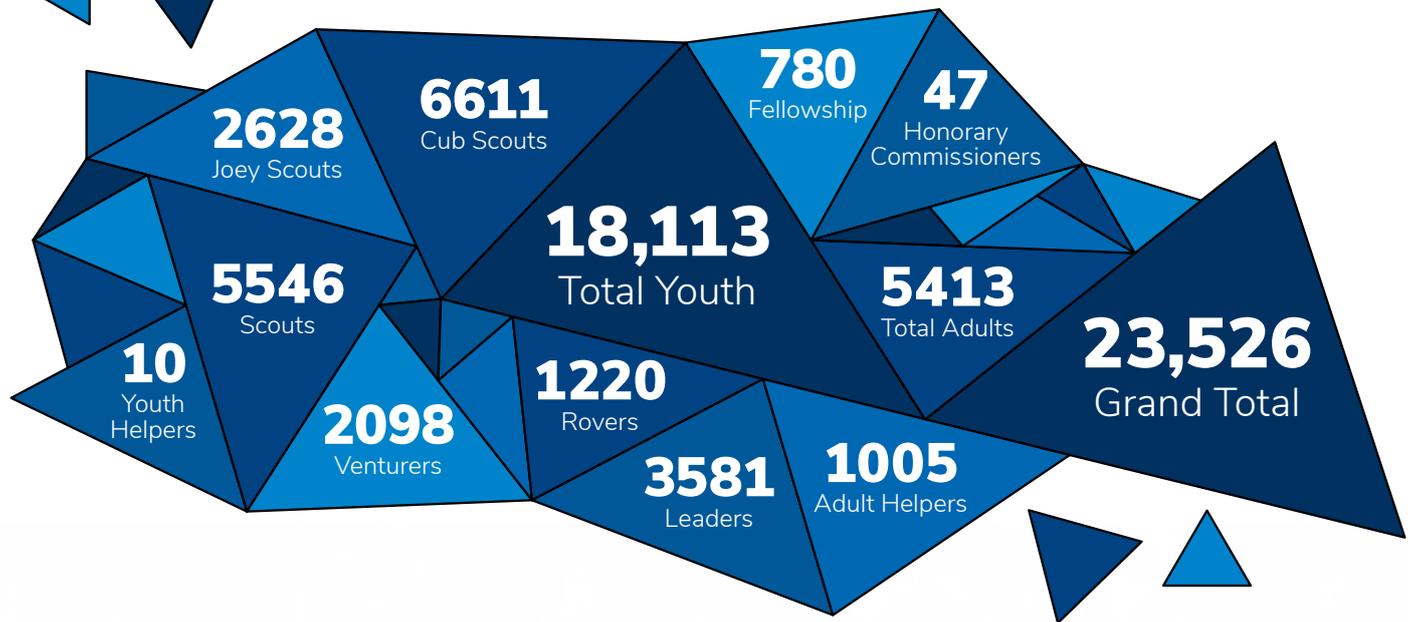


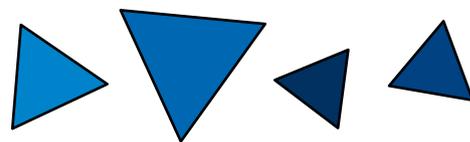
# Scouts Victoria Report to Victoria 2021



# Scouts Victoria Today



# Chief Commissioners Report



**Rod Byrnes**  
Chief Commissioner  
Scouts Victoria



**Daniella Taglieri**  
Deputy Chief  
Commissioner  
Scouts Victoria



Rod with the State Leadership Team at the Adult Recognition Awards.

There's no doubt that in 2021 we were once again stretched to find creative ways to deliver Scouting. We've needed to be resilient in the face of an uncertain path, and constantly adapting ourselves and our programs to ensure our youth continue to be given every opportunity to achieve their goals. Those qualities – creativity, resilience, and adaptability – have always been a part of being a Scout, but the pandemic has helped us rediscover those qualities in ourselves, and in our organisation. We've brought together our best selves through this adversity, and it provides us enormous capability going forward.

## Well done to our Peak Award recipients, and those that have supported them

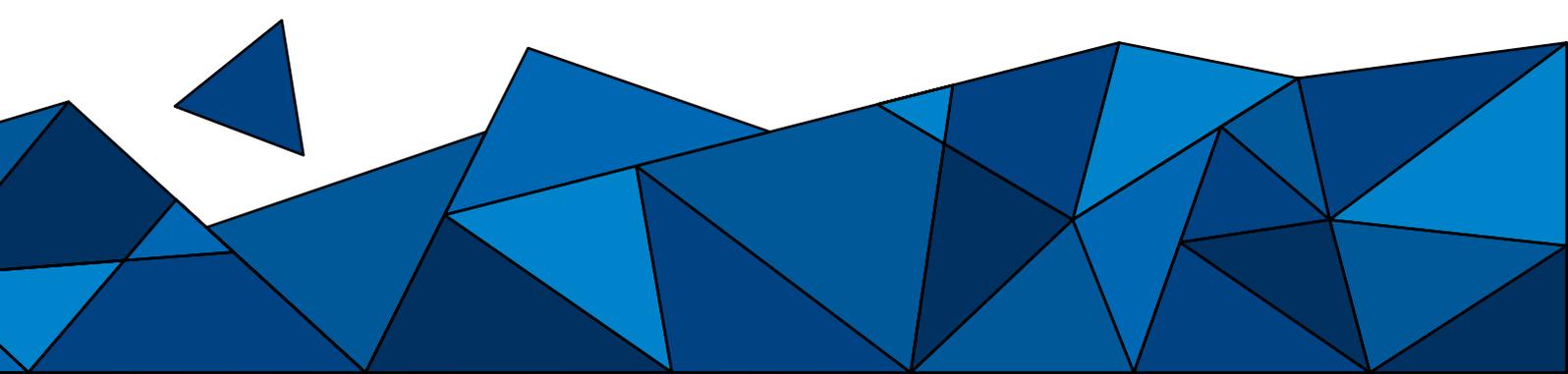
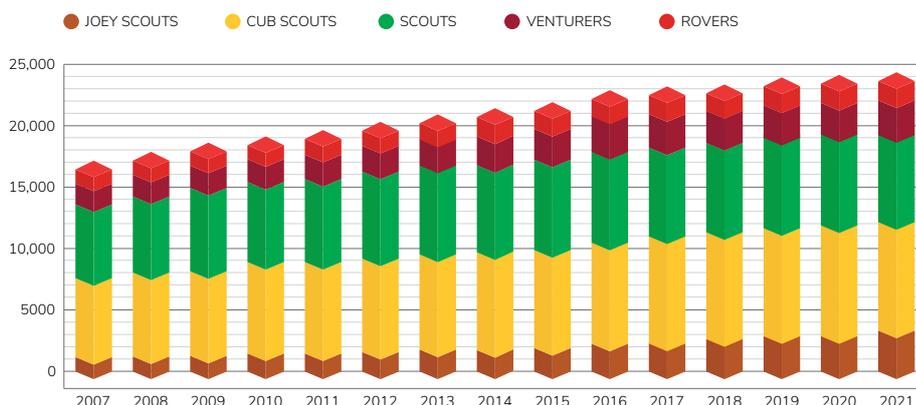
Between lockdowns, and sometimes via Zoom, I had the privilege and pleasure to help celebrate the Peak Award achievements of our Youth this year. I always find it humbling and inspiring to reflect on what our young people are doing and to see their personal development

throughout the Scouting journey. Even more so when they've had the constraints and restriction of lockdown. It's a testament to the support they receive from their fellow Scouts, their Leaders and mentors, that they've managed to navigate this year and still achieve the highest award of their Sections.

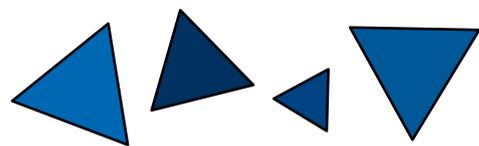
## 15 years of Growth

In May I was very proud to announce that we achieved our 15th year of growth! A special thank you and well done to those Groups which have grown in spite of the enormous challenge the pandemic has given us. Even the most optimistic of us were expecting a much different result.

## 15 Years of Growth!



# Chief Commissioners Report



It's a sign that families value the opportunities that Scouting gives our young people. And here's a sign that we're also delivering fun: I want to highlight that our Joey Scout numbers have doubled over the last 10 years! That is remarkable and a big driver of our growth.

## Youth Lead, Adult Supported Scouting

This year we were very proud to introduce Scouts Victoria's very first Deputy Chief Commissioner - Youth, Matt Ellis. Matt joined the State Leadership Team as a robust youth advocate to drive youth involvement in teams at District, Region, and State levels, in the running of our adult training, and in youth forums and workshops. Matt has had a busy year, bursting with energy for his role, and I'm so grateful to have him on our team. This was just the beginning. We also invested Jacinta Swift, our new Youth Commissioner - Adventure. Adventurous activities are a driver of attraction and retention of youth members and on the State Adventure Team Jacinta has helped lead our focus on adventure. You'll see many more new youth leadership roles at all levels as we continue to embrace youth leading with the support of our wonderful adults.

## Our Program

This year we added the two final components of the Achievement Pathways. Narelle Lowdell, State Commissioner OAS Leader Support, released the Outdoor Adventure Skills (OAS). I'm so excited by the addition of OAS because it's a feature of Our Program that truly encompasses the One Program approach. Youth build skills across



Rod enjoying the flying fox at Bay Park.



