



Scouts
WA

Annual Report

2021-22



Acknowledgment of Country

As Scouts of Australia, we acknowledge Australia's First Nations Peoples, the Aboriginal and Torres Strait Islander peoples, as the Traditional Custodians of this land. We pay our respects to Elders past, present, and emerging.

We're grateful to do our Scouting in this country; we commit to use it's resources wisely, and develop our understanding of Aboriginal and Torres Strait Islander cultures.

We also acknowledge any Aboriginal and Torres Strait Islander Scouts who are part of our movement today.



Scouts
WA





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The Australian Scout Promise & Law

The Australian Scout Promise

In Australia there are two versions of the Scout Promise; every Scout has the choice to make the Promise they relate to most

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.

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

The 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





About Scouts WA

Scouting is a global voluntary, non-political, educational movement of young people, supported by adults. It is open to, and inclusive of all.

While the Scout Movement started informally as an experimental camp for youth led by founder Lord Baden-Powell in 1907, our organisation has continued to develop and adapt alongside Scout members and society for well over 114 years.

In 2022, participating in Scouts is more essential than ever before.

The core aspects of the Scouts experiential approach to learning and development also builds crucial life and social skills that youth, adolescents, and young adults need to proactively navigate the formal education process.

One focus

At the core, Scouts delivers positive social impact based on a value system for creating a better world. We help Scout members identify and realise self-fulfilment as individuals in conjunction with learning to contribute to their communities and society at large.

One foundation

Scouting is based on the concept of informal-education, and it acknowledges each young person as a unique individual. Our program focuses on personal progression. This puts young people at the centre and recognises that each individual has unique needs. This enables opportunities and reflections for Scouts to learn to take responsibility for their own development across six fundamental areas, Social Development, Physical, Intellectual, Character, Emotional, and Spiritual Development.

One journey

We give Scouts WA members opportunities to experience and learn about ethics, values, and service to others. They engage deeply with their communities and learn firsthand about the environment.

All Scouts accomplish a wide range of skills, covering basic planning through to advanced survival training. Learning is structured through our four Challenge areas and balanced by the eight elements of our unique Scout Method. Scouts are encouraged to problem solve, and develop a desire for self-learning. Activities build upon our method of 'Youth Leading, Adult Supporting' throughout the program.

Many results

Research confirms youth members regularly report improved self-esteem, self-confidence, and interpersonal skills. Scouting has positively impacted their personality and way of being.

Studies have shown that participating in Scouting provides lifelong benefits as youth members develop resilience, leadership skills and grow in self-awareness. This in turn brings lasting positive influence on their mental health.



Our Impact



4,861

Scout Youth Members



834

Joey Scouts

(ages 5-7)



1,849

Cub Scouts

(ages 8-10)



1,556

Scouts

(ages 11-14)



452

Venturer Scouts

(ages 15-17)



170

Rover Scouts

(ages 18-25)



678

Youth Program Leaders



179

Program Support Leaders



1079

Non-Uniformed supporters



4 regions
made up of

100+ groups

covering all **5** Scouts Sections



in **432** individual Units



Scouts
WA

One Program, One Journey

The Foundations of Today's Scouting Program

Scouting provides young Australians, of all ages, gender, and ability, with challenging and adventurous opportunities so they may grow and develop in the five areas of personal growth outlined in the Purpose of Scouting.

The **Purpose of the Scout Movement** is to contribute to the development of young people in achieving their full physical, intellectual, emotional, social and spiritual potentials as individuals, as responsible citizens and as members of their local, national and international communities.

Scouting provides the youth of our Australia an adventurous, fun, challenging and inclusive personal development program.



SPICES

The personal development areas of social, physical, intellectual, emotional and spiritual make up the fundamental basis of a person's character, making six areas all up! We refer to this as SPICES.



Social



Physical



Intellectual



Character



Emotional



Spiritual



Community Involvement



Learning by Doing



Nature and the Outdoors



Patrol System



Personal Progression



Promise and Law



Symbolic Framework



Youth Leading, Adults Supporting

The Scout Method

The Scout Method has eight elements that support the development of young people.

The Scout Method is unique to Scouting and Scouting is unique because of this Method, and the way in which it educates and develops young people.

Key Elements of the Scouting Program

Challenge Areas

The Challenge Areas are the core of the program. They assist in developing great programs, and form part of the requirements for participation and achievement in each Section. Through a process of participate-assist-lead, Scouts can track their progress in the program.



Community



Creative



Outdoor



Personal Growth

Core



Bushcraft



Bushwalking



Camping

Land Based



Alpine



Cycling



Vertical

Water Based



Aquatic



Boating



Paddling

Outdoor Adventure Skills

Outdoor Adventure Skills are the link between adventurous activities experienced through the Scouting program.

They:

- Provides a progressive pathway to build skills
- Enables access to basic skills for a range of activities
- Uses multiple streams to provide opportunities to specialise in a skill area

Key Elements of the Scouting Program

Special Interest Areas

Special Interest Areas are tailored to an individuals' own interests and requiring Scouts to set their own goals for the area they are pursuing. The challenges are set by youth members using Plan>Do>Review>.



Adventure
& Sport



Arts &
Literature



Creating a
Better World



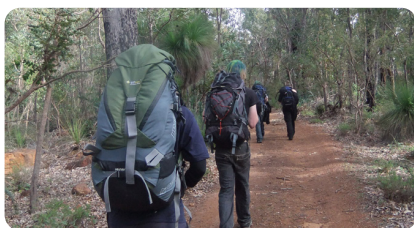
Environment



Growth &
Development



STEM &
Innovation



Adventurous Journey

Adventurous journeys are exploration of the outdoors in a way that stretches or tests personal limits.

Plan Do Review

Plan>Do>Review> means better activities, more fun, and achievement for all!

Plan>Do>Review> helps ensure everyone has a fun and adventurous time in Scouting, and gets to learn something new.



Peak Awards

The peak award for each section represents the highest level of achievement across all fields of personal progression.



Joey Scout
Challenge Award
Joey Scouts



Grey Wolf
Award
Cub Scouts



Australian Scout
Award
Scouts



Queen's Scout
Award
Venturer Scouts



Baden-Powell
Scout Award
Rover Scouts

Scouting Adventures

Scouting provides new adventures for its members locally, nationally, and internationally all with a focus on personal and community development.



Photo: NASA

Many heroes have been a part of Scouts Australia. Like Australian/American Astronaut Andy Thomas. Or new heroes about to hit the global stage.

Former Scouts Dr Gareth Andrews & Dr Richard Stephenson strive to be the first people in history to ski unsupported across Antarctica. A 110-day journey commencing November 2022. Their adventure, 'The Last Great First', reflects the qualities of a Scout, discipline, resilience in the face of adversity, resourcefulness, and self-reliance.

An expedition that will make history in the annals of polar exploration.



Leadership Report

A message from our Chief Commissioner



Ayden Mackenzie JP
Chief Commissioner

This is my third year as Chief Commissioner for Scouts WA, and am thankful for the efforts of our members and volunteers.

Every day, I learn something from our youth members. The highlight of my role is seeing them grow and learn, through the fun, adventurous, challenging and inclusive activities Scouting offers them.

Reflections...

The past two years have required significant resilience to overcome the number of changes to our everyday lives caused by the COVID-19 pandemic. Despite the challenges and unknowns, we came together and remained connected to, and supported by, our Scouting community.

Looking forward...

I'm sure I'm not alone in feeling that 2022 is the year we all move forward and reactivate our Scouting activities and adventures safely, as COVID-19 restrictions change again thanks to our State's proactive vaccination and lockdown strategy.

Scouts has always been about connecting young people and empowering them to build their skills. Our members have adapted to changing safety measures by using digital, online sessions to maintain links and continue their personal progression.

However, I am eagerly anticipating the return of major events this year, like Enduro, and OneCamp in April 2023, and the Australian Jamboree in 2025.

I am also looking forward to working with Jess Karlsson, as our new CEO. Over the past six months, Jess and her team have provided a huge amount of energy and commitment to working collaboratively to build on our existing programs and activities and help us improve Scouts WA wherever we can.

Thank you to our members...

Additional to the achievements and learnings of the young people in Scouts, it is clear WA benefits enormously from the contribution made by our Adult Leaders. Our volunteers have continued to provide support, care, and guidance to Scouts across all different age groups, starting from Joey Scouts through to Rover Scouts.

In 2021-22, 4861 young people in WA were supported by 678 Leaders who delivered the Youth Program. These Leaders were further helped and guided by 179 Program Support Leaders.

Over 13,404 youth development opportunities for children and young people have been provided across WA and this amounts to more than 1,414,800 hours of volunteering – an incredible achievement we should be proud of!

Our Adult Leaders have collectively provided over 13,404 education and youth development activities for children and young people across the State – this is a remarkable achievement!

I would like to thank all our Scout Leaders and Members for their significant commitment to Scouts WA, and for encouraging people of all ages to learn and connect through Scouting activities. I look forward to seeing what we can achieve together in 2022-23, and beyond.

A message from our CEO



Jess Karlsson

Chief Executive Officer / Executive Manager

I am so excited, grateful, and proud to be a part of Scouts WA and believe wholeheartedly in the purpose of what we do, and the why, which drives our organisation's activities and operations.

Connection to our purpose...

It is clear to me already, that Scouts in WA has exceptional community impact, and is building great future and current leaders, through our youth and Scout programs.

Our Recycling and Adventure Centres are also having a huge positive impact and helping Scouts in WA to support more young people.

What Scouts does, which is to help give young people more opportunities to fulfil their goals and dreams, directly aligns with my personal purpose, and where I've dedicated my career as a CEO, and as a Volunteer. I can see all the staff, members, and volunteers I've connected with over the past six months are also committed to this important vision, which is at the heart and core of Scouting. I am very grateful to all of you who have welcomed me with openness and enthusiasm.

Opportunities for our future...

I can also see there are many opportunities for us to continue to increase our positive social and community impact and extend our reach, and I'm keen to share, and continue building upon my vision for our organisation, with you.

This vision has been co-developed through speaking with, and listening to our amazing members, volunteers, and staff.

- **Transforming our way of working, through digital transformation**
Implementing better, more secure, sustainable, user friendly and efficient systems to support the great work members, staff, and volunteers do, freeing up more of your time with Scouts to do more of what you enjoy, and focus on key priorities, with less paperwork!
- **Building our brand in WA**
Developing and delivering modern, compelling marketing campaigns, which clearly communicates our purpose, our social impact, and the benefits of Scouts in WA. Building our brand will help to grow our membership, whilst attracting more adult volunteers, and encourage more of our WA community to connect with Scouts WA through our exceptional Adventure Centres and innovative Recycling Centres.
- **Creating a culture of philanthropy and imbedding large scale fundraising activities and income**
Building new income streams through major gifts, philanthropy, and increased fundraising activity to support the ongoing growth and development of Scouts in WA. This will mean presenting Scouts as a charitable cause and demonstrating our community and social impact to the right audiences.
- **Creating a culture of collaboration, transparency and outcomes focused teamwork**
Working together as one team is fundamental to our success, and I know, we (members, volunteers, staff) can achieve all the above and more.

Let's get Scouts in WA moving and shaking (in the best way) and recognised as the amazing organisation we are!

To achieve all the above, and more, it will take a lot of determination, and energy, which I am (and the entire team of staff are) committed to giving to Scouts WA. It will also take teamwork, open communication, and a focus on moving forward, and what's possible, with a new vision, culture and strategic plan, the future is bright for Scouts in WA.

Some of these will be quick wins, others will be a longer, more ongoing, and continuous journey – however, work towards all of these has started, and will continue every day.

As Chief Executive Officer/Executive Manager, I commit to working alongside our Board of Directors, our Chief Commissioner, his team of volunteers, our staff, and all of you as members, to achieve these goals in 2022, and more so in future years.

Board Chairperson Review



Greg Higham
Board Chairperson

The end of our Scouts WA financial year 2022 also aligns with the farewell to dedicated Executive Manager, Sherry Donaldson, who retired in February after a decade of wonderful service and overseeing significant growth in Scouts WA.

Together, we implemented a key department to contribute to our financial sustainability and support the great work within our programs. Our partnership with the State Government's Containers for Change scheme through our Scouts WA Recycling Centres is already reaping significant financial benefits and will undoubtedly set us up for great possibilities in the future.

