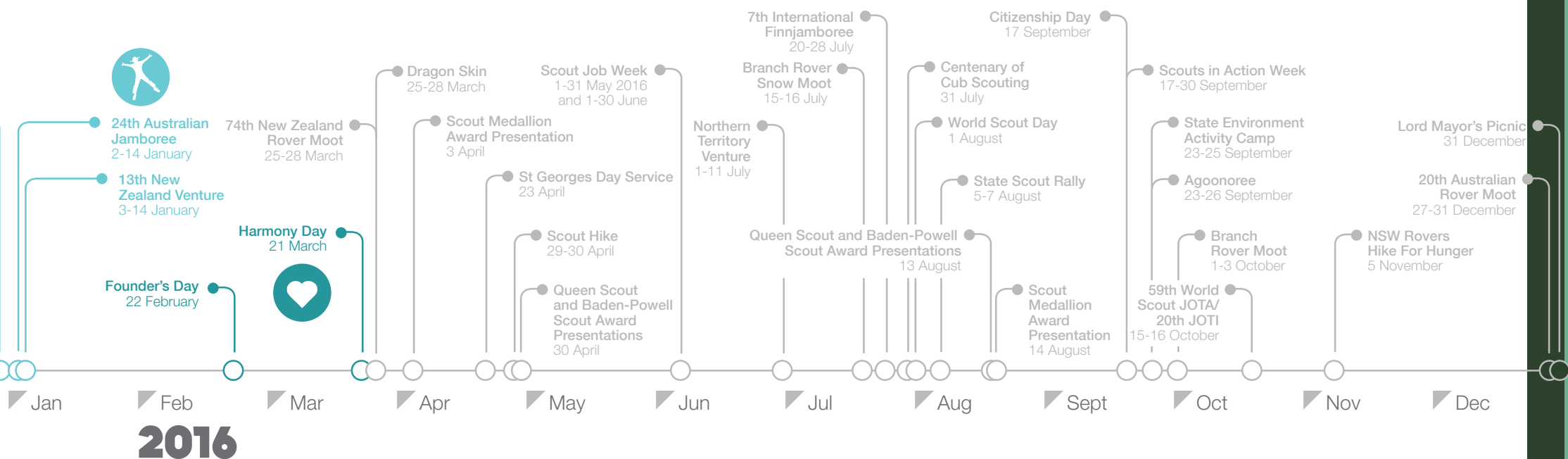
The mission of Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society.

We achieve this by:

- Involving young people throughout their formative years in a non-formal educational process
- Using a specific method that makes each individual the principal agent in their own development as a self-reliant, supportive, responsible and committed person
- Assisting them to establish a value system based on spiritual, social, and personal principles as expressed through the Scout Promise and Law.

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A MESSAGE FROM THE CHIEF COMMISSIONER

It is with great pleasure that I report to the Community and Scouting friends and supporters that there has been an enormous amount of work put in by the Scouting volunteers of NSW over the past twelve months. From my visits to the Region Annual Report Presentations it is obvious that Scouting is alive and well in New South Wales, with fun and exciting challenges being provided to the youth members.

In January last, NSW Branch organised and hosted an extremely successful Australian Jamboree. Despite a wet start to the event, all the youth had a fantastic time making memories that will last for many years. We had 10,916 youth members and leaders in attendance, with this number increasing by more than 12,000 visitors on Super Saturday. A big thank you to all Leaders from NSW that either supported this mammoth event as line Leaders or as Service Leaders, as without your help the event would not have been the success it was. I am pleased to report that the Jamboree was a huge success both financially and operationally.

Once again Dragon Skin provided an opportunity for our Venturers to put their skills into practice. The Scout Rally was also a success enabling the Scouts to test their knowledge and abilities. The high level of participation and success of these types of events indicates that we are providing the type of activities our youth members want.

During the year the Joey Scouts celebrated their 25th Birthday, with Joeys around the State participating in various activities including a picnic lunch and games in the Botanical Gardens.

During 2016 we are celebrating 100 years of Cub Scouting with preparations well advanced for a Wide Game in Sydney City including a picnic lunch on the lawns of Government House on 31 July. Other celebrations are being held throughout the State with the final celebration being the NSW Cuboree in January 2017.

The Youth Program Review is gaining momentum, continuing the development of a program to meet the needs of the next generation of young people. This work has been mindful of WOSM's youth involvement policy and its basic principle "Scouting is a Movement of young people, supported by adults; it is not a Movement for young people managed by adults only".

Scouting recognises that a young person's potential for contributing to society is enormous when given opportunities. Youth involvement in decision-making not only develops the young person and fulfils the Scout Mission and Purpose, but also makes Scouting more democratic and dynamic.

The Youth Program Review is the biggest review of our youth program for more than forty years. There will be many changes introduced progressively over the next five years as a result of the outcomes of the Youth Program Review, some you will agree with, some you will not but I encourage you to embrace the changes for the benefit of our youth members.

Our Training scheme has undergone significant transformation over the last twelve months. The changes have been immense and required significant teamwork at the National and State teams. New qualifications have been introduced and Adventurous Activities modules included in e-Learning, making these available to both youth and adult members. The training program is now more flexible and accessible than ever before.

During the past year the NSW membership numbers have increased by 1.5%, this is a reversal of the trend in previous years. The statistics indicate that we are good at recruitment, but are not good at the retention of members. Our focus must be turned towards the retention of members and not simply recruitment of new members.

Imagine how our numbers would grow if we were able to reduce the loss of membership.

The NSW Strategic Plan for 2016-2019 is all but approved. The Plan has been divided into five focus areas:

- Our Public;
- Our People;
- Our Processes;
- Our Property;
- Our Money.

Initiatives have been identified within these elements which will, if implemented correctly, see the State in a stronger position to meet the demands of the future.

I would like to take the opportunity to thank all of our Leaders and Supporters for their work on providing a fun, innovative and challenging program for our youth. I would also like to recognise the tireless support over the last year given by the staff at the State Office and the Region Offices.

During my term as Chief Commissioner, I have been supported by a loyal, remarkable and dedicated group of adults who make up the State Team, and I would like to thank them for their tireless support over the past five and a half years.

As I finish my term as Chief Commissioner, I would like to wish the State all the success for the coming years.



**Doug Menzies OAM,
Chief Commissioner**

Our Scouting Community

Scouts Australia NSW is made up of a rich community of volunteers who work together for a common purpose: to engage and inspire young Australians to develop confidence, resilience, and leadership.

There was no better example of this than AJ2016. Nearly 11,000 youth and adult members enjoyed 10 days of fun, challenges and friendship through rain and shine. Years of careful planning coupled with strong financial oversight and risk management strategies laid the foundation for this successful event.

Succession Planning

The key priority and focus for the Board this year was succession planning for the roles of Chief Commissioner and General Manager.

Consistent with feedback from consultation with Branch Councillors, the Board renamed the position of Chief Executive to General Manager, with the position to now report to the Chief Commissioner instead of to the Board.

As a result, the Chief Commissioner will have full accountability and responsibility for Scouting in NSW.

Following a public campaign and an extensive interview process, the Board appointed Mr Andrew Smith AM to the role of General Manager. Andrew began in his role on 9 May, 2016. The Board would like to acknowledge and thank Rosalie Batistoni for her significant efforts while in the role of Acting Chief Executive.

The Governor General of Australia appointed Mr Neville Tomkins OAM to the role of Chief Commissioner, based on the recommendation of the Board, following a rigorous selection process. Neville begins his term on 1 August 2016.

The Board looks forward to supporting and working with both Neville and Andrew.

Stakeholder Consultation

The Board embarked on a series of consultations with key internal stakeholders including a broad cross-section of the Branch Council. Additionally, Directors attended Region Executive Committees and Region ARPs. The purpose was to seek feedback on a range of issues important to the Branch, as well as listen to any suggestions for constructive solutions.

Key themes from these consultations related to communication, transparency, change, and the evolution of Scouting as an organisation.

The Board will continue to engage with Members through its Communications Plan which was distributed to the Branch Council earlier this year.

Laying the Foundation for Long Term Sustainability

The revised three year Strategic Plan will soon be finalised. There has been a tremendous amount of work done in its creation led by Chief Commissioner and his Leadership Team.

Key components of the plan include:

- Governance and Oversight
- Member Engagement and Growth
- Sound Financial Management
- Property Strategy
- Strengthening the Child Safe Framework

I would like to offer my thanks to my fellow Directors for the time and energy you have given to Scouting over these past 12 months.

On behalf of the Board, I want to thank the members of the various subcommittees for their time, energy and dedication to Scouting. To the thousands of Leaders who inspire our youth members, and to the staff at our State and Region offices and activity centres who support Scouting in NSW, thank you.

Finally, to Doug Menzies, the Board extends a sincere thank you for your personal commitment and leadership to the role of Chief Commissioner.



**Kerry McGoldrick,
Chair of the Board
of Directors**

A MESSAGE FROM THE ACTING CHIEF EXECUTIVE

I have been most grateful for the opportunity to serve the movement as Acting Chief Executive for these last few months, and I am delighted to be able to welcome Andrew Smith AM, who joins Scouts Australia NSW in the new role of General Manager. I wish him every success in this role and look forward to supporting him as part of the management team, resuming my role as Communications and Development Manager.