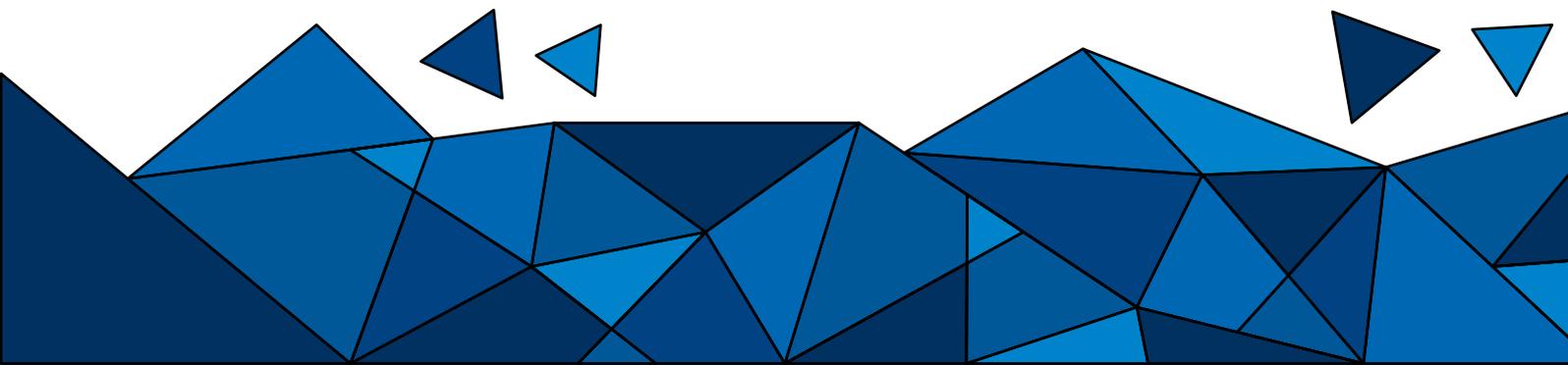
Rod opening the newly renovated 1st Ferny Creek Hall.

a range of Outdoor Adventure Skills that travel with them as they progress through the Sections. In July, Lisa Picking ACC – Youth introduced the Special Interest Areas (SIA). Special Interest Areas are an exciting part of the Our Program, because they give our youth a chance to challenge themselves in areas that are interesting to them. I'd like to thank John Kerr, State Commissioner

New Program Implementation, and the teams who have worked hard to roll out Our Program and ensure that all components are ready in time for VicJam!

## I'm ready for VicJam!

Early this year, a hard decision needed to be made when it looked like the chances of running AJ2022 during the pandemic were



impossible. The question became not if, but how? The answer from our amazing organisers was VicJam - all the incredible experiences and activities of a national Jamboree but run just for Victorians. In addition, a sensational program for Cub Scouts (CubJam) and some amazing experiences for Venturers too. Thank you to the wonderful teams involved in the preparation for the event. Getting outdoors and being adventurous is what we're about, VicJam will be the perfect springboard to start 2022 off with a bang.

### Child Safety

As part of our commitment to child safety we have begun a review of our current policies, practices, culture and awareness to help identify any areas for improvement. This review is designed to cover a new set of 11 child safe standards that will be introduced into Victoria by the Commission for Children and Young People from July of next year. We have engaged Child Wise to be part of the external review team for this standard, and a vital component of this review will be contributions from youth members, Leaders, and parents. I know our shared goal is to always be a child safe organisation; this review will ensure we emerge as a leader in the community and to become well-known for it, and that parents can be even more confident in us.

### Looking ahead

2022 will be a different year for us, not quite the same "normal" as pre-pandemic times! I'm confident that our Leaders will leverage their adaptability and creative

programming ideas to support amazing youth-lead experiences next year. Our youth are excited about getting out and Scouting again, but we know they're eager to continue running "alternative" style programs too. For many of us, Scouting may not look the same as it did when we were young- and that's great! We need to embrace how our young

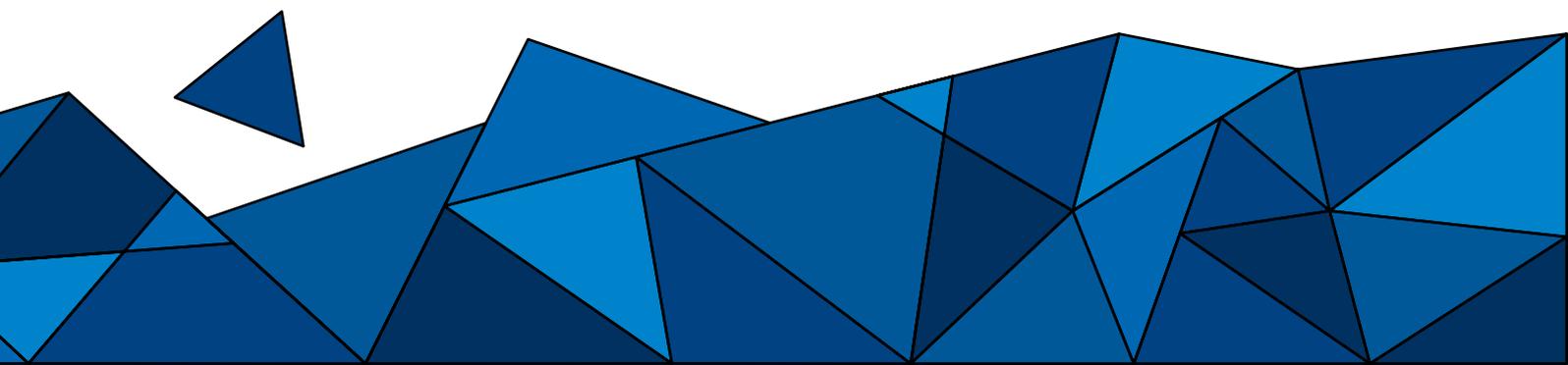
people connect with each other, while giving them opportunities to step out of their comfort zones. The pandemic has made us ask our Scouts the question - when we can't be with each other in person, what does a great program look like to you? Next year, the question might be - what have we learnt that will make our program even better?



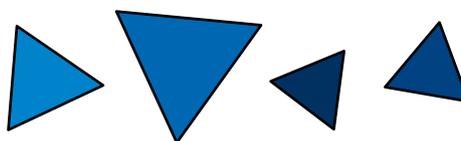
Presenting Lord Baden-Powell of Gilwell his 55 Years of service certificate.



Attending the conclusion of the Street2Bay Project.



# Chairman's Report

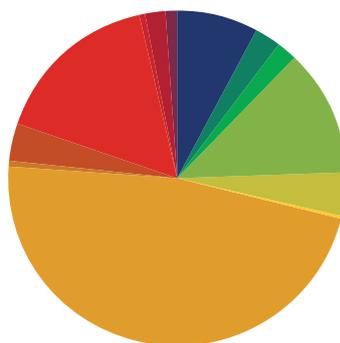


**Greg Landgren**

Chairman  
Branch Executive Committee  
Scouts Victoria

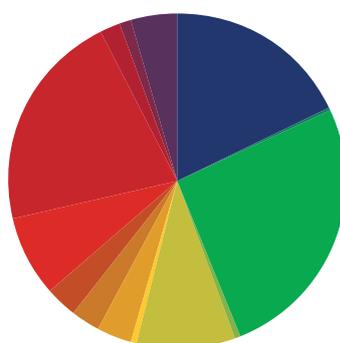
Scouting in Victoria has continued its strong development path in the last year. Its organisation and members have been challenged and it has responded admirably. This year we have once again grown in membership, all be it in a small way. This continues an unbroken run of 15 years. The work by the leadership in innovative programs such as Scout Quest, when coupled with the commitment and passion of our front-line Leaders, makes this a formidable movement.

The BEC continues to have a strong focus on sound financial management, the identification of risks and the highest standards of governance. This has meant that we can be proud to be a strong, transparent and well managed organisation. Our financial position has improved after the challenges of last year. Tight cost control in a period of reduced revenue, coupled with a bounce-back in investment values has been the foundation of improvement in the Scouts Victoria financial position. With regards to Groups, the State Government has contributed \$5.5m this financial year



## All Expenses 2020/2021 \$000's

Event Expenses	\$1,180	7.9%
Other Activities	\$392	2.6%
Affiliation Fees	\$271	1.8%
Corporate, Computer Services, Depreciation & Financing	\$1,831	12.3%
Occupancy Expenses	\$611	4.1%
Fundraising Expenses	\$31	0.2%
Provision for Potential Liabilities	\$7,062	47.3%
Postage, Printing & Stationery	\$81	0.5%
Training & Program Costs	\$559	3.7%
Employment Expenses	\$2,415	16.2%
Travel & Vehicle Expenses	\$69	0.5%
Loss on Investment Disposal	\$299	2.0%
Miscellaneous	\$136	0.9%
<b>Total</b>	<b>\$14937</b>	<b>100%</b>



## All Revenue 2020/2021 \$000's

Membership Fees/Group Service Levy	\$2,438	17.9%
Contributions Received	\$22	0.2%
Grants Received	\$3,519	25.9%
Insurance Proceeds	\$98	0.7%
Event Income	\$1,273	9.4%
Training Income	\$62	0.5%
Gilwell Park	\$479	3.5%
Group Contributions to Construction Costs	\$369	2.7%
Other Activities	\$405	3.0%
Investment Income	\$1,054	7.7%
Property Sales	\$2,900	21.3%
Fundraising/Donations Income	\$245	1.8%
Miscellaneous Income	\$162	1.2%
Premiums Received	\$583	4.3%
<b>Total</b>	<b>\$13,609</b>	<b>100%</b>

directly to Groups to assist them to maintain their programs. Our staff worked to get all the Monster Raffle prizes (excluding the car) donated by businesses. When coupled with our assistance of the Scout Development Fund we can be sure that we are maximising support to grassroots Scouting.

