

Rover Scouts

Minutes of the

National Rover Council Conference 2020

Held on 14 - 16 February 2020

At Bundilla Scout Camp NSW

Administration

1.1 Attendance

| | |
|---|---|
| Ezgi Bridger (NRC Chairperson) | Luke Saunders (Deputy Chief Commissioner Scouts Australia) |
| Reece Grimshaw (NRC Vice Chairperson) | Aaron Wardle (International Commissioner of Australia) |
| Natasha Wood (NRC Training & Development) | Caitlin Wood (Deputy International Commissioner of Australia) |
| Andrew Hilditch (NRC Secretary) | Julia Miller (Deputy National Commissioner Youth Program) |
| Patrick McCormick (NRC Adviser) | David Cossart (Deputy Principal of SAIT) |
| Lucy Bain (NRC Diversity & Inclusion) | Ben Muller (21 st Australian Rover Moot Chair) |
| Jay Reid (NRC Review Team) | Tymon Domanko (NSW Delegation Leader) |
| Clinton Smith (NRC Review Team) | Angus Boxall (NSW NRC Delegate) |
| Chris Young (NRC Review Team) | Benjamin Kuzma (NSW Observer) |
| Eleanor Hewitt (ACT Delegation Leader) | Matthew Prants (NSW Observer) |
| Sam De Rota (ACT NRC Delegate) | Peter Favelle (NSW Adviser) |
| Adam Peters (ACT Observer) | Thomas Milham (SA Delegation Leader) |
| Sara Taylor (ACT Observer) | Kieran Phillips (SA NRC Delegate) |
| Anthony Buckley (ACT Adviser) | Lauren Vilanova (SA Adviser) |
| Jemma Davies (QLD Delegation Leader) | Vicki McKinnon (VIC Delegation Leader) |
| Georgia Sands (QLD NRC Delegate) | Megan Rogers (VIC NRC Delegate) |
| Daniel Boyd (QLD Observer) | Jesse Carter (Victorian Observer) |
| Brendan Wilson (QLD Observer) | Michelle Saffin (VIC Observer) |
| Shaun Sandilands (QLD Adviser) | Peter Wotherspoon (VIC Adviser) |
| Brendon Watson (TAS Delegation Leader) | |
| Justine McKeown (TAS Delegate) | |
| Toby Blyth (WA Delegation Leader) | |
| Elodie Prinsloo (WA Delegate) | |
| Greg Chapman (WA Adviser) | |

1.2 Apologies

Josh Smart (Deputy National Commissioner Adult Training and Development), Lachlan Casburn (NT NRC Delegate), Sean Bond (NT NRC Delegate), Nathan Chambers (SA Observer) Matthew Cane (WA Observer), Simone Ostle (WA Observer)

Plenary Session 1

Session Open

Session opened 9:50am, AEDT Friday 14 February 2020

1.1 Past Minutes and Matters Arising

1.1.1 Non-Financial Members.

The NRC Executive reminded Delegations of their obligations to pay conference invoices by the due date, which was the 7 February.

1.1.2 Previous Minutes of the National Rover Council Remote meeting.

NRC Executive presented the minutes of the NRC Remote meeting held on Thursday 16 December 2019.

MOTION

That the National Rover Council confirms the minutes as a true and accurate record of the Remote meeting held 16 December 2019.

Moved: New South Wales

Seconded: Western Australia

CARRIED UNANIMOUSLY

1.1.3 Previous Minutes of the National Rover Council Conference meeting.

NRC Executive presents the minutes of the NRC Conference meeting held on 18 to 20 January 2019.

MOTION

That the National Rover Council confirms the minutes as a true and accurate record of the NRC Conference held 18 to 20 January 2019.

Moved: Queensland

Seconded: South Australia

**CARRIED
ABSTAIN WA (1) NSW (1)**

1.2 Executive Reports

1.2.1 NRC Chair Report

The NRC Chair presented their annual report touching on various actions that the NRC has taken over the past 12 months, split by strategic alignment: Representation, Governance (inclusive of Remote meetings, Project Officers, External Review Team and elections), Program, Marketing and Rover training.

MOTION

That the report be noted.

Moved through the Chair.

CARRIED

1.2.2 NRC Vice Chair Report

The NRC Vice Chair presented their annual report noting that it was their first year directly involved with the NRC and Rover Governance at a National Level, although a rather steep learning curve, they felt they got their head around everything and had a productive and rather successful year. The NRC Vice Chair's report made mention of National Adults In Scouting Committee (NAISC), Moot Buddies, Rover Challenge, Rover Program Meetings, and Project Officer coordination.

MOTION

That the report be noted.

Moved through the Vice Chair.

CARRIED

1.2.3 NRC Training and Development Officer Report

NRC T & D Officer spoke to their report covering their involvement in the areas of Moot Buddies, Event Management course, New training package, Branch Communication, Managing projects, BRC Chair Catch-up.

MOTION

That the report be noted.

Moved through the Training and Development Officer

CARRIED

1.2.4 NRC Secretary Report

NRC Secretary spoke to their annual report noting the Administration and Governance undertakings whilst in the role. NRC Financials and Budget, NRC Remote Meetings. NRC By- Laws Version 2.1, NRC Conference 2019, South Australia wrap up and NRC Conference 2020.

MOTION

That the report be noted.

Moved through the Secretary.

CARRIED

1.2.5 NRC Adviser Report

NRC Adviser introduced themselves, as it was their first Conference since appointment as National Rover Council Adviser. Their report touched on: Representation, Program, Governance, Rover training and Marketing.

MOTION

That the report be noted.

Moved through the Adviser

CARRIED

1.2.6 Financial Report

NRC Financial report was presented noting that the NRC is currently three quarters of the way through the Scouts Australia Financial Year. Final report to be provided upon completion of the auditing of Accounts after 31 March 2020.

MOTION

That the report be noted.

Moved through the NRC Executive

CARRIED

1.3 21st Australian Rover Moot.

CBR Moot presented an interim report, noting that it would be many months before the final report was complete (though likely tabled at the National Operations Committee meeting in July 2020). They also noted that it will possibly be many months more before any refund was forthcoming (if any), due to reliance on insurance company to carefully work through each request. The organising committee of the 13th Asia-Pacific Region / 21st Australian Rover Moot has performed admirably to ensure the health and safety of the participants at all times. The impact on this event has been devastating after the years of careful planning and preparation. This is however an excellent example of the outcomes of the program, where our Rover Scouts have demonstrated their skills, ability and resilience to execute their contingency arrangements with great success.

1.4 22nd Australian Rover Moot

The Tasmanian Delegation gave a brief report on preparations for the 22nd Australian Rover Moot to be held in Tasmania in 2023. The branding is "AIM" Apple Isle Moot; the Facebook page is live, having been launched at the closing ceremony of CBR Moot.

1.5 Promotions and Marketing Officer Report

The NRC did not have a Promotions & Marketing Officer over the past year, so the NRC Executive has been running the Facebook page and website themselves. The effectiveness of our social media would be improved greatly with a dedicated Project Officer to look after this. The NRC Strategic Plan has set a target of a 40% increase in Facebook page likes by the end of 2021, and this year the page grew by 7%, so there is further work to be done to meet this target.

This is another strategic priority for the Council (2018-2021). This includes having a similar format across Branch Rover Scout pages – i.e. having the Rover Scouts Australia logo, a link to other Branch pages in a similar spot, etc. At the beginning of the year, a draft of some 'website layout guidelines' was produced, but this has not been finalised or promoted since.

1.6 Diversity and Inclusion Officer Report

The NRC D&I Officer presented the D&I Report noting attendance at Scouts Australia's National Diversity and Inclusion Team's face-to-face meeting in March and the National Sustainability Conference (which incorporated D&I and environment) in October. Much of the national team's work has been around embracing neurodiversity in the movement, as well as the Sustainable Development Goals. The NRC D&I working group has had several online meetings and has ongoing constructive conversations about the future of D&I in Rovering. Much of our focus this year has been on discussing the place of spirituality in Rovering, and in particular how the Rover Prayer does or does not reflect the diversity of spirituality in Rovers.

1.7 Announcement of Rover Challenge Winner

The NRC Vice Chair and NRC Training and Development Officer announced the winners for the first round of Rover Challenge at CBR Moot. 3 Recipients sharing in \$2000.00.

Angus Boxall – Nepean Rovers (NSW) – Australian Alps Hike aligning with areas of Cert. IV in Outdoor Recreation

Luke Dimsey - Leven Rovers (Tas) – Swift Water Rescue course to aid in running white water rafting activities

Liam Brown – South Coast & Tablelands Region Rover Council (NSW) – Wilderness First Aid Course

1.8 National Team Reports

1.8.1 Chief Commissioner of Australia

Deputy Chief Commissioner (Luke Saunders) spoke on behalf of the Chief Commissioner of Scouts Australia of the initiatives of the program, designed over many years to make adventurous activities the new norm for Scouts Australia. The new program has been approved, launched and each Branch has different implementation strategies; most have successfully rolled out. The DCC spoke to other developments in the structure of the National Team, where each National Commissioner now has a Deputy National Commissioner, all under the age of 30 for the duration of their term. The restructure of the National Executive Committee (NEC) took place in the last twelve months, with a former NRC Chair selected as the under 30 representative (Angus Boxall).

1.8.2 International Commissioner of Australia

ICoA first acknowledged Craig Turpie, Chairperson of the World Scout Committee, for his attendance at 13th Asia-Pacific Region Moot 2020 (CBR Moot) and for sending a personalised video for the Closing Ceremony. Craig was particularly impressed with the resilience and enthusiasm of the Rovers in such adversity. ICoA then presented his full report touching on: Better World Framework, International website update, International Travel Guide distribution, South Pacific Scouting, Australia's Region Youth Representative, 16th World Scout Moot 2021 and the 18th World Scout Moot 2029.

1.8.3 National Commissioner Youth Program

An update has been requested from the National Commissioner Youth Program, once available it will be shared with the National Rover Council.

1.8.4 National Commissioner Adult Training and Development.

The National Commissioner AT&D report was tabled prior to Conference. It touched on important points in regards to appointment changes, Course for Prospective Leader Trainers (CLT), AT&D policy changes, new training curriculum, and VET Scope.

1.8.4 Assistant National Commissioner Sustainability.

The ANC-S spoke to their report. They highlighted that over the past year, Scouts Australia built on some great steps forward in 2018, with the portfolio fully taking shape in 2019. Highlights included the first face-to-face meeting for the National Diversity & Inclusion Team, appointing the inaugural National Adviser Diversity & Inclusion (Clare Hanley), bringing all the Branch Environment and D&I leads together for the first National Sustainability Conference, and the launch of Scouts Australia's Sustainability Strategy & Action Plan.

1.9 Branch Reports

1.9.1 Australian Capital Territory

ACT report covered off on topic including awarding four BPSA and two Rover Service Awards, running of CBR Moot after 6 years of planning by the Moot Organising Committee., Branch Service Project at Camp

Cotter Mouth, transition to the new program, Blood Donation Challenge which saw over 80 donations , Branch Office & new strategic plan.

1.9.2 New South Wales

New South Wales welcomed everyone to Bundilla Scout Camp and summarized the highlights for the NSW Rovers over the previous 12 months. NSW saw a continuing growth in the number of training courses being run. Approximately 120 Rovers attended Basic Practical Supplement (BPS) courses, and two Advanced Practical Supplement (APS) courses were held with more continuing this year. The second NSW contingent to Bogong Rover Chalet happened again. A significant number of Units have implemented the new program and more will continue transition over the next twelve months.

1.9.3 Northern Territory

Not present, no report submitted.

1.9.4 Queensland

Queensland reported a strong engagement with Rover Training over the previous 12 months, and are looking forward to more Advanced courses and more woodbadged Rovers this year. Several Rovers completed the Event Management course and are continuing on to complete the Diplomas. Queensland have had a 300% increase in BPSAs awarded in the last 12 months, and have had huge successes with the roll out of the new program. QLD have released new Rover polo shirts with the new logo.

1.9.5 South Australia

South Australia presented their report noting a small percentage of Rovers have undertaken Gilwell Training in 2019. South Australia Branch has nearly fully transitioned to the new program, planning to have 100% transitioned by July 2020. The composition of roles on the SA BRC Executive changed for the 2019/2020 Executive, to reduce the amount of Executive office bearer roles. A review is being undertaken to modify the format of the monthly Branch Rover Council meeting to ensure that it is relevant. The SA BRC will be developing and implementing a marketing plan in consultation with their stakeholders.

1.9.6 Tasmania

The Tasmanian Delegation spoke to their report highlighting a successful year with a number of Branch level events organised. The Tasmanian report further noted the attendance of the Contingent to CBR Moot, including eight of their Units. Tasmania is looking to explore further fundraising opportunities; they have also established their 2023 Moot Committee and launched the event at CBR Moot.

1.9.7 Victoria

The Victorian NRC report covered off on their successful year running their annual program including events Mudbash, Surfmoort and MARB, with Bogong Chalet winter weeks and Baw Baw Chalet winter weekends, Rover Scout Motorsport events, Rover Dinner and VRC and Region meetings. Rovers were awarded BPSAs, Woodbadges and five WF Waters awards. Victoria expects a sizable number of Vic Rovers to attend World Moot in 2021. Unfortunately there was no yearbook distributed for the first time since 2009.

1.9.8 Western Australia

The Western Australian Delegation spoke to their report noting overall event attendance has increased and continued to uphold the standard expected of events. This include a stronger focus on the program being delivered during events, and ensuring the appropriate support is provided to all members at the event. WA Rovers have 11 Units who have transitioned to the program, and have new program trainers who are Rover Scouts. WA overall Rover numbers have stayed the same, fluctuating around 200 members – the highest number in years was 205 (Feb 2019) and currently sitting at 198 Rovers.

Session closed 10:58am AEDT, Friday 14 February 2020.

Plenary Session 2

Session Open

Session opened 11:30am AEDT, Friday 14 February 2020.

2.1 NRC Vice Chairperson Position Update

NRC Vice Chair spoke to the paper 2.1 NRC Vice Chairperson Position Update, noting that there was a requirement to formally note that responsibility to coordinate meetings of the National Rover Program Team rested with the NRC Vice Chair. It was noted that the membership of this group was the NRC Exec, BRC Program Officers and BRC Chairs, however this did not need to be included in the Duty Statement as that would be overly prescriptive.

MOTION

That the following be added to the Duties and Responsibilities section of the Vice Chairperson Position Description.

“13. Coordinate the facilitation of the NRC Rover Program Meetings with the Program Officers from each Scouting Branch.”

Moved: New South Wales

Seconded: Queensland.

CARRIED UNANIMOUSLY

ACTION: NRC Executive to update the Vice Chair Position Description with requested changes.

1.1.3 Nominations for the National Rover Council Executive and Project Officers

NRC Adviser spoke to the nominations for NRC Executive and Project Officer positions in order received via the online nomination form.

NRC Adviser subsequently called for any further nominations – none were received. NRC Adviser then closed nominations for the NRC Team 2020.

Danielle Reed nominated for the position of NRC Training and Development Officer; Western Australia endorsed the nomination.

Matthew Prants nominated for the position of NRC Vice Chairperson and NRC Diversity and Inclusion Officer; New South Wales endorsed the nominations.

Jake Goodall nominated for the position of NRC Promotions and Marketing Officer; Queensland endorsed the nomination.

Lucy Bain nominated for the position of Promotions and Marketing Officer; Tasmania endorsed the nomination.

Adrienne Van Munster nominated for the position of Promotions and Marketing Officer; Western Australia endorsed the nomination.

No nominations were received for the position of NRC Secretary. NRC Adviser noted the position would be filled as a casual vacancy at the first Remote meeting of the year.

2.2 Election of the NRC Executive and Project Officers of 2020

NRC Chair noted that there could be a perceived conflict of interest with them acting as Returning Officer for the NRC Team elections. NRC Chair subsequently handed over to NRC Adviser to chair the session and act as Returning Officer. The NRC Adviser asked the International Commissioner of Australia and Deputy Chief Commissioner to assist with the collection and counting of votes.

NRC Adviser noted that, as there was only one nomination for the Vice Chair and Training and Development Officer positions, a vote of confirmation would be held for those positions. NRC Adviser noted that many Branches no longer offer section-specific training as they move to fully implement the new program, and recommended that the NRC update the position requirements to recognise this change (wavering the requirement in the interim for the NRC Vice Chair position).

MOTION

That section specific training be waved for the NRC Vice Chair position in light of changes to training underway due to program implementation, for the duration of the appointment.

Moved: New South Wales

Seconded: Western Australia

CARRIED UNANIMOUSLY

NRC Adviser noted that elections would follow the order set out in the agenda. Where there was only one candidate, they would be invited to make a speech. Where there were multiple candidates, they would be asked to leave the room and the voice memo they had provided with their nomination would be played in order of nomination received. Finally, NRC Adviser recommended that as M. Prants had nominated for both Vice Chair and Diversity and Inclusion Officer, should his vote of confirmation for the position of Vice Chair be carried, he should ideally withdraw from the Diversity and Inclusion Officer election (on the basis of being already elected to another position within the NRC Team). M. Prants agreed.

2.2.1 Candidate Speeches

The Council received speeches from the candidates for each position, with the NRC then invited to ask questions of each candidate (including those calling in to speak to their nomination).

2.2.2 Elections of NRC Executive and Project Officers

Elections were held for each of National Rover Council Executive positions where two or more nominations were received. A vote of confirmation was held for the position of Vice Chairperson, and Training and Development Officer due to there being only one nomination for each. The following candidates were declared elected:

NRC Executive:

Vice Chairperson: Matthew Prants, 12-month term, New South Wales.

Training & Development Officer: Danielle Reed, 12-month term, Western Australia.

Project Officer Positions:

Promotions and Marketing Officer: Jake Goodall 12-month term, Queensland.

The NRC Adviser congratulated the incoming NRC Team members on behalf of the Council, and handed back the chair to the NRC Chair.

Session closed 12:17pm AEDT, Friday 14 February 2020

Plenary Session 3

Session Open

Session opened 4:30pm AEDT Friday 14 February 2020

3.1 Moot Buddies Selection Criteria

The NRC Training and Development Officer (on behalf of the NRC Executive) spoke to the Moot Buddies Selection Criteria paper, stating that Moot Buddies currently has an application questionnaire but does not have an objective ranking system in order to rank applicants. The use of objective criteria will streamline the Moot Buddies selection process, which will mean that the applicants will know their funding status in a timely manner.

MOTION

That the National Rover Council workshop criteria: Scouting involvement, Deposit paid, Expedition value, Paid work, Government Benefits, Studying, Living and Other Info as appropriate

Vote on the workshop criteria to implement for the AIM 2023 round of moot buddies' applications.

Adopt the following timeline for Moot Buddies:

- Start of April- Moot Buddies Applications Open
- End of June- Moot Buddies Applications Close and selection panel is formed
- Start of July- Moot Buddies applications are ranked by the selection panel
- End of July- Moot Buddies applicants are informed of their funding status; Moot committee are informed of funding outcomes.
- August- Money is transferred to the Moot Committee

Moved: NRC Executive

Seconded: ACT

CARRIED UNANIMOUSLY

ACTION: NRC to conduct a workshop on Moot Buddies selection criteria and adopt timeline for processing Moot Buddies.

3.2 Moot Buddies Refund Procedure

Members from the South Australian (1) and the Queensland Delegations (1) noted their conflict of interest with the agenda item and recused themselves from the discussion.

NSW spoke to their paper and proposed that any refund due to cancellation of any (or all) part of a National Moot be provided to Moot Buddies recipients first, and then to the National Rover Council.

AMENDMENTS

Where a Moot Buddies recipient is entitled to a refund, and they attended the event, they shall be refunded the amount they personally contributed to the event fee. The National Rover Council will receive the remaining value.

If a Moot Buddies recipient was unable to attend the event, and a refund is available, the National Rover Council will be refunded the amount contributed by Moot Buddies, and the recipient shall receive the remaining value.

Moved: New South Wales

Seconded: ACT

**AMENDMENTS CARRIED
ABSTAIN SA (1)**

MOTION

The approved amendments be added to "Section 3: Moot Buddies Procedures", of the National Rover Council By-Laws.

The National Rover Council agreed to enact this clause retroactively to include all participants of the National Moot held in Canberra between 30 December 2019 and 5 January 2020.

Moved: New South Wales

Seconded: ACT

**MOTION CARRIED
ABSTAIN SA (1)**

ACTION: That the NRC Executive update Section 3: "Moot Buddies Procedures", of the National Rover Council By-Laws.

3.3 Moot Buddies Carry Over Funds

NRC Training Officer (on behalf of the NRC Executive) noted that CBR Moot 2020 was cancelled after seven days, and as a result applicants may be receiving a partial refund from the Moot Committee. If this refund happens, Moot Buddies recipients will also receive a refund. It is proposed that the money that is refunded to the National Rover Council from the Moot Committee is put into the Moot Buddies funding that will be made available for AIM 2023. Given that this Moot is located in Tasmania, there will be higher travel costs associated with attending.

MOTION

That the NRC Executive carry over Moot Buddies refunds from the 21st Australian Rover Moot to the 2023 allocation of Moot Buddies.

Moved: ACT

Seconded: Queensland

CARRIED UNANIMOUSLY

ACTION: NRC Executive to keep track of the additional funds available for Moot Buddies in 2023.

3.4 Optional Moot Buddies donation

The NRC Training Officer (on behalf of the NRC Executive) proposed that on a Moot application, there be an option to round your payment up to the nearest \$10, with the proceeds being fed into the Moot Buddies system to assist another Rover Scout to attend this event. A donation button could also be added to the end of the application to allow more flexibility in donating.

MOTION

NRC Vice Chair to investigate, in conjunction with the AIM Team and the Finance Manager for Scouts Australia, whether adding a donation platform is possible.

Moved: Tasmania

Seconded: New South Wales

CARRIED UNANIMOUSLY

ACTION: NRC Vice Chair to investigate, in conjunction with the AIM Team and the Finance Manager for Scouts Australia, whether adding a donation platform is possible.

3.7 Impact of Climate Change on Rover Scouts Australia

ACT Delegation read out the paper 3.7 Impact of Climate Change on Rover Scouts Australia The 2019/2020 Bushfire season in Australia-were unprecedented in its scale of destruction. This bushfire season has had a major impact on Rovering in Australia, with the premature close of the 13th Asia-Pacific Region Moot/21st Australian Rover Moot- CBR Moot, and with the destruction of large areas of bushland. With the increased intensity and regularity of extreme weather events such as bushfires, flooding and cyclones as a result of climate change, the NRC must formally note that climate change is having an impact on Rovering, thus providing a platform upon which meaningful action is taken to play our role in limiting the effects of climate change and preparing Rover Scouts for this change.

MOTION

The National Rover Council will request that Scouts Australia formally note that climate change is having and will continue to have a profound impact on the whole of Scouting at home and abroad in the introduction to the Scouts Australia Environment Charter.

The National Rover Council will research, and present appropriate initiatives to offset the carbon emissions of the Council before June of this year and approach the Scouts Australia Environment Team to request the development of resources for the program relating to education on what climate change is, how to prepare and adapt for the future, and how individuals can limit their own environmental impact before the 2021 National Rover Council Conference.

The National Rover Council will appoint a Project Officer to coordinate this. In the interim, this project will be managed by the Executive.

Moved: ACT

Seconded: South Australia

CARRIED UNANIMOUSLY

ACTION: NRC Executive to pursue carbon emission reduction within their operations and advocate that Scouts Australia do likewise. NRC to appoint a Project Officer to coordinate this. In the interim, the Executive will manage this project.

4.2 Beyond the Horizon Merchandise

The NRC Chair (on behalf of the NRC Executive) presented the paper noting key points. There is currently no Rover Scout merchandise available which incorporates core elements of the youth program. There could be an opportunity for the Rover Scout section to sell t-shirts to all members which promote the Rover Scout section internally, and assist with promoting the section motto 'Beyond the horizon' to Rover Scouts. ACT Delegation raised concerns that the NRC should approve the final design at an NRC Remote meeting.

AMENDMENT

That the National Rover Council approves the final design once available at a NRC Remote meeting

Moved: ACT

Seconded: Victoria

AMENDMENT CARRIED

ABSTAIN WA (2) QLD (2)

MOTION

The NRC approves the commissioning of the design of a line of 'Beyond the horizon' merchandise.

The NRC approves a total of \$710 to design and produce mock-ups of merchandise.

The NRC Executive investigates whether there are other ongoing associated costs with selling merchandise through the Scout Shop.

The profit from any sales would first recover the costs of production, with all further profits to be directed to the Rover Development Fund.

That the National Rover Council approves the final design – once available – at a NRC Remote meeting.

Moved: NRC Executive

Seconded: New South Wales

CARRIED

ABSTAIN WA (2) QLD (2)

ACTION: NRC Executive to coordinate production of 'Beyond the horizon' merchandise

4.3 NZ NRC funding request

The NRC Chair (on behalf of the NRC Executive) spoke to the paper noting that at the 2019 Australian NRC Conference the Council voted that funding, up to \$1000 would be available for a representative of Rover Scouts Australia to attend the NZ NRC Conference. This conference is usually held on the day of the NZ Moot opening ceremony from 9am – 5pm, and that it would be prudent to approve these funds at the conference as the NZ NRC would take place before the next remote meeting.

Amendments from the workshops proposed that the due the limited value of attending the NZ NRC conference that the funding be reduced to a max of \$400.00 and that rather than the AUS NRC Chair attend a representative be selected by application from a member of the Australian Contingent to NZ Moot to attend the NZ NRC. Further the NRC examines the viability of the AUS NRC Chair attending a NRC Conference with the Asia Pacific Region.

AMENDMENTS

Up to \$400 to be approved for a representative of Rover Scouts Australia to attend the NZ NRC Conference in 2020.

The NRC look into the financial and practical feasibility of attending NRC Conferences in the Asia-Pacific Region, outside of New Zealand.

Moved: New South Wales

Seconded: ACT

AMENDMENT CARRIED

MOTION

The approved amendments be adopted by the National Rover Council.

Moved: NRC Executive

Seconded: Victoria

CARRIED UNANIMOUSLY

ACTION: NRC Executive to appoint a member attending NZ Moot to be the Australian representative at the NZ NRC meeting. NRC Executive to investigate the feasibility of funding the NRC Chair to attend another NRC within the APR.

Session closed 6:12pm, AEDT Friday 14 February 2020

Plenary Session 4

Session Open

Session opened 1:30pm AEDT, Saturday 15 February 2020

4.1 National Moot Attendance

Victoria tabled its paper recognizing an observed decline in participant numbers at National Moots, despite the engaging programs being offered, and the strong participation of international contingents. Attendee numbers from the last three National Moots has shown a 45% drop in domestic participation.

A brief discussion ensued, and it was highlighted that approximately 40% of the National Rover Scout section membership belongs to Victoria (and less than 70 of the 1198 Victorian Rovers attended CBR Moot – approximately 5.8%). This may be a leading factor in the drop in domestic attendance at National Moots.

MOTION

A discussion as to what may be causing the dramatic drop in Australian National Moot participation.

Moved: Victoria

Seconded: Queensland

CARRIED UNANIMOUSLY

4.4 18yr Old Venturers attending Rover Moots

NSW Delegation asked the NRC Executive to withdraw the paper 4.4 18yr Old Venturers attending Rover Moots

WITHDRAWN

4.5 Shoulder Badges and Rover Knots

New South Wales Delegation spoke to their paper tabled since the August 2019 Remote meeting, noting that currently it is not outlined in the new program whether the Invested Rover Scout Badges (informally called epaulettes) and shoulder knots (inclusive of the optional Service Bar) will be remaining on the uniform in their current form. It is encouraged that the National Rover Council undertakes to make a recommendation regarding these uniform elements to the appropriate National bodies.

