

SUPPORTING SCOUTS

Communications and Development

The Communications and Development Team supported the Association in the areas of communications, marketing, public relations, and event management.

A strong focus on supporting the Association through the Deputy Chief Commissioner, Major Events saw the team involved in numerous Centenary events including Scouting's Sunrise, the Centenary Dinner, the Australia Day Spectacular, Slamboree 2008, and Scout Day at the Sydney Royal Easter Show. These events allowed Scouts to connect with the local community, raise awareness about the organisation and recruit new youth and adult members.

Raising awareness of how Scouting develops young leaders was a key public relations objective for Scouts nationally. Scouts Australia NSW achieved key media coverage for Scouting's Sunrise on August 1. A 4.20 minute interview with Kachie and Mel from Channel 7's Sunrise at Martin Place, as well as news stories on the ABC and Channel 9 yielded numerous phone calls to our Member Services Team at the State Office.

Positive media coverage like this reminds the community of the great things that Scouting does for young people. In 2007-2008 NSW Scouts and Scouting featured in 876 published articles including a two page article in Australia's Women's Weekly magazine.

To leverage off the positive results of the Centenary and to work toward our marketing objective to place Scouting top of mind with families, Scouts introduced a Parents Campaign which focused on parents who have children between the ages of 6 – 10. An on-line advertising campaign combined with printed flyers encouraged families to order their "free" Tips Booklet.

Rosalie Batistoni
Communications and Development Manager

Finance

The Finance Department, a small group of three people, support Scouts through the provision of financial and insurance services. It also supports Regions and Groups with financial advice and assistance as well as managing finances related to special events such as the AJ2007 Jamboree. A key function of the Department is to work closely with and support the Finance Committee and the Insurance Committee.

Carlos Uranza
Financial Accountant

Member Services

The Member Services Team is responsible for administrative support to the NSW Scout Membership in the areas of training, State events, and general membership services. Throughout the year the ongoing focus was on improving customer service levels to Members and the general public, as well as a major Human Resources change within the Member Services staff structure to prepare for the Association's new online membership system.

The skills base in Member Services is moving from a data entry skilled staff providing customer service, to a skill set providing excellent customer service in a Help Desk environment. The new Member Services Team will be able to respond to all enquiries regarding the new computer systems as well as a broad range of enquiries from Members and the general public.

The Member Services Team's key achievements in 2007/8 were:

Training

- 143 Adult Training courses were held. 1303 people participated through "non course" based training.
- 94 Wood badges were awarded.
- Implemented processes for the assessment of the Certificate IV in Leadership within Girl Guides NSW.

Many hours were also allocated to develop the Training and Appointment modules for the new online membership system.

State Events

The Member Services Team attended to the administration of the following events held in 2007/08:

- NSW State Scout Rally held in August 2007 at Cataract Scout Park. Over 1100 Scouts and 350 Leaders attended the Rally.
- The 21st World Scout Jamboree held at Chelmsford, England. 104 Youth Members and 66 Leaders attended from Australia.
- 17th Australian Rover Moot held in January 2008 at Cataract Scout Park with over 700 Rovers and Leaders attending.

Many hours were also allocated to develop the Events module for the new online membership system.

The success of the new Help Desk Team within Member Services will assist improved performance and provide excellent customer service to Members.

Phil Jennings
Operations Manager

Property

Approximately 80% of Councils are now using Scouts' standard form of lease and finalisation of leases is continuing. The future benefits will be significant for the Association.

A considerable number of Scout Hall lease and licence applications have recently been processed. The system has been refined in order to process applications in the shortest possible time.

Outstanding works on the safety audit reports for properties continues, and it is important that such works are completed as soon as possible. It should be noted that financial assistance, if required, is available by application for these works.

After 14 years of service, Lesley Lisle has left the Association, and I wish to publicly thank Lesley for all her efforts and support to Scouting during that time.

John Everett
Property Manager



Positive media coverage like this reminds the community of the great things that Scouting does for young people.

FINANCIAL REPORT TO 2007/8 ANNUAL REVIEW – SCOUTS NSW

Like all organisations that depend on a significant portion of their income from investment returns, the last year has been a particularly challenging one.