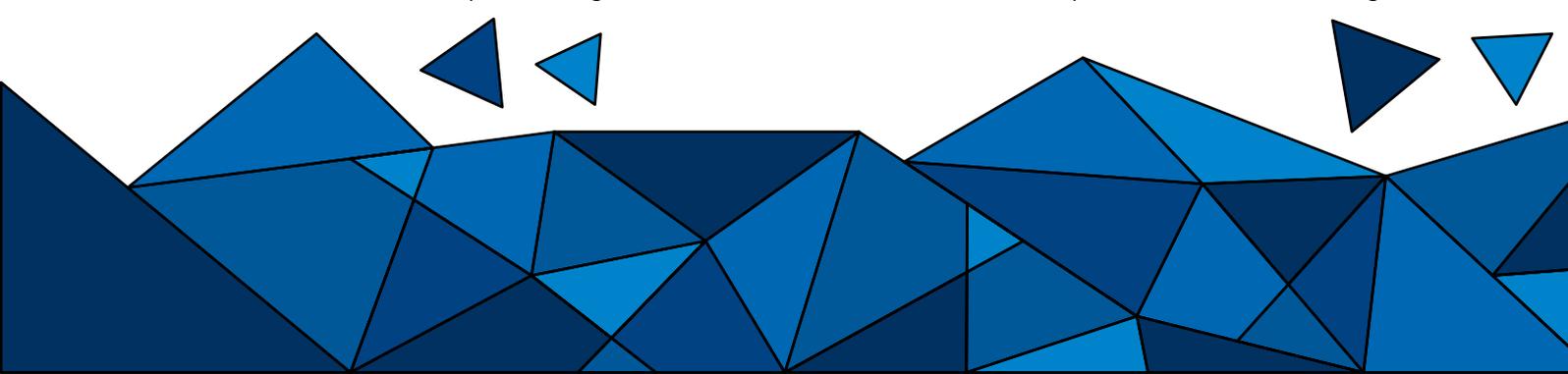
The continuing development of an open and beneficial relationship with our partners in the State, federal and Local Governments is a source of great satisfaction. Many people have contributed to this, but I must make special mention of Jon McGregor for his work in area.

The new Alexandra Hall was completed this year and we have several halls close to commencing construction. These halls are in regional and outer Melbourne areas

and will assist us to maintain our growth trajectory. We will continue to 'recycle' under-utilised properties in order to fund these projects.

Litigation and Redress expenditure was approximately \$6.5m this year and this not expected to decline in the next financial year. As disturbing as these issues are, it should be noted that the vast majority of claims involve perpetrators and acts from several decades ago. We continue to manage these claims with a respect to the Survivors, who were our members. In an increasingly litigious environment, we believe that these legal actions will continue to increase in value for several more years. It will require prudent management of our resources to meet these obligations.

The State Governments Container Deposit Scheme is continuing





Michael Sukkar MP at the 1st Heatherdale Hall opening.

to evolve and consult prior to a commercial tendering phase next year. Our current plan is to create donation collect points at participating Groups, with that revenue being retained by the Groups. Separately we are developing business cases to determine if we take on a larger role as Refund Collection Points. We are looking for assistance in this area.

This past year also saw the release of our three year strategic plan and I thank you for your comments and contributions. This will guide our actions and is available through the website.

Looking forward, our innovation and energy is made real with VicJam in December, building on the success of Cuboree during year. We will be conducting a major review of our child safety policies and procedures as we look to be the best we can in this key area of our organisation's focus. This is also being driven by a major re-statement of the Government's Child Safe standards, due to be implemented from July 1, 2022. We have also begun preparing for the next Federal and State elections. We have had strong

and positive requests from both major parties to share with them a development program.

Finally, I would like to extend my thanks to the people who make all of this possible.

Rod Byrnes as Chief Commissioner and Daniella Taglieri as Deputy have made enormous contributions to Scouting in this State. We thank them for their hard work, their creativity and their proactive responses to difficult situations.

Jon McGregor, executive General Manager, takes on significant responsibilities across an amazing range of tasks. Jon continues to drive innovation whilst managing the huge volume of work that comes his way. Jon's team also deserves their own thanks. They have faced into this second challenging year with flexibility, passion and creativity.

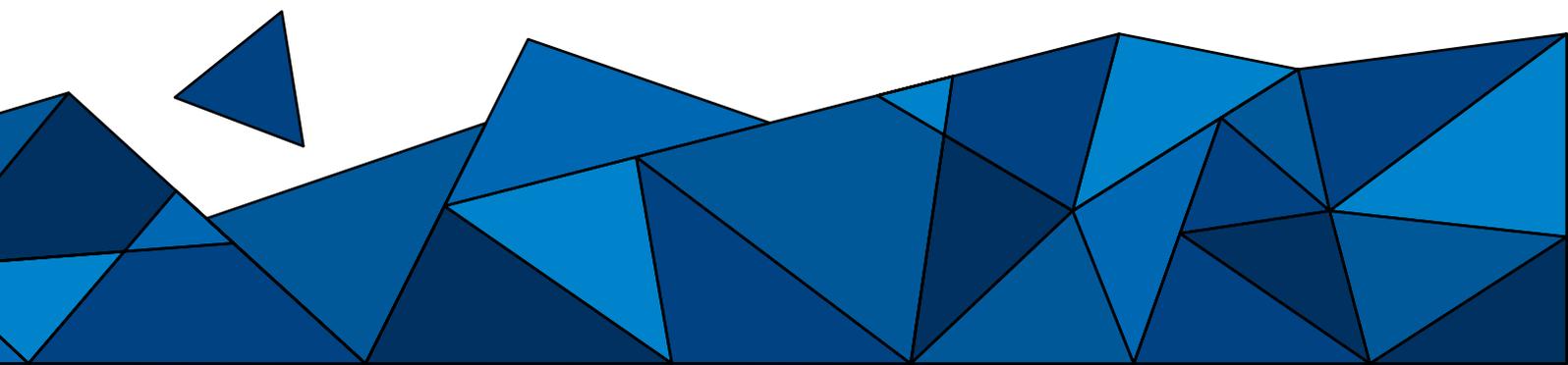
Our Treasurer, David Crundall, has steered us through some very uncertain waters and we should all be grateful. That he also led the work on our Risk Management Program makes his effort even more appreciated.

Your BEC has provided enormous assistance to the organisation and me. Not only do they steer the governance of Scouts Victoria through the regular Board meetings, but they take on significant pieces of work themselves. We could not afford the skills and services they bring to our benefit.

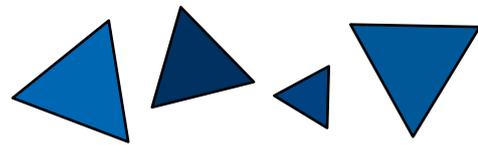
Thank you all for such a strong year in Scouting.



Minister for Youth, The Honourable Ros Spence MP visiting Cuboree.



# Youth Advocacy and Leadership



**Matt Ellis**

Deputy Chief Commissioner - Youth Scouts Victoria

Our youth members have enjoyed so many great moments this year. Some of them have been in Scout Halls or using many of our great campsites, on Zoom or embracing Scout Quest.

This year saw the Rovers lead the way back to major events with Surfmoort. It was our first major event since Kangaree nearly twelve months earlier. Surfmoort saw 420 Rovers and Leaders swarm to Eumeralla for the Australia Day weekend. A number of our Rovers witnessed a drowning and quickly stepped in, saving lives. We thank these Rovers for their quick thinking actions and for always being prepared to help others.

There is something special about Stradbroke Cup over the Easter weekend and our Scouts had an amazing time again this year. It was a brilliant opportunity to get their '4 Nights Closer to VicJam' badge and our Scout Section thrived. Our Scouts were treated to four days of beautiful weather and many Patrols were rewarded by being made Stradbroke Cup Co-holders. The weekend showcased excellent leadership skills within the Scout Section.



Joey Scout Challenge Award



Grey Wolf Award



Australian Scout Award



Queen's Scout Award



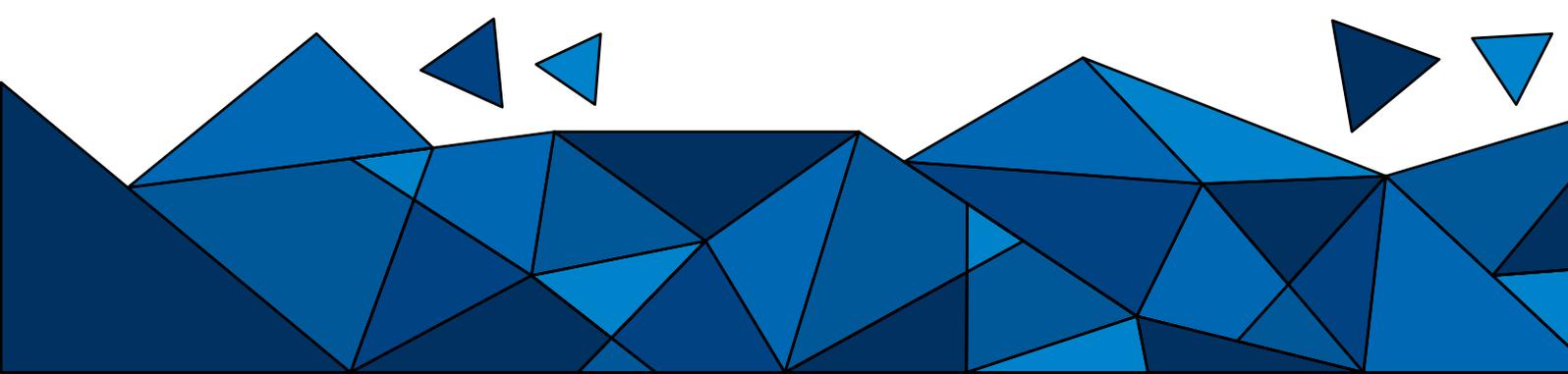
Baden-Powell Scout Award

The Cub Scout Section then had their opportunity in the sun (and rain!) to shine with Cuboree X. Cuboree saw Cubs from all over Victoria participate in the State Cub Youth Council. These Cubs came up with a number of great ideas, some of which were immediately brought into action

when State Commissioner - Cubs, Nikki Coffey, implemented their ideas about survival skills into the 'State Commissioner's Challenge. This is another great example of youth ideas leading our program. The Youth Council, like many of the activities at Cuboree, were led by five Venturers:



Matt joining in the fun at Stradbroke.