The State Office of Scouts Australia NSW manages a wide range of activities and processes that are fundamental to the smooth operation of the movement in NSW. I have great respect for the staff who make it all happen.

In addition to the every-day activities of the office, there have been some significant milestones this year.

- **Working With Children Check (WWCC) Roll Out:** Scouts Australia NSW embarked on a phased roll out of the WWCC for all Leaders, Rovers and Adult Helpers in NSW. I am delighted to report that Scouts Australia NSW met this goal and achieved full compliance by the deadline of 31 March 2016. Thank you, everyone who cooperated in this important achievement.
- **ScoutLink:** ScoutLink, our on line membership system, was successfully rolled out. It has become an effective tool which Groups use to manage their administrative requirements. As a result, there has been a reduction in paperwork with an added benefit of real time access to information.

In closing, I must say how much I appreciate the guidance that Kerry McGoldrick and Doug Menzies have so generously provided over these past months, and I thank the Employed Staff at our State and Region Offices for the support they have given during this time.



**Rosalie Batistoni,
Acting Chief
Executive**

Scouts Australia NSW engages and inspires young Australians to develop confidence, resilience and leadership.



Celebrations

Our two youngest Sections, Joeys and Cubs, have celebrated huge birthday milestones this Scout Year.

In 2015 our Joey Scouts celebrated 25 years as a Scout section in Australia. Various celebrations took place across the country, with the main NSW event drawing in up to 500 members on 16 August 2015 in Sydney.

2016 marks the Centenary of Cub Scouts and our Cubs are getting out and about. Regions across the State are holding celebration events and all Cubs are invited to Government House on July 31st for a picnic.

Worldwide 2016

The Wolf Cub section officially came into being in 1916, when Baden-Powell expanded the movement to cater for adventurous younger boys, while continuing to develop the activities of their more capable older brothers who were already Scouting. The Wolf Cub Handbook was published at the start of 1917, but by then some Packs were already well established. For example, the first Wolf Cub Pack in Australia was formed in Leichhardt in 1914.



**CELEBRATIONS: JOEYS TURN
25 AND CUBS TURN 100**

YOUTH PROGRAM

Areas of Responsibility

Joeys
Cubs
Scouts
Venturers
Rovers
Youth Program Review
Special Needs
State Youth Council

This last year has seen changes to the Youth Program Team. Lyn Mann retired as State Commissioner Joey Scouts and we welcomed Jill Heath to the team.

The Youth Program team continued to support our Scouters deliver quality programs in all sections, whether in the hall or out and about across NSW.

This was highlighted at AJ2016. This event was not only for the Scout Section as all the other Sections joined in for the Leap into Adventure. Our older youth members worked along side Scouters to support the delivery of the event and took on a variety of young leadership roles. Our younger sections had the opportunity to visit and see what lies ahead for them.

Many of our Venturers had the opportunity to be part of the New Zealand Venture experiencing the excitement of being part of an international event.

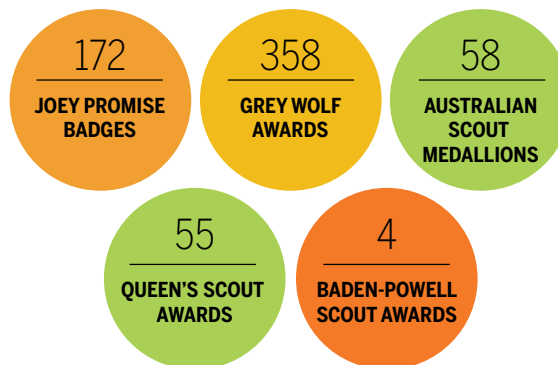
Our next adventure is the celebration of 100 years of Cub Scouts and the 6th NSW Cuboree in the new year.

The NSW State Youth Council and Scout Youth Council have provided insight and wisdom beyond their years on various topics that affect the future of Scouting. Both councils are involved in ensuring that the opinions of our youth members are heard and that their ideas and opinions are acted upon.

Exciting times are ahead as all sections continue to be part of the National Youth Program Review. Our youth members have had the opportunity to have their voices heard as we head into a program that is youth lead and supported by our adult scouters and is inclusive of all.

As Doug Menzies comes to the end of his tenure as Chief Commissioner, the Youth Program team would like to thank him for his guidance, support and friendship over the last 5½ years and wish him and Anne peaceful days ahead.

Jan Goodall, Deputy Chief Commissioner Youth Program



Areas of Responsibility

Strategy and Planning
Community Liaison
Environment
Scout Heritage
Special Projects
Scout Media Group
JNN TV/ Scout TV

This very diverse portfolio is to support all levels of Scouting with a focus on Strategy and Planning, The Environment, Community Liaison, Scout Heritage Collection and Museum, Scout Media Group, JNN TV / Scout TV, and the Management of trusts and bequests to support youth members, Special Projects.

During the year our major focus was both on reviewing the progress against the NSW Strategic Plan which concluded during this Scout year, and the development of a new NSW Strategic Plan to take us into the next three years.

The new Strategic Plan will be completed and announced shortly, and will focus on continued growth of membership, through a variety of initiatives, better retention of members, and continued development and improvement of support to adult leaders, and in particular to facilitate the changes coming in relation to the National Youth Program Review.

The Scout Media Group is now strongly growing since the Jamboree, creating a growing amount of digital content aimed at engaging, inspiring and recruiting youth.

My thanks and congratulations go to all the members of the State Team who have put in tremendous effort and dedication to providing a wide array of support services to the movement and its members during the past year, and who I am sure will carry on and expand that extremely valuable work in the coming year.

Clean Up Australia Day



For Scouts Australia NSW, this year's Clean up Australia Day was the best yet. Scouts made up 47% of all youth participation in CUAD 2016 participating at 111 sites – a commitment recognised by the CUAD organisation.

“Together Scouts and CUAD have formed a strategic partnership which has made a positive difference across the state and nationally. Your hard work has certainly highlighted to us just how important Scouting is to environment, the community, and the nation as a whole.”

CUAD Organisation

Congratulations to 1st Balmain Scouts who collected a record 58 bags of rubbish this year.

Peter Oliver, Deputy Chief Commissioner Strategy



ADULTS IN SCOUTING

Our primary focus has been the engagement of our members in their life, their world and their future by facilitating support in the delivery of a vibrant, active Scout Program. This has been achieved by developing skills sets within our Scouters to meet the needs of our Youth and to support them to become responsible citizens in their community.

Along the way some milestones have been achieved beyond our expectations including the continued gaining of accredited qualifications via Scouts Australia Institute of Training (SAIT). The value of these qualifications to our members has been recognised as invaluable life skills which are easily translated into their life expectations.

Our members completing training, gaining appointments and Wood Badges reinforces their dedication and commitment. The engagement with our Youth to gain knowledge, skills and experience to become the leaders of our future has been inspiring.

Mentorship within their roles is ongoing via the active participation of Personal Leader Advisers with clearly defined roles and expectations. We as a Team are committed to supporting all members to achieve their full potential and facilitate ongoing change to meet the needs of our Scouting community to remain flexible, dynamic and relevant with ongoing Plan, Do, Review.

The unconditional partnership with the whole State Team has been enormous and it is truly inspiring. The direction, cohesiveness and encouragement given by our outgoing Chief Commissioner, Mr Doug Menzies, has been invaluable. He entrusted us to get on with our job, lending insight and understanding whenever needed.

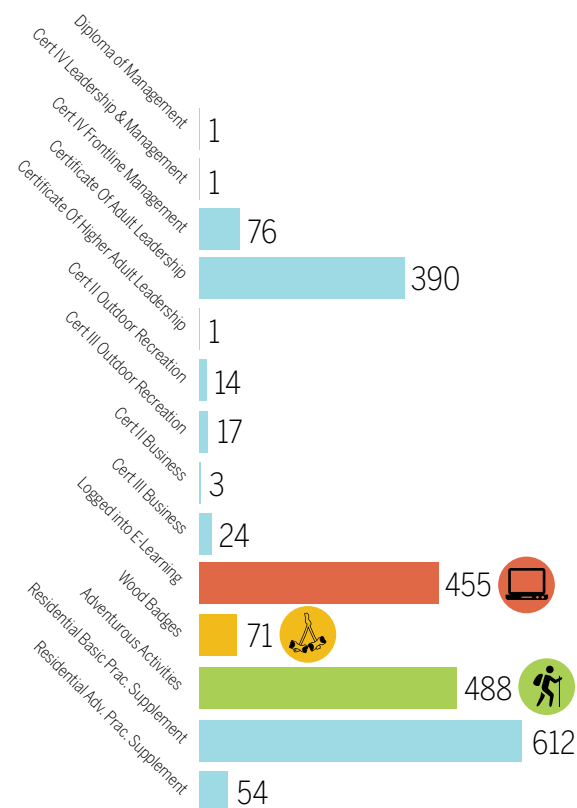
Social Learning has been our focus:

1. Do it yourself (Autonomy).
2. Do it now (Immediately).
3. Do it with friends (Collegiality).

4. Do it for fun (Playfulness).
5. Do unto others (Generosity)
6. Do it for the world to see (High visibility).
7. Do it for life (Reward)

