



Annual Report 2024-25





ACKNOWLEDGEMENT OF COUNTRY

Scouts WA acknowledges the many Aboriginal nations of this state where our office, halls, and campgrounds sit.

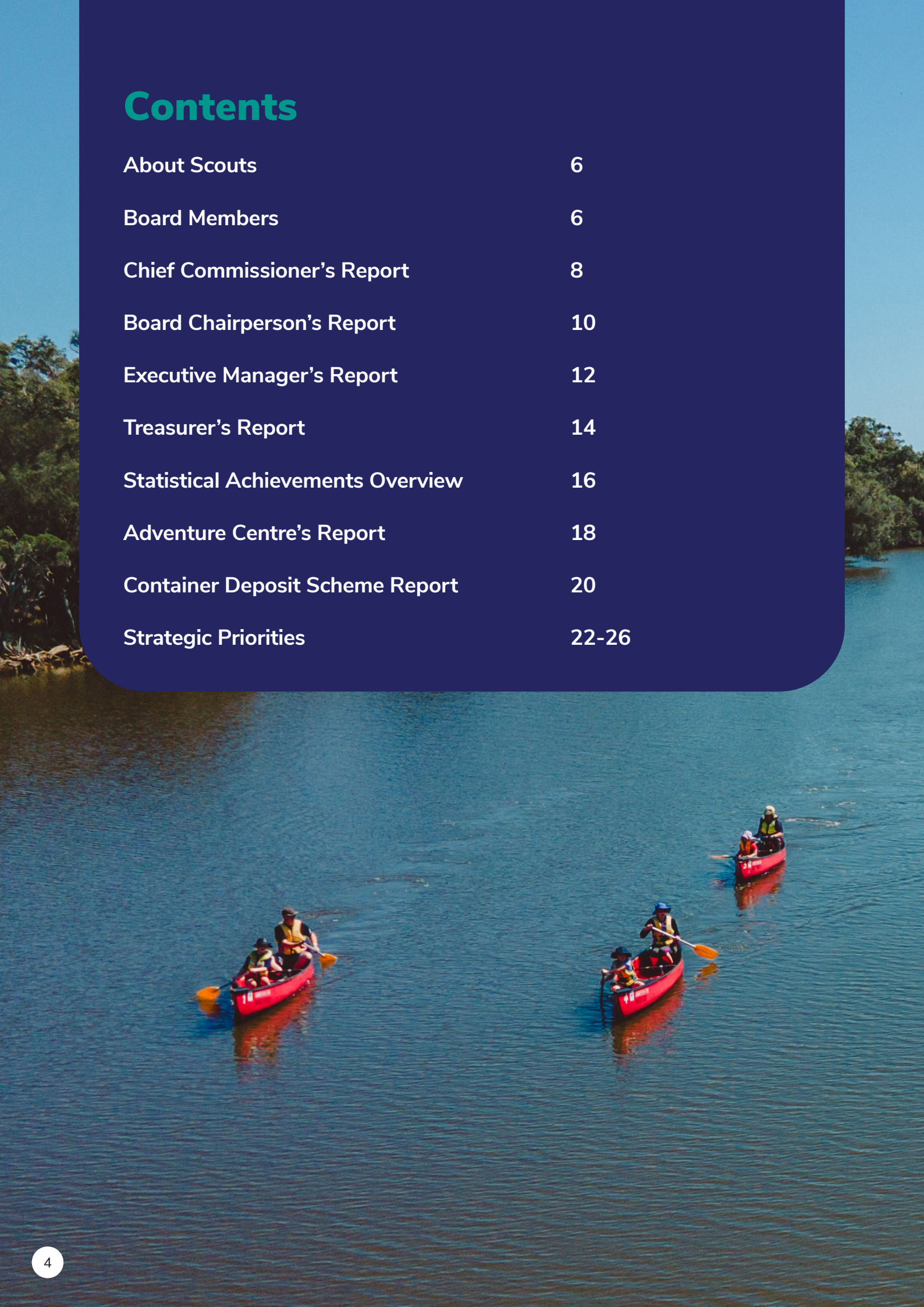
We acknowledge their continued connection to their lands, rivers, and ocean that they've maintained for more than 65,000 years.

We acknowledge and pay our respects to the many elders who continue to hold and share their lore both past and present, as we walk together in the spirit of reconciliation.

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

Contents

About Scouts	6
Board Members	6
Chief Commissioner's Report	8
Board Chairperson's Report	10
Executive Manager's Report	12
Treasurer's Report	14
Statistical Achievements Overview	16
Adventure Centre's Report	18
Container Deposit Scheme Report	20
Strategic Priorities	22-26





About Scouts

Scouts WA is part of the global Scouting movement with over 57 million members in 176 countries creating a better world.

Our mission is to contribute to the education of young people, to help build a better world, where people are self-fulfilled as individuals, and play a constructive role in society.

We achieve this through our unique program offering. Our progressive program is unique – no other organisation offers such a diverse variety of activities and experiences across such a broad age range. Young people aged from 5 to 25yo can join at any stage and participate, assist and lead in a program that encourages growth through adventurous, fun, challenging and inclusive activities. Scouts are provided with opportunities to explore their own abilities and interests.

The Scout program offers one continuous learning journey, with each Section representing another adventure. The Personal Progression Framework provides a structure for the experience of individuals within this.

All activities in Scouting are implemented using The Scout Method, a framework consisting of eight equally important elements. Whether it is through community involvement; nature and the outdoors; learning-by-doing; the patrol system; youth leading, adults supporting; personal progression, symbolic framework or the Promise and Law, young people are empowered to set goals and collaborate to achieve them.

Board Members

Stephen Davies (Board Chair)

Greg Stagbouer (Vice Chair)

Ayden Mackenzie JP (Chief Commissioner)

Natasha Morgan (Honorary Treasurer)

Rebecca Morse (Secretary)

Gavin Satie

Jonathan Seth

Tanya Trevisan OAM

Toby Blyth

Kevin Burbidge



Chief Commissioner's Report



This year, Scouting in Western Australia has reminded us of the extraordinary things that happen when young people are given the chance to lead, explore, and grow. In every hall, in every Group and on every adventure, we've seen youth stepping up and adults stepping forward to support them, united by a belief in the power of learning by doing. Through every challenge and celebration, our members have shown resilience, compassion, and purpose, continuing to drive our movement forward with strength and dedication.

