

South Coast and Tablelands Region



95th Annual Report 2019



Scouts
AUSTRALIA

Grants and Donations

| | |
|--|----------------|
| Rotary Club of Wollongong - Mt Keira Scout Camp donation | \$500 |
| Wollongong City Council - Mt Keira Scout Camp donation | \$1,950 |
| Wollongong Ex-Services Club t/as City Diggers - Mt Keira Scout Camp donation | \$2,000 |
| BP Guild - Mt Keira Scout Camp donation | \$2,000 |
| 1st Bulli - Mt Keira Scout Camp donations | \$168 |
| Brendan Harris - Bengalee Camp donation | \$50 |
| Regional office donations tin | \$129 |
| Total | \$6,797 |



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Order of Events

Annual Report Presentation

Guests arrive for Morning Tea at the The Lodge,

Mt Keira Scout Camp

Sunday 23rd June 2019

| | |
|-------------------------------------|--|
| Meeting Commences: | 10.30 am |
| Master of Ceremonies | Bryce O'Connor |
| Opened By: | Mr Michael Barnes |
| Flag Break: | South Coast and Tablelands Youth |
| Opening Prayer: | Mr Michael Barnes |
| Acknowledgement to Country: | Mr Aaron Newton |
| Welcome and Apologies: | Mr Dom Figliomeni Region President |
| 95th Annual Report Presented by: | Mr Phil Crutchley Region Commissioner |
| 95th Financial Report Presented by: | Mr Stephen Thompson Honorary Treasurer |
| Announcement of Office Bearers: | Mr Phil Crutchley |
| Presentation – Awards | Mr Phil Crutchley Ms Kerrie Latham |
| Vote of Appreciation to Leaders: | Mr Lee Evans Member for Heathcote |
| Vote of Appreciation to Layside: | Mr David North OAM Region Chairman |
| Guest Speaker: | Ms Meg Cummins |
| Address: | Mr Bob Mulcahy Scouts NSW Board Member |
| Vote of Thanks: | Mr Dom Figliomeni |
| Lunch: | A light lunch will be served after the meeting |

Region Team 2018 - 2019

The Scout Association of Australia - New South Wales Branch, South Coast and Tablelands Region

Region Executive Committee

| | |
|----------------------------|--|
| President | Mr Dom Figliomeni |
| Chairman | Mr David North OAM |
| Region Commissioner | Mr Phil Crutchley |
| Deputy Region Commissioner | Mr Adam Kelly |
| Honorary Treasurer | Mr Stephen Thompson |
| Regional Secretary | Ms Kerrie Latham |
| Executive Member | Mr Anthony Pritchard |
| Executive Member | Mrs Waveney Hextell |
| Executive Member | Mr Michael Barnes |
| Executive Member | Mr Ian Counsell |
| Rover Representative | Ms Catherine De Battista / Ms Emma-Mai Bentley |
| Minute Taker | Mrs Rae Heaton |

District Commissioners

| | |
|--------------------------|--|
| Illawarra South District | Mr Jarratt Hogarth |
| Keirawarra District | Mr Jarratt Hogarth |
| Shoalhaven District | Mrs Jenny Pavey / Mr Graham McGillivray |
| Southern Coast District | Mr Gary Pearce |
| Southern Ranges District | Mrs Linda Beaver |

Other Office Bearers

| | |
|--------------------------|---|
| Trustee | Mr Phil Crutchley / Mr George Kolsky AM |
| Honorary Solicitor | Mr Peter Welch |
| Honorary Architect | Mr Terry Graham |
| Hon. Real Estate Adviser | Mr Craig Buckley |

South Coast and Tablelands Region Commissioners

| | |
|-----------------------------------|--------------------|
| Region Commissioner | |
| Deputy Region Commissioner | |
| Deputy Region Commissioner | |
| Deputy Region Commissioner | |
| Deputy Region Commissioner | |
| Joey Scouts | |
| Cub Scouts | |
| Scouts | |
| Venturer Scouts | |
| Rover Scouts | |
| Region Rover Adviser | |
| Administration | |
| Communications | |
| Special Duties | Mr Bob Nightingale |
| Adult Leader Training | |
| Personnel, Support and Compliance | |
| International and Fellowships | |
| Community Engagement | |
| Members Support | |
| Creative Arts | |
| Environment | |
| Mt Keira Scout Camp Caretaker | |
| Noonameena Scout Camp Caretaker | |
| Webmaster | |

Delegates to State Council

| |
|----------------------|
| Mr Phil Crutchley |
| Mr Dom Figliomeni |
| Mr Adam Kelly |
| Mr David North OAM |
| Mr Anthony Pritchard |

Honorary Commissioners

| |
|-----------------------------|
| Mr David Coates OAM |
| Mr Ken Rae |
| Mrs Shirley Lindoy |
| Mr Ron Critcher OAM |
| Mrs Waveney Hextell |
| Mr George Kolsky AM (State) |

Region Headquarters and Scout Shop Volunteers

| | |
|-----------------------|---------------------|
| Mrs Barbara Osseweyer | Mrs Elinor Gaskell |
| Mrs Joyce Brindell | Mr Alan Hutton |
| Mr Arthur Gaskell | Mrs Rae Heaton |
| Mr John Plumb | Mrs Annette Roberts |
| Scout Shop Manager | Mrs Penny Starr |
| Office Administration | Mrs Suzanne Plumb |

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|----------------------------------|
| Mr Phil Crutchley |
| Mr Adam Kelly |
| Mr Anthony Pritchard |
| Mr Andrew Banner |
| Mr Grant Whitehorn |
| Mr Michael Seager |
| Ms Natalie Sadler |
| Mr John Latham (Acting) |
| Mr Tristan Haider |
| Miss Catherine de Battista |
| Mr Greg Pearce |
| Mrs Rae Heaton |
| Mr Mark Hutchison |
| Ms Kerrie Latham |
| Mr Anthony Pritchard |
| Ms Judy Gunns |
| Mr David North OAM |
| Mr Michael Barnes |
| Mr Alan Dunmall / Mr John Penney |
| Ms Alex McCarthy |
| Mrs Leanne Senn |
| Mr James Clark |
| Mr Benjamin Nichols |

Region Commissioner - Phil Crutchley

It gives me pleasure to submit and present the South Coast & Tablelands Region 95th Annual Report to the community and for the consideration of all.

As we reflect on the year past, we should acknowledge the personal commitment and dedication, so freely given by both our volunteers and youth members in the pursuit of maximising Scouting's positive impact and benefits upon society and the communities within which we live.

The transformational change which commenced two (2) years ago is indeed continuing at a rapid pace across the NSW Branch and as a result, major change initiatives are commencing to move the Branch forward and is flowing on into Scout formations. Such initiatives include;

- The New Youth Program,
- Care Monkey,
- Branch Strategic Plan 2019-2022,
- State Property Strategy,
- Xero Accounting Software,
- Active Kids Rebate,
- Child Protection Safeguards,
- Health & Safety Implementation,
- Training Incentive Scheme (Benjamin Thompson Fund),
- Family Support Fund,

Which have contributed to improved stakeholder engagement across most formation levels.

Taking all this into consideration, the year that was, has been full of achievement in many areas of our Region.

Membership Growth:

Our overall growth across 2018/2019 was not as projected and did not achieve our expectations of one (1) youth member net increase per section per group and one (1) adult member net increase per formation.

To highlight and for comparison purposes, the 2018/2019 growth target was 163 in total which included 123 youth and 40 Leaders.

As at 31st March 2019, our membership total stood at 1877, an increase of only 41 (2.23%) on the previous year. This is represented by an increase of 60 youth members and a loss of 19 adult Leaders.

While the membership did not go backwards overall, it should be highlighted in the following terms to understand what could have been:

| | |
|----------------------------------|------|
| Membership Total – April 2018 | 1836 |
| Membership Total – November 2018 | 2010 |
| Membership Total – March 2019 | 1877 |

The November result was an increase of 174 (9.48%). The period from November to March realised a decrease of 133 (7.24%). There are many reasons for this phenomenon, not just Jamboree hangover, but it does highlight the need for all formations to scrutinise what habits or processes they need to change and where improvement can best be applied in addressing this situation.

While our adult numbers reduced again, we are reminded that principally, the key to sustainable growth and retention in youth membership is through quality frontline Leaders delivering a quality active and fun program. We have a significant opportunity to not only recruit more Leaders, but also to ensure that they are well equipped to undertake such important work as delivering a quality program.

To this end, the 'Leader Build' Program is being rolled out across the State. This program involves and requires an active engagement within the community to attract adults to Scouting as well as parents of existing youth members. Initial training is currently being arranged to upskill several Region, District and Group Leaders to deliver the program at Group level. This program will not be a 'once off' event and will require continuing involvement of all, if it is to be a success. Membership growth is an ongoing activity, not a once a year effort.

Another facet of the Region growth strategy is the adherence to the Power of One program, where each formation is required to grow in net terms by 1 member per Section within the formation and 1 Leader per formation per year. The 2018/2019 growth target of 163 included 123 youth and 40 Leaders

Successful methods are being employed by Scout Groups to grow and achieve targets, but there remain several

formations who do not recruit new members and continue to struggle.

Our challenge is to bring growth to our adult resources initially, by supporting efforts through targeted support programs and sharing of successful strategies. Of course, all formations will need to embrace growth as a priority and commit to the effort required if we are to achieve a sustainable pattern of growth for the Region.

New Youth Program:

The progression towards the introduction of the New Youth Program continued throughout the year with Upskilling Workshops for Region staff, Pioneer Groups commencing their upskilling programs and formations identified as being 'Adventure Begins' ready to undertake or commence training as the initial step towards implementation.

The 'Adventure Begins' program is being assessed in all formations once they feel they are ready to advance to the next stage of their transition.

We have a unique opportunity to engage and embrace the New Program which will bring significant challenges to all, and ultimately, enhance the outcomes for our youth members in all Sections.

Meanwhile, the quality and variety of programs is strong and in line with Areas of Personal Growth principles and methodologies, while continuing to embrace the Scouting Method to the fullest.

The Sections have had success with many youth members achieving their Sections highest awards. A list of those achievements and significant they are, can be found elsewhere in this report. We offer our congratulations to all those recipients on their fine efforts and we hope that their example inspires others to achieve the same heights within their Sectional Programs moving into the future.

A highlight for our Scouts was the National Jamboree at Tailem Bend, South Australia. All who attended enjoyed the unique experience that is a Jamboree and the culmination of the Scout Section program.

The Region Rover Council has consolidated over the past 12 months on the achievements of the previous year. I would offer congratulations to the Region Rover Council and, identify the Region Rover Council Chair, Catherine De Batista on her contribution, leadership and continuing support of our Region's Rovers.

The new Rover Council Chair and Region Commissioner (Rovers) is Emma-Mai Bentley and we look forward to working with her into the future to advance Scouting, generally and Rovers in particular.

I would refer you to the Youth Program Report elsewhere in this Annual Report for more detail on events and activities undertaken by our Scouts.

Adult Recognition Awards:

The National Adult Recognition Awards while listed in full elsewhere within the Annual Report are an important part of the recognition of contributions made by an array of adults across the whole range and breadth of our Movement.

The 2018 Adult Recognition Awards included 34 individuals from our Region, and we congratulate them on their achievements.