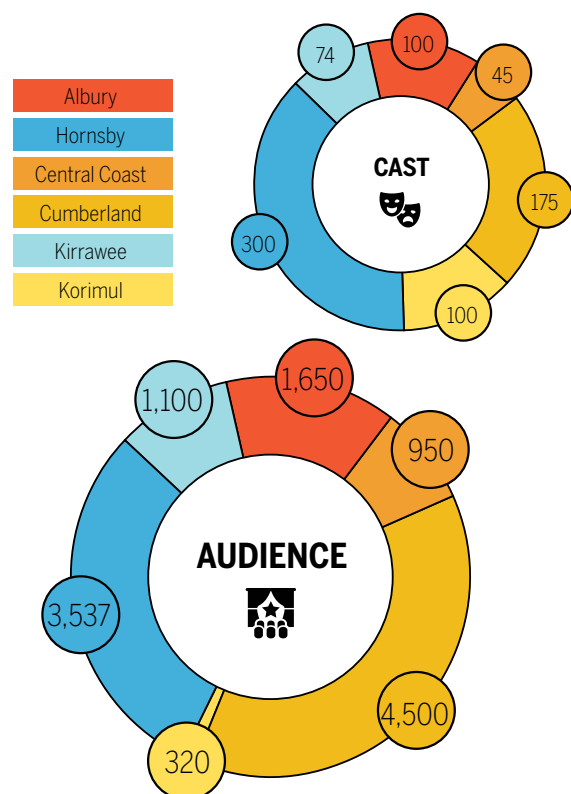
All Teams have worked tirelessly to ensure all have been challenged, had fun and were engaged.

Margaret Crawford, Deputy Chief Commissioner, Adults in Scouting



Gang Show is a great tradition in Scouts. We have been staging Gang Shows in New South Wales since the 1960s. This year Albury celebrated its 50th season and, in another milestone, Central Coast celebrated its 30th anniversary and Korimul marked 40 years.

In all, six Gang Shows were presented around the state, and many of our cast and crew members joined together with others from across Australia and New Zealand to present 16 Gang Show acts at the 24th Australian Jamboree at Cataract Scout Park in January 2016.



Celebrating 50 Years of Albury Gang Show – Albury

Albury Entertainment Centre

Celebrating 50 Years, the 2015 production demonstrated creativity incorporating plenty of original content into their show. Gang Show supporters from many of the major shows attended and enjoyed a night of celebrations.

June '15
12-13

Top Secret – Hornsby

Leslie Hall, Barker College, Hornsby

In 2015 Hornsby Gang Show was, for the first time, staged in the Leslie Hall at Barker College. The matinee show of 28 June had an all-time record audience of 612 people.

Jun-Jul '15
26-4

What Happiness Means to You! – Kirrawee

Hurstville Entertainment Centre

This year's production was the first for new Production Director Laura Caesar. The show was fresh and innovative and played to an extremely appreciative audience. We'll see them again in 2017.

Jun-Jul '15
27-1

Reach for the Stars – Cumberland

Riverside Theatre, Parramatta

This year's show presented a Rio Brazil Carnivale with Latin dancing, voodoo dolls and a soccer tribute, Wizard Rock featuring Harry Potter, a heart-warming salute to our lucky country and Swan Lake ballet like you've never seen before delighted and entertained the audience..

Made possible through a Crown Resorts Foundation Sydney Arts Fund Grant.

July '15
3-11

Celebrating 30 Years of Central Coast Gang Show – Central Coast

Laycock Street Theatre, North Gosford

The Central Coast Gang show again delivered an exciting review to audiences and welcomed a number of fresh new talent for this anniversary show.

July '15
8-11

40th Birthday – Korimul

Illawarra Performing Arts Centre, Wollongong

Korimul Gang Show celebrated its 40th birthday in 2015. This year's show brought the audience closer to the arts with a live band on stage.

Aug '15
20-22

Cataract Scout Park

Appin

There were a number of improvements made to the Park which included upgrading the roads and tracks and the upgrading of all camp kitchens with a brand new kitchen on Site 5. The State Training Team continues to make great use of the Park in their endeavours, while Scout Groups, community groups and schools from all over NSW and the ACT continue to use the Park on a regular basis.

Baden-Powell Scout Centre

Pennant Hills

The venue of choice for local school band camps and weekend Scout activities and Campfires!

Our successful partnership with the "Fun Day Out" organisation at both Pennant Hills and Cataract has meant that our school holiday vacation programs, which focus on Scout-based activities such as ballista building, have been solidly booked, giving excited school children a chance to try our adventure-based Scout programs.

Alpine Activity Centre

Jindabyne

The winter ski season promises wonderful conditions for skiing, boarding and other snow-based activities. Our summer activity packages, including hiking to Mt Kosciuszko and sailing and canoeing on Lake Jindabyne, also brought many groups to the beautiful Snowy Mountains.

**Peter Johnston, Business Manager,
Activity Centres**

Air Activity Centre

Camden Airport, Cobbity

With over 900 flying hours, just under 2,000 flying participants, including over 800 during AJ2016, 5 Guide groups, 2 flying camps, and taking the flying program to Hay and Warnervale, it's safe to say it's been a big year.

Whether you come to fly as a passenger in a Scout aeroplane or to learn to fly, the Air Activity Centre is all about fun, adventure and new experiences. None of this would be possible without the passionate and tenacious team of volunteers who have built the Air Activity Centre over its 44-year history. To all our past and present members, thank you.

Boyd Williams, Group Leader & Centre Manager

Water Activity Centre

Woolwich

Groups who don't have access to boats have been able to enjoy a day on the water, canoeing, sailing and powerboating, with our Water Activities Days. Our training days have helped members to complete badge work and SIS qualifications in Canoeing and Sailing. We have also trained members to gain their NSW powerboat licences.

Away from the boatshed, we have supported the Sirius and Port Neptune Regattas with safety boats, and provided transport for the Hume Region Shark Island Trip.

Of course, none of this can be done without our wonderful volunteer staff, both Adult and Youth Members. They gain the benefit of ongoing mentoring for leadership and safety on the water; they also have to sail, paddle and powerboat on one of the great waterways of the world. Such a hard life! For Venturers and Rovers this can count towards their Service requirements.

In the coming year we plan to offer all this and add an SIS kayaking qualification to our program.

Roger Hyatt, Manager



26,044

Visitors
Cataract Scout Park



1,309

Kids at Fun Day Out
Baden-Powell Scout Centre



2,015

Overnights
Alpine Activity Centre



1,957

People in the air
Air Activity Centre



495

People on water
Water Activity Centre

State Rally – Lights, Cameras, Action

Glenfield Scout Activity Centre

Last year the State Scout Youth Council recommended that we structure State Rally activities so that Scouts could count their experience and participation towards related Awards. The council also recommended emphasis on the Patrol System and longer activities. We modelled this year's State Rally accordingly. Some elements of State Rally will never change, though, such as evenings spent sitting around a campfire, catching up with friends.

Congratulations to the Best Patrol Leader of State Rally 2015, Sara Attard, 1st Oatley Bay.

Top-placed Patrols

1	Bogan Hunters	1st Turrumurra	2,106 points
2	Kungfu Mangos	1st Ermington	2,048 points
3	The Flashes	Kotara	1,966 points



Agoonoree – Medieval

Mount Kiera Scout Activity Centre

Agoonoree 2015 was filled with plenty of swashbuckling action, as Scouts and Guides embraced the Medieval theme with costumes, swords and bravado! The event was held at Mt Keira Scout Camp and was a huge success.

Hike for Hunger NSW

Last November NSW Rovers once again took up the challenge of Hike for Hunger. Across NSW, they collected 7,309 cans of food for donation to the Wesley Mission. To this they later contributed a further 3,000 cans from AJ2016.



Dragon Skin – Colours

Belanglo State Forest

“Rovers, Venturers and Leaders joined together for an Easter weekend of activities – challenging their ingenuity and fitness.”

Phil Crawford, State Commissioner, Venturer Scouts

Teams of Venturers and Guides from NSW and interstate joined in a fun and sometimes wet Easter weekend in Belanglo State Forest. They were challenged by the “Colours” themed activities during the day and celebrated Venturing at night at the biggest annual Venturer event in Australia.

Top-placed Teams

1	Aspire	Binyulka Venturer Scouts NT	1,346 points
2	Boganz	1st Traralgon	1,327 points
3	Itchy 4 Skin	1st Turrumurra	1,324 points



66 participants

GRAFFITI REMOVAL DAY



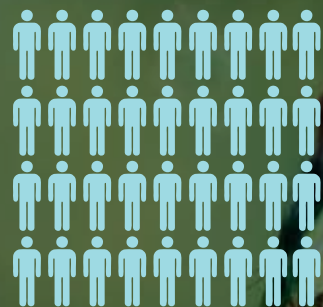
10,309 cans

HIKE FOR HUNGER



558 campers
Coleman's
Backyard
Campout

STATE RALLY



915 Scouts

193 PATROLS

ScoutHike



916

Participants



182

Teams

4

Days

DRAGON
SKIN

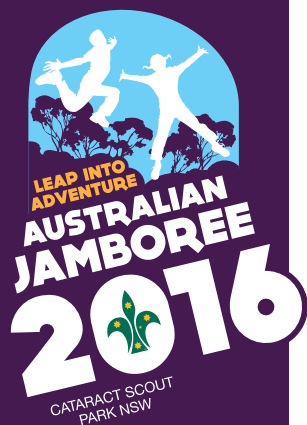
"This year we successfully mounted the largest Scouting event to take place in NSW for the next twelve years, the 24th Australian Jamboree. I want to congratulate the incredible Leaders and supporters who made AJ2016 a great success.