ACT Delegation asked for BRCs to have more time to consult with their Branches to determine their position on keeping Shoulder Badges and Rover Knots New South Wales suggested that BRCs could submit their positions to the NRC Chair via email, who could then advocate the majority position at National Youth Program Team (NYPT) and National Operations Committee (NOC).

AMENDMENTS

That the National Rover Council Executive will undertake discussion with the National Youth Program Team in regards to the viability of including the Shoulder Knot and Service Bar on the new uniform. These discussions will commence by 1 April 2020.

Branches will discuss with the Branch Chief Commissioners and Youth Program Commissioners their view on the items, and pass this information onto the NRC Chair via email before 1 April 2020.

Moved: South Australia

Seconded: New South Wales

AMENDMENT CARRIED

MOTION

That the approved amendments be implemented by BRCs and that BRCs – upon consultation with the Rover Scouts in their Branch – submit their formal position on either keeping or removing Shoulder Badges and Rover Knots from the Rover Scout uniform to the NRC Chair who will then advocate for the majority position at the National Youth Program Team and National Operations Committee.

Moved: New South Wales

Seconded: ACT

CARRIED UNANIMOUSLY

ACTION: BRCs to submit their formal position on keeping or removing Shoulder Badges and Rover Knots from the Rover Scout uniform to the NRC Chair. Emails to be submitted prior to 1 April to NRC Chair

4.6 Mental Health First Aid

Victoria presented their paper on Mental Health First Aid, noting key points that there is a lack of training for Rovers in mental health issues. Rover camps can become a trigger for mental health issues, when camp environments, alcohol and change to support networks occur. Scouts has First Aid Teams, and many Rovers who have first aid training, though there is a lack of Mental Health First Aid education and formal training within the section. With the rates of mental health issues being so high in the 18-26 age bracket, it is important that the Youth Leading, Adult Supporting model can also ensure that Rovers with mental health issues can still be actively involved in the program.

MOTION

At the 2021 NRC Conference a discussion is had regarding the “incidental counselling” content in the on-demand modules.

A discussion of what support can be given to Rover Scouts, particularly for those organising events for Rovers.

Discuss how the National Rover Council can support training and education of Rovers and Rover Advisers.

The NRC forms a working group to discuss actions in points 2 and 3 and report on these at the April 2020 remote meeting.

Moved: Victoria

Seconded: ACT

CARRIED UNANIMOUSLY

ACTION: That the NRC seek to implement the requested items prior to the NRC 2021 Conference.

3.5 Bullying & Harassment Policy Review

Victoria presented its paper speaking to how the NRC Bullying and Harassment Policy was last reviewed in March 2012. When comparing to other policies in Victoria and Nationally, this Policy does not provide any new information (noting that those Policies are newer than the NRC Policy). If we are to have a Rover Bullying & Harassment Policy, it should be something which is beneficial and useful for the Rover Scout section.

MOTION

A review of the need for Bullying & Harassment as a Rover policy, when compared to what policies Rovers are already governed by in their respective States, to be presented at the first Remote meeting of 2020.

If deemed necessary, a review of the content of this Policy.

A review of where a Sexual Assault Policy (see sexual assault paper) fits in comparison to this Policy.

Moved: Victoria

Seconded: Queensland

CARRIED UNANIMOUSLY

ACTION: NRC to oversee the Policy review.

3.6 Sexual Assault in Rovers

Victoria presented the paper on Sexual Assault in Rovers and noted that interpersonal relationships (whether romantic or friendly) are part of the normal development of youth. As a youth development organisation, we should be looking at the pro-social development of our members.

MOTION

That the NRC have a discussion on the development of a Sexual Assault Policy and allocate a project patrol to begin drafting the Policy.

NRC advocate for the involvement of Rover Scouts in the NOC policy discussions and discuss what reporting processes would be possible to implement Nationally.

The creation of a 'Consent/Respectful Relationships' e-learning module that is mandatory for Rovers and Leaders, possibly for Venturers as well.

The NRC to endorse the creation of a 'Respectful Relationships' module; advocate the idea to the National Youth Program Team and the National Training Council, and creation of national consent guidelines (to be used by events and Units).

Discuss what National support can be given regarding sexual assault, and if there are additional resources required; a project patrol be put together for this task.

Moved: Victoria

Seconded: Queensland

CARRIED UNANIMOUSLY

ACTION: NRC Executive to create a Project Officer role to oversee the carrying out of the requested action items.

4.7 Out of Session Voting

New South Wales present their paper on out of session voting noting there is an inconsistent approach to how the National Rover Council handles out of session votes, and felt that with the increased prevalence of Out of Session voting, there is a clear need for a formalised and documented process.

ACT Delegation voiced its concerns that out of session voting, when it did take place, requires flexibility as it involved make a decision within a quick timeframe.

MOTION

Implement the attached policy and process for handling out of session voting

Amend the National Rover Council By-Laws to include the addition of handling out of session items as outlined in the Attachments under "Proposed By-Law Amendments".

The NRC Executive act in line with the Proposed By-Law Amendments until such time that they are included in the National Rover Council By-Laws.

Moved: New South Wales

Seconded: Tasmania

**NOT CARRIED
FOR (4) NSW, TAS,
AGAINST (6) WA, ACT, QLD,
ABSTAIN (4) VIC, SA**

4.11 Policy & Rules, NRC By Laws and Language

NRC Adviser (on behalf of the NRC Executive) presented a paper noting that the NRC By-Laws need to be updated to reflect outcomes of the Youth Program Review (including that Crews are now referred to as Units), and requesting NRC members to take the lead on reminding people to use the terms in Policy & Rules and our By-Laws (such as spelling the Scouting title Adviser with an 'e').

MOTION

Approve the replacement of the word 'Crew' with 'Unit' in the NRC By-Laws (except in the Appendix and Website Guidelines);

Approve the capitalisation of all Scouting groupings and titles in the NRC By-Laws; and

Note that Rover Scout section terminology should be used in accordance with Policy & Rules and the NRC By-Laws (as outlined in this paper).

Moved: NRC Executive

Seconded: Queensland

CARRIED UNANIMOUSLY

ACTION: NRC By-Laws to be updated reflect outcomes of the Youth Program Review and Scouting titles/names in line with Policy & Rules.

4.9 Actions Grace Period

New South Wales spoke to their paper highlighting their key point that previous actions agreed by the National Rover Council have continued to be discussed at subsequent meetings. As discussion of previously agreed actions could reduce the productivity of the NRC at meetings, they proposed that an implementation period be set for agreed actions to allow time for the outcomes to be fully realised. NSW asked that the NRC consider a default period of 12 months to allow time for the decision to make traction with the agreed upon result.

The NRC discussed the listed precedents, and alternate ways to achieve the goal. The NRC agreed to amend the action, agreeing instead to amend the NRC paper template so the author can specify an Implementation Period.

MOTION

That the National Rover Council amend their papers template to include in the table at the top "Implementation Period" as shown in the attachments.

Moved: New South Wales

Seconded: Tasmania

**MOTION CARRIED
FOR (8) VIC, WA, TAS, NSW
AGAINST (2) ACT
ABSTAIN (4) QLD, SA**

ACTION: NRC Executive to update paper template to include the (non-binding) "Implementation Period" field.

4.12 Drug & Alcohol Policy Review

Victoria called for a review into the Drug & Alcohol Policy, as the Policy was last updated in 2012, during which time some of the points and language have become outdated. They provided an updated version, with the changes discussed and agreed by the Council.

MOTION

That the NRC update the Drug & Alcohol Policy (following the review of the 2012 version) to the attached proposed version.

Moved: Victoria

Seconded: New South Wales.

CARRIED UNANIMOUSLY

ACTION: NRC include the updated Drug & Alcohol Policy in the NRC By-Laws 'Guideline' section.

4.13 Adult Recognition Award Eligibility

Victoria's paper noted that currently, many Rovers who have contributed to Scouting and our section in significant ways go unrecognised due to the extensive requirements of the Rover Service Award. This service is still valuable and should be recognised where appropriate.

As of 2019, the Victorian Branch amended their allowable nominations to include Rovers completing service to the Rover Scout section. This was due to their Branch leadership recognising the outstanding contributions of Rovers to their section over a concentrated period of time.

AMENDMENTS

"Young Adult Members should be considered for an Adult Recognition Award when the service given is in excess of the achievement pathways and is significant and valuable but does not meet the requirements of the Rover Service Award. When such a nomination is made where the Rover Scout is also a leader of another section, the certificate should list the member as a Rover Scout at their Unit, not a leader of that section."

Moved: Victoria

Seconded: South Australia

AMENDMENT CARRIED

MOTION

That the approved amendment be presented to the NOC as an amendment to Scouts Australia Policy and Rules Article R13.5, Point 4, Sub-point ii.

Moved: Victoria

Seconded: Western Australia

CARRIED UNANIMOUSLY

ACTION: A paper be draft for NOC to amend Scouts Australia Policy and Rules Article R13.5, Point 4, Sub-point ii.

4.10 Review of Conference Funding Model

New South Wales presented their paper noting that the current process for funding NRC Conferences sees the cost for each BRC to send two Delegates to the NRC Conference be divided evenly between the BRCs. The current process disadvantages smaller BRCs, who have fewer members to distribute the cost between. It is proposed that the cost of two Delegates (per Branch) attending NRC Conference be transferred into the NRC Operations Budget, and increase the NRC Levy to account for the changed spending. New South Wales noted that this was an extensive change and affected the amount of NRC Levy paid by each Branch, and that this paper should be tabled for voting at the next NRC Remote meeting.

MOTION

That the paper 4.10 Review of Conference Funding Model be tabled for voting at the first NRC Remote meeting of 2020.

Moved: New South Wales

Seconded: Tasmania

CARRIED UNANIMOUSLY

4.8 NRC Budget 2020 -2021 (NRC)

NRC Secretary (on behalf of the NRC Executive) presented the NRC Budget for the 2020-21, year with two years of comparative actuals. A final financial report for 2019-20 would be presented following the conclusion for the Scouts Australia financial year and subsequent audit.

MOTION

That the NRC Budget 2020/21 be accepted, noting that the NRC Levy remains frozen at \$4.30 per head. That the NRC note that National Office have not attributed flights to the NRC for the previous 12 months and that this is to be rectified.

Moved: New South Wales

Seconded: Western Australia

CARRIED UNANIMOUSLY

5.3 Rovers and the Sustainability Strategy

South Australia presented their paper Rovers and the Sustainability Strategy, noting Scouts Australia's Sustainability Strategy and Action Plan has identified actions to be undertaken by National, Branches, and Groups. These actions include program, policy, property management, environmental impact, and community partnerships.

MOTION

The National Rover Council will make a commitment to implement relevant actions as outlined in the Scouts Australia Sustainability Strategy & Action Plan.
Branch Rover Councils will make a commitment to implement relevant actions outlined in the Scouts Australia Sustainability Strategy & Action Plan, and report their progress to the National Rover Council at meetings, and to their respective Branch leadership team.
Branch Rover Councils will champion sustainable development through the use and promotion of the Sustainable Development Goals (SDGs).

Moved: South Australia

Seconded: ACT

CARRIED UNANIMOUSLY

ACTION: That the NRC appoint a Project Officer to oversee the Council meeting its commitments to the Scouts Australia Sustainability Strategy & Action Plan.

5.2 Purpose and Functions of the NRC

New South Wales presented the paper Purpose and Functions of the NRC, citing that at the three previous National Rover Council Conferences, the majority of submissions for consideration for the Council have focused on governance matters.

The view has previously been expressed during Council meetings, that the NRC doesn't do enough to support grassroots Rovering. It is important that the role of the NRC is clearly understood by the Council, as they contribute to the agenda and have at the three most recent NRC Conferences led with governance-heavy agendas.

MOTION

That the National Rover Council agree to amend the NRC By-Laws, "Article 1: Purpose," to the following:
The National Rover Council (NRC) exists to aid Scouts Australia in achieving its Vision, and Mission within the Rover Scout section, in accordance with Scouts Australia's Purpose, Principles, and Method.

The National Rover Council exist in accordance with the Scouts Australia Policy and Rules, item P6.2.

Moved: New South Wales

Seconded: Western Australia

**CARRIED
FOR (12) NSW, VIC, SA, QLD, WA, TAS
AGAINST (2) ACT**

ACTION: NRC Executive to update the NRC By-Laws to include the new purpose of the NRC.

Session closed 5:48pm AEDT, Saturday 15 February 2020

Plenary Session 5

Session Open

Session opened 9:15am AEDT, Sunday 16 February 2020

Special Election.

Georgia Sands nominated for the position of NRC Diversity and Inclusion Officer; Queensland Branch endorsed the nomination.

A vote of confirmation was held for the position of NRC Diversity and Inclusion Officer due to there being only one nomination. Georgia was declared elected for a 12-month term.

GB 1 Thank You to Branches for post Moot Activities.

Following on from the thanks given to New South Wales for hosting international participants at the post Moot camp by the International Commissioner, the NRC recognized Victoria's hospitality for hosting various Branches and international participants post Moot.

MOTION

That the National Rover Council acknowledges the contribution of VRC and Victorian Branch in providing free accommodation, catering and transport to Rovers from WA, TAS, SA and international Rovers in light of the cancellation of phase two of CBR Moot.

Moved: NRC Executive

Seconded: South Australia

CARRIED UNANIMOUSLY

ACTION: NRC Executive to prepare a formal thank- you to NSW and Victoria Branch for hosting post-Moot activities.

GB 2 Formal Thank You to CBR Moot Committee

South Australia acknowledged that running a National event takes a lot of commitment and personnel to run, and due to the unprecedented environmental circumstances affecting the nation, that the CBR Moot team acted diligently and placed the welfare and safety of the participants and staff at the forefront of their emergency response.

MOTION

That the National Rover Council formally recognises the time and effort that went into the preparation and operation of CBR Moot and that the CBR Moot team are commended for their efforts in ensuring the personal safety of the participants and staff at the event in adverse circumstances.

Moved: South Australia

Seconded: NRC Executive

CARRIED UNANIMOUSLY

GB 3 Amendment to Moot Buddies Refund Procedure

Victoria and ACT tabled a paper GB 3 Amendment to Moot Buddies refund procedure citing that they felt 3.2 Moot Buddies Refund Procedure paper (passed on Friday) was very wordy and unclear.

New South Wales (members present at the table at this time) cited the paper 4.9 Actions Grace Period passed on Saturday, and that 3.2 Moot Buddies Refund Procedure was passed with the previous amendments that were seconded by the ACT and that the overall paper passed was carried unanimously.

Victoria and ACT Delegation (members present at the table at this time) asked the NRC Executive to withdraw the paper GB 3 Amendment to Moot Buddies Refund Procedure.

WITHDRAWN

5.1 2021 NRC Conference (NSW)

New South Wales noted that although it has been largely last second, the 2020 Conference had been hosted within their state boundary at one of their campsites, due to the fire and smoke danger surrounding Camp Cottermouth in recent weeks forcing the NRC Executive to decide to relocate the Conference to Bundilla.

NSW Delegation asked the NRC Executive to withdraw the paper 5.1 2021 NRC Conference so that ACT may be given the opportunity to host the Conference in 2021.

WITHDRAWN

GB 4 NRC Conference 2021

ACT spoke to how the 2020 Conference was moved away from the ACT, as a result of the state of emergency caused by extreme weather, notably bushfires, in and around the original Conference campsite (Camp Cottermouth). With CBR Moot cancelled after expeditions, ACT have been unable to host an event. NRC Executive noted that it was highly preferable that the NRC Conference does not take place any later than the end of February 2021, due to the Executive being elected to 12-month terms, and the NRC Chair concluding their two-year term.

MOTION

That the 2021 Conference be held in the ACT, with the option for the ACT to discuss alternative Conference dates, given the increasing impact of climate change during the early parts of the year and in-line with the current review of major events at a National level.

Moved: ACT

Seconded: New South Wales

CARRIED UNANIMOUSLY

ACTION: ACT Delegation to discuss the 2021 Conference timing with the NRC Executive, and then confirm the date of the 2021 NRC Conference at the first or second NRC Remote meeting of the year.

5.4 World Moot Feasibility Study

World Moot Feasibility Study Project Officer noted that the feasibility study would be presented at the first NRC Remote meeting of the year.

MOTION

That the NRC engage in conversation with the respective stakeholders for holding a World Scout Moot in 2029 within their Branches (Chief Commissioner, International Commissioner and Rovers)

Moved: New South Wales

Seconded: Queensland.

CARRIED UNANIMOUSLY

Closing

Next Meeting

NRC Chair stated that a poll would be set up and distributed during March to select the date of the next NRC Remote meeting, and that the NRC Secretary would continue in the role in an acting capacity until the first Remote meeting (where hopefully the role would be filled).

The NRC Chair thanked all Delegations for their attendance, and invited everyone to the closing parade where the newly elected Executive members would receive their National Scarfs and the now Acting NRC Secretary would officially be presented with their W.F. Waters Award (National Rover Service Award).

Meeting closed 11:00am AEDT, Sunday 16 February 2020.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Conference – Bundilla, NSW
 14/02/20 – 16/02/20

| | | |
|----------------------------|--------------------|------------------|
| Item Title | | NRC Chair Report |
| X | Information | |
| | Discussion | |
| | Decision | |
| Document Author | | Ezgi (NRC Chair) |
| Strategic Alignment | | Governance |

KEY POINTS

This report will touch on various actions that the NRC has taken over the past 12 months, split by strategic alignment.

Representation

The NRC has been represented by myself, the Chair, at the National Team, National Operations Committee and National Executive Committee meetings this year. These meetings have generally been positive, and the Council has been provided with updates of their going-ons at each remote meeting.

The Training & Development Officer has attended the National Adventurous Activity Committee and National Training Committee meetings, providing key input on behalf of the Rover Scout section.

The Vice-Chair attended the National Adults in Scouting meeting earlier this year, and then attended their remote meeting later in the year.

The Scouts Australia Institute of Training (SAIT) introduced a Rover Scout representative to their meetings this year, so Jesse Carter (Vic) attended the in-person meeting and has been providing further support to SAIT through their online meetings.

Governance

Frequency of remote meetings

At the last conference, the Council requested that remote meetings be conducted every second month, rather than every third. This was stuck to pretty well this year, and I believe it's been a positive.

The increase in frequency of remote meetings has increased the level of accountability of the NRC Executive to the Council. It's assisted in motivating Executive members to meet deadlines, and has given the Council greater oversight of the progress of Council tasks.

Project Officers

This year one of my goals has been to increase the effectiveness of the Council through better engagement with grassroots Rovers.

One way we hoped to achieve this was through explicitly opening up project officer roles to all Rover Scouts and calling for expressions of interest. We believed that we would see an increase in the number of project officers of the NRC. Despite pushing this through social media and e-News articles, the up-take of this was very limited. The major success was in Lucy Bain's Diversity & Inclusion portfolio, where she had several Rovers across Branches put their hand up to join her team.

I believe that this higher level of engagement is something that the Council should continue to pursue as a team. With more project officers, there is increased likelihood that we are able to action the fantastic projects and initiatives we develop at NRC Conference.

NRC External Review Team

At the last conference, the NRC resolved to pull together a group of consultants to conduct an External Review, citing various systemic issues impacting the Council. The final report of this review is due in 12 months time, at the 2021 NRC Conference.

This External Review Team, comprising of Malcolm Richardson, Chris Young, Clinton Smith & Jay Reid, was put together in April/May, with their first face-to-face meeting in July. Since then, the team has been reviewing a plethora of current and historical documents. They have produced a survey which is to be shared widely among Rover Scouts. The results of this survey will give a snapshot of the perceptions of the NRC, and indicate what Rover Scouts want to see from the Council. Thank you to the External Review Team for your hard work, and we look forwards to seeing the outcomes of this review.

NRC Elections

The Executive proposed some changes to the NRC Election format, which was well received by the Council at the October Remote Meeting. The purpose of this change was to provide greater equity to applicant, regardless of their attendance at conference. The general process is below. We will Review> this at the end of conference and adapt it as necessary for future years.

- The NRC Adviser will be the returning officer and the only person with access to the nomination forms
- Nominations opened by email to NRC, a Facebook post, and a submission to the national e-news. The purpose of this is to encourage as many people as possible to apply.
 - Nomination form will make it clear that you don't need to be a current member of the NRC to apply

AGENDA ITEM – 1.2.1

- Nomination form will ask for a speech, up to 5 minutes, to be recorded and submitted alongside the written form
- The form will state that this voice recording will not be distributed at all, and will only be played once at conference and then immediately destroyed
- Nomination form will state that if there are any concerns with providing a voice recording, please contact the NRC Adviser
- Nomination forms, including voice recordings from **all** nominees (regardless of conference attendance) to be received by the NRC Adviser by nomination close (Plenary Session 1)
 - The BRC will be contacted to endorse their nomination
- Elections happen at conference.
 - If there are any nominees not attending conference, all voice recordings will be played in lieu of on-the-spot speeches
 - If all nominees are present, each have the option to either do an in-person speech, or just play the voice recording.
- The NRC is given the opportunity to ask questions of all applicants. Applicants not in attendance will be asked in-advance to be ready to appear on GoTo meetings.
- BRCs vote

Program

Rover Challenge

Rover Challenge is the newest iteration of what was once “Rovering’s Greatest Adventure” and then “Crew Challenge”. The Council made a decision last conference to alter the format to a grant system, with an amount of money released periodically that Rover Scouts can apply for funding from. This is a massive change from what was previously a competition based challenge, where Units vied to become the Crew Challenge Winner by completing the best activity based on that year’s theme.

I believe that this change has, on the whole, been a success. With three applicants receiving funding over a 6 month period, this is approximately the same as the number of Units who have traditionally applied for Crew Challenge each year. As it’s the first year Rover Challenge has run, I believe that with more promotion and highlighting the achievements of past recipients, we can grow Rover Challenge even more.

Marketing

Social media

This year the NRC did not have a Promotions & Marketing Officer, so the NRC Executive have been running the Facebook page. The effectiveness of our social media would be improved greatly with a dedicated Project Officer to look after this. The strategic plan has set a target of a 40% increase in Facebook page likes by the end of 2021, and this year the page grew by 7%, so there is further work to be done to meet this target.

National consistency in marketing

This is another strategic priority for the Council (2018-2021). This includes having a similar format across Branch Rover Scout pages – ie. having the Rover Scouts Australia logo, a link to other Branch pages in a similar spot, etc.

At the beginning of the year, a draft of some ‘website layout guidelines’ was produced, but this has not been finalised or promoted since.

At program conference this year, the Council members in attendance suggested having a rotating marketing system, whereby each month, one Branch will produce content that can be shared on Facebook pages & e-News in other Branches. This would present a more unified approach to marketing and is something I hope to see the 2020-2021 Promotions & Marketing Officer lead.

Rover training

NRC-run courses

Earlier this year, Natasha Wood (NRC Training & Development Officer) hosted a Rover Event Management Course with the great support of David Cossart. This course allowed one participant from each Branch, plus 5 members of the AIM Moot Team, to be fully funded to attend through the Rover Development Fund. Additional to this, we offered places to Rover Scouts to self-fund the course.

One of our aims, beyond upskilling the Rover Scout section, was to increase the direct engagement of the NRC with grassroots Rover Scouts. Through Natasha’s hard work in promoting the event, liaising with BRCs, and answering enquiries, we had just under 1 in 100 Rover Scouts apply for the course. This is a fantastic figure, and demonstrates that there is a desire among Rovers to participate in nationally-coordinated courses.

I would recommend that the Council considers running another national course over the next 12 months.

I’d also like to extend some thanks. Firstly, thanks to the executive for your support, passion and dedication. There have been some challenging moments, but we’ve pulled through as a team and I’m proud of the way that we have done this.

Thanks to the Council for your interest and engagement throughout the year. Thanks also for your understanding and thoughtfulness in times where I’ve temporarily stepped back to deal with family or university commitments. There has been a large number of papers and discussion items submitted for this conference by BRCs, and I believe we’re heading in a great direction.

ACTION REQUESTED

It is recommended that the National Rover Council;

- Note this report



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 2020 NRC Conference, Bundila NSW
 [14 – 16 February 2020]

| | | |
|----------------------------|--------------------|-----------------------|
| Item Title | | NRC Vice Chair Report |
| X | Information | |
| | Discussion | |
| | Decision | |
| Document Author | | Reece Grimshaw |
| Strategic Alignment | | Governance |

This year was my first year directly involved with the NRC and Rover Governance at a National Level, needless to say there was a rather steep learning curve, which I can happily say that I got my head around everything and had a productive and rather successful year. We had a lot of things that we wished to do this year, of which we completed a fair chunk but unfortunately the lack of project officers meant that some tasks and projects were not completed.

At the beginning of my term I gave myself the goal to keep being an active grassroots rover, attending events like Surfmoort, Mudbash, Sandblast and CBR Moot I believe that this was one of the best parts of being on the NRC. Going around and talking to people and networking was defiantly a highlight.

Below are summaries of the major tasks undertaken this year.

National Adults In Scouting Conference (NAISC)

In May 2019 I attended the National Adults In Scouting Conference (NAISC). At this conference the NRC tables a status report for the first time in some years, this was received very well and has put us in a good position with this committee.

The NRC also tabled a paper about Rovers at Major Events focusing on Ageism of Rovers at these events. The paper was a bit of an eye opener and will hopefully be discussed further at the 2020 face-to-face conference.

The only topic of not for Rovers is the new Adults in Scouting Policy which is still in development, but we have been ensured that the NRC will be involved in discussions before the policy is finalized.

Moot Buddies

This year we awarded Moot Buddies funding to 21 recipients, totaling \$10,200.00. This leaves just under \$3,000.00 of unallocated funding already in the account for Apple Isle Moot in Tasmania.

When assessing the applications, it came to our attention that there was no solid assessment criteria, that avoided bias to select how moot buddies funding would be divided amongst the applicants. I would like to thank Natasha for coming up with a very thorough

and comprehensive system for ranking the application, please see the related paper for more details.

Rover Challenge

The first round of Rover Challenge Grants saw three applications get submitted. All projects were deemed by myself as acceptable and meeting the criteria. Following this the application were then circulated to the NRC Exec for comment and endorsement. The successful applicants are summarized below.

- 3 Recipients sharing in \$2000.00
 - Angus Boxall – Nepean Rovers (NSW) – Australian Alps Hike aligning with areas of Cert. IV in Outdoor Recreation
 - Luke Dimsey - Leven Rovers (Tas) – Swift Water Rescue course to aid in running white water rafting activities
 - Liam Brown – South Coast & Tablelands Region Rover Council (NSW) – Wilderness First Aid Course

A reminder that 2020 has two rounds of funding, Round 1: Applications Close May 31st
Round 2: Applications Close October 31st

Rover Program Meetings

Halfway through last year the National Commissioner Youth Program made the decision to no longer coordinate national section meetings, turning it back onto the members of those teams to coordinate meetings with no guidance or oversight from the National Youth Program Commissioner or their team.

I was able to run a single meeting with attendance from two branches, a second one was scheduled, but due to late response to the meeting pole was postponed. There was a brief discussion about the purpose, objective and outcomes of the Rover Program meetings. This is something that needs to be addressed so that the meetings are productive and have a purpose other than networking.