During this time, we acquired, grew and upgraded our Scouts WA Adventure Centres – Manjedal, Vasse, Eaton, Gilcreek and started the conversation with the Shire of Esperance, about our new Toowacka facility (at Esperance). They now return 100% of their profits back to their continued improvement and to our Scout Program.

Scouts WA Adventure Centres offer unique venues and facilities where Scouts and Scout Leaders can enjoy Scouting activities and are trained in the Scout Program, leadership and management. Our much-improved facilities have also received critical acclaim from many Western Australian community organisations and schools.

We have, of course, also been through over two years of COVID 19 disruptions, which have challenged the entire community, including our Scouting movement.

The way our staff, members and volunteers have united to overcome this challenge inspires me and makes me proud to be part of this organisation.

These achievements were made possible thanks to the dedication and tenacity of Sherry, as our Executing Manager. On behalf of the entire Board, I would like to thank Sherry for her hard work and contributions to Scouts WA.

I would also like to thank the Board of Directors for their work over the past year in driving Scouts WA's governance and strategic leadership. I would like to pay special thanks to those who have retired this year – Matthew Blycha, Genevieve Hohnen, and David Chamberlain. All have given excellent service through some tough times, and I trust that the experience has added to their lives and wish them each well for the future.

It has been a pleasure having the opportunity to keep the Honourable Kim Beazley AC, Governor of Western Australia and our Chief Scout, informed of our progress and to work with the Honourable Kerry Sanderson AC CVO, as our President and Dr Scott Sargent as our Vice President. Each of them has given wisdom and guidance to Scouts WA over the past twelve months, and on behalf of our Board, I give them special thanks for their support. I would like to make a very special thank you to our immediate past President, the inimitable Dr Ken Michael AC for his wisdom over the past four years - in particular, his very sage advice to me to strive for Stability, Unity and Focus will remain indelibly imprinted upon me.

February 2022 marks the beginning of a new era for Scouts WA, with the arrival of our new Chief Executive Officer, Jess Karlsson. The Board selected Jess for her experience, skills and passion for leading charitable youth and community organisations. Her arrival marks a timely opportunity for renewal and to raise the bar again and, as part of that, from this day forward I want us to look forward to what is possible for Scouts WA. With Jess and Ayden Mackenzie, our Chief Commissioner, and their teams of staff and volunteers, we can look forward to further transformations in this organisation.

I take this opportunity to welcome our new Board Directors, Greg Stagbouer, Natasha Morgan and Stephen Davies. Between them they bring a diverse range of the required and relevant skills to our Board to enable us to enhance the governance and strategic direction for Scouts WA.

The Board, with the assistance of our CEO and our Chief Commissioner and their respective teams of

Staff and Volunteers, aims to review our Strategic Plan in 2022-23. Youth and Adult members, volunteers and staff will be represented in the process of defining our strategic future for the next three to five years. In doing so, we will aim to capture what we do well, what we can do better, and to develop strategies for capturing new opportunities for Scouts WA.

As always, our Strategic Plan will continue our focus towards Scouting's core purpose of engaging more young people and their supporting adults through our programs and throughout the organisation, while building the necessary structure, systems and

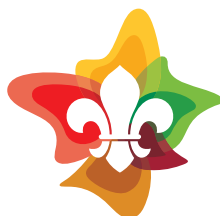
processes to enable us to do this as efficiently and effectively as possible.

We will continue to strive for Scouts WA to be acknowledged externally as Western Australia's pre-eminent youth organisation and to strive for the benefits of that recognition to be passed directly into our highly successful youth program.

I wish you all the best for the next year of Scouting, whatever role you play in this Team.

Yours in Scouting.

Greg Higham



Officers of the Association & Board of Directors

Officers of the Association

Hon. Kim Beazely AC	Governor & Chief Scout
Hon. Kerry Sanderson AC CVO	President
Dr Scott Sargent	Vice President
Hon. Dr Ken Michael AC	Patron

Thank you to retiring Board Members:

David Chamberlain	Non-uniformed
Matthew Blycha	Non-uniformed
Dr Genevieve Hohnen	Non-uniformed

Board Members

Greg Higham	Non-uniformed (Chair)
Miriam Stanborough	Non-uniformed (Vice Chair)
Ayden Mackenzie JP	Chief Commissioner
Glenn Bourke	Honourary Treasurer
Rebecca Morse	Non-uniformed
Natasha Morgan	Non-uniformed
Greg Stagbouer	Non-uniformed
Stephen Davies	Non-uniformed
Toby Blyth	Under 30 years rep
Clinton Smith	Group Leader
Caitlin Arcus	Branch Commissioner
Fiona Shannon	District Commissioner

Officers of the Association

The Honourable Kim Beazley AC

Governor & Chief Scout

In June 2018, The Honourable Kim Beazley AC, the 33rd Governor of Western Australia, accepted the appointment of Scouts WA Chief Scout, continuing the long tradition of his predecessors. Prior to being installed as Governor on 1 May 2018, Mr Beazley had dedicated almost three decades to a career in Federal Parliament, representing the WA seats of Brand and Swan. Mr Beazley was elected to the Federal Parliament in 1980, and in 1993 became a Minister in the Hawke and Keating Labor Governments holding various portfolios. He was Deputy Prime Minister from 1995 to 1996, and Leader of the Australian Labor Party and Leader of the Opposition 1996 to 2001, and 2005 to 2006. Mr Beazley took up an appointment as Ambassador to the United States of America from February 2010 to January 2016. Upon returning to Australia he was appointed as President of the Australian Institute for International Affairs (2016-17), Co-Chairman of the Australian American Leadership Dialogue (2016- 18), Distinguished Fellow at the Australian Strategic Policy Institute, and a Director and Distinguished Fellow at the Perth USAsia Centre. Mr Beazley was born in Perth. He completed a Bachelor of Arts and Master of Arts at the University of Western Australia. He was awarded the Rhodes Scholarship for Western Australia in 1973 and completed a Masters of Philosophy at Oxford University. He has honorary doctorates from the University of Notre Dame Australia, and Murdoch University. In 2009, Mr Beazley was awarded the Companion of the Order of Australia for service to the Parliament of Australia through contributions to the development of government policies in relation to defense and international relations, and as an advocate for Indigenous people, and to the community.



Hon Kerry Sanderson AC CVO

President

The Hon Kerry Sanderson AC was Governor of Western Australia from 2014 to 2018, the first woman to serve in this role. Since retiring from that role and until December 2021 she served as Edith Cowan University's fourth Chancellor. She continues to Chair St John of God Health Care, and the WA Parks Foundation as well as being patron of a number of charitable and community organisations.

Prior to being appointed Governor Mrs Sanderson served in a wide range of board positions, including as Chairman of Gold Corporation, Independent Chair of the State Emergency Management Committee, Non-Executive Director of listed companies Downer EDI and Atlas Iron and Director of the International Centre for Radio Astronomy Research. She has participated in a number of charitable and community activities including as a Board Member of Senses Australia and of the Paraplegic Benefit Fund.

She has held a range of senior positions in the public service and in business, including the London based Agent General for Western Australia (2008 to 2011), Chief Executive Officer of Fremantle Ports for 17 years (1991 to 2008), Deputy Director General of Transport for Western Australia and Director of the Economic and Financial Policy Division of the Western Australian State Treasury.

She was awarded the Centenary Medal in 2001 for her service to the maritime industry, was appointed as an Officer of the Order of Australia in 2004 for her service to the port and maritime industries and to public sector governance, and was appointed as a Companion of the Order of Australia in 2016 for her eminent service to the people of Western Australia and to a number of causes. She was Telstra Business Woman of the Year (Western Australia) in 1996 and has been awarded Honorary Doctorates by both the University of Western Australia (Doctor of Letters honoris causa) and Murdoch University (Doctor of the University honoris causa). In 2020 she received the award of Commander of the Royal Victorian Order (CVO).





Dr Scott Sargent

Vice President

Dr Scott Sargent is a Consultant Anaesthetist at Fiona Stanley Fremantle Hospital Group. A former Community Pharmacist and University academic, Scott's professional interests now centre around perioperative medicine, regional anaesthesia and teaching trainee doctors and medical students. Scott is a Fellow of the Australian and New Zealand College of Anaesthetists, a member of the External Advisory Board to the Notre Dame School of Medicine and the Australian Medical Association (WA). Scott joined Scouting in 1986 as a Cub

Scout and progressed through all youth sections achieving both the Queens Scout and Baden Powell Scout Awards. Since 1996 he has been a Cub Scout Leader, Venturer Scout Leader, Rover Crew Leader, WA Rover Council Chair, National Youth Council Adviser, 14th Australian Venture Chairman and Scouts WA Board member. Scott has served continuously as WA Branch Vice President since his first appointment in 2016.



Hon. Dr Ken Michael AC

Patron

The Honourable Dr Ken Michael AC KStJ was the thirtieth Governor of Western Australia and served as Chief Scout during his Vice Regal term from 2006 to 2011. A distinguished engineer, Dr Michael is widely known for his tireless contribution to many aspects of government, business and community in Western Australia spanning more than 50 years. Dr Michael studied at The University of Western Australia and Imperial College London. He is former Commissioner of Main Roads WA and served as Chancellor of The University of Western Australia.

He is also former President and Chair of the Western Australian Cricket Association. He recently retired as Chair of the International Centre for Radio Astronomy Research (ICRAR) and Perth Modern School Board and continues to serve the community through his involvement in other Boards and Committees. Dr Michael was named Western Australian Citizen of the Year in 2001 in the category of the Professions and received the Centenary Medal for service to the public, engineering and the Greek Community. Having been made a Member of the Order of Australia in 1996, he was elevated to a Companion of the Order of Australia in the 2006 Australia Day Honours. Dr Michael was the Scouts WA President from 2013 to 2021. Dr Ken is now Patron to Scouts WA.

Board Members

Greg Higham

Chairperson

Greg has retired from his nationwide Engineering Consulting practice – Structerre Consulting Engineers – after 39 years of practice as a Professional Engineer but retains a financial interest and regularly meets with his senior partners, providing advice and guidance as needed. He served as President of the prestigious Royal Perth Golf Club from 2012-2014, following two years as Vice President. He has been a Board Member at Golf WA, a not-for-profit, volunteer-driven State Sporting Organisation since March 2014 and has been its Chairperson since 2018. Greg has been a member of the Subiaco Scout Group since approximately 1998. He has been a Youth Leader there since 2002 – as a Scout Leader, Venturer Leader and Rover Advisor – and has been a member of the Group's Committee as Deputy Chair since 2005. Greg has served on a Scouts WA Advisory Group in the review of all of the Branch's real estate interests and he is currently the Scouts WA Honorary Engineer. He remains a passionate advocate for the organisation, its purpose and its achievements.



Miriam Stanborough

Vice Chair

A chemical engineer with additional degrees in Arts and Mineral Economics, Miriam has worked for major resources and contracting companies in a variety of roles including engineering, project management, diversity policy, project controls, marketing, technical development and innovation. Miriam is currently a Director of Pilbara Minerals. Miriam is an experienced manager and non-executive director who currently sits on two additional not-for-profit Boards (SHINE Inspire Achieve Belong Inc and the Northern Agricultural Catchments Council) and the Board of a statutory authority (the Minerals Research Institute of WA).



Ayden Mackenzie JP

Chief Commissioner

For the past 13 years, Ayden has worked as a Youth and Community Development Officer for various local governments. Ayden is also a member of the Governance Committee for the Youth Affairs Council of Western Australia. Ayden Mackenzie joined Scouts in 1994 as a Venturer Scout and is a Queen's Scout awardee. In July 2020, Ayden was appointed to the position of Chief Commissioner. He is WA's representative on the National Operations Committee of Scouts Australia. Ayden is responsible for the operation and implementation of the Scouts Australia Program in Western Australia, and In recognition of an outstanding contribution to Rovering, Ayden received the National Rover Service Award in 2010. He was awarded the Silver Koala in 2018 in recognition of his outstanding service to Scouting and the Black Swan Award for eminent achievement and meritorious service that has advanced Scouting in an extraordinary way.





Glenn Bourke

Honorary Treasurer

Glenn is a director of MCK & Co Pty Ltd, a chartered accounting firm based in West Perth. Glenn has over 30 years of experience in chartered accounting providing accounting, taxation and corporate financial management advice to national and international growing SME entities and high wealth individuals. Glenn has a Masters In Applied Finance from Melbourne University and has been a member of the Institute of Chartered Accountants in Australia and New Zealand since 1989. Glenn is also a director of Zellebrate, a bricks and mortar retail search tech start-up.