I also want to express my thanks and gratitude to the Jamboree Executive Committee as well as the many Leaders from NSW and Australia who worked tirelessly to plan this extraordinary experience for our youth members. It was inspiring."

Terry Brooke, AJ2016 Chief
Director and Deputy Chief
Commissioner, Major Events



JAMBOREE



AJ2016

As many of our Members will tell you, the most exciting highlight of the year was the 24th Australian Jamboree 2016 (AJ2016).



Scouts Australia NSW opened up its doors to all Scouts across Australia and the world, with almost 11,000 youth and adult members setting up camp for the experience of a lifetime and the chance to Leap into Adventure.

Ready and waiting at Cataract Scout Park were teams of specialists in activities, media, entertainment, logistics, medicine, and the rest.

Excitement started to mount in anticipation of the opening ceremony. Meanwhile JNN FM Radio and Scout TV began their daily broadcasting schedules, keeping everyone informed and entertained.

AJ2016 even had some special famous guests, including Justice Crew, who cranked up the energy levels on Opening Night and got the enthusiastic crowd participating before the night closed with a spectacular firework extravaganza.

And then the rain came down. This wasn't just the odd shower or two. The mud was soon almost deep enough to swim in – and plenty tried.

On Super Saturday 10 January, over 12,000 parents and future Scouts joined the fun. This was a great opportunity for Joeys and Cubs to see what Jamboree is all about and get excited for the years ahead.

For two action packed weeks, Scouts spent some days doing fun activities such as challenge courses, flying fox and abseiling. While other days, Groups would head off on day trips to Sydney, the Air Activity Centre, Botany Bay and Jamberoo for a bit of extra fun!

As the sun went down each day, the fun didn't stop. Some of our favourite evening activities were carnival night, which had the campsite colourfully lit up as the Scouts tackled the dodgem cars and consumed fairy floss, as well as AJ's Got Talent, which allowed our Members to show off their acting, dancing and musical talents to a large audience.

When Scouts were asked to reflect on their time at Jamboree, making new friends was definitely one of the best parts!

"I've met heaps of people, like when we go on activities with them and when we had our street dinner. It was fun to meet and chat with Scouts from the Troops camping around us."

Tim, Troop D707

Overall there were contingents from sixteen countries including the UK, USA and Japan.

AJ2016 was such a success, and while we're a little sad that it's over now, we can't wait to see what AJ2019 has in store for us!



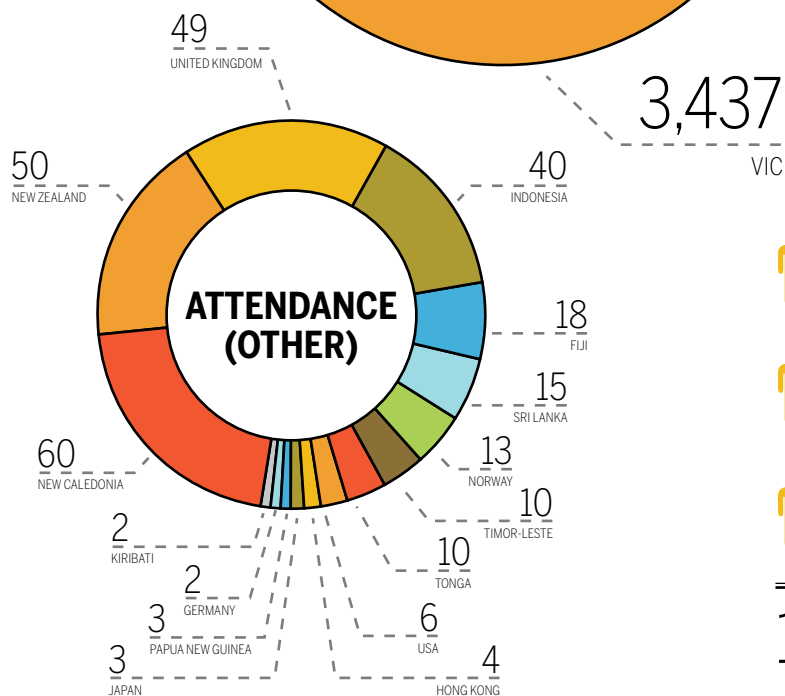
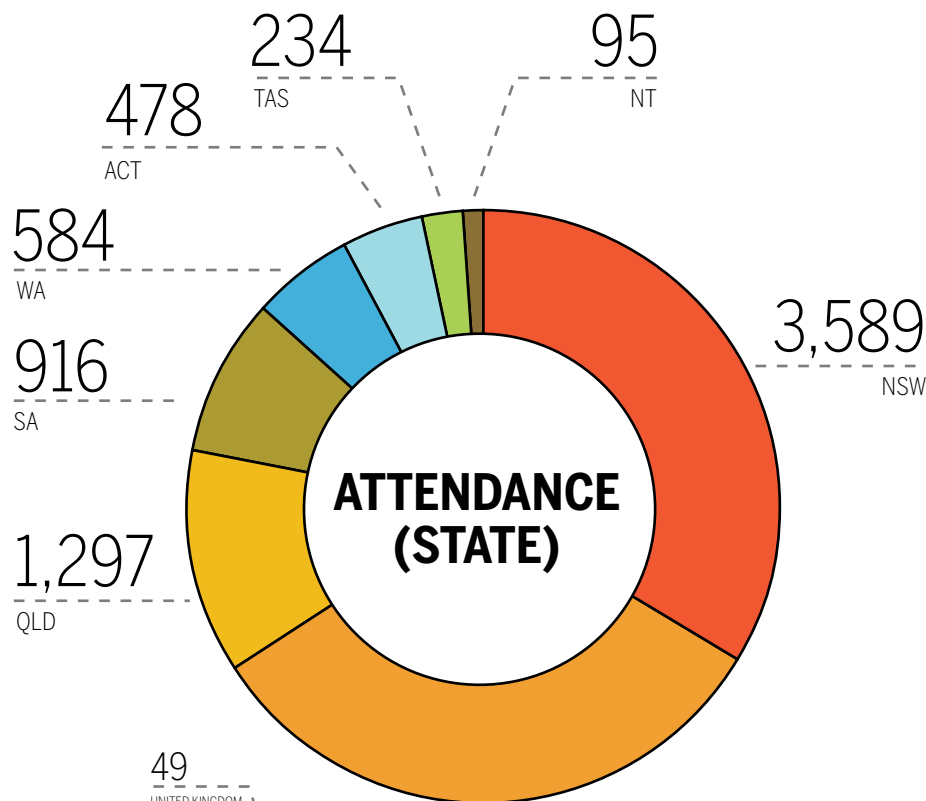
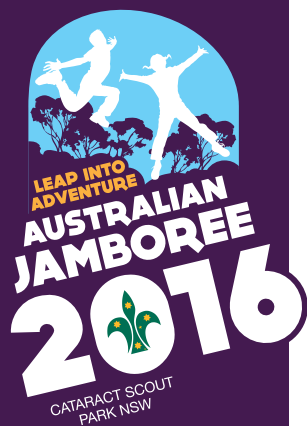
A large crowd of people is gathered at night, looking towards a stage. The stage features two large, brightly lit screens. Above the stage, a massive firework is exploding in the dark sky, creating a large, colorful burst of light. The crowd is dense, and many people are holding up their phones to capture the event. The scene is illuminated by the stage lights and the firework display.

“We live streamed much of the Jamboree JNN FM Radio & Scout TV over the Internet, reaching people around Australia and the world. We achieved over 1 million impressions on global social media on Super Saturday alone, so we were very successful on taking advantage of this major event to showcase the Scout movement globally.

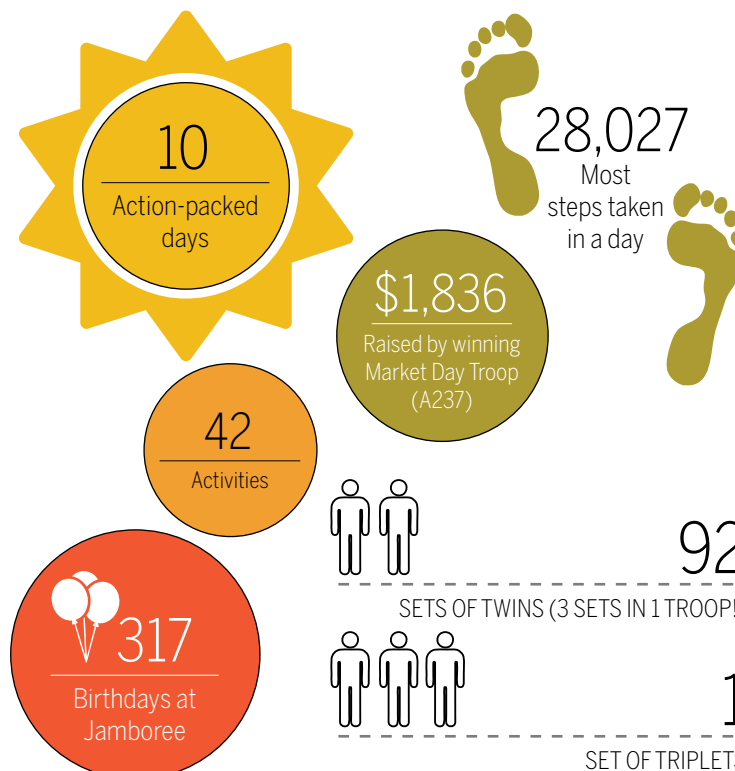
In the first 3 days of AJ2016 we received more external TV, radio and press coverage than for the whole of AJ2010 (which also had significant coverage), particularly on National TV.”