Highlights of the 2018 Awards were;

| | |
|-----------------|-------------------|
| Silver Kangaroo | Gregory Crofts |
| Silver Wattle | Rae Heaton |
| Silver Wattle | Anthony Pritchard |
| Silver Wattle | Amanda Riddiford |
| Silver Wattle | Debbie Surridge |

We must also acknowledge George Kolsky on his awarding of an AM in the Australia Day Honours List. George's contribution to Scouting and hockey have been over many years and the award is a true reflection of the commitment and life time support George has made to the community over many years.

In addition, our congratulations go to David Reiken, who was named in the 2018 Queen's Birthday Honours List as receiving an OAM. David over 34 ½ years has devoted a considerable amount of effort and time to Scouting at Group,



Region and State formation levels and is recognised accordingly.

In highlighting the awards, we congratulate all recipients not only on their award, but also the effort which is mostly unseen behind the scenes and contributes to the betterment of the development of our future Leaders. We should also not forget the families of these individuals as they too allow Scouting to prosper as a result of the sacrifice of family time in the pursuit of the development of young citizens.

Group Leaders Conference:

A highlight of the year was the inaugural Group Leaders Conference which was held at Camp Cottermouth in the ACT. The focus of the weekend was on establishing stronger networks for Group Leaders and Leaders in Charge and facilitate a fun aspect into their roles which was aimed at reducing the isolation of Group Leaders while providing a community aspect to the weekends program.

The attendees included GLs, LICs and the Senior Leadership Team members with the agenda including 'fun and exciting' team activities across Canberra as well as in house sessions which hopefully increased knowledge, awareness and understanding. The after-dinner speaker was Peter Harris OAM, ACT Branch Deputy Chief Commissioner (Health and Wellbeing), who delivered an entertaining and inclusive presentation on managing a Scout Group while having fun. Imagine Group Leaders playing with LEGO and enjoying themselves!

Thanks to those involved in developing the weekend and for the great time and fellowship experienced. We are planning another event in 2019.



Mental Health First Aid Training:

As you are aware, Region secured a grant from the IMB Foundation (\$9,000) to train 2 Leaders in the delivery of Mental Health First Aid Training across the Region.

Since that time courses have been run to qualify our Leaders as Mental Health First Aiders and have expanded due to the demand across NSW to satisfy the need within numerous communities and Regions.

Currently, Anthony Pritchard is participating in the development of a National approach for Scouting providing ongoing training, as well as participating in a broader scheme for Scouts NSW lead by the Country Regions Working Group.

The opportunity to influence the wider population on a topic of absolute significance to everyone is an opportunity we are not missing and hope that our efforts are benefiting the broader community by creating a greater awareness. This is Scouting in action.

Region Executive Committee:

My personal thanks and congratulations to the Region Executive Committee on their continued support of Scouting in the Region.

I would acknowledge the contribution of Waveney Hextell over the past few years for her involvement with the Region Executive Committee. Waveney has decided that it is time to step back from her role and we thank her for her effort over many years' service to Scouting.

The Committee has improved its governance over the past year with the introduction of various measures to increase the transparency and probity of its activities, while operating on a less than optimal base. Of key importance is property management and the need to fund the various Region initiatives, capital works and programs. Like all formations, the Committee also needs to recruit adults with the right skills to accommodate the changing environment or landscape.

My personal thanks are also extended to our Region President, Dom Figliomeni and Region Chair, David North for their efforts, advice and considerable 'behind the scenes' work to position Scouting over the past 12 months. I believe that without their efforts in advancing our Movement, the Region would be in a more precarious situation.

The next 2 to 3-year period will be challenging for all as we implement some significant initiatives and I am confident that the Region will benefit from a range of initiatives that are sure to meet the future head on.

Region Team:

While the Region underwent some adjustment in roles, duties and responsibilities during 2018, it has become increasingly evident that re-alignment to accommodate the increasing number of changes is needed if we are to remain relevant.

A re-alignment of District Teams, Region Team and Region Executive Committee is necessary if we are to deliver a strong and more flexible support mechanism to our formations. The reform process began in July 2018 and is continuing today.

Primarily, reform is being driven by;

a) The New Youth Program where the support required is moving away from the traditional age-based Section programs to a Program Element focus, although there will remain a reduced requirement for age-based support into the long term future. Transitional movement is focussed upon the balance of formation needs in order to continue supporting two (2) separate youth programs.

b) State Strategic Plan 2019-2022 while extensive and aspirational is providing guidance as to where our organisation is heading. It must be remembered that the focus for the bulk of the Region's formations will remain on four (4) key areas;

Youth Program,

Membership Growth,

Property Management,

Fundraising/Finance.

c) State Property Strategy while only just approved by the State Board, it does require Region to rethink and justify its property management strategies to provide greater utilisation, increased revenue, decreased cost and well-maintained buildings. Striking the right balance is critical to success. The establishment of a property committee is vital to this success.

During the year the Senior Leadership Team (SLT) saw the retirement of David Reiken OAM, the recruitment of Grant Whitehorn (Deputy Region Commissioner) and Aaron Newton (Region Youth Commissioner), as well as the District Commissioners (Linda Beaver, Jarratt Hogarth, Graham McGillivray and Gary Pearce) joining the SLT as permanent members.

Aaron was the first Region Youth Commissioner to be appointed in NSW, something of which we are all proud. Already, Aaron is working with the Acting State Youth Commissioner (Meg Cummins) to advance youth forums within our Region and he has commenced to re-establish youth councils across all Sections.

With the significant challenges ahead, the SLT is positioning to take on the external influences along with the work we know needs addressing across the Region.

Financial:

While the Financial Report outlines the detail of the Region's fiscal performance, it is worth mentioning that the Region's financial result for the period returned a net loss result of \$8,748.00 over the approved budget forecast.

Our Treasurer will provide the detail behind the result, but it should be noted that increased revenue at campsites (netting \$74,974.00 overall increase against budget) and the continuing search to bring our campsites to public attention were significant in reducing the operating deficit.

Our real challenge is now to bring under control our expenses, particularly where we exceed budget estimates, but being cognisant of the expense increased revenue can generate.

We continue to develop and market our Scout Shop operations with Penny Starr (Shop Manager) and Elinor Gaskell taking the shop to many events and activities around the Region and State. While this has been a positive outcome and our customers are acknowledging that our service and delivery is superior to our competitor, they are seeking a fully integrated electronic shopfront to enable faster transactions along with the visibility (image) of the item being purchased in a catalogue and payment facilities attuned to external commercial operations.

Also, we wish to thank the shop volunteers of Alan Hutton, Waveney



Hextell, Barbara Osseweyer, Sue Plumb, Elinor Gaskell for their continued support and time in assisting Penny in progressing our shop operations throughout the year.

Donations:

It is an absolute pleasure to acknowledge the list of donors, who have seen the value in assisting the youth of this Region through their donations. While a list of contributors can be found elsewhere in this report, it must be noted that contributions go directly in full to reducing the overall cost to our youth members and add significant value to the final output of the Program.

We thank you sincerely and hope that you continue to view Scouting as a worthwhile and value-adding youth organisation.

Property:

Our property portfolio is a major factor in future proofing the Region, however, the current approach is to provide enough revenue to maintain, co-ordination of existing Region property so we are achieving best possible utilisation and diversifying asset use for unused property.

By way of example, we are currently in discussions with the Illawarra Housing Trust on the potential for the Beaton Park freehold property to be developed for affordable housing with a long-term leasing arrangement. This would provide for long term sustainable income and retain the property within Scouting. Other projects are being developed in line with our Region's property strategy across the whole portfolio.



Mt Keira Scout Camp Licence:

Negotiations continue with the National Parks and Wildlife Service and Office of the Environment & Heritage in the establishment of a new Licence Agreement for Mt Keira Scout Camp.

While this process has been continuing for several years, the outcomes will provide for a long-term agreement of 30 years and tailored to the needs of Scouting as a Not For Profit organisation, not a commercial enterprise.

The past year has seen significant advances in the negotiations, with the extension of the camp boundaries to include Rings Farm, so that the camp water supply infrastructure is included. Only the insurance clauses remain to be finalised and agreed before the document can be forwarded to Scouts NSW for legal review and approval before submission to the Minister for final approval.

This along with the completion and release of the Conservation Management Plan will bring a renewed enthusiasm concerning Scouting's future tenure at the site and provide for a more appropriate arrangement between Scouting and the State of NSW.

I would thank Ron Critcher OAM (Camp Chair) for his assistance and participation in negotiating an agreement which is more relevant to Scouting, while acknowledging the sites uniqueness and heritage value.

Future Opportunities:

Given the progress made by the Region, we remain focussed on the future and the opportunities that are there to be taken advantage of in the pursuit of development and standing within the community.

Our new Strategic Plan is currently in line with our stated themes and goals, along with the broadening horizon for Scouting in South Coast and Tablelands. The plan is also undergoing an alignment to the Scouts NSW Strategic Plan 2019-2022 which will be completed soon.

The future is extremely bright if we embrace and follow through on our commitments to the new Strategic Plan.

Appreciation:

We are particularly blessed to have a range of Leaders and Supporters who have given so much of themselves in supporting and delivering the Program across a wide range of communities and circumstances, so on behalf of the youth membership, thank you is extended to those Leaders and Supporters of the Region, Districts and Groups, in whatever role they undertake and who keep this wonderful Game of Scouting alive and active. We can only hope that your efforts are recognised and rewarded with a sense of achievement, fun and the fact that you are making a difference.

Also, congratulations to our youth members for their continued support of Scouting and the outward-looking thinking displayed at every opportunity. Thank you for allowing us to be a part of your Movement.

The three integral parts of the Movement (Youth, Leaders and Supporters) working together in order to achieve our goals is vital to the continuance of Scouting in the community and we are thankful for the collective contributions of all.

In recognising that contribution, we must acknowledge the hard work and dedication of a host of individuals, but we must also recognise and thank those staff and volunteers that man the Region Office, Camp sites and Scout Shop. Their efforts are very much appreciated and valued by all.

My personal thanks and congratulations to the team of Region and District Commissioners on the outstanding contribution made to the Region and Scouting, as well as going beyond their formal appointments in improving the Game, these individuals truly live the spirit of Scouting.

So in conclusion and to close out the 95th Annual Report, we need to remember that organisational change is here and will remain, so we need to keep in focus two points;

1. "If the rate of change on the outside exceeds the rate of change on the inside, the end is near." – Jack Welch – An Article from The Thursday Thought on organisational demise.
2. "Around here we keep moving forward, we do not stand still." – Walt Disney, 1929

Thank you for the opportunity to serve Scouting in South Coast & Tablelands Region and report on our achievements.



***Phil Crutchley,
Region Commissioner,
South Coast & Tablelands Region
Scouts Australia – NSW Branch.
31st March 2019***



Outdoors

District - Illawarra South and Keirawarra - Jarratt Hogarth

2018 has been a year of significant change for the Illawarra Districts, having taken on the role as District Commissioner from Mark Hutchison for Illawarra South District at the start of 2018, I was also asked to take on the role as acting District Commissioner for Keirawarra District as Adam Kelly moved to being the Deputy Region Commissioner for Youth Programs. I have been working to combine the Districts where possible which has seen an amalgamation of District Councils, allowing more dialogue between a larger group of Leaders, plus a better sharing of resources and knowledge. Our 2019 kick-off event saw all Leaders across both Districts invited to enjoy dinner while we had speakers letting us know about upcoming Region initiatives, youth support processes and a concise run down of the New Youth Program which all had been eagerly awaiting for. We've also had many Groups moving from paper E1 forms into CareMonkey for their Group communications and activity notifications; plus of course a major push from Groups to get through the 'Adventure Begins' checklists moving them towards transition to the New Youth Program.