In April 2024, 28 Scouts WA members participated in the inaugural Governor General's Camp at Government House in Canberra, with sailing, archery, mountain biking, and cultural visits on offer, the event was both symbolic and enriching, demonstrating our commitment to adventure and achievement. The presence of the Governor-General of Australia and Mrs Hurley added a sense of pride and national recognition to the camp.

In May, Scouts WA saw 82 adult members honoured in the WA Government's Volunteer Service Awards during National Volunteer Week, including Dorothy Cross for her remarkable 60 years of service to Scouting in Western Australia. These acknowledgements serve as powerful reminders of the dedication and legacy of our volunteers.

On World Scout Day, 1 August 2024, our Adult Recognition Awards honoured 145 extraordinary volunteers. Among the recipients were 3 Silver Kangaroo Awards honouring the dedicated service of Brian Cobb, Hazel Gough, and Gloria Hyne.

In November 2024, we proudly launched Scouts EcoCat, a Crowther International 23 Catamaran that has been lovingly restored over three years by the dedicated volunteers of the Scouts WA Boating Team. Scouts EcoCat offers Adventure Sailing Days tailored for Joey and Cub Scouts, introducing our youngest members to the thrill of sailing in a safe, engaging environment. A standout feature of the vessel is its innovative custom-built electric motor, providing sustainable backup power. Skipped and crewed by trained Youth Members, with support from Adult Leaders, Scouts EcoCat is a living example of 'Youth Leading' in action, setting a powerful standard for our youngest Scouts to aspire to.

The December 2024 opening of the Ellenbrook Train Line saw Scouts WA take centre stage across four stations. With sausage sizzles, games, and promotional activities, we brought community spirit and Scouting energy to thousands.

The energy of our movement was on full display at the 26th Australian Jamboree (AJ2026) held in Queensland in January 2025. Scouts WA sent a contingent of 684 people, including 505 youth across 15 units. It took 33 flights and 18 coaches to move our team, who immersed themselves in ten days of unforgettable experiences. And yes, over 149,000 slices of cheese and 4332 kilograms of Milo were consumed by the nearly 10000 Jamboree participants! 170 Western Australians stayed on for post-Jamboree touring in Brisbane and the Gold Coast, rounding out a life-changing event.

In February 2025, we hosted our Group Leaders' and District Commissioners' Conference. The two-day gathering focused on equipping our key volunteers with knowledge, tools, and strong support networks. Day one explored financial sustainability, people support, and managing diversity. Day two empowered leaders to become true program experts helping them to support the next wave of growth and quality in our Sections.

During 2024 we acknowledge the formal transition of the Queen's Scout Award to the King's Scout Award, following the granting of royal patronage by His Majesty King Charles III. This change marked the first generation of King's Scouts in over 70 years, a significant and proud milestone for our Venturer Scout section.

Our February Youth Awards and Scout of the Year Awards recognitions celebrated excellence at every age level. We proudly presented 63 Australian Scout Awards, 18 King's Scout Awards, and 2 Baden-Powell Scout Awards. We also acknowledge the 51 Joey Scout Challenge Awards and 76 Grey Wolf Awards presented at local Groups during 2024.

Our 2025 Scouts of the Year included: Joey Scout – Isobel McNab, Cub Scout – Ben Shier, Scout – Claire Cuddihy, Venturer Scout – Oliver Murfin, and Rover Scout – Samuel Harris.

Scouts WA's involvement in the Measuring Change Co-Design project, led by Volunteering WA, was another major achievement this year. Together with 11 other organisations, we co-developed a Social Impact Toolkit, providing powerful evidence of the contribution made by volunteer-involving organisations. We look forward to its official launch and the improved capacity it will bring.

Scouts WA continues to demonstrate leadership in Child Safe practices. Our team participated in the National Principals Child Safe Symposium hosted by the Department of Communities, further affirming our commitment to building a culture of safety that goes beyond compliance, ensuring every child in our care is heard, protected, and respected.

Digital transformation continues to be a major priority. We've seen significant improvements in ScoutMap functionality, member support, and the creation of practical "How-To" resources. We are currently focused on data quality and improving the Events Module for smoother, more efficient use across all formations.

Our collaboration with Girl Guides WA has deepened, with quarterly joint leadership meetings fostering greater alignment and synergy. This growing partnership reflects our shared commitment to youth development and gender equity.

During the reporting period, our training team delivered 16 Leader training courses for 256 adult volunteers. These efforts ensure quality delivery of the program and strong local leadership into the future.

As part of the 2025 State Election commitments, Scouts WA was pleased to receive just over \$200,000 allocation to support equipment upgrades and hall improvements across the state. This community investment will strengthen our local Scout halls and activity spaces, helping us continue to deliver meaningful experiences for young people.

In July 2025 Scouts and Guides become eligible again for KidSport funding. This initiative removes barriers and opens doors for more young people to benefit from Scouting and we're already seeing its positive impact across the state. Scouts WA acknowledges and thanks to the support of the Hon Rita Saffioti MLA, Minister for Sport and the Department of Creative Industries, Tourism and Sport.

Looking ahead, the success of OneCamp 2023 has propelled us into planning for OneCamp 2026, themed "Discover." Now officially recognised as a Scouts Australia Youth Event, it will offer even greater opportunities for interstate participation and richer experiences for all involved.

Through all of this, our purpose remains unchanged: 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. We do this through a fun, challenging, adventurous and inclusive program.

Since February 2025, we have seen steady growth in our youth membership across all Sections. This encouraging trend reflects the strength of our program, the unwavering commitment of our volunteers, and the increasing visibility of Scouting across Western Australia. It's a clear sign that young people and their families continue to see Scouting as a place of belonging, growth, and discovery. We remain committed to supporting this momentum with the right resources, leadership, and opportunities to help every member thrive.