Project Officer Coordination

I would like to thank our project officers whom over the last 12 months have and continue to support the NRC in the forward direction of the Rover Section. Some tasks either completed or underway are listed below.

- Rover Service Award (RSA) register
- Rover Challenge
- Diversity and Inclusion
- World Moot 2029 Feasibility Investigation
- NRC Content Creation

ACTION REQUESTED

It is recommended that the National Rover Council:

Note this report.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Conference, Bundila NSW
 14th February 2020

| | | |
|----------------------------|--------------------|--|
| Item Title | | National Rover Council Training Officer 2019 |
| X | Information | |
| | Discussion | |
| | Decision | |
| Document Author | | Natasha Wood- NRC Training Officer |
| Strategic Alignment | | |

KEY POINTS

I've been in the role of Training Officer over the past two years and I want to take the time to say that I've really enjoyed my time on the NRC and in the role. We're in exciting times with the youth program and the new training packages that come with it. Over the past 2 years, I've had the pleasure of working with a fantastic team of Rovers as part of the NRC executive. I've really enjoyed my time working with both executives despite the occasional headaches and seemingly endless emails. Thank you to both this year and last year's executive, NTC, NAAC, and NRC for allowing me this opportunity, challenging me, and having me as a part of your teams. I've learnt so much over the past few years, which I know will be useful in my Scouting and non-Scouting futures. I've tried not to make my report too much of a repeat of previous reports, however I'll put down some highlights.

Moot Buddies

In 2019 I was involved as part of the selection panel for the CBR Moot. As a separate paper to workshop (what I have done is a starting point) I have submitted the criteria that I developed to help me to rank the Moot Buddies applicants for suitability. Being at Moot, it was fantastic to see that despite the adversities that CBR faced that our Moot Buddies recipients still had a fantastic time on their expeditions.

Event Management course

My highlight for 2019 in this role was managing the Rover Event Management Course in October. We selected 16 people from a pool of 24 applicants around the country, including 5 key people from the AIM 2023 committee. The course overall was run under budget and course participants reported to have found the course valuable. The course content was mapped to VET units of competency. Expressions of interest to run this course in 2020 have been received.

New training package

Being part of the NTC, I've been able to help to develop the new training package. Whilst is a big change for the Rover section, it has been exciting to be part of the development process. I trust that the NRC and the Rover section will take the changes in their stride and show the rest of Scouting our adaptability. There are currently new modules available online, with the practical training components to be starting mid-2020.

Branch Communication

Similar to last year, I have tried to maintain open and transparent communication with the BRCs in regard to training opportunities. Whilst often, I don't receive replies; I do have reports of Rovers participating in all sorts of training. This is fantastic to see. I hope that the new NRC Training Officer also aims to maintain this communication

Managing projects

As part of this role, I've also been able to take on the project management of a couple of project officers, including Diversity and Inclusion and Young People in High Level Roles. You will be hearing from both project officers for these throughout the conference as there are workshops being run with both. Thank you to both Eleanor and Lucy for being fantastic Project Officers and for allowing me to be part of your projects as well.

BRC Chair Catchups

This year, I've also had the opportunity to facilitate the unofficial BRC Chair support group/catch ups. I've enjoyed facilitating these meetings and even though they are not strictly training related; it's been good to see what is going on for each Chair and hear about each success and where gaps are that (maybe training!) can help fill.

Deputy National Commissioner- Adult Training and Development

Josh will be turning 30 in May 2020, and as a result the role of Deputy National Commissioner- Adult Training and Development will be open for nomination. Please promote this opportunity to young people who are keen on training in your Branch. Josh is here this weekend and I'm sure will be happy to answer any questions you may have.

ACTION REQUESTED

It is recommended that the National Rover Council; note this report

ATTACHMENTS



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 Conference January 2020
 Bundilla, NSW.

| | | |
|----------------------------|--------------------|--|
| Item Title | | National Rover Council Secretary 2019 Report |
| X | Information | |
| | Discussion | |
| | Decision | |
| Document Author | | NRC Secretary – Andrew Hilditch |
| Strategic Alignment | | Administration and Governance. |

KEY POINTS

- **NRC Financials and Budget.**

This year the NRC exec made a concerted effort to retain access to its accounts held at the National office, this effort was unsuccessful as the NRC exec now has reduced ability to operate its own finances, including expenditure tracking and invoicing, from where we were twelve months ago due.

This has meant that the producing of financial reports and budget for the National Rover Council is more difficult in line with expectations that were outlined at the 2017 NRC Conference. It should be noted that access was lost after the a change in staffing within the National Office in Sydney to the position of finance manage, and there has been a further change since our access was reduced.

- **NRC Remote Meetings.**

The NRC held five formal remote meetings this year. The process of using doodle poll, selecting the date emailing the agenda, then posting of the minutes became a consistent function for the NRC Secretary throughout the year. Publishing a yearly timetable for the National Rover Council and the Rover Program team in regards to face to face meetings and remote meetings helped raise awareness as to when meetings out be and ensure they did not clash.

We did however see a drop off in delegate’s participation in remote meetings throughout the middle of the year again. The NRC exec needs to work with branches to address this common occurrence, particularly with branches that are disadvantaged due to time zone differences

- **Key Documents of 2018.**

Key documents that I have worked on for the National Rover Council, which have been published or approved this year, consist of the following;

- **NRC By- Laws Version 2.1**

Previous to this years update the NRC By- Laws the previous version had not been updated since the conclusion of the 2018 conference. It was a major process to go back through all of the conference and remote meetings of the previous 2 years in order to ensure all decisions of the NRC where included in the new update.

It's highly recommended that in future the By Laws be updated at least every 6 months, once directly after conference and after the third remote meeting of each year. Otherwise the NRC risks information loss of its decisions, resulting as we have seen, frequent revisiting of the same content, leading to a reduction in productivity of the NRC.

- **NRC Conference 2019, South Australia.**

Following the 2018 Conference, the NRC was tasked to absorb the organisation and initial financing of the NRC Conference into its workings, mainly within the secretary role. Previous experience with organising the conference from 2017, 2019 did help with this. The decision to relocate this year conference lead to a consolidated rush to reorganize the conference in a significantly reduced time frame. This was only possible due to the corporation and assistance of the NRC Eexc, NSW and the ACT

This year thankfully most of the core conference material was distributed to delegations within an appropriate time frame. Flights were booked 7 weeks out, the conference agenda was distributed 6 weeks before the meeting, invoices where received 5 weeks prior and the plenary agenda 4 weeks beforehand.

- **What's Next?**

In 2021 the secretary's role will involve ensuring that the NRC executive hold regular NRC exec meeting in an online capacity, that hopefully will include NRC delegates from each branch, and the NRC project officers.

As the scope of this role has drastically increased in the prior 4 years since it began, proper handover processes should be developed as the documentation and knack for knowledge on the various required for the organisation of the conference cannot be lost, as this will lead to significant financial detriment for the NRC.

Our storage of records needs a drastic overhaul; it is highly recommended that the NRC move to Google drive in order to overcome the inefficiencies of drop box.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 2020 NRC Conference, Bundila NSW
 14-16 February 2020

| | | |
|----------------------------|--------------------|--|
| Item Title | | NRC Adviser’s Report |
| X | Information | |
| | Discussion | |
| | Decision | |
| Document Author | | Patrick McCormick (National Rover Council Adviser) |
| Strategic Alignment | | All |

Introduction

It’s an honour to be appointed as National Rover Council Adviser, and a real pleasure to have worked with Ezgi and her team over the past nine/ten months. Last year’s NRC Conference was the first one I attended since my term as NRC Chair, and it was great to see the passionate exchange of ideas and the pursuit of adventure was still strong. Having personally gotten so much from my time as a Rover, and applying these skills in the workplace and other settings, I’ve found that coming back as an Adviser (for my local Unit and with NRC) has helped me broaden my skills and experience leadership in a different way.

In case you wondered, I started scouting as a Cub Scout in WA (1st Kelmscott), then Scouts in NSW (1st Winston Hills), then been involved in a few groups/Districts in Victoria from Scouts through to Rovers. I was a leader (Youth Helper) in the Cub Section at high school, then got right into Rover section in university (Surfmoot Committee, Region/Branch Rover roles, NZ Moot). My skills/experience gave me the chance to be on the Victorian Branch Executive Committee for seven years, and am now a District Leader -Development, Rover Adviser of our local Unit, and national sustainability lead amongst other things.

Representation

It is great to see how the Rover section has grown it’s representation in the decision making of Scouting over the past year, and I continue to support the Exec with in advocating this. There is one National Team that does not have a regular Rover representative, and I will continue to advocate for this to be considered as the area evolves. Well done to the Exec members for their work representing the youth perspective at their National committees/meetings (Ezgi as a National Team member, Tash with National Training Council, Reece with NAISC, plus Jesse on SAIT and Lucy with the Rover and National D&I Teams).

On communication, this has been mostly good through the year, though there are always opportunities to improve. In most cases, members of the Exec have been very committed to providing clear and timely communication – with each other and with the broader NRC membership. I will continue to keep this as an area of focus for my support of the team in

the coming year. Well done to Andrew on his dedication to the Secretary role, supporting regular NRC meetings and professional secretariat services.

Governance

With the evolution to the 'one program' approach in Scouts Australia, and the implications for Rover governance, it was great to join the team at a time when the NRC had just commissioned an independent review. We are very fortunate to have the great skills and experience of the four NRC Review Team members, who each bring a very different perspective and background to the task. As someone passionate about cooking and hosting workshops/conferences, I really enjoyed the weekend with the NRC Review Team and Ezgi in July; it was great to support their formation, and I am very keen to see the results of their deliberations and engagements with people across Australia (and likely overseas too).

The NRC Review's final report will land at the same time that the 2021 NRC Executive take up their roles; I hope that we can all get behind the Review Team this year to ensure we have the best quality result possible. The implementation of the Review from 2021 is critical to ensure that the NRC (and Rover Scouts Australia) is best structured and prepared for our new reality (One Program, changing role of youth empowerment, the SDGs, societal expectations, best practice governance, connection to Rovers etc.).

Program

As more and more Rover Units move onto the new program, it has been good to chat to Rovers about their experience of it. While I enjoyed the Rover Program meeting I did get to join next year, there really does need to be more of these run regularly if Rovers want to ensure they are supporting quality program across Australia. Implementation differs a lot from Branch to Branch, so this support is critical to ensure it is successful.

It was great to catch up with some of the Branch Rover Advisers at the National Youth Program Conference in Mt Martha (Victoria) in June. As a section, it was quite symbolic to be meeting in the log cabin at Mt Martha – where the first National Rover Council met in 1979, forty years earlier. While I'd already had a chat with some of the Advisers, looking for opportunities to collaborate and support one another, it was even better to be able to catch up face-to-face.

Rover training

As Advisers we are always learning – besides new skills, we also need to be mindful of changing societal norms, the values of our youth members, and the context in which they live. My role is not directly engaged in leader training that supports our youth program, I've appreciated the updates that Tash has provided for us, and the advocacy from her and Jesse at the relevant National Meetings. I look forward to hearing how this space evolves, ensuring Rovers get a good balance between participation and leadership in youth program, while also building the skills as leaders of adults.

Marketing

Considering the team has been without a Marketing & Communications Officer through their term, they have done a great job (with the support of National Support Team members and others. NRC really needs this and supporting roles to be filled by competent Rovers for it to thrive, so please do support your NRC be ensuring we get great people into this role.

NRC has an excellent Chair, and I look forward to what Ezgi and her new team achieve in 2020.

ACTION REQUESTED

It is recommended that the National Rover Council note this report.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Conference, Bundilla NSW
 14-16 February 2020

| | | |
|----------------------------|--------------------|---------------------------------|
| Item Title | | Diversity & Inclusion report |
| X | Information | |
| | Discussion | |
| | Decision | |
| Document Author | | Lucy Bain (D&I Project Officer) |
| Strategic Alignment | | Governance |

KEY POINTS

- Over the year since the last conference, I have attended the Scouts Australia Diversity and Inclusion conference in March and the Scouts Australia Sustainability conference (which incorporated D&I and environment) in October. I have also attended the national D&I team’s regular online meetings. This involvement with other branch and national D&I officers has been super helpful – and I’ve been trying to expand their idea of Scouts to focus on we young adults as well as on the younger members of the movement. Much of the national team’s work has been around embracing neurodiversity in the movement, as well as the Sustainable Development Goals.
- The NRC D&I working group has had several online meetings and has ongoing constructive conversations about the future of D&I in Roving.
- Much of our focus this year has been on discussing the place of spirituality in Roving, and in particular how the Rover Prayer does or does not reflect the diversity of spirituality in Rovers.
- Another project was to be a review of D&I practices at major events, particularly CBR Moot. However, the rather tumultuous nature of that event made it rather too onerous (on both the D&I team and participants) for that review to be undertaken. I hope that the project is carried on this year, with a view to the findings being passed onto future moot and event organising teams.

ACTION REQUESTED

It is recommended that the National Rover Council:

1. Note this report
2. Recommend that the incoming D&I Project Officer and their team continue the projects around spirituality and event management.

ATTACHMENTS

NIL



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Conference, Bundila NSW
 February 2020

| | | |
|----------------------------|--------------------|--|
| Item Title | | International Scouting |
| X | Information | |
| | Discussion | |
| | Decision | |
| Document Author | | Aaron Wardle, International Commissioner |
| Strategic Alignment | | |

KEY POINTS

13TH ASIA-PACIFIC REGION MOOT 2020

I would like to acknowledge Craig Turpie, Chairperson of the World Scout Committee, for his attendance at the event and for sending a personalised video for the Closing Ceremony. Craig was particularly impressed with the resilience and enthusiasm of the Rovers in such adversity. Craig visited some of the local expeditions and was also pleased with the service work being completed on several of the expeditions. JR Pangilinan, Asia-Pacific Regional Director, also visited the Moot for the Opening Ceremony.

The organising committee of the 13th Asia-Pacific Region / 21st Australian Rover Moot has performed admirably to ensure the health and safety of our participants at all times. The impact on this event has been devastating after the years of careful planning and preparation. This is however an excellent example of the outcomes of the Youth Program, where our Rover Scouts have demonstrated their skills, ability and resilience to execute their contingency arrangements with great success. I congratulate Ben Muller and the entire Moot organising committee on their outstanding efforts to manage all of the challenges with such great leadership.

Following the forced decision to cancel the final phase of CBR Moot activities, the Australian International Team immediately implemented our emergency hosting protocols for our international guests. We have facilitated hosting for all international participants for the remaining time up to the original planned departure date of 11 January 2020 including accommodation, meals and associated transport. I would like to especially recognise Calista Beck and Jason Thomson for their tireless efforts in coordinating the movements for all of our international participants. Their commitment to our overseas guests and their regular communication with myself and the rest of the International Team has been exceptional.

I would also like to thank all of the volunteers from Victoria, NSW, ACT and Queensland Branches for responding to the call for assistance in hosting our international participants.

Each of these Branches sourced assistance for catering and welfare to assist the international team to deliver on our World Scouting obligations. I especially thank Neville Tomkins, Randall Jones, Lloyd Nurthen and the NSW BRC, for their support in extending this offer of hosting in Sydney to other Moot participants following the early end of the CBR Moot. The ability to extend assistance to our fellow Scouting members in time of crisis is an excellent outcome and a great demonstration of our Scouting values! The broader attendance of other Australian Rovers at our various hosting locations has also been a great benefit in supporting the respite of our overseas participants, extending the hand of friendship and assisting with local activities whilst they await their departure.

BETTER WORLD SCOUTING

2019 has been a fantastic year for the further promotion and integration of Better World Scouting activities and initiatives in Scouts Australia.

The Better World Scouting programs have many synergies with the Special Interest Awards in the Youth Program and offer youth members many diverse opportunities to explore and earn their SIA.

Although the Moot was cancelled, some of the activities planned for the Global Development Village will be redeployed at other future events. These activities included cooking on solar stoves, racing miniature solar cars and beetles, Messenger of Peace projects, sustainability discussions, plastic tide turners game, and sessions to raise the awareness of the 17 Sustainable Development Goals through Scouts for SDGs. Another focus of the Moot was the planned launch of the *#heforshe* campaign in Scouts Australia. This campaign is about raising awareness of gender equality and developing a woggle for participants to wear showing their support. An online promotion is planned for 2020 to highlight some of the Better World programs and to launch the *#heforshe* campaign.

INTERNATIONAL WEBSITE UPDATE

International Scouting has now been incorporated into the Scouts Australia National website to assist in growing visibility of overseas opportunities. Upcoming Contingents are now featured in the Events functionality of the website. A small range of downloads are also available from a dedicated page that is protected with Scout Central login access. More content will be moved across from the old website over the remainder of this year.

INTERNATIONAL TRAVEL GUIDE DISTRIBUTION

The International Travel Guide was distributed to all Rover Crews across Australia last October. This Guide is an important resource for all members to learn about the opportunities that exist within International Scouting. A digital copy is also available to members from the resources page of the International website.

SOUTH PACIFIC SCOUTING

Our National Coordinator South Pacific Scouting is working to promote and support Rover Crews in the management of Branch Friendship Tours in the South Pacific.

In April 2020, Rovers from NSW are leading a Branch Friendship Tour to Santo, Vanuatu for a cultural exchange to strengthen an already existing relationship as well as to complete first aid training and other development programs.

Our opportunities that are currently available include service projects in Solomon Islands and Fiji and joint activities in Kiribati. Rover Crews that are interested in volunteering for service projects should contact their Branch International Commissioner.

REGION YOUTH REPRESENTATIVE AUSTRALIA

The Regional Youth Representative Australia is a newly created appointment responsible for coordinating with other National Scout Organizations across the Asia-Pacific Region and fostering a culture of Youth Involvement in Scouting. The appointed person will be an important connection to facilitate the expansion of Branch Friendship Tours by Rover Crews in our neighbouring countries. Applications for the position closed last month and the successful candidate will be announced shortly.

16TH WORLD SCOUT MOOT 2021

Applications will soon be opening for the 16th World Scout Moot in Ireland. Applications will be limited to a pre-set quota of only 500 applicants. The Australian International Team looks forward to supporting another large Contingent to this event.

18TH WORLD SCOUT MOOT 2029

Scouts Australia stands ready to support the NRC should they agree to prepare a proposal to bid for the 18th World Scout Moot in 2029.

ACTION REQUESTED

It is recommended that the National Rover Council note this report.



Scouts Australia

Adult Training and Development

Report to the 2020 NRC Conference

Scouts
AUSTRALIA
Adult Training and Development

Appointment Changes

- Josh Smart will be finishing as Deputy National Commissioner Adult Training & Development in May. An advertisement for the position will go out in the February National eNews for interviews and appointment in April.
- David Walsh will be continuing for a further 3 years, as Assistant National Commissioner Adventurous Activity Training.
- WA, Victoria and NT have recently appointed or are in the process of appointing new Training Commissioners.

Course for Prospective Leader Trainers (CLT)

- Being held over the 2020 Easter Weekend (10-14 April) at Gilwell Park, Victoria
- There are 47 registered participants across all branches, as well as Hong Kong and Singapore.

ATD Policy Changes

- Assessors have been removed, as SAIT Assessors are a different appointment
- Training Team ratios have been removed, which is likely to encourage new training team appointments and provide new opportunities for young people

New Curriculum

- On track for release in July
- eLearning becomes On-demand Learning
- More focus on On-the-Job training, which is assessed using milestones and "I statements" in a home unit environment
- Basic Weekend becomes Scouting Essentials
- Basic Outdoor Skills becomes Scouting Adventure
- Advanced Weekend becomes Scouting Leadership
- One curriculum for all sections

VET Scope

New opportunities are now available for VET, including new Active Volunteering qualifications, a new Performing Arts qualification and a whole new Outdoor Leadership training package.

Volunteering

- CHC24015 Certificate II in Active Volunteering
- CHC34015 Certificate III in Active Volunteering
- CHC44015 Certificate IV in Coordination of volunteer programs



Performing Arts

- CUA20215 Certificate II in Creative Industries
- CUA30213 Certificate III in Community Dance, Theatre and Events

Business and Leadership

- BSB20115 Certificate II in Business
- BSB30115 Certificate III in Business
- BSB42015 Certificate IV in Leadership and Management
- BSB51918 Diploma of Leadership and Management

Outdoor Recreation and Leadership

- SIS20419 Certificate II in Outdoor Recreation
- SIS30619 Certificate III in Outdoor Leadership
- SIS40619 Certificate IV in Outdoor Leadership
- SIS50419 Diploma of Outdoor Leadership

VET opportunities are available for FREE to any member of Scouts Australia over 14.

Qualifications can be granted through a combination of workshops, expeditions, logbooks, eLearning, workbooks, observation and third-party reports.

It is anticipated that the new Youth Program digital platform will allow for collection of VET RPL evidence.

Questions?

Dougal Mayor
National Commissioner AT&D
ncatd@scouts.com.au

Josh Smart
Deputy National Commissioner AT&D
dncatd@scouts.com.au



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Conference (Bundilla, Winston Hills NSW)
 February 2020

| | | | | | |
|----------------------------|--------------------|--|--|--|--|
| Item Title | | Sustainability Portfolio Update | | | |
| X | Information | | | | |
| | Discussion | | | | |
| | Decision | | | | |
| Document Author | | Patrick McCormick (Assistant National Commissioner – Sustainability) | | | |
| Strategic Alignment | | | | | |

KEY POINTS

The paper provides updates on what has been happening with the Sustainability portfolio – environment and diversity & inclusion (D&I) – through 2019.

BACKGROUND

The past year built on some great steps forward in 2018, with our portfolio fully taking shape in 2019. We were excited to have our first face-to-face meeting for the National Diversity & Inclusion Team, appoint our inaugural National Adviser Diversity & Inclusion (Clare Hanley), bring all the Branch Environment and D&I leads together with our supporters for the first National Sustainability Conference, launch the Scouts Australia Sustainability Strategy & Action Plan, and so much more.

Embedding SDGs in Program

WOSM has been there since the 2015 launch of the United Nation’s Sustainable Development Goals (AKA the SDGs or Global Goals). The SDGs provide seventeen high level goals that consider environmental, social and economic sustainability, and what the world should do to tackle our impacts. Scouts Australia’s work follows the lead of WOSM, and recognises that scouting can play a role driving achievement of the SDGs and creating a better world. Hopefully your Unit have been engaging in the #Scouts4SDGs movement.

We were excited to see a National Coordinator - Better World Scouting appointed in early 2019, providing greater support for the Better World Framework and related initiatives. Nikketah (a former NYC Chair and Rover) has taken up this role in the International Portfolio, though works with others across Australia to share programs and initiatives under the Better World banner. We hope that Rovers are exploring these, and including them in their own programs.

Recently Annette (National Adviser – Environment) and Patrick presented a workshop on the SDGs and ways to embed sustainability with the Scouts and Venturer Scouts involved in organising AJ2022. We have had increasing requests to run workshops like this, and really enjoy the opportunity to share more about the SDGs, what Scouts in Australia are doing, and support the participants to take further action. We hope their efforts helps embed the

SDGs in the way the next Jamboree is organised and run, as well as covering it well in the program.

Sustainability Portfolio Meetings and Conference

The National Environment and Diversity & Inclusion teams meet every two months online, planning initiatives and sharing their recent successes. Over the past year this has covered a lot of ground, including training approaches for supporting youth with Autism, sharing resources to support transgender members of scouting, promoting participation in Clean Up Australia Day, running workshops on sustainability for members, and supporting groups to implement better environmental practices.

One of the great things about our face-to-face meetings is the way youth members get engaged in the topics, and have often gone on to leadership roles to champion sustainability. We appreciate the support we get from the Rover Scout section in these Teams, including the NRC D&I Project Officer – who is a formal member of the National D&I Team. We will continue to invite active youth members to our face-to-face meetings, and welcome suggestions for both our National meetings as well as those in Branches.

Another milestone we achieved in the past year has been the first National Sustainability Conference, held at Camp Coutts (Waterfall NSW) in October last year. We brought together the Branch leads for Environment and D&I, the National Sustainability Team, and a number of supporters (including two NSW Rovers championing the SDGs through their appointments in the Scouts Australia's International Portfolio). Through workshops and presentations we were able to build on some of the tools we have developed (e.g. the sustainable events/campsites/training matrix), plan next steps for Action Plan delivery, and build new skills and awareness (such as trauma informed practices).

National Diversity & Inclusion Policy/Standards

Diversity & Inclusion is one of the Strategic Priorities for the World Organisation of the Scout Movement (WOSM) through Vision 2023 and the current Triennial Plan. As a member of WOSM, and reflecting our role in Australian society, discussions have occurred for a few years around creating a Diversity & Inclusion Policy for Scouts Australia. As reported on last year, this was drafted and presented to NOC in late 2018, with the Policy approved (as the National D&I Standards) by NOC in April 2019.

There are processes underway to clarify what items need to go up to NEC, and the future approach to updating Scouts Australia's Policy & Rules (P&R). It is not yet clear if the Standards are now officially adopted yet, though we hope it will be confirmed once the accompanying changes to P&R are made (these were tabled at NEC in November/December 2019). The P&R changes are to ensure that our highest governing document reflects this agreed approach to embrace diversity and strive for inclusion that ensures access to scouting for all. We will update the NRC as the approvals process is completed in 2020.

Scouts Australia Sustainability Strategy & Action Plan

As you will all now know, Scouts Australia is in its first year of implementation of our Sustainability Strategy & Action Plan. These documents outline scouting's commitment to the SDGs, with the Action Plan focusing first on what we need to do inside our organisation for our practices to match our teachings. Since approval at the April 2019 NOC meeting, a number of Actions have already been achieved, with more to be done through 2020 and beyond.

We have been pleased by the way Rovers have championed these efforts in their Branches, and through the NRC with the papers and workshops offered this weekend. We recognise that not everything will be achieved, so welcome feedback as we finalise what we can deliver in the first year, and we then Review > what goes in the Action Plan for mid-2020 onwards. As requested last year, we would appreciate the support of individual Rovers, or project patrols, to take part in this by driving some of the actions, helping us promote these efforts. We look forward to hearing how the NRC and BRCs plan to implement their parts of our Sustainability Strategy & Action Plan, following the workshop.

Launching into 2020

This continued at a jog into 2020 for Sustainability, with quite a number of things underway. The National D&I Team have already met once, and will meet again this coming Monday – one area they are exploring is the gender proportion for youth and leaders (including analysis of Branch-level appointments). The Environment team have been promoting Clean Up Australia Day, which will feature a tool for Groups to reduce their waste (another tool in a package we are developing, adding to one for recycling promoted in National Recycling Week last November).

In two weeks' time, ten scouts from across the country will have the opportunity to participate in the 2020 Plastic Summit in Canberra. We are currently assessing the applications as they close today (Friday 14 February), which is a big effort given over 70 applications have been received (and counting). We are pleased that through opportunities like this, Landcare, Clean Up Australia and many others, we are still doing our bit as #Scouts4SDGs in our community, alongside our internal efforts from the Action Plan.

The National Sustainability Team continue to advocate for continual improvements in the way we consider D&I as part of our training, and have draft position statements on climate action and sustainability broadly. As with our other initiatives, we will share more as these progress. If you have any questions or feedback, please reach out to Annette Cook (National Adviser – Environment), Clare Hanley (National Adviser – Diversity & Inclusion), Patrick McCormick (Assistant National Commissioner – Sustainability) or your own Branch's Environment and D&I leads.

FINANCIAL IMPLICATIONS

Nil anticipated for NRC (beyond current commitments).

