





A message from the **President**

Organisations like Scouts stand out for their remarkably long and proud legacy and a real culture of belonging, making us different from others.

Past and present members often speak highly and fondly of the fun and experiences they had during their time in Scouting. The foundation of the movement is the leaders and youth who support the Branch. It is these members of Scouts SA that create the change and vision we need to succeed.







I reflect on this in reviewing the Executive Leadership changes in the last 4 to 5 years. (Chief Executive Officer / Chief Commissioner) Every change at this level will impact the Association, but because of the strong foundation of its membership, Scouting can still grow and prosper in these times. To some degree, we have been lucky in that the impact of our Executive Leaders has mainly been positive. However, there are always consequences when managing in times of leadership change.

The reality is that we will always have change. The challenge for us as an Association is how we react and find opportunities in the changes and challenges presented to us. Our shared strength of vision and desire to support our youth in the provision of non-formal education is an outcome that we all are genuinely focused on.

Unfortunately, over the last few years, our membership growth has reduced. There are many reasons for this, and it has occurred during a time when a lot of good work by many has not achieved the desired outcome. However, I would argue that the timing of things happening can significantly impact life and right now, the time is to move forward to grow and prosper. Why do I believe this?



Here is why:

- Our Executive Leadership understand the challenges and have a shared plan and vision to succeed, supported by the BEC.
- Emphasising a positive impact on membership through initiatives like Evolve designed to engage and drive outcomes.
- Establishing a 5-year financial plan with a focus on achieving financial sustainability.
- Reviewing our current Strategic Plan to ensure that it meets the future needs of Scouts SA and identifies opportunities to build the brand of Scouting to improve our relevance to government and community.
- Strong focus on identifying ways to ensure Adventurous Activities are available to all of our members.
- An exciting Program of developing a Youth Patrol initiative that will empower our youth to work in partnership with Scouts SA to grow and succeed. Critical to this is the strategy to support youth members by giving them a voice in the community to highlight and speak on issues that concern them.



I would like to thank everyone for their commitment and dedication to working/volunteering for the benefit of our membership and we keep an open mind to the initiatives required to manage our future challenges.

Yours in Scouting

Paul Dickson APM

President





A message from the Chief Commissioner

It is an exciting time to be a part of Scouting in South Australia. Despite the challenges, the past twelve months have been marked by consolidation, development, and growth, setting the stage for our Association to flourish.

The relevance and importance of Scouting are clearly visible when you see the passion and enthusiasm of our youth members participating, assisting, and leading at their weekly meetings, camps, major events, performing on stage and more. All adult leaders will have hearts filled with pride when reflecting on how Scouting has made a difference in the lives of the youth members in their care.

Throughout 2022/23, many volunteers stepped up to facilitate big events like Easter Venture, Cohen Cup, NONT, Super Splash and more. Meanwhile, our Performing Arts teams continued to soar, with over 250 youth members building selfconfidence and showcasing their talents on stage. In future years, we will be gearing up for bigger events with a greater emphasis on providing a youth voice in everything we do. This includes the unique adventure of camping at Government House in Canberra and the 25th Australian Jamboree with 10,000 youth members residing at Maryborough, Queensland, for ten days during January 2025.

Our youth members travelled the world during 2022/23, including to Kandersteg in Switzerland, the New Zealand Venture. attending the King's coronation and South Korea at the World Scout Jamboree with 40,000 fellow Scouts. At home, teams have benefited from the Dick and Pip Smith Leadership Through Adventure Fund to hike the Great Southwest Walk, canoe the Lower Glenelg River, and complete the Overland Track in Tasmania.

A hearty congratulations to the 109 youth members who achieved their Peak Award. All dynamic and inspiring young people with amazing futures ahead of them.

In 2023, we initiated our Youth Commissioner Patrol, a team of dedicated youth members who will become the face and voice of Scouting in South Australia. We look forward to hearing from them over the next twelve months.

The Member Services Team reviewed their roles and sought feedback from members to develop a new plan with Chief's Council, which is about striving to improve support for leaders and the delivery of our program. Implementation begins in 2024.