Rebecca Morse

Non-uniformed

Rebecca has a Bachelor of Arts and a Graduate Diploma in Secondary Education from the University of Notre Dame and recently completed a Master of Education at Edith Cowan University. Rebecca is currently Head of Teaching at Communicare Academy, a school for at-risk and disengaged youth, where she manages the school operations, policies, funding, and disability inclusion and supports. Rebecca Morse joined Scouting in 2005 after moving to Australia from Scotland with her family. Rebecca started in Venturers, after having been a Brownie and a Guide in

Scotland, and continued right through to Rovers and was booted in 2017. During her time in Rovers, Rebecca held many committee positions for WARC, the governing body of the Scouts WA Rover Section. After two terms as WARC Public Relations Officer, Rebecca became Vice Chairman – Membership and Training position; she then served as WARC Chairman. For her last year of Rovers, Rebecca was WARC Secretary and completed her Baden Powell Scout Award. Rebecca was awarded the Ian Jennings' Rover Service Award in 2018, recognising her service as WARC Chairman and the growth of the Rover section during her time in the section.



Natasha Morgan

Non-uniformed

Natasha Morgan is a CEO of a not-for-profit organisation in the aged care sector. Natasha's foundations come from 13 years in the finance industry giving her a good understanding of the drivers of business and the challenges that come along with it. Influencing advancement is what Natasha works towards being on numerous Not-For-Profit and For-Profit boards, using her financial skills in treasurer roles or as general member. Natasha has a Bachelor of Commerce via Curtin University, Post-graduate diploma in Applied Finance and Investment and

Master of Leadership through Deakin University. In all her roles, Natasha enjoys connecting with people and has the mantra of Relationships being at the centre of everything that we do. The importance of being a well-rounded and grounded person with strong leadership qualities is what has drawn her to Scouts WA and she is committed to ensuring Scouts WA continues in its mission to encourage the development of young people. Her spare time is spent with her husband and two young daughters.

Greg Stagbouer

Non-uniformed

Greg has 35 years' experience in mining and industry across a range of roles and locations. His early career involved geological modelling, mine planning and surveying, including innovation and software development. Greg's journey has seen a range of leadership roles including managing international drilling companies and risk management consultancies. He is passionate about safety and has been involved with the Ministerial Advisory Panel for Safety Reform and is an Expert Member on DMIRS Mining Industry Advisory Committee. Greg has recently joined Cortex Intelligence Systems as their General Manager and is excited to use his broad knowledge across, mining, geology, drilling and risk management to assist in providing innovative solutions and technologies that respond to, and shape the future of the industry.



Stephen Davies

Non-uniformed

Stephen is an ICT business professional with more than 35 years of experience. Over his career, Stephen has held numerous executive roles, including operating his own successful business for eight years and 12 years as the Chief Technology Officer of OptiComm, a publicly listed telecommunications company. Today he spends his time as a professional Non-Executive Director and business and risk consultant. Since 2020 he has been the Chair of Astley Care Inc, a not-for-profit home care provider. He is also a Non-Executive Director of the unlisted public company DGtek – a Fibre to the Home telecommunications provider based in Melbourne. He holds multiple master's degrees in science, business and law. Stephen is a passionate advocate of Scouting, having been involved on and off since 1976. He has been a Cub, Scout and Venturer before becoming a Leader in 1986. He is also a Queens Scout Awardee. He returned to Scouts in 2009 when his two children joined as founding members of Southern River, first as a parent helper and later becoming Cub Scout Leader in 2011. His family has a long association with Scouting in WA.



Toby Blyth

Former Rover / Under 30 years rep

Toby started his Scouting journey as a Cub Scout at the Bunbury Sea Scout Group in 2005, there he continued as a Scout, then Venturer Scout. In 2016 he joined South West Regional Rover Unit, and became a Cub Scout Leader and later Scout Leader at the Leschenault Scout Group. Where, in 2019, he took his youth members to Jamboree as the youngest Unit Leader. Toby's passion for the Youth Program lead to him taking on the role of Assistant Regional Chief Commissioner Youth Program for the Country South Region. And, as the program transition commenced, Toby joined the Program Training team where he supported groups in their transition to the New Program. At the same time, Toby is still involved in the Rover Scout section, having served as the Vice Chairman and Chairman of the Western Australian Rover Council, and is the current Vice Chair of the National Rover Council. Toby continues to be involved in many areas of Scouting, and continues to focus on supporting great programs both in his Rover Unit and through supporting events. Outside of Scouting Toby is dedicated to supporting his community, in 2020 he completed a traineeship at the City Of Bunbury in their Community Development team, and has since become a Disability Support Worker where he assists people with disabilities to live life to their full potential. Supporting others is something that Toby values in all aspects of his life.





Clinton Smith

Group Leader

Clinton joined the South Headland Cub Pack in 1979 and has been a member of the movement ever since. He chaired the WA Rover Council in 1996, earning the BPSA in the same year. His subsequent roles have included Deputy Chairman of the 2009 Australian Venture (Escape) and Branch Rover Adviser as well as Deputy Chief Commissioner – Strategic Services. Serving 23 years on the Training Team, mostly in the Rover section, since 2015 he has been the Group Leader at Rossmoyne Shelley where his 2 children are members. Outside of Scouting

Clinton is a chemical engineer. He manages a team of process engineers at a consultancy and has a reputation for his expertise in risk management.



Caitlin Arcus

Branch Commissioner

Caitlin Arcus finished Rover Scouts at Subiaco in 2018 and has nearly 20 years of experience as a Scout, commencing in Cub Scouts and holding multiple leadership and event roles, including roles as Rover Crew leader and on the WA Rover Council Executive. She was a Scout leader for nearly 2 years and has steered the Youth Empowerment portfolio since 2016, initially as a Branch Commissioner, then moving into the role of Deputy Chief Commissioner – Youth Empowerment in 2018, sitting on Swan Patrol since then. She participated in a range of events and

activities throughout her time as a youth member including WA Branch Youth Council member and Chairman, producing reports outlining youth members' of Scouts WA (and Australia's) ideas, decisions and opinions on a range of matters. Attending Iceland World Rover Moot and the World Scout Conference in Azerbaijan in 2017 were definite highlights and assisted in the educated, broad-minded and resilient person she's become. Caitlin is a Senior Physiotherapist working in the tertiary hospital system, including supervision and training of students and other staff members, along with service co-ordination and co-curricular activities within the department including Environmental sustainability within the workplace and the Mental Health and Wellbeing team. She has lead Scouts WA during the COVID-19 pandemic as Acting Chief Commissioner from 1 March – 30 June 2020. Caitlin is now the Deputy Chief Commissioner – Program Support and a Member of the Branch Leadership Team. Her experience and drive for Scouting will bring energy and passion to the Board, wishing for Scouting to be the best it can be, now and into the future.



Fiona Shannon

District Commissioner

Fiona Shannon works as the Service Administrator at CMS Engineering. Fiona is also a member of the local Community Progress Association. Scouting and Guiding always have, and always will be, part of her life. She has been a Guide and Scout since she was 7 years old. Her Father was a Scout Leader and her Mum was a Brownie Leader, both of her brothers were Scouts too. Fiona went through all the Guide sections and while in Rangers she was also a Guide Leader and a Rover. Fiona achieved both her BP Award and Queens Guide award. She met her

husband Barry while in the cast of Perth Gang Show.

When Fiona's boys decided to join Cubs, she became an AGL at Bibra Lake and then at Coastal Plains District Leader, then ADC for Melville. She has been the DC for Belair since 2017. Fiona is now the Regional Chief Commissioner for Perth South. In her working career, Fiona held many positions at the National Australia Bank prior to going on Maternity Leave. While the boys were little, Fiona began her small business in Bookkeeping, with clients including transport, electrical and chemical supply businesses.



Leadership skills allow children to have control of their lives and the ability to make things happen.

Leadership instills confidence, and helps children solve problems creatively, work in a team, and work collaboratively with others.

Leadership gives children many opportunities to develop responsibility.

Scout sections by age



**Joey
Scouts**

Discover
adventure



**Cub
Scouts**

Create the path



Scouts

Explore the
unknown



**Venturer
Scouts**

Look wide



**Rover
Scouts**

Beyond the
horizon

Our Volunteers, Adults in Scouting & Training

Youth Leading, Adults Supporting is one of the eight key elements we centre the Scout Method around. Scouting is a partnership between our children, adolescent and young adults and the adult supporters of their Group.

Young people learn to lead at Scouts, making developmentally appropriate decisions about their program. Adults assist, guide, encourage, mentor and advise Scouts by transforming skills into meaningful learning experiences. Adult volunteers have important roles to play, from ensuring safety and continuity of the program, to providing crucial mentoring support for youth members.

Scouting could not have existed around the world without the support of adults, most of them volunteers, performing a wide range of skilled roles and functions. The scale of the training, organisation and function of our system is often overlooked or underestimated.

One Program

To deliver the Scouting program across all sections, the various skills, competencies and training experiences required have been identified and organised into relevant proficiencies as part of our national Adult supporters' five step training program.

Complementing this framework is an organisation of volunteers and professionals overseeing the logistics required to conduct Scout training and provide education, support and mentoring for the whole adult management system.

Our Adult Training curriculum is a highly structured program providing valuable skills and qualifications for the volunteer adults.

The quality of the Youth Program and the impact that Scouting has on society depends on the quality of our adults – Adults perform key roles and functions in making it possible to put our Mission into action. Training is considered as a continuous process so as to regularly develop their competencies and empower them to engage with the youth program.

Chief Commissioner of Scouts WA

Ayden Mackenzie, Chief Commissioner of Scouts WA, is our most senior state volunteer and heads up the team that organises, supports, and trains our volunteers. Ayden is a passionate advocate in the ethos of Youth Leading, Adult Supporting. His focus is on youth members and their program remaining at the core of everything we do.

As Chief Commissioner, Ayden has built a Branch Leadership Team to work with him on training, planning and strategy for the Youth Program Delivery and the Youth Program Supports.

The Branch Leadership Team (BLT) comprises:

1. Youth Program delivery management: Regional Chief Commissioners (RCC) x four

WA is divided into 4 regions: Perth North, Perth South, Country North and Country South/

Under these areas, each is further divided into Districts encompassing 110+ Scout Groups.

RCC's provide support to the Scout formations under their care and ensure excellent program delivery to youth in their areas.

2. Youth Program support management: Deputy Chief Commissioners (DCC) x five

Each of the DCC's roles involves developing and supporting different aspects of the delivery of the national Scouts Australia Youth Program.

- a. **Program Support** – Creating opportunities for youth members to participate in the wide range of challenges and experiences that Scouts are renowned for. Program support is pivotal in encouraging Scouts to achieve the purpose of Scouting.
- b. **Youth Support** – Ensures that the voice of our youth members is heard. Also facilitates consultation and collaboration in decision-making regarding the program and the youth members' journey.
- c. **Training Support** – Scouts WA follows the National Curriculum for training all Adult leaders in delivery of the Youth Program and for Program Support. Scouts Australia operates the Wood Badge Training Program as a system for the training and development of all its Adult Leaders. It comprises Essentials, Adventure, Management, and Leadership curriculums, which are proficiency based and relate to the specific functions of each type of Leader. Additional training programs enhance the acquisition of further skills and knowledge.
- d. **Member Support** – Well-being and welfare support to members including supplemental learning, education and awareness, tools and development opportunities and meeting the needs of the membership within the Scouting context.
- e. **Operational Support** – provides oversight and management of many support services and resources for the continuing needs of Scouting. Also ensures the physical asset needs of Groups at a strategic level are identified and plans accordingly.

3. Assistant Chief Commissioner

The ACC assists the Chief Commissioner as required. Current projects include working on Ethical Standards, Marketing and with the Chief Commissioners on events.

4. Chief Executive Officer

The CEO, Jess Karlsson's presence on the BLT together with Richard Dearmun, our Operations Manager, provide a vital link between volunteers and the support of professional staff members at the Head Office, ensuring a collaborative work process that supports the purpose of Scouting.




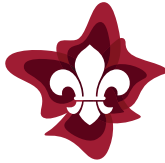



Scouts Program Delivery & Support

Each Youth Member requires access to materials, trained Leaders, facilities, and opportunities to participate in events and programs that challenge them as individuals.