ACTION REQUESTED

That the National Rover Council:

1. note this report, and
2. embrace further action on sustainability Nationally, in Branches and your own Groups/Units in line with our Scouts Australia Sustainability Strategy & Action Plan

ATTACHMENTS

- [Scouts Australia Sustainability Strategy & Action Plan](#)



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL

NRC Conference 2020, Bundila NSW
 14th – 16th of February 2020

| | |
|--|--|
| Item Title | ACT Branch Rover Council Report |
| X Information | |
| Document Author | Sam De Rota (ACT Delegate) |
| Strategic Alignment | All outcomes |
| State Success: Events, achievements i.e Awards | <p><u>BPSA:</u> Four BPSAs were awarded to ACT Rovers in 2019. Congratulations to Ben Muller, Amy Donoghue, Matt Court, and Sorrel Fuller.</p> <p><u>Adult Recognition Awards:</u> Congratulations to Lizz Affleck and Felicity McNeice, who were awarded the Rover Service Award. Georgia Elliott, Roy Velting, and Eleanor Hewitt were also presented with Special Service Awards for their work with the SciScouts program and for leading successful international contingents.</p> <p><u>CBR Moot:</u> ACT BRC extends their congratulations to the CBR Moot team for running a safe and fun event in the wake of this summer’s extreme conditions. Congratulations to Georgia Wilson and her team for their dedication and service to the ACT Contingent.</p> <p><u>Branch Service Project:</u> ACT Rover Scouts assisted the CBR Moot team with preparing Camp Cottermouth for CBR Moot. Although the site wasn’t used, the work done remains to benefit other groups and events held at the site in the future.</p> <p><u>New Youth Program:</u> All ACT Units have begun to transfer to the NYP as of 2020. The ACT BRC organised a Rovers-only training course, which was well attended by Rover Scouts from each Unit and interstate. The ACT BRC eagerly awaits approving the first BPSA awardees when they start coming through.</p> <p><u>Blood Donation Challenge:</u> ACT Rover Scouts gave over 80 donations in the blood donation challenge with Rover Scouts NSW. The ACT Red25 team, Red Rover100, also received the Red25 ACT Community Award for their service and</p> |

AGENDA ITEM – [1.9.1]

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| | <p>have contributed over 270 donations so far.</p> <p><u>Strategic Plan:</u> In the latter half of 2019 the ACT BRC created a strategic plan to be pursued from 2019 to 2023. In August and October, consultation sessions took place with as many grass-roots Rover Scouts as possible. The BRC Executive then collated the responses and formulated goals from them, which were then ranked by grass-roots Rover Scouts in an online poll. Approximately 65% of ACT Rover Scouts were involved in the creation of the strategic plan.</p> |
| <p>Training: Courses held, Numbers of completion i.e. Basic, Advanced, Cert 3 / 4, Wood-badge</p> | <p>1 Advanced course with 10 participants was run. Unfortunately, no Basic courses were run due to lack of demand.</p> |
| <p>Growth Number; - Successful strategies i.e. state strategic plans/marketing success</p> | <p>ACT BRC is currently working with the Branch to create marketing opportunities at events such as University O- Weeks and Open Days. The BRC Venturer Liaison Officer continues to work collaboratively with the Branch Venturer Team to build rapport with Venturers.</p> |
| <p>Current issues/Areas for Support</p> | <p><u>Branch Office:</u> Currently there is a lack of information being communicated with Unit Leaders and the Branch Office about membership application process and fee invoices. Unit Leaders are receiving support from the BRC and BRAs to ensure that membership applications are being submitted correctly while the Branch is introducing a new system that should alleviate these problems. The ACT Branch as a whole is having issues with the Banking partner used throughout, and a transition to a new partner is being investigated.</p> |
| <p>Branch Position Changes</p> | <p>None since the last meeting.</p> |
| <p>Last Time you talked to your Chief Commissioner</p> | <p>24 of January.</p> |
| <p>Additional information – anything else you wish to share.</p> | <p>We recently made an Instagram account! Follow us at https://www.instagram.com/actrovers/</p> |



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Conference – Bundilla NSW
 14-16/02/2020

| | | |
|------------------------|--------------------|------------------------|
| Item Title | | QLD Branch Report 2019 |
| X | Information | |
| | Discussion | |
| | Decision | |
| Document Author | | Jemma Davies |

Training

The last year we have had a very robust year of training with several Basics and an Advanced, as well as all of the Adventurous Activities training coming into full play with the roll out of OAS last year. We have had high engagement and are looking forward to more Advanced courses and more wood badged rovers this year.

We also had the opportunity to have the full National Event Management course, which led to several rovers trained in the Event Management and continuing on to complete the Diploma. We have had huge interest and will be running another one this year.

Program

We have had a 300% increase in BPSA awarded in the last 12 months, and have had huge successes with the roll out of the NYP. The NYP roll out has utilised Rovers and young people to assist with roll out and we are pretty lucky to be so involved. It has meant that there are several hundred OAS stage completions amongst Queenslanders, as well as SIAs becoming more prevalent with the October roll out. We are looking forwards to more BPSAs awarded and the final roll out in April of the final parts of the NYP and to fully introduce “The Program”

Governance

We have had no major changes in the last 12 months to governance, as Jemma Davies is still chair, however we have elected a Chair Elect, and have begun formalising our handover process for the future of our Executive. We did have a handover a new executive team step in in April 2019, all of whom did a fantastic job.

Marketing

We had some wins with our new Rover Polos being released with the new logo (check the website, \$30) Our website has been a roaring success, with regular updates and an easy to

read interface. The facebook page and Instagram have been a bit hit and miss after a strong start to the year due to our marketing officer stepping out, and then our replacement heading overseas for two months.

Learning(s)

Our learnings for the year would be that there is no alternative to face to face as the struggle is biggest with remote dial ins. We also had a huge success with Moot, due to the unbelievable support provided by the branch.

General

ACTION REQUESTED

It is recommended that the National Rover Council:
Adopt this report.

ATTACHMENTS



**SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL**

NRC Conference, Bundilla Scout Camp NSW
18th – 20th of January 2020

| | | |
|------------------------|--------------------|--|
| Item Title | | SA Branch Rover Council Report |
| X | Information | |
| | Discussion | |
| | Decision | |
| Document Author | | Thomas Milham – SA Branch Rover Council Chairman |

Training

A small percentage of Rovers have undertaken Gilwell Training in 2019. The SA BRC aims to improve the training access and opportunities available to Rovers, including Gilwell and other training options.

Rover Basic and Advanced Training courses are undertaken with Leader of Youth/Leader of Adult training which ensures that training courses are frequently available to Rovers throughout the year.

Program

South Australia Branch has nearly fully transitioned to the new Youth Program, with 100% having transitioned by July 2020. The Rover Scout Section is continuing to work with SA Branch to ensure that Rovers are supported in the transition alongside groups.

The Branch Rover Council will focus on ensuring all Rovers have been transitioned to the new Youth Program by late 2020. In 2019 the Branch Rover Council made the commitment to adopt and use the new terminology throughout our communications, documents and policy.

A delegation attended the Youth Program Conference in 2019, continuing to develop strategy and gather information to continue implementing the youth program in our Branch.

A 2020 focus is to reboot several state events to re-engage Rovers at a Branch level and provide opportunities for involvement of other sections.

Four Baden Powell Scout Awards were completed in 2019, congratulations to Caitlin Polack, Ashleigh Dungey, Lloyd Ings, and Athena Dawe.

Governance

The composition of roles on the SA BRC Executive changed for the 2019/2020 Executive, to reduce the amount of Executive office bearer roles, and created more opportunities for supporting roles.

A review is being undertaken to modify the format of the monthly Branch Rover Council meeting to ensure that it is relevant to the current membership and will provide training opportunities as identified by the Council.

Marketing

The SA BRC will be developing and implementing a marketing plan in consultation with our stakeholders to focus on strategies for recruitment and raising awareness within the branch.

SA BRC will rekindle the relationship with the Marketing team at Scout HQ so that our marketing efforts are supported by the Branch.

Learning(s)

Learn to trust your team, delegate authority, and take pride in what you do.

General

South Australian Branch Rover Council congratulates and thanks the CBRMoot team for their hard work and dedication, producing an event that our Contingent thoroughly enjoyed.

SA Branch Rover Council celebrates the Rovers and Adult Members that support Roving. A huge number of Rovers and Adult Members were recognised for their service to Scouting at the 2019 South Australian Branch Award Ceremony, including three recipients of the Rover Service Award.

South Australia Branch has been in discussion with the SA Government and community leadership about the role that Scouting can assist in the bushfire recovery effort. The Chairman has assured the Scouts SA CEO that Rovers are willing and prepared to assist where needed.

ACTION REQUESTED

It is recommended that the National Rover Council:

Tables this report.

ATTACHMENTS

none



**SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL**

NRC Conference, Bundilla Scout Camp, New South Wales
14-16 February 2020

| | |
|----------------------------|---------------------------------|
| Item Title | Western Australia Branch Report |
| X Information | |
| Document Author | Elodie Prinsloo |
| Strategic Alignment | All outcomes |

| | |
|---|--|
| <p>State Success: Events, achievements i.e Awards</p> | <p>Sandmoot – 100 attendees (site capacity) and ran 2 different AA.</p> <p>St Georges Day – one of the largest intersectional events with numerous younger sections and members of the public interacting with Rover Scouts.</p> <p>ANZAC Day Vigil: 80+ people attended the Honor Guard.</p> <p>Gravelmoot – 60 attendees, completed numerous projects at the Manjedal Activity Centre.</p> <p>Mission Impossible “Game On” – the largest Rover Scout/Venturer Scout sectional event since 2011 with 145 participants and 78 staff members competing over a weekend/</p> <p>Rover Ball – we had 75 attendees dance the night away to Rockabilly.</p> <p>Badgi Bash – one of the largest and most successful events in recent memory with 60 attendees and</p> <p>RoverCon – 20 attendees, number of relevant issues tackled and reported on.</p> <p>Overall our event attendance has increased and we have continued to uphold the standard expected of events. We have a stronger focus on the program being delivered during events and ensuring the appropriate support is provided to all members of the event committees. WA Rover Scouts are focusing on further strengthening the mentoring process on event committees and ensuring we have fresh faces taking on roles of responsibility to build on their skills.</p> <p>There were 3 very worthy recipients of the Ian Jennings Awards, and 6 Rovers were awarded Adult Recognition Awards for their service to both Rovers and other sections.</p> <p>3 Rovers completed and were awarded their BPSA’s.</p> |
|---|--|

| | |
|--|--|
| <p>Training: Course's held, Numbers of completion i.e. Basic, Advanced, Cert 3 / 4, Wood-badge</p> | <p>WA Rovers ran two Basic Training Courses (15 Rover Scouts and 1 RA attended) and one Advanced Training Course (7 Rover Scouts and 2 RA's attended)</p> <p>5 Wood-Badges were completed in the Rover Scouts Section.</p> <p>2 new training team members who are actually still Rover Scout participants.</p> <p>WA Rovers have 11 units who have transitioned to the Youth Program and we have 2 Youth Program trainers who are Rover Scouts.</p> |
| <p>Growth Number;</p> <ul style="list-style-type: none"> - Successful strategies i.e. state strategic plans/marketing success | <p>Our overall numbers have stayed the same, fluctuating around 200 members – highest number in years was 205 (Feb, 2019) and currently sitting at 198 Rovers.</p> <p>We have had a focus on crew/unit strategic plans which have helped shape our branch focus – key areas are membership retention, quality program and succession planning.</p> <p>Our marketing has struggled to succeed with little promotion to our Venturer section and the community. However, there has been an increase in Rovers being on other sectional event committees.</p> |
| <p>Current issues/Areas for Support</p> | <p>Continuing to have issues with event reports being submitted in a timely manner which prevent key issues from being passed on</p> <p>Succession planning is becoming a problem with several units potentially facing membership issues as numerous key members within the section “ageing out” which has applied extra pressure to the younger Rovers to step up. It has been exciting to see “younger” units and Rovers step up and successfully take on new challenges.</p> <p>RSM Events continue to struggle, we were forced to cancel one of our two events last year – it did encourage more Rovers to attend the next event with a substantial increase in the number of spectators, cars and racers present during the event.</p> <p>Rovers who are appointed to roles but lacked any support or structure to their roles – hoping to ensure that that our Branch moves away from tokenistic youth appointments.</p> <p>Social media presence has fluctuated over the year – had some really great initiatives to introduce our crews and but lacked engagement, submissions and consistent postings.</p> |
| <p>Branch Position Changes</p> | <p>WARC Executive has changed over as of the 7th of December.</p> <ul style="list-style-type: none"> • Chairman – Toby Blyth • Vice Chairman – Danielle Reed • Secretary – Liz Robinson • Treasurer – Krystal Hayes |

AGENDA ITEM – 1.9.8

| | |
|--|---|
| | <ul style="list-style-type: none"> • Program Officer – Amy Robinson • PR Officer – Ciara O’Hanlon • RSM President – Cameron Breakell • Branch Adviser Rover Scouts – Greg Chapman (continuing) <p>We have changed the role of Activities Officer to Program Officer due to the shift in focus on ensuring a quality program is a focus in WA.</p> |
| <p>Last Time you talked to your Chief Commissioner</p> | <p>During/post CBR Moot.</p> <p>The WARC Executive were invited to 3 Swan Patrols (Chiefs Councils) which ensured key issues raised by Rovers were adequately discussed and a focus moving forward within the State Leadership team.</p> |
| <p>Additional information – anything else you wish to share.</p> | <p>Our Policies Project Officer was very successful over 2019 with several policies and the WARC Standing Orders/Constitution being significantly updated to include program language and plug some “gaps”. We also introduced 4 new policies including a Training policy and Mental Health First Aid Officers.</p> <p>We had one of our largest contingents to CBR Moot that saw a number of plan, do and review concepts put in play on our roadtrip across the country...would like to thank the Contingent Team Elodie Prinsloo and Danielle Reed for their efforts over the course of the event.</p> |



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 2020 NRC Conference
 14-16 February 2020

| | | |
|----------------------------|-----------------------------------|--|
| Item Title | Rover Program Meeting Coordinator | |
| | Information | |
| | Discussion | |
| X | Decision | |
| Document Author | Reece Grimshaw – NRC Vice Chair | |
| Strategic Alignment | Governance | |

KEY POINTS

Halfway through 2019 the National Commissioner Youth Program made the decision to no longer coordinate national section meetings, turning it back onto the members of those teams to coordinate and chair these meetings.

The NRC Exec believes that the best way forward is for the coordination of these meeting to be added to the position description of the Vice Chair as one of their key duties. These meetings will be coordinated by the NRC Vice Chair, but not necessarily chaired by them.

ACTION REQUESTED

That the following be added to the Duties and Responsibilities section of the Vice Chairperson Position Description.

“13. Coordinate the facilitation of the NRC Rover Program Meetings with the Program Officers from each Scouting Branch.”

FINANCIAL IMPLICATIONS

Nil.

ATTACHMENTS

NRC Vice Chairperson Position Description

DUTIES AND RESPONSIBILITIES

1. The Vice Chairperson must assist the NRC Chairperson in the carrying out of their duties.
2. The Vice Chairperson is responsible for fulfilling the role of NRC Chairperson in the absence of the NRC Chairperson.
3. The Vice Chairperson can act as a proxy for the NRC Chairperson as requested or appointed by the NRC.
4. The Vice Chairperson will attend and make a written report on relevant NRC activities and projects at meetings of the National Adult in Scouting Committee.
5. Organise and establish projects and or working groups in consultation with BRC's and the NRC Executive on projects to support Rover Scouts in Australia
6. Periodically update the Rovers Australia website.
7. Carry out duties as requested by the NRC Chairperson, or by the NRC Executive.
8. The Vice Chairperson is responsible for supporting and working with NRC Project Officers, where projects are not related to Rover Training.
9. Coordinate the National Moot Buddies Scheme.
10. Attend both NRC meetings and NRC Executive meetings.
11. Coordinate and maintain Rover public relations and marketing.
12. The Vice Chairperson will produce an Annual Report for the NRC Conference detailing the work done which is relevant to these duties.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 2020 NRC Conference
 14-16 February 2020

| | | |
|----------------------------|--------------------|-------------------------------------|
| Item Title | | Moot Buddies Selection Criteria |
| | Information | |
| X | Discussion | |
| X | Decision | |
| Document Author | | Natasha Wood- NRC Training Officer. |
| Strategic Alignment | | |

KEY POINTS

BACKGROUND

Moot Buddies currently has an application questionnaire but does not have an objective ranking system in order to rank applicants. As there were no strict criteria for the 2020 Moot Buddies system, I developed an objective ranking system in order to rank the applicants. Whilst I have background in research and questionnaire development, this questionnaire needs to be workshopped for 2023. The use of an objective criteria will streamline the Moot Buddies selection process which will mean that the applicants will know their funding status in a timely manner.

CRITERIA

- Scouting involvement (coded 1-5)- where higher scores indicate higher Scouting involvement and therefore a higher preference for event attendance.
- Deposit paid (coded 0 or 1)- applicants who had paid their deposit = 1, no deposit = 0. Deposit paid indicated higher preference; represents a higher commitment to the event. Applicants must have paid a deposit to be eligible for Moot Buddies.
- Expedition value (coded 0-3)- applicants who chose the cheapest expedition bracket = 3, next bracket = 2, highest bracket = 1. If applicants did not indicate expedition value = 0.
 - *This may be dependent on what the AIM expedition categories are.*
- Paid work- (coded 1-3)- applicants with no job or low hours = 3 (indicating higher need and therefore higher preference), applicants with part time or more hours = 2, and applicants with full time or close to 30 hours = 1 (indicating lower need and therefore lower preference)
- Government Benefits (coded as 1 or 0)- if applicants were receiving money from the government = 0, if they received no money = 1.
 - *If they are receiving money from the government then they are still receiving some kind of money.*
- Studying (coded 0-3)- If applicants were studying full time = 3, part time = 2, little information or few topics =1, not studying =0.

- Living (coded 0-3)- Living independently with high costs=3, living independently with lower costs=2, living at home paying rent or some bills=1, living at home with no further info as to payments= 0
- Extra info (coded 1 or 0)- some applicants provided insight into their financial circumstances which was not captured in the rest of the application. Where this was relevant (e.g. medical costs, financial tragedy, family circumstances) = 1. All others with no information = 0.

FINAL RANKINGS

Final scores were calculated as a total out of as possible score of 20. Higher numbers indicate higher preference for funding. Applicants that met the criteria for ‘full funding’ (regardless of request as I consider ‘full funding’ the base moot fee plus a cheap expedition \$1200) are applicants who reached a cut off score of 15 or above were allocated \$650. Partially funded applicants scored between 14-11 (again, regardless of amount requested) were allocated \$300. These allocations were based off of the funding available for this round of Moot buddies and what was considered as a significant proportion of the base Moot fee.

TIMELINE

It is also recommended that the following timeline be adopted regarding the Moot Buddies selection process.

Start of April- Moot Buddies Applications Open

End of June- Moot Buddies Applications Close and selection panel is formed

Start of July- Moot Buddies applications are ranked by the selection panel

End of July- Moot Buddies applicants are informed of their funding status, Moot committee are informed of funding outcomes.

August- Money is transferred to the Moot Committee

ACTION REQUESTED

It is recommended that the National Rover Council:

- Workshop these criteria as appropriate
- Vote on the workshopped criteria to implement for the AIM 2023 round of moot buddies’ applications
- Adopt the timeline for Moot Buddies as stated above

COMMENT

FINANCIAL IMPLICATIONS

ATTACHMENTS



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC [Conference] [Remote Meeting]
 [DD Month YYYY]

| | | |
|----------------------------|--------------------|---|
| Item Title | | Moot Buddies Recipient Event Cancellation Procedure |
| | Information | |
| | Discussion | |
| Y | Decision | |
| Document Author | | NSW Branch Rover Council |
| Strategic Alignment | | Program, Finance |

KEY POINTS

- Moot Buddies provides financial assistance for Australian Rover Scouts to attend National Moots
- It is proposed that any refund due to cancellation of any or all of a National Moot be provided to Moot Buddies recipients first, and then to the National Rover Council.

ACTION REQUESTED

(1) The National Rover Council add the following paragraph to “Section 3: Moot Buddies Procedures”, of the National Rover Council By Laws:

Refund Procedure

Where a Moot Buddies recipient is entitled to a refund, if the recipient was in attendance at the event, they shall receive the refund up to the value they contributed to the event fee. After which, the National Rover Council shall receive any remaining value of the refund.

Where a Moot Buddies recipient was not in attendance of the event, the National Rover Council shall receive the refund up to the value contributed through Moot Buddies. After which, the participant shall receive any remaining value of the refund.

- (2) The National Rover Council agreed to enact this clause retroactively to include all participants of the National Moot held in Canberra between 30 December 2019 and 5 January 2020.

COMMENT

Moot Buddies is a program administered by the National Rover Council to provide funding assistance to Australia Rovers who apply to the program, and are assessed as “facing financial hardship in attending the National Moot”.

Moot Buddies recipients who participate fully in the program, intend to take full advantage of the funding provided to them through Moot Buddies. If, through no fault of their own, were they not able to do this, it is the view of this paper, that they should not be financially disadvantaged as a result.

In the instance a refund is to be issued to participants of a National Moot, it is proposed that Moot Buddies recipients who attend a National Moot, receive the refund provided by the event organisers up to the amount they paid. If a refund is in excess of the amount paid by a moot buddies recipient, the National Rover Council will receive the remaining funds to be contributed back to the Moot Buddies funding pool.

Moot Buddies recipients who do not intend to fully participate in the National Moot, for who their funding was provided, will receive any refund provided to them, after the National Rover Council has received a refund for the amount provided through Moot Buddies.

FINANCIAL IMPLICATIONS

Exposure is limited to a maximum of the moot buddies funding provided in any National Moot year. In previous years this has been approx. \$9000. This exposure will be reduced by the number of Moot Buddies recipients who accept offers of funding, and the amount refunded by event organisers, contingent on the circumstances of the refund.

ATTACHMENTS



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 2020 NRC Conference
 14-16 February 2020

| | | |
|----------------------------|--------------------|-------------------------------------|
| Item Title | | Moot Buddies Refunds |
| | Information | |
| | Discussion | |
| X | Decision | |
| Document Author | | Natasha Wood- NRC Training Officer. |
| Strategic Alignment | | |

KEY POINTS

BACKGROUND

CBR Moot 2020 was cancelled after 5 days and as a result applicants may be receiving a refund from the Moot Committee. If this refund happens, Moot Buddies recipients will also receive a refund. It is proposed that the money that is refunded to the National Rover Council from the Moot Committee is put into the funding that will be made available for AIM 2023. Given that this Moot is located in Tasmania, there will be higher travel costs associated with attending.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Carry over money that will be refunded from Moot Buddies to the NRC to the 2023 allocation of Moot Buddies.

COMMENT

FINANCIAL IMPLICATIONS

ATTACHMENTS



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Conference
 14-16 February 2020

| | | |
|----------------------------|--------------------------------|--|
| Item Title | Optional Moot Buddies donation | |
| | Information | |
| | Discussion | |
| X | Decision | |
| Document Author | NRC Exec (Ezgi) | |
| Strategic Alignment | Program | |

KEY POINTS

- The NRC in conjunction with future Moots should investigate whether there’s a way that application systems can be set up to allow donations directly to the Moot Buddies fund.

COMMENT

Moot Buddies are currently funded through NRC levies, payable by each Branch. An idea that has been floated is whether, on a Moot application, there could be an option to round your payment up to the nearest \$10, with the proceeds being fed into the Moot Buddies system to assist another Rover Scout to attend this event. A donation button could also be added to the end of the application to allow more flexibility in donating.

We are not sure whether this is possible, however, we would like to recommend that the NRC Vice Chair investigates this with the upcoming AIM Team and the Finance Manager for Scouts Australia to see if this is a possibility.

We think that this could be a great way to increase the amount of funding to sponsor Rover Scouts experiencing financial hardship.

FINANCIAL IMPLICATIONS

Nil

ACTION REQUESTED

1. NRC Vice Chair to investigate, in conjunction with the AIM Team and the Finance Manager for Scouts Australia, whether adding a donation platform is possible.

ATTACHMENTS

Nil



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Conference
 14-16 February 2020

| | | |
|----------------------------|--------------------------------|--|
| Item Title | Bullying and Harassment Policy | |
| | Information | |
| X | Discussion | |
| | Decision | |
| Document Author | Victoria- Michelle Saffin | |
| Strategic Alignment | Governance | |

KEY POINTS

- The NRC Bullying and Harassment Policy was last reviewed in March 2012
- When comparing to other policies in Victoria and nationally, this policy does not provide any new information
- If we are to have a Rover Bullying & Harassment policy, it should be something which is beneficial and useful for the Rover section

ACTION REQUESTED

1. A review of the need for this as a Rover policy, when compared to what policies Rovers are already governed by in their respective States, to be presented at the first remote meeting of 2020.
2. If deemed necessary, a review of the content of this policy.
3. A review of where sexual assault (see sexual assault paper) policies fits into the in comparison to this policy.

COMMENT

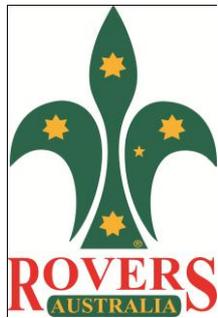
Nil

FINANCIAL IMPLICATIONS

Nil

ATTACHMENTS

National Rover Bullying & Harassment policy



Rover Scouts Australia

BULLYING AND HARASSMENT POLICY

Bullying and Harassment is not acceptable behaviour in the Rover section.

The basis of individual Roving behaviour is the Scout Promise and Law.

Therefore responsibility rests with all members of the movement to ensure proper behaviour.

Bullying and Harassment impacts on the ability of all members of the Rover section regardless of age, gender, standing to fully participate in and enjoy all of activities of the section.

Bullying and Harassment has short and longer term consequences which detract from the physical and mental health of members of the section.

Where members of the Rover section *experience* Bullying or Harassment they are encouraged to report it and to seek support from their peers and from the wider support networks available within the movement.

Where members of the Rover section *witness* Bullying or Harassment, they are encouraged to report it and where possible to render support and assistance to the individuals involved.

Refer to "Identifying and Managing Bullying" Resource document for more information.

Other resources for identifying and managing issues of Bullying and Harassment can be found on the National Rover Website.

March 13 2012



**SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL**

2020 NRC Conference
14-16 February 2020

| | |
|----------------------------|--|
| Item Title | The Impact of Climate Change on Rover Scouts Australia |
| | Information |
| X | Discussion |
| X | Decision |
| Document Author | ACT Branch Rover Council |
| Strategic Alignment | Representation, Governance, Program and Rover Training |

KEY POINTS

The 2019/2020 Bushfire season in Australia- unprecedented in its scale of destruction- is the ferocious, but inevitable reality of global warming and climate change. This bushfire season has had a major impact on Rovering in Australia, with the premature close of the 13th Asia-Pacific Region Moot/21st Australian Rover Moot- CBR Moot, and with the destruction of large areas of bushland in which we play the game of scouting.

With the increased intensity and regularity of extreme weather events such as bushfires, flooding and cyclones as a result of climate change, the National Rover Council must formally note that climate change is having an impact on Rovering, thus providing a platform upon which meaningful action is taken to play our role in limiting the effects of climate change and preparing Rover Scouts for this change.