Peter Oliver, AJ2016 Director Marketing and Communication

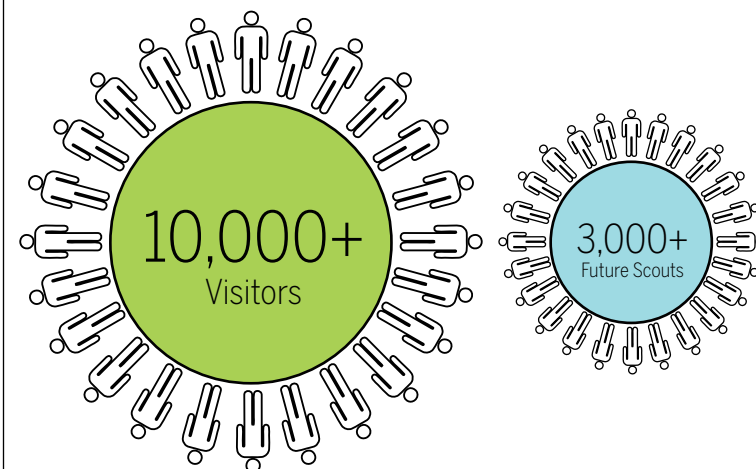
JAMBOREE AT A GLANCE

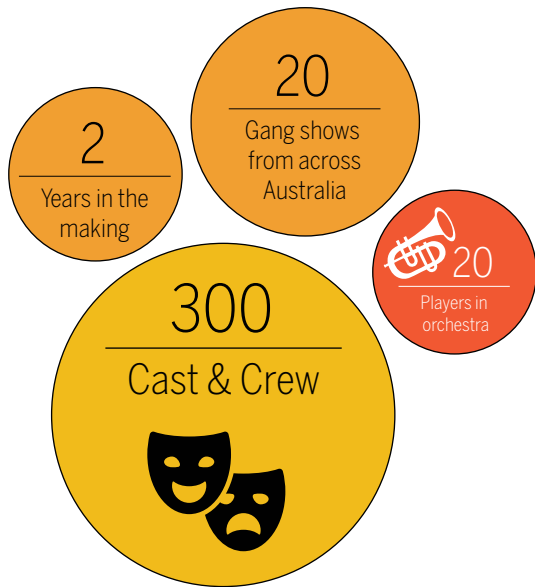


8,371 SCOUTS
+
194 VENTURERS
+
2,351 ROVERS, LEADERS & OTHERS
10,916 TOTAL

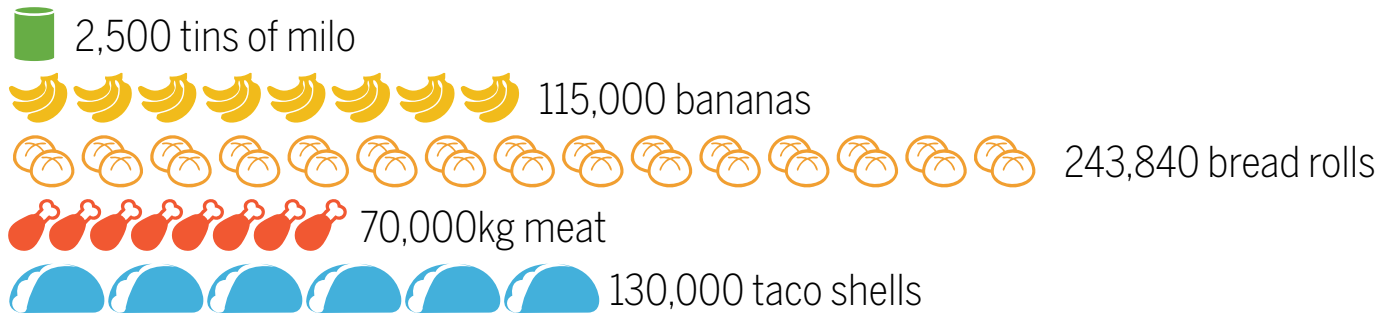
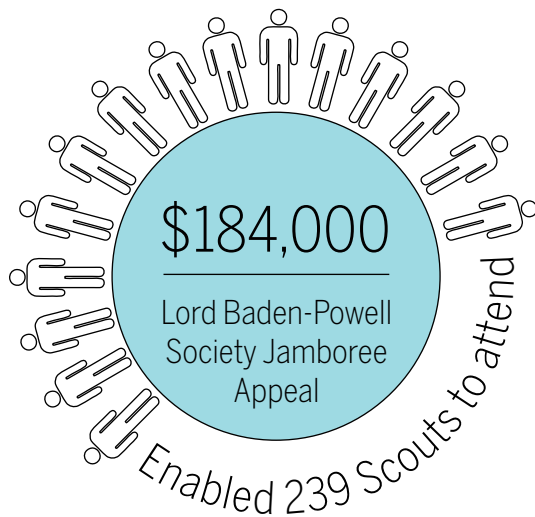