Youth Program Participants

The participants of the Youth Program are the focus. Every part of Scouting exists to provide the support needed to deliver quality youth programs and opportunities for personal development to the young people who participate in the Scouting.

<p>Joey Scouts</p> <p>A participant of the youth program aged between 5.5 to 8 years.</p> <p>The program challenges these Scouts to discover all kinds of new adventures.</p>  <p>Joey Scouts</p>	<p>Cub Scouts</p> <p>A participant of the youth program aged between 8 to 11 years.</p> <p>These Scouts create their own paths, finding adventure in not only the activity but the challenge of leading the way.</p>  <p>Cub Scouts</p>	<p>Scouts</p> <p>A participant of the youth program aged between 11 to 15 years</p> <p>Scouts work as a patrol to explore the great unknown. Every experience will involve a new challenge and Scouts will support each other on the way.</p>  <p>Scouts</p>	<p>Venturer Scouts</p> <p>A participant of the youth program aged between 15 to 18.5 years</p> <p>Scouts are challenged to look wide – to seek opportunities for adventure they may not have thought possible before.</p>  <p>Venturer Scouts</p>	<p>Rover Scouts</p> <p>A participant of the youth program aged between 18 to 26 years</p> <p>Scouts realise the Purpose of Scouting – becoming well-rounded individuals that go beyond the horizon to help create a better world</p>  <p>Rover Scouts</p>
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Adult Supporters of the Program

Adult Members of the Association support Youth Members who lead their program. These Leaders fit into two categories: Youth Program Leaders – those responsible directly for assisting in the delivery of the program, and Program Support Leaders – those who support Youth Program Leaders. This support could be for specialist activities, management, or involved in specialist support teams. Many of these Leaders lead other adults.

At the Local (Scout Group) level

<p>Group Leader</p> <p>A Leader appointed to be the local manager of a Scout Group. Their role is to support the Section Leaders and manage the Group's affairs</p>	<p>Section Leader</p> <p>Uniformed Leaders who support young people in the delivery of the Program of a particular youth section.</p>	<p>Adult Helper</p> <p>A Member appointed to assist in the delivery of the Youth Program on a regular basis within a Group or other Team.</p>	<p>Youth Helper</p> <p>Youth Members who have additional leadership roles in Scouting that include assisting with the delivery of the Youth Program.</p>	<p>Group Support Committee</p> <p>These Members assist with the running of a Scout Group by taking on such roles like Treasurer and Quartermaster.</p>
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Outside the Scout Group

Group management to the 110+ Scouts Groups in WA starts with Group Leaders and is supported by the Commissioners (managers) in the 4 Regions and their teams of District and Specialist Commissioners.

<p>District and Regional Commissioners</p> <p>Uniformed Leaders appointed to manage and support Scout Groups and the Members within, in a District or Regional level.</p>	<p>Branch Commissioners, Advisers and Leaders</p> <p>Uniformed Leaders and Managers appointed to oversee specific portfolios designed to support the organisation at a State level.</p>	<p>Team Members</p> <p>These members provide assistance to specialist Teams who deliver things such as training, adventurous activities, welfare or environmental activities</p>
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Other Supports

These non-Leader members provide support, assistance, knowledge resources and to the Association in varying specialist ways.

<p>Fellowship Members</p> <p>Members of the association who are willing to assist in non-uniformed support areas. This could be helping to fundraise, or assisting at events.</p>	<p>Life Members</p> <p>Members who are long serving adults who have been recognised with permanent membership. Many are still active and continue to support the delivery of the Program in other roles as well.</p>	<p>Staff</p> <p>Paid employees of the association who work in Scout's Head Office, Recycling Centres, or Adventure Centres to professionally support the work the association does in the community.</p>
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Volunteer Training Supporting the Youth Program

One Program, One Journey, One Curriculum

Training for all Adult Leaders, and many Rover Scouts in Western Australia comprises of five proficiency-based components which relate to the functions of their role. Our curriculum provides the skills and knowledge required to support Scouts on their journey through the Youth Program.

Scouts Australia's Wood Badge Training Program follows the requirements of the World Organisation of the Scout Movement (WOSM).

More than 90% of Scouting's volunteers say that this has helped them develop personal and practical skills. Feedback and evidence from employers reinforce this success, with organisations reporting that staff who have been involved in scouting being above average employees.

Scouting Preliminary

Introduces new Leaders to the elements which form the foundation of Scouting and gives them an understanding of how they can be involved in supporting the program.

Scouting Essentials

Provides all Adult Leaders the essential skills and knowledge of our program, as well as an understanding of how the program contributes to the personal progression of our youth members. Leaders learn about the tools and methods used through a youth-led program and patrol system, which empowers youth members to achieve their full potential.

Trained this year – Scouting Essentials	
Total	173
Breakdown	15 regional course members, 25 online course members and 133 face to face

Scouting Adventure (for Youth Program Leaders)

Allows Youth Program Leaders to develop their understanding of the Outdoor Adventure Skills component of youth members Achievement Pathways journey, as well as the practical skills in how to support youth members in developing their abilities required to undertake adventurous activities.

Leaders that complete the Scouting Preliminary, Scouting Essentials and Scouting Adventure training

components earn their Certificate of Proficiency as a Youth Program Leader, as well as the right to wear their Gilwell woggle.

Trained this year – Scouting Adventure	
Total	136
Breakdown	6 regional course members and 130 face to face

Scouting Management (for Program Support Leaders)

Facilitates Program Support Leaders to develop the practical skills required to bring out the best in other Adult Leaders, as well as how they can continue to support the youth program in their roles. Providing techniques for managing communication, empowering team members and conflict resolution.

Leaders that complete the Scouting Preliminary, Scouting Essentials and Scouting Management training components earn their Certificate of Proficiency as a Program Support Leader, as well as the right to wear their Gilwell woggle.

Trained this year – Scouting Management	
Total	22 members

Scouting Leadership and the Wood Badge

Continues personal development for all Adult Leaders and enables personal reflection of their own leadership styles. Through industry-leading skills and practices Leaders gain an understanding of further individual growth and development opportunities, which are beneficial to leadership roles in Scouting as well as the wider community.

Leaders that complete the Scouting Leadership training components earn their Wood Badge and Parchment and are presented with their Wood Beads, which can be worn with any scout scarf. Leaders who achieve their Wood Badge are also provided with international membership to 1st Gilwell Park Scout Group, which is shown by being presented with a Gilwell scarf.

Trained this year – Scouting Leadership	
Total	65 members

Other Training Completed for Adults and Scouts this year

Venturer Unit Management Course	
Total	80 course members

Venturer Initiative Course	
Total	18 course members

Venturer Leadership Course	
Total	33 course members

Paddling Safe Participant	
Total	60 course members
Breakdown	4 regional course members and 56 local course members.

Paddling Trained Participant	
Total	20 course members

Pioneering Safe Participant	
Total	37 course members

Bushwalking Safe Participant	
Total	6 course members

Scout Personal Development	
Total	89 course members

Youth Leading, Adults Supporting ensures that the Scouting program develops active citizens through an individually tailored program focusing on their personal progression.

By involving both young people and adults, the wisdom and experience of adults can be brought to the table along with the enthusiasm and willingness to learn from young people.



Our Recycling Centres and Growth

Scouts WA Recycling

The Scouts WA partnership with Containers for Change has seen Scouts WA successfully prevent over 64 million containers being sent to landfill in Western Australia since October 2020.

Last financial year, Scouts WA Recycling returned over \$96,000 earned through Containers for Change to Scouting. Funds have been used to improve resources for Scouting members throughout the state as we work towards helping even more young people to seek new skills, adventures and challenges through Scouting this year.

General Manager, Jack Seward, confirms the success of Scouts WA Recycling is multi-faceted. The teams focus on making the returns process convenient, fast, and simple with excellent customer service to reflect the Scouts purpose and principles.

In addition to the positive environmental impact, Scouts WA has used the opportunity to embrace our core commitment to providing positive social impact.

In partnership with At Work Australia and other employment providers, Scouts WA Recycling has created 40 new roles providing meaningful employment, training and a sustainable income to young people, people living with disabilities, the long term unemployed and Indigenous Australians.

Recycle

Four depots with over-the-counter refund points are conveniently located in Wangara, Kenwick, Cockburn Central and Malaga.

Customers drive into their nearest Scouts WA Recycling centre with eligible containers where our staff quickly sort and count them at one of our under-cover Refund Points. Within minutes, customers receive confirmation of their refund amount, and they are paid immediately via cash or directly into their bank accounts.

Customers can also choose to donate part or all of their refund to Scouts WA or their individual Scout Group.

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64 million

containers processed since October 2020



- ✓ 60+ people are employed by Scouts WA CDS (Container Deposit Scheme). Many of these are long term unemployed.
- ✓ Scouts are employed at our depots for paid work.
- ✓ All profits are returned to Scouts WA.
- ✓ Scouts supporting a significant positive environmental and social impact.



Scout Groups, Schools,
and Commercial
businesses
FREE COLLECTION
Contact us to have your
containers recycled.

Free Commercial Collection

Businesses, schools, clubs, and community groups can take full advantage of Scouts WA Recycling's no-cost Commercial Collection Service.

The introduction of commercial collection vehicles and the free pickup service has made it easy for organisations and businesses to access the **Containers for Change** refunds.

Our service helps businesses and groups reduce overall waste costs and they also have the option to donate a portion or all of their refund to help support Western Australia's premier youth organisation, Scouts WA.

Taking part in **Containers for Change** provides Scouts WA with the ability to generate vital ongoing revenue. Your home containers can be returned to one of our four locations

Wangara	Kenwick	Malaga	Cockburn Central
29 Dellamarta Road, Wangara	1729 Albany Highway, Kenwick	303 Victoria Road, Malaga	56 Cooper Road, Cockburn Central

Scout Groups, schools and commercial businesses - FREE COLLECTION – please contact us to have your bulk containers recycled.

Brian Witkin will help you to get started. Email: bwitkin@scoutswa.com.au



Scouts WA Adventure Centres



Jon Sayer
GENERAL MANAGER

“In the financial year 21/22 the combined net profit for Adventure Centres totalling \$234,895 was returned to Scouts WA.”

We founded the Scouts WA Adventure Centres (SWAAC) in 2021. We are proud to confirm profits generated from our Adventure Centres last year contributed to funding WA Scouts activities and resources for members. Our SWAAC portfolio and activities also supported the Fundamentals of Scouting in several ways.

Primarily, SWAAC is invested in providing adventures and activities that align to promote Scout youth members' exploration of, and progression through, key outdoor pursuits. At the same time, SWAAC introduces Scouting to a wider range of WA youth and adults.

Currently consisting of five centres across the Southwest of WA, management of all sites in SWAAC is now based at our Manjedal offices with a small team headed up by General Manager and Queen Scout, Jon Sayer.

Centralising our WA Scout sites into one location has further promoted the development of our sites and facilities, activities, and offerings in line with the Outdoor Adventure Skills framework.

This framework has nine broad activity streams including nine developmental stages within each stream. Activities range from Bushcraft and Camping, through to more specialised activities such as Cycling, Vertical and Aquatic.

SWAAC assists our youth member's pathway to learning the Outdoor Adventure Skills in two important ways:

Providing access to safe, quality spaces for the adventures, activities and skills that Scouting is well

known for and creating a consistent revenue stream for Scouting WA that will benefit all our Scout WA members.

In the Financial Year 21/22, the combined net profit for the Adventure Centres totalling \$234,895 was returned to Scouts WA.

Our Vision for 2023

Our vision for SWAACs, using the Scouting Method, is to be the leading providers of outdoor education (camping skills) and adventurous activities in Western Australia. We will be working to increase our reputation with Scouts, Schools, and Community Groups, as an exciting location for camping and a provider of comprehensive camping skills programs.

This year, we are committed to working collaboratively with more WA Scout Groups. SWAAC is focused on providing specific guidance to WA Scouts that will help them link the Outdoor Adventure Skills framework to specific SWAAC sites and activities. This information is being designed so Groups will be able to individualise and tailor the programs to suit their participants.

We particularly love it when our Scout Groups bring their young people to a SWAAC as part of their section program. Apart from the opportunity to meet and work with our Scouts, this simple support helps to ensure cash flows directly back into our resources for continuous maintenance and improvements for everyone involved with Scouts WA.