The financial result for the year was a \$2,589,574 surplus compared to a surplus in the previous year of \$454,530. Total income rose by 3% to \$12,540,219 whilst expenditure decreased 15% to \$9,950,645. The increase in income was largely due to items outside our normal operating activities, such as a significant increase in bequest income and proceeds from the sale of unused properties. The Association is very grateful for the \$1,000,000 bequest from the estate of the late Benjamin Perry Thomson, which will be put to good use in the development of Scouting in the coming years.

Like all organisations that depend on a significant portion of their income from investment returns, the last year has been a particularly challenging one. Whilst realised investment returns remained stable, the carrying value of our investment portfolio has been negatively impacted. The Investment Committee continues to monitor the performance of the investment portfolio to ensure the best possible returns are generated whilst maintaining the security of the investment base. It should be noted that since inception, the investment portfolio has produced annual average returns of around 12%.

The overall reduction in expenses was largely attributable to the absence of significant national events, albeit offset by costs associated with the continuing Centenary of Scouting celebrations. Scout development grants and expenses rose significantly over the year to \$950,099, up from \$270,427 from the previous year. Much of this increased expenditure is investment in new and upgraded Group halls and facilities to support front line Scouting and is expected to continue as worthy projects are identified.

Much of the implementation and restructuring costs associated with Project STAR have been taken up in these accounts in readiness for the upcoming full release to Members. It is expected that this investment will realise time and financial efficiencies into the future.

Whilst there has been a modest increase in grant income shown in these accounts, it should be noted that many Groups and Formations benefited from generous government and commercial grants throughout the year. The largest of these is the Federal Government's water tank scheme. This is a national scheme that has delivered \$269,564 worth of water tanks to approximately 63 Groups within NSW, with at least another 130 Groups to go over the next two years. Grants such as these continue to be a vital source of funding for Scouting and as such all Groups are encouraged to strengthen links with their local communities enabling access to this generosity.

I would like to thank all current and past members of Finance, Investment and Insurance Committees. In particular, I would like to thank the Finance Team at the State Office for their support and stewardship. I would also like to thank all who served as Region and Group Treasurers. The continued support of many who serve in a Supporter capacity is important and gratefully acknowledged.

Thanks also go to the many donors and supporters who have provided financial support to Scouts Australia NSW. Their continued assistance is vital, very much appreciated and gratefully received.

Adam Buckle CPA
Honorary Treasurer

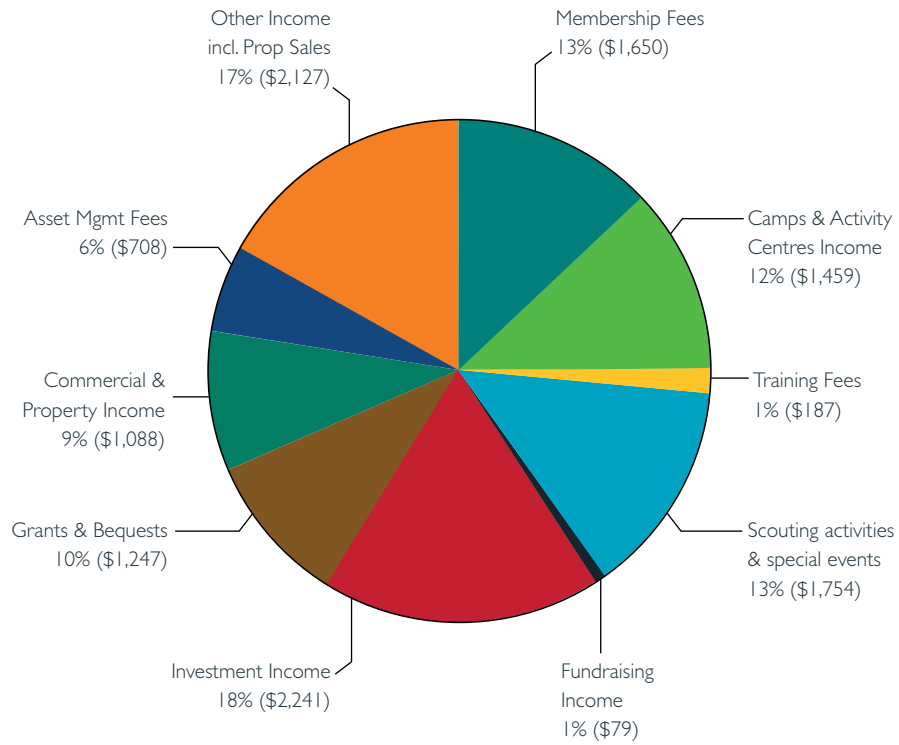
| | 2008 | 2007 |
|-------------------|-------------|--------------|
| Income | 12,540,219 | 12,196,503 |
| Expenses | (9,950,645) | (11,741,973) |
| Surplus/(Deficit) | 2,589,574 | 454,530 |