Membership for the Districts has had the usual fluctuations throughout the year, however, has resulted in a 7.3% net growth in youth membership overall. All Sections were well represented to various activities such as Region and District camps, Dragonskin, Pigskin, Korrimul Gangshow, District camp fires, ANZAC Day marches and local services, Founder's Day activities, Vertigo, You+Lead, Jamborette, Joey fun days, Weekend Wide Game, rock activity skill days and leadership courses; we have also had substantial attendance at 'Illuminate' the 14th New Zealand Venture and 156 Illawarra Districts Scouts, Venturers, Rovers and Leaders travelling to South Australia to participate in the 25th Australian Jamboree.

Our youth members have also had a busy year achieving their Peak awards, we have a total of 4 Joey Promise Challenge awards, 23 Cub Grey Wolf awards, 5 Scout Medallions, 4 Venturer Queen's Scout awards and 1 Rover Baden Powell award. Congratulations to all Peak Award recipients, your hard work and determination acts as encouragement to your fellow Scouts to

achieve their goals. You should be very proud of your achievements as they will be with you and define who you become into the future.

It has been my pleasure to be invited to several presentations and functions throughout the year including Peak Award presentations, the 1st Austinmer 95th Anniversary celebration, 1st Kiama's Messengers of Peace presentation for several years of work producing hygiene kits for disadvantaged communities in Peru. Our Districts were also honoured through the 2018 Adult Recognition Awards with 7x Special Service Awards, 8x Meritorious Service Awards, a Silver Wattle awarded to Debbie Surridge from Dapto Scout Group, and a Silver Kangaroo presented to Greg Crofts from 1st Kiama Scout Group; I'd like to congratulate all the awardees for their outstanding service to Scouting.

I would like to take this opportunity to thank all those who have assisted me in coming into this role, without your assistance it would have been a much more difficult process. I'd also like to thank all our Leaders and non-uniform supporters for their time and efforts to allow Scouting to run successfully in the Illawarra for our youth members.

Jarratt Hogarth

District Commissioner – Illawarra Districts

Groups

District - Southern Ranges - Linda Beaver

The Southern Ranges District is continuing to grow as Groups become stronger and more involved in promoting Scouting in their communities.

The size of the District and distribution of the Groups across the large area, has seen the use of videoconferencing as a means of building contact and communication opportunities. In order to facilitate greater contact and attendance at District Council meetings, the majority are held via video conference with only two face to face meetings in the year. Participation from Leaders has increased and interaction between Groups has increased also.

One Group has been part of the Pioneer Program for the New Youth Program and is working well through the changes to the week to week operation of youth meetings. Congratulations to 2nd Queanbeyan for being selected and moving forward with this process. It certainly has its challenges and requires involvement at every level of the Group, but the implementation is being handled with a positive and diligent attention to the changing dynamic of Scouting.

Throughout the year, there has been an increase in the presentation of Peak Awards in all Sections within the District. This is an indication that program design and youth involvement in the 'big picture' of each Scout Section is being managed with goal setting and planning by the youth, supported by the Leaders.

The Joey Mobs in the District have grown with 7 Groups now running a Joey Section and another two Groups starting Joeys before the end of the year.

The Cub Section is under the guidance of a District Cub Leader. Chris Morrow, who is working hard to build the cohesion of the Cub Section within the District while promoting the Region and Branch activities in a positive and collaborative way.

In the Scout Section, there were two Troops that attended the 2019 Australian Jamboree in Tailem Bend while embracing all that a Jamboree has to offer. Early in 2019 a District Scout Leader was appointed and is working within the District to establish regular contact and activity participation. Scouts attended the State Rally, Jamborette and Pig Skin over the last 12 months and Groups are increasingly involved in assisting with activity bases and organisational process at these events.

It is pleasing to report that Venturers is going strong with another Venturer Unit started in Braidwood over the last 12 months.

I would like to commend all involved with 1st Braidwood and 1st Tinderry for their outstanding efforts in building their Groups over the last 12 months. New Sections have started, Leaders numbers have increased and both Groups have well managed Parent Support Committees. In both instances, the driving force has been the exceptional efforts of the Leaders in Charge. Congratulations to Malcolm Campbell of 1st Braidwood and Elvira Currie of 1st Tinderry.

While some Groups have been able to achieve great things in their communities, some of the smaller Groups have struggled. This has highlighted the need to consider ways to support the increasing demands on Group expectations in communities of under a 1,000 people, while keeping Scouting alive and well for the youth of the town. We must recognise and respond to the specific issues of these small communities where resources, both financial and people based, are under pressure.

It is the aim of the District Team for the next 12 months to identify ways to assist and develop some strategies to ensure these Groups can continue to promote Scouting in the small, rural communities in the District.

I would like to acknowledge the commitment from all members of the Scouting Community in the Southern Ranges District in building the presence of Scouting in their respective communities and the District as a whole.

A special thanks must also go to the Region Team for their ongoing support. The idiosyncrasies of a large District with highly varied demographics and community dynamics, is challenging but something that can, and will be managed in a positive and collaborative manner.

Linda Beaver

District Commissioner

Southern Ranges District



District - Shoalhaven - Graham McGillivray

The biggest change for the Shoalhaven District in the last 12 months has been the change of District Commissioner from Jenny Pavey to myself. I would like to acknowledge Jenny's great work in the preceding years and the help she has given me during the transition phase.

Financially the District is doing well with a healthy bank balance. The Treasurer is changing from Nadine Maguire to Angela McCarthy, who is a Nowra tax accountant. Thanks to Nadine for your efforts in the role.

In other District roles, Ashlee Wakeling (former Illaroo Joey Leader) is happy to act as District Joey Leader. Graham MacIntyre continues to do sterling work as District Scout Leader and his wise council is very welcome. Our current Rover Advisor Paul Jessop has moved to Darwin so the Shoalhaven Rovers are approaching several ex Rovers about possibly taking on this position. It's a very young (and small) Crew, so a good advisor is wanted by all.

Again in 2018-2019, Shoalhaven Scouting would not be as successful as it has been, without the terrific work of Leaders from all Sections. In particular I wish to acknowledge Tracy, Steve, Paula, Tony, Aaron, Simon, Lee and Brad who attended the Tailem Bend Jamboree along with 43 Shoalhaven Scouts and Venturers from our Groups

In 2019 the District hosted another very successful Founders Day Camp in February with Groups coming from far and wide to enjoy the numerous activities on offer. The weekend saw our first Queen's Scout presentation in some years to Julia Nowak by NSW Chief Commissioner Neville Tompkins. Special thanks to Graham "Wombat" MacIntyre and Paula "Paddles" Bourke who did most of the organising. Shoalhaven youth and Leaders represented Scouting at ANZAC day marches across the District. Attendance at District, Regional and State activities continues and there are many youth and Leaders excited about the next NSW Cuboree in January.

Kangaroo Valley Group comprises 24 youth members, and the 6 Leaders do a wonderful job working out of a very small building on the local primary school grounds. They get out and about regularly and have a good parent support base.

Bomaderry Group has had a good 12 months under the able stewardship of Leader in Charge Catherine Bath. They have a Joey section of 5, 8 Cubs, 12 Scouts, 6 Venturers and 5 Leaders.

Illaroo Group continues to prosper with active Joey, Cub, Scout and Venturer Sections. Their core of experienced Leaders help to nurture new Leaders and youth in numerous outdoor activities.

Nowra Group is struggling a bit with the Scout Leader moving to Bomaderry at the start of 2019. The Cub pack has 10 members under Cath Caine who has had nearly 60 years in Scouting. One parent has volunteered to commence Leader training in the Scout Section and will train and attend at Bomaderry until we can get a few Nowra Scouts.

St Georges Basin Group comprises Joeys, Cubs, Scouts and Venturers and also have an active program that is enticing to youth. This Group services the Bay and Basin area and is well supported by parents and long serving Leaders.

Burrill Ulladulla Group caters for the southern end of the Shoalhaven District and has many willing helpers and several Leaders on the cusp of completing their training. This Group also has Joeys, Cubs, Scouts and Venturers. We have successfully trialled teleconferencing for District meetings to save the Group Leader two hours of travel. They are also a NSW Pioneer Group for the new youth program and at their recent ARP, all the attending youth members were very excited to be presented with their new program badges.

Shoalhaven Fellowship is comprised of a core group of experienced Leaders who are not attached to a particular Scout Group and who often head off on their own adventures. This doesn't stop them contributing to District camps and other activities.

Bengalee Scout Camp continues to offer a wonderful bush camping experience close to the amenities of town. Special mention to Paul Woodgate, Michael Johnson and Norm Pavey who continue to meet at least twice a week at the camp to maintain and improve the site. Unfortunately the permanent toilet block at the site was found to have significant white ant damage in February. Planning for new toilets, for use while the old ones are being repaired and updated and then to extend on-site capacity, are well in hand. Finances are all in place, along with council approvals, so upon State approval the project can start immediately. Michael Johnson has been a real champion of the project.

Numerous others have also supported when their work load allows and it is only with their help and support that the camp continues to prosper. Bookings from Scouts and not for profit organisations have kept the camp busy for most of the year.

A great BRAVO to everyone who helps, the success of the District is entirely due to your efforts. Thank you!

Graham McGillivray

Shoalhaven District Commissioner

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|----------------------|-----------------------------------|------------------|-----------------------------|
| Sheldon-Smith, Sofia | 1st Jerrabomberra Scout Group | | |
| Toyer, James | 1st Batemans Bay Scout Group | | |
| Fleming, John | 1st Batemans Bay Scout Group | | |
| Jones, Bradley | 1st Figtree Scout Group | | |
| McCowan, Samantha | 1st Jerrabomberra Scout Group | | |
| Wilson, Evelyn | 1st Batemans Bay Scout Group | | |
| Falvey, Liam | 1st Bungendore Scout Group | | |
| Ween, Alexandra | 1st Jerrabomberra Scout Group | | |
| Kanodia, Anjali | 1st Figtree Scout Group | | |
| Zaharis, Isabelle | 1st Figtree Scout Group | | |
| Howard, Matilda | 1st Burrill-Ulladulla Scout Group | | |
| Eckermann, Emerson | 1st Figtree Scout Group | | |
| Eckermann, Lachlan | 1st Figtree Scout Group | | |
| | | Abrams, Rhys | 1st Tinderry Scout Group |
| | | Kalsow, Tamara | 1st Albion Park Scout Group |
| | | Johnston, Hannah | 1st Burrill-Ulladulla Group |
| | | Duff, Aaron | 1st Burrill-Ulladulla Group |