Scouts Fundraising, Events & Community Engagement

Given its potential to improve children's short and long-term outcomes, building resilience in our youth provides a foundation for developing coping skills and healthy thinking habits that are important for their mental health, ongoing.

Scouts recognises that youth, adolescents, and young adults with greater levels of resilience are better able to manage stress, acknowledged as a risk factor for mental health conditions in youth.

As part of our core commitment, purpose and principles, the Scout Program empowers young people to make decisions, take the lead and learn by doing. We provide safe spaces to work with others to plan and embark on their own adventures, indoors and out.

This builds the resilience in young people that inspires learning, the confidence to make mistakes and the understanding that success sometimes means things don't always work out the first time you try them.

The Scout program is not possible without your support, the generosity of our sponsors and grants supporting our vision, projects and people.

Our volunteer members and Grants and Projects Officer, Cesare Papa, worked collaboratively to plan, prepare and secure grants, funding and sponsorship this year. The additional fundraising was applied to programs, materials and supports essential for a successful, balanced Scouting program to run and develop continuously.

Grants for new buildings and equipment will help to invite more people to Scouting and to be able to participate in this nurturing youth program.

Main grants/project highlights include:

Lotterywest Block Grant – \$143,408

For 19 Scout Groups and 3 Adventure Centre campsites from Lotterywest to fund a range of equipment including tents, camping equipment, sporting equipment.

Highlights

Bassendean Scout Group | \$14,242

Funds received to start a brand-new Scout Group including camping equipment, computer & trailers

Manjedal Campsite | \$11,519

Setup of honey collection facility – fitting out a sea container with internal kitchen furnishings, etc

Vasse Campsite | \$12,612

Respite facility fit out – funds received to repair, furnish, and fit out a lodge for DCP respite accommodation for at-risk youth

Pelican Point Sea Scouts Group | \$36,525

Funds received for a brand-new safety boat which will be available to 120 youth members. Core group operation to train members to sail, row, swim, paddle, navigate and respond to emergencies. The boat can be used on open waters, made available to complete prerequisite training to attain a Recreational Skipper's Ticket – this service will be provided free of charge to all members of Scouts WA. Youth members regularly assist stranded boats by retrieving, towing, ferrying, and repairing as the situation requires.

Election Commitment Grants

Multiple Scout Groups received funding directly through the state government honouring election promises made in 2020/21.

Highlights

Carramar Scout Group | \$3,000,000

To build a brand-new Scout Hall in Tapping, for the Carramar Scout Group (100+ members). The project has progressed, and the design has achieved Planning Approval with the City of Wanneroo. The Ground Lease has been voted in favour at Ordinary Council. Scouts WA will be proceeding to procurement and finding a builder in September 2022.

Carey Park Scout Group | \$210,000

To refurbish and expand the Carey Park Scout Group Hall. The Group has already found a builder, and the works have commenced.

Volunteer Grants 2021 | \$62,366

Funds secured for 16 Scout Groups receiving local government grants, administered through the Department of Social Services (DSS). Used to improve, upgrade and provide equipment.

STEM Engagement Grant | \$19,190

Federal government funding to run travelling regional STEM workshop events for regional events in Kununurra, Esperance, Albany and Geraldton – including activities such as electrical circuits, making catapults, chemical rockets, Lego robots and more. Delivered to youth ages 5 to 15.

Positive Outcomes for Resilient Scouts

From being able to find ways to solve a problem to being more likely to forgive themselves if they make a mistake, the Resilience Survey (compiled by Resilient Youth Australia in 2020) found Scouts demonstrate a far wider range of resilient behaviours than their peers.

Scouts also demonstrated higher levels of resilience when compared to their non-Scouting peers, and this result was consistent across a number of elements of resilience, including Positive Relationships, Social Skills, Understanding Self, Safe, Healthy Mind and Body, Positive Learners, Positive Identity, Positive Values and Positive Contribution.

And that's not all – the Resilience Survey also revealed that Scouts report to have an overall better life satisfaction than their peers, and that the longer they stay in Scouts the more resilient they are likely to be.

Events and Training

Scouting delivers opportunities to participate in programs, events, activities, and projects. These experiences contribute to the growth of young people, guided by adult volunteers.

Over the course of the program, we provide increasing opportunities for our members to take the initiative with 'youth leading, adult supporting' as one of our fundamental goals.

We provide an experience that is all about connecting with the outdoors; building new and existing friendships; learning new skills; and helping create a better world.

Scouts WA delivered over 156 events covering a wide range of topics and experiences last year. From planning to participating, Scouts are involved and invited to participate in every aspect of their development.

Scout Training

- Archery
- Scouts | Terrain Workshops
- Air Rifles
- Scout & Guide Orienteering
- Kayaking
- White Water Rafting
- Venturer Triple Course
- Abseiling
- Mountain Biking
- Standup Paddle Boarding
- Recreational Skippers Ticket
- Vertical Skills

Events

- Branch Youth Councils
- Campwest 2021
- Gravelmoot
- Sandmoot
- Bagdi Bash
- West Australia Venture Experiences (WAVE)
- That's So 70's Rover Ball
- Gilwell Reunion
- Canning Ascent
- Cubilee

Community Events

- ANZAC driveway services throughout the state
- Remembrance Day

SAIT and SKILLS

- First Aid
- Venturer Scout SAIT Workshop
- Leadership Courses
- Dip. Project Management
- Dip. Leadership & Management
- Cert IV Coordination of Volunteer Programs
- Cert III in Business
- Cert II Outdoor Leadership

Scouts WA Partners and Supporters

Our youth program is made possible through generous Scouts WA partnerships, sponsors and funders who donate resources, and financial support.

The Scouts Program empowers young people to make decisions, take the lead and learn by doing. We provide safe spaces for youth to work with others to plan and embark on their own adventures, indoors and out.

On behalf of all our members, we extend a huge thank you for the generous support received and we look forward to sharing the results of their funding in the near future.

"We must change from a 'what can I get' to a 'what can I give' attitude."

Scouting isn't just about earning badges and recognitions, Scouting strives to prepare youth to become responsible, participating citizens and leaders who are guided by the values of Scout Oath and Law.

You make a living by what you get, but you make a life by what you give"

- Robert Baden-Powell

Major funders for the grants this year



Government of **Western Australia**
Department of **Communities**



Australian Government
Department of Social Services

6,993

Members provided with a sense of personal identity and self-worth (77% of these are Youth Members)

Youth and adult members volunteered 750,624 hours of service annually, while the Staff donate over 4,000 hours of their time.

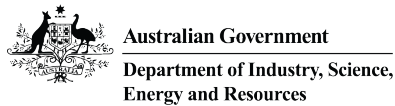
750,624



47.5%

of all leadership and administrative roles are held by female members.

Major Grant Funders this year include:



The benefits of Scouting

Scouting provides lifelong benefits because our youth are given opportunities to try new things, provide service to others, build self-confidence, and reinforce ethical standards. These opportunities not only help them when they are young, but carry forward into their adult lives, improving their relationships, their work lives, their family lives, and the values by which they live.

A 2020 study showed that belonging to the Scout Movement significantly influenced the improvement of academic results in formal education and conflict resolution.

The more time children, adolescents and young adults spend in Scouting, the better the outcomes in character development.

Scouts are more likely to embrace positive social values than non-Scouts

Scouts WA can only grow and develop with your support. There are many ways to contribute, including joining our team!

Financial Donations

Donate online: scoutswa.com.au/donate/

2016 UK Childhood Study found that former Scouts are **18%** less likely to suffer mood or anxiety disorders than non-Scouts, even decades later, as adults.



Ways you can support Scouts WA

There are no winners and losers at Scouts WA, and the only competition our members have is with themselves.

Most activities don't demand much financially and are not based on computer/smartphone screens.

We strongly encourage parents and families to participate especially with outdoor activities where skills including hiking, boating, camping, and survival training are covered as they're rarely taught elsewhere. Shared experiences create bonding and understanding.

Volunteer

We need all kind of volunteers in Scouting. Our program is designed as Youth Leading, and Adult Supporting so your participation is highly valued. Youth Program Leaders work with Joey Scouts, Cub Scouts, Scouts, Venturers and Rover Scouts to deliver the youth program. Opportunities include:

- Scout Groups, School and Community Groups - plan your next camping, school or group experience at one of our Scouts WA Adventure Centres:
- Program Support Leaders such as Group Leaders, District Commissioners and Regional Commissioners deal with the management of Groups and Districts and are there to support Youth Leaders.

- Adult Supporters are adults who commit to attending Scout meetings and activities regularly to assist but choose not to become a Leader.
- Group Support Committee Members assist with the running of a Scout Group by taking on roles such as Treasurer.

To find out more, contact the Scouts WA Head Office on (08) 6240 7700 or by email at enquiries@scoutswa.com.au

Scouts WA Adventure Centres

Plan your next camping, school or group experiences at one of our SWAAC

Scout Groups, Schools and Community Groups.

- **Eaton Campsite (near Bunbury)**
- **Manjedal Activity Centre (near Byford)**
- **Vasse Campsite (near Busselton)**
- **Gilcreek Scout Camp (Albany)**
- **Scout Water Adventure Centre (SWAC), (Como)**
- **Kambalda Scout Campsite**
- **Northam Scout Campsite**

Contact sitecoordinator@scoutswa.com.au for further information.



Scouts WA 2021-2022 Financials

The financial results for Scouts WA FY22 are reflective of our expansion into two business ventures that are still in the development stages, the ongoing effects of Redress Payments, and COVID cancellations at Scouts WA Adventure Centres (SWAAC).

The State operations continue to be financially supported by positive contributions from SWAAC of \$234,895 and Scouts WA investments of \$469,298.

The Container Deposit Scheme (CDS) in its start-up phase, had increases in various costs. The leasing and equipment purchased also had a substantial effect on depreciation costs. However, payoff of these expenditures has continued with the business experiencing rapid growth in the past year.

The CDS is already cashflow positive. In FY22, the contribution was \$95,660. This is expected to be much higher next year and is projected to exceed \$500,000.

The Containers for Change and SWAAC are both already reporting improved revenue up from last year, despite the SWAAC continuing to be affected by continuing COVID-19 cancellations.

These funds will be reinvested to move to improve and expand the Member experience, including a focus on improving branch processes and systems to deliver better member services and enable members to spend less time on “paperwork” and more time on activities.

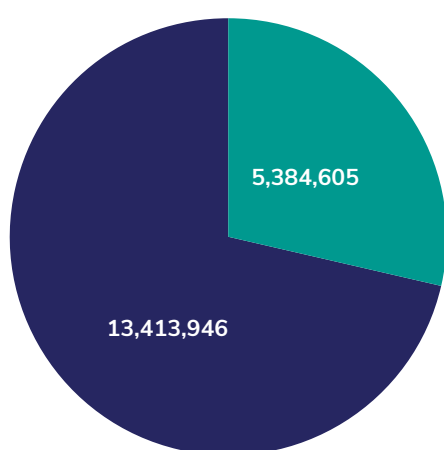
Although the financial year results show a net loss of \$670,1863, this includes costs of Redress Payments for \$102,385 and depreciation of assets within the organisation totalling \$596,664.

Redress Payments will continue to be a cost for some time to come as noted last year and reserves will be set aside in anticipation of this. Staff changes have also added to higher operation costs in FY22.

Looking forward for 2023, Scouts WA is focused on the growth of the organisation’s income capability. Scouts WA also has a renewed focus on philanthropy and donations.

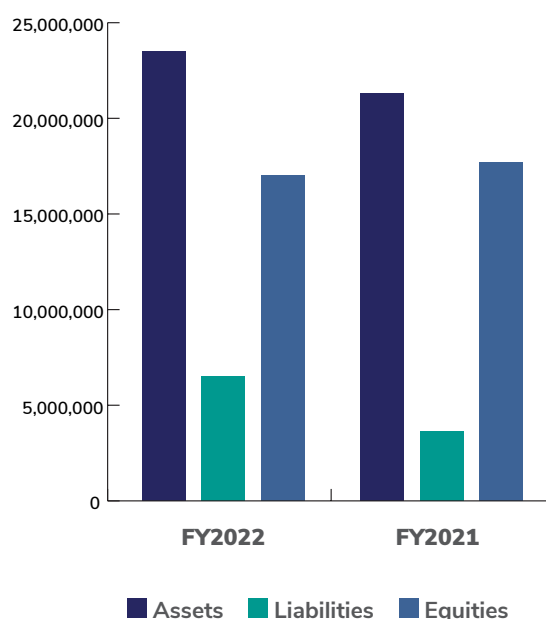
Thanks to our diligent, professional, and capable staff, executive team and board of directors, we are once again well positioned to grow and take advantage of further opportunities in the coming years.