SUPER SATURDAY

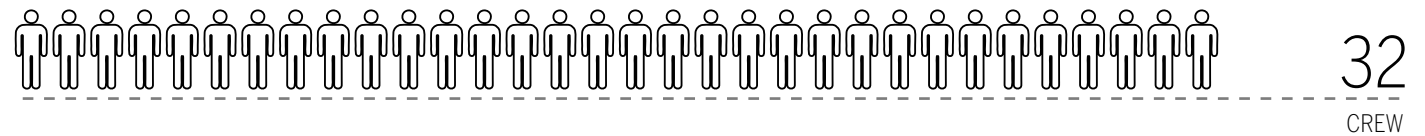




GANG SHOWS

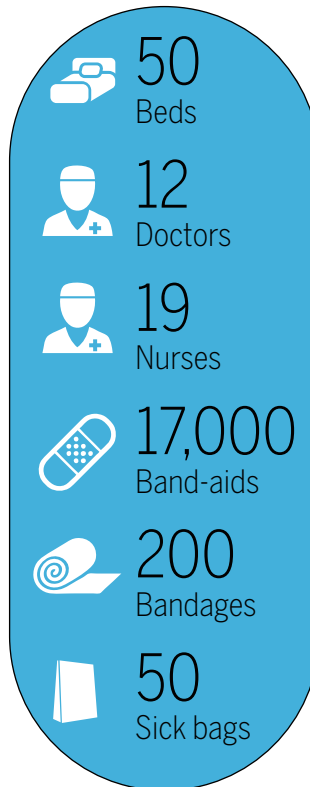


JAMBOREE NEWS NETWORK

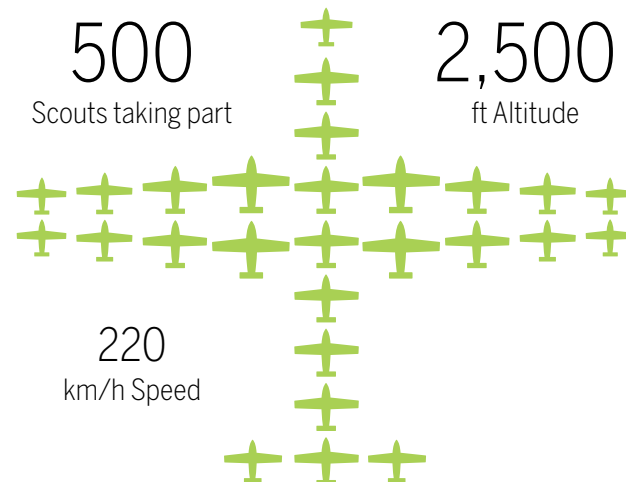


3,000+ online audience for Opening Ceremony 500+ new followers

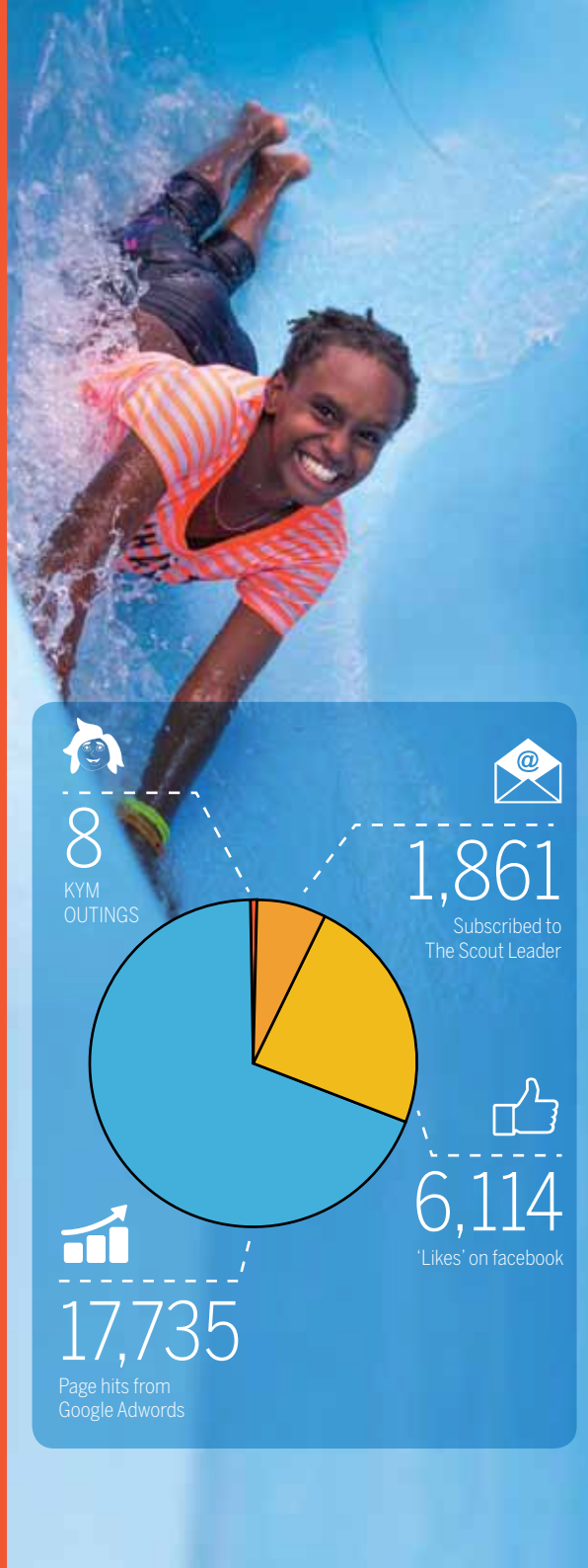
MEDICAL CENTRE



AIR ACTIVITY CENTRE



STATE OFFICE



Areas of Responsibility

Communications and Development
Executive Support
Finance
Issues Management
Member Services
Property
State Events
Training

Sydney Olympic Park

The employed staff of the State Office supports the Chief Commissioner, the Chair and their teams. The State Office also provides a point of contact for members of the public.

Our online membership database, ScoutLink, continued to grow in use and develop in functionality. All Groups now include an active user, and this year invoicing became a fully automated ScoutLink process.

This year has seen a shift in emphasis regarding property. The increasingly regulatory nature of property management means that we must more than ever make the right decisions in every case. To provide a foundation for sound decision-making we have begun to collect crucial information about every Scout property in NSW.

The Finance Department supports Scouts Australia NSW with financial and insurance services, including financial assistance to Regions and Groups. It manages finances related to State events, and it maintains supportive working partnerships with the State Finance Committee, the Investment Committee and the Insurance Committee.

Intrinsic to being a Child Safe Organisation, the Human Resources and Issues Management team supports the management of grievances and resolution of issues with Youth and Adult Members. This year we succeeded in achieving 100% compliance with our goal of obtaining and recording Working With Children Checks for our Leaders. We continue to follow the findings of the Royal Commission into Institutional Responses to Child Sexual Abuse, and its recommendations regarding redress.

The Communications and Development team provides news, advice, artwork and promotional materials to Groups, Districts, Regions and Activity Centres, and is responsible for raising the public perception of Scouting in NSW. Our large wall displays in Chatswood Westfield attracted a lot of positive attention. The quarterly electronic newsletter The Scout Leader met with a good reception, and every week several new members of the public join its mailing list. Social media play a role in maintaining the public profile of Scouts; we are active on Facebook, Instagram and YouTube. Our regular Google advertisements bring thousands of additional visitors to our web site.



The last financial year produced a very sound financial result.

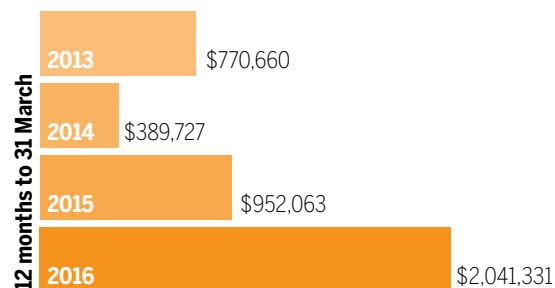
Our Operating Income has been driven by four main factors:

- AJ 2016 which delivered an outstanding program of activities in a financially responsible manner (\$1,561,884). The NSW Contingent provided a similar experience to its members and also produced a sound financial result (\$269,907).
- Favourable returns from our Asset Management Program (\$506,003).
- Income generated from the Investment Portfolio (\$1,112,184).
- Overall good cost control.

This was in part off set by non-operating items including:

- Increase in value of Property held for Sale (\$5,610,000).
- Fall in the value of the Investment Portfolio and loss on sale of investments. (\$2,592,013).

Recent operating surpluses:



These are satisfactory financial results to report, however they include one-off transaction types that cannot be repeated in future years, such as the income from the Jamboree Organisation.

Financial investment into Scouting in the last 12 months includes:

- Information Technology including rollout of ScoutLink \$420,427.
- Property Infrastructure maintenance and upgrade \$784,935.
- Development and Promotional activities \$232,565.
- Leader Training \$125,372.

The greatest challenge for Scouts remains as increase in membership of which plans and initiatives are in place. This is off the back of the successful AJ2016 plus the building expectation of Cuboree in 2017 provides a sound platform to promote scouting. The current budget has provided no increase in membership fees to support this unique opportunity to build future membership.

The results reflect the commitment of many cost centre owners who put such rigorous effort into setting a tight budget and monitoring performance against budget, and who regularly deliver a result that is on, or better than, budget.

It will only be through the continual effort of cost centre owners and the sharing of innovative ideas between cost centres, Groups, Regions and State that we will be able to fund and expand the program into the future.

The State Finance Committee continues a process of review as the environment changes and our goal remains to implement best practice at every opportunity. I thank each member for their contributions.

I thank the Investment Committee for their tireless efforts to improve our financial return in a difficult and uncertain economic climate.

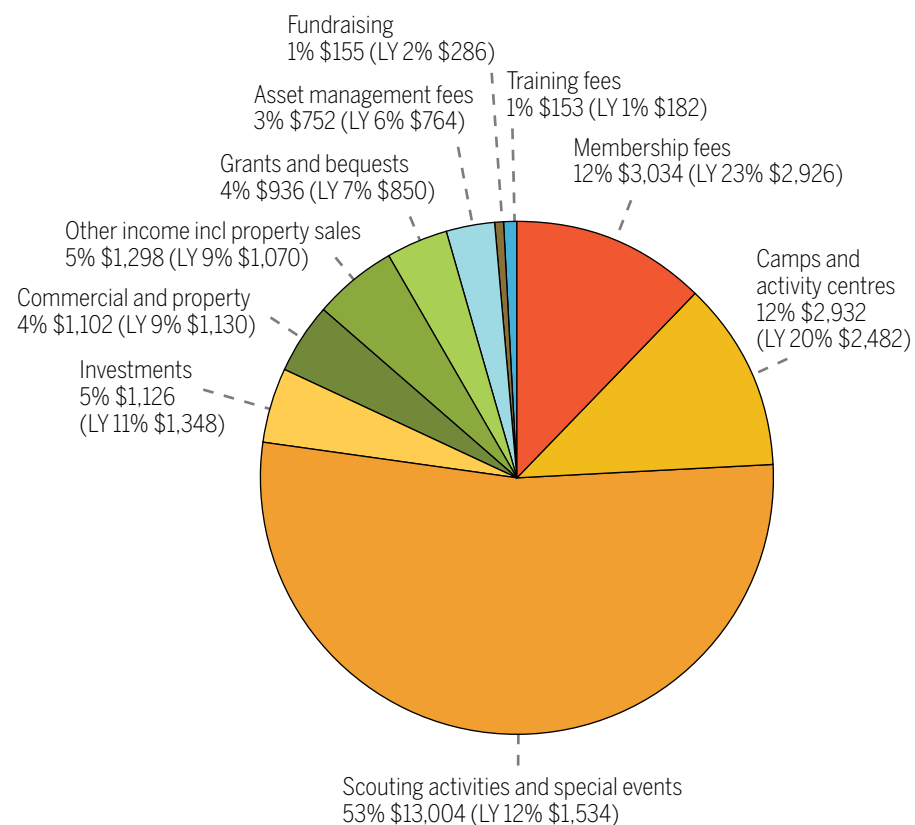
Consistent support has been provided by a small, hard-working and dedicated finance team. I would also like to thank each member of Scouts who have made the financial sustainability of Scouts NSW a priority during the last year.

Scouts were again the extremely fortunate recipients of NSW Government grant income during the year. A total of \$436,668 of Community Building Partnership grants were announced in December 2015, which will be reflected in the accounts for the coming financial years. These grants were distributed to 42 individual Groups and Regions across the State. This takes the total of Community Building Partnerships grants to \$3,369,542 over the last 5 financial years.