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| Savage, Glyn | 1st Keiraville Scout Group | | |
| Starr, Benjamin | 1st Bulli Scout Group | | |
| Mcwhirter, Samuel | 2nd Queanbeyan Scout Group | | |
| Hood, Mitchell | 1st Keiraville Scout Group | | |
| Cullen, Mungo | 1st Austinmer Scout Group | | |
| Denham, Eleanor | 1st Austinmer Scout Group | | |
| Gregorio, Samuel | 1st Bulli Scout Group | | |
| Stevens, Rebecca | Goulburn Scout Group | | |
| Frith, Thomas | 1st Nowra Scout Group | | |
| Allery, James | 1st Cobargo Scout Group | | |
| Leiper, Scott | 1st Cobargo Scout Group | | |
| Moore, Scott | 1st Austinmer Scout Group | | |
| Reid-Prescott, Emily | 1st St Georges Basin Scout Group | | |
| Rouwhorst, Alexander | 1st Jerrabomberra Scout Group | | |
| Gillis, Heath | 1st Albion Park Scout Group | | |
| Tulloch, Jesse | 1st Keiraville Scout Group | | |
| Officer, Nathaniel | Dapto Scout Group | | |
| Hambrook, Jayden | 1st Kangaroo Valley Scout Group | | |
| Logan, Harry | 2nd Queanbeyan Scout Group | | |
| Morris, Zachary | 1st Shellharbour Scout Group | | |
| Schier, Callum | 1st Shellharbour Scout Group | | |
| Bath, Harry | 1st Bomaderry Scout Group | | |
| Markham-Ball, Benjamin | 1st Figtree Scout Group | | |
| | | Nuske, Crystal | 1st Figtree Scout Group |
| | | Rutherford, Rafael | 1st Keiraville Scout Group |
| | | Wood, Amelia | 1st West W'gong Scout Group |
| | | Swinbourne, Alistair | 1st Keiraville Scout Group |
| | | Jones, Chloe | 1st Shellharbour Scout Group |
| | | Nolan, Aidan | 1st Shellharbour Scout Group |
| | | Ung, Georgia | 1st Shellharbour Scout Group |
| | | Freeman, Isla | 1st Thirroul Scout Group |
| | | Ireland, Joshua | 2nd Queanbeyan Scout Group |
| | | Purcell, Emily | 1st Austinmer Scout Group |
| | | Brown, Makayla | 1st Gundaroo Scout Group |
| | | Clutterbuck, Flynn | 1st Jerrabomberra Scout Group |
| | | Hallam, Bryan | Goulburn Scout Group |
| | | Taylor, Madeleine | 1st Bungendore Scout Group |
| | | Shannon, Benjamin | 1st Bulli Scout Group |
| | | Shannon, Robert | 1st Bulli Scout Group |



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| Nelson, Evan | 2nd Queanbeyan Scout Group | | |
| Campbell, Charlie | 1st Braidwood Scout Group | | |
| Hoswell, Emily | 1st Jamberoo Scout Group | | |
| Bulger, Victoria | 1st Austinmer Scout Group | | |
| Kendall, Emily | 1st West Wollongong Scout Group | | |
| McCowan, Courtney | 1st Jerrabomberra Scout Group | | |
| Stevens, Eleanor | Goulburn Scout Group | | |
| Hobson, Ella | 1st Batemans Bay Scout Group | | |
| Louttit, Hayden | 1st Batemans Bay Scout Group | | |
| Oakley, Annika | 1st Keiraville Scout Group | | |
| | | Doyle, Kirah | 1st Jerrabomberra Scout Group |
| | | Nokes, Daniel | 1st Batemans Bay Scout Group |
| | | Love, Patrick | 1st Bungendore Scout Group |
| | | Schier, Lachlan | 1st Shellharbour Scout Group |
| | | Seager, Hamish | 1st Bulli Scout Group |



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| Martin, Spencer | 1st Jamberoo Scout Group | |
| Gibson, Samuel | 1st Kiama Scout Group | |
| Jones, Rebecca | 1st Jerrabomberra Scout Group | |
| Nowak, Julia | 1st Huskisson Scout Group | |
| Toyer, Elise | 1st Batemans Bay Scout Group | |
| Ashman, Emilia | 1st Jerrabomberra Scout Group | |



Kusi-Appauh, Matthew
Austinmer Rover Crew



Youth Sections - Adam Kelly

First of all, I would like to welcome Aaron who has accepted the appointment of Region Youth Commissioner. We are the first Region to appoint a Youth commissioner. Aarons role is focused around the Youth councils and being a voice for the youth in the region. Could you please support Aaron with his task of making Youth councils in the Region successful.

I would also like to thank the following people who have decided that they would be stepping down from their role as a Region Section Commissioner. Michael Seager (Joeys), John Latham (Scouts) and Tristan Haider (Venturers). Their efforts within the team have made my job easier. Once again Thank you.

At the beginning of 2018 saw the launch of “The Adventure Begins”. This program was designed to help Groups get back to the basics of Scouting. Resources were made available to all Groups through information packs being sent to the Group Leaders and all the resources being available to be downloaded from the national website. By now all Groups should be well on the way to fully implementing the Adventure Begins.

At Jamboree 2019, we saw the Official launch of Scouts Australia’s New Youth Program. Scout Coast and Tablelands Region have three Groups already running on the new program as “Pioneer” Groups. These Groups are 1st Burrill Ulladulla, 1st Batemans Bay and Queanbeyan. By the end of June 2019, the Region will have another three Groups transitioning to the new program (1st Austinmer, 1st Keiraville and 1st West Wollongong), with five other Groups already in the process of having a training weekend aligned to them.

The process of transitioning to the new program is finishing all aspects of the adventurer begins program and then registering on the Scouts NSW website. The website has the final check list that is to be completed and returned with the Group’s application.

Joey Section

The Joey section has had a steady growth over the past 12 months. One of the new initiatives from national was to allow 5-year-old Joey’s who are attending Kindergarten.

Moving forward, the Region will be trialling Joey Pouches. These Pouches will be like Districts but as the number of Groups that have Joey Mobs in each District vary in number, we will be trialling an Illawarra Pouch, Shoalhaven/ Southern Coast Pouch and a Southern Ranges Pouch. This will hopefully help will passing information around and allow for Region activities to be organised easier.

I would like to take this moment to congratulate all the Joey’s that have been awarded the Joey Promise Challenge Award. HOP, HOP, HOP.

Cub Section

This year has seen a very active and outdoors program for the Cub Scout Section either at District or Pack level, seeing many Pack holidays happening during the year.

Thank you to Nat Sadler for her support during the year, attending Region and state meetings throughout the year providing our Regions views to State.

At the end of this year the Cub Section has its major State event, the 2020 NSW Cuboree. This camp will see Cubs from across the state and even the country come together for a 5 day camp. Information for this event can be found at www.cuboree.nsw.scouts.com.au

I would like to congratulate all the Cub Scouts that have been awarded the Grey Wolf Award this year. 123 WOLF.



Scout Section

This year saw the loss of Peter Gear (Wonga) after a long battle with Cancer, our thoughts go out to his family and all close to him, the world has lost such a great man.

This year saw a very active Scout program across the Region led by John Latham and his support team. Thank you all so much as without this support, the Region would not have run the many activities for the youth.

January 2019 saw 220 Scouts form 7.5 Troops that attended the 2019 Australian Scout Jamboree in Tailem Bend. This event was a test for all with the very dusty conditions and the ground that hard that the peg holes had to be pre-drilled. Thank you to all the **adults** that took time out of their lives to support this event so the youth members could have a ball at Jamboree and experience a once in a life time event where 20,000 Scouts

came together from over the country and various parts of the world.

After many years we had to move this event from Potato Point due to NPWS restrictions put on us at last minute. Another site was selected quickly and it being overgrown many weekends were spent preparing the site at Cullendulla. However, we were thwarted again at the very last minute due to the local council regulations. These are normal conditions for holding an event but we were not able nor had the budget to comply at such short notice. The event was hurriedly organised for Bangalee Scout Camp and even with the last minute change of venue, had over 110 scouts attend.

State Rally 2018 saw us move back to Cataract. South Coast combined with South Met Region and we were able to have a very successful RAC. Due to the numbers of Scouts and the relatively small area assigned to camping, this was not an easy task. A very big thank you to all the Leaders that assisted and particularly to the Base Leaders, Paula, Kat, Laszlo, Graham and their helpers. Thank you too to the Venturers and Rovers that assisted. It was very much appreciated and the Scouts particularly enjoy seeing Venturers running activity bases for them. 2018 saw Rally return to Cataract Scout Park with a new format. Many Leaders and Base captains are currently working busily on their bases. Thank you all for your support.



Thank you to the King family who have again allowed us to use their property in Nerriga for Pow Wow. As always what goes on at Pow Wow stays at Pow Wow. This event is now available to all Leaders with activities based in the Scout Section. Some modifications may be required to take back to your Troops (or other Sections). We had small numbers this year and yet it was very successful. Thank you to Robert Halley who spends many hours mapping out the area and organising activities for all to be challenged. Thank you to all those assisting in the lead up to Pow Wow. Many hours behind the scenes to bring a fantastic event for our adults in Scouting.

This Region Jamborette was held at Berrima Scout Camp, having a large range of Troop and Region activities such as the climbing wall, waterslide into the swimming hole, flying fox, canoeing, an environment team discovery walk, ladder climbing, to name a few. Every year we present a Gateway and Camp Award (the Wombo Award). This year we encouraged bigger and better Gateways in preparation for Jamboree. In addition to the Wombo Award, the JOC opted to create a new award – The Wonga Award (In Memory of Peter Gear), presented to the best themed Troop. Despite the extremely cold Sunday night, over 320 Scouts attended, with a total attendance of 520 members. Thank you to the Jamborette Organising Committee. Another fantastic job and already working on 2019.

Thank you to the committee for another very successful Pigskin at Penrose State Forest. It is SC&T version of Scout Hike but a more low key affair. Thank you to the many many Leaders that supplied bases and to those who assisted in running them. Thank you to the Rovers and Venturers for your bases. A very successful event by all accounts.

Congratulations to all the awardees of the Australian Scout Medallion. The formal state presentation is done in the morning and the Scouts are then able to enjoy themselves at Luna Park for the rest of the day. The last four award ceremonies have been at Luna Park and I have had nothing but positive feedback.

Venturer Section

This year saw the Venturer Scout Section very busy attending multiple activities at Unit, Region and State levels. Venturers from across the region attended Dragonskin where over 1000 youth come together in a state forest over the Easter long weekend and compete as a team to win the “Dragon Skin”

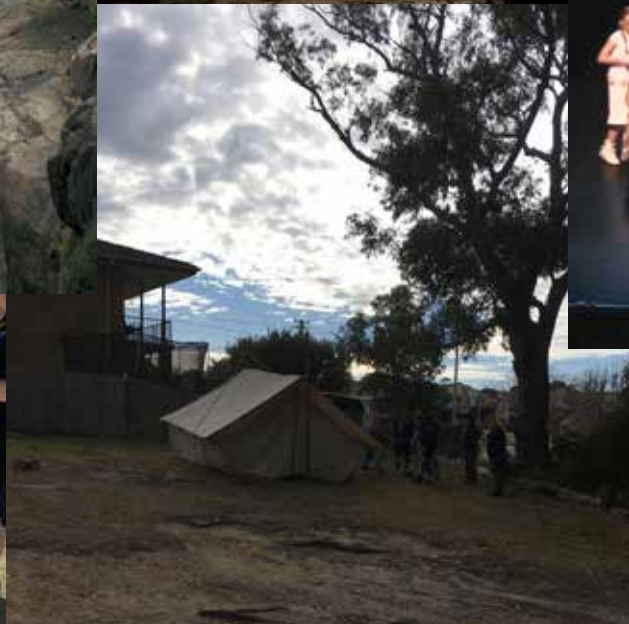
Over Christmas and New Year period Venturers attended the New Zealand Venture. The Venture had the largest ever contingent from Australia. From all reports this event was awesome and all had a great time.