**Current Ratio 2.49 Times
Assets to Liabilities**

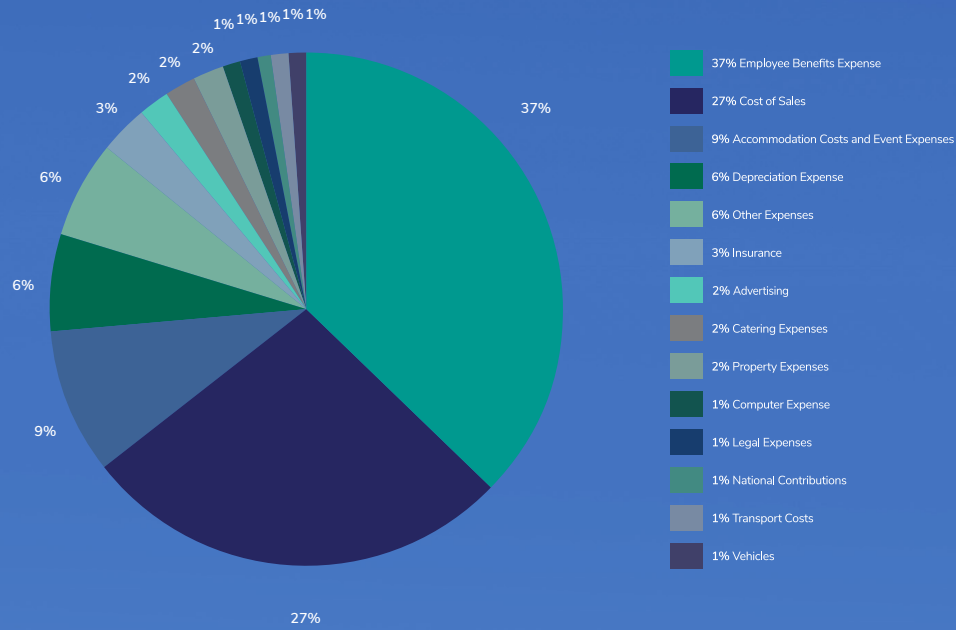


■ Current Liabilities	5,384,605
■ Current Assets	13,413,946

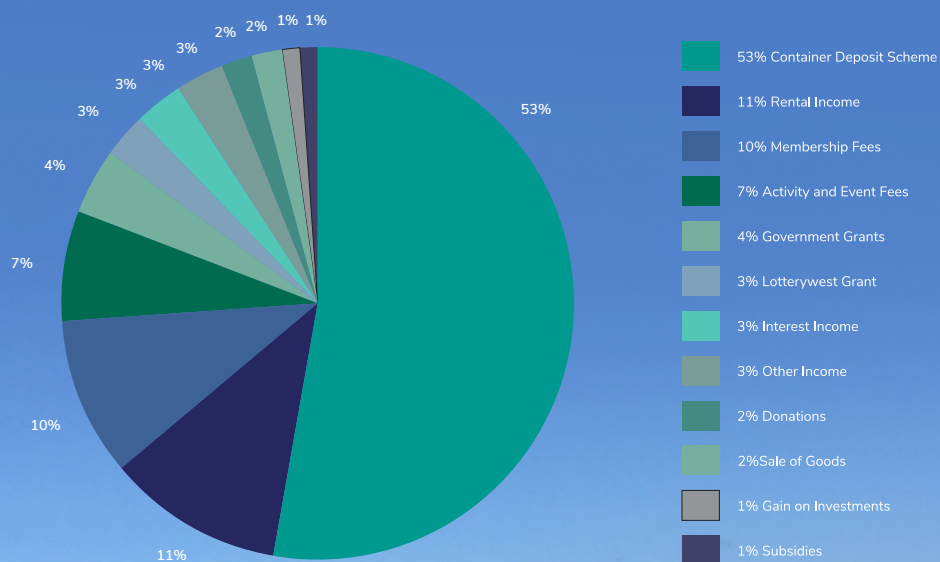
Assets, Liabilities and Equity



Expenses



Total Income 2022 Financial Year



Noteworthy Achievements, Milestones & Awards

Youth Peak Awards

The peak award for each age section is a big achievement for a Scout. It is designed for individual Scouts who want to give a whole range of things a try and to experience a high number of personal challenges. The requirements for the peak award vary slightly depending on the age section. In general, Scouts will be required to:

- Complete Milestone 3 in the Program Essentials
- Complete a certain number of progressions through the Outdoor Adventure Skills
- Complete a certain number of Special Interest Area badges across a number of areas
- Undertake an Adventurous Journey
- Complete a Leadership or Personal Development Course
- Reflect on their journey through the section and the award

Joey Scout Challenge Award		
LIAM	ADAMS	Willagee Kardinya Scout Group
ETHAN	AZEVEDO	Boulder Scout Group
EDWARD	BARNES	North Beach Scout Group
JASPER	BARRETT	Secret Harbour Scout Group
HANNAH	BATCHELOR	Hampton Park Scout Group
LUCA	BERRY	Hampton Park Scout Group
KEZIA	BERVELING	Kwinana Scout Group
JOSHUA	BRANKOVIC	Leschenault Scout Group
XAVIER	BROUGHAM	Secret Harbour Scout Group
DANIELLA	CORONEL	Karrinyup Leave No Trace Scout Group
COOPER	DAVIDSON	Bayswater Sea Scout Group
CHARLOTTE	DAVIES	Ellenbrook Scout Group
SOPHIE	DAVIES	Cape Naturaliste Scout Group
PIPPA	DEELEY	Carey Park Scout Group
ERIC	EKINS	Boulder Scout Group
MAKAYLA	ELSBURY	Collie Scout Group
STELLA	ENGLAND	Ellenbrook Scout Group
HARRISON	FARRELL	Wembley Downs Scout Group
DYLAN	FENTON	Ellenbrook Scout Group
COURTNEY	FULLER-MILLS	Secret Harbour Scout Group
WILLIAM	FULLER-MILLS	Secret Harbour Scout Group
MICHAEL	GADEAN	Ellenbrook Scout Group
TOM	GARDNER	Hampton Park Scout Group
DEVON	GILLAM	Secret Harbour Scout Group
RHYLEY	GREEN	Ellenbrook Scout Group
BARRENTS	HALE	Collie Scout Group
ELOISE	HORN	Secret Harbour Scout Group
DANIEL	IYAMU	Pelican Point Sea Scout Group

Joey Scout Challenge Award		
AVA	JONES	Secret Harbour Scout Group
JAE	KIM	Southern River Scout Group
LENNOX	KUMAR	Boulder Scout Group
WOODY	LAMBERT	Ellenbrook Scout Group
SAMUEL	LARDNER	Secret Harbour Scout Group
SAMUEL	LEEWENBURG	Cape Naturaliste Scout Group
HOLLY	MACBETH	Midland Scout Group
JACK	MARIES	Secret Harbour Scout Group
HARRISON	MCDONALD	Bibra Lake Scout Group
RUBY	MOON	WA Lone Scout Group
DEXTER	MOSES	Secret Harbour Scout Group
CALLUM	MURPHY	Wembley Downs Scout Group
RUBY	PETRIE	Esperance Scout Group
ALICE	PHILIP	Hampton Park Scout Group
MARY	PUGH	Esperance Scout Group
AARYA	QUAIL	Karrinyup Leave No Trace Scout Group
HARPER	RHOADES	Rockingham Scout Group
DANIEL	SCRIVEN	Wembley Downs Scout Group
PHOENIX	SOUTAR	Bibra Lake Scout Group
PHOEBE	STRINGER	Kalamunda Scout Group
MAY	TAMS	Falcon Scout Group
LUKE	VINCENT	Southern River Scout Group
KATIE	WILLIAMS	Herne Hill Scout Group
LILY	WOOLDRIDGE	Esperance Scout Group
KURTIS	CHEANG	Bullcreek Leeming Scout Group
ZIVA	HOPKINS	Pelican Point Sea Scout Group
RUBIE	MELROSE	Karrinyup Leave No Trace Scout Group
DANIEL	IYAMU	Pelican Point Sea Scout Group



Cub Scout Grey Wolf Award		
ETHAN	ABLETT	Goollelal Greenwood Scout Group
EMILY	ASPINALL	Wanneroo Scout Group
ABIGAIL	ATKINSON	Willagee Kardinya Scout Group
KODA	BARNES	Hampton Park Scout Group
ASHLEIGH	BARUGH	Wanneroo Scout Group
SAXEN	BLAKE	Kinross Scout Group
JACOB	BOWMAN	Herne Hill Scout Group
JORDYN	CASOTTI	Mundaring Scout Group
IRIS	CHAUVEL	Willagee Kardinya Scout Group
MATTHEW	CHRISTIAN	Southern River Scout Group
CHRISTOPHER	CLARK	Carlisle Scout Group
SETH	CONROY	Woodvale Scout Group
JAKE	COOPER	Hampton Park Scout Group
KOBE	COX	Hampton Park Scout Group
LIAM	CRAWFORD	Carlisle Scout Group
NAOMI	DAWES	Canning Sea Scout Group
MEGAN	DEEKS	Canning Sea Scout Group
THOMAS	DENNIS	Katanning Scout Group
LIAM	DREA	Goollelal Greenwood Scout Group
STAN	EBERT	Plantagenet Scout Group
KELSEY	EDWARDS	Salter Point Sea Scout Group
LEON	ELFORD	Willagee Kardinya Scout Group
OLIVER	ELLETT	Mundaring Scout Group
OLIVER	ETHERINGTON	Padbury Scout Group
MADELINE	FAULKNER	Wembley Downs Scout Group
MATILDA	FOREMAN	Canning Sea Scout Group
LOGAN	GIBBY	Baldivis Scout Group
KADE	GOODWIN	Goollelal Greenwood Scout Group
TARA	GRANT	Woodvale Scout Group
ZACYAH	GUELF	Morley Scout Group
LUCAS	HAINES	Bibra Lake Scout Group
ETHAN	HOMEWOOD	Mandurah Scout Group
KAI ER	HONG	Attadale Scout Group
MITCHELL	HOWIE	Goollelal Greenwood Scout Group
SAMUEL	IRVINE	Wanneroo Scout Group
BENJAMIN	KAY	Padbury Scout Group
ALEXANDER	KENTISH	Fremantle Sea Scout Group
MORGAN	KNOX	Esperance Scout Group
ETHAN	LEE	Bullcreek Leeming Scout Group
CONNOR	LINEHAN	Walliston Scout Group
AIDAN	LUNDBERG	Attadale Scout Group
WYATT	MACBETH	Midland Scout Group
MARK	MACNEALL	Duncraig Scout Group
ZHARNTAE	MANADO	Woorree Scout Group
MARLON	MAWBY	Willagee Kardinya Scout Group
GRACE	MCELVANEY	Hampton Park Scout Group
JACK	MCLEAN	Morley Scout Group
CONNOR	MCLETHIE	Wanneroo Scout Group
ALEXANDER	MESSINA	Southern River Scout Group
ZACHARY	MILLER	Attadale Scout Group
AMELIA	MULLER	Warwick Scout Group
SETH	MYNARD	Wanneroo Scout Group
OLIVER	NEBEL	Midland Scout Group
RHYS	NOORDZY	Atwell Scout Group
ALEXIS	O'CONNOR	Southern River Scout Group
ZAC	O'MALLEY	Walliston Scout Group
ALBA	POL	Mandurah Scout Group
ALEXANDRIA	POWELL	Maida Vale Scout Group
ALEXIS	PRIOR	Wanneroo Scout Group
DANIEL	RATHBONE	Bullcreek Leeming Scout Group
FELIX	RICHARDS	Hampton Park Scout Group
BENJAMIN	SALVIDGE	Goollelal Greenwood Scout Group