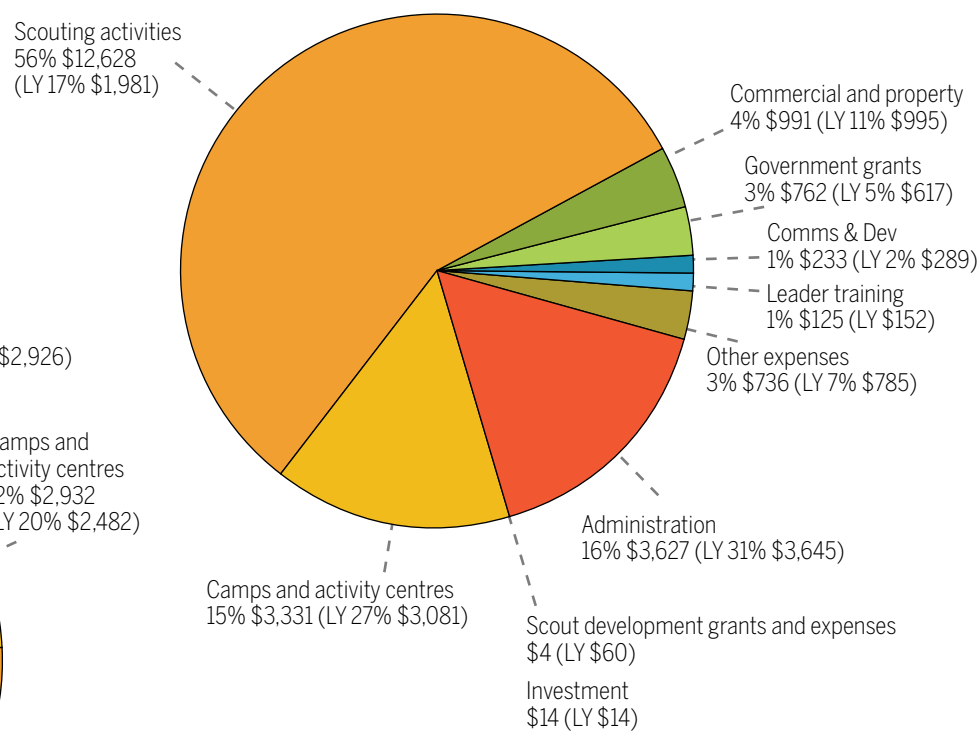
Bob Mulcahy, Honorary Treasurer

Summary	2015-2016 \$	2014-2015 \$
Income	24,492,602	12,571,542
Expenses	22,451,271	11,619,479
Surplus	2,041,331	952,063

Income (In % and \$'000)



Expenses (In % and \$'000)



New South Wales Branch Trust Funds

The NSW Branch Trust Management Committee managed the generous funding provided by The Lord Baden-Powell Society to send 38 Scouts to the 2016 Australian Jamboree. After the review of applications received, the Committee agreed that last year far more people were seeking financial assistance than ever before.

The personal reports received from recipients of funding from The John & Marie Hill Trust Fund and the Lord Baden-Powell Society, in order to attend the World Jamboree in 2015 in Japan, highlighted the life-changing and unique opportunities that Scouting provides to the youth of NSW.

Brian Tye, Chair

Youth Awards

Scouts Australia NSW recognises the achievements of Scouts, Venturers and Rovers at formal bi-annual presentation ceremonies.

Queen's Scout and Baden-Powell Scout Awards

His Excellency General The Honourable David Hurley AC DSC (Ret'd) Governor and Chief Scout of New South Wales presented the Queen's Scout and Baden-Powell Scout Awards.

Government House, Sydney

- 125th Baden-Powell Scout Awards – 1
- 128th Queen's Scout Awards – 20

Government House, Sydney

- 126th Baden-Powell Scout Awards – 3
- 129th Queen's Scout Awards – 35

Australian Scout Medallion

Hornsby RSL Club

The Chief Commissioner, Doug Menzies OAM, honoured 23 Scouts at the 22nd Australian Scout Medallion ceremony.

Hornsby RSL Club

The Deputy Chief Commissioner, Youth Program, Jan Goodall, honoured 35 Scouts at the 23rd Australian Scout Medallion ceremony.

Adult Recognition Awards



307 Adult Members of Scouts Australia NSW were honoured with Adult Recognition Awards for good service, 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 2015 and thank you for your continuing commitment to Scouting.

Silver Kangaroo

The Silver Kangaroo is presented to Adult Members for at least 20 years of eminent achievement and meritorious service to the Scout Association.

Recipients:

- Alan John Ford OAM
- Janet Faye Goodall
- Alice May Johnstone
- Anthony Malachy Melville
- David John Newbold
- Gregory Richard Press
- Carlyle David Spinks

National President's Award

The National President's Award is presented to Associates for at least 20 years of eminent achievement and meritorious service to the Scout Association.

Recipients:

- Colin Geoffrey Nicholas
- James Frederick Snushall

Stan Bales Rover Service Award

Recipients:

- David Twist

Scouts Australia NSW congratulates all recipients of Australia Day 2016 and Queen's Birthday 2016 Honours. Thank you for giving your time to Scouting and for supporting the young people and adults who participate.

Australia Day 2016 Honours



Member (AM) in the General Division
of the Order of Australia

- Mr Reginald Walter Williams RFD, for significant service to youth through Scouting at the local and national level, to historical organisations, and to the community.

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

- Mrs Denise Begg, for service to youth through the Scouting movement.
- Mr Geoffrey Ivan Grenfell, for service to the community of the Central Coast, and to youth.

Queen's Birthday 2016 Honours



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

- Mr Frank William Barr, for service to youth through the Scouting movement.
- Mr Brian Gillet, for service to youth and to the community of Illawarra.
- Mr Douglas William Menzies, for service to youth through Scouting.



Governor and Chief Scout of NSW	His Excellency General the Honourable David Hurley AC DSC (Ret'd)
President	The Rt Hon Ian Sinclair AC
Vice President	Alan Overton AM
Chair of the Board of Directors	Kerry McGoldrick
Honorary Treasurer	Robert Mulcahy
Life Councillors	Warwick Bateman AM Ron Brown Ron Critcher OAM Peter Nickl Albert Gardner AM MBE RFD RD Kevin (Stack) Haycock OAM George Kolsky OAM John McIntyre Bruce Munro AM Alan Overton AM Jan Playford Wal Pilz AO OBE The Hon John Price AM Craig Ramsden Trevor Russell AM John Selwood

Elected Members	Howard Carey AM The Hon Sir Laurence Street AC KCMG QC John S Warrington AM
Board of Directors	Kerry McGoldrick – Chair of the Board Tony Burke – Deputy Chair of the Board Doug Menzies OAM – Chief Commissioner Robert Mulcahy – Treasurer Phil Crutchley Steve Fernie Claire Geary Jan Goodall Janet Hale David Hassan Spencer Jarratt Stephen Wallace
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
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State Office	
General Manager	Andrew Smith AM
Communications and Development Manager	Rosalie Batistoni
Operations Manager	Phil Jennings
Business Manager, Activity Centres	Peter Johnston
Property Manager	Bruce Retallick
Financial Accountant	Carlos Uianza

Chief Commissioner's Team

Chief Commissioner	Doug Menzies OAM
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Deputy Chief Commissioners

Adults in Scouting	Margaret Crawford
Issues Management	Robert Rodgers
Major Events	Terry Brooke
Strategy	Peter Oliver
Youth Program	Jan Goodall

State Commissioners

Joey Scouts	Jill Heath
Cub Scouts	Patricia Shaw
Scouts	Randall Jones
Venturer Scouts	Phillip Crawford RFD
Rover Scouts	Wal Waerner
Activities	Parrish Hull
Adults in Scouting	Ross Rowe
Adult Training and Development	Tarranne Bryan
Community Liaison	John Pestana, Jnr
Environment	Bill Pickering OAM JP
International	Carol Cope
Issues Management	Jeff Rose
Members Support	Jill Pretty
Performing Arts	Penny Becchio
Risk Management, Health and Safety	Warren Goodall

Special Needs	Mark Burfield
Vocational and Educational Training	Stewart Bullivant
Special Projects	Hilton Bloomfield Roger Butler OAM Dennis Conroy John Kane JP Peter Lee Lyn Mann Graham Pretty JP Brian Tye David Walsh Peter Webb

Region Commissioners

Greater Western Sydney	Neville Henderson OAM
Hume	Sue Bartlett
Hunter and Coastal	Steve Fernie
North Coast	Ian Hale
North West	Ian Dun
Riverina	Wayne Geale OAM (Acting)
South Coast and Tablelands	Phil Crutchley
South Metropolitan	Bryan Davison
Sydney North	Kerry Griffin
The Golden West	Ben Williamson



THANKS

Thanks

We express our thanks for the tremendous work and service of the many thousands of volunteers, supporters and helpers who make Scouting in New South Wales possible for our young people. These include our Leaders, Committee Members, resource advisers, examiners, instructors and their families who provide assistance, support and encouragement throughout the year. We are also indebted to our professional advisers for their sound advice and pro bono work.