The Venturers of South Coast have been very supportive of the Region events for the Scout Section providing support. Adventurous activities have been high on the events that the Venturers have attended across the year with caving, abseiling and canyoning weekends help across the year at locations such as Bungonia, Wee Jasper and in the Blue Mountains.

This Year has seen the introduction of Venturers being able to complete their Queen’s Scout Award in their 18th year as long as they are still at school. Please remember that once the Venturer turns 18 different membership forms need to be completed to comply with the child protection policy.

I would like to congratulate the awardees of the Queen Scout award this year.





Activities and Events - Andrew Banner

Our Rovers and epitomising the idea of a Youth led program. In July we will have our first Roventure in several years and this will be in an exciting new format. Since January this year the organising committee has been planning a new style of event with Mountain Biking and Surfing, designed to incorporate the new Outdoor Activity Skills (OAS). I would invite all of the Regions Rovers and Venturers to attend this years event and offer your ideas for 2020!

The OAS is an exciting opportunity encourage involvement in a wide range of activities and will see a change going forward for the Region Team. We are currently reviewing the areas that we are able to provide ourselves and looking at opportunities to partner with others to ensure that Youth members can participate in the full range of experiences offered.

It has been great to see that Groups have already been engaged in a wide range of activities throughout the past 12 months. We have had Groups hike in Tasmania, snow shoe in the Australian Alps, cave at Wee Jasper, mountain bike in the ACT, canoe in Kangaroo Valley and this is just the start. The dedication of both Section and activity Leaders has allowed for youth members to be challenged and learn new skills.

In 2019-20 we will be focusing on;

- Upgrading helmets and harnesses for the Region Flying Fox team.
- Continue our investment in new hardware for the Region Rock Team.
- Upgrade equipment for Archery at Mt Keira.
- The environment team will continue to develop their centre at Korrahill.
- With the Youth Program team we will sequence Major Activities for each section in line with the new OAS.
- Appoint a Water Activities Coordinator to promote and support canoeing, kayaking, sailing, snorkelling and surfing.

Thank you to all the members of the Activities and Events team for your efforts throughout the past year and your ideas planning for the future. I look forward to a great year ahead working with you all.

Andrew Banner



Korimul Gang Show - John Penney

The 2018 Korimul Gang Show was another great fun filled year for the cast and crew, with a cast of 68 Scouts and Guides, which included Joeys, Cubs and Junior Guides, who much to our surprise, stood up very well to the hard work of rehearsals.

We also again had a group of Scouts and Guides from Nowra who were so committed that they travelled to the Guide Camp every Sunday for rehearsals (2hrs each way).

Unfortunately, mainly due to lack of support by local Groups, we made a small loss in 2018. If we have more people coming to see the Show then we can negate any losses.

I have taken over as the Producer of the Korimul Gang Show. I would like to take this opportunity to thank Alan Dunmall for his time as Producer and wish him well in his "retirement".

I would like to thank the Production Team for all their assistance in helping bring fun, enjoyment and teaching the Scouting Spirit to the cast over the period of the last show.

During the year the Team were also able to assist in running the Keirawarra District Campfire and the Environment Camp Campfire.

We are well into organising for the 2020 Gang Show, so watch this space!

We also offer any help or assistance to any Group or Section with campfires, Group shows and badge work in music and other areas of performing and creative arts.

John Penney

Producer

Baden Powell Guild of NSW (Mt Keira Branch) - Brian Jackson

This year the Baden Powell Guild of NSW has donated money for the purchase of a log splitter to Kariong Scout Camp and sponsored a Girl Guide to attend the Girl Guide Jamboree in Sydney this year as well as Bridge Climb for her as part of the Jamboree. Money was used to purchase 2 solar powered fridges for a Scout Camp on the Victorian border. Money for LED lighting at Mt. Keira Scout camp was also donated along with money for Maitland Girl Guides for hall repairs. We still have money available for any worthwhile project that Scouts or Girl Guides are working on and a request will be dealt with by the committee when received.

An ISGF AsPac Conference was held in Sri Lanka last September when 3 members attended along with 380 other members from 46 countries.

A lot of old friendships were rekindled as we only see each other every 3 years. The next ISGF World Conference will be held in Spain in August 2020.

The ISGF Asia Pacific Region National Scout and Guide Fellowship to which we are members of, launched a Foundation at our meeting in the Maldives 3 years ago and a fundraising dinner was held in Ahmedabad India on the 14th July with 400 guests invited and I attended along with John Booth from St. George Guild as I am the Chief Trustee of the Foundation. I am hoping for a large amount of money to be raised as it was attended by politicians, film stars, sportspeople and very influential people within India.

Once again we are looking for members to join our organisation as it is imperative that we continue to support Scouting and Guiding State wide. We meet bi monthly in Wollongong with our next meeting in August and our annual church service in Gosford in September. A State meeting will be held after lunch in the church hall.

Brian Jackson

NSW Baden Powell Guild State Guild Master



Youth and Community - Anthony Pritchard

The past year has been very busy for the portfolio with a great deal of involvement in a wide variety of events, chief among those was my attendance at the Australian AJ2019 National Jamboree in the role of special Needs and mental health welfare Leader for the NSW Contingent. This was a successful Jamboree in that a number of the Contingency Welfare Leaders and Line Leaders undertaking the mental health first aid for youth. This step was seen as a positive undertaking by the JOC to address concerns that have for some time been increasing.

The uptake of the offer of support for various Sections has been improving, however there remains a great deal of issues with the ability and confidence of the Leaders to support their youth members who are either on the spectrum or have other challenges that need a range of strategies to engage them in the youth program. We are trialling two initiatives at specific Groups and the Districts. The first is the development of support plans for those youth members that may have need of a guide or support. The process will be to have a plan for each youth member that needs the plan across the Region. Those plans will be a living document that is reviewed and altered as the youth member learns the skills necessary to engage socially in a manner that is acceptable both in the community and Scouting arena.

The second initiative is a trial process of the use of a medication management system when youth members are attending Group, District, Regional and National events (camps). This is meant to improve the safety around the medications and who and how they are administered. Look out for these and support them please.

The Camps have been travelling well in this area thanks to the Camp chairs Ron Critcher, Jenny Pavey and the caretaker at Noonameena James Clark. This includes their committee members without whom the great experience that our youth members and Leaders enjoy. It would not be as great an experience without their tireless work.

The mental health program which was started in the SC&T Region has been going very well. We are expanding across the state with the training occurring in each Region other than North Coast. We have been also working towards a national mental health Scouting program of training that we are seeking to have a consistent method of training across the states. This initiative is a great

step forward in the awareness of mental health issues affecting the youth in Scouting and the general community. The more Leaders we have trained in this area the better equipped those Leaders will be to effectively identify, support and assist the youth members to seek professional help. Thanks to Paul Hammer and Rae Heaton who present and support the mental health youth training program and give of their time so much and to their families who also put up with their time away from home.

We are actively seeking support within and external to the Region to assist us in the realisation of a truly inclusive approach to our first Australians in the region.

We are looking at a positive engagement that enables our cultures meaningful and sustained program of inclusion.

Finally, thank you to the senior leadership team and the regional office staff that have assisted me throughout the year

Anthony Pritchard

**Region Commissioner,
Personnel, Support and
Compliance**



Property - Michael Barnes

Property management continues with the usual challenges related to licence renewals with the various Councils in the Region. The Property Group at the State Office have been a great help in navigating the process.

There are some good news stories from the past year.

1. As reported last year, the 1st Bungendore group have worked tirelessly over the past few years towards their ultimate goal erecting a modern hall and associated buildings on a Reserve Trust site in the middle of the Bungendore village. It is estimated that the new facility will be in operation in mid-September 2019.

Congratulations to the Group for a well-managed and fully funded project.

This is an example of what can be done with a dedicated well led planning group.

2. 1st Jerrabomberra are in the process of emulating 1st Bungendore's success with property. Their plan is to build a new complex on the back of their site and to demolish the existing hall. The Group has had some positive responses to possible funding from a number of sources.

3. There have been ongoing discussions with the Narooma Men's Shed (NMS) re the incorporation of the Narooma Scout Hall in their proposed Men's Shed complex on the site adjacent to the hall. It is intended that the hall would be used as a "break out" space for the NMS members. The hall toilet and kitchen facilities would ease the requirements on the NMS construction. The approval of the NMS DA is conditional on the availability of the hall.

Apart from a constant presence at the hall improving the security on the site, it is planned to include the hall in the fenced area around the NMS buildings.

Vandalism attacks on some of our sites continue to be a problem. This is mainly in the form of graffiti. Assistance from the October Graffiti Removal Programmes helps to deal with this.

The Narooma Scout hall and the District Activity Centre (DAC) at Queanbeyan were subject to more serious vandalism.

1 A number of exterior wall panels were broken at Narooma hall. Timely repairs were undertaken by the Southern Coast District.

2 The DAC was destroyed by fire. This property was under license from State Rail (John Holland) and no loss was incurred by Scouts.

The requirement for the Fire Safety P10 - WHS Scout Hall Inspection Checklist to be included as part of the Annual Reporting Presentation process slowly being taken up by the Region Groups. This can only assist in the monitoring of property maintenance.

Fire Safety Statements are part of the P10 checklist. The NSW State Government has tightened up on the requirements in this report. The accountability for the data in the report now requires the signing off by the Service Provider. This now becomes an added expense to Groups as some providers are charging \$100 for the document in addition to the service charge. Prior to the change Groups were able to sign off as having the testing report on record.

Michael Barnes



Mount Keira Scout Camp - Ron Critcher OAM

The past year has been outstanding for the Camp with increased numbers using our facilities. In total 10,167 people used the Camp and stayed a total of 13,250 nights. A large proportion of the increase in numbers is due to the fantastic fundraising events that Leanne and her team have run in the Camp. These included the very successful “Dinner in the Enchanted Forest and the Mad Hatters Tea Party”.

Wedding ceremonies and receptions brought \$47,000 of income to the Camp this year.

Again this year we have had the assistance of the people from Corrective Services who have worked with the Camp Staff by doing such things as clearing and maintaining tracks in the Camp, rehabilitating the area between the two Campfire Circles where a large tree came down destroying a lot of other trees and vegetation in the area, mowing and whippersnapping the lawns and edges, clearing drains, removing dead and fallen trees, putting new guttering on the Camp Wardens Cottage, painting the Lodge, cleaning kitchens as well as many other jobs that keep the Camp running smoothly.

Major work completed:-

- Removal of the bamboo from alongside the main car park,
- Continued work on replacing the lighting with LED globes and fittings,
- Replaced a major part of the septic system at the Lodge,
- Repaired the damage the fallen tree between the Camp Fire Circles caused,
- Replaced the pool pump,
- Replaced the dishwasher in the main Camp Kitchen including upgrading the electrical wiring,
- Refurbished two circles of the main Camp Fire amphitheatre,
- Painted the outside of the Lodge.



Our Fundraisers were again busy this year with Sue Plumb and her merry helpers running a successful Christmas in July which raised \$1900. Thank You Sue and your team.

Leanne, as mentioned previously, ran a very successful “Dinner in the Enchanted Forest and Mad Hatters Tea Party” which raised an additional \$20,000 for the Camp. Thank You Leanne and your Team.