Matt and Rod at enjoying camp.

Ryan Lim, Lachlan Barrigan, Lacey Ewenson, Grace Wingate and Caitlyn King.

Our youngest Section, Joey Scouts, has led the way forward with huge growth. Our Joeys are sharing all the fun and excitement that Scouting has to offer. The leadership shown by our Joeys in inviting their friends to come and see Scouting has been amazing and I am excited to see what our Joeys do in the future as they continue their journey through Scouting.

Scouts Victoria, like the Joey Section, saw our numbers grow in 2021! To celebrate we made a special event badge. This badge was designed by youth members. I would like to congratulate Ruby-Jane, a Scout from 1st Belmont and Leonie, a Cub from 1st City of Camberwell who designed our badge and everyone who contributed a design. This badge

is another great example of 'Youth Led, Adult Supported' success.

Our Venturers, like all Sections, have shown unbelievable resilience this year. With Oz Venture and Anything Goes being cancelled, the State Venturer Council saw the need for a major event to bring the Venturers back together for the first time since early 2020. They landed on Winter Gathering, a camp led by the State Venturer Council. The Council came up with activities, risk assessments and everything in between. Days before the event, Victoria entered another lockdown, so they postponed the camp by a few months. Unfortunately, the same thing happened again and the Venturers used their initiative and moved their event online.

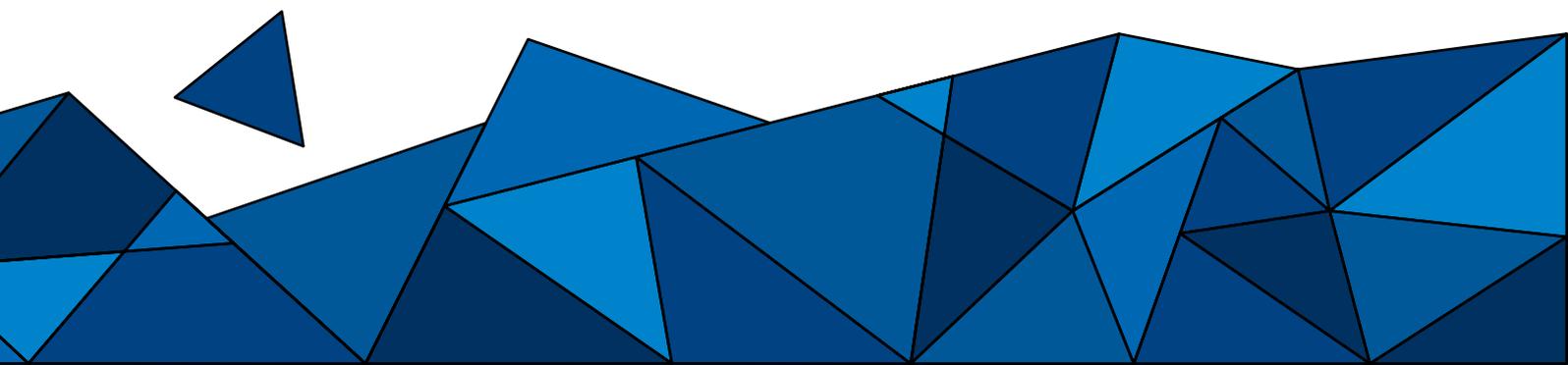
The whole Winter Gathering journey is another great example of the youth leading and adult supporting.

Once the idea was planted, the youth have led the direction. State Youth Commissioner – Venturers, Zoe Herrera, managed her first major event with the Youth Council members, leading the online activities for the whole weekend.

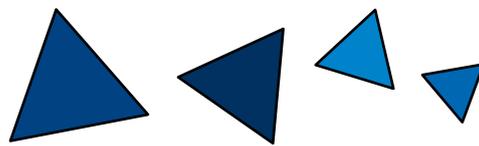
On a personal side, this year has been a whirlwind! I have thoroughly enjoyed the opportunity to be Victoria's first Deputy Chief Commissioner – Youth. It has been brilliant to be the voice for our 18,000 youth members and to see them camping, enjoying our program and gaining valuable leadership experience.

I have recently been booted from Rovers and have enjoyed my nineteen years as a youth member, but I see my next two years as DCC – Youth as a unique opportunity to continue being a youth member. I look forward to sharing the voices and ideas of our youth members to the State Leadership Team and working with all Section Councils to ensure our youth members have the opportunity to lead and grow.

Moving into 2022, I cannot wait for VicJam. I can't think of a better way to kick start 2022 than a massive Jamboree for Scouts, Venturers and Rovers. Our Cubs also have CubJam at VicJam, which is a fantastic opportunity to see how our Scouts camp. I am also looking forward to hearing from our young people with the '2030 Youth Forums'. These forums will be visiting all Regions in 2022 and making an appearance at VicJam! The 2030 Youth Forums give our Youth Members the opportunity to shape how Scouting will look in 2030.



# Adult Supported



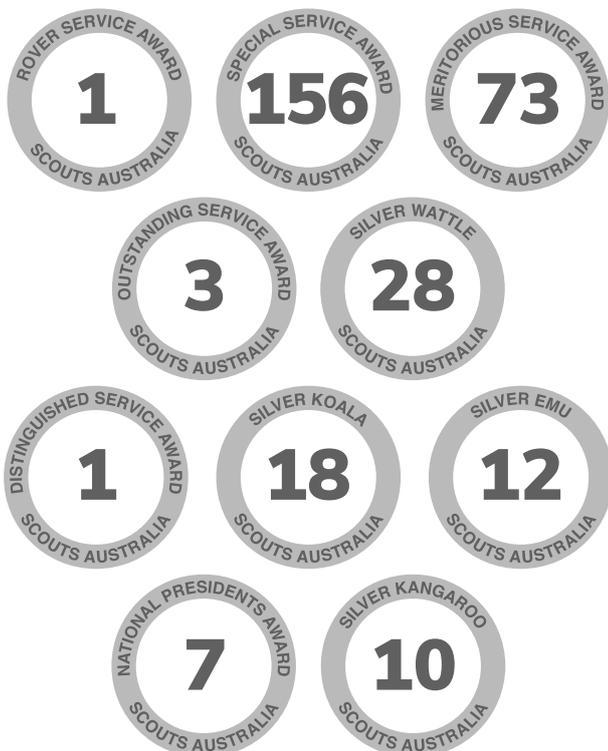
## Highly Skilled

The Wood Badge has been awarded to 134 Leaders



## Highly Respected

Victorian Scouting volunteers honoured with National awards in 2021



## National President's Award

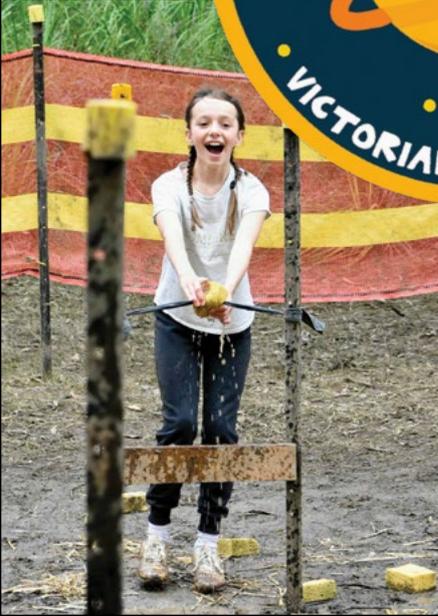
- Judith Beacham, Adult Support, Camp Warringal
- Robert Brain, Australian Scout Fellowship, City Of Knox
- Nellie Crawford, Adult Support, Camberwell Showtime
- Diane Johnson, Adult Support, 1st Mooroolbark
- Georgina Luckman, Australian Scout Fellowship, South Western
- Peter Lyon, Australian Scout Fellowship, Glenelg River
- Norman Sheppard, Australian Scout Fellowship, South Western

## Silver Kangaroo

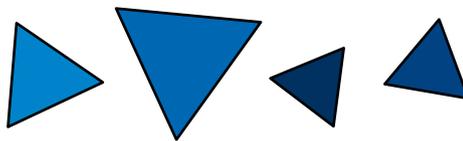
- Olive Elston OAM, Australian Scout Fellowship, Cardinia
- Wayne Freeman, Assistant Scout Leader, 1st Hoppers Crossing
- Jean-Paul Horn, District Leader - Scouts, Tilba Tilba District
- Stephen James, District Leader - Development, Sunraysia District
- Jeanette Kerr, Honorary Commissioner, Victorian Branch
- John Kerr, State Commissioner - New Program Implementation, Victorian Branch
- Charles Medwin OAM, Group Leader, 4th Frankston
- Edward Pitfield, Group Leader, 1st Eastern Park
- Barry Schafer, Assistant Venturer Leader, Baden Powell Park
- David Searle, District Commissioner, Sunraysia District



**NEW HORIZONS**  
**VICTORIAN CUBOREE X - 2021**



# The Five Sections



## Joey Scouts

Campfires, night hikes, bike rides, swimming, discos, games, armpit fudge, fun!

Joey Scouts crammed so much fun in and earned so many badges this year whether remote or in person! Running fantastic and engaging Section nights both in person and online.

At Trek Around Treasury Joey Scouts found all sorts of fun and interesting landmarks – it was amazing to see so many Joey Scouts and Leaders all congregate in the city!

Joey Scouts have continued to show resilience and flexibility throughout the year and our Leaders have been amazing in supporting our Joey Scouts to achieve new and exciting adventures to our youngest youth members.