Guided by our values and strengthened by the dedication of our volunteers, we move forward with confidence and clarity of purpose. Every milestone achieved this year adds to our momentum, creating new opportunities for the young people we serve. Scouting in Western Australia stands tall, proud of its legacy, grounded in its mission, and growing stronger with each passing year.

Ayden Mackenzie JP

Chief Commissioner, Scouts WA

Board Chairperson's Report



It is my pleasure to present the Chair's Report for Scouts WA for the year ending March 2025. This has been a year of both reflection and renewed momentum as we continue to respond to the challenges faced by volunteer-based organisations, while also seizing opportunities for growth and improvement.

Across the country, all branches of Scouting have experienced a decline in youth membership over the past year, and Western Australia was no exception. While our decline of approximately 300 youth members, was not as significant as in other states, it remains a concern that demands our continued attention.

Despite these challenges, the resilience and commitment of our volunteers remain the bedrock of our movement. Like many similar organisations, the recruitment and retention of adult volunteers continues to be difficult. Supporting our leaders and making volunteering both sustainable and rewarding remains a key priority, both nationally and within our local Branch. I particularly want to commend Ayden and his team for their efforts over the past twelve months in providing much-needed tools and support to our volunteers at the Group level. We will continue to focus on this area by reducing the administrative burden on front-line volunteers,

enabling them to focus on the rewarding and enjoyable aspects of Scouting—helping young people grow and thrive.

At the same time, we cannot ignore the weight of the past. The legacy of historical failings continues to impact the Scout movement, with the cost and emotional toll of redress and litigation remaining a significant burden across all State Branches. While Scouts WA has not been as heavily affected as some others, we remain mindful of the potential for further claims as the National Redress Scheme approaches its conclusion in 2028. Our commitment to providing a compassionate and just response to survivors remains steadfast.

Adding to these pressures, the financial strain on our organisation has been compounded by a steep increase in insurance costs. Over the past two years, premiums for Industrial Special Risk and Public Liability have increased by approximately 200%. This escalation presents serious challenges to our operating model and poses a risk to the operation of some of our adventurous activities. We continue to work with other branches and Scouts Australia to advocate for more sustainable solutions, including greater engagement with government and insurers, to ensure adventurous activities can remain a vital part of the Scouting program.

Looking to the future, the work we began with our 2023–2026 Strategic Plan continues to guide our efforts. Our priorities of Innovation and Growth, Financial Sustainability, and Program Excellence remain more relevant than ever. ScoutMap is now embedded in our operations, and while this wasn't without its challenges, these have largely been addressed. The next stage of our digital transformation involves introducing a common accounting platform (Xero), currently being trialled in two districts. Once fully rolled out, this platform will streamline group-level financial management and enable consolidated reporting—an area of concern that has been highlighted by our Auditor for several years. These changes are critical to improving efficiency, transparency, and governance at all levels of our organisation.

A key focus of our Strategic Plan has been the revitalisation of Manjedal Activity Centre, the traditional home of Scouting in Western Australia. Over several financial years, Scouts WA has invested close to \$750,000 to restore the functionality of the site's activities and ensure compliance with modern safety standards after a prolonged period of underinvestment in critical areas. This has included a complete rebuild of the Giant Swing and High Ropes course, upgrades to the Archery range, significant repairs to the Challenge Course, extensive landscaping, and the replacement of essential infrastructure and equipment.

These improvements have not only enhanced safety and the quality of our adventurous activity offerings but have also contributed to a steady increase in both utilisation and revenue. Most core activities are now fully operational, with only the tunnels and aerial runway remaining offline due to the high cost of required safety upgrades. Under the operational leadership of Mark Thorpe, and with strong support and oversight from

Dougal Mayor, Manjedal's financial performance is slowly improving after a number of difficult years. In March, the Board conducted a dedicated strategic planning session focused on Manjedal, and a Business and Marketing Plan is now in development. This plan will guide the next stage of growth and ensure that Manjedal continues to serve as a vital centre for outdoor adventure, leadership development, and community engagement.

In the face of these broader challenges, I remain deeply encouraged by the strength of our people. Dougal Mayor continues to lead our organisation with professionalism and integrity. His leadership, supported by a dedicated and talented staff team, ensures that our volunteers and members receive the support they need to thrive. I extend my sincere thanks to Dougal and to each member of our staff for their ongoing contributions to Scouting in Western Australia.

One of our great success stories this year has been the continued growth of our Container Deposit Scheme (CDS) operations at Malaga, Kenwick, Cockburn, and Wangara. This important State Government initiative not only delivers significant environmental benefits but also provides a vital and reliable income stream for Scouts WA. Over the past twelve months, CDS has generated a profit of over \$1.4 million, enabling us to keep membership fees highly competitive when compared to other youth activity programs.

This success would not have been possible without the commitment and leadership of the CDS team—and in particular, Jack Seward, who has played a pivotal role in driving performance. Jack is an outstanding young leader whose energy and professionalism have been instrumental to the program's success.

As always, good governance underpins all that we do as the Board of Scouts WA. We continue to focus on providing strong and responsible stewardship, operating in the best interests of the organisation and on behalf of its members. The Board plays a key role in setting direction, monitoring performance, and ensuring that Scouts WA is well-positioned for the future. I am grateful to each of my fellow Board members for their expertise, energy, and commitment throughout the year.

In closing, I want to acknowledge the extraordinary contributions of our members, volunteers, staff, and supporters. You are the heart of Scouting, and your dedication ensures that we continue to make a lasting impact on young people across Western Australia. Thank you for everything you do.

Stephen Davies
Chair, Scouts WA

Executive Manager's Report



It's been another exciting 12 months for the team supporting the delivery of Scouting to our members. Over the course of the year we farewelled some familiar faces including our CFO, John Dawson, our GM ICT, Johnathon Caruso, and Training Officer, Aimee Poulter, MAC Site Manager, Patricia Ruul, amongst others. This has allowed existing staff to take a new direction with Maria Nazareno transitioning to the Finance Manager role, Ashley Wolters to the ICT Manager role, and we welcomed Josie Temple into a new Training and Client Engagement role.