Ken Hextell has again been collecting and selling scrap metal for the Camp. This raised an additional \$1,000 for the Camp. Thank You Ken.

Our Maintenance Budget was exceeded by approximately \$10,000 due to unbudgeted items such as the replacement of much of the pipework in the Lodge septic system, replacement of the pool pump, the replacement of two hot water systems, one at the Camp Wardens Cottage and one at the Chalet, the replacement of two freezers, one at the Lodge and one at the Main Camp Kitchen.

Our Grants Committee of David Coates OAM and Kevin Donald OAM have continued to work on applying for grants for the Camp.

We received grants of \$2,000 from City Diggers Club for the purchase of a new cement mixer, \$1950 for restoration of the two tiers of the Camp Fire circle from Wollongong City Council and \$2,000 from the Baden Powell Guild of NSW to assist in the conversion of lighting to LED type.

NPWS obtained a grant to have the Conservation Management Plan part 2 for the Camp completed. The resulting report was handed over to the Camp Committee and Region Representatives on the 6th of March 2019. This will give the Camp Committee and those who work on maintaining the Camp a road map to follow.

I would like to THANK the members of the Camp Management Committee for their assistance in the running of the Camp, Leanne Senn our Camp Warden and her team of Deputy Camp Wardens, Sue Plumb our Camp Booking Officer, our Grants Committee David Coates and Kevin Donald, Kerrie Latham our Region Office Manager, Members of the Men's Shed and our Corrective Services Personnel for all of the support and effort you give to maintaining this wonderful place.

Ron Critcher OAM

Chairman

Adult Recognition Awards 2018

Silver Kangaroo

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| Gregory Leigh Crofts | Group Leader | 1st Kiama Scout Group |
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Silver Wattle

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|--------------------------|---|---------------------------|
| Marion Rae Heaton | Region Commissioner Administration | SC&T Region |
| Ronald Anthony Pritchard | RC Special Needs, Pers, Supp & Comp | SC&T Region |
| Amanda Gayl Riddiford | Region Adviser | SC&T Region (Environment) |
| Debbie Gail Surridge | Assistant Scout Leader / Leader In Charge | Dapto Scout Group |

Meritorious Service Award

| | | |
|-----------------------------|---|------------------------------|
| Gregory Allan | Scout Leader | Dapto Scout Troop |
| Katherine Allan | Assistant Scout Leader | Dapto Scout Troop |
| Linda Maree Beaver | District Commissioner | Southern Ranges District |
| Sharon-Lea Causer | Cub Scout Leader | Dapto Cub Pack |
| Paul Hamer | Scout Leader / Leader in Charge | 1st Batemans Bay Scout Group |
| Charles Cornelius Janszen | Assistant Scout Leader / Leader in Charge | 1st Dapto Scout Troop |
| Christopher Julian Micallef | Scout Leader / Leader in Charge | 1st Dapto Scout Troop |
| Mark Christopher Roberts | Cub Scout Leader / Leader in Charge | 1st Thirroul Scout Group |
| Clifford Paul Robinson | Group Leader | 1st Figtree Scout Group |
| Gordon Allistair Thomson | Fellowship Member | Korimul Gang Show Fellowship |
| Jennifer Dawn Yule | Assistant Cub Scout Leader | 1st Austinmer Cub Pack |

Special Service Award

| | | |
|----------------------------|----------------------------------|----------------------------------|
| Ashleigh Anne Hallam | Assistant Scout Leader | Goulburn Scout Troop |
| Tracy Childs | Group Treasurer | 1st Keiraville Scout Group |
| Elvira Currie | Assistant CSL / Leader In Charge | 1st Tinderry Scout Group |
| Craig Michael Davis | Deputy Camp Warden - Mt Keira | SC&T Region |
| Deborah Georgina Gibson | Assistant Cub Scout Leader | 1st Kiama Scout Group |
| Ronald Edward Hallam | Assistant Scout Leader | Goulburn Scout Troop |
| William Anthony Hamer | Assistant Scout Leader | 1st Batemans Bay Scout Troop |
| Andrew Wilson Mackie | Group Leader | 1st Gundaroo Scout Group |
| Nadine Maguire | Treasurer | 1st Illaroo, Shoalhaven District |
| Emily Kathleen McMahon | Assistant Scout Leader | 1st Dapto Scout Troop |
| Christopher Charles Morrow | CSL & District Cub Scout Leader | 2nd Queanbeyan Scout Group |
| Aaron Phillip Newton | Assistant Venturer Leader | 1st Warilla Venturer Unit |
| Marshall Kelly Roderick | District Leader Scouts | Keirawarra District |
| Alison Nicole Scott | Assistant Scout Leader | 1st Albion Park Scout Group |
| Robert Vella | Assistant Cub Scout Leader | 1st Albion Park Cub Pack |
| Janet Maree White | Assistant Scout Leader | 1st Austinmer Scout Group |
| Peter Anthony Zuiderwyk | Deputy Camp Warden | Mt Keira Scout Camp - SCT |

Good Service

Human Resources and Communications - Grant Whitehorn

This is my first year with South Coast and Tablelands Region. I was appointed Deputy Region Commissioner in 2018 and given responsibility for a diverse portfolio including Adults in Scouting, Adult Training and Development, Communications, Technology, Strategy and Development.

This report is a brief summary of the contributions made by my team over the past year.

Adults in Scouting

In 2018 we commenced the design of the new Region Structure and Governance Model, focusing on supporting the implementation of the new Youth Program and membership growth.

Several job descriptions have been developed to support new roles in the Region structure. These positions will be advertised through the website.

Some important new State policies and procedures were introduced throughout the year. These included the Behavioural Issues Processes and Resolution of Conflicts and Disputes (POL39) and Working with Children Checks (WWCC) Procedure (PRO11). All adult Leaders and supporters should be aware of these requirements and seek further advice if they have any questions.

Adult Training & Development

Kerrie Latham, the Region Commissioner for Adult Training and Development, has included her report elsewhere in this Annual Report.

Supplementary to Kerrie's report, we offered additional training opportunities over the past twelve months, including First Aid Courses and Mental Health First Aid Courses. During the next year we will also be exploring further development options, including an Adults in Scouting Course and Event Management Course.

It is important to note that a broad range of Vocational Education and Training (VET) Qualifications are available to Leaders (and some for Youth members), via the Scouts Australia Institute of Training. The full list of qualifications includes:

Business, Leadership & Management:

Certificate II in Business, Certificate III in Business
Certificate IV in the Coordination of Volunteer Programs
Certificate IV in Leadership and Management
Diploma of Leadership and Management

Outdoor Recreation:

Certificate II in Outdoor Recreation
Certificate III in Outdoor Recreation
Certificate IV in Outdoor Recreation
Diploma of Outdoor Recreation

Creative Industries:

Certificate II in Creative Industries

I urge all Leaders and Youth members to take advantage of these opportunities and pursue a nationally recognised qualification through your involvement in Scouting.

Strategy

During the year, Scouts NSW developed their Strategic Plan for 2019-2022. This provides the foundation for future directions and includes initiatives assigned to Regions.

With the State Strategic Plan as context, we held a range of Region Strategy Workshops throughout the year. During these workshops the Senior Leadership Team and Region Executive Committee adopted a new Region Vision and Mission, devised a SWOT Analysis and developed strategic initiatives focused on supporting the new Youth Program.

A Region Property Strategy Workshop was also conducted to explore ways to better utilise our properties, camps and facilities.



Communications & Technology

In early 2019, a Region Communications and Technology Team meeting was convened. In attendance were Mark Hutchison, Ben Nichols, Kerrie Latham, Anthony Pritchard and myself. We covered a range of topics including the Region website, content, calendar, new branding and logos, email communications, news, social media, use of Office 365, ScoutEvent system, other digital applications and collaboration tools.

It was a productive meeting where everyone present committed to a set of responsibilities and number of initiatives for the year ahead.

One of those initiatives is the refresh of our Region website. This is currently underway and includes rebranding, new menu design and additional content to support the new Youth Program. A demo of the refresh will be given at the Region Commissioners Council.

More than 30,000 people visited our website during the year, the Scout Shop being the most visited page with almost 11,000 hits. Other popular pages were the Region calendar and our campsites.

We've been running the ScoutEvent system for 12 months for all major events, which has provided a huge benefit to organising committees in terms of reporting, invoicing and reconciling.

In January this year I watched the opening and closing ceremonies of AJ2019 via the live Facebook stream. It was great to share the Jamboree experience online and now I'm looking forward to attending AJ2022!

Development

The Region Group Leaders Conference was held in September last year at Camp Cottermouth, in the ACT. More than twenty people attended the weekend, which included information sharing, a scavenger hunt around Canberra and dinner guest speaker Peter Harris from the ACT Branch. Everyone had such a fun weekend that they are looking forward to next years conference. Check out the Region calendar for details.

A Region Grants & Fundraising Guide is being developed to provide information about what grants and funding opportunities are available, tips on writing grant applications and much more! The final guide will be made available on our refreshed website.

The inaugural Region Commissioners Council will be held on 22-23 June at Mt Keira Scout Camp. The Region Senior Leadership Team established the RCC as an important opportunity to invite a broad range of Leaders and adult supporters to come together, share ideas and strategies, consult on key issues, receive feedback on our plans, listen to updates on a variety of initiatives, and plan for the future development of Scouting in the Region. The RCC will be held twice a year and is one of the development initiatives in our Region Strategy.

In March this year I joined our new Region Youth Commissioner, Aaron Newton, along with 70 other Scouts and Guides in this year's Sydney Mardi Gras Parade.

Scouts NSW marched in the parade to promote diversity and inclusion and show our support for LGBTIQ members. This year, we were joined by Girl Guides NSW and ACT, with the theme of our float being 'facing challenges with courage'.

Scouts and Guides received rapturous applause from the parade onlookers for our decorated float, where we showcased Outdoor Adventure Skills including abseiling, canoeing, cycling, skiing, snorkelling and camping, topped off by a smoking campfire! Can't wait for next year!

Thankyou

I would like to take this opportunity to thank my team for all their hard work over the past year. Thank you to Kerrie Latham for her dedication to the role of Region Commissioner Adult Training and Development and as our Region Office Manager. My thanks also to Mark Hutchison, Region Commissioner Communications and Ben Nichols, Region Adviser Technology & Systems, for all their efforts and support.

My appreciation also goes to everyone else who made me feel so welcome and supported me in my first year, particularly our Region Commissioner Phil Crutchley and the Senior Leadership Team.

I look forward to another successful year of Scouting in South Coast and Tablelands Region.

Grant Whitehorn

Deputy Region Commissioner

HR & Communications

Adult Training and Development - Kerrie Latham

Training have had a busy year in running Basic Sectional Residential courses in 1st Burrill-Ulladulla Scout Hall for Joey, Cub, Scout and Venturer Trainee Leaders. We were able to assist 8 Joey, 10 Cub, 12 Scout and 2 Venturer Trainee Leaders complete their residential training, a major step towards becoming an appointed Leader.

There were also 2 Venturer Leadership Courses, 1 Unit Management Course and 1 Venturer Initiative Course completed, successfully enabling Venturers to move through their Award Scheme.

The Region had 12 trainees achieve their Certificate of Adult Leadership (COAL) – congratulations to all those Leaders.

Thank you to Barbara Osseweyer for all the ongoing administration she does for following up on Trainee Leaders and encouraging them to complete paperwork to become an appointed Leader.