Cub Scout Grey Wolf Award		
ETHAN	SATTARY	Geraldton Scout Group
ARCHIE	SCHELL	Woodvale Scout Group
GRACE	SEEBER	Goollelal Greenwood Scout Group
AMITY	SMITH	Rossmoyne Shelley Scout Group
BRAYDON	SNEDDON	Maida Vale Scout Group
SAMANTHA	SNELGAR	Bibra Lake Scout Group
CALLAN	STOBIE-TYACK	Goollelal Greenwood Scout Group
LENI	TAMS	Falcon Scout Group
GRACE	TAYLOR	Kalamunda Scout Group
KAHREN	TIBA	Bullcreek Leeming Scout Group
LOCHLAN	TOURNAY	WA Lone Scout Group
KIRRA	TROWBRIDGE	Secret Harbour Scout Group
TOBY	VAN DER PLAS	Padbury Scout Group
LOGAN	VAN RANST	Padbury Scout Group
ANNABEL	VELEFF	Floreat Scout Group
KADEN	WALSH	Southern River Scout Group
HAYLEY	WATKINSON	Southern River Scout Group
OLIVER	WATTERS	Midland Scout Group
RAFE	WHITE	Cottesloe Scout Group
AIDAN	WILLIS	Esperance Scout Group
ISABELLE	WORTHINGTON	Beldon Scout Group
TOBI	WRAGG	Kalamunda Scout Group
OLIVER	NEBEL	Midland Scout Group
RHYS	NOORDZY	Atwell Scout Group
ALEXIS	O'CONNOR	Southern River Scout Group
ZAC	O'MALLEY	Walliston Scout Group
ALBA	POL	Mandurah Scout Group
ALEXANDRIA	POWELL	Maida Vale Scout Group
ALEXIS	PRIOR	Wanneroo Scout Group
DANIEL	RATHBONE	Bullcreek Leeming Scout Group
FELIX	RICHARDS	Hampton Park Scout Group
BENJAMIN	SALVIDGE	Goollelal Greenwood Scout Group
ETHAN	SATTARY	Geraldton Scout Group
ARCHIE	SCHELL	Woodvale Scout Group
GRACE	SEEBER	Goollelal Greenwood Scout Group
AMITY	SMITH	Rossmoyne Shelley Scout Group
BRAYDON	SNEDDON	Maida Vale Scout Group
SAMANTHA	SNELGAR	Bibra Lake Scout Group
CALLAN	STOBIE-TYACK	Goollelal Greenwood Scout Group
LENI	TAMS	Falcon Scout Group
GRACE	TAYLOR	Kalamunda Scout Group
KAHREN	TIBA	Bullcreek Leeming Scout Group
LOCHLAN	TOURNAY	WA Lone Scout Group
KIRRA	TROWBRIDGE	Secret Harbour Scout Group
TOBY	VAN DER PLAS	Padbury Scout Group
LOGAN	VAN RANST	Padbury Scout Group
ANNABEL	VELEFF	Floreat Scout Group
KADEN	WALSH	Southern River Scout Group
HAYLEY	WATKINSON	Southern River Scout Group
OLIVER	WATTERS	Midland Scout Group
RAFE	WHITE	Cottesloe Scout Group
AIDAN	WILLIS	Esperance Scout Group
ISABELLE	WORTHINGTON	Beldon Scout Group
TOBI	WRAGG	Kalamunda Scout Group

Australian Scout Awards		
CHARLIE	BICKERDIKE	Rossmoyne Shelley Scout Group
MEGAN	BLENCOWE	Byford Scout Group
JOSH	BURNS	Atwell Scout Group
KATELYN	COBB	Warwick Scout Group
DECLAN	COLLINS	Salter Point Sea Scout Group
RONAN	CORBOY	Goollelal Greenwood Scout Group
CAMPBELL	COUZENS	Warnbro Sound Scout Group
MIKAYLA	CREMIN	Geraldton Scout Group
KELI	CREW	Goollelal Greenwood Scout Group
FINN	CROWLEY-PETROBONI	Floreat Scout Group
KYRA	DAGGERS	Rossmoyne Shelley Scout Group
EVANGELINE	EAMES	Warwick Scout Group
JACK	GODDARD	Salter Point Sea Scout Group
ASHBY	GRAHAM	Geraldton Scout Group
ESTELLE	JOHNSON	Atwell Scout Group
ROBERT	JOHNSON	Wembley Downs Scout Group
RYAN	JONES	Goollelal Greenwood Scout Group
JOSHUA	LUDLOW	Bayswater Sea Scout Group
MONTE	MADLENER	Eastern Hills Scout Group
JAMES	MCANUFF	Bibra Lake Scout Group
FOSTER	MCGOUGAN	Southern River Scout Group
OLIVER	MURFIN	Darlington Scout Group
BENJAMIN	ORMAND	Gingin Scout Group
MATTHEW	PAGONIS	Hampton Park Scout Group
GRACE	PEARSON	Salter Point Sea Scout Group
AMY	PERROT	Midland Scout Group
TRISTAN	PUZON	Wembley Downs Scout Group
AIDEN	RETALLACK	Gingin Scout Group
JACK	SHIELDS	Gingin Scout Group
AIDA	SMITH	Subiaco Scout Group
BAYLEE	SMITHERS	Atwell Scout Group
RICHIE	SPARKS	Bayswater Sea Scout Group
SARAN	SRICHAITHONG	Gingin Scout Group
CAMERON	STEVEN	Baldivis Scout Group
ALEX	TICKNER	Walliston Scout Group
JAKOB	TOLJ	Darlington Scout Group
TOM	TUNSTALL	Byford Scout Group
MITCHELL	WATTS	Warnbro Sound Scout Group
NICHOLAS	WEEDON	Subiaco Scout Group
HAYLEY	GWILYM	Whaleback Scout Group
JOSHUA	HANSEN	Southern River Scout Group
OLIVIA	JERMYN	Southern River Scout Group
FINN	MURRAY	Rossmoyne Shelley Scout Group
JAKE	PRINCE	Wembley Downs Scout Group
ABIGAIL	SCARBOROUGH	Warnbro Sound Scout Group
HAYDEN	SIMPSON	Waylen Bay Sea Scout Group
JAMIE	SNOW	Waylen Bay Sea Scout Group
MIA	SUTTON	Southern River Scout Group
CONNOR	WATERS	Southern River Scout Group



Queen's Scout Award		
LUCY	BARR	Carey Park Scout Group
JESSICA	BAYLEY	Carey Park Scout Group
KEELY	CASE	Canning Sea Scout Group
ELIZABETH	DENBY	Carey Park Scout Group
KELLY	GALLAGHER	Subiaco Scout Group
TITUS	KLEM	Mosman Bay Sea Scout Group
KATE	PEARSON	Salter Point Sea Scout Group
PATRICK	STEPHENSON	Carey Park Scout Group
MIA	THOMPSON	Roleystone Scout Group
LOGAN	TOOTELL	Cottesloe Scout Group
BAILEY	WEEDING	Cottesloe Scout Group

Baden Scout Award		
TANIKA	CALLISTER	River Ranges Rover Unit
HUGH	DAVIS	Kalamunda Rover Unit
LIAM	GALLAGHER	Willagee Kardinya Rover Unit
ETHAN	GIACOMEL	Waylen Bay Rover Unit
KRYSTAL	HAYES	Canning Sea Rover Unit
SHERIDAN	PODMORE	Mundaring Rover Unit
ELODIE	PRINSLOO	Warwick Rover Unit





Black Swan Award

Awarded to Adult Members who, from time to time, make contributions that advance Western Australian Scouting in an extraordinary way. The award is presented at the discretion of the Chief Commissioner

JANE	HAMILTON	Assistant Chief Commissioner	Western Australian Branch
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Adult Recognition Awards 2021

Awards for especially good service to Scouts Australia are awarded to persons who have given particularly valuable service or significantly contributed to the wellbeing of Scouting.

Awards are granted for good service beyond the level of service normally expected of a person in carrying out the responsibilities of the appointment or position held as well as carrying out those duties to a high standard.

Ian Jennings Rover Service Award

Awarded for outstanding service to the Rover Scout Section over a period of five years.

THOMAS	BEAVER
HARRISON	TOMS

Special Service Award

Awarded to Rover Scouts, Adult Members and for the successful support, development or management of a Section or Formation. 'Special Service' is defined as making a noteworthy contribution in their role.

ANDREW	AITKEN	Assistant Cub Scout Leader	Kalamunda Scout Group
PAMELA	ARMSTRONG	Assistant Group Leader	Eastern Hills Scout Group
TONYA	BAILEY	Venturer Scout Leader	Darlington Scout Group
JACQUELENE	BAWDEN	Venturer Scout Leader	Bunbury Sea Scout Group
ALISHA	BENNETT	Assistant Joey Scout Leader	Karratha Scout Group
MARTA	BERZINS	Adult Helper	Hampton Park Scout Group
MORGAN	BONNETT	Adult Helper	Hampton Park Scout Group
CADWGAN	BRATTON-PALMER	Adult Helper	Amelia Heights Scout Group
JENNIE	CARSON	Committee Secretary	Floreat Scout Group
DAVID	CHAMBERLAIN	Quartermaster	Carramar Scout Group
MEAGAN	CHLOPEK	Assistant Cub Scout Leader	Albany Scout Group
BEVAN	CLARK	Assistant Cub Scout Leader	Carlisle Scout Group
TRAVIS	COOPER	Assistant District Commissioner	Stirling District
NATALIE	CUNNINGTON	Assistant Cub Scout Leader	Willetton Scout Group
JAMES	DAWES	Quartermaster	Canning Sea Scout Group
MICHAEL	DROMGOOL	Venturer Scout Leader	Hampton Park Scout Group
VALERIE	DUCIE	Committee Treasurer	Mullaloo Sea Scout Group
STEVEN	DYMOND	Assistant Scout Leader	Secret Harbour Scout Group
SUE	EBER	Assistant Scout Leader	Warwick Scout Group
GLENN	ELLIOTT	Assistant Scout Leader	Bateman Winthrop Scout Group
DEANNE	ELLIS	Assistant Cub Scout Leader	Scarborough Beach Scout Group
CATHERINE	FAIRHURST	Fellowship Member	Manjedal Scout Fellowship
SHARON	FEKETE	Team Member	Scouts WA Archery Team
AMANDA	FORREST	Assistant Cub Scout Leader	Falcon Scout Group
STEVEN	GEROVICH	Assistant Cub Scout Leader	Bateman Winthrop Scout Group
ETHAN	GIACOMEL	Assistant Scout Leader	Fremantle Sea Scout Group