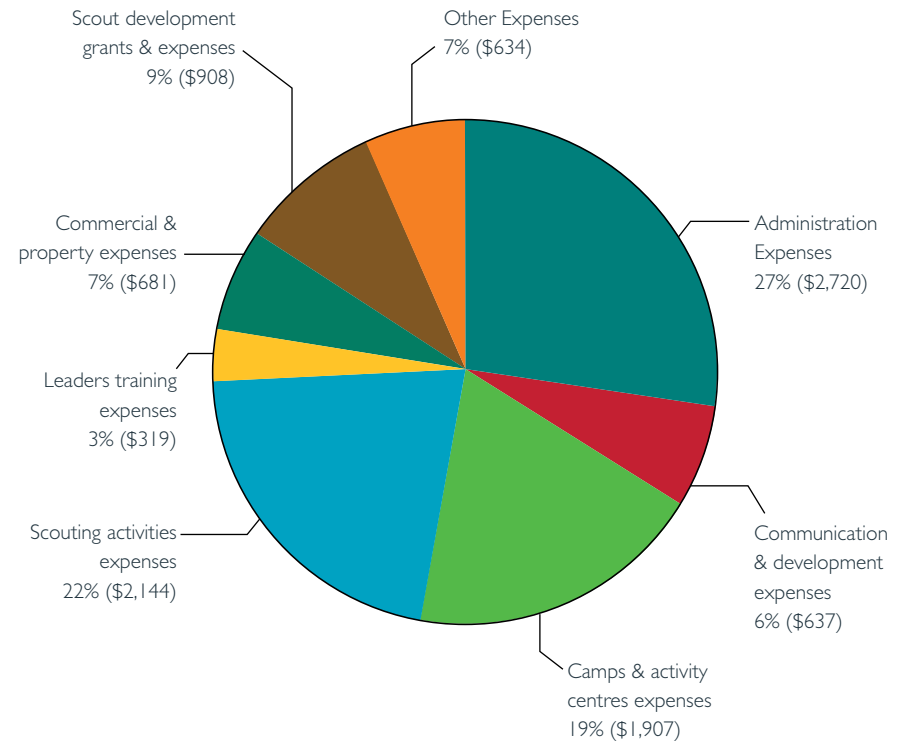
Thank you to our generous donors and supporters, who have provided financial support to Scouts Australia NSW. Their continued assistance is vital, very much appreciated and gratefully received.



INCOME (in % and \$000's)



EXPENSES (in % and \$000's)



AWARDS IN SCOUTING

Her Excellency Professor Marie Bashir AC CVO Governor and Chief Scout of New South Wales presented the following Awards at Government House in September 2007 and April 2008.

Queen's Scout, Baden-Powell and Australian Scout Medallion Awards 112th Presentation, 29 September 2007

| | |
|----------------------------|----|
| Number of Awardees | |
| Queen's Scout | 9 |
| Baden-Powell | 2 |
| Australian Scout Medallion | 12 |

113th Presentation, 12 April 2008

| | |
|----------------------------|----|
| Number of Awardees | |
| Queen's Scout | 18 |
| Baden-Powell | 2 |
| Australian Scout Medallion | 16 |

Stan Bales Rover Service Award – April 2007

Leah Bach

2007 Adult Recognition Awards for Good Service

258 Adult Members of Scouts Australia NSW were honoured by the Chief Scout of Australia, His Excellency Major General Michael Jeffery AC CVO MC (Retd) in the annual Good Service Awards list, published 1 August 2007.