Leaders and youth members can strive for recognised qualifications such as Certificate II and III in Outdoor Recreation, along with Certificate II, III and IV in Business. Our eLearning modules in ScoutCentral are continually being updated, with new modules and content being added on a regular basis. Please take the time to have a look at what's new in ScoutCentral and the additional skills you can learn to help you with your Scouting role.

Bravo to all those who have achieved the following qualifications:

Certificate II in Outdoor Recreation:

Samuel Gibson, 1st Kiama

Certificate III in Outdoor Recreation:

Greg Pearce, South Coast and Tablelands

Michael Doyle, 1st Jerrabomberra

Certificate III in Business:

Samuel Gibson, 1st Kiama

Congratulations also to those who have completed their Advanced Leader training and achieved their Wood Badge:

Wood Badge

| | |
|------------------------|----------------------------|
| Chris Micallef | 1st Dapto |
| Emma-Mai Bentley | 1st Austinmer Rover Crew |
| Michael Doyle | 1st Jerrabomberra |
| Catherine De Battista | 1st Albion Park Rover Crew |
| Thomas Keane | 1st Albion Park Rover Crew |
| Gary Smith | 1st Figtree |
| Michelle Bonomi/Walker | 1st Bega |



I encourage those Leaders who have not yet achieved your Wood Badge to complete your advanced training and join the largest Scout Group in the World - 1st Gilwell Park Scout Group. You will then be invited to Gilwell Reunions and make many new friends.

Thank you to John and Sue Plumb for their ongoing support of ScoutLink training across our Region. John has been successful in using technology to train in a virtual environment, where distance and time has been an issue.

Our CareMonkey Champion is Simon O'Connor, Group Leader at 1st West Wollongong Scout Group. Simon certainly deserves a mention, given his patience and ongoing support for Groups who are still learning CareMonkey and its application for events and activities. Thank you, Simon.

A number of sessions were held for Committee members to find out a little more about their roles and Scouting in general – these will continue over the next 12 months.

There are many people across our Region who continue to pass on their skills and knowledge to others, encouraging our adult Leaders and supporters as mentors and Personal Leader Advisers. Thankyou.

If you are interested in sharing your skills and experience, either as a mentor, trainer or PLA, please contact the Region Office.

Kerrie Latham

Region Commissioner

Adult Training & Development



Region Youth Commissioner - Aaron Newton

I am excited to display how this role is able to support young people to take ownership of their development and journey. Young people are in the driver's seat, making developmentally-appropriate decisions about what they want in their Scouting, and learning life skills as they interact with other youth members and adults.

One of the highlights this year has been participating in the Mardi Gras Parade with Scouts and Guides around the state. This display of celebration, diversity, inclusion, equity shows our capacity to be inclusive and the importance of supporting individual expression not just within Scouting but connecting with people in communities everywhere. This was also the first year where youth members were able to participate in the parade!

As the first Region Youth Commissioner in the State, our Region highlights the importance of youth representation in all levels of Scouting and the capacity for youth to have a voice. It highlights that having a youth perspective shapes decisions in Scouting and ensures that is relevant to modern young people and delivers what they need and are interested in. Other benefits include enabling young people to learn the skills they will need to be active participants in their communities and to lead in their future personal and professional lives.

In my capacity, I hope to provide the platform and opportunity for Youth to have a say about what is important to them, to take control of decisions that affect their lives, to increase their skills, and to build their confidence and connections in Scouting and their community.

A youth representative is just one way to ensure that programs and support are relevant, engaging, and responsive to young people's needs. These past few months have focused on understanding the Region structure, connect with existing councils with the vision to establish a Region Youth Council to provide opportunities for young people gain the ability, authority and agency to address, inform and implement change within the Region.

Over the next year, I aim to also host a series of Youth Forums around the Region to increase connections and point for advocacy for youth, engage youth perspective on youth and leadership opportunities to assist in the creation of the Region Youth Council that is owned by youth. The council would aim to ensure constructive approach to issues, concerns, and ideas are raised that affect youth, connect with the State Youth Council, develop youth-driven initiatives and encourage and create opportunities for youth to voice their own opinions.

“As young people build their knowledge, skills and abilities to change the world, they should have positive, purposeful opportunities to develop and expand their commitment to positive social change.”

Aaron Newton

Region Youth Commissioner

Environment - Alex McCarthy



It is hard to believe that we are now in our fifth year of hosting camps and delivering Environment Education Programs. We continue to progress with new initiatives at a slow and steady pace and 2018-19 was no exception. Here is a summary of what we have achieved in the last 12 months:

- A fundraiser BBQ was held at Bellambi Bunnings in gale force winds that required the BBQ to be held down to prevent it rolling out onto the path of ongoing traffic;
- Hosted a Joey Scout Environment Fun Day at Mt Keira with around 70 Joeys attending. Activities included a rainforest discovery walk, botany, bird identification, bug surveys and learning about the 6 indigenous seasons;
- Hosted 65 Scouts for a winter Environment Camp again at Mt Keira. The Scouts participated in activities that focused on

sustainability, ecology, water monitoring, the impact of plastic on marine environments and astronomy. Our special guest for Saturday night was an inflatable planetarium that was set up in the lodge. The weekend concluded with the Scouts participating in an action workshop where they identified a local environmental problem and came up with a plan for a project that when implemented completes their World Scout Environment Badge;

- Attended and froze at the 2018 Berrima Jamborette. The team's base was spread across town with Scouts uncovering the true stories behind nursery rhymes before meeting their final challenge of getting over the troll (Venturer) guarded bridge;

- Participated in Spring into Corrimall and raised some extra money for ongoing projects at Korrahill by hosting car parking and running a pop up café;



- Joined with South Met and Hume region in running the 2018 State Environment Activity Camp at Camp Coutts where the SC&T team hosted two activity bases and ran a number of night time activities;

- Joined with Hume region in hosting the Venturer Environment Camp at Berrima Scout Camp. Over the weekend, the Venturers learnt how exotic plant species are impacting the Platypus habitat on the Berrima River. They came up with a

method to collect meaningful data to identify the extent of the issue. After a quick brush up on their mapping skills, they used GPS, GIS and Canoes to survey 1.8km of river where they identified and mapped 440 square metres of Yellow Flag Iris. This information was then passed onto council for inclusion in the river management datasets;

- Towards the end of 2018, Cubs from 1st West Wollongong dropped into Korrahill Environment Centre for a Take 3 for the Sea program in preparation for their participation in the program. We played a few games, had a visit from Joey the half inflated





whale, created sea creatures from various plastic sources and made wax food wraps;

- We attended a Community Reception at Corrimal RSL where we had the opportunity to share what our program and Environmental Scouting is all about with other community organisations within the Corrimal area;
- We ended the reporting period (well the very start of the next one) with the 2019 Cub Environment Camp at Mt Keira. We had Cub Packs from the Shoalhaven as well as Illawarra South and Keirawarra attend. Once again we ran a very full program and in addition to all the different environment games and activities highlights included a top quality campfire (thanks JP), a visit from Shoalhaven Zoo

and the pop up mobile op shop. This year we asked some very experienced Cub Leaders drop in for part of the camp. Thank you to all of those who came and shared their knowledge;

Works are progressing slowly at Korrahill. After a full day of mulching and moving soil, we have now created a growing and learning area out the back, have built 4 large planting beds and installed drip irrigation. As a result we have been able to start growing some produce, supplying our own lettuce for the Cub Camp earlier this year. A lot of time also went in to putting together program packs with the hope this will help cut down on our camp planning.

At the Jamborette, we were able to hand out to each participating Troop, a recycling kit that included bags for tins, cardboards and paper, soft plastics, general waste and food scraps. We hope to see them around the campsites at the 2019 event. Thanks to John Plumb for sourcing all those buckets, and to Ecohort and Clean Up Australia for the supply of the various chuff bags.

A number of Environment team members were recognised by receiving Adult Recognition Awards in 2018. Aaron Newton received a well-deserved Special Service Award while Amanda Riddiford and Rae Heaton received the Silver Wattle award. Congratulations to all the awardees.

The Environment Program continues to work towards developing strong community connections with other organisations to assist in the delivery of our programs.

- Thanks again to Wollongong SES and Mt Keira RFS for participating in our Cub and Scout Section camps;



- Thanks to JP, Mark and Gordon from the Korimul Gang Show team for running an amazing campfire at the Cub Camp earlier this year;
- Thanks to the members of the Wollongong Amateur Astronomy Club who share their knowledge, experience and extensive collection of telescopes with youth members at our Scout Environment Camp;
- Thanks to Wollongong City Council for the donation of plants for our Joey Fun Day;
- Thanks to Wollongong City Council and Shoalhaven City Council for providing information flyers and other environmental



education resources to include in our camp leader resource packs;

- Birdlife Australia made a donation of stickers and posters for our activity base at SEAC;
- Thanks to Corrimal Uniting Church, we have a good supply of timber for future upcycling activities;
- While we have not requested any assistance for the Environment Centre in the last 12 months, we have still remained in contact with Corrimal Rotary and look forward to working on some projects with them in the future;
- In 2019 we are working on a new partnership with WIRES Illawarra;
- Our biggest partnership thank you must go to Corrimal RSL club for their ongoing assistance. This year, their donations included a large all-weather team banner and a supply of reusable shopping bags with our team logo printed on it for use as resource kits at camp. The club also hands out the bags as part of the weekly meat raffle.

I want to take this opportunity to thank everyone who has contributed to the program in 2018-2019. Anyone who has attended our camps appreciates the huge effort our small

team puts into gather up resources, putting together programs, running activities and of course feeding everyone at camp. Thanks to Sue and Kerrie and the rest of the team at HQ for all the printing, laminating and question answering. I want to thank all the youth helpers. Without them we would not have enough team members to run the programs we have developed. Thank you to all those Leaders who support our camps and then jump in and help where needed to ensure our programs run smoothly. Thank you so much to the cooking team for all the amazing food and homemade goodies. That is a job I will never be able to do. Lastly thank you to the core team for all your support. This program does not happen without you.