It was wonderful to see staff members, Carla Del Bove Barbosa, Patricia Ruul, and Jack Seward, recognised with the Special Service Award on 1 August 2024.

My report last year predominantly focused on the build and deployment of our new customer engagement platform – ScoutMap. The last 12 months have seen further engagement with our volunteers to drive continuous improvement and that will continue into the future.

Always one to include a quote, it is reported that Harry S. Truman said, "It is amazing what you can accomplish if you do not care who gets the credit". Week in and week out over the last 12 months that's been the approach amongst all members of staff. Our focus has been on achieving outcomes and delivering for our members. This has seen improvements in our onboarding processes, the way in which we support adult training courses, transitioning our finance system from MYOB to Xero in preparation for onboarding our Groups, advocating for greater support of Scouting by our elected representatives at all levels of government, and most importantly ensuring Scouting is a safe place for young people.

Our Adventure Centres have been through major change and over the last year have welcomed more young people, Scouting and non-Scouting, to experience an outdoor adventure. We're fortunate to have staff at our Manjedal Adventure Centre who understand and believe in Scouting – many of whom relax after work by volunteering in a Scouting role!

As our Treasurer has reported, our Container Deposit Scheme sites continue to make a significant financial contribution to Scouting. Also important, as members of a global Scouting community, is the volume of containers we have helped keep out of landfill. This year it was 58.29 million, an increase of 2.28 million on the previous year. Our Scout Groups collectively increased their contribution to this total by nearly 16,000 containers. As an organisation we are fortunate to have a team of CDS staff, led by our GM Recycling, Jack Seward, who are driven by the value our social enterprise brings to Scouting and the community.

This year was in many ways a turning point for the team at Scouts WA. I'm confident that together we can continue to build trust and understanding to grow Scouting in WA and provide great program for our members.

Dougal Mayor
Executive Manager, Scouts WA

Assistant Chief Commissioner

As Assistant Chief Commissioner, I get the privilege of working with a wide range of people throughout Scouts WA, from all youth sections and volunteers to all the administration staff, and organisations outside of Scouts WA. So much has happened over the last year, from major events such as the Governor Generals Camp in Canberra to the fantastic Youth and Adult Awards ceremonies which all showcase how amazing Scouting truly is.

However, for me it has been the daily support from the team at Head Office that I would like to highlight. Through what we could honestly say has been a challenging year on an administrative level, I have been honoured to work with a great group of people, and in particular, very proud to be among a cohort of intelligent and skilled women. There is no way that I could complete the work I am tasked without the tireless, kind and generous support of these staff members, so the answer to the question, what is your highlight for this year? These wonderful women!

Jane Hamilton

Assistant Chief Commissioner, Scouts WA



Treasurer's Report



Once again, I am privileged to present the financial report for the 2025 financial year for Scouts WA. Again, this year our financial reports have been audited by Dry Kirkness.

The 2025 financial year has been transformative with much work conducted to bolster the financial governance of the organisation and deep dive into the financial structures and performance of each division of Scouts WA, including reviewing income sources, significant expense lines and reconsideration of fees and charges. Whilst we have progressed in this area, there remains much work to be done to ensure future financial stability of the organisation.

Financial results for Financial Year 2025

The results for the year culminated in a financial net loss after tax loss of \$31,774. Whilst a loss is reported, this is a solid profit result, as it represents earnings before tax, depreciation and extraordinary income of \$713,762.

A breakdown of the Scouts WA divisions:

Container Deposit Scheme: The CDS continues to perform well making a profit of \$1,400,428, a sound improvement of circa \$300k from 2024.

Adventure Centres: Manjedel has struggled to recover from its shutdown in 2023. Again, this year Adventure Centres have produced a loss of \$125,072, albeit a significant improvement on the prior year loss of \$712,492.

Youth Programs: A profit of \$766,487 was made for the youth program. A solid contribution towards the corporate overheads of the organisation.

Youth Events: The 26th Australian Jamboree in January of 2025 was the major event that contributed to the financial year results. A profit of \$168,935 was made for youth events in total across the year.

Corporate Head Office: The corporate division produced a loss of \$2,242,552. The income for corporate includes grants, donations, insurance recoveries and sundry income totalling \$1,727,365. Salaries for head office account for circa \$2m for the year, the remaining large expenses include Information Technology, property costs and insurances.

Our balance sheet remains sound with liquid cash assets of \$1,428,026 and investments of \$3,709,999. The net asset position is \$16,285,750.

Our cashflow position has decreased for the year despite the positive earnings before tax, depreciation and extraordinary income. This was due to a reduction in balance sheet liabilities from the prior financial year. Specifically deferred income of \$818,704 that relates to the Jamboree and funds held in trust of \$191,032 for groups since closed. Our cashflow was supported by a withdrawal from the managed investment fund of circa \$1.1m during the year. We have since changed practices to isolate our major events cashflow from operational items.