Silver Kangaroo – For Eminent Achievement and Meritorious Service

Kevin Allen

Region Commissioner (Scouts), Hunter and Coastal Region

Ormonde Roger Butler OAM

State Commissioner (Special Projects), NSW State Headquarters

Jean Nellie Hattander

Honorary Commissioner (Region), Hunter and Coastal Region

Shirley Frances Lindoy JP

Assistant District Commissioner; Keirawarra District

Ronald Mark Penn OAM

Honorary Commissioner (Region), South Metropolitan Region

2007 Queen's Birthday Honours

Member (AM) in the General Division

Graeme Leslie Fordham, Invergowrie, NSW

Honorary Commissioner

For service to youth, particularly through leadership roles in the development of the Scouting Movement in NSW.

Medal (OAM) in the General Division

Robert Arthur Baker, North Strathfield, NSW

Deputy Chief Commissioner; Major Events

For service to youth through the Scouting Movement and to the sport of karting.

Medal (OAM) in the General Division

Gregory Alan Ingersole, Eglington, NSW

Assistant Cub Scout Leader; 3rd Bathurst

For service to the community through the Scouting Movement and emergency services organisations

Australia Day 2008 Honours

Medal (OAM) in the General Division

John Athol Galloway, Tamworth, NSW

Honorary Commissioner; North West Region

For service to the community of Tamworth through a range of youth, service, and church organisations.

Medal (OAM) in the General Division

Trevor Philip Ward, North Ryde, NSW

Cub Scout Leader; 1st East Ryde

For Service to youth through Scouting



Called to Higher Service

Mrs Esme Lane OAM

Mrs Grace Eva Burman

Mrs Jean Nellie Hattander

Brigadier Sir Frederick Chilton

CBE, DSO

Mrs Helen Bales

Mr Frank Terence Berryman OAM

Mr William (Bill) Watson

Mr John Fletcher

Mr Geoff Lee OAM

Mr Raoul Pierre Mondon

Mr Allan Hogbin

The Hon Gordon Samuels

AC CBO QC

Mr Thomas Harold Wilkinson

Mr Roger Young

Mr John (Jack) Aldridge

Mr John Alexander McMillan- Simpson

Mr John Beckwith

Mrs Margaret (Wendy) Dunkerley

Mr John Edward Hamilton

Mr Allan Charles Herbert

Mr Edward (Ted) Charker

Region Adviser

Fellowship Member

Honorary Commissioner; Region

Life Councillor

Joey Scout Leader

Honorary Commissioner; Region

Life Councillor

Group Chairman

National Commissioner

Region Deputy Chairman

Orara District President

Former Chief Scout

Group Leader

Region Adviser

Cub Scout Leader

Group Adviser

AAC Cubs

Region Leader AT & D

Trainee Activity Leader; State

Region Adviser

Honorary Commissioner; Region

THANKS AND ACKNOWLEDGEMENTS

To the many thousands of volunteers, supporters and helpers who make Scouting in New South Wales possible for our young people, we express our thanks and acknowledge your tremendous work and service.

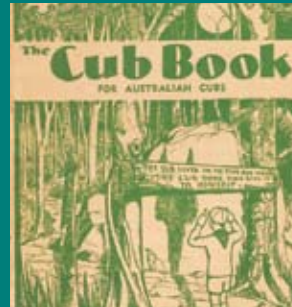
These include our Leaders, Committee Members, resource advisers, examiners, instructors and their families who provide assistance, support and encouragement throughout the year. We are also indebted to our professional advisers for their sound advice and pro bono work.

The State Executive Committee records its thanks for assistance received from the Commonwealth, State and Local Government authorities and public corporations. The Commonwealth Government has supported Scouting in New South Wales in two major projects this year, through the National Water Tanks Scheme and the National Indigenous Scout Programme.

We place on record our gratitude to the New South Wales Department of Community Services for its continuing support which this year included a grant for youth development in country areas of the State.