The Support of our Youth helpers – Scouts, Venturers and Rovers who have taken the time out of their schedule to ensure they share their Scouting knowledge to other younger Sections is to be commended. The Leadership shown by these youth is what Scouting is all about. On behalf of every Joey Scout Leader, I thank them for their continuing tenacity.

Some comments from our amazing youth members:

“I loved our bike ride in the dark” Zoe C.

“The best night was the night we made chocolate crackles and brownies” Bailey.

“I love this (a Zoom meeting), and I get to run an activity for all the Joey Scouts” Zoe W.

*By Judy Niven, State Commissioner - Joey Scouts*

## Cub Scouts

The best thing in 2021 was Cuboree and the best thing at Cuboree was the Mud Run!

Cuboree was held at Gilwell Park in April this year. As well as the Mud Run, Cuboree was good because we made new friends, learnt new things, and helped other Cubs.

We had lots of Cub nights on Zoom and it didn't always work, but it was better to do the Zoom nights than to not have Cubs at all. We got to do some fun activities face to face. Cooking, science and treasure hunts were good. Now we can cook for our families.

The online camp was fun, especially making ice-cream.

Parents were astounded at how we kept on going all year when every other activity had to be postponed. We loved the feedback from our parents “I loved how kids from all over Victoria could be involved in a bigger experience than their local camps” and “Thanks for organising the event, our household had an awesome time. I think the range of activities was awesome, with something for everyone for each time slot.”

Patrol Leaders and Assistant Patrol Leaders said they are doing more now; helping their Patrol with participate, assist and lead, leading ceremonies, and planning more of what Cub Scouts want to do.

This year it has shown us to appreciate the moments when we can get together, it has made it even more exciting than usual.

A huge congratulations to the 391 Cub Scouts who achieved their Grey Wolf Award this year. A fantastic effort in an uncertain year.

Thanks to our Cub Scout Leaders and everyone who helps.

*By Cub Scouts Tayler, Jack and Josiah*



## Scouts

We started the year with over 1500 Scouts attending a long weekend at Stradbroke Cup and Corroboree from all over Victoria. We camped for three to four nights with our friends and enjoy a wide range of activities from archery, geocaching and abseiling while running our own campsite and sleeping in our Patrols.

Scout Hike was back and over 1000 Scouts visited Tallarook State Forest for a superhero adventure. We hiked and participated in lots of activities along the way to earn extra points. These activities were run by Venturers, Rovers and Leaders to help support our Scouts.

Scouting at Home has also been a fantastic part of the year keeping connected and Scouting in a time when we couldn't see each other.

Scouts across Victoria are getting ready for VicJam this will be a major highlight for Scouting and an achievement to still be able to make sure our Scouts have a Jamboree experience.

*By Matthew Enger, State Commissioner - Scouts*

## Venturers

2020/21 has been an incredible year for the Venturer Section. We grew to over 2000 members thanks to the hard work of every Unit in the State. Census data shows us that there are still great possibilities for further growth by improving linking from Scouts to Venturers and helping Venturers find and settle into a Rover Unit. These are fantastic positives for Venturers to grown even more next year.

Venturers showed how much we have learnt to change direction by still holding our Queen Scout presentations this year we may not have been able to do this at Government House but it was great to see these amazing youth members receive their awards at Gilwell Park.

Being at home enabled Units to start working on achievement pathways and share their great ideas for SIA's. It is great to see so many Venturers still aiming to complete their Queen's Scout Award in 2021 and

that State Council were able to put in place assistance programs to make sure no youth member was disadvantaged. We have reintroduced virtual expeditions for those who need it. We have also introduced an extension program for Venturers who are close to finishing their Queen Scout through the old Badge scheme so they are able to complete their Award at the beginning of next year.

It was incredible to see so many Venturers attending Cuboree in service roles this opportunity not only gives our Venturers the chance to learn life skills while having fun it also gives the younger Sections something to strive for. We are now looking forward to VicJam over the Summer holidays for a chance to try new things, meet new people and have some fun along the way. Winter Gathering 2021 was totally youth lead online weekend. It was great to be able to catch up with Venturers from across the State through cook-a-longs, trivia and many more activities. We can't wait to do this event in person next year.

*By Eli, State Leader - Venturers and Maddie, Assistant State Leader - Venturers*

## Rovers

Ninety-one years and counting, Surfmoort was held in January with the theme 'Mean Girls' making it Scouts Victoria's first Covid-19 safe major event. Notably, the heroics of Jack Fuhrnam Rover Unit were on display attending a tragic boating accident at Anglesea.

Rover Scout Motorsport had their events postponed three times. A quick reaction from the committee saw 'Round 3' come together with less than five days' notice.

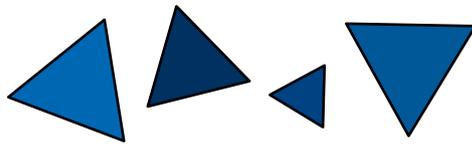
The Rover Section grew which shows young people are looking for connection, adventure, and lifelong friendships. Fifteen Rover Scouts were awarded their Baden Powell Scout Award and Northern, Plenty Valley, and Bays Regions saw new Rover Units start up.

Rovers continue to provide much needed blood donations, beating last year's tally in the Rover Plasma challenge. The Victorian Rover Council continues to be a youth lead adult supported Section. Even in tough times our assets, Mafeking Rover Park, chalet's WF Waters and Bogong, stand strong for more adventures to come.

*By Kieron Younger, Victorian Rover Council Chair*



# Activities



## Adventurous Activities

This year, Adventurous Activities has been brought to the forefront of Our Program with the launch of Outdoor Adventure skills. With nine skills to specialise in, there really is something for everyone.

Some highlights from our Adventurous Activities Team have been – National Survival School held near Dimboola, a return of our white-water paddling program and some flat water courses too. Plenty of mountain biking, and an intro to caving evening and night abseiling. There has also been some scuba dives and some snorkeling trips from the Scouts Victoria Scuba Team.

2021 also saw us as a team hold our first conference which was a huge success that we expect to build on in 2022.

*By Fred (Hayley), a Venturer at 1st Iramoo*

## STEM

This year has seen a lot of movement in the Scouts Victoria STEM space. We have formed the STEM Youth Council, which currently has a dozen members, and meets regularly. We have run a variety of programs and activities including some highly regarded holiday programs for Joeys and Cubs on the themes Science of Colour and the Science of Food, and one for Scouts and Venturers on robotics. We also ran Science Week programs, in conjunction with other Scouts Australia Branches, and most recently, we designed and delivered space themed activities for the Cub Scout Synchro Camp. We have been working hard to develop a range of Challenge Cards to provide STEM based programming and SIA ideas.

Currently we are putting together a great program for VicJam and are looking at ways to improve our ability to provide resources, training, and programs to youth members and Leaders and enhance what Scouts Victoria can offer.

*By Jess Hay, a member of STEM Youth Council and Rover at Port Phillip Sea Rovers*

## Performing Arts

Performing Arts have always been a passion of mine with shows in Scouting being one of the things that drew me to join the movement 10 years ago. Participating in Scout Shows has introduced me to my greatest friends and given me the opportunity to grow in a positive and supportive environment.

Melbourne Gang Show's 'Bold Pirates' was the perfect show to dive right back into the world of performing after 2020. When the news of the lockdown in May hit, the reality of all our hard work possibly not going on stage hit hard. Thankfully, we were able to reschedule and perform a show that we were all proud of.

As a show, we felt so lucky to have the opportunity to be able to share our hard work with an audience as all the other Scouting Shows in Victoria had to cancel their performances this year.

Hopefully, 2022 will provide an opportunity for the four Showtimes; Camberwell, South Metro, Strzelecki, and Whitehorse to join Sunraysia, and Melbourne Gang Shows in 'Treading the Boards'; and once again providing a valuable and enjoyable experience for cast, crew, and audiences.

*By Maddison Bell, a Rover at Lasseter Rover Unit*



## Environment

This year, Scouts Victoria has enjoyed a diverse and wide reaching Environment program.

Through the State Environment Council we've developed new activities for Scout Units, ran a camp and been awarded a grant to start a rail trail maintenance project at Caringal Scout Camp. With the launch of Special Interest Areas we look forward to supporting Environment projects and seeing what our wonderful Scouts are getting up to in their local bushland. The new Earth Tribe badgework has been rolled out across all Sections, allowing for Scouts to explore the Champions for Nature, Scouts Go Solar and Plastic Tide Turners Challenges.

Rivermeet Environment Camp was a fantastic weekend for Scouts and Venturers earlier this year at Caringal Scout Camp. Some of the activities were water testing, plastic and wildlife surveying, making seed bombs. We started clearing the Rail Trail and learnt about the different types of soil and rocks along the way. All participants were briefed on how to form a project for the SIA Environment badge.

The newly created Challenge Cards provide activities for Units to run at their meetings, camps, or for youth members to gain some inspiration for their SIA Environment project. You can find Challenge Cards in the Environment section of the Scouts Victoria website!

Our next big project will be Climate Captains during VicJam, we hope to see you there!

*By Sancha and Ariel, who are both Venturer members of the State Environment Council*

## Diversity and Inclusion

My name is Isabella and I am a Cub Scout at 1st Caroline Springs and in 2020 I started a special adventure outside of my own Unit. I was one of two Cub Scouts who joined the team of Scouts, Venturers and Rovers who planned Scouts Victorias contingent to Pride March 2021. In 2020 Scouts had our biggest ever participation. I've now joined

the team for 2022 and can't wait to see if things will be bigger. The Pride team hosted a Zoom for IADHOBIT Day and created the social media messages for Wear It Purple day.