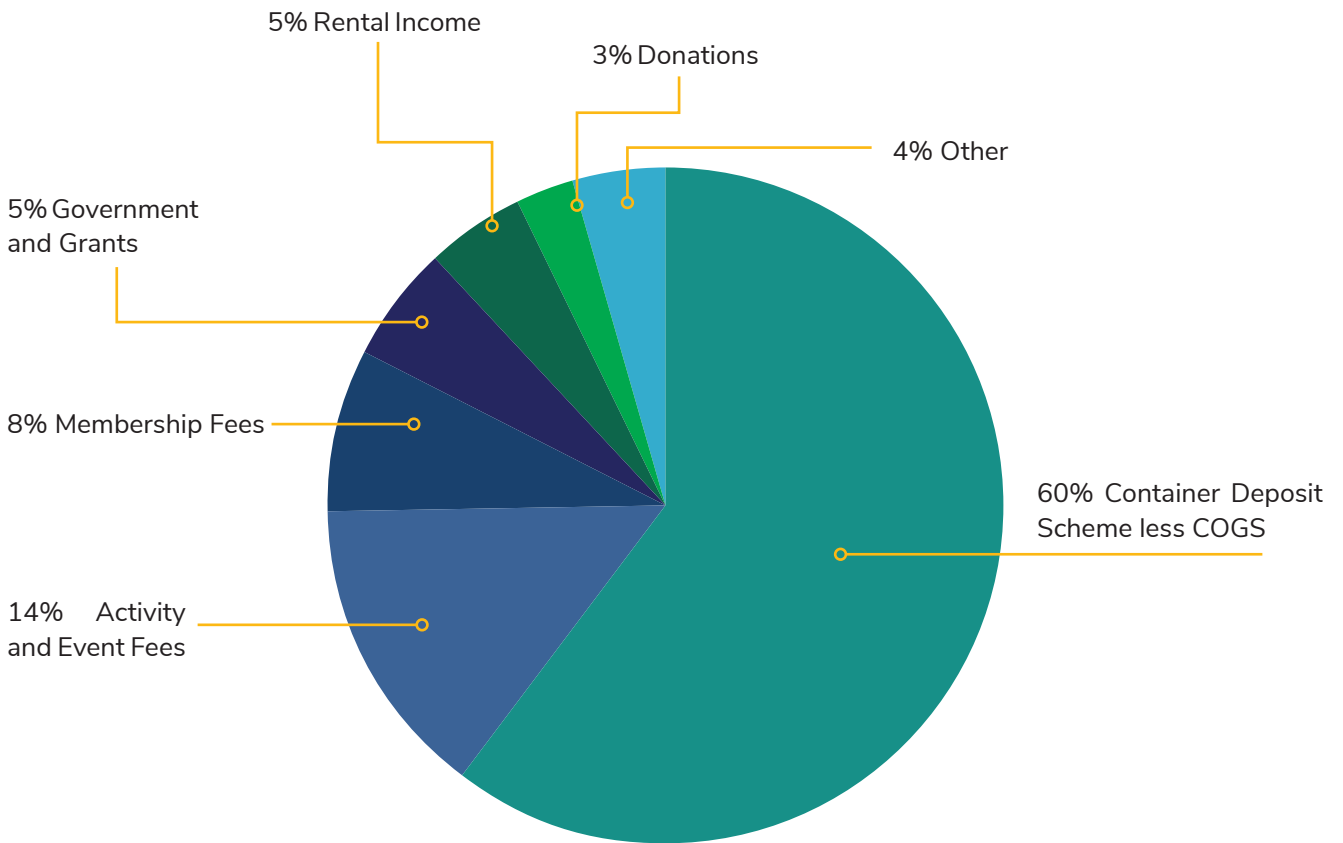
This year, like the past few financial years, has been challenging. Whilst we can see a positive shift in profit performance, we are still drawing on cash reserves for operational purposes. We anticipate that the review of our financial structure will assist in coming years to uplift the financial sustainability of the organisation.

I would like to acknowledge and pay special thanks to Maria Nazareno, our Finance Manager, and the finance team for their hard work throughout the year. I would also like to thank Executive Manager Dougal Mayor, Chief Commissioner Ayden Mackenzie JP, Chairperson Stephen Davies and the finance and investment committee, plus the full board for your support and focus on the financial matters of Scouts WA.