ACTION REQUESTED

1. The National Rover Council formally notes that climate change is having and will continue to have a profound impact on the whole of Rovering at home and abroad.
2. The National Rover Council will request that Scouts Australia also formally notes that climate change is having and will continue to have a profound impact on the whole of Scouting at home and abroad.
3. The National Rover Council will request, in addition to point 2, that Scouts Australia formally note that climate change is having and will continue to have a profound impact on the whole of Scouting at home and abroad in the introduction to the Scouts Australia Environment Charter.
4. The National Rover Council will research, and present appropriate initiatives to offset the carbon emissions of the Council before June of this year.
5. The National Rover Council will formally approach the Scouts Australia Environment Team to request the development of resources for the program relating to education on what climate change is, how to prepare and adapt for the future, and how individuals can limit their own environmental impact before the 2021 National Rover Council Conference.
6. To complete points 4 and 5, the National Rover Council will appoint a project officer to coordinate this. In the interim, this project will be managed by the executive.

COMMENT

The 2019/2020 Bushfire season in Australia has been unprecedented in its scale of destruction and devastation. Landscapes have been left unrecognisable, and the impact on native fauna has been catastrophic. But this fire season has had more than just an impact on the flora and fauna of

Australia. It has made a profound impact on a vast majority of the population, and there have been a number of Rover Scouts who have been directly impacted by these fires in some way.

These fires have stretched emergency services to their limits, and parts of Australia have been smothered by hazardous smoke haze for months. This combined with the extreme and unpredictable nature of the fires has resulted in the cancellation of at least three major events to date- including the 13th Asia-Pacific Region, 21st Australian Rover Moot- CBR Moot. Undoubtedly there are many smaller events that too have been cancelled, postponed or no longer have a safe location to run due to these fires.

Whilst bushfires have caused substantive destruction before and major Scouting events have been cancelled before because of fire risks, it is widely accepted amongst scientists that the scale and severity of these fires has never been seen before. Nor are bushfires the only extreme weather event to impact Australia and our Scouting community. Evidence and data also suggest that the frequency and severity of these events is likely to continue to grow.

What the future holds for us and our planet is concerning. However, as Rover Scouts we have a commitment to care for our environment. Thus, the NRC and Rover Scouts across the country must take responsibility for our own impacts on the environment to play our part in caring for the environment and implement the Scouts Australia Environment Charter in its entirety.

The following actions should be taken:

1. The National Rover Council formally notes that climate change is having and will continue to have a profound impact on the whole of Roving at home and abroad.

Action begins by recognising that climate change is an issue of fundamental importance to Rover Scouts. Without the outdoors, we lose the arena in which we play the game of scouting. The NRC should formally note that climate change is having and will continue to have a profound impact on the whole of Roving at home and abroad, distributing this note over appropriate communication channels, including social media.

2. The National Rover Council will request that Scouts Australia also formally notes that climate change is having and will continue to have a profound impact on the whole of Scouting at home and abroad.

Secondly, the NRC should encourage Scouts Australia to also note that climate change is having and will continue to have an impact.

It must be noted that such a statement is not unprecedented. The World Organisation of the Scouting Movement in 2015 formally stated that *“Climate change is the defining challenge of our time and poses a critical threat to our future”*.

3. The National Rover Council will request that Scouts Australia formally note that climate change is having and will continue to have a profound impact on the whole of Scouting at home and abroad in the introduction to the Scouts Australia Environment Charter.

The NRC should also encourage Scouts Australia to update the introduction to the Scouts Australia Environment Charter to formally declare in it that climate change is having and will continue to have an impact on Scouting.

4. The National Rover Council will research, and present appropriate initiatives to offset the carbon emissions of the Council.

The NRC should also take responsibility for its own contribution to carbon emissions. Estimate show that to fly, accommodate and feed participants at NRC Conferences emits over 22 tonnes of carbon emissions into the atmosphere. Thus, recognising that the conferences are an important part of the NRC, research should be undertaken into initiatives to offset these emissions. Initiatives could include purchasing carbon offsets, proactively engaging in the planting of trees and restoration of habitats etc. Such actions also are in line to Scouts Australia's commitment to the Sustainable Development Goals, specifically goal 13: Climate Action.

This research is to be completed by June 2020.

Similar organisations such as Rotary have already developed and implemented such programs.

5. The National Rover Council will formally approach the Scouts Australia Environment Team to request the development of resources for the program relating to education on what climate change is, how to prepare and adapt for the future, and how individuals can limit their own environmental impact.

Finally, the NRC should approach the Scouts Australia Environment team to collaborate in developing resources for Rover Scouts, explaining what climate change is, what its impact will be and what Rover Scouts can do themselves to limit their own environmental impact.

Such resources also are in line to Scouts Australia's commitment to the Sustainable Development Goals, specifically goals 3, 6, 7, 11, 12, 13, 15 and 15 (Good Health and Wellbeing, Clean Water and Sanitation, Affordable and Clean Energy, Sustainable Cities and Communities, Responsible Consumption and Production, Climate Action, Life below Water and Life on Land).

These resources are to be developed by the 2021 NRC Conference.

6. To complete points 4 and 5, the National Rover Council will appoint a project officer to coordinate this. In the interim, this project will be managed by the executive.

The appointment of a project officer will allow for dedicated action towards achieving the above-mentioned goals.

The NRC must take action against climate change. We are in a position to educate our peers and communities about the risk of climate change, how to conserve energy and adapt to the risks. The best time to take action on climate change was 30 years ago. The second best is now.

As Rover Scouts, let's be prepared and look beyond our horizons through education and positive affirmative action. In doing so, let's be the change we want to see. In turn, encouraging greater affirmative action by all.

FINANCIAL IMPLICATIONS

Nil at this stage. However, there may be financial implications in the future relating to carbon offset programs and development of resources.

ATTACHMENTS

NIL



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Conference
 14-16 February 2020

| | | |
|----------------------------|--------------------|--|
| Item Title | | Participation Rates in National Moots |
| | Information | |
| X | Discussion | |
| | Decision | |
| Document Author | | Victoria – Jesse Carter & Vicki McKinnon |
| Strategic Alignment | | Program |

INTRODUCTION

After observing declining participant numbers in our national moots, despite the engaging programs being offered, and the strong participation in international contingents,

KEY POINTS

Attendance: after removing hosting branch and international attendees, a comparison of Australian attendee numbers from the last three national moots has shown a 45% drop in participation. See figure 1.

Membership: a comparison of national membership data from 2015 to 2019 census has shown a 5.5% growth in overall rover membership. See figure 2.

Cost: when comparing base costs of each moot participant fee, there was shown to be a 0.5% increase in price, which is well below the recommended 3% CPI increase per annum. From Victorian data, the uptake on offers of funding assistance are low, with only 5 Rovers applying for funding programs for the CBR Moot.

International: Iceland World Moot 2017, had an Australian Contingent of 450 participants during the same period of time.

ACTION REQUESTED

A discussion as to what may be causing the dramatic drop in Australian National Moot participation.

COMMENT

This discussion is no reflection of feelings towards to the organising teams for these moots, merely just the data available to us. We appreciate all the work that goes into the running of such a large scale event.

FINANCIAL IMPLICATIONS

NIL

ATTACHMENTS

FIGURE 1:

| MOOT & YEAR | ATTENDANCE | -/+ % | TOTAL |
|------------------------|-------------------|----------------|--------------|
| WAM 2014 | 400 | | |
| THE MOOT 2017 | 330 | -17.5% | |
| CBR 2020 | 2020 | -33.33% | 45% |

FIGURE 2:

| | NSW | VIC | QLD | SA | WA | TAS | ACT | NT | TOTAL | |
|------------------|--------------|--------------|--------------|--------------|--------------|-------------|---------------|-------------|--------------|--------------|
| 2015 | 765 | 1133 | 451 | 169 | 116 | 58 | 83 | 18 | 2793 | |
| 2016 | 757 | 1159 | 453 | 176 | 128 | 77 | 87 | 17 | 2854 | +2.2% |
| 2017 | 792 | 1221 | 473 | 167 | 203 | 92 | 89 | 30 | 3067 | +7.5% |
| 2018 | 802 | 1206 | 498 | 173 | 199 | 109 | 94 | 18 | 3099 | +1.0% |
| 2019 | 794 | 1188 | 486 | 159 | 122 | 89 | 96 | 14 | 2948 | -4.9% |
| TOTAL +/- | +3.7% | +4.8% | +7.7% | -5.9% | +5.1% | +53% | +15.6% | -22% | +5.5% | |



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 2020 NRC Conference, Bundila NSW
 14-16 February 2020

| | | |
|----------------------------|--------------------------------|--|
| Item Title | Beyond the Horizon Merchandise | |
| | Information | |
| | Discussion | |
| X | Decision | |
| Document Author | NRC Executive (Ezgi) | |
| Strategic Alignment | Marketing | |

KEY POINTS

- There is currently limited Rover Scout merchandise which incorporates core elements of the youth program
- There could be an opportunity for the Rover Scout section to sell t-shirts to all members which promote the Rover Scout section internally, and assist with promoting the symbolic framework ‘Beyond the Horizon’ to Rover Scouts.

COMMENT

There is currently limited Rover Scout merchandise which incorporates core elements of the youth program. The NRC Executive proposes that the NRC funds the design and set-up costs for producing some T-shirts with a simple and sleek design on the front which represents ‘Beyond the Horizon’ – the symbolic framework for the Rover Scout section. We would explore the possibility of selling these through the Scout Shop, available to all members.

We believe this would be a great internal promotional tool, and assist with promoting ‘Beyond the Horizon’ to current Rover Scouts.

We would suggest that Alex Preston, who has designed/is designing badges and other material for the program is approached to design this. The T-shirt’s design would be screen printed on the front, and potentially the back too depending on the designs that Alex proposes.

If the NRC wishes to proceed with this, the NRC Executive will investigate whether there are any fees or other costs associated with selling merchandise through the Scout Shop.

The NRC Executive recommends that the profit from these sales would first reimburse the production costs, and additional profits moving forwards would be put into the Moot Buddies funding scheme.

FINANCIAL IMPLICATIONS

- Cost of design: \$250
- Cost of screens: \$80 x 2 = \$160
- Contingency (Scout Shop fees, payment processing fees, etc.): \$300

ACTION REQUESTED

1. The NRC approve the commissioning of the design of a line of 'Beyond the Horizon' merchandise.
2. The NRC will approve the final design and merchandise type.
3. The NRC approve a total of \$710 to design and produce mock ups of merchandise.
4. The NRC Executive investigate whether there are other ongoing associated costs with selling merchandise through the Scout Shop.
5. The profit from any sales would first recover the costs of production, with all further profits to be directed to the Rover Development Fund.

ATTACHMENTS

Nil



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 2020 NRC Conference
 14-16 February 2020

| | | |
|----------------------------|------------------------|--|
| Item Title | NZ NRC funding request | |
| | Information | |
| | Discussion | |
| X | Decision | |
| Document Author | NRC Exec (Ezgi) | |
| Strategic Alignment | Governance | |

KEY POINTS

- Due to timing constraints, the NRC Executive wishes for the Council to discuss funding for the 2020 NZ NRC Conference at this meeting.

COMMENT

At the 2019 Australian NRC Conference the Council voted that funding, up to \$1000 would be available for a representative of Rover Scouts Australia to attend the NZ NRC Conference. This conference is usually held on the day of the NZ Moot opening ceremony from 9am – 5pm.

Due to the Australian NRC Conference being held later than usual, it would be appropriate for the NRC to approve funding for the NZ NRC now, as the next remote meeting would not be until April. This gives enough time for any attendee to book in leave, and flights at a reasonable price.

The 2020 NZ NRC Conference agenda will not be complete yet, so the agenda for 2019 has been provided instead. A report on last year’s conference has been attached as well. The NZ NRC Challenge info sheet has been attached as this was issued with the minutes in 2019.

FINANCIAL IMPLICATIONS

\$1000 from the operations budget

ACTION REQUESTED

1. Up to \$400 to be approved for a representative of Rover Scouts Australia to attend the NZ NRC Conference in 2020.

2. The NRC look into the financial and practical feasibility of attending NRC conferences in the Asia-Pacific region, outside of New Zealand.

ATTACHMENTS

Attachment A – NZ NRC Report 2019

Attachment B – NZ NRC Agenda 2019

Attachment C – NZ NRC Challenge info sheet

NZ NRC Conference:

I attended the NZ NRC Conference during Easter. There were three main items of relevance to Rovers in Australia:

1. Their NRC is looking to introduce a 'Moot Buddies' type system for their national Moot. I was able to provide some context as to how this currently works in Australia. Unlike Australia, their funding does not come from levies, so their proposed financial funding for this program would be through grant applications and a sponsor system. They will give members the opportunity to add a little bit extra to their fee to fund sponsor another Rover, and will call on donations from other members. I think this is a great idea. The idea of 'rounding up' a Moot fee to the nearest \$10 or so could be something worth us exploring in future.
2. Rover Challenge – approximately half of the meeting was spent on assessing Rover Challenge entries, picking a winner, and then creating a new challenge for the next year. The learnings from Australia are that they have 300 Rovers or so, and get approximately six crew entries per year. This, proportionally, is much higher than Australia's number of entries. Through discussion I've determined that it's likely due to the format of their Rover Challenge, whereby they set lots of miniature challenges and allow crews to create their own challenges too. The winner of Crew challenge had completed the most challenges, the most varied challenges, and the most creative challenges.
3. They are introducing a drug and alcohol policy.

In my experience, the opportunity to build rapport during a 9-5 meeting was limited. The Council should consider other ways in which we can maintain our relationship with NZ, while delivering value for the Council's investment. The funding model for this also needs to be reviewed.

National Council AGM Agenda

| | |
|---|------------------|
| Council: National Rover Council | |
| Date: 18 th April 2019 | Time: 9am |
| Location: SCOUTS New Zealand National Office | |

The following is the proposed agenda for this meeting. Please note that if members are unable to attend please pass on your apologies to the Council Executive before the meeting commences.

1. **Opening and Welcome:**
2. **Present:**
3. **Apologies:**
4. **Minutes from last meeting read and confirmed:**
5. **Correspondence in:**
 - 5a None
6. **Correspondence out:**
 - 6a NRC AGM Agenda
 - 6b Account Access request for Hannah Betts
7. **Financial Report:**
 - 7a Budget update
 - 7b NRC Bank Account
 - 7c Venturer Money
 - 7d Venture Money
8. **National Chairs Report** – In writing please
9. **National Rover Leader** – In writing please
10. **Regional Reports** – In writing please
 - 11a UNI
 - 11b CNI
 - 11c LNI
 - 11d USI
 - 11e LSI
11. **Past National Activities:**
 - 11a
12. **National and International Events**
 - 12a Once Upon A Moot 2019
 - 12b NZ Jamboree – Challenge Valley 2019-2020
 - 12b Australia Moot 2019-2020
 - 12c UNI/CNI Moot 2020
 - 12d World Moot 2021
13. **General Business:**
 - 13a Investiture of new NRC Chair
 - 13b NRC Challenge – Submissions & Voting
 - 13c NRC Challenge – 2019-20 Challenge
 - 13d NRC Constitution Review – Voting on proposed changes
 - 13e Host Responsibility
 - 13f Rover Merch
 - 13g Zulu Shield
 - 13h Centenary badges
 - 13i Venture wristbands
 - 13j Banners
 - 13k Crew Health Checks – Update and Feedback
14. **Council Goals / Targets Update:**
 - 14a Review 2018-19 Goals
 - 14b Set 2019-20 Goals
15. **Next Meeting:**
 - 15a Set 2019-20 Meeting Dates
16. **Meeting Closed**
 - 16a Thank you for your participation

Upcoming National Activities:

| Activity: | Date, Time & Location: | Contact Person: | Contact Number: |
|-----------|------------------------|-----------------|-----------------|
| | | | |

Key Council Contacts:

| Position: | Name: | Phone number: | Email address: |
|-----------|---------------------|---------------|--|
| Chair | Natalie Watkin Ward | 021 268 7524 | chair@nzrovers.com |
| NRL | Andrew Kenny | 021 304 837 | kenny@nzrovers.com |
| ANRL | Kelly Warriner | 021 160 5452 | kelly@nzrovers.com |

NRC CHALLENGE 2018/19

100 YEARS, 100 WAYS

The NRC is proud to formally announce and outline the details for the **National Rover Council Challenge - 2018/19**.

This year's challenge is all about **celebrating 100 years of Rovers!** We want your Crew to complete 100 mini-challenges throughout the year. These challenges should cover a range of service, social and self-development activities, and vary in difficulty, and your Crew should endeavour to collect photographic and/or video evidence of all challenges. Crews are encouraged to create and participate in Regional challenges where possible and may share ideas or challenge other Crews.

Your NRC has provided the first 20 challenges below, and your Crew must then create 80 of your own challenges in the same spirit. Your Crew may plan to complete multiple challenges during the same event, but no challenges may be undertaken by a sole member of your Crew unless you are a Lone Rover. We are looking forward to seeing your challenges shared with the Rover community throughout the year, and excited to see the challenges your Crew and Region create! #NRCChallenge

Our judging criteria will be as follows:

- Creativity, diversity, and difficulty of your challenges
- Participation of Crew (judged relative to the size of your Crew)
- Number of challenges completed

Entries for the competition must be submitted to your regional NRC rep(s) by **5pm Friday 22nd March 2019**. Entries should be in the form of a written document outlining your challenges and any supporting photo or video evidence. If you do not manage to complete all 100 challenges, please submit your efforts anyway!

Please be advised that all entries will be judged purely on the submitted documentation and supporting evidence, with no additional pitches, social media research or explanation from Regional representatives. This is to ensure all entries are judged without bias. The NRC reserves the right to declare no winner should it feel that no crew has fully met the criteria of the challenge.

If you have any questions regarding the Challenge please ask your Regional Reps.

NRC COMPETITION 2018/19

100 YEARS, 100 WAYS

1. Hold an event or activity exactly 100m from your den
2. Create a work of art in the spirit of **#rovers100**
3. Take another Crew's mascot on an adventure **#mascotacquired**
#mascotexchange
4. Visit a building that is over 100 years old
5. Run an event that requires wearing a lifejacket
6. Have a 100 day long Crew project
7. Celebrate a non-NZ traditional holiday
8. Write the 2019-20 NRC Challenge
9. Host or Skype or somehow interact with a Scout from another country
10. Run a **#plasticfreescout** event
11. Explore a new place **#roverroadtrip**
12. Register a service project with Messengers of Peace
13. Take a Crew photo in the spirit of #rovers100
14. Have a 'back to basics' camp
15. Have an event with 100% attendance of full members
16. Complete one badge from each of the other ScoutsNZ Sections
17. Engage with more than 100 people in your local community at one event
#roversoutthere
18. Participate in a Rover Centenary event
19. Plant a tree
20. Attend a Regional event outside of your Region

The other 80 are up to you!



**SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL**

NRC [Conference] [Remote Meeting]
[DD Month YYYY]

| | | |
|----------------------------|--------------------|---|
| Item Title | | 18 Year Old Venturers attending Rover Moots |
| Y | Information | |
| | Discussion | |
| | Decision | |
| Document Author | | NSW Branch Rover Council |
| Strategic Alignment | | Program |

KEY POINTS

- 18 year old Venturer’s attend Rover events which are part of the Program.
- 18 year old venturers must have completed all requirements to be a Rover and be sponsored by a Rover Unit
- If there are any issues that involve the Venturer, they are subject to Rover governance and repercussions.

ACTION REQUESTED

None

COMMENT

NSW has submitted a paper relating to non-Rovers between the ages of 18 to 26 including Eighteen Year Old Venturers to attend Rover activities such as Moots and State events including but not limited to NSW Rover Ball, Bushdance and Rover Recognition Awards Night.

This would be under the condition that they meet the basic requirements of being a Rover, i.e. Working with Childrens Check (NSW Child safety police check), completed Child safe and WHS eLearning Modules on Scout Central, a submitted YA1 (Young Adult) form to Scouts NSW State Office and sponsorship for the event by a NSW Rover Unit.

There are currently several policies relevant to this topic of discussion including:

- The Scouts NSW Drugs, Smoking and Alcohol Policy: *“Joey Scouts, Cub Scouts, Scouts and Venturer Scouts are not permitted to consume alcoholic drinks at Scouting meetings, activities or any other function they attend as a representative of the Scout Movement.”* (Drugs, Smoking and Alcohol Policy, Alcoholic Drinks 3.1)
- The NSW Section Age Ranges Policy 5.5.1 the policy states: *“ where a Venturer Scout has not yet completed the final year of their Senior Secondary Certificate of Education, and have had their eighteenth (18th) birthday, the Venturer Scout may elect (with approval of the Unit Council), to stay in the Venturer Scout Section no later than December 31st of the final year of their Senior Secondary Certificate of Education”*
- And 5.5.1.1 States *“a Venturer Scout wishing to stay in the Venturer Section in accordance with the preceding item 5.5.1, the venter scout needs to complete the requirments for membership of the NSW Branch for Member who are 18 year old and over.”*

Due to the NSW Drugs, Smoking and Alcohol Policy stating that Venturer Scouts are not allowed to consume alcoholic drinks at Scouting activities and because of the update in age guidelines for the Venturer Section this policy has become out of date. Eighteen year old Venturers who are legally allowed to consume alcoholic beverages are not allowed to attend Rover activities where alcohol is being consumed due to this distinction of Section. Despite eighteen year old Venturers meeting the same Branch requirements that Rovers are required to do for membership ie. Working with Childrens Checks, Child safe and WHS Modules on Scout Central, and a submitted YA1 form to NSW State Office; they are still not permitted to attend Rover activities involving alcohol.

This Paper will also specifically outline the requirements for prospect members to attend Rover Activities.

FINANCIAL IMPLICATIONS

Nil

ATTACHMENTS

None



**SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL**

2020 NRC Conference
14-16 February 2020

| | | |
|----------------------------|--------------------|---|
| Item Title | | Use of Invested Rover Scout Badges (Epaulettes) and Shoulder Knots in the New Youth Program |
| | Information | |
| | Discussion | |
| x | Decision | |
| Document Author | | NSW Branch Rover Council |
| Strategic Alignment | | Program |

Key Points

- The New Youth Program has not outlined the use and presentation of Invested Rover Scout Badges (Epaulettes) and shoulder knots.

Background

Currently it is not outlined in the New Youth Program whether the Invested Rover Scout Badges (epaulettes) and shoulder knots; inclusive of service bar, will be remaining on the uniform in their current form. It is encouraged that the National Rover Council undertake to make a recommendation regarding these uniform elements to the appropriate National bodies.

Traditionally the Rover Scout section would present members of the movement with their shoulder knots and service bar upon investiture into the section, withholding the red tape. Invested Rover Scout Badges (epaulettes) and the red tape were then presented upon completion of the Squire Training badge. As these badgework requirements are being changed under the New Youth Program Achievement Pathways, it is necessary to query the ongoing role these uniform elements will play.

A proposed use for these uniform elements within the New Youth Program would be to present the Invested Rover Scout Badges (epaulettes) to a Rover Scout once they have completed basic training. Complete basic training includes; all Basic Rover E-learning modules, attend a Basic Practical Supplement as well as complete the Inservice form and Achieve Basic Outdoor Skills. Rover Shoulder Knots, including Service Bar and all tapes, should be presented to Rover Scouts on investiture into the section.

Financial Considerations

- The cost of maintaining stock in the Scout Shop.

Recommendation

1. That the National Rover Council agree that Rovers be permitted to receive and wear the Invested Rover Scout Badges (epaulettes) upon the completion of basic training in the Rover Section.
2. That the National Rover Council agrees that Rovers may continue to wear Shoulder Knots and Service Bar at the discretion of their Branch/Region/Unit.

Proposed Amendments:

That the National Rover Council agrees that Rovers may continue to wear Shoulder Knots and Service Bar until the 31st of October 2020. After this date, the future of the Shoulder Knots and Service Bar will be determined by the National Operations Committee in November 2020.

3. That the National Rover Council agrees that a Rover Scout who is a member of a NYP Unit and who is presented with their Shoulder Knot on investiture into the Rover Scout section, be done so inclusive of all tapes.

Proposed Amendments

1. **That the National Rover Council Executive will undertake discussion with the National Youth Program Team in regards to the viability of including the Shoulder Knot and Service Bar on the new uniform. These discussions will commence by the 1st April 2020.**
2. **Branches will discuss with the Branch Chief Commissioners and Youth Programs Commissioner their view on the items and pass this information onto the NRC Chair via email before 1st April 2020.**

Attachments

Nil



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 2020 NRC Conference
 14-16 February 2020

| | |
|----------------------------|-------------------------|
| Item Title | Mental Health First Aid |
| Information | |
| X Discussion | |
| Decision | |
| Document Author | Michelle Saffin |
| Strategic Alignment | Training |

KEY POINTS

- Over 75% of mental health problems occur before the age of 25¹
- Australian youth (18-24 years old) have the highest prevalence of mental illness than any other age group.²
- There is a lack of training for Rovers in mental health issues
- Rover camps can become a trigger for mental health issues, when camp environments, alcohol and change to support networks occur.
- While we have first aid teams, and many Rovers who have first aid training, there is a lack of mental health first aid education and formal training among the section
- With the rates of mental health being so high in the 18-26 age bracket, it is important that the Youth Led, Adult supported model can also ensure that Rovers with mental health issues can still be actively involved in the program.

ACTION REQUESTED

1. At the 2021 NRC Conference a discussion is had regarding the “incidental counselling” content in the on-demand modules.
2. A discussion of what support can be given to Rover Scouts, particularly for those organising events for Rovers.
3. Discuss how the National Rover Council can support training and education of Rovers and Rover Advisers.
4. The NRC forms a working group to discuss actions in points 2 and 3 and report on these at the April 2020 remote meeting.

¹ Kessler, RD et al. (2005). Lifetime prevalence and age-of-onset distributions of DSM-IV disorders in the National Comorbidity Survey Replication. Archives of General Psychiatry, 62: p. 593-602.

² https://www.blackdoginstitute.org.au/docs/default-source/factsheets/facts_figures.pdf?sfvrsn=8

COMMENT

In addition to the above, it is important to consider how Rovers can be supported through mental health episodes at events, where alcohol is often consumed and can impact the health of Rovers. For this reason, any education programs or resources should discuss alcohol and mental health, as well as alcohol and drugs interacting together. [refer to the Alcohol and Drugs policy paper]

FINANCIAL IMPLICATIONS

nil

ATTACHMENTS

nil



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 2020 NRC Conference
 14-16 February 2020

| | | |
|----------------------------|--------------------|--------------------------------|
| Item Title | | Defining Out of Session Voting |
| | Information | |
| | Discussion | |
| x | Decision | |
| Document Author | | NSW Branch Rover Council |
| Strategic Alignment | | Governance |

KEY POINTS

- It has been recognised that there is an inconsistent approach as to how the National Rover Council handles out of session votes

ACTION REQUESTED

That the National Rover Council agree to the following:

1. *Implement the attached policy and process for handling out of session voting*
2. *Amend the National Rover Council By-Laws to include the addition of handling out of session items as outlined in the Attachments under “Proposed By-Law Amendments”.*
3. *The NRC Executive act in line with the Proposed By-Law Amendments until such time that they are included in the National Rover Council Bylaws.*

COMMENT

Out of Session Voting is an important process within the NRC, allowing the council to efficiently and effectively govern the Rover Scout section within Australia. However it has been identified that a formal process for conducting out of session voting does not exist.

Currently these votes are conducted in an ad hoc fashion whereby the process is defined each time by the NRC Executive.

With the increased prevalence of Out of Session voting, there is a clear need for a formalised and documented process.

FINANCIAL IMPLICATIONS

nil.