Just like I'm a youth member on a team in the LGBTQIA+ inclusion space, Diversity and Inclusion has teams looking at many topics and Scouts, Venturers and Rovers work alongside adult members to support all of Scouts Victoria to be here for all Victorians, and work to ensure our local Scout Groups reflect their local communities. Scouts Victoria celebrates both the diversity in our membership, as well as the diversity of our communities.

The Reconciliation Committee created a great video for Reconciliation Week 2021 on the Scouts Victoria social media. Sancha Fung, a Venturer on the team made a Google map that displays all our Scout Halls and the lands of the Traditional Owners. This makes it easier for Groups to correctly acknowledge traditional custodians at the start of meetings, events and presentations and opens the door for exploring aboriginal culture with the relevant custodians of their community. The team is also looking at how member could use their SIAs and Units can use program challenges to explore the rich aboriginal culture of Victoria and the reconciliation journey our communities are undertaking.

Another highlight of the year has been the online programs presented by the Diversity and Inclusion team. Wombat Lyons, State Commissioner - Diversity and Inclusion showed my Unit how to do an Acknowledgment of Traditional Owners. The teams have also run online training partnerships with organisations like AMAZE to increase awareness and skills in our adult volunteers.

Scouts Victoria has also helped Scouts Australia run a range of online events like the 2020 and 2021 Disability eConference. They feature presenters from Scouts Victoria as well as organisations we have partnerships with such as the Centre for Multicultural Youth (CMY) and Mental Health Foundation Australia. A lot of what Victoria does for this event is the marketing, planning and logistics, because while the audience might be national, it's the local Leaders who support me in my Scouting who benefit.



# Activities



I could tell you so much more about all the amazing inclusive stuff happening in Scouting but Wombat Lyons, our State Commissioner tells me we are out of words, so my final message will be, Let's keep doing the fantastic work in this space that keep Scouting a place welcoming of all and displaying respect in action.

*By Isabella, a Cub Scout at 1st Caroline Springs*

## International

The International team have been busy planning this year. We had face to face meetings with our State International Council to work on our Challenge Cards to support and inspire our Scouting program.

Our Pen Pal program has been an important connection over throughout year.

We are excited to attend New Zealand Moot next year and then New Zealand Venture, World Scout Jamboree in Korea and KISC100 in 2023.

*By Alice Hayllar, a Rover at 4th Knox Rover Unit*

## Heritage

Scout Heritage Victoria is a Scout Adventure Centre and the repository of Scouting records and memorabilia of Victoria. Youth members and adults can access the history of Scouting from their local level and take part in our Adventurer Centre visits; to gain an insight to early Scouting and assist in their Achievement Pathways, especially through the Special Interest Areas.

We have added some new items to our Exhibit Hall display during the year. Many visitors are astonished at the equipment used by Scouts of past times and the way the standing camp was set up to strict camping standards. On Mondays, when members are working on site, we have a number of 'drop in' visitors, both from Scouting and the general public. Some former members of Scouting have been delighted to reminisce about their time in Scouting.

We continue to receive donations from many sources – many items we have seen before, but there are always some historical gems to delight us. Our outreach program continues to expand with website links to the King's Scout and Queen's Scout Honour Roll, Heritage Films and Stories from Victorian Scouting History.

*By Peter Datson, State Commissioner - Heritage*

## Special Interest Areas

This year saw the final piece of the Our Program puzzle fit snugly into place – Special Interest Areas or SIAs. As a brief recap, the SIAs are part of the Achievement Pathway and are six deliberately broad categories that give our Scouts endless opportunities to explore in whatever direction they choose. The categories are: Adventure & Sport, Arts & Literature, Creating a Better World, Environment, Growth & Development and STEM (Science, Technology, Engineering and Mathematics) and Innovation.

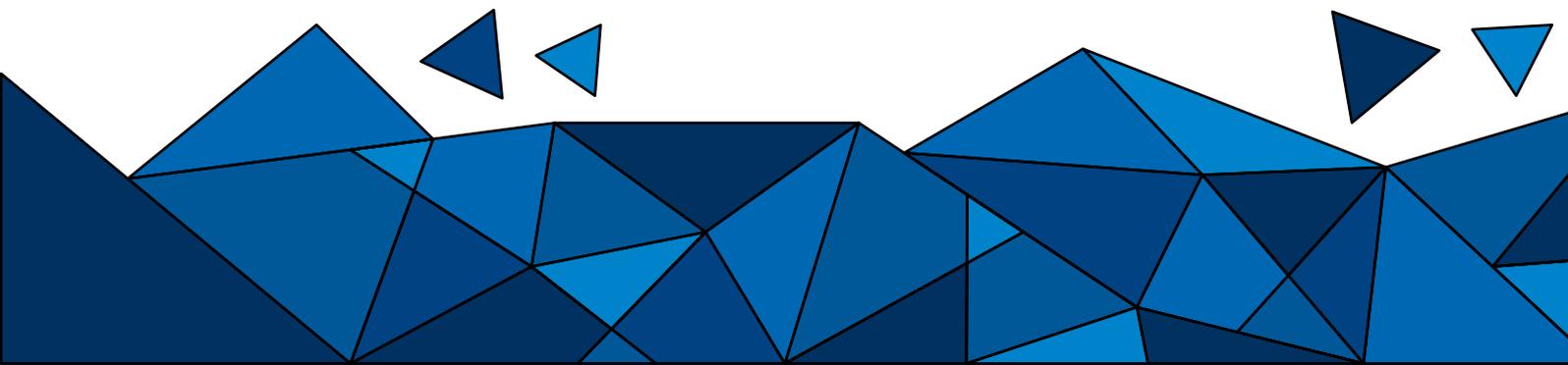
SIAs in Victoria launched in July with the help of our Program Champions and the Program Enrichment Team (Environment, Heritage, International, Performing Arts/ Gang Show and STEM). A series of webinars were held throughout July providing over 250 Leaders with opportunities to learn more and ask any questions they had. The Program Enrichment Team have also presented the SIAs at other online events and opportunities such as the Northern Region Development Day, the Cub Scout Synchro Camp, Mindaris, and another couple of Joey Scout specific SIA webinars to support our youngest Scouts and their Leaders get into SIAs.

The key messages behind SIAs are that we aren't looking for perfection with these projects, nor are we expecting Leaders to have all the answers; but what we are asking for is that Scouts and Leaders just have a go and reach out for support. In a year or two's time, you'll look back on your early SIA projects and realise how far you've come!

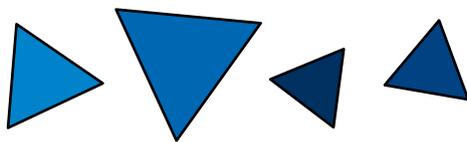
Visit the Scouts Victoria website for SIA resources including the recorded webinar and notes.

For more support or if your question isn't answered here, email [sia@scoutsvictoria.com.au](mailto:sia@scoutsvictoria.com.au)

*By Lisa Picking, Assistant Chief Commissioner - Youth*



# Our Program



I began my journey with Our Program about six years ago, as a Venturer, when it was still YPR (the Youth Program Review). When I started out it was still in the review stage, looking at the old program and reviewing concepts for an entirely new program. I was involved in presenting the potential program in the consultation workshop stages where feedback was sought from youth, Leaders and teams across the country.

In 2017, my journey with Our Program became real when the Group I am involved with became a Ground Breaker Group; meaning that we had the opportunity to implement the program and provide feedback on it 'in action'. This was the same time I began Rovers, so I have been through the entire achievement pathway. I now only have a few Special Interest Area badges to complete before I complete the Baden-Powell Scout Award, entirely on Our Program!

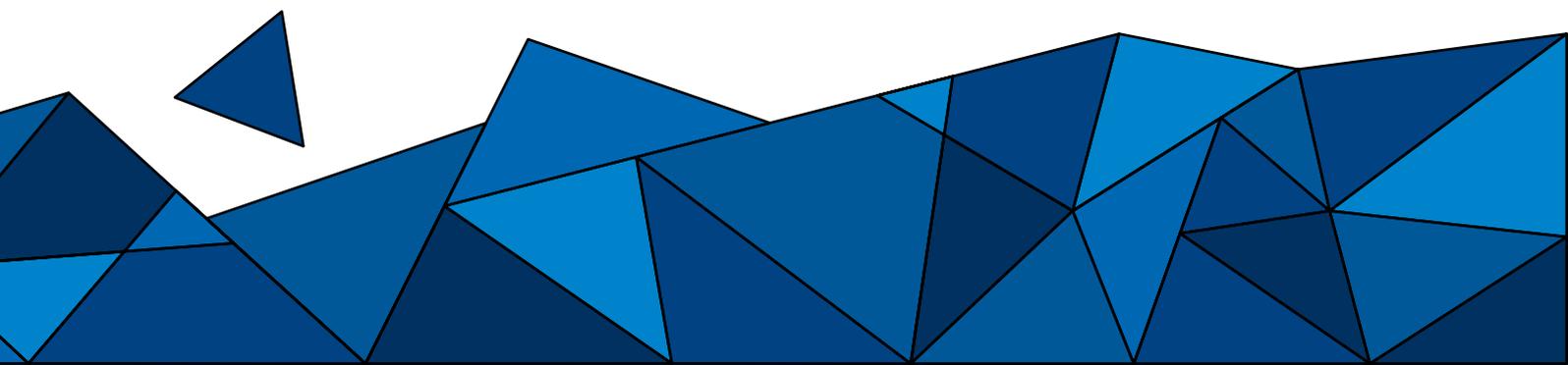
I have found the program engaging and exciting to go through and while it did take a while, with many readings/presentations/videos, once I understood the components of Our Program I was able to map out my own journey through the Achievement Pathways.

The Outdoor Adventure Skills have been my favourite component by far, as the outdoors and adventure activities are my favourite part of Scouting. However after mapping out ideas for the other components I have been able to find and participate in activities that I enjoyed doing and have challenged me in new ways.