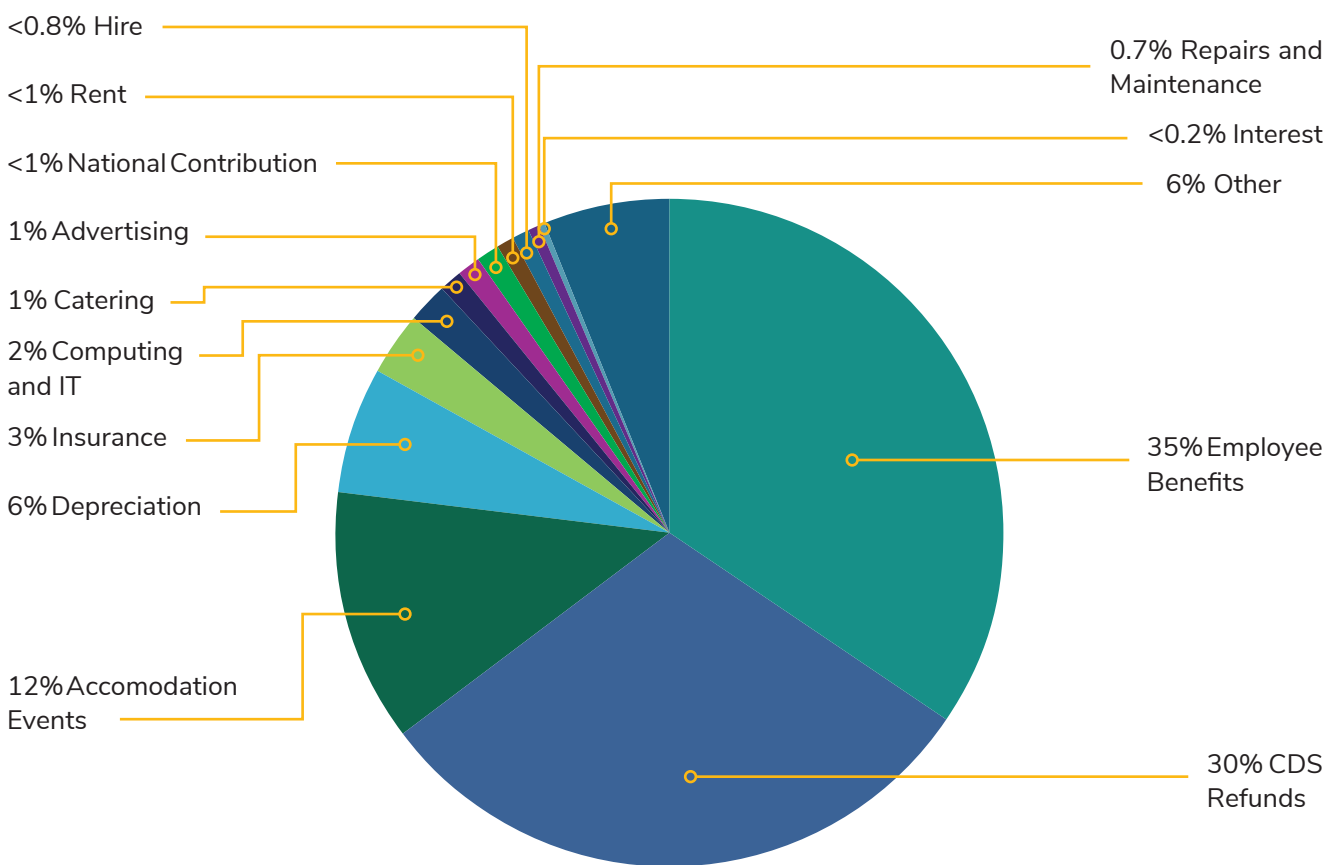
Natasha Morgan

Honorary Treasurer, Scouts WA

Income



Expenses





3,950

Total at 31st March 2025



Joey Scouts

5-8 years
736



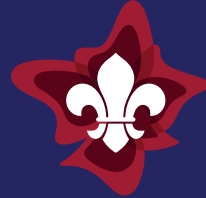
Cub Scouts

8-11 years
1411



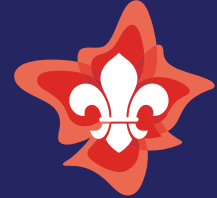
Scouts

11-14 years
1170



Venturer Scouts

14-18 years
489



Rover Scouts

18-25 years
144

Training and Qualifications



Appointments

116
New Leaders



Scouts
SCOUTS AUSTRALIA
INSTITUTE OF TRAINING

SAIT

41
Qualifications



Qualifications

77 Certificates of Proficiency
25 Wood Badges
33 First Aid Certificates




Water activities
Manjedal Adventure Centre

239









Peak Awards

From as young as five, youth members can participate in achievement pathways for their age group. The emphasis is on individual interests and personal development to cater for young minds, eager to learn and explore. Each section has a peak award, which has been designed to challenge youth members, but still be achievable for those willing to put in additional effort.

Joey Scouts	Cub Scouts	Scouts	Venturer Scouts	Rover Scouts
				
Joey Scout Challenge Award	Grey Wolf Award	Australian Scout Award	King's Scout Award	Baden-Powell Scout Award
64	92	59	22	2

169

Adult Recognition Awards

 Special Service Award 76	 Meritorious Service Award 40	 Silver Wattle 13	 Outstanding Service Award 4
 Silver Koala 4	 Distinguished Service Award 2	 Silver Emu 4	 Silver Kangaroo 3
 National President's Award 1	 Rover Service Award 2		



Adventure Centre Report

Manjedal Adventure Centre turned 60 years last year with the original lease being executed as at 1st July 1964. A low key celebration was held by the Team at Manjedal to celebrate the occasion. We are currently two years into the current 50 year lease so we can look forward to many more years of camping and adventures at Manjedal.

Some may remember the original badge (right). The newer badges depicting Aboriginal art are shown below.

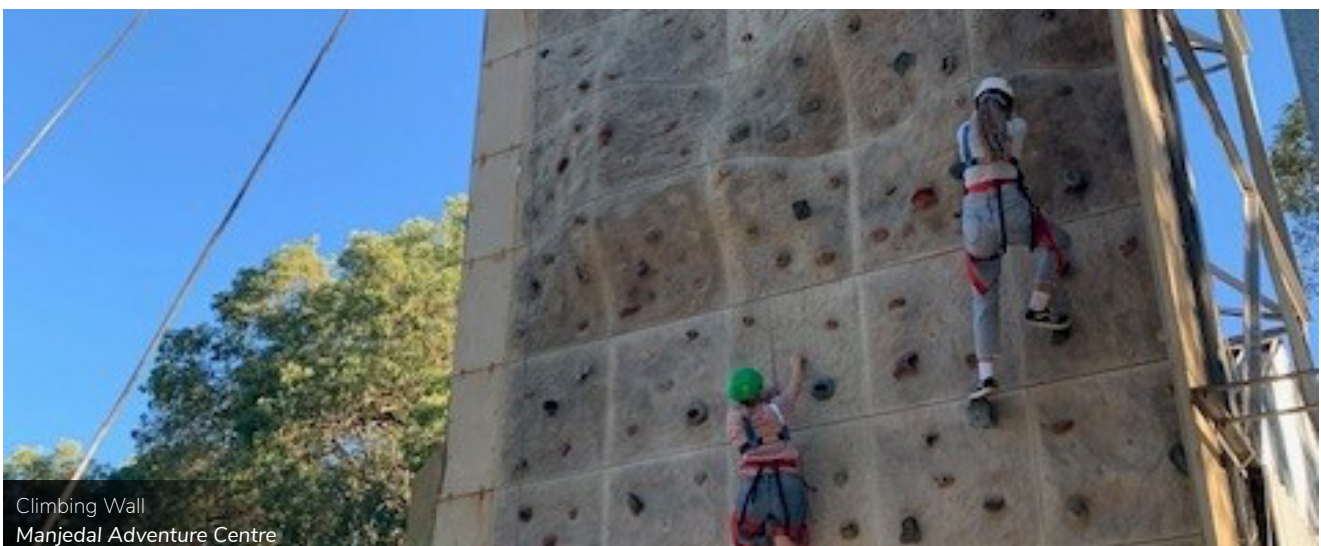
The Scouts WA Adventure Centres have continued to show an improvement in the number of bookings received during this financial year. Bookings across the board for both accommodation and activities at Manjedal are up on previous years. Many groups, particularly the schools, are now booking next year's camp before they leave.

There have been several upgrades at Manjedal. We have new Disk Golf cages on the course near East Side. The Archery range has also had further facelifts with new distance markers being installed and the Night Trail has been reworked with some new signage.