Special Thanks

AdPartners
AeroMill
Associations Forum
Anzac Day Dawn Service Trust
Baden-Powell Guild of New South Wales
Baden-Powell Parliamentary Guild
BHP Group
Coleman
Commonwealth Department of Immigration & Citizenship
Egistos Solicitors
Forests NSW
Freehills Lawyers
Frontline



GLiNTECH
Guides NSW
Harmers Workplace Lawyers represented by Greg Robertson
Jones Lang Lasalle represented by Charlie Evans and Osvaldo Cejas
Knight Frank
Colonel John Hill
Lord Baden-Powell Society
Maple-Brown Abbott Ltd
Monster Sports
Moore Stephens, Auditors
Geoff Morgan
NSW Commission for Children and Young People
NSW Government Department of Community Services
NSW Government Department of Environment and
Climate Change (NPWS)
NSW Government Department of Education and Training
NSW Government Department of Infrastructure, Planning
and Natural Resources
Quad Café
Perisher Blue Ski Resort
Primary Communication
Staples Brothers Waste Management
Sydney Olympic Park Authority
Sydney Olympic Park Authority Business Association

Telstra
Synoptic Consulting
The Returned and Services League of Australia (NSW Branch)
Tress Cox Lawyers
West Sydney Razorbacks
Willis Australia Ltd

Sydney Corporate Luncheon

Scouts Australia NSW is the beneficiary of the Sydney Corporate Luncheon program and wishes to thank its partners – Saxton Management Group and The Westin Sydney – for their continued support in making the Sydney Corporate Luncheon the pre-eminent business lunch in Sydney.

We also recognise the contribution of our Platinum and Gold members for supporting the luncheon.

Supporting Partner

American Chamber of Commerce

Platinum Members

Franklin Printing Group
Lease Underwriting Limited
PMA Solutions

Gold Members

Willis Australia
Price Waterhouse Coopers
Borough Mazars
Schwarzkopf Professional
Inoxcrom Artex
EIG-Ansvar
Thai Airlines

PEOPLE IN SCOUTING

Governor and Chief Scout of New South Wales:

Her Excellency Professor Marie Bashir AC CVO

President:

The Rt Hon Ian Sinclair AC

Vice President:

Mr A C Overton AM

Chairman of the State Executive Committee:

Mr N L Cutler

Honorary Treasurer:

Mr A J Buckle CPA

Life Councillors:

Mr W R Brisbane OAM

Mr R B Brown

Mr M E W Burman OAM

Mr B E Chaseling MBE

Mr F A Druce OAM

Mr A R Gardner AM MBE RFD RD

Mr K J Haycock OAM

Mr A G Humphreys

The Hon Dr J F Lincoln AM

Mr A J McIntyre

Dr B M Munro AM

Mr A C Overton AM

Mr R G Pate OBE OAM

Mr W K Pilz AO OBE

The Hon J C Price

Mr T R Russell AM

Elected Members:

Mrs P Carpenter

Mr E Cardiacos

Mr H K Carey AM

Lady Dorothy Macarthur-Onslow AO

Air Commodore G G Michael AO OBE AFC (Ret)

Mr F Saxon

The Hon Sir Laurence Street AC KCMG QC

Mr T S Thom

Mr J S Warrington AM

State Executive Committee:

Mr N L Cutler - Chair

Mr G R De Fries - Chief Commissioner

Mr A J Buckle CPA - Treasurer

Mr P F Bach

Mr D J Campbell

Mr RA Critcher

Mr T Fearnley AM

Mrs S K Metcalf

The Hon J C Price

Mr J Selwood

Mr S P Wallace

ADVISERS

Architectural Advisor:

Brewster Murray Pty Ltd represented by Mr M Bullen, B.Arch MURP
(Hons) ARAIA APIA, Director

Employment and Industrial Relations Advisor:

Harmers Workplace Lawyers represented by Mr G Robertson

Legal Counsel:

The Hon Greg James QC



**Property Adviser:**

Knight Frank, Mr D M Coupland, ASLE (Econ), AREI National Director

Religious Advisers:

The Anglican Archbishop of Sydney
The Archbishop, Armenian Apostolic Church Australia
The Catholic Archbishop of Sydney General Secretary
The Fellowship of Congregational Churches (NSW)
The Archbishop of Greek Orthodox Archdiocese of Australia
The Imam, Muslim Community in Australia (NSW)
The Moderator, Presbyterian Church of Australia (NSW)
The Territorial Commander, The Salvation Army
The Senior Minister of the Great Synagogue
The Moderator, NSW Synod, Uniting Church

UNIFORM:

Chief Commissioner:
Mr G R De Fries

Deputy Chief Commissioners:

Mr P F Bach
Mr R A Baker OAM
Mr E C Hynd

Assistant Chief Commissioners:

Dr W C Bateman OAM
Mr P D Oliver

State Commissioners:

Mrs L M Mann (Joey Scouts)
Mrs J F Goodall (Cub Scouts)
Mr P J Crutchley (Scouts)
Mr C S Watson OAM (Venturer Scouts)
Mr J A Rose (Rovers)
Mr G R Archer (Activities)
Mrs M R Crawford (Adult Training & Development)

Mr J B Pestana (Community Liaison)
Mr F A Lloyd (Environment)
Mr R A MacDonald OAM (International)
Mr D S Marston (Members Support)
Mr J J Steinfurth OAM (Special Needs)
Mr J L Harrison (Scout Fellowship)
Mr H L Bloomfield (Special Projects)
Mr T S Brooke (Special Projects)
Mr O R Butler OAM (Special Projects)
Mr K J Haycock OAM (Special Projects)
Mr J L Kane (Special Projects)
Mr G E Petty (Special Projects)

Region Commissioners:

Mrs J M Playford (Greater Western Sydney)
Mr J S Selwood (Hume)
Mr S J Fernie (Hunter and Coastal)
Mr K B McAndrew (North Coast)
Mrs S J McColley (North West)
Mr R M Hanslow (Riverina)
Mr R A Critcher (South Coast and Tablelands)
Mr P S Hull (South Metropolitan)
Mr D W Menzies (Sydney North)
Mr R E Martin (The Golden West)

MANAGEMENT SUPPORT**State Office:**

Mr G D Bargwanna - Chief Executive
Ms R D Batistoni - Communications and Development Manager
Mr J M Everett - Property Manager
Mr P J Jennings - Operations Manager
Mr P L Johnston - Business Manager, Activity Centres
Mr C Uranza - Financial Accountant

NSW CENSUS



| | NEW SOUTH WALES BRANCH | GREATER WESTERN SYDNEY REGION | HUME REGION | HUNTER AND COASTAL REGION | NORTH COAST REGION | NORTH WEST REGION | RIVERINA REGION | SOUTH COAST & TABLELANDS REGION | SOUTH METROPOLITAN REGION | SYDNEY NORTH REGION | THE GOLDEN WEST REGION | BRANCH HEADQUARTERS |
|-------------------------------|------------------------|-------------------------------|--------------|---------------------------|--------------------|-------------------|-----------------|---------------------------------|---------------------------|---------------------|------------------------|---------------------|
| Membership | | | | | | | | | | | | |
| Joey Scouts | 1,242 | 211 | 98 | 285 | 55 | 45 | 29 | 178 | 137 | 168 | 36 | 0 |
| Cub Scouts | 5,936 | 736 | 366 | 1,142 | 260 | 157 | 188 | 875 | 883 | 1,133 | 192 | 4 |
| Scouts | 4,983 | 648 | 282 | 894 | 221 | 114 | 227 | 651 | 758 | 1,052 | 134 | 2 |
| Venturer Scouts | 1,236 | 191 | 98 | 222 | 40 | 13 | 44 | 120 | 206 | 268 | 30 | 4 |
| Rovers 1 | 575 | 96 | 57 | 59 | 2 | 3 | 26 | 62 | 97 | 145 | 15 | 13 |
| Total Training Members | 13,972 | 1,882 | 901 | 2,602 | 578 | 332 | 514 | 1,886 | 2,081 | 2,766 | 407 | 23 |
| Leaders 5 | 2,928 | 363 | 167 | 545 | 130 | 82 | 105 | 328 | 445 | 571 | 77 | 115 |
| Trainee Leaders 5 | 547 | 56 | 29 | 108 | 33 | 13 | 38 | 65 | 50 | 103 | 23 | 29 |
| Advisers 5 | 124 | 7 | 4 | 14 | 0 | 2 | 2 | 27 | 8 | 34 | 0 | 26 |
| Scout Fellowship Members 2 | 165 | 35 | 15 | 39 | 0 | 0 | 2 | 0 | 30 | 24 | 0 | 20 |
| Joey Scout Helpers 4 | 8 | 2 | 0 | 2 | 0 | 0 | 3 | 0 | 1 | 0 | 0 | 0 |
| Cub Scout Instructors 4 | 13 | 3 | 0 | 0 | 0 | 0 | 4 | 1 | 5 | 0 | 0 | 0 |
| Total Members | 17,757 | 2,348 | 1,116 | 3,310 | 741 | 429 | 668 | 2,307 | 2,620 | 3,498 | 507 | 213 |
| Formations | | | | | | | | | | | | |
| Joey Scout Mobs | 129 | 13 | 8 | 34 | 8 | 8 | 7 | 15 | 17 | 16 | 3 | 0 |
| Cub Scout Packs | 438 | 52 | 35 | 80 | 26 | 14 | 24 | 55 | 62 | 72 | 16 | 2 |
| Scout Troops | 398 | 48 | 29 | 73 | 22 | 12 | 25 | 46 | 59 | 68 | 15 | 1 |
| Venturer Scout Units | 169 | 20 | 16 | 33 | 7 | 4 | 7 | 20 | 22 | 34 | 5 | 1 |
| Rover Crews | 73 | 10 | 4 | 10 | 1 | 1 | 5 | 8 | 15 | 15 | 3 | 1 |
| Groups 3 | 467 | 53 | 38 | 79 | 28 | 14 | 29 | 58 | 77 | 72 | 18 | 1 |
| Scout Fellowships | 15 | 3 | 1 | 2 | 0 | 0 | 1 | 0 | 3 | 4 | 0 | 1 |
| Districts | 66 | 7 | 6 | 9 | 3 | 4 | 3 | 8 | 12 | 9 | 5 | 0 |
| Regions | 10 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0 |