A special thank you to Jan Turbill for ten years of service to our Branch, including the last three years as Chief Commissioner, to Mandy McKellar-Stewart for supporting our volunteers for the last ten years and to Paul Dickson for over 40 years of Scouting leadership in South Australia, including the last six years as our President.

Finally, I want to thank our volunteers and staff for their commitment to Scouting in SA and our youth members who demonstrate why we do what we do to allow their growth, personal development, and success.

John Clarke OAM Chief Commissioner - Scouts SA





A message from the Chief **Executive Officer**

Foundation-building and collaboration guided our efforts across the 2022/23 financial year.

Despite encountering some uncomfortable truths, the Scouts SA team tackled the challenges head-on, adopting a strategic mindset and presenting a real opportunity for a sustainable operating model.

As a testament to this commitment, our overall budget position for the year fared better than anticipated, signalling a positive shift. Revenue across our businesses increased overall, and many expense lines saw reductions. Overall, operating losses still signal concerns, but amid financial disappointments reminiscent of previous years, there's an ongoing effort toward financial sustainability with a collective pride in our shift to transparent reporting and a unified, one-team approach.

The year marked several significant achievements in rebuilding a robust foundation. Our comprehensive strategic plan rewrite was a focal point, reflecting the collaborative efforts of our membership and commercial endeavours, and serving as a roadmap to financial and operational sustainability.

The sale of our former Head Office on Glen Osmond Road was initially met with some uncertainty. However, this divestment was immediately vindicated by providing much-needed cash-flow further supporting Scouting and its operations, and facilitated our modern, state-of-the-art facility on Greenhill Road which Scouts SA can be proud of.

Our ongoing responsibility to survivors remained a key focus this year through support service mechanisms. Our unwavering commitment also allowed us to create a much more collaborative dialogue with the Federal Government, championing areas of reform within the National Redress Scheme. Looking forward, a critical component in our child safeguarding stance was the much-needed rewrite of our Child Protection Policy, a bolstered progression toward Scouts SA ensuring safeguarding remains our highest priority.

Other areas of focus this year were improving support functions across risk, insurance, grants, finance, IT, policy, property support, WHS and HR, as well as providing robust support for our volunteers, membership and businesses. Member Services also delivered a service charter and embarked on engagement with members to ensure focus on the right areas in support of Scouting.



Importantly, we acknowledge and thank outgoing President Paul Dickson's more than 40 years of dedicated service to Scouts SA through his roles on the BEC, including over a decade as Vice President and President. Paul has consistently put our Association's forward progress as the priority in his decisionmaking, and he has made many sacrifices along the way (including dialling into one notable BEC meeting from Antarctica in the wee hours). Personally, I've appreciated Paul's mentoring, and his leadership in ensuring Woodhouse's path to success, leaving behind a remarkable legacy for Scouts SA.

Looking ahead, our determination to achieve growth remains strong across our membership and commercial sectors. We've strategically positioned our businesses, prioritising not only financial results but also the safety and well-being of our employees and customers. Our connections with government and key stakeholders have never been more productive, highlighted by our successful inclusion in the Sports Voucher Scheme, further galvanising our dedication to the growth and prosperity of Scouting within the community.

In the face of challenges, we have demonstrated resilience, adaptability, and an unwavering loyalty to our core values. With a clear strategic vision and a one-team approach, coupled with an amazing team of people, we're working to craft a future where Scouts SA doesn't just survive; it thrives. Together, we're not just an Association, we're a movement. And the best is yet to come.

James Sellers

Chief Executive Officer

A Year at a Glance



Super Splash

253

Venturers, Guides and Adults

Easter Venture 137 Theme

Scouts, Ventures, Rovers and Adults

Conspiracy Theory

137

Scouts, Ventures, Rovers and Adults



Performing Art Shows

Adelaide Gang Show

55 Cast | **52** Crew | **5** Orchestra

Comedy Capers

91 Cast

106 Crew

Scout Shouts

76 Cast

111 Crew

NONT stalgia

160

Rovers, Venturers, Leaders and Guides

Capture the Flag

68 Venturers and Rovers

Cohen Cup Theme 265 Youth and Adults

Mawson Cookout

163 Participants from all sections

Personal development courses

339 Participants attended personal development courses









BP Scouting completions

Districts achieved over 60% completion rate of both Group and sectional BP surveys for their groups