The Adventure Days continue to be a great success with most in the past 12 months being fully booked months in advance. The Adventure Days are a great opportunity to participate in a variety of activities with free camping on offer to participants.

Manjedal hosted the inaugural Maali Medal last year. This was a skills-based camp for the Scout Section and is happening again in 2025.



Climbing Wall
Manjedal Adventure Centre

The Pre-Jamboree camp was also held at Manjedal with more than 600 participants on site for the three days of camping and activities. The Jamboree team were very organised and the PreJam Camp went well and was a successful dry run for AJ2025.

There has been an overdue review of the accommodation and activity costs. While some costs have been marginally increased, some of the campsites are now cheaper than before the review. We have also reviewed the cost of the onsite activities for Scouts, with some activities now available free of charge when staying at Manjedal. They can be booked when booking accommodation. Details of the changes will be advised in the monthly newsletters.

There have been some changes to the staffing at Manjedal:

Tracy Mills joined our team as the Operations Support Officer late last year. Tracy's responsibilities include the accommodation bookings, invoicing, and the administration of the site.

Around the same time, Jonathan Tickner was appointed as the Activities Coordinator, and is responsible for the activities, scheduling, maintenance, and rostering the casual facilitators.

Calum Smylie joined our team as the Maintenance Officer at the start of this year. Calum has been instrumental in implementing several improvements to the site since starting early this year.

The Adventure Centres at Eaton, Vasse and Gilcreek (Albany) continue to be popular.



The Adventure Centres Team

e. activitiescoordinator@scoutswa.com.au

p. 0895251210.



Container Deposit Scheme (CDS)



24.27m
Aluminium
Containers



12.94m
Glass
Containers



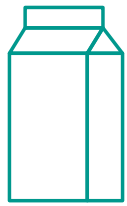
17.62m
PET Clear
Containers



1.12m
PET Coloured
Containers



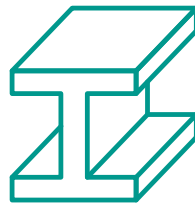
**58.29
MILLION**
containers kept
out of landfill



1.72m
Liquid Paper
Board



519k
High-Density
Polyethylene



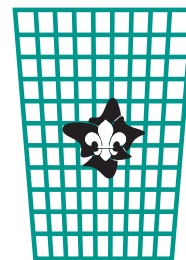
92k
Steel
Containers



6k
Other
Containers



1,836,655
Non-Cash Donations
Containers donated to
Scouts WA



176,207
Containers collected by
Scout Groups
Amelia Heights Scout Group
collected 26,470



Drive-through recycling
Wangara Depot



Getting the trucks ready for work
Wangara Depot



Our People

Over the financial year we employed over 60 casual staff.

CDS often employ people from Job Service providers who live with a disability or have been long term unemployed. This reflects a Scouts Australia value: “the importance of gainful employment in contributing to the sense of dignity and self-worth of the individual”.

The median age of our staff is 24 years old, which reflects the Scouts Australia value: “the belief that young people are able and willing to take responsibility and contribute to society”.

Our team works hard to provide opportunities for our staff to increase their skills for their future development and to create a positive working environment for the here and now.

Currently, across our four centres, we have one staff member in Cockburn who is also a member of Scouts WA.



Financial Sustainability

Scouts WA Recycling contributed \$1.4 million to Scouting

Financial sustainability is the core purpose of our business unit. Our goal is to ensure the ongoing financial sustainability of the organisation.

Scouts WA Recycling is a purpose-driven, profit-for-purpose business unit. In the 2024–25 financial year, Scouts WA Recycling contributed \$1.4 million in EBITDA to the organisation, up from \$1.18 million the previous year.



Quality & Capability

Created and implemented a WHS calendar to improve our record keeping for WHS compliance.



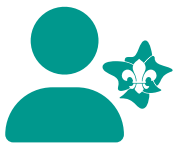
Innovation & Growth

Exploring options to increase our presence in the scheme, whether that be increased commercial collection or improved signage on our bag drops at Rottnest Island.



Looking to the Future

Securing our leases is a key priority. With the implementation of Xero, we will also be more agile in managing expenses and increasing profitability.



Strategic Priority One: OUR PROGRAM

Delivering a leading youth development program that provides young people with the skills, knowledge, and experience to be active citizens in their local, national and global communities.

The youth program team continued to champion the delivery of our adventurous, fun, challenging and inclusive program, with the focus switching from program roll-out to supporting groups to embed the program. There is ongoing development of youth led resources created by the Branch Youth Council engaging with groups to pinpoint the areas required, and supporting youth members in achieving peak awards and challenging themselves in all areas. We continuously work to identify the needs of individual young people and work towards meeting those needs, especially where they sit outside the box of our everyday program, and reasonable adjustment is appropriate for those participating in the program for a variety of reasons.

The Chief Commissioner's Report highlights some of the exciting program events in which our young people have participated during the last 12 months.

Throughout the year we've continued to improve our event registration portal in ScoutMap and provided support to members registering to attend events. Doing so has seen continuous improvement in our approach to safeguarding children and vulnerable people through enhanced compliance checks. This has been supported by the development of improved procedures by our People and Culture team, contributing to a robust approach to incident reporting and management, risk and safety, and accessibility.



Joey's and Cubs
Eco Cat



Strategic Priority Two: OUR PEOPLE

Continue to be recognised as a leading youth organisation by strengthening and growing our membership and delivering best practice in experience for volunteers and staff.

Scouts WA has seen membership growth in the first quarter of 2025 with key factors behind this including more streamlined onboarding processes through ScoutMap, a better understanding of the flows within the new system, and enhanced accessibility for Group leaders, Assistant Group Leaders and Group Membership Officers.

We are proud that an additional 1100 young people and 300 adults have joined Scouting during this reporting period. Membership growth has been difficult in recent years, but with improved systems now in place we have better oversight of enquiries and a better means to manage them. We have also implemented MS Teams sites to better provide resources and updates to our members.

A major focus has been strengthening the Member Support team itself — bringing in new members with lived experience and a strong passion for inclusive practice, which has helped us respond to and support the diversity within our movement.