Trends Sections

| | 2008 | 2007 | 2006 | 2005 | 2004 | 2003 |
|------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Joey Scouts | 1,242 | 1,079 | 1,048 | 959 | 981 | 1,236 |
| Cub Scouts | 5,936 | 5,474 | 5,274 | 5,516 | 5,581 | 6,486 |
| Scouts | 4,983 | 4,735 | 4,518 | 4,488 | 4,551 | 5,326 |
| Venturer Scouts | 1,236 | 1,241 | 1,265 | 1,212 | 1,215 | 1,514 |
| Rovers 1 | 575 | 631 | 684 | 683 | 699 | 820 |
| All Training Sections | 13,972 | 13,160 | 12,789 | 12,858 | 13,027 | 15,382 |
| Leaders 5,6 | 2,928 | 2,349 | 2,303 | 2,519 | 2,619 | 2,974 |
| Trainee Leaders 5,6 | 547 | 1,071 | 1,095 | 944 | 908 | 1,061 |
| Advisers 5 | 124 | 133 | 142 | 142 | 134 | 164 |
| Scout Fellowship Members 2 | 165 | 166 | 147 | 127 | 144 | 158 |
| Joey Scout Helpers 4 | 8 | 2 | 6 | 4 | 3 | 8 |
| Cub Scout Instructors 4 | 13 | 7 | 9 | 14 | 13 | 35 |
| All Members | 17,757 | 16,888 | 16,491 | 16,608 | 16,848 | 19,782 |
| Joey Scout Mobs | 129 | 130 | 126 | 117 | 129 | 171 |
| Cub Scout Packs | 438 | 439 | 450 | 477 | 510 | 522 |
| Scout Troops | 398 | 398 | 411 | 419 | 431 | 487 |
| Venturer Scout Units | 169 | 178 | 169 | 175 | 187 | 210 |
| Rover Crews | 73 | 73 | 76 | 77 | 77 | 82 |
| Groups 3 | 467 | 469 | 479 | 492 | 501 | 564 |
| Scout Fellowships | 15 | 15 | 14 | 12 | 13 | 12 |
| Districts | 66 | 64 | 64 | 65 | 65 | - |
| Regions | 10 | 10 | 10 | 10 | 10 | 10 |