ATTACHMENTS

Proposed By-Law Amendments:

1. Item 3.5 will be renumbered to Item 3.7
2. Item 3.4(2) will be renumbered to Item 3.6
3. The following will be added as Item 3.5

3.5 The NRC Chair may request action on an 'Out of Session' submission, when an urgent decision is required and the submission requires action prior to a scheduled remote meeting or conference.

A) Submissions will be considered as remote meetings with regards to Item 3.4(1), without the requirement to meet Items 3.4(1) A), B), and C).

B) Notice of an Out of Session submission will be given to the primary email address held on record by the NRC Secretary at the time.

C) Responses shall be accepted by the Returning Officer nominated in the notice by email from the primary email address of voting Council Members for a period at the discretion of the Chair.

4. Item 4.1 will be amended to include Item 4.1 A)

4.1 A) For Out of Session votes, a simple majority will be counted as 50% plus one, of all eligible voting members.

5. Item 4.2 will be amended to include Item 4.2 A)

4.2 A) For Out of Session votes, this will be assessed at the conclusion of the voting period.

Revised By-Laws as outlined in the Paper:

Article 3: Meeting Procedures

- 3.1 It is expected the National Rover Council will hold an Annual General Meeting (AGM) normally in January around the time of the national major event (Jamboree, Venture or Moot) with other remote meetings being held on bimonthly to quarterly basis.
- 3.2 The roles and responsibilities in the organising and the financing of the National Rover Council's AGM is to be followed as stated in the Terms of Reference Section 2 of the NRC By – Laws.
- 3.3 Remote meeting dates shall be determined by the NRC Chairperson in consultation with the NRC and circulated approximately 4 weeks before the scheduled meeting date.
- 3.4 All submissions requiring a vote of the NRC shall be submitted to the NRC Executive no later than 3 weeks before a remote meeting and 6 weeks before the AGM. Submissions must have the support of the BRC or the NRC Executive. The agenda of an NRC meeting shall be distributed to BRC's 2 weeks before a remote meeting or 5 weeks before the AGM and will consists of the following;
 - a) Minutes of the previous meeting of the NRC.
 - b) Report of the record of decisions and activities of the NRC Executive since the previous meeting of the NRC.
 - c) BRC's report on activities, which have taken place in their Branch between NRC meetings.
 - d) Items submitted by the BRC's
 - e) Any other items as determined by the NRC Chairperson.

3.5 The NRC Chair may request action on an 'Out of Session' submission, when an urgent decision is required and the submission requires action prior to a scheduled remote meeting or conference.

- A) Notice of an Out of Session submission will be given to the primary contact held on record by the NRC Secretary at the time.
- B) Responses shall be accepted by the Returning Officer nominated in the notice by email from the primary email address of voting council members for a period at the discretion of the Chair.

- 3.43.6 The NRC Secretary will prepare the minutes for both the AGM and any remote meeting. The AGM minutes will be kept on file at the National Office. The minimum standards for minute keeping are as outlined below;
- a) Include a list of those present, details of motions including the motion, the mover and seconder; action items and clear statements of the conclusions or resolutions made under each agenda items discussed.
 - b) Where an agenda paper is necessary for an understanding of the outcome of a discussion, a copy should be attached to the minutes.
 - c) Workshop Facilitators take responsibility for reports to be submitted for inclusion in the draft NRC minutes.

- 3.53.7 The incoming and outgoing NRC Chairpersons shall determine the participants for the NRC Executive handover meeting based on requirement.

Article 4: Voting & Elections of the NRC Executive.

- 4.1 If voting becomes necessary, each of the two Branch Delegates will have one vote and a simple majority carries a motion. In the case of a tied vote the NRC Chairperson will have a casting vote.
- A) For Out of Session votes, a simple majority will be counted as 50% plus one, of all eligible voting members.
- 4.2 However no Branch shall be allowed to participate in voting if they are not currently financial with the NRC unless the Branch is able to come to an agreed payment plan with whom they are in debt to.
- A) For Out of Session votes, this will be assessed at the conclusion of the voting period.
- 4.3 Election of the NRC Executive takes place at the NRC Annual General Meeting under the following provisions;
- a) The Office Bearers are elected from Delegates, Observers and current NRC Executive members attending the meetings, unless otherwise agreed to by the NRC.
 - b) The specific requirements for each Executive position shall be outlined in the respective position descriptions, found in Terms of Reference, Section 2 of the NRC By – Laws.

- c) Nominations for NRC Executive positions will be called for two months before the AGM. Nominations must be received via the online nomination form and close immediately prior to the agenda item specifically closing nominations.
- d) Nominees must have the endorsement of their Branch at the time of nomination.
- e) NRC elects the NRC Chairperson for a term of 24 months subject to endorsement to continue in an out of session vote where the NRC Adviser will act as the returning officer 2 months prior to the first NRC Conference after their election (mid term).
- f) The NRC elects the Vice Chairperson, Training and Development Officer, Secretary and other project officers as may be agreed by the NRC from time to time for a term of 12 months.

4.4 Voting procedure for the Election of the NRC Executive

- a) Where the NRC Chairperson is not seeking election as a member of the NRC Executive or Officer, they may choose to act as Returning Officer. Otherwise the NRC Adviser will take the Chair and act as Returning Officer.
- b) Voting shall be by secret, preferential ballot when there are two or more candidates for the one position. Voting shall be in accordance with 4.1, except of the case of a tied vote a second vote will be taken. In the event that a second vote is required, the Returning Officer will also participate with a casting vote in the secret ballot. The Returning Officer's vote will only be counted where a second tie occurs.
- c) In the event of a non-contested election a vote of confirmation will be held for the candidate for the respective position.
- d) An NRC Executive or officers position not filled at the annual meeting of the NRC or falling vacant during the term will be elected/appointed by the NRC (either out-of-session or at a meeting), after calling for and considering written expressions of interest. A casual vacancy, after 30 September will not be filled.

NATIONAL ROVER COUNCIL: 2020/2021 Budget

| | 2018/19 Actuals | | | 2019/20 YTD | | | 2020/21 Budgeted | | |
|---|-----------------|-----------------|---------------------|-------------|-----------------|---------------------|------------------|-----------------|---------------------|
| NRC Operational Account | | | | | | | | | |
| Operational Income | Fee | # Rovers | Income | Fee | # Rovers | Income | Fee | # Rovers | Income |
| NRC Levies | \$ 4.30 | 3054 | \$ 13,132.20 | \$ 4.30 | 3130 | \$ 13,459.00 | \$ 4.30 | 3067 | \$ 13,188.10 |
| NRC Conference (Delegations) | | | \$ 14,578.15 | | | \$ 1,970.31 | | | \$ 18,500.00 |
| Bank Interest | | | \$ 920.10 | | | \$ 463.85 | | | |
| Term Deposit Interest | | | | | | | | | |
| Grant from National | | | | | | | | | |
| Other Income | | | | | | | | | |
| | | | \$ 28,630.45 | | | \$ 15,893.16 | | | \$ 31,688.10 |
| Operational Expenditure | | | Expenditure | | | Expenditure | | | Expense |
| Accounting and Audit | | | \$ - | | | \$ - | | | \$ 300.00 |
| NRC Conference (Delegations) | | | \$ 14,578.18 | | | \$ 4,867.61 | | | \$ 18,500.00 |
| NRC Conference (NAI) | | | \$ 2,721.84 | | | \$ 2,650.66 | | | \$ 3,900.00 |
| NRC Executive Meetings | | | \$ 3,887.15 | | | \$ 3,185.62 | | | \$ 6,500.00 |
| Training and Development | | | \$ - | | | \$ 159.79 | | | \$ 500.00 |
| Operations | | | \$ 85.68 | | | \$ 400.00 | | | \$ 1,000.00 |
| Contingency | | | \$ - | | | \$ - | | | \$ 660.00 |
| | | | \$ 21,272.85 | | | \$ 11,263.68 | | | \$ 31,360.00 |
| Budget Adjustments | | | | | | | | | |
| Prior Year Income | | | \$ - | | | \$ - | | | \$ - |
| Prior Year Expenditure | | | \$ 3,326.46 | | | | | | \$ - |
| Adjustment Net Result | | | -\$ 3,326.46 | | | \$ - | | | \$ - |
| Surplus / Loss (Operational Account) | | | | | | | | | |
| Total Income | | | \$ 28,630.45 | | | \$ 15,893.16 | | | \$ 31,688.10 |
| Total Expense | | | \$ 21,272.85 | | | \$ 11,263.68 | | | \$ 31,360.00 |
| Net Result Excluding Adjustments | | | \$ 7,357.60 | | | \$ 4,629.48 | | | \$ 328.10 |
| Net Result | | | \$ 4,031.14 | | | \$ 4,629.48 | | | \$ 328.10 |

| | | | | | | | | | |
|--|------------|-----------------|---------------------|------------|-----------------|----------------------|------------|-----------------|---------------------|
| Rover Development Fund | | | | | | | | | |
| Rover Development Fund Income | Fee | # Rovers | Income | Fee | # Rovers | Income | Fee | # Rovers | Income |
| Moot Buddies | \$ 1.00 | 3054 | \$ 3,054.00 | \$ 1.00 | 3130 | \$ 3,130.00 | \$ 1.00 | 3067 | \$ 3,067.00 |
| Investment Income | | | \$ 10,956.54 | | | \$ 3,388.68 | | | |
| ATO Credits | | | | | | | | | |
| Franking Credits - Received | | | \$ 730.87 | | | | | | |
| Franking Credits - Receivable | | | | | | | | | |
| | | | \$ 14,741.41 | | | \$ 6,518.68 | | | \$ 3,067.00 |
| Rover Development Fund Expenditure | | | Expense | | | Expense | | | Expense |
| Accounting and Audit Fees | | | | | | \$ 250.00 | | | \$ - |
| Recurring Projects | | | | | | \$ 10,200.00 | | | \$ - |
| National Admin Fee | | | | | | \$ 500.00 | | | \$ 1,700.00 |
| Moot Buddies | | | \$ 650.00 | | | \$ 10,000.00 | | | \$ 1,800.00 |
| Crew Challenge | | | | | | | | | \$ - |
| APR Scholarships | | | | | | | | | \$ 500.00 |
| One-off Projects | | | | | | | | | \$ - |
| Rover Training F2F Meeting | | | | | | | | | \$ - |
| Branch Rover Flags | | | | | | | | | \$ - |
| AV2018 Roverscope Activity | | | | | | | | | \$ 500.00 |
| | | | \$ 650.00 | | | \$ 20,700.00 | | | \$ 4,250.00 |
| Surplus / Loss (Rover Development Fund) | | | | | | | | | |
| Total Income | | | \$ 14,741.41 | | | \$ 6,518.68 | | | \$ 3,067.00 |
| Total Expense | | | \$ 650.00 | | | \$ 20,700.00 | | | \$ 4,250.00 |
| Net Result | | | \$ 14,091.41 | | | -\$ 14,181.32 | | | -\$ 1,183.00 |



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 2020 NRC Conference
 14-16 February 2020

| | | |
|----------------------------|--------------------|--------------------------|
| Item Title | | Actions Grace Period |
| | Information | |
| | Discussion | |
| X | Decision | |
| Document Author | | NSW Branch Rover Council |
| Strategic Alignment | | Governance |

KEY POINTS

- Previous actions agreed by the National Rover Council have continued to be discussed at subsequent meetings.
- Discussion of previously agreed actions reduces the productivity of the NRC at meetings.
- It is proposed that a grace period be set for agreed actions to allow time for the outcomes to be fully realised.

ACTION REQUESTED

- (1) That the National Rover Council amend their papers template to include in the table at the top “Implementation Period” as shown in the attachments.

COMMENT

Papers go to the NRC to be approved. However, some topics are regularly retabled, reducing the productivity of the Council. Currently there is no bylaw that prevents decisions from being overturned at a later meeting without the original decision actually having time to be implemented and function. This constant challenging of decisions is hindering us from improving the Roving experience for the Rovers of Australia and causing our meetings to drag on longer than necessary.

These decisions have also come from various areas including those which are beneficial to our Branches which have constantly been approved because they have been seen to be

effective. As a result we are tabling the same papers which is unnecessary. It is proposed that any decisions made at the NRC should have a default grace period of 18 months to allow time for the decision to make traction with the agreed upon result, unless otherwise agreed upon.

FINANCIAL IMPLICATIONS

ATTACHMENTS

Recurring topics of the NRC

2019:

| Item | Topic | Meeting |
|------|----------------------|----------------|
| 3.3 | Structure of the NRC | NRC Conference |
| 4.1 | Crew Challenge | NRC Conference |

2018:

| Item | Topic | Meeting |
|------|-------------------------------|----------------|
| 2.5 | Change Crew Challenge Program | NRC Conference |
| 3.3 | NT Training | NRC Conference |
| 3.4 | Dissolution of the NRC | NRC Conference |

2017:

| Item | Topic | Meeting |
|------|-------------------------------|----------------|
| 2.5 | NT Rover Training | NRC Conference |
| 3.3 | Abolishment of Crew Challenge | NRC Conference |

2016:

| Item | Topic | Meeting |
|-------|---------------------------|----------------|
| 3.1 | Funding NT Rover Training | NRC Conference |
| 4.1.9 | Abolish the NRC | NRC Conference |
| 4.5 | Crew Challenge | NRC Conference |

Paper Template Amended Example

| | | |
|----------------------------|--------------------|--|
| Item Title | | |
| Grace Period | | |
| | Information | |
| | Discussion | |
| | Decision | |
| Document Author | | |
| Strategic Alignment | | |



**SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL**

2020 NRC Conference
14-16 February 2020

| | | |
|----------------------------|--------------------|---|
| Item Title | | Review of Conference Funding Model |
| | Information | |
| Y | Discussion | |
| Y | Decision | At the next remote meeting of the council |
| Document Author | | NSW Branch Rover Council |
| Strategic Alignment | | Governance, Finance |

KEY POINTS

- The current process for funding NRC Conferences sees the cost for each BRC to send two delegates to the NRC Conference be divided evenly between the BRCs.
- The current process disadvantages smaller BRCs, who have fewer members to distribute the cost between.
- It is proposed to transfer the cost for two delegates to attend NRC Conference into the NRC Operations Budget, and increase NRC levies to account for the changed spending.

ACTION REQUESTED

- (1) It is requested that the NRC replace “PART 2: Section 2: NRC Conference Organising and Financing - Flight Rationalisation” with “Conference Travel” as shown in attachment 1.
- (2) It is requested that the NRC remove “PART 2: Section 2: NRC Conference Organising and Financing - Roles and Responsibilities - Branch Rover Council Chairperson’s - Item C)”
- (3) It is requested that the NRC modify “PART 1: Section 5: Finance - Item 5.2.1.D)” as follows:

“The NRC levy will increase by 2.5% each year according to the equation: Levy =

$\$7.50 \times (1.025)^n$ per Rover Scout, where n is the number of years since 2020 (i.e. $n = [\text{current year}] - 2020$)."

COMMENT

The National Rover Council currently charges the cost of attending and participating in Conference to the branches as a separate charge in addition to NRC levies. This includes the conference cost, charged per head; and flight rationalisation, which divides the total cost of travel for all delegates evenly between the BRCs. This process of equal charge to delegates to represent their BRCs provides a barrier to smaller BRCs in attending.

Below is a breakdown of each Branches membership, and the cost per member for their delegates to attend NRC Conference, assuming all branches provided two delegates. It highlights an 84.9x range between the cost per Rover to be represented at a National level by their branch.

It should be the view of this council, that excessive cost should not be a barrier to attending and contributing to the National Rover Council.

It is proposed as a solution, that the NRC Conference costs for two delegates of each Branch Rover Council be funded by the NRC through the Operations Account, and that the NRC levies be adjusted to allow for the change in cost for the provision of the Conference.

FINANCIAL IMPLICATIONS

Changes to cost model for NRC Conference attendance, from a discrete charge, per branch; to a consolidated charge, per member.

ATTACHMENTS

Proposed CONFERENCE TRAVEL policy:

CONFERENCE TRAVEL

Travel costs for two delegates from each Branch Rover Council will be met by the National Rover Council. Travel costs include flights between major airports of the delegates Branch and the conference location.

All delegates must submit their requested travel plans to the NRC within the requested time frame to facilitate timely bookings. The most economical routing, time of departure/arrival, and carrier will be booked, with the consideration of an individual's availability.

BRCs are encouraged to book flights for observers and advisors through NRC, to facilitate consolidated travel arrangements. The cost for these flights will be passed on through the conference invoice.

Existing Conference Costs per Rover by Branch:

| Branch | Rover Numbers (at 2019 Census) | Flight Rationalisation 2020 | Conference Costs for Two Delegates 2020 | Cost Per Rover |
|------------------------------|---|--|--|---------------------------|
| Australian Capital Territory | 96 | \$900 | \$300 | \$12.50 |
| New South Wales | 794 | \$900 | \$300 | \$1.51 |
| Northern Territory | 14 | \$900 | \$300 | \$85.71 |
| Queensland | 486 | \$900 | \$300 | \$2.47 |
| South Australia | 159 | \$900 | \$300 | \$7.55 |
| Tasmania | 89 | \$900 | \$300 | \$13.48 |
| Victoria | 1188 | \$900 | \$300 | \$1.01 |
| Western Australia | 122 | \$900 | \$300 | \$9.84 |

Current Approach

| Branch | Rover Numbers (at 2019 Census) | Flight Rationalisation 2020 | Conference Costs for Two Delegates 2020 | NRC Levy |
|------------|-----------------------------------|-----------------------------------|--|-------------|
| ACT | 96 | \$900 | \$300 | \$ 412.80 |
| NSW | 794 | \$900 | \$300 | \$ 3,414.20 |
| NT | 14 | \$900 | \$300 | \$ 60.20 |
| Queensland | 486 | \$900 | \$300 | \$ 2,089.80 |
| SA | 159 | \$900 | \$300 | \$ 683.70 |
| Tasmania | 89 | \$900 | \$300 | \$ 382.70 |
| Victoria | 1188 | \$900 | \$300 | \$ 5,108.40 |
| WA | 199 | \$900 | \$300 | \$ 855.70 |

\$6.03

Proposed Approach

| Branch | Rover Numbers (at 2019 Census) | | | Enhanced NRC Levy |
|------------|-----------------------------------|--|--|----------------------|
| ACT | 96 | | | \$ 720.00 |
| NSW | 794 | | | \$ 5,955.00 |
| NT | 14 | | | \$ 105.00 |
| Queensland | 486 | | | \$ 3,645.00 |
| SA | 159 | | | \$ 1,192.50 |
| Tasmania | 89 | | | \$ 667.50 |
| Victoria | 1188 | | | \$ 8,910.00 |
| WA | 199 | | | \$ 1,492.50 |

| Year | Proposed NRC Levy per Rover | |
|------|-----------------------------|------|
| 2020 | \$ | 7.50 |
| 2021 | \$ | 7.69 |
| 2022 | \$ | 7.88 |
| 2023 | \$ | 8.08 |
| 2024 | \$ | 8.28 |
| 2025 | \$ | 8.49 |

| Cost Per Rover |
|----------------|
| \$ 16.80 |
| \$ 5.81 |
| \$ 90.01 |
| \$ 6.77 |
| \$ 11.85 |
| \$ 17.78 |
| \$ 5.31 |
| \$ 10.33 |

| Moot Buddies Levy | Total Annual Invoice to BRCs | Total Cost Per Rover |
|-------------------|------------------------------|----------------------|
| \$ 96.00 | \$1,709 | \$ 17.80 |
| \$ 794.00 | \$5,408 | \$ 6.81 |
| \$ 14.00 | \$1,274 | \$ 91.01 |
| \$ 486.00 | \$3,776 | \$ 7.77 |
| \$ 159.00 | \$2,043 | \$ 12.85 |
| \$ 89.00 | \$1,672 | \$ 18.78 |
| \$ 1,188.00 | \$7,496 | \$ 6.31 |
| \$ 199.00 | \$2,255 | \$ 11.33 |

\$25,633

| Cost Per Rover |
|----------------|
| \$ 7.50 |
| \$ 7.50 |
| \$ 7.50 |
| \$ 7.50 |
| \$ 7.50 |
| \$ 7.50 |
| \$ 7.50 |
| \$ 7.50 |

| Moot Buddies Levy | Total Annual Invoice to BRCs | Total Cost Per Rover |
|-------------------|------------------------------|----------------------|
| \$ 96.00 | \$816 | \$ 8.50 |
| \$ 794.00 | \$6,749 | \$ 8.50 |
| \$ 14.00 | \$119 | \$ 8.50 |
| \$ 486.00 | \$4,131 | \$ 8.50 |
| \$ 159.00 | \$1,352 | \$ 8.50 |
| \$ 89.00 | \$757 | \$ 8.50 |
| \$ 1,188.00 | \$10,098 | \$ 8.50 |
| \$ 199.00 | \$1,692 | \$ 8.50 |

\$25,713

**Difference
(Saving/Extra)**

\$892.80
 -\$1,340.80
 \$1,155.20
 -\$355.20
 \$691.20
 \$915.20
 -\$2,601.60
 \$563.20



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 2020 NRC Conference
 14-16 February 2020

| | | |
|----------------------------|--------------------|--|
| Item Title | | Policy & Rules, NRC By-Laws and Language |
| | Information | |
| | Discussion | |
| X | Decision | |
| Document Author | | National Rover Council Executive |
| Strategic Alignment | | All |

Key Points

- NRC By-Laws need to be updated to reflect outcomes of the Youth Program Review
- We remind people to use the terms in Policy & Rules and our By-Laws

Comment

As a section, Rover Scouts have a strong and proud history of charting their direction and managing their affairs. As the section has developed, their agreed practices and scope have been agreed and documented through the Scouts Australia Policy & Rules (at the top level), and through the NRC By-Laws. Over time things have changed for the section, such as the role of Adults as leaders supporters, the components of the Baden Powell (Scout) Award, Rover participation in training, and governance of the section (from adult-led to Young Adult or Rover led).

As part of this change, sometimes people still get caught in the old practices – whether from their own experience in older approaches (for people returning to the section as Rover Advisers), or through habit. In Australia, Rover Scouts have had major turning points before; when faced with Design For Tomorrow fifty years ago, instead for disappearing as the section had in a similar review in the UK, Rovers in Australia emerged stronger and adapted to the changing needs of the age group. Through the Youth Program Review, the section has had a similar opportunity and we encourage the Rover Scout section to embrace and embed these changes.

Update to By-Laws – Unit

Through the youth program review, both the program itself and elements that support it were reviewed and evolved. One area was the move to ‘one program, one journey’, with a personal development and achievement pathway from Joey Scouts through to completion in the Rover Scout section. As part of this, all sectional groupings changed to Units – so for Rovers the term ‘Crew’ is now ‘Unit’ (as clarified in discussions at National Operations Committee in November 2019). We recommend that all sections of the NRC By-Laws are

updated (except for the Website Guidelines which are up to date and the Appendix to ensure the history of changes is captured), replacing the word Crew with Unit.

The By-Laws as they stand do not currently use all Scouting terms as consistently as set out in Policy & Rules (P&R). The current P&R (9th Edition, November 2018) has all Scouting titles and groupings capitalised, such as Rover, Unit, Leader and Chair(person). To ensure there is consistency, we recommend that the By-Laws are updated so that all Scouting groupings and titles are capitalised, in line with P&R.

Language – Rover Scout terminology

In the past (pre 2000), a mix of spelling was used for the adult supporter in the Rover Scout section: often Advisor or Adviser. At some point about 20 years ago, Scouts Australia clarified and standardised the spelling for the term as Adviser. From the early 2000s, the term Rover Adviser was in common usage, though at some point over recent years it has reverted to Rover Advisor in some areas. As per section 9.4.4 and Explanation of Abbreviations on page 23 of the current Scouts Australia P&R, and throughout our own NRC By-Laws, we encourage all Branches, Regions and Units to ensure they use the term Rover Adviser.

As Scouts Australia moved into a new uniform from 2004, changes had to be made to the uniform to reflect that new format. The Rover Scout section participated actively in these discussions, and while there was strong resistance to change at first they embraced the new uniform. As part of this change, there was no longer an opportunity to have epaulettes on the Rover shirt, though we agreed to keep the symbol through shoulder badges (at first just one though the section negotiated and gained approval to wear two). These shoulder badges for invested Rover Scouts look similar to the old epaulettes, but are cut down in size and sewn on. We encourage the section to use the term shoulder badges, as per P&R section 14.4.6.2.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Approve the replacement of the word 'Crew' with 'Unit' in the NRC By-Laws (except in the Appendix and Website Guidelines);
- Approve the capitalisation of all Scouting groupings and titles in the NRC By-Laws; and
- Note that Rover Scout section terminology should be used in accordance with Policy & Rules and the NRC By-Laws (as outlined in this paper).



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 2020 NRC Conference
 14-16 February 2020

| | | |
|----------------------------|--------------------|--|
| Item Title | | Drug & Alcohol Policy Update |
| | Information | |
| | Discussion | |
| X | Decision | |
| Document Author | | Victoria – Jesse Carter & Vicki McKinnon |
| Strategic Alignment | | Governance |

KEY POINTS

Policy was last updated in 2012; during which time some of the points and language have become outdated.

ACTION REQUESTED

Update paper from attached 2012 version to attached proposed version.

COMMENT

Throughout the policy, updates to grammar and punctuation were made without highlighting.

All other suggested edits have been highlighted for ease of comparison.

FINANCIAL IMPLICATIONS

NIL

ATTACHMENTS

- 2012, Rovers Australia Drugs and Alcohol Guidelines – found on the Rovers Australia Website.
- Proposed revised version of Rovers Australia Drug and Alcohol Guidelines.



ROVERS AUSTRALIA DRUGS AND ALCOHOL GUIDELINES

RESPONSIBLE ALCOHOL GUIDELINES

This section lays out guidelines regarding the responsible use and promotion of alcohol at activities attended by Australian Rovers.

1. It is recognised that Rovers are 18 years and over are legally permitted to drink alcohol and should do so in a responsible manner in addition the responsible use of alcohol must be promoted by the organisers of all Rover activities where alcohol is either available or provided.
2. The Crew, Rovers and Organisers of Events have a duty of care towards Rovers and participants at events. Rovers and participants at events will respect this and behave and consume alcohol in a responsible manner. Rovers will not permit under 18's to consume alcohol at Rover events.
3. The use of alcohol is defined to be a problem when it adversely affects others, or affects the safety of the Rover in question. Before a Rover's use of alcohol becomes a problem, his/her Crew must take action to remedy the situation. In the absence of the Rover's own Crew, action must be taken by any other Rovers present and the organisers of the event.
4. The consumption of alcohol must always be prohibited where Rovers are involved in activities with younger Sections except formal occasions such as dinners and award nights where small amounts of alcohol may be customarily consumed.
5. Rovers should be discouraged from discussing or boasting about their consumption of alcohol at inappropriate times, including younger members of the Scout Association, Leaders and the public. Rovers should encourage and promote a culture of responsible use of alcohol
6. Rovers should avoid displaying images of or giving reference too events where Rovers have not consumed alcohol in a responsible manner with specific avoidance of images of Rovers in uniform drinking and exercise their best judgment before drinking, especially when in uniform.
7. Rovers should consider the appropriateness of the situation before engaging in unsuitable songs or chants and in general recognise that to encourage a culture of responsible use of alcohol songs or chants about excessive or inappropriate alcohol consumption should be discouraged at all times
8. Fatigue while driving is recognised as a significant health and safety risk to Rovers. As such Rovers, Rover Crews and Event Organisers will be proactive in reducing the impact that alcohol consumption has on fatigue and driving especially with people on provisional licences.
9. Rovers Crews, Rover Councils, Trainers and Event Organisers will promote awareness to Rovers on the health and safety risks associated with the consumption of alcohol. This could include the national guidelines for alcohol consumption and calculation of blood alcohol concentration.
10. Branches and event organisers will promote responsible alcohol consumption by focusing events where possible to be non-alcohol related. Rovers will not encourage irresponsible, binge, intoxicating and excessive drinking situations, games and activities.
11. Event organisers will where practical;
 - Introduce hours for alcohol consumption, eg between 4pm and 2am
 - Have available non-alcoholic drinks and complimentary water
 - Ensure food is available if a bar is running
 - Have other activities available that do not involve alcohol consumption
 - Provide signage and information on responsible alcohol consumption

USE OF LEGAL, ILLEGAL AND ILLICIT SUBSTANCES

This section lays out guidelines regarding the manner drugs are dealt with within the Rover section and at events attended by Rovers.