We are grateful to the Lord Baden-Powell Society for its donation to Scouts Australia NSW of \$29,339 in 2016.

Thank you, everyone who helped Scouts Australia NSW achieve 100% compliance with our Working With Children Check objectives. This is an exceptionally good result.

Called to Higher Service

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

- Melinda “Barbie” Adams
- Bruce “Dusty” Arnsby
- Garry Barton
- Morris Clague
- Edna Coleman
- Keith David
- Leone Dyson
- Angela Fairbairn
- Daphne Hawkins
- Alfred Humphreys
- Gail Inglis

- Alan Johnstone
- George Gillespie Kierle
- Josh Kirchner
- Shelagh Lamb
- Sandra Lawson
- Peter Smith
- Graham “Skip” Crawford
- Robert Leece
- Russell Marshall
- Bruce McNeice
- Air Commodore G G Michael AO OBE AFC (Ret’d)
- David Milson
- Lindsay Ross Munro
- Graham James Painton
- Ken Powell
- Allan Richardson
- Judy Seal
- Stephen “Archer” Shaw
- Harry Dudley Smith
- Victor (Vic) Mack Sparkes
- Greg Strutt
- Mervyn Robert Stanley (Stan) Tuck
- Narelle Walker
- Craig Ferguson

Planned Giving

Bequests made to the Association 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.

Scouts Australia NSW expresses its gratitude to the estate of Allan Rogers for the bequest of \$51,751.21.



NSW Government

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

Community Building Partnership Program Round VII

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.

Family and Community Services

We are grateful to the Department of Family and Community Services for its continuing support of the Scouts Regional Skills Development Project.

Supporters of Scouts Australia NSW

- Aon Insurance
- ANSVAR Insurance
- The communities of Albury-Wodonga, the Central Coast, Cumberland, Hornsby, Kirrawee and Korimul
- Anzac Day Dawn Service Trust
- Associations Forum
- Avante IT
- Baden-Powell Guild of New South Wales
- Baden-Powell Parliamentary Guild
- Blue Scope Steel
- Cooma Coaches
- Egistos Solicitors
- Australian Government Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA)
- Forests NSW
- Girl Guides NSW and ACT
- GPT represented by Charlie Evans and Craig Cassar
- Harmers Workplace Lawyers represented by Greg Robertson
- Herbert-Smith Freehills Lawyers represented by Mary Boittier
- Insight Matters represented by Stephanie Thompson
- The Hon Greg James AM QC
- K and T Property Consultants Pty Ltd
- Leatherman
- Led Lenser
- Mr John Leece AM
- Lord Baden-Powell Society
- Monster Sports
- Pitcher Partners, Auditors
- Mr Geoff Morgan AM
- National Adjustors Partnership
- Norton Rose Fulbright Lawyers represented by Sally Woodward and Alexandra Shields
- NSW Office of the Children's Guardian
- NSW Government Department of Family and Community Services
- NSW Government, Office of Environment & Heritage
- NSW National Parks and Wildlife Services
- NSW Ombudsman
- NSW Police
- Perisher Blue Ski Resort
- Primary Communication represented by Annabelle Warren and Jenny Muir
- Quad Café
- Mr Jeffrey Rose
- St. John's Ambulance
- The Returned and Services League of Australia (NSW Branch)
- Sydney Olympic Park Authority
- Sydney Olympic Park Business Association
- Thredbo Ski Resort
- Vero Insurance, Public Liability Insurer
- Westfield
- Work Cover NSW
- Your HR Manager Pty Ltd represented by John and Vaia Webster



Our Community



Family & Community Services



THE UNIVERSITY OF SYDNEY



MACQUARIE University

Scouts Australia NSW insurance

Class of insurance

Aviation Hull & Liability
Business Package – Epping
General Property
Group Personal Accident
Corporate Travel
Industrial Special Risks (MK IV)
Public & Products Liability – Primary
(including Hall Hirer's Liability)
Umbrella Liability
Management Liability – Primary
Excess Directors and Officers Liability
OHS Insurance
Marine Transit
Pleasurecraft
Motor Vehicle

Insurer

Tokio Marine Kiln
AIG Australia Limited
Included in Industrial Special Risks Policy
Chubb Insurance
Chubb Insurance
Berkshire Hathaway Specialty Insurance

Ansvar Insurance Limited
XL Catlin
Zurich Australian Insurance Ltd
XL Catlin
AAI Ltd (Vero Insurance)
AAI Ltd (Vero Insurance)
QBE Insurance
CGU Insurance

Policy Number

SA15A0043139
9631410CMB
-
93101214
93128668
47-ZPR-001181-01

02.400.0590229
1264901
782230922 ZML
1255268
LPP104133118
MTD019436671
M2 M057429 PCR
24F 2440058

Across NSW

Jun '16
25

Trends

2009
-2016

Membership	NSW	GWS	Hume	HC	NC	NW	RIV	SCT	SM	SN	TGW	HQ
Joey Scouts	1274	224	85	279	57	20	51	143	178	193	44	
Cub Scouts	5521	650	298	1031	275	92	231	512	774	1557	101	
Scouts	5125	646	328	826	245	83	194	504	789	1396	114	
Venturers	1663	265	97	261	70	25	35	172	311	400	27	
Rovers*	776	121	71	90	7	22	22	73	153	207	10	
Total Training Members	14359	1906	879	2487	654	242	533	1404	2205	3753	296	
Leaders***	2254	330	127	380	99	52	71	219	334	541	50	51
Trainee Leaders****	947	104	54	156	42	11	32	93	148	264	33	10
Adviser	92	7	2	17	0	1	0	14	4	29	0	18
Scout Fellowship Members**	345	79	0	31	4	0	18	39	25	61	0	88
District Leaders	142	18	11	43	1	1	0	34	6	28	0	0
Region Leaders	324	31	25	72	11	17	11	49	49	50	9	0
SHQ	49	0	0	0	0	0	0	0	0	0	0	48
Joey Scout Helpers	2	0	0	1	0	0	1	0	0	0	0	0
Cub Scout Helpers	17	3	0	6	0	2	0	1	1	4	0	0
Scout Helpers	2	0	0	1	0	1	0	0	0	0	0	0
Total Members	18533	2478	1098	3194	811	327	666	1853	2772	4730	388	215
Formations												
Joey Scout Mobs	181	26	11	51	11	6	7	19	22	22	6	
Cub Scout Packs	376	44	28	74	20	9	18	44	52	77	10	
Scout Troops	357	42	27	72	22	9	17	38	51	70	9	
Venturer Scout Units	195	20	12	38	9	4	7	27	30	42	6	
Rover Crews	65	10	5	7	2	2	3	7	15	13	1	
Groups*****	505	58	39	92	27	17	29	64	79	84	14	2
Scout Fellowships	23	5	0	2	1	0	2	2	2	5	0	4
Districts	55	7	6	8	2	5	1	5	12	8	1	
Regions	10	1	1	1	1	1	1	1	1	1	1	

Membership	2016	2015	2014	2013	2012	2011	2010	2009
Joey Scouts	1274	1,333	1,203	1,093	1,314	1,329	1,205	1,299
Cub Scouts	5521	5,195	5,851	5,779	5,524	6,372	6,479	6,251
Scouts	5125	5,228	4,971	5,270	5,746	5,402	5,539	5,807
Venturers	1663	1,682	1,498	1,459	1,545	1,600	1,410	1,271
Rovers*	776	780	792	792	707	698	680	725
Total Training Members	14359	14,018	14,315	14,393	14,836	15,401	15,313	15,353
Leaders***	2254	2,647	2,880	2,913	2,994	3,223	3,353	2,928
Trainee Leaders****	947	1,139	566	709	690	646	668	756
Adviser	92	96	88	96	94	100	96	110
Scout Fellowship Members**	345	341	180	194	162	181	211	200
Joey Scout Helpers	2	9	13	12	16	8	9	5
Cub Scout Helpers	17	5	11	19	26	18	23	19
Total Adult Members	4174	4,237	3,738	3,943	3,982	4,176	4,360	4,018
Total Members	18533	18,255	18,053	18,336	18,818	19,577	19,673	19,371
Formations								
Joey Scout Mobs	181	177	129	132	134	133	136	128
Cub Scout Packs	376	381	419	419	415	427	437	426
Scout Troops	357	370	371	376	381	388	395	398
Venturer Scout Units	195	193	185	183	198	196	183	171
Rover Crews	65	66	62	66	66	67	64	69
Groups*****	505	489	436	435	440	456	464	460
Scout Fellowships	23	23	23	23	21	21	21	19
Districts	55	51	57	62	62	63	66	66
Regions	10	10	10	10	10	10	10	10

* Includes Rovers who are Leaders

** Includes Multiple Fellowship Appointment

*** Excludes Leaders who are also Rovers

**** In 2015 there has been a change in the way Appointed Trainee Leaders to Trainee Leaders

***** In 2015 there has been a change of all Rovers attached to a Rover Crew Group



www.nsw.scouts.com.au

Our thanks and acknowledgement goes to the following photographers for their strong contribution to the 2016 Annual Review.

- AJ2016 JNN Photography Team
- Daniel Aarons
- Quentin Jones – jonesphoto.com.au
- Nick Buchner