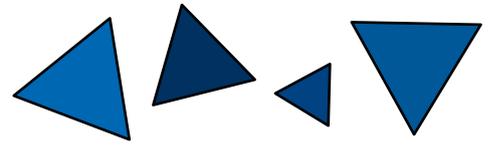
*By Jacinta Swift, a Rover at Mannagum Rover Unit and Provisional Youth Commissioner - Adventure*



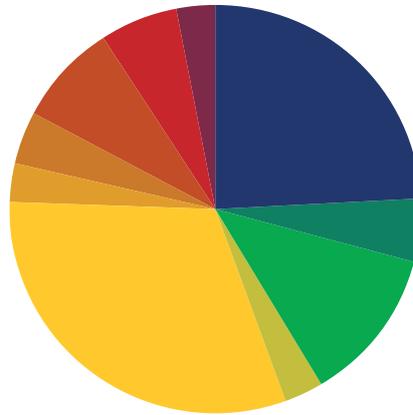
*Jacinta assisting Joey Scout Erin on an abseiling trip.*



# Victorian Scout Foundation



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



## Total Grants To Date

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

Once again, this year, the Victorian Scout Foundation has like everyone else in the "Not for Profit" area, been affected by the Covid-19 pandemic when it comes to fundraising. Although due to the movements in the share markets, our portfolio increased in value as at the end of this financial year.

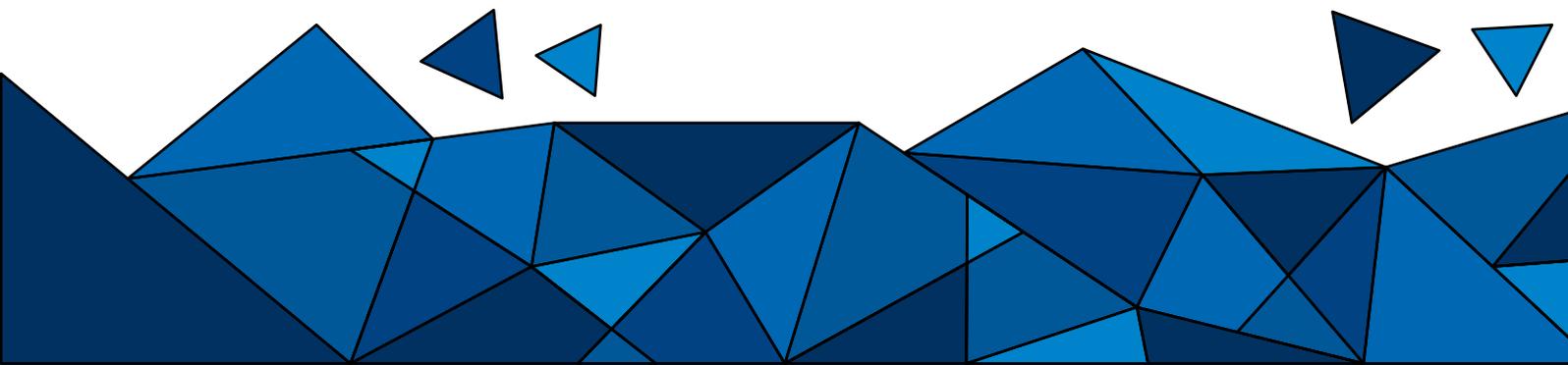
The Financial Statements shows an operating net profit of \$272,539 and it was decided that grants to Victorian Branch would be held back this year due to the circumstances.

The gain in investments as at the 30th of June amounted to \$2,103,929, which increased our

equity to \$11,411,168 and these funds are held in cash, deposits & listed shares.

Since starting in 1985, \$19,140,079 has been raised from which \$7,728,911 has been paid by way of grants to various projects of Scouts Victoria.

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





The 69th season of Melbourne Gang Show – the State specialist performing arts training activity – was an incredible success, despite the challenges faced by Victorians this year. It is huge achievement that the team was able stage a show during a global pandemic and, with some wonderful donations, Melbourne Gang Show still managed to declare a small financial surplus for the year!

In July 2020, the creative team began planning for the 2021 show, 'Bold Pirates' - a show which we originally intended to present to audiences last year. We took the opportunity to rework the original 2020 script and develop an even more exciting story for 2021.

We were fortunate to begin our auditions and rehearsals in person, with cast members grateful for the “unique chances to learn and create something spectacular” one of the youth said. The Gang showed flexibility and determination as rehearsals and show dates were rescheduled at a moment’s notice. Cast members had a fantastic time participating and persevered to “learn amazing skills and make awesome friends”.

As it happens, our performance season was cut short by Victoria’s snap lockdown on July 15, but this did not deter the cast and crew from putting on a final performance like no other. As the curtain closed, we were humbled to see Gang Show members, past and present, come together to bump out the theatre on no notice. This display of community and teamwork is what Gang Show is all about. Summarised perfectly by two cast members: “this year has been particularly special because during these tough times it has acted as an escape from reality and a way to bring so much joy to cast and crew”.

*By Rob Motton, State Commissioner - Gang Show*



# Office Bearers



## Victorian Branch Personnel

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

Chief Scout – Shane Jacobson

Chief Commissioner of Victoria – Rod Byrnes

President – John de Wijn AM, QC

Vice Presidents – Neil Westaway AO; Margaret Tremewen OAM

Honorary Treasurer – David Crundall

## Branch Executive Committee

### Elected members

Chairman – Greg Landgren

Deputy Chairman – Chris Young

Cilla Boreham

Kelly Joy

Stella Pruscino

Richard Simpson

### Ex-officio members

Honorary Treasurer – David Crundall

Chief Commissioner – Rod Byrnes

Deputy Chief Commissioner – Daniella Taglieri

Assistant Chief Commissioner – Michael Thomas

State Commissioner – AT&D – Morris Orchard

President – John de Wijn AM, QC

Vice Presidents – Neil Westaway AO, Margaret Tremewen OAM

## Victorian Commissioner Team

Chief Commissioner – Rod Byrnes

Deputy Chief Commissioner – Daniella Taglieri

Deputy Chief Commissioner, Youth – Matt Ellis

Immediate Past Chief Commissioner – Brendan Watson OAM

## Assistant Chief Commissioners

Development – Alan Harding

People and Culture – Craig Whan

Marketing & Communications – Jason O'Donnell

Youth – Lisa Picking

Program – Diana Swift

Adventure – Michael Thomas

## Region Commissioners

Bays – Frank Moore

Gippsland – Phoebe Hicks

Geelong – Wayne Gunn OAM

Lerderderg – Andrew Bowyer-Smith

Loddon Mallee – Dan Cliff

Melbourne – Roy Kaplan

Mount Dandenong – Brett Cole

Northern – Darren Leckie

Plenty Valley – Damion Toes

West Coast – Robert Rowe

Western – Ian Lock

## State Commissioners

Joey Scouts – Judy Niven

Cub Scouts – Nikki Coffey

Scouts – Matt Enger

Venturer Scouts – Duncan McColl

Rover Support – Peter Wotherspoon

Campsites – Peter Rutley OAM

Diversity & Inclusion – David Lyons JP

Gillwell Park – Russell Bradd

Gang Show – Rob Motton

Group Support – Peter Marriott AM

International – Leah Gibson

Major Events – Peter Duckworth

New Program Implementation – John Kerr

Performing Arts – Douglas Wright

Quartermaster – Trevor Howlett

Scout Heritage – Peter Datson

Special Duties – Lord Baden-Powell of Gilwell

Adult Training & Development – Morris Orchard

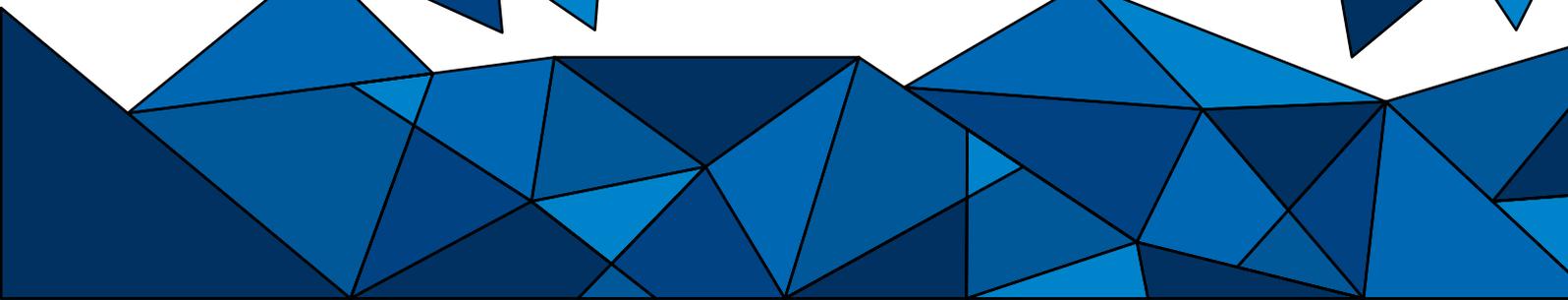
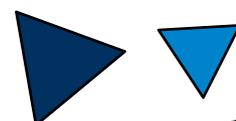
Region Support – Wayne Gunn OAM

Risk & Safety – Simon Casey

Environment – Laurence Williams

VET – Molly Venables JP

Adventurous Activities – Lachlan Shield



Personnel Support – Paul Byrnes  
OAS Leader Support – Narelle Lowdell  
STEM – Sarah Thom  
Finance & Business – Jon Willis OAM  
Communication – Jesse Carter

### **Assistant State Commissioners**

Cub Scouts – Kieran McGuinness  
Scouts – Ian Lancaster, Aidan Ritchie-Neilsen, Nick Pike  
Venturer Scouts – Gary Steinhart  
Rovers – Regi Caesar, Stephen Carter  
Adult Training & Development – Jody Freeman, Karl Herring  
Adventurous Activities – Caitlin Parsons, Ken McLean, Matt Conway, Scott Rosicka  
OAS Leader Support – Jenna Denley