LISA	GODDARD	Assistant Cub Scout Leader	Salter Point Sea Scout Group
CHEE	GOH	Adult Helper	Buddha's Light International Association Scout Group
MICHELLE	HUMPHRIES	Group Membership Officer	Carramar Scout Group
LEE	HUTCHESON	Group Leader	Newman Scout Group
PAMELA	HUTCHINS	Assistant Joey Scout Leader	Kalamunda Scout Group
WILLIAM	INGRAM	Quartermaster	Rossmoyne Shelley Scout Group
CHRISTOPHER	JAMES	Assistant Scout Leader	Warwick Scout Group
ANNE	JONES	Adult Helper	Floreat Scout Group
KERWYN	JONKER	Assistant Cub Scout Leader	Bateman Winthrop Scout Group
NAOMI	JUPP	Assistant Scout Leader	Falcon Scout Group
MEGAN	KELMAN	Joey Scout Leader	Esperance Scout Group
BELINDA	KERVIN	Committee Member	Bateman Winthrop Scout Group
PETER	KERVIN	Adult Helper	Bateman Winthrop Scout Group
MICHAEL	KEVAN	Adult Helper	Bateman Winthrop Scout Group
HAYLEY	KING	Cub Scout Leader	Bullcreek Leeming Scout Group
MATTHEW	KING	Adult Helper	Bateman Winthrop Scout Group
JASMINE	LEWIS	Assistant Cub Scout Leader	Manjimup Scout Group
DANIEL	LING	Scout Leader	Carramar Scout Group
IAN	LUDLOW	Venturer Scout Leader	Herne Hill Scout Group
CASSANDRA	MAYES	Committee Treasurer	Mandurah Scout Group
STEPHANIE	MEREDITH	Assistant Cub Scout Leader	Mandurah Scout Group
SIMON	MILLS	Assistant Cub Scout Leader	Floreat Scout Group
THOMAS	MOORE	Assistant Scout Leader	Kalamunda Scout Group
TANIA	MORGAN	Team Member	WA Scout Pioneering Team
DAVID	MURRAY	Adult Helper	Bateman Winthrop Scout Group
ERIC	ORTOLAN	Committee Chairperson	Scarborough Beach Scout Group
KEVIN	PENMAN	Assistant Scout Leader	Mandurah Scout Group
BRETT	PHILIP	Assistant Cub Scout Leader	Hampton Park Scout Group
BEVERLEY	POWER	Assistant Cub Scout Leader	Kinross Scout Group
BRYNN	RANKIN	Adult Helper	Glen Forrest Scout Group
MARK	SANDER	Joey Scout Leader	Katanning Scout Group
SARAH	SATIE	Group Membership Officer	Bibra Lake Scout Group
MELISSA	SCOTT	Assistant Scout Leader	Albany Scout Group
CHRISTINE	SOUTAR	Committee Secretary	Bibra Lake Scout Group
JOSHUA	SOUTAR	Adult Helper	Bibra Lake Scout Group
SIMON	STERNER	Fellowship Member	Manjedal Scout Fellowship
ROBERT	STONE	Group Leader	Collie Scout Group
TERRENCE	SUTHERLAND	Assistant Cub Scout Leader	Amelia Heights Scout Group
TAMARA	SWAIN	Assistant Group Leader	Liddelow Scout Group
RACHEL	SYDNEY-SMITH	Assistant Venturer Scout Leader	Scarborough Beach Scout Group
SHI EN	TAN	Committee Treasurer	Canning Sea Scout Group
FLEUR	TAYLOR-HUGHES	Team Member	Scouts WA Archery Team
ALAN	TAYLOR	Venturer Scout Leader	Mundaring Scout Group
DARREN	TOOTELL	Committee Chairperson	Cottesloe Scout Group
NIAMH	TOSH	Joey Scout Leader	Secret Harbour Scout Group
ANDREA	TOVEY	Adult Helper	Warwick Scout Group
HEATHER	ULRICH	Committee Treasurer	Amelia Heights Scout Group
TERESA	VAN SCHAIJK	Joey Scout Leader	WA Lone Scout Group
NEIL	VINCENT	Assistant Scout Leader	Roleystone Scout Group
WILLIAM	VINCENT	Fellowship Member	Floreat Scout Group
DAVID	VOSNACOS	Fellowship Member	Floreat Scout Group
ELEANOR	WARD	Assistant Joey Scout Leader	Margaret River Scout Group
STEWART	WARNER	Team Member	Scouts WA Rangers Team
KYLIE-ANNE	WATKINSON	Group Leader	Southern River Scout Group
CHRISTOPHER	WIEGELE	Assistant Cub Scout Leader	Carlisle Scout Group
MOIRA	YOUNG	Committee Treasurer	Two Rocks Yanchep Emergency Scout Group
DANICA	ZEKULICH	Scout Leader	Canning Sea Scout Group

Meritorious Service Award

Awarded to both Adult Members and Supporters for meritorious or praiseworthy service to Scouts Australia for a period of around six to eight years. 'Meritorious Service' is defined as performing to a higher standard for longer or more intensely, than would be reasonably expected.

CAITLIN	ARCUS	Deputy Chief Commissioner Program Support	Western Australian Branch
TAHLIA	BATTERS	Deputy Chief Commissioner Training Support	Western Australian Branch
JUSTIN	BLOOMFIELD	Scout Leader	Bibra Lake Scout Group
TOBY	BLYTH	Branch Commissioner Outdoor Adventure Skills	Western Australian Branch
PIA-ANNA	CHARLEBOIS	Assistant Group Leader	Kalamunda Scout Group
HEATHER	DAVIES	Cub Scout Leader	Bibra Lake Scout Group
ANDREW	DE SAXE	Assistant Group Leader	Floreat Scout Group
SCOTT	DRUMMOND	Scout Leader	Plantagenet Scout Group
EUGENIE	FAULKNER	Assistant Joey Scout Leader	Wembley Downs Scout Group
DANIELLE	GRIFFITHS	Group Leader	Woodvale Scout Group
CHRISTOPHER	GWILYM	Group Leader	Whaleback Scout Group
ALISON	HARVEY	Joey Scout Leader	Hampton Park Scout Group
KRYSTAL	HAYES	Cub Scout Leader	Canning Sea Scout Group
KATE	HENDERSON	Joey Scout Leader	Albany Scout Group
CHRISTOPHER	HILLMER	Assistant Scout Leader	Warwick Scout Group
SHARON	HOWE	Assistant District Commissioner	Three Rivers District
STEPHEN	LEWIS	Quartermaster	Salter Point Sea Scout Group
ELLA	MAESEPP	Cub Scout Leader	Katanning Scout Group
KERRY	MAYERS	Joey Scout Leader	Bibra Lake Scout Group
PHILLIP	MELTON	Cub Scout Leader	Scarborough Beach Scout Group
BRETT	MITCHINSON	Assistant Scout Leader	Rockingham Scout Group
CHRISTINE	MOGG	Assistant Group Leader	Leschenault Scout Group
ANTON	MOZHDEHINIA	Regional Chief Commissioner	Perth North Region
CLARE	NEWBY	Group Leader	Carramar Scout Group
GAIL	PATON	Quartermaster	Floreat Scout Group
MARCUS	PEARSON	Scout Leader	Salter Point Sea Scout Group
ROBERT	PUGH	Assistant Cub Scout Leader	Kalamunda Scout Group
JENNIFER	RODGERS	Assistant Scout Leader	Carramar Scout Group
ROBYN	SAXON	Joey Scout Leader	Kinross Scout Group
MICHAEL	SNELLING	Scout Leader	Hampton Park Scout Group
DARRYN	TISSON	Branch Commisisoner Adventurous Activities	Western Australian Branch

MARK	TYLER	Team Leader - Stand-Up Paddleboarding	Adventurous Activities Team
NATALIE	VEART	Joey Scout Leader	Carey Park Scout Group
NIALL	WARD	Team Leader (Kayaking)	Paddling Team
MARIN	YUKICH	Committee Vice Chairperson	Tuart Hill Yokine Scout Group

Outstanding Service Award

Awarded for outstanding service to Scouts Australia for a period of at least twelve years, to non-uniformed Members and Supporters. 'Outstanding service' is defined as a performance at a consistently high standard, normally over a number of assignments, all of which have provided positive outcomes for Scouting.

SHIRALEE	DONALDSON	Western Australian Branch
BEVERLEY	POOR	Scouts WA Rangers Team

Silver Wattle Award

Awarded for outstanding service to Scouts Australia as an Adult Member in an active Leadership role. 'Outstanding service' is defined as a performance at a consistently high standard, normally over a number of assignments, all of which have provided positive outcomes for Scouting.

ANA	COELHO	Group Leader	Bateman Winthrop Scout Group
CHARLES	REYNOLDS	District Commissioner	Stirling District
JON	SAYER	Assistant Cub Scout Leader	Rockingham Scout Group
NATALIE	WHITE-AYLMORE	Joey Scout Leader	Plantagenet Scout Group



Silver Koala Award

A awarded for distinguished service to Scouts Australia as an Adult Member in an active Leadership role. It is expected that such distinguished service is at a consistently high level, normally over a number of assignments, resulting in a significant contribution to the wellbeing of Scouting and that the recipient is respected and highly regarded throughout the District / Region / Branch or Nationally.

IAN	CASE	Group Leader	Canning Sea Scout Group
MARILYN	GREEN	Joey Scout Leader	Liddelow Scout Group
JOSEPH	KELLY	Assistant Scout Leader	Kalamunda Scout Group
JENNIFER	PITCHER	Assistant Group Leader	Scarborough Beach Scout Group
CLINTON	SMITH	Group Leader	Rossmoyne Shelley Scout Group
MARK	THORPE	Regional Chief Commissioner	Country North Region

Silver Emu Award

Awarded for further distinguished service to Scouts Australia by an Adult Member in an active Leadership role, since the Award of the Silver Koala. It is expected that such further distinguished service is at a consistently high level, over a number of assignments and at a number of levels within a Branch or at a National level, resulting in further significant contributions to the wellbeing of Scouting.

BARBARA	HUNT	Group Leader	Morley Scout Group
JAMES	MAUGHMER	Deputy Regional Chief Commissioner	Perth North Region

National President's Award

Awarded for eminent achievement and exceptional service to Scouts Australia by Adult Members and Supporters, over a long period in a number of significant roles within the organisation, or for a unique and highly valued contribution to the wellbeing of Scouting.

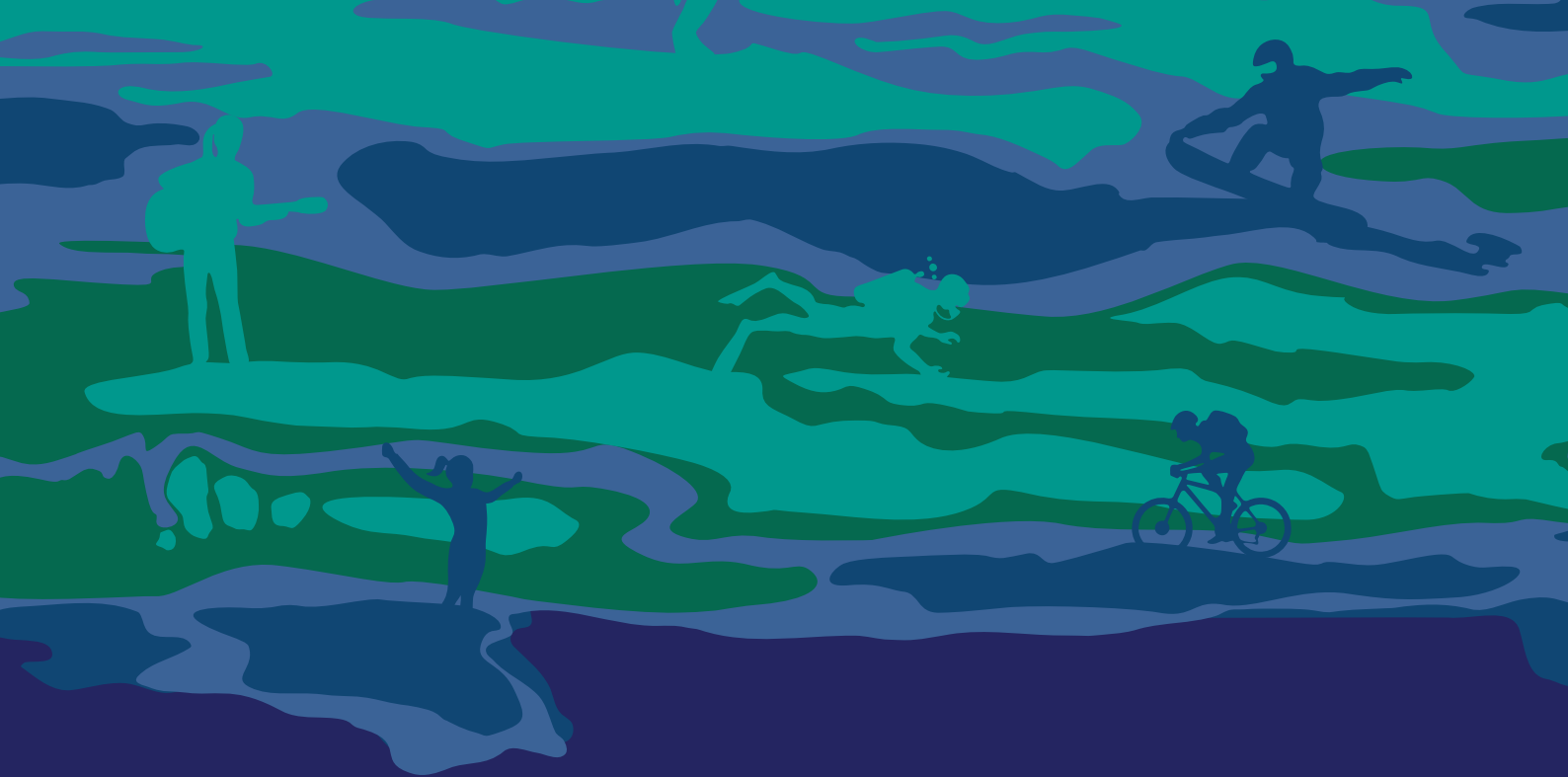
KENNETH	MICHAEL	Branch President	Western Australian Branch
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Silver Kangaroo Award

Awarded for eminent achievement and exceptional service to Scouts Australia by an Adult Member in an active Leadership role, over a long period, in a number of roles at various levels within the organisation, or for a unique and highly valued contribution to the wellbeing of Scouting.

CARL	DAGGERS	Branch Commissioner Scouts	Western Australian Branch
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