At the national level, we have contributed to shaping strategies that better support and recognise the adult experience across the program. Our Branch Leadership Team regularly attend several key events throughout the year — supporting youth members at local activities and assisting with send-offs to major events like the Australian Scout Jamboree.

Collectively, this work has helped reinforce the scaffolding behind everyday Scouting and ensured WA remains a strong and inclusive voice in the national landscape.

We have improved processes and support for our staff which has seen a significant reduction in turnover. We have overseen updates to key procedures and guidance materials and contributed to the development of standards that promote a safer and healthier workplace.

We have strengthened the identification of people from culturally and linguistically diverse (CALD) backgrounds and those who identify with a disability or as neurodiverse. We have achieved this through greater social awareness and by capturing this information in ScoutMap. Our Branch Leadership Team continues to work with members around their satisfaction within Scouting to ensure we deliver a valuable product to all youth and adults in Scouting. This includes resources, support mechanisms and identifying the ways in which the value of our volunteers is recognised. We continue to work with National colleagues on growing trends that impact volunteering to understand how they can guide the success of Scouting in WA.

Strategic Priority Three: **FINANCIAL SUSTAINABILITY**

Ensuring that Scouts WA finances meet the organisation’s goals and needs in the short and long term.

We have continued to improve our systems and standards, which has supported membership retention and recruitment. Our messaging continues to be centred around the benefits of the Scouting program – both to individuals and the broader community. As a membership-based organisation, it is vital to our financial sustainability that we have a robust approach to supporting the growth of Scouting.

Our continued advocacy for Scouting saw more than \$200,000 committed to support local Scout Groups in the lead up to the State election.

Working with our external consultants, a considerable amount of time and resources have been dedicated to enhancing and remediating key processes within our Digital Transformation Customer Engagement solution, ScoutMap. These enhancements have contributed to growth in membership, including improvements to workflows related to membership management, invoicing for membership and event registration, and support. Ongoing improvement efforts continue to build on this success.





Strategic Priority Four: QUALITY AND CAPABILITY

Providing consistent quality services aligned with business outcomes, enabling an agile approach to business continuity and efficiency.

Our efforts to improve our capabilities has been achieved through cross-functional collaboration across all our teams. Throughout the past 12 months, we have worked closely with our members to prioritise key improvements to ScoutMap. This has meant a more reliable system that is better aligned with key organisational outcomes and business processes.

Over the last year we have strengthened our approach to safeguarding young people including placing a greater focus on supporting our members to be compliant with our safeguarding practices. This is consistent with a global Scouting approach to improving Safe from Harm practices and important to building our presence as a leading Child-Safe Organisation.

Recruitment and onboarding procedures have been reviewed and updated, following the closure of a longstanding remediation project, and probation processes were clarified. Improvements were also made to risk and incident reporting resources to ensure better usability and alignment with internal practices.

In keeping with our commitment to continuous improvement, we will continue to seek feedback to understand our volunteers' needs, preferences, and areas for improvement.





Strategic Priority Five: INNOVATION AND GROWTH

Exploring opportunities to enhance, diversify and grow our services in response to community needs and in alignment with our purpose and values.

Contributions towards the pillars of Quality and Capability, and Innovation and Growth have a positive ripple effect, strengthening outcomes across the organisation, enabling us to better achieve the goals around our Program, our People, and Financial Sustainability.

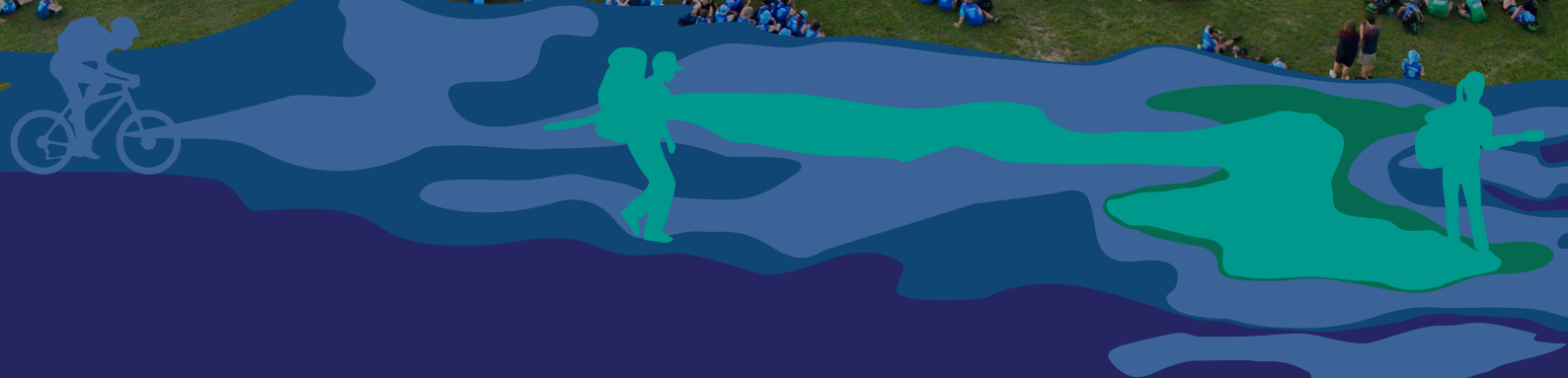
Over the last year we have added Marketing Cloud into our Salesforce CRM, expanding ScoutMap's capabilities to support targeted communications and engagement. These ongoing improvements ensure staff and members can efficiently access the tools and information they need, supporting more responsive and informed decision-making across the organisation. By building on its existing foundation, we aim to create a more dynamic communication platform that strengthens relationships, improves outreach, and supports strategic growth across Scouts WA.

We are looking forward to identifying new opportunities for digital transformation and business process improvement. Our focus remains on delivering systems and services that are responsive, efficient, and aligned with the evolving needs of our organisation.

Our ICT Team maintains regular engagement with senior volunteers to continuously refine and advance Digital Transformation initiatives. Their ongoing collaboration and insights are highly valued and play a vital role in shaping meaningful improvements.



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