### **Staff**

Executive Manager – Jon McGregor  
PA & Secretariat – Kathleen Solomons  
Manager, People & Culture – Mila Baldota  
People & Culture Administrator – Muneeba Ali  
Finance Manager – Leanne Sheehan  
Finance Team – Edwin Tang, Maria Koutelas  
Facilities Manager – Barry McLennan  
Facilities Team – Peter Jankulovski, Gwen Idanan  
Campsites – Russell Bradd, Fiona Hocking, Stephen Hopkins  
Strategic Growth Manager – Michael Thomas  
Membership & Training Manager – Rosemary Redgrave  
Training & Membership Team – Michael Wong, Leanne Quinn, Lea Gray, Owyne Zobel, Jan Black  
Marketing, Communications & Fundraising Manager – Michelle Strachan  
Marketing & Fundraising Team – Freya Docherty, Narelle Bray, Sarah Gray, Laurence Williams  
IT Manager – Nicolas Tao  
IT Team – Phung Tran, Steven Chiu, Arjit Agrawal

### **Branch Council**

Chief Scout – Shane Jacobson

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

President – John de Wijn AM, QC  
Vice Presidents – Neil Westaway AO; Margaret Tremewen OAM  
Treasurer – David Crundall  
Chief Commissioner – Rod Byrnes  
Deputy Chief Commissioner – Daniella Taglieri  
Deputy Chief Commissioner Youth – Matt Ellis

### **Assistant Chief Commissioners**

Development – Alan Harding  
People and Culture – Craig Whan  
Marketing & Communications – Jason O'Donnell  
Youth – Lisa Picking  
Program – Diana Swift  
Adventure – Michael Thomas

### **State Commissioners – 28**

### **Assistant State Commissioners – 15**

### **Region Commissioners – 8**

### **Section Commissioners - Regions – 42**

### **District Commissioners – 33**

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

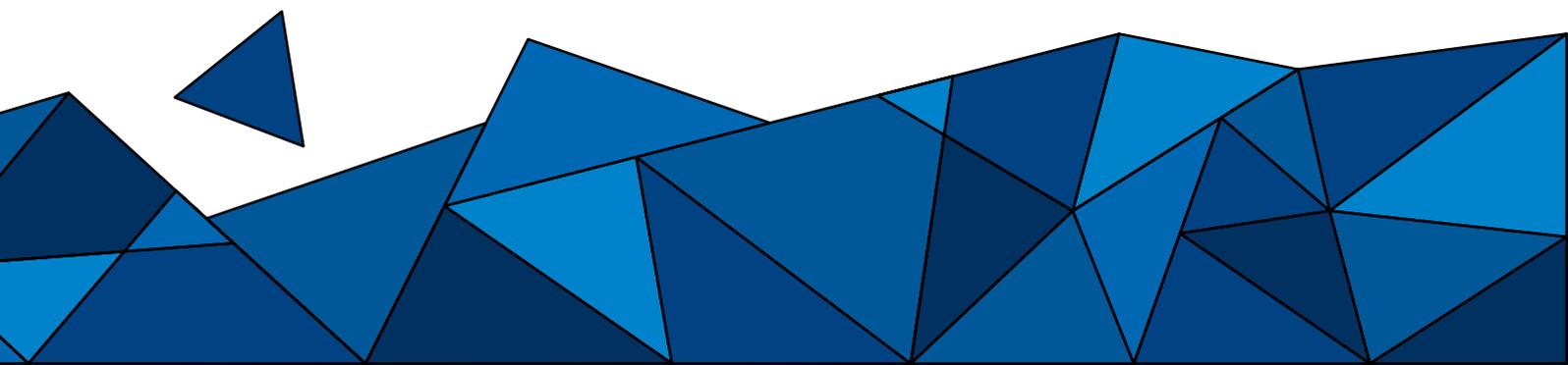
David Jones AM – Bays Region  
Ken Kinloch – Geelong Region  
Jamie Hyams – Melbourne Region

### **By-Law 4d - General Secretary**

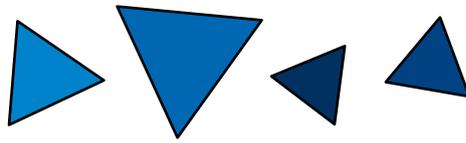
Jon McGregor

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

Adam Bandt MP  
Cila Boreham  
Neil Comrie AO, APM  
Luke Cornelius APM  
Kingsley Davis OAM



# Office Bearers



John de Wijn AM, QC  
Richard Hamer  
Kelly Joy  
Greg Landgren  
Neville Lee OAM  
Brad Miles  
Stella Pruscino  
Craig Rowley  
Richard Simpson  
Kelvin Thomson  
Kim Wells MP  
Chris Young

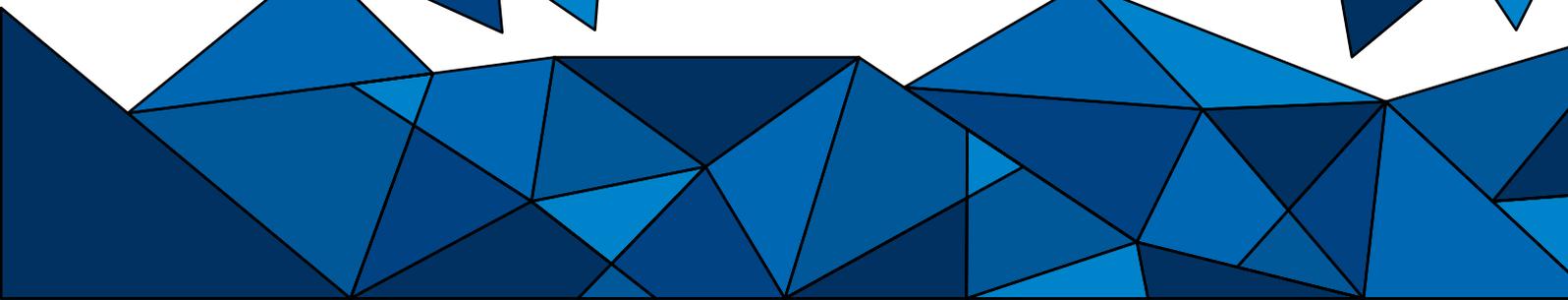
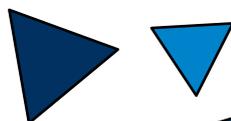
David Jefferson OAM  
Elizabeth Golec OAM  
Lord Baden-Powell of Gilwell  
Lillian Beard OAM (dec)  
James Cameron OAM (dec)  
Francis Waterton  
Gifford Hatfield  
Jack Paterson OAM  
Jean Paterson OAM  
Ada Wilkinson OAM

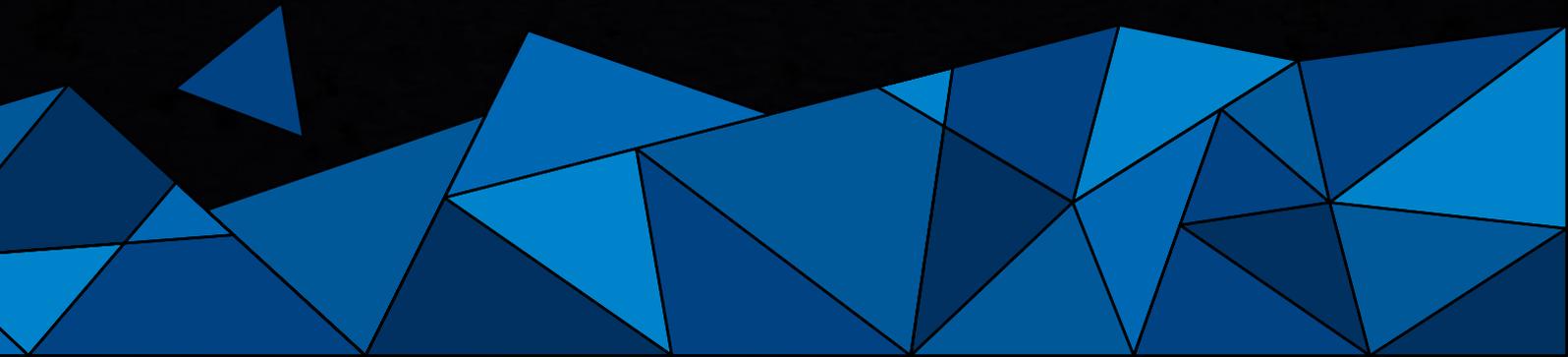
**By-Law 4f - (Two additional members from each Area Council approved by the Committee, one only of whom may be a Scouter. These additional members shall be respectively elected by the Area Council which they are to represent)**

Michelle Saffin – Melbourne Region  
Michael Jones – Bays Region  
Katherine Dowsett – Bays Region  
Nick Wakeling MP – Mount Dandenong  
Bryce Hutton – Geelong Region  
Jacqueline Sawyer – Geelong Region  
John Ravenhall AM – Lerderderg Region  
Leigh Hardinge OAM, JP – Lerderderg Region

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

Graeme Cumbrae-Stewart OAM (dec)  
Russell Payne OAM (dec)  
Neil Westaway AO  
William Wells AM (dec)  
Shirley Bean OAM  
Tom Hartley OAM (dec)  
David Jones AM  
Alston Park AM, JP, KSJ  
Basil Bowman OAM  
Greg McDougall OAM  
Joan Summers OAM, PSM  
Margaret Tremewen OAM  
James Gobbo AC, CVO, QC (dec)







**Scouts**  
VICTORIA

**1800 SCOUTS**  
**scoutsvictoria.com.au**

Thank you to everyone who submitted photos throughout the year.

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