1. The use of any illegal drug or substance during a Rover or other Scout activity is completely prohibited and any Rover under the influence of or has recently used an illegal drug must be excluded for any Scouting activity.
2. No Rover shall possess any illegal drug or substance on a Rover activity
3. Rovers should be vigilant to the negative effects from the use of legal drugs and substances that may have negative side effects and exclude themselves or others from activities if under the influence of such substances. Particular vigilance should be exercised during and before driving to or on Rover events or activities

These guidelines were last updated on the Ninth day of September in the year of our lord Two Thousand and Twelve

ROVERS AUSTRALIA DRUGS AND ALCOHOL GUIDELINES

RESPONSIBLE ALCOHOL GUIDELINES

This section lays out guidelines regarding the responsible use and promotion of alcohol at activities attended by Australian Rovers.

1. It is recognised that Rovers are 18 years and over; as such, are legally permitted to drink alcohol and should do so in a responsible manner. In addition, the responsible use of alcohol must be promoted by the organisers of all Rover activities where alcohol is either available or provided.
2. The Unit, Rovers, and Organisers of Events have a duty of care towards Rovers and participants at events. Rovers and participants at events will respect this and behave and consume alcohol in a responsible manner. Rovers will not permit those under 18 years of age to consume alcohol at Rover events.
3. The use of alcohol is defined to be a problem when it adversely affects others, or affects the safety of the Rover in question. Before a Rovers' use of alcohol becomes a problem, their Unit must take action to remedy the situation. In the absence of the Rovers' own Unit, action must be taken by any other Rovers present and the organisers of the event.
4. The consumption of alcohol must always be prohibited where Rovers are involved in activities with younger Sections; except formal occasions, such as dinners and award nights, where small amounts of alcohol may be customarily consumed.
5. Rovers should be discouraged from discussing or boasting about their consumption of alcohol at inappropriate times; including in the presence of younger members of the Scout Association, Leaders, and the public. Rovers should encourage and promote a culture of responsible use of alcohol.
6. Rovers should avoid displaying images of and giving reference to events where Rovers have not consumed alcohol in a responsible manner; with specific avoidance of images of Rovers drinking in uniform. Rovers should exercise their best judgment before drinking, especially when in uniform.
7. Rovers should consider the appropriateness of the situation before engaging in unsuitable songs or chants. Rovers should recognise that to encourage a culture of responsible use of alcohol, songs or chants about excessive or inappropriate alcohol consumption should be discouraged at all times.

8. Fatigue while driving is recognised as a significant health and safety risk. Rovers, Units, and Event Organisers will be proactive in reducing the impact that alcohol consumption has on fatigue and driving, especially with people on provisional licences.
9. Rover Units, Rover Councils, Trainers, and Event Organisers will promote awareness within Rovers on the health and safety risks associated with the consumption of alcohol. (Sentence removed)
10. Branches and Event Organisers will promote responsible alcohol consumption by focusing events, where possible, to be non-alcohol related. Rovers will not encourage irresponsible, binge, intoxicating, and excessive drinking situations, games, and activities.
11. Event organisers will, where practical;
 - a. Introduce hours for alcohol consumption; e.g. between 4pm and 2am
 - b. Have available non-alcoholic drinks and complimentary water
 - c. Ensure food is available if a bar is running
 - d. Have other activities available that do not involve alcohol consumption
 - e. Provide signage and information on responsible alcohol consumption

USE OF LEGAL, ILLEGAL AND ILLICIT SUBSTANCES

This section lays out guidelines regarding the manner drugs are dealt with within the Rover section and at events attended by Rovers.

1. The use of any illegal drug or substance during a Rover or other Scout activity is completely prohibited; any Rover under the influence of an illegal drug must be excluded from any Scouting activity.
2. No Rover shall possess any illegal drug or substance on a Rover activity.
3. Rovers should be vigilant to the negative effects of legal drugs and substances, and exclude themselves or others from activities if under the influence of such substances. Particular caution should be exercised before driving to or during Rover events and activities.

These guidelines were last updated on 15 February 2020.

R13.5 SCOUTS AUSTRALIA ADULT RECOGNITION AWARDS

1. Awards for especially good service to Scouts Australia are awarded to persons who have given particularly valuable service or significantly contributed to the wellbeing of Scouting.
2. Awards are granted for good service beyond the level of service normally expected of a person in carrying out the responsibilities of the appointment or position held as well as carrying out those duties to a high standard. Awards are based on evidence of achievement.
3. Many of the awards are associated with periods of service but under exceptional circumstances the typical service period may be reduced to recognise highly intense/complex periods of special activity and special effort.
4.
 - i Nominees for Leader awards of Silver Wattle and above are expected to be Wood Badge qualified.
 - ii Young Adult Members may only be considered for an Adult Recognition Award if the service given is not to the Rover Section and is not used towards their youth program award scheme.
5. Each Branch should develop procedures so that recommendations may be initiated by any member or formation of the Scout Movement and may be sent directly to the relevant Branch Chief Commissioner. Certificate and distinctive cloth emblems (for wearing on uniform – see R13.10) are issued with the awards as appropriate.
6. A distinctive pin for wearing in civilian dress is issued together with the first Award presented. This is a silver lapel badge based on the National logo.
7. Scouts Australia Adult Recognition Awards consist of:
 - a. **Special Service Award**

The Special Service Award is awarded to young adult members, adult members and members and supporters for the successful support, development or management of a Section or Formation, or for an intense contribution over a period of at least 12 months to the success of a major event or major activity. 'Special Service' is defined as making a noteworthy contribution in their role. This Award can be made in the first three year assignment / period of service.

A bronze medallion, depicting Special Service, is worn around the neck on a white ribbon.

Cloth Emblem: a white and green knot on a blue background.
 - b. **Meritorious Service Award**

The Meritorious Service Award is awarded to young adult members, adult members and supporters for meritorious or praiseworthy service to Scouts



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 2020 NRC Conference
 14-16 February 2020

| | | |
|----------------------------|--|--|
| Item Title | Rover eligibility for Adult Recognition Awards | |
| | Information | |
| | Discussion | |
| X | Decision | |
| Document Author | Victoria – Jesse Carter & Vicki McKinnon | |
| Strategic Alignment | | |

KEY POINTS

Currently, many rovers whom have contributed to scouting and our section in significant ways go unrecognised due to the extensive requirements of the Rover Service Award. This service is still valuable and should be recognised where appropriate.

The awarding of a Special or Meritorious Service Awards could be deemed suitable in many cases, but currently according to P&R, is prohibited unless the service is not given to the Rover Section and excludes any service undertaken for the award scheme.

As of 2019, the Victorian Branch amended their allowable nominations to include Rovers completing service to the Rover Section. This was due to the Branch executive recognising the outstanding contributions of Rovers to their section over a concentrated period of time.

ACTION REQUESTED

An amendment to Article R13.5, Point 4, Sub-point ii.

Amendment suggested:

“4. ii. Young Adult Members should be considered for an Adult Recognition Award when the service given is in excess of the achievement pathways and is significant and valuable but does not meet the requirements of the Rover Service Award. When such a nomination is made where the Rover Scout is also a leader of another section, the certificate should list the member as a Rover Scout at their Unit, not a leader of that section.”

COMMENT

Nil

FINANCIAL IMPLICATIONS

Nil

ATTACHMENTS

Scouts Australia Policy & Rules – Page 94 – Article R13.5 – Point 4 – Sub-point ii



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC ACT 2020
 14/02/2020

| | | |
|----------------------------|-----------------------------|--|
| Item Title | Hosting NRC Conference 2021 | |
| | Information | |
| | Discussion | |
| X | Decision | |
| Document Author | New South Wales | |
| Strategic Alignment | Governance | |

KEY POINTS

New South Wales shall host the 2021 National Rover Council conference following AV2021.

NSW proposes to host the conference between Friday 29th and Sunday 31st 2021 January 2021, creating a rest gap between the Australian Venture and the Conference.

Council members may arrive from the afternoon of Thursday 28th.

The conference will be hosted at a suitable location within the Sydney metro area that will include onsite bed/bunk accommodation.

ACTION REQUESTED

NRC note the plans of NSW for hosting the 2021 NRC conference and approve this tender.

COMMENT

NSW proposes to host the 2021 NRC conference in the Sydney metro area following the same three day format as has been employed in the past or other format as directed by the NRC executive. Saturday night offsite dinner and Transport from Sydney airport, for those that require shall be included.

FINANCIAL IMPLICATIONS

Estimate per person cost \$150-\$180 with an exact price submitted to the September remote meeting once format confirmed.

ATTACHMENTS

Nil



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Conference Bundila NSW

| | | |
|----------------------------|---|--|
| Item Title | National Rover Council: Purpose and Functions | |
| | Information | |
| | Discussion | |
| | Decision | |
| Document Author | NSW Branch Rover Council | |
| Strategic Alignment | Governance | |

KEY POINTS

- At the three previous National Rover Council Conferences, the majority of submissions for consideration for the council have focused on governance matters.
- The view has previously been expressed during Council meetings, that the NRC doesn't do enough to support grass roots Roving.
- It is important the role of the NRC is clearly understood by the Council.

ACTION REQUESTED

That the National Rover Council reaffirm their position as the peak governance body of the Rover Scout section within Scouts Australia, and support the Branch Rover Councils in their duties through the following:

1. That the National Rover Council agree to amend the NRC By-Laws, "Article 1: Purpose," to the following:
 - 1.1 The National Rover Council (NRC) exists to aid Scouts Australia in achieving its Vision, and Mission within the Rover Scout section; in accordance with Scouts Australia's Purpose, Principles, and Method.
 - 1.2 The National Rover Council exist in accordance with the Scouts Australia Policy and Rules, item P6.2.

COMMENT

In previous meetings of the NRC, comments have been made that the National Rover Council isn't supporting 'grassroots Roving' within Australia. Examples include:

- NRC Conference 2019, Item 3.3
- NRC Conference 2018, Item 3.5

This focus on the NRC delivering outcomes for grassroots Rovers is grounded in an assumption of direct delivery of the benefit by the NRC. This notion contradicts the NRC's mandate as outlined in Policy and Rules; to act as the "governing body of the Rover Scout Section." Additionally, Policy and Rules outlines the key functions of the NRC.

As outlined in the attachment, it shows the majority of business conducted by the NRC has been governance focused. It is important to ensure this continues, through a shared direction by all members of the NRC.

The proposed actions serve to clarify the purpose and function of the NRC as outlined in the by-laws, by referencing Policy and Rules directly.

FINANCIAL IMPLICATIONS

ATTACHMENTS

NRC Conference 2019 Agenda Excerpt:

| Item | Title | Author | Designation |
|------|---|--------|-------------|
| 2.1 | NRC Diversity and Inclusion Project Officer | NRC | Governance |
| 3.1 | Support for New Program | VIC | Program |
| 3.2 | Inclusion of NT in Flight Rationalisation | NT/NRC | Governance |
| 3.3 | Structure of the NRC | VIC | Governance |
| 3.4 | Utilisation of the NRC Delegates | VIC | Governance |
| 3.5 | Criteria for the NRC Delegates | NRC | Governance |
| 3.6 | Financial Arrangements for the NRC | NRC | Governance |
| 4.1 | Crew Challenge | VIC | Program |
| 4.2 | Diversity & Inclusion Crew Challenge Theme 2019 | NRC | Program |
| 4.3 | Australian Rover Moot Allocation | QLD | Governance |
| 4.4 | NRC Diversity and Inclusion Sub-Committee | NRC | Governance |

| | | | |
|-----|--|-----|------------|
| 4.5 | Discontinuing subsidy for travel to NZ NRC Meeting | VIC | Governance |
| 4.6 | Rover Training Epaulets | QLD | Program |
| 4.7 | 2020 NRC Conference | ACT | Governance |

NRC Conference 2018 Agenda Excerpt:

| Item | Title | Author | Designation |
|------|--|--------|-------------|
| 2.1 | Australian Rover Centenary Badge | NRC | Governance |
| 2.2 | BPSA Support Team | NRC | Training |
| 2.3 | National Quality Rover Award | NSW | Program |
| 2.4 | Rover & Adult Recognition Awards | NSW | Governance |
| 2.5 | Change Crew Challenge Program | VIC | Program |
| 2.6 | Rovers Australia Free Trade Agreement | NSW | Governance |
| 2.7 | Register of Merchandise & Protection of Idea | NSW | Governance |
| 2.8 | Contingent Leaders | NRC | Governance |
| 3.1 | Non Financial Members | NSW | Governance |
| 3.2 | Funding NRC Conference | NRC | Governance |
| 3.3 | NT Training | NT | Training |
| 3.4 | Dissolution of the NRC | VIC | Governance |
| 3.5 | Qualitative Analysis of the NRC | VIC | Governance |
| 3.6 | NRC Budget | NRC | Governance |
| 3.7 | 2019 NRC Conference | SA | Governance |
| 3.8 | Rover Moot Guidelines | AM2020 | Governance |

NRC Conference 2017 Agenda Excerpt:

AGENDA ITEM – 5.2

| Item | Title | Author | Designation |
|------|---|--------|-------------|
| 2.1 | Rover Training Curriculum | NRC | Training |
| 2.2 | NRC Executive Training Paper | VIC | Governance |
| 2.3 | Realignment of Development Responsibilities | VIC | Governance |
| 2.4 | Centenary Face to Face Meeting | NRC | Governance |
| 2.5 | NT Rover Training | NRC/NT | Training |
| 2.6 | Trans Youth at Events | NSW | Governance |
| 2.7 | Acknowledgement of Country | NSW/SA | Governance |
| 3.1 | Diversity and Inclusion | NSW/SA | Governance |
| 3.2 | Messengers of Peace | NAT | Program |
| 3.3 | Abolishment of Crew Challenge | VIC | Program |
| 3.4 | Standardising Communications | QLD | Governance |
| 3.5 | NRC Budget | NRC | Governance |
| 3.6 | 2018 NRC Conference | QLD | Governance |



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Bundila NSW

| | | |
|----------------------------|--------------------|--|
| Item Title | | Rover Commitment to Scouts Australia Sustainability Strategy |
| | Information | |
| X | Discussion | |
| X | Decision | |
| Document Author | | Thomas Milham, SA Branch Rover Council |
| Strategic Alignment | | |

KEY POINTS

Scouts Australia’s Sustainability Strategy and Action Plan identifies that Scouts Australia has a strong history in providing programs to support inclusion, diversity, and environmental action over the past 100 years. The Sustainability Strategy and Action Plan details how Scouts Australia will continue to build on an inclusive and diverse program.

The Sustainability Strategy and Action Plan has identified actions to be undertaken by National, Branches, and Groups. These actions include program, policy, property management, environmental impact, and community partnerships.

Rover Scouts should take an active role in the implementation of relevant actions from the Action Plan from the National Rover Council, Branch Rover Councils, through to Rover Scout Units. Rovers taking an active and leading role in supporting the success of the Sustainability Strategy will display conscious effort in championing Scouts Australia strategy.

The author recognises the work already underway on the action plan by Scouts Australia and the Rover Section.

ACTION REQUESTED

1. The National Rover Council will make a commitment to implement relevant actions as outlined in the Scouts Australia Sustainability Strategy & Action Plan.
2. Branch Rover Councils will make a commitment to implement relevant actions outlined in the Scouts Australia Sustainability Strategy & Action Plan, and report their progress to the National Rover Council at meetings, and to their respective Branch leadership team.
3. Branch Rover Councils will champion sustainable development through the use and promotion of the Sustainable Development Goals (SDGs).

COMMENT

FINANCIAL IMPLICATIONS

ATTACHMENTS



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 Conference 14-16 February 2020
 Bundilla, NSW

| | |
|------------------------|--|
| Item Title | Thank you to Victoria for January Accommodation |
| | Information |
| | Discussion |
| X | Decision |
| Document Author | NRC Secretary. |

INTRODUCTION

The Victorian Rover Council on behalf of the Victorian Branch organised at short notices a multi day activity following the cancellation of CBR moot. This included: providing accommodation at 3 bayside Scout halls for over 50 people from multiple contingents, free catering over multiple days and transport to local tourist attractions.

It should be noted that NSW have been formally thanked for their contribution to hosting Rover post-Moot support within the International Commissioner report. CBR Moot team have been formally thanked by SA Branch.

ACTION REQUESTED

1. That the National Rover Council acknowledges the contribution of VRC and Victorian Branch in providing free accommodation, catering and transport to Rovers from WA, TAS, SA and international Rovers in light of the cancellation of phase two of CBR Moot.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Conference 2020
 Bundilla Scout Camp, NSW

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|----------------------------|--|--|
| Item Title | Formal Thank You to CBR Moot Committee | |
| | Information | |
| | Discussion | |
| X | Decision | |
| Document Author | South Australian Branch Rover Council | |
| Strategic Alignment | | |

KEY POINTS

We recognise that running a national event takes a lot of commitment and personnel to run, and due to the unprecedented environmental circumstances affecting the nation, we acknowledge that the CBR Moot team acted diligently and placed the welfare and safety of the participants and staff at the forefront of their emergency response.

ACTION REQUESTED

1. That the National Rover Council formally recognises the time and effort that went into the preparation and operation of CBR Moot and that the CBR Moot team are commended for their efforts in ensuring the personal safety of the participants and staff at the event in adverse circumstances.

COMMENT

nil

FINANCIAL IMPLICATIONS

nil

ATTACHMENTS

nil



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Conference

| | | |
|----------------------------|--|--|
| Item Title | Amendment to Moot Buddies refund procedure | |
| | Information | |
| | Discussion | |
| X | Decision | |
| Document Author | Victoria & ACT | |
| Strategic Alignment | Finance | |

KEY POINTS

Paper ‘Moot Buddies Recipient Event Cancellation Procedure’ and ‘Moot Buddies Refunds’ were passed yesterday. These papers were very wordy and unclear.

This paper will replace previously passed wording of “Section 3: Moot Buddies Procedures” of the National Rover Council By Laws.

ACTION REQUESTED

The National Rover Council replace the previous additions to “Section 3: Moot Buddies Procedures” of the National Rover Council By Laws.

Where a refund may be due from the cancellation of an event and the recipient is a recipient of a Moot Buddies payment, the refund payable will be the nett amount ie Moot fee less Moot Buddies payment received.

The Moot Buddies pay out/ refund will go to NRC.

COMMENT

FINANCIAL IMPLICATIONS

ATTACHMENTS



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Conference, Bundila NSW
 14th -16 February

| | | | |
|----------------------------|--------------------|---------------------|--|
| Item Title | | NRC Conference 2021 | |
| | Information | | |
| | Discussion | | |
| X | Decision | | |
| Document Author | | ACT | |
| Strategic Alignment | | Governance | |

KEY POINTS

The 2020 conference was moved away from the ACT, as a result of the state of emergency caused by extreme weather, notably bushfires, in and around the original conference campsite. In addition to the conference being moved, CBR Moot, was cancelled after expeditions. As a consequence of these actions, ACT have been unable to host a major event fully in their territory.

ACTION REQUESTED

That the 2021 conference be held in the ACT, with the option for the ACT to discuss alternative conference dates, given the increasing impact of climate change during the early parts of the year and in-line with the current review of major events at a National level.

COMMENT

ACT proposes to host the 2021 NRC conference at the Cottermouth campsite, following the same three-day format which has been adopted by NRC in recent times. The format for the conference will replicate that which has been used for the past couple of years. Additionally, ACT would organize an alternative venue in advance, should weather conditions be an issue. Alternative venues have been identified, and will be tentatively booked in due course.

Points to Note:

- Catering: Friday Breakfast to Sunday lunch provided.
- Transport considerations:
 To/From Canberra Airport to Camp Cottermouth – Approx. 40min
 Saturday Dinner to Cottermouth – up to 20min

FINANCIAL IMPLICATIONS

| | | |
|---------------------|------------------|-------------|
| Preliminary Budget: | Transport: | \$30 - \$45 |
| | Accommodation: | \$50- \$70 |
| | Saturday Dinner: | \$40- \$45 |
| | Catering: | \$40- \$50 |

Total: \$160-\$210

An exact budget will be submitted to the council by August 2020.

ATTACHMENTS - NIL

Certificate IV in Coordination of volunteer programs

As discussed at NRC on 15 February 2020, Rovers who attended the workshop and wish to seek RPL for this qualification, must follow the following process:

1. **Enrolment** – contact your Branch Commissioner Vocational Education and Training (BC VET) and be enrolled in this qualification and have David Cossart nominated as the Assessor.
2. If you have completed **Advanced training**, the following evidence is required:
 - Copy of your Wood Badge Parchment.
 - Copy of your Certificate of Adult Appointment (CoAA), if held.
 - Copy of your Position Description or equivalent.
 - Copy of your Branch Membership record/Profile.
 - A 3rd party report/reference from your Scouting Manager.
 - A copy of your Completion Certificate having completed the World Scouting & Cultural Diversity e-Learning module.
 - On receipt of the above, the evidence will be assessed and if additional evidence is required, you will be contacted separately.
3. If they have only completed **Basic training**, the following evidence is required:
 - Copy of your Certificate of Adult Leadership (CoAL).
 - Copy of your Certificate of Adult Appointment (CoAA), if held.
 - Copy of your Position Description or equivalent.
 - Copy of your Branch Membership record/Profile.
 - A 3rd party report/reference from your Scouting Manager
 - Additional evidence against each of the seven Core UoC, demonstrating how you have:
 - a. **Use communications to build relationships** (e.g. a piece of correspondence resulting from a team building activity you have led at a Crew/Group, Region or Branch level etc).
 - b. **Manage and promote diversity** (e.g. an example of how you have managed and promoted diversity in your Crew/Group etc. This is in addition to having completed the World Scouting & Cultural Diversity e-Learning module).
 - c. **Work legally and ethically** (e.g. an example of how you have managed a legal or ethical issue within their Crew/Group).
 - d. **Recruit, induct and support volunteers** (e.g. an example of how you have followed your Branch policy in the recruitment, induction and support of a Member the Crew).
 - e. **Manage volunteer workforce development** (e.g. a copy of an Adult Review and Development Plan, or Branch equivalent, that you have prepared with one of your Members).
 - f. **Maintain work health and safety** (e.g. an example of how you have managed a WHS issue in your Crew).
 - g. **Lead team effectiveness** (e.g. an example of how you have effectively led your Crew, project patrol or similar).
 - On receipt of the above, the evidence will be assessed and if additional evidence is required, you will be contacted separately.
2. For the 4 Elective UOC, the Packaging Rules for the qualification allow you to select 4 UOC from any endorsed Training Package that are relevant to your position. For example, you could select 4 UOC from your Outdoor Recreation qualifications and these can be Credit Transferred. Please speak to your BC VET or equivalent in your Branch.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 Conference 14-16 February 2020
 Bundilla, NSW

| | |
|------------------------|--|
| Item Title | Workshop notes – Voting process and Conference review |
| | Information |
| X | Discussion |
| | Decision |
| Document Author | Patrick McCormick (NRC Adviser) |

INTRODUCTION

Reflecting on the voting processes for the National Rover Council (NRC), and the experiences of this weekend's NRC Conference, the workshop attendees provided their thoughts. These notes capture the

SUMMARY OF KEY POINTS

- **The election process worked well** for NRC 2020, and they recommend it be considered for future years.
- The **difference in voting styles between NRC Conference and Remote Meetings** makes sense, and **is appropriate** to the meeting type.
- We expect that **Conference attendees are present for the whole meeting** unless there are reasonable circumstances for them to be absent.
- Good that the agenda tried to balance plenary, fun and workshops.

DETAIL

The workshop participants started off talking about NRC voting processes. This was a wide discussion across elections, voting on NRC Conference agenda items, and voting at NRC Remote meetings.

- A participant flagged that it was odd how we vote by descent (i.e. say if you do not agree) at NRC Remote meetings, though ask Branches to vote by raising hands at the NRC Conference (two votes per Branch). Once this was talked through, we agreed that this made sense in the context; we clarified that financial Branches were the ones who could vote, and that we also used votes via email where required, which suited the need.
- When it came to how people voted at NRC Conference, participants were happy with the current approach (two Delegates from each Branch raising their hand as the Chair asked for those in favour, against and then abstaining). There had been some discussion about how high to raise your hand, though generally agreed that it is all fine as long as the Chair can see how you are voting (and they can clarify in any case).
- The NRC Exec considered feedback from previous events and put in place a new elections process for the 2020 NRC Exec members and key Project Officers (PR & Marketing, and Diversity & Inclusion). Nominations were called for widely over social

media, submitted in a Google Form (with a 2 – 5 minute memo from the candidate on why they should be chosen), with nominees then endorsed privately by their BRC Chair before elections. This allowed a more orderly nomination process, and equal participation for those not at Conference too. All Branches got two secret votes which were collected by National Team observers (written on cards), who also collected the Chair's casting vote in case it was required. We recommend the incoming NRC Exec draw on this approach for next time too.

When reflecting on the broader Conference, the following observations were shared:

- We discussed how some participants joined the Conference for only part of the weekend, or went offsite during it. While it was unclear why some chose to organise private events during the proceedings, we were able to clarify why some participants (observers) were only able to be present for part of the weekend (some may have only been asked for part of the weekend and had existing commitments, while the reasons for others was less clear). It was noted that guests (like speakers/presenters asked to join Conference for just one or two sessions) are not expected to be at the whole Conference. The participants of the workshop agreed that Conference participants should be there for the whole event (unless there is extenuating circumstances), and asked the NRC Chair to note their concern with the relevant National Team members.
- It was good that the agenda strove to include a mix of fun/team-building activities, some reports from portfolios/Branches, proposals for NRC consideration, skill building and workshops. We appreciated that less time was spent on the fun/team-building than originally planned – recognising that we were able to mingle across Branches, and that we then had more time for business. In future it would be good to have additional Branch time (especially to discuss items/proposals that emerge at the Conference), though we would like to see a small amount of focussed team-building exercises included still.

FURTHER ACTION REQUIRED

Nothing formal for approval, though we recommend this advice be considered in preparing for future meetings.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 Conference 14-16 February 2020
 Bundilla, NSW

| | |
|------------------------|---|
| Item Title | Rovers and the Sustainable Development Goals |
| | Information |
| | Discussion |
| X | Decision |
| Document Author | Thomas Milham – South Australian Branch Rover Council |

INTRODUCTION

The workshop discussed the background of the Sustainable Development Goals and an overview of the Scouts Australia Sustainability Strategy and Action Plan (attachment 1), which was approved by NOC in April 2019. The workshop aimed to identify how Rovers at National, Branch, Region, and Unit level can act.