Figures current at June 13 2008

Notes

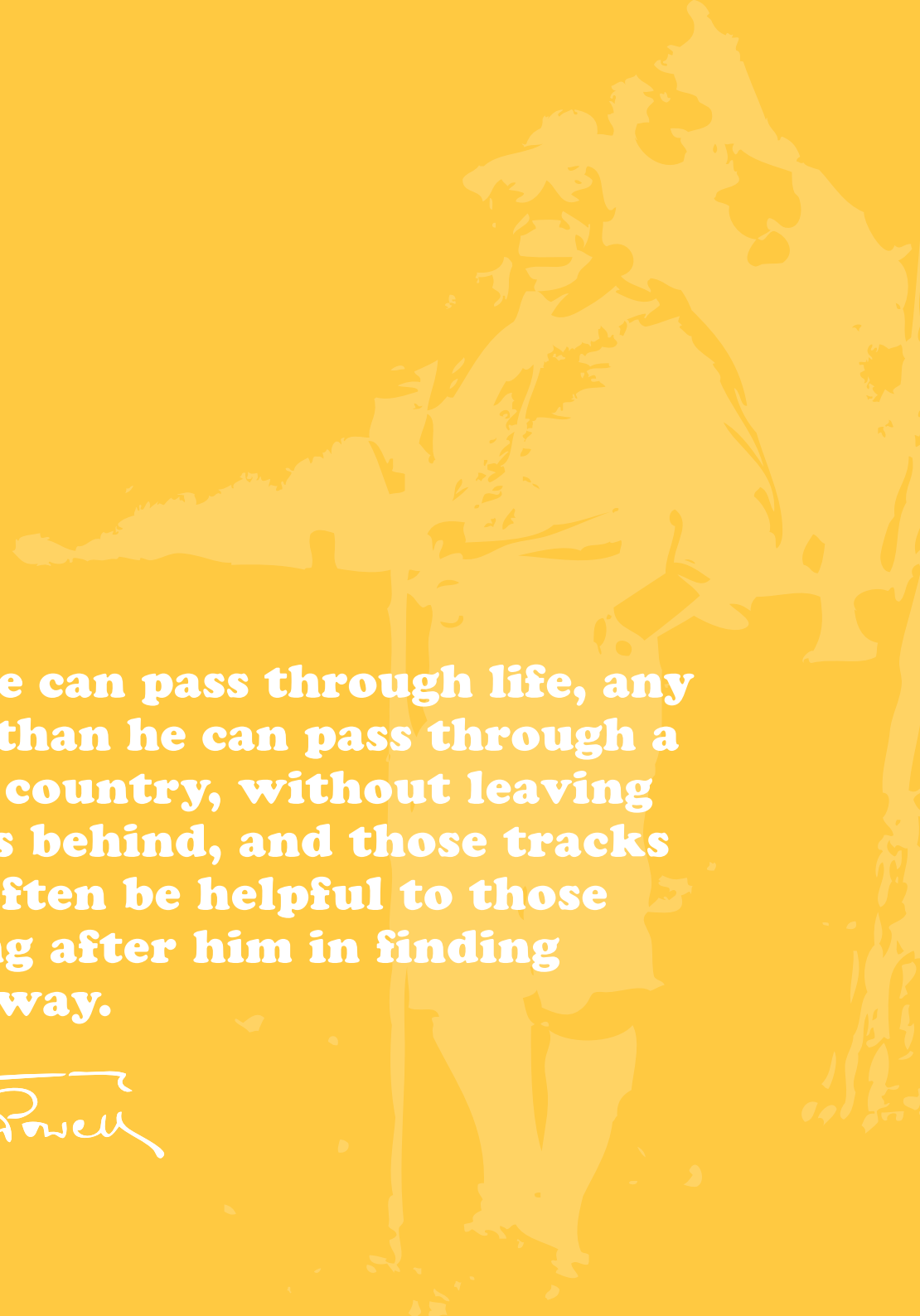
1. Includes Rovers who are also Leaders
2. Excludes Fellowship Members who are also Leaders
3. Includes independent Venturer Scout Units
4. Excludes Helpers/Instructors who are also Venturers
5. Excludes Leaders who are also Rovers.
6. In 2008 there has also been a change in the way Trainee Leaders are appointed, resulting in a significant difference from previous year.

Figures for previous years are at a snapshot at the Annual Report date and are not updated to account for other resignations and registrations.



No one can pass through life, any more than he can pass through a bit of country, without leaving tracks behind, and those tracks may often be helpful to those coming after him in finding their way.

Baden Powell







2008 THE YEAR OF THE
SCOUT

www.nsw.scouts.com.au

Photography

We gratefully acknowledge the following photographers who provided copyright material for the 2007/08 Annual Review.
Rosalie Batistoni, Crystal Hew, Mark Hutchison, Quentin Jones, Peter Oliver, dlr photography

Design and Production

Annual Review designed by The Galaxy. Production by Images Solutions Australia