Districts completed 80% - 100% of their Group BP surveys

62%

Of all Joey, Cub and Scout Unit surveys were complete across the State

266

Unit and Group responses received

Peak Awards 135 Awarded

26 Joey

Scouts

Grev Wolf

31 Aus Scout

18 Scout

Queen

Baden Powell

Child Safe Environments (YPL & PSL) Attendance

Outdoor Adventure Guides

31

4

Outdoor Adventure Assistant Guides

Basic Training Completions (Woggle) 53

Advanced Training Completions (Woodbadge)

30

26

Youth Mental Health First Aid Course

Mental Health First Aid Completions 1

Provide First Aid Course

156

Commercial Operations

Our Commercial and Operational teams exist to support the Scouting development of young South Australians.

Here are some snapshots of the activity in our Commercial Operations.



Improvements, Challenges and Innovations

- ▶ Ongoing improvement to our Culture of Safety with increased reporting, audits, and continuous improvement to ensure that our people are safe.
- ▶ Port Pirie Scrap and Bottle Yard was acquired, providing valuable intellectual property, as well as opportunities for enhanced competitiveness in the market by adding a key location in regional South Australia.
- A resource management system was implemented throughout the year, providing a more sustainable business practice through improvements to resource allocation, operational efficiency, and reducing costs.
- Major improvements to site amenities commenced during the year, positively impacting employee morale.
- Refinement of our commercial event operations to divert more products from landfill.
- ▶ The signing of a 5-year extension with COEX in the Queensland container deposit scheme.

Key Initiatives and Growth looking forward

- Refinement of the team structure, creating new roles and providing more staff support.
- Continued investment into staff amenities to improve working conditions.
- Investment in our people through training and development programs.
 - Refreshed branding and signage as part of a major marketing overhaul to improve visibility, build co-branding and reduce customer churn.
 Growth and expansion

of our recycling network.

2 *



THE ADVENTURE SUPPLY CO.

EXURBIA







Improvements, Challenges and Innovations

- ▶ Throughout the year, performance metrics and technologies were introduced, allowing for detailed analysis of store trends and opportunities.
- Exurbia signed on to be part of the Intertek buying group, giving access to a range of previously inaccessible private-label brands.
- Increased competition in the market with major retailers expanding their footprint along with rising interest rates has provided challenges throughout the year.
- Annapurna closed its doors, bringing an end to a long, proud history of Scouts trading in the city.

Key Initiatives and Growth looking forward

- Increased community awareness and engagement through outreach programs to highlight the benefits of Scouting and outdoor activity.
- A fully integrated marketing campaign has been developed for launch across the coming year, which will focus on increased brand awareness and growth.
- Restructure the Loyalty Program to provide greater benefits to customers and improve loyalty.

CAMPS AND ADVENTURE PARKS





Improvements, Challenges and Innovations

- ▶ Woodhouse and Roonka transitioned from 'Activity Centres' to 'Adventure Parks' to better align with adventurous outdoor offerings.
- ▶ Woodhouse and Roonka erected bell tents to meet consumer demand and expand family accommodation offerings to create a new revenue stream with little investment.
- ▶ Roonka was impacted by the Murry River high river event, resulting in cancelled and lost bookings and clean up and repair costs following the event.
- ▶ Woodhouse undertook major site improvements to road infrastructure and activities including upgrades to tube slide tracks and painting of bouldering wall, signage upgrades, refurbishment of all accommodation buildings including painting, new carpet/curtains and air-conditioning.
- Roonka added a camp kitchen, indoor activity room and bouldering wall.
- Nyroca undertook a full site tidy-up and signage upgrade.
- ▶ Woodhouse invested in laser skirmish equipment to bring facilitation in-house
- ▶ 40% increase in staff numbers to meet growing demand.