Quoll

Alex McCarthy

RC Environment





Service Awards - 1st April 2018 to 31st March 2019

5 Year Service Award

| | | |
|-------------------|--------|-----------------------|
| Larkings, Warren | CSL | 1st Figtree |
| Wakeling, Ashlee | JSL | 1st Illaroo |
| Ballard, Shannon | CSL | 1st Thirroul |
| Rollason, Bradley | ACSL | 1st Burrill-Ulladulla |
| Penny, Georgina | ACSL | 1st Kosciuszko |
| Thomas, William | ACSL | 2nd Queanbeyan |
| Nuske, Paul | ASL | 1st Figtree |
| Grant, Tracy | ACSL | 1st Balgownie |
| Manning, Sarah | AVSL | 1st Albion Park |
| Webber, Antony | SL | 1st Gundaroo |
| O'Neill, Lisa | TL (C) | 1st Kangaroo Valley |
| Ball, Penelope | AJSL | 1st Bungendore |
| Effield, Laurence | ASL | 1st Burrill Ulladulla |
| Savage, Yvonne | CSL | 1st Keirawarra |
| Crawley, Bruce | SL | 1st Helensburgh |
| Summers, Anthony | TL (V) | 2nd Queanbeyan |

10 Year Service Award

| | | |
|-----------------------|---------|-----------------------|
| Thomson, Gordon | FM | Korimul Gang Show |
| Thomas, Karen | RL (AW) | SC & T |
| Simms, Gregory | ASL | 1st Bungendore |
| McKenna, Barbara | GL | 1st Bomaderry |
| Beaver, Paul | ACSL | 1st Kosciuszko |
| Southall, Brad | RL (AW) | SC & T |
| Wain, Leonie | ASL | 1st Bungendore |
| Gunn, James | TL(S) | 1st Burrill-Ulladulla |
| Gormly, Peter | ACSL | 1st Bulli |
| Varga, Alexander | JSL | 1st Balgownie |
| Mayberry, Aiden | SL | Unanderra |
| Martin, Stuart | VSL | 1st Jamberoo |
| Ugov, Karinna | ASL | 1st Bungendore |
| Powley, Brett | ASL | 1st Keiraville |
| Ellis, Mark | ASL | 1st Bungendore |
| Clowry, Matthew | CSL | 1st Warilla |
| Micallef, Christopher | SL | 1st Dapto |
| McLellan, Alexandra | SL | 1st Thirroul |

15 Year Service Award

| | | |
|---------------|----|----------------------|
| Bourke, Paula | GL | 1st St Georges Basin |
| Hamer, Paul | GL | 1st Batemans Bay |

20 Year Service Award

| | | |
|----------------------|------|-------------------|
| Surridge, Debbie | ASL | Dapto |
| Wilkinson, Ann-Marie | VSL | Central Oak Flats |
| Stevens, Michael | ACSL | Goulburn |
| McKnight, Robert | GA | 1st Balgownie |
| Frigo, Timothy | ASL | 1st Balgownie |

25 Year Service Award

| | | |
|------------------|--------|-------------------|
| Halley, Robert | RL(S) | SC & T |
| McIntosh, Ronald | ASL | Unanderra |
| Campbell, Glenn | F Ship | Korimul Gang Show |

30 Year Service Award

| | | |
|-----------------|----------|-------------------------|
| Parr, Graham | DSL | Southern Coast District |
| Sheldon, Mark | SL | 1st Jamberoo |
| McGeorge, Wayne | RL (Act) | SC & T |

35 Year Service Award

| | | |
|--------------------|-----|-----------|
| Zuiderwyk, Anthony | SL | 1st Bulli |
| McNeice, David | RA | SC & T |
| Reiken, David | DRC | SC & T |

40 Year Service Award

| | | |
|----------------|-----|--------------------------|
| Brown, Neville | SL | 1st Austinmer |
| Bain, Ian | DSL | Southern Ranges District |

45 Year Service Award

| | | |
|------------------|--------|---------------------|
| Dickens, Clare | DA | Southern Coast Dist |
| Hextell, Kenneth | Dep CW | Mt Keira Scout Camp |

50 Year Service Award

| | | |
|---------------|-------|--------|
| Critcher, Ron | Hon C | SC & T |
|---------------|-------|--------|

60 Year Service Award

| | | |
|-----------------|----|-----------|
| Stewart, Graeme | GA | 1st Bulli |
|-----------------|----|-----------|



Scout Shop

Penny has been very busy during the past year with the number of Groups ordering through the NSW Scout Shop increasing.

Penny and Elinor have been visiting major events throughout the year taking the sales to members direct, particularly Leaders. The Group Leader Summit held at Camp Kurrajong and Pennant Hills were both attended by the Shop along with a number of various Commissioner meetings at Pennant Hills. Thank you to Elinor for volunteering her weekend time to achieve this.

We continue to pursue having the Shop online.

Thank you to the volunteers who assist tirelessly in the Shop:

Elinor Gaskell, Alan Hutton, Sue Plumb and Waveney Hextell.

Also a big thank you to the number of volunteers who came to assist with the Stocktaking Day - your assistance certainly made the job easier.



Region Team 2019 - 2020

The Scout Association of Australia - New South Wales Branch, South Coast and Tablelands Region

Region Executive Committee

| | |
|------------------------------|-----------------------|
| President | Mr Dom Figliomeni |
| Chairman | Mr David North OAM |
| Region Commissioner | Mr Phil Crutchley |
| Honorary Treasurer | Mr Stephen Thompson |
| Regional Secretary | Ms Kerrie Latham |
| Region Youth Commissioner | Mr Aaron Newton |
| Region Rover Representative* | Miss Emma-Mai Bentley |
| Executive Members | Mr Anthony Pritchard |
| | Mr Michael Barnes |
| | Mr Grant Whitehorn |
| | Mr Adam Kelly |
| Minute Taker | Mrs Rae Heaton |

* Appointed by Region Rover Council

Delegates to State Council

Mr Phil Crutchley
Mr Dom Figliomeni
Mr Aaron Newton
Mr David North OAM
Miss Emma-Mai Bentley

Honorary Commissioners

Mr David Coates OAM
Mr Ken Rae
Mrs Shirley Lindoy
Mr Ron Critcher OAM
Mrs Waveney Hextell
Mr George Kolsky AM (State)

Region Headquarters and Scout Shop Volunteers

| | |
|-----------------------|---------------------|
| Mrs Barbara Osseweyer | Mrs Elinor Gaskell |
| Mr Alan Hutton | Mrs Joyce Brindell |
| Mr Arthur Gaskell | Mrs Rae Heaton |
| Mr John Plumb | Mrs Annette Roberts |
| Scout Shop Manager | Mrs Penny Starr |
| Office Administration | Mrs Suzanne Plumb |

District Commissioners

| | |
|--------------------------|-----------------------|
| Illawarra South District | Mr Jarratt Hogarth |
| Keirawarra District | Mr Jarratt Hogarth |
| Shoalhaven District | Mr Graham McGillivray |
| Southern Coast District | Mr Gary Pearce |
| Southern Ranges District | Mrs Linda Beaver |

South Coast and Tablelands Region Commissioners

Region Commissioner
Deputy Region Commissioner – Outdoor Adventure & Events
Deputy Region Commissioner – Youth Program
Deputy Region Commissioner - Youth & Community Services
Deputy Region Commissioner – Human Resources & Communication
Region Rover Adviser
Rover Scouts
Region Youth Commissioner
Administration
Communications
Cub Scouts
Special Duties
International and Fellowships
Community Engagement
Members Support
Creative Arts
Environment
Mt Keira Scout Camp Caretaker
Noonameena Scout Camp Caretaker
Webmaster

Mr Bob Nightingale / Mr Alex Paton / Mr Stewart Bullivant

Mr Phil Crutchley
Mr Andrew Banner
Mr Adam Kelly
Mr Anthony Pritchard
Mr Grant Whitehorn
Mr Greg Pearce
Miss Emma-Mai Bentley
Mr Aaron Newton
Mrs Rae Heaton
Mr Mark Hutchison
Ms Natalie Sadler
Ms Judy Gunns
Mr David North OAM
Mr Michael Barnes
Mr John Penney
Ms Alex McCarthy
Mrs Leanne Senn
Mr James Clark
Mr Benjamin Nichols



Other Office Bearers

| | |
|--------------------------|---|
| Trustee | Mr George Kolsky AM / Mr Phil Crutchley |
| Honorary Solicitor | Mr Peter Welch |
| Honorary Architect | Mr Terry Graham |
| Hon. Real Estate Adviser | Mr Craig Buckley |

The Scout Association of Australia - New South Wales Branch
South Coast & Tablelands Region
Operating Statement for the Year Ended 31 March 2019


| Last year actual \$ | | This year actual \$ | This year budget \$ |
|------------------------------------|------------------------------------|------------------------------------|------------------------------------|
| | Administration | | |
| | <i>Income</i> | | |
| 9,133 | Donations | 129 | 3,000 |
| 62 | Sundry income | 684 | - |
| <u>9,195</u> | | <u>813</u> | <u>3,000</u> |
| | <i>Expenditure</i> | | |
| 77,794 | Salaries and wages | 66,995 | 79,666 |
| 845 | Staff amenities | 270 | 630 |
| 2,194 | Awards, badges & scarves | 3,335 | 1,150 |
| 502 | Computer expenses | 364 | 200 |
| 332 | Depreciation | 2,758 | 1,476 |
| 1,894 | Electricity & gas | 1,808 | 1,900 |
| 617 | Hospitality | - | 1,000 |
| 1,677 | Meetings & conferences | 1,737 | 2,460 |
| 1,001 | Postage | 1,070 | 2,280 |
| 4,983 | Printing & stationery | 6,037 | 5,896 |
| 312 | Repairs & maintenance | 12,576 | 400 |
| 2,308 | Telephone | 3,238 | 2,184 |
| 9,338 | Sundry expense | 7,884 | 1,217 |
| <u>103,797</u> | | <u>108,072</u> | <u>100,459</u> |
| (94,602) | Net administration expenses | (107,259) | (97,459) |
| (974) | Development & promotion | 233 | (1,000) |
| | Camps & activity centres | | |
| (57,865) | Mt Keira | (52,185) | (73,595) |
| 20,137 | Bengalee | 6,626 | 5,204 |
| (1,766) | Kilto | (2,455) | (1,700) |
| (3,865) | Noonameena | (4,524) | 1,432 |
| (717) | Cullendulla | (270) | (268) |
| <u>(44,076)</u> | | <u>(52,808)</u> | <u>(68,927)</u> |
| | Scouting activities | | |
| (165) | RC section- Joeys | (404) | 136 |
| (425) | RC section- Cubs | (405) | (164) |
| (1,562) | RC section- Scouts | 995 | 1,758 |
| 434 | RC section- Venturers | 70 | 286 |
| (640) | RC section- Rovers | 211 | - |
| 4,197 | RC section- Activities | (1,545) | 146 |
| (7,194) | RC section- Commissioner/ other | (8,949) | (8,056) |
| (751) | RC personnel, support & compliance | 2,392 | 3,344 |
| 2,953 | Fundraising | 330 | 2,900 |
| 1,661 | Environment | 1,133 | (1,379) |
| (1,935) | Gang Show | (4,900) | 284 |
| (15,787) | Divisions | 11,201 | (3,142) |
| <u>(19,214)</u> | | <u>129</u> | <u>(3,887)</u> |
| 962 | Leader training | (1,208) | 88 |
| (17,457) | Property | (26,046) | (15,572) |
| 47,355 | Commercial activities (Scout Shop) | 22,000 | 30,630 |
| <u>(128,006)</u> | Net region cost of operation | <u>(164,959)</u> | <u>(156,127)</u> |

Stephen Thompson
Region Honorary Treasurer

Scout Prayer

Almighty and everlasting God,
By whose grace thy servants are enabled to fight
The good fight of faith and ever prove victorious;
We humbly beseech thee so to inspire us
That we may yield our hearts to thine obedience
And exercise our wills on thy behalf.
Help us to think wisely,
To speak rightly,
To resolve bravely,
To act kindly,
To live purely.
Bless us in body and soul
And make us a blessing to our comrades.
Whether at home or abroad
May we ever seek the extension of thy kingdom.
Let the assurance of thy presence
Save us from sinning,
Strengthen us in life and comfort us in death.
O Lord our God, accept this prayer
AMEN

**AUSTRALIAN SCOUT
LAW**



BE RESPECTFUL

- » Be friendly and considerate
- » Care for others and the environment


DO WHAT IS RIGHT

- » Be trustworthy, honest and fair
- » Use resources wisely

BELIEVE IN MYSELF

- » Learn from my experiences
- » Face challenges with courage

**AUSTRALIAN SCOUT
PROMISE**



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

OR

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

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