Key Initiatives and Growth looking forward

Woodhouse:

- Introduce nature-based excursion programs for pre-schoolers to year 3 to complement existing mid-week school visitation (currently at capacity).
- Concept design and development approval for new accommodation pod cluster and amenities.
- Expand outdoor laser arena to allow for 'pay for play' add-on on weekends and out of hours.

Roonka:

- Install new unisex 'child-safe' change room/ bathroom amenities to increase site capacity, meet child protection protocols and improve accessibility and inclusion.
- Implement school camp programs that were delayed due to the high river event.

Nyroca:

Establish proof of concept for larger festivals and events.

Industry Accolades

- > SA Tourism Awards 2022: Woodhouse was awarded gold in Unique Accommodation and silver in the Adventure Tourism category.
- ▶ Australian Tourism Awards 2022: Woodhouse awarded Silver in Unique Accommodation.

Woodhouse visitation statistics

33,789

30,155 Bunk Nights Day Visitors

5,552 Scouts

Nights Under Canvas

Scouting Awards

The SA Branch is pleased to announce the following as recipients of Adult Recognition Awards in 2023. Congratulations to all recipients and thank you for your ongoing dedicated service to Scouting.

Youth Awards

Baden Powell Rover Service Award

Oliver Morgan Stuart Howell Thomas Milham

Queen's **Scout Award**

Jack McKenzie Aerin Campbell Justin Shair Hoe Yin Wong Anook Simpson Elijah Rieger Benjamin Forg David Forg Perry Burns Tom Lawlor Javden Howe Abbey Richardson Josephine Bartholomew Benjamin Murphy Maddy Nagle Asher Hodgson Leif Sharp Anise Piltz

Australian **Scout Award**

Alessia Skeens Peter Morrison Samuel Robinson Daniel Weisbender Giulio Zuclcermann Annika Hancock Mitchell Leske Bria Frederick Colby Ind Bailey McKee Hayley Carter Nathan Ness Elleanore Bowden Ben Willis Maretta Watts Felicity Barry Charlie Harvey Jacob Hardbottle Noah Pawelski Kailey Sneath Digby Harvie Niccola Kemp Joshua West Alannah Fisher Ethan Carlson Kaden Zubrinich Sophie Holt

Ash Clonan Elsie MacGillivray Brock Gaskin Alvssa Toms

Adult Recognition Awards

Silver Kangaroo

Mark Eckert Chris Wise

Silver Emu

Simon Frederick

Distinguished Service Award

Donald Bolton Brian McPhee

Outstanding Service

John Caddy

Silver Koala

Carolyn Bartholomew Susan Bliss Trevor Bowden Pamela Glasson Rebecca Nelson Sharon Walker Bradlev Wilkin

Silver Wattle

Bronte Carter Julie Chapman Mary Ann Milne Amanda Rowley Katie Williams Maryanne Williams Peter Willis

Meritorious Service Award

Kylie Bullock Erin Checker Julie Finn Jane Frederick James Hewitt Adrienne Kajewski Martin McKee Mark Robinson Brendan Rose Adam Simpson Joshua Speaight Ross Stevens Kirsty Stone Stephanie Tite Mark Van Gorp

Rover Service Award

Reece Grimshaw Oliver Morgan Jared Vanmali

Special Service Award

William Atkins Rachel Bailev Matthew Balfour Vivienne Bennie Josephine Bond Benjamin Brice Michael Bridge Scott Brownridge **David Caithness** David Campbell

James Collins Toni Dawson Erin Fawcett Luke Fitzgerald Shaun Fundak Aidan Gilmore Sadie Goddard-Wrighton Juliet Green Nathania Hall Virginia Harvie Stephen Hole, Christopher Hosking Kara Howe Sean Ind Sharon Kleine Riley Kruger Brett Magnusson

Justin Mansell Jessica Marriette Mika Matthews Sarah McGlashan Ross Moir Simon Murphy Samantha Nicol Tammie Pecanek Cassidy Roberts Matthew Russell Anne Salotti Monique Schilling Luke Suckley Joella Wakefield Natalie Wandless Darryl Webb Shane Wendland Serena Wilson



In Memoriam

The following members and past members of the Branch have 'gone home' since the 2022 Annual Report was published. Their memory will live on in the legacy they provided through years of volunteer effort given to Scouts and the Youth of South Australia.

Daniel Heritage	5/10/22
Colin Daniels	8/10/22
Dennis Stevens	10/10/22
Deirdre Ryan	14/10/22
Kenneth Lord	22/12/22
Valda Lord	22/12/22
Michael Bearryman	10/1/23
John Whitbread	10/1/23
Barry Murley	10/2/23
Christopher Hedger	3/3/23

Rona Chenery	11/3/23
Alma Ankor	7/5/23
Geoffrey	
Schahinger	12/5/23
William Sandison	24/5/23
Margaret Paterson	7/7/23
Barbara Martin	12/7/23
John Sheehan	23/8/23
Jessica Bickley	10/9/23
Graham Cox	24/9/23

Grants, Sponsorship and Donations

We acknowledge and thank our Sponsors and Grantees for their support of Scouts SA during 2022/23. Over \$315k of support was pledged, with \$135k of grants and sponsorship funding recognised as income during the year and an additional \$180k already committed towards future initiatives.

Grants

Like all not-for-profits Scouts SA rely on the provision of grants for purchasing or replacing equipment, upgrading, renovating or repairing halls and supporting projects. During this past year Scouts SA assisted Scout Groups, Recycling Centres and Camps & Adventure Parks in sourcing and obtaining funding through grants.

We express our thanks to the following Commonwealth, State and Local Governments, Community Groups and other philanthropic funding bodies who have provided grants during 2022/23.

Australian Government:

- Department of Industry, Science and Resources - Stronger Communities Grants to Flagstaff Hill, Kidman Park and Reynella Scout Groups
- Department of Social Services Volunteer Grants to Northridge Para Vista, Fullarton, Gawler, Hawthorn, Angle Vale, Pembroke, Seaford Meadows, Flagstaff Hill, Blackwood, Darlington and Happy Valley Scout Groups

South Australian Government:

- Office of Recreation and Sport Active Club Grants to Fullarton, Prospect Hill, Hallett Cove, Port Lincoln, Northridge Para Vista, Waikerie, Flagstaff Hill, Nuriootpa, Gilberton, Southern Barossa, Kidman Park, Aldinga, 2nd Adelaide and Darlington Scout Groups
- Green Industries SA Recycling and Infrastructure **Grant** to Scouts SA for Scout Recycling Centres
- Climate Environment and Water Heritage Grant to Scouts SA for the Woodhouse Manor

Local Council Grants:

- ▶ City of Charles Sturt to Kidman Park Scout Group
- ▶ City of Mitcham to Blackwood and Belair Scout Groups
- ▶ City of Onkaparinga to Flagstaff Hill and Reynella Scout Groups
- ▶ City of Playford to Angle Vale Scout Group
- ▶ City of Salisbury to Northridge Para Vista Scout Group
- ▶ City of Unley to Fullarton Scout Group
- ▶ Town of Gawler to Gawler Scout Group
- ▶ Adelaide Plains Council to Two Wells Scout Group



Sponsorships

- SA Power Networks provided "in-kind" sponsorship to upgrade the power supply infrastructure at Roonka River Adventure Park to support increased demand created by the new on-site recreation room and greater use of the facility by Scouting and the general public.
- Variety SA The Children's Charity generously provided sponsorship in two key areas – assisting financially disadvantaged kids to continue their Scouting journey and provide financial support to our Scouting Lones Group reducing the cost for members to participate.



Chief Scout

Her Excellency the Honourable Frances Adamson AC

Patrons

Mr Robert Champion de Crespigny AC

Major General Neil Wilson AM, RFD (Rtd)

Rear Admiral the Honourable Kevin Scarce AC CSC RAN (Rtd)

Honorary Member

Neville Tomkins OAM

Supporting Member

Chris Bates

Janis Bates

Donald Bolton

Frank Hill

Susan Hill

Norma Keily OAM

Rex Keily AM

James Macky

Philip Pfeiffer

Michael Tingay

Christopher Waples

Branch Executive Committee as at September 2023

Paul Dickson APM

President

Simon Gray Vice President

John Clarke OAM

Chief Commissioner

Janis Bates

Sarah Robinson

Sue Hill

Langdon Blight

Kathryn Affleck

Reece Grimshaw

Brenton Scroop

Chief's Council as at September 2023

John Clarke OAM Chief Commissioner

Greg Warnes

Deputy Chief Commissioner

Chris Bates

ACC (Group Support Sth)

Sean Bragg

ACC (Group Support Nth)

Cherryl Brady

ACC (Program Support)

Simon Frederick

ACC (Training and Program

Support)

John Hooper

ACC (Outdoor Adventure)

Josh Smart

ACC (Events)

Supporting Committee Members

Langdon Blight

Paul Dickson APM

John Clarke OAM

Simon Gray

James Sellers

Jacqui Wall

David Lawlor

Greg Warnes

Simon Frederick

Cherryl Brady

Kathryn Affleck

Rex Keily AM

Julie Lister

Lida Cataldi

Wayne Vilanova

Branch Commissioner

Jacqui Wall

Paul Dickson APM

Hadi Moughnie

Bob Ellis

Matthew Smith

Mark Gilson

Erin Checker

Amanda Lee

Peter Willis

Warrick Lee

Brett Kallin

Simon Gray

Chris Wise

Rebecca Beer Smith

Jamin Lee

Adam McLean

Nicola Capon

Assistant Branch Commissioners

Dirk Sluiter

Jeffrey Playfair

Martin FitzPatrick OAM

David Kirk

Brianna Dall

John Richardson

Gregory Walker

Colin Shepherd

Rebecca Knott

Justin Putman

Lauren Mews

Rebecca Nelson

Peter Hann

Marlene Haese

Kaleb James

District Commissioner

Martin Nikelis

Cherie Gaskin

Shelley Ellis

Amy Battams

Wendy Lane

Christopher Ind

Wendy Dobson

Sean Bragg

Alison Holt

Miriam Davison

Narissa Sneath

Project Commissioners

Reginald Williams AM RFD

Peter Willis

Rebecca Beer Smith



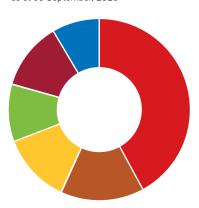
Financial Snapshot





Assets and Liabilities

as at 30 September, 2023







Liabilities	(\$)
Bank loans	4,960,426
Provision for compensation	4,384,905
Leases	3,983,776
Other liabilities	2,989,129
Provision for employee leave	1,426,929

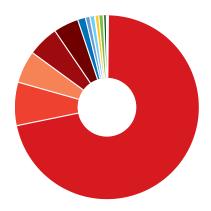
Net Assets

\$20,332,197



Revenue and Expenses

year ended 30 September, 2023



All	revenue	(\$)
	Sale of goods - Recycling	29,309,445
	Gain on sale of property, plant and equipment	3,114,812
	Course, event and activity fees	2,298,324
	Sale of goods - Retail	2,197,677
	Rent, hire and camping charges	1,754,114
	Membership and registration fees	546,891
	Dividends and other distributions	354,468
	Fair value movement on financial assets held at fair value	333,167

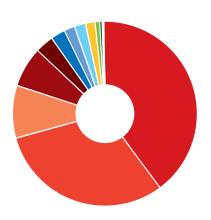
Other	313,190
Insurance premiums	283,403
Grants and sponsorships	135,655
Donations	89,553
Interest	45,054
Insurance recoveries	17,315

Total revenue

\$40,793,068

Total comprehensive loss

\$(4,157,982)



All	expenses	(\$)
	Materials and consumables used	17,935,942
	Employee benefits	13,881,964
	Responsibility to our survivors	4,165,110
	Administration	3,079,954
	Other expenses	1,493,413
	Depreciation	1,061,882
	Property	888,459

Amortisation of Right of Use Assets	860,791
Repairs and maintenance	810,384
Finance costs	438,873
Marketing and promotion	180,433
Amortisation of Intangible Assets	153,845

Total expenses

\$44,951,050







CONTACT US

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