The related paper (Rovers and the Sustainability Strategy) (attachment 2) requests that Rovers make a commitment to acting on the Strategy and Action plan and reporting that progress back to the NRC and their own Branch teams, for monitoring purposes. There may be a need for an Environment Project Officer to assist with the resourcing and support of the Sustainability and Action plan at the National Rover Council level.

SUMMARY OF KEY POINTS

The workshop involved identifying an action point from a list of selected actions from the action plan and developing a plan to deliver that in their Unit/Region/Branch and events.

Rovers worked in small patrols to quickly brainstorm ideas on butcher's paper.

The ideas brainstormed were (as transcribed from the butcher's paper):

31. Undertake an annual audit of recycling practices, developing actions to improve recycling rates.

The patrol looked at how Rovers can take action on reducing and appropriately sorting waste that is created at Rover Events.

- Audit waste at a branch event
- Increasing visibility of recycling practice
- Investigate how to implement recycling streams
- Reducing waste material brought to events
- National + Branches to publish recycling for Rovers to be involved in: eg. Project 3000, Lids 4 Kids.

Key Related Outcome - Scouting is recognized for its leading approach to diversity and inclusion.

This patrol looked at the bigger picture at the key related outcome that Scouting is recognized for its leading approach to diversity and inclusion, through a range of actions that should be taken. Some of these tasks include reviewing and understanding existing data and developing educational materials to support the success of this aim.

| | |
|---|--|
| <p>Planning:</p> <ul style="list-style-type: none"> • Research • Consult • Draft • Consult • Feedback • Revise • Finalise • Release | <p>Implementation</p> <ul style="list-style-type: none"> • Changes to training • Fact sheets • Accessible resources • Government Grants • Outreach • Create support roles • Revising existing policy • Accessible venues • Partnerships |
|---|--|

ATTACHMENTS

1. Scouts Australia Sustainability Strategy and Action Plan
2. Rovers and the Sustainability Strategy NRC Conference 2020 paper
3. Workshop Session Plan

FURTHER ACTION REQUIRED

That the National Rover Council considers the requirement for an Environment Project Officer, as to not overload the D&I Officer.

A workgroup should be considered to allow the interested parties to work closely together to develop and support Rovers with implementation of the actions in the Scouts Australia Sustainability and Action Plan.

Scouts Australia Sustainability Strategy & Action Plan

Selected actions for discussion...

| Related Outcome | Action |
|---|---|
| economic status is no barrier to participation | Branches to have schemes that waive (or fund) membership fees for those who cannot afford them |
| economic status is no barrier to participation | Branches to identify options (own or in partnerships) to support financially-impacted members to attend Branch/National events |
| have active programs that encourage good health and wellbeing | Adult training and youth leadership/ideals courses to include appropriate healthy relationships and safe sex components as appropriate to the audience |
| practices of scouting ensure gender equality, with members at all levels representing our diverse communities | Branches to look at gender representation at all levels in their structure, and identify actions to ensure equal participation (i.e. looking at how roles are promoted and recruited, structural blocks to equal representation etc.) |
| Scouting is recognised for its leading role in achieving our vision of diversity and inclusion | Instil a culture of valuing difference, and ensuring actions match our words |
| scout facilities have a net positive impact on waterways, maximise their efficiency and improve energy efficiency | Encourage scout properties to have good water management in place through maintaining water tanks, have water saving devices for all facilities, and consider appropriate alternate water use (e.g. greywater, stormwater) |
| scout facilities have a net positive impact on waterways, maximise their efficiency and improve energy efficiency | Branches to collaborate on National plan for energy efficiency, then translate into action for their own Branch (focussing on facilities and campsites, with guidance for halls) |
| Scouting is recognised for its leading role in achieving our vision of diversity and inclusion | Reflect on the national commitment on Diversity & Inclusion, committing to develop and deliver a Branch level action plan |
| Scouting is recognised for its leading role in achieving our vision of diversity and inclusion | Work with state and local government to ensure city planning includes facilities for Scouting accessible for all communities |
| | Join with other Scouting formations in a group buying scheme that enables purchase of more sustainable goods |
| activity pursuits in the outdoors related natural environments using a minimal impact approach | Assist Scouting formations to gain access to recycling, for halls, campsites and other facilities |
| activity pursuits in the outdoors related natural environments using a minimal impact approach | Undertake an annual (sample) audit of recycling practices, developing actions to improve recycling rates |
| Scouting is recognised for its leading role in achieving our vision of diversity and inclusion | Review existing partnerships at Branch level; affirm suitable partnerships, look for gaps and then approach suitable groups to support our objectives (e.g. Oaktree, Red Cross, Australia Youth Climate Coalition, Alternative Technology Australia, Redcycle or NFP equivalent) |
| practices of scouting ensure gender equality, with members at all levels representing our diverse communities | Make contact with Multicultural Affairs and Aboriginal and Torres Strait Islander offices in the state/territory government - discuss opportunities for the Branch to deliver Scouting programs with these communities (supporting the WOSM Vision of 100 million people involved in Scouting). |
| practices of scouting ensure gender equality, with members at all levels representing our diverse communities | Undertake a survey of members to understand the diversity of Scouting membership. Using |



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 Conference 14-16 February 2020
 Bundilla, NSW

| | |
|------------------------|---|
| Item Title | Workshop 1 – NRC Areas of Responsibility |
| | Information |
| | Discussion |
| X | Decision |
| Document Author | NRC External Review |

INTRODUCTION

The purpose of this workshop is to allow senior Rovers to give their opinions on practical activities the National Rover Council (NRC) can contribute to improve the Rover Scout section in Australia. The NRC already has a Strategic Plan, to encourage projects to be advanced beyond the term of an individual office bearer. Rather than trying to reinvent or supersede that existing plan, we would like to discuss the general types of projects that should be undertaken at a National level rather than being carried out by Branches or Units.

SUMMARY OF KEY POINTS

- Provided an overview of the topic, which arose from a paper presented at the 2019 Conference and the subsequent decision to appoint an External Review Team. on last year's paper
- In its simplest sense, the workshop aimed to discuss which areas of Roving:
 - the NRC currently are responsible for,
 - the NRC should be responsible for
 - the NRC should not be responsible for
 - Branches/BRCs/Units should be responsible for
- The workshop identified topics and discussed who was responsible for them (**Attachment A**)
- 'National' is more complex than it seems. NRC and NOC/NEC have some overlap (e.g. both receive final reporting of Moots), while other areas (e.g. uniform) are handled only by NOC/NEC
 - One recommendation is to develop a Delegate briefing kit or on-line tool to make NRC more effective and efficient
- Discussed differences between individual Branches
 - Small Branches do a lot more in their Crew level (e.g. organising Moots), compared to larger Branches which have support teams at both Branch and Region level
 - Noted that regardless of Branch size, the number of core Executive are generally the same

- The suggestion, and practicalities, of the NRC setting standards were discussed
 - This was seen as a challenging undertaking for the NRC
 - Previous attempts have seen issues implementing NRC policies at a Branch level
 - It would require all BRC's to sign up to NRC objectives, commit resources to the actions and be prepared to be held accountable for results
- It was observed that there is one thing that is missing from the NRC agenda – growth and retention
 - Participants raised issues with statistics – Rovers who are also Leaders are counted in most Branches as Leaders, rather as Rovers
 - Correct statistics can be dug out, but not always easily
 - Discussion suggested if Crews/Units set their own growth targets and these are rolled up to Branch to monitor it may make a difference as it will be owned by all levels of Rover government.
- Responsibility for marketing was discussed, both internal (events) vs external (Venturers, new members)
 - There has not been a strong push for Rover recruitment and retention at National level, suggesting Commissioners don't think growing Rovers is important, that's why NRC need to drive this. Increasing Rover numbers will give all Rovers greater respect from the rest of the organisation.
 - Branches run their own campaigns, and there could be scope for coordination
 - Some participants noted tensions between Branches and BRCs with regard to marketing, especially around approvals of materials
 - Overall, marketing was seen to be the responsibility of Branches
- In a perfect work, the functions of the NRC should include:
 - Set a Strategy and all BRC's have their own compatible one
 - Resources sharing between BRCs – avoid having to reinvent the wheel
 - Coordination of Major Events planning (e.g. World Moot, National Moot)
- Project work – it was decided that more project work should to be done by NRC Delegates
 - In the past there have been attempts to spread the work around, but it did not eventuate
 - There was seen to be a history of ideas being brought to Conference without any implementation plan or consideration of resources
 - Instead, they were left to the NRC to staff and complete
 - It was suggested to amend the paper templates away from 'the NRC with do X' to 'the WA delegates to the NRC will do X by this date'

- Underperformance of NRC Delegates was identified as an issue but seen as very hard to manage, as Delegates are appointed by their BRCs and not the NRC
 - NRC was not seen to have the power to dis-endorse or remove NRC Delegates
- It was suggested that awareness of NRC projects may be low, and that Rovers did not know they existed
- Important to remember that NRC is more than just to Executive.

ATTACHMENTS

Attachment A – Workshop table of responsibilities

FURTHER ACTION REQUIRED

N/A



**SCOUTS AUSTRALIA
NATIONAL ROVER
COUNCIL**

14 -16 February 2020
Bundila NSW

**AGENDA ITEM
X.X**

| Item Title | NRC Areas Of Responsibility |
|-------------------------------------|---|
| <input type="checkbox"/> | Information |
| <input checked="" type="checkbox"/> | Discussion |
| <input type="checkbox"/> | Decision |
| Document Author | Clinton Smith – External Review Team |

BACKGROUND

At the January 2019 National Rover Council (NRC) Conference, a series of systemic issues facing the Council were identified. As a result of this the NRC agreed to engage a consultant who was external to the NRC and Rover Scouts generally to undertake a review of the NRC, its function, and its structures.

After reviewing applications for this role, the NRC External Review Team (the Review Team) were engaged in May 2019 to improve the effectiveness of the Council and its governance structures in order to deliver better outcomes for Australian Rover Scouts.

Part of the Review Team's intended process had been to engage with Rovers at the recent national Moot in Canberra to gauge their understanding of the role of the NRC and canvass support for potential changes to its role and operations. Due to the Moot having to be wrapped up early in response to the widespread bushfires, this engagement, and associated online survey, were not able to be conducted (though the survey will be distributed later).

The original paper requesting an external consultant to review the operations of the NRC noted that each annual NRC Conference costs around \$25,000 to run and that branches contribute a further \$10,000 approximately through levies to cover the cost of the NRC's Executive's activities and travel. We understand there was wide agreement that this cost does not represent good value to money, particularly given that previous NRC Chairmen described the main achievements of their year in office as follows:

- 2018 Chair report: "The major highlight is the Rover Woggle, which is available on the Scout Shop in Propriety".
- 2017 Chair report: No key achievements presented.
- 2016 Chair report: "My goal for 2015 has been to establish a system and a culture that allows the council to get things done. The change to the By-Laws requiring branches to select their delegate irrespective of any other position has been part of this, as has been the outsourcing of projects to branch project officers".
- 2015 Chair report: No report submitted.

The purpose of this workshop is to allow senior Rovers to give their opinions on practical activities the NRC can contribute to to improve Rovering in Australia.

COMMENT

The NRC already has a Strategic Plan, to encourage projects to be advanced beyond the term of an individual office bearer. Rather than trying to re-invent or supercede that existing plan, we would like to discuss the general types of projects that should be undertaken at a National level rather than being carried out by branches or Crews.

These areas are perhaps not particularly controversial; however they are an important precursor to agreeing on who has authority to carry out the changes required to complete these projects. We suggest that there is already general agreement that the following areas should have a National approach:

- Uniform
- Award Scheme
- Training
- Publications
- Appointment of branches to organise Moots
- Appointment of contingent Leaders to international Moots and Service Projects
- (There may be other areas on which there is broad agreement)

Other areas are a little more open for debate and we would like to spend time discussing and hopefully coming to some agreement on where the following belong:

- Youth Program
- Marketing
- Organisation of national Moots

Marketing and the related topic of promotions is often led at a branch level, however online marketing does not respect the boundaries of state lines. The different branches of Rovers have often been quite protective of their own brands and logos, preferring them over ones developed nationally. Historically it has been difficult to get agreement on national brochures and posters as Rover activities vary between the states. For example, some states don't run snow-based activities, but they are an important part of the program for others. This impacts on the images which Rovers from different branches want to promote. Should Rover Marketing be coordinated at a National level, with the advantages of economies of scale (particularly for smaller branches), or are the advantages outweighed by the difficulties in getting consensus?

Youth Program may seem to fit most naturally in the National camp and some elements of the Youth Program have been included in the above list of areas that should be governed Nationally. As Youth Program encompasses everything that youth members do in Scouting though, inevitably much of this is conducted at a Crew or branch level, albeit within the

Nationally set policies and rules. Occasionally there have been proposals made at NRC to impose rules on branch events and a number of policies have been adopted which impact on the Rover Program. Should there be any limits on this?

The organisation of National Moots is supposedly a responsibility of the NRC, though in practice this is delegated to an individual branch. In reality the NRC and its executive generally receive progress reports from the Moot Organising Committee, but provide little in the way of oversight or advice. The success or failure of an event reflects on the organising branch rather than on the NRC and any monetary surplus or shortfall is dealt with according to the National Policy on Major Events without any input from the NRC. Should the organisation of Moots continue to be left to the organising branch, or is there a role for the NRC in setting some rules for National Moots, such as their dates, duration or format?

The intent of this workshop is not to propose a particular set of areas that the NRC is responsible for, but to gauge Rovers' opinions on which areas they are comfortable with the NRC having control over (and which areas they do not). Inherent in this discussion is an expectation that if the NRC is responsible for something, they also have meaningful control over that area and that the branches will always respect this.

FINANCIAL CONSIDERATIONS

There no immediate financial implication from this discussion workshop.

ATTACHMENTS

Nil.

RECOMMENDATION

That the branches agree a set of areas over which the NRC has responsibility and control.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 Conference 14-16 February 2020
 Bundilla, NSW

| | |
|------------------------|------------------------------------|
| Item Title | Roverscope Workshop Summary |
| X | Information |
| | Discussion |
| | Decision |
| Document Author | |

INTRODUCTION

Whilst this workshop may not directly relate to any papers up for discussion at the 2020 Conference, it will tackle the issues that the project officer was to look into in preparation for AV2021.

This included; Review AV2018 and AJ2019 Roverscope activities and Updating Roverscope guidelines to include advice from past Roverscope Coordinators.

Feedback and outcomes from this workshop will be forwarded to the coordinator of Roverscope for AV2021 and amended in the relevant documents where required.

SUMMARY OF KEY POINTS

Event guidelines; what are the minimum inclusions in a Roverscope activity site?

- Promotional section for moots, branch events or nrc projects

- Each branch has a section about Roving within their branch

Is Roverscope in the venture plan?

Preferred that the coordinator is from the host branch, but is not essential.

Clear timeline needs to be developed. Needs to span from advertising and appointment of the position all the way to final report. Liaising with the events organising committee to ensure appointment of coordinator, budget submissions and activity plan is all submitted on time.

Collating previous event plans and reports to so that the coordinator is not just thrown into the deep end without any support

Accountability and consequences for the person in charge for not meeting cirten deadlines, eg budget submission.

Financing agreements between nrc, BRC, event committee

The Roverscope coordinator is not the rover “contingent leader” and is not responsible for the welfare of all rovers at the event.

Recourse development and collation

Roverscope is currently only a Venture activity, it is recommended that if a host branch for a Jamboree is offering to run a Roverscope activity, that it too gets the same support from the NRC, BRC and JOC and thus must meet the same minimum standard as if it were running at a Venture.

ATTACHMENTS

FURTHER ACTION REQUIRED

1. Review how Roverscope fits within major events.
2. Create and submit paper to get Roverscope added to the major events review committee scope.
3. Further workshop this topic.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
Conference 14-16 February 2020
Bundilla, NSW

| | |
|------------------------|---|
| Item Title | What is a Rover Event? - Workshop Summary |
| X | Information |
| | Discussion |
| X | Decision |
| Document Author | Julia Miller (Deputy National Commissioner Youth Program) |

INTRODUCTION

This workshop was attended by 2 Rovers (VIC and TAS), and was co-facilitated by Julia (DNCYP) and Ezgi (NRC Chair).

The basis of the workshop discussions stemmed from responses provided at the 2019 Program Conference. The participants of this workshop discussed the following topics; elements of a Rover event, minimum requirements to run events, and possible review techniques for events.

SUMMARY OF KEY POINTS

- ✓ Possible inclusion of a service requirement for all participants in major Rover activity programs (larger than district or region).

- ✓ Have free time activities relating to the challenge areas.

- ✓ As an organising committee we need to ensure that all participants in attendance are aware of program elements and progression pathway elements being offered as part of the program.

- ✓ Review programs using the SPICES framework or in a forum.

Attached below are photos of all the feedback and discussions had by participants in the workshop.

Elements of a Rover Event.

- Participants 18⁺
- Organised by a Committee of Rovers
(Adequate training)
- Supported by BRC / region
- Practices of Safe Scouting evident
→ Branch policy
- Endorsment of Chair.
- Program / Risk Assessments approved.

- Excessive drinking Culture.
- Lack of program → Go with the flow.
- Socialising

Minimum Requirements for an event:

- Service requirement (2hrs per crew) whilst on the activity.
- Free time activities (Challenge areas) - participate
- Ensure participants are made aware of program elements that could contribute to their personal achievement pathways.

Review

- SPICES (program elements/essentials)
- Forums (region/branch/unit)
- lesson learned.
- transparency of information

ATTACHMENTS – N/A

FURTHER ACTION REQUIRED

- NRC Executive to discuss key points summarised above and let Julia know if there are any more additions to the feedback already given.
- NRC Executive to discuss / possibly draft a document for Rovers to refer to when organising and running Rover events in the future.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 Conference 14-16 February 2020
 Bundilla, NSW

| | |
|------------------------|--|
| Item Title | Diversity and Inclusion at Moots Workshop |
| | Information |
| | Discussion |
| X | Decision |
| Document Author | Lucy Bain (D+I Officer) and Georgia Sands (D+I Officer - incoming) |

INTRODUCTION

Workshop to discuss Diversity and Inclusion at CBR Moot 2020 and future Rover Events.

SUMMARY OF KEY POINTS

Diverse and Inclusive things that happen at some event to a certain extent

- Wheel Chair Accessible Event Sites
- Physical capability of Expeditions
- Lighting and sound sensitivity
- Auslan Interpreter
- Welcome/ Acknowledge to Country
- Rainbow Cafe
- Sanitary/ Toilet Bins
- Identity and Pronouns
- Dietary Requirements
- None drinking related activities throughout the day and night
- Shirts/No Shirts or Gendered Games

Things we'd like to see at Events

- Chill out space
- Range of activities: accessible and scheduled and adapted AA
- Toilets: Male, Female and Neutral
- Pronouns on lanyards/name tags
- Well planned site layout
- D+I Advisor on committee

- Inclusive event form
- Merch Pre-order
- Resources
- Tents and chill out areas not near the stage
- Welcome/ Acknowledge to Country
- Utilising Agoonoree Information and resources
- PSA for non-food allergy's
- Private personal item washing or rinsing
- Looking at who is attending event, consult those people, build strategy with them for the event.

Things We'd like to see gone

- Chants
- Nudity - indecent exposure
- Rover Pray
- Sexual Assault/ Harassment/Consent
- Standing or sitting for long durations (be told how long they will be standing)

Things we do well

- Willingness to have the conversation

ATTACHMENTS

FURTHER ACTION REQUIRED



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 Conference 14-16 February 2020
 Bundilla, NSW

| | |
|------------------------|--|
| Item Title | Grassroots Rovers' Involvement in the NRC |
| | Information |
| | Discussion |
| X | Decision |
| Document Author | NRC External Review |

INTRODUCTION

If we accept that, when stated at its simplest, the role of the National Rover Council (NRC) is to improve Roving in Australia, there are multiple ways in which this might be achieved. In this workshop we would like to explore how Rovers currently contribute to the workings of the NRC and alternatives to this approach. This workshop will prompt discussion and reflection about how agendas are set, and how NRC items are communicated to grassroots Rovers, amongst other topics.

SUMMARY OF KEY POINTS

- The workshop discussed how BRCs consulted with their Rovers on matters discussed by the NRC:
 - Consultation was seen as a challenge by many workshop participants:
 - Lots of Rovers appeared to not care what happens on a National level
 - It's seen as a Catch-22: NRC decisions are seen as being made without consultation, but when consultation is attempted, there is little engagement
 - Many papers considered by NRC require an understanding that may not be at the grassroots Rover level (e.g. mechanics and processes of National, an understanding of what can be done under the By-Laws)
 - A lot of the work done by the NRC is strategic and high-level – might not interest Rovers in their Den
 - There is very little lead time between papers being issued and meetings/Conference (especially when considering the holiday break), making it hard to speak to grassroot Rovers
 - By comparison, when BRCs are consulted by their Branches (e.g. around policy changes) there is a much longer lead time, allowing consultation to occur
 - Papers are generally brainstormed by the BRC/Delegation, then assigned to Delegates who write them

- Acknowledged that the Rovers they represent may not/do not always have an opportunity to contribute
- Despite this, some Branches have established robust methods of consultation
 - One Branch pushes actions from NRC and its BRC down to individual Units, each of who have a single vote. The votes are then fed back up to the BRC to inform decision making
 - Interesting to note that larger Branches have better structures in place to consult with Rovers, while smaller Branches with less bureaucracy struggle
- Direct engagement from NRC to individual Rovers was discussed, through issues with maintaining accurate contact information were raised
- NRC Delegates and their contributions to the NRC were raised
 - It was noted that different BRCs elect their NRC Delegates at different times to the year, thus they attend Conference with different levels of experience
 - It was suggested that BRCs could agree to all hold their Delegate elections at the same time, separate to other executive positions
 - Historically, most states seemed to go through periods of high engagement with the NRC, followed by low/no engagement
 - Most states receive regular written reports from their NRC Delegates, though some are short or verbal. The focus is often on local issues rather than NRC issues
 - Differences in NRC Delegate election processes were noted. Some BRCs allow every single Rover in the Branch to vote for elections, others given Regions a set number of votes. Some states are looking to electronic voting
- Minutes of NRC meetings were discussed
 - Minutes are generally passed along to Rovers, either through websites, MailChimp, Facebook groups etc
 - The possibility of publicly publishing NRC minutes on the NRC website was raised, and workshop attendees could see no issue with it
- The topic moved to the purpose of the NRC
 - There was discussion around whether the NRC should actually be seen as representing grassroots rovers
 - Some participants suggested that Branches, rather than the NRC, were best places to represent Rovers
 - The NRC was seen as well placed to develop materials and factsheets which can support Roving
- The workshop attendees discussed the NRC Conference
 - The Conference, and the NRC as a whole, were seen as a good opportunity for network between BRCs and Delegates

- Delegates can learn about events in other Branches and share ideas between delegates, e.g. NYP implementation
- Free time at the Conference is good when people are using it productively
- There could be merit in open sessions for raising issues and brainstorming rather than plenaries or workshops
- First time conference attendees arrive without knowing how it is going to work, what the Conference processes are etc
- Could be a role of having a grassroots Rover attend with the delegation to test 'is this relevant?'
- The topic of NRC awareness amongst grassroots Rovers was raised
 - Rovers generally don't understand the work of the NRC
 - Rovers may not know what they do, NRC is an unknown, seen as politics
 - Minutes of NRC meetings could be public to build awareness and understanding
 - However, 30 second videos could better share this information
 - Content could be shot at the Conference
 - Doesn't need to be a video, could be animated text
 - Doesn't all need to be high quality, e.g. TikTok, Snapchat
 - Each Branch could push the info out to their members, reshare posts
 - Need a 'meme lord' to build engagement
 - Who is responsible for creating NRC content?
 - The Publicity Officer would be a good fit, but a time-consuming process
 - Could create a working group to build up content
 - Rovers don't see enough is coming out of NRC
 - At a recent BRC, there was zero interest in the role of NRC Delegate. However, once the role was explained interest went up and multiple people applied
 - NRC, and its delegates, need to be relatable and approachable

ATTACHMENTS

None

FURTHER ACTION REQUIRED

N/A



**SCOUTS AUSTRALIA
NATIONAL ROVER
COUNCIL**

14 -16 February 2020
Canberra, ACT

**AGENDA ITEM
X.X**

| | |
|-------------------------------------|--|
| Item Title | Grassroots Rovers' Involvement in the NRC |
| <input type="checkbox"/> | Information |
| <input checked="" type="checkbox"/> | Discussion |
| <input type="checkbox"/> | Decision |
| Document Author | Clinton Smith – External Review Team |

BACKGROUND

At the January 2019 National Rover Council (NRC) Conference, a series of systemic issues facing the Council were identified. As a result of this the NRC agreed to engage a consultant who is external to the NRC and Rover Scouts generally to undertake a review of the NRC, its function, and its structures.

After reviewing applications for this role, the NRC External Review Team (the Review Team) were engaged in May 2019 to improve the effectiveness of the Council and its governance structures in order to deliver better outcomes for Australian Rover Scouts.

The purpose of this workshop is to allow senior Rovers to give their opinions on potential alternative models of engagement with Australian Rovers.

COMMENT

If we accept that, when stated at its simplest, the role of the NRC is to *improve Roving in Australia*, there are multiple ways in which this might be achieved. In this workshop we would like to explore how Rovers currently contribute to the workings of the NRC and alternatives to this approach.

For some time, the agenda of the NRC Conference has been set by the incumbent Chairman, as would be the case for any meeting. The agenda items are submitted generally by the Rover branches, the NRC Executive and occasionally by members of the National team. We would like to poll the branches on how their agenda items are sourced. In practice, is it merely the executives of their BRCs which propose items for the agenda or are the Rovers in the or state encouraged to submit their own ideas? Do any branches run a Rover Conference to discuss larger scale ideas to improve the organisation (akin to a 'Festival of Dangerous Ideas') which might potentially propose ideas with a National impact? Are any online forums used to collect ideas? Further to this, where do they source the volunteer Rovers who are tasked with carrying out any agreed action items?

Who are the minutes of the NRC Conference and its online meetings distributed to? Are summary reports of these meetings tabled at BRC meetings? Is there any reason why this could not be done? Is there any reason why Rovers other than the respective BRC Chairmen and RAs/BCs could not dial in to the online meetings? Further to this, should ordinary Rovers have read access to any online collaboration spaces used by the people carrying out projects on behalf of the NRC?

It is clear from the initial enquiries that the External Review Team has made that many Rovers, including relatively experienced ones, have little idea of the role or even existence of the NRC. We suggest that this situation is, in part at least, due to the lack of opportunities for engagement and involvement of these grassroots Rovers. Instead the Rovers who contribute to the NRC, either as branch delegates or NRC Executive members, tend to be those who have risen through the ranks of Rover governance in their home branches. This has supplied the NRC with Rovers who are some of the most experienced Rover managers in the country, but has left the majority of the membership oblivious to its very existence.

The External Review Team suggest that if the projects the NRC undertakes are important enough to spend tens of thousands of dollars of Rover money on each year, they are important enough to properly inform its members about them and to harness the knowledge and enthusiasm of the organisation's wider membership in completing them. We would like to discuss a variety of options to inform and involve grassroots Rovers in the valuable work of the NRC to improve Roving in Australia.

FINANCIAL CONSIDERATIONS

There no immediate financial implication from this discussion workshop, though any recommendations made from the discussion may well lead to decisions with financial implications.

ATTACHMENTS

Nil.

RECOMMENDATION

To be developed by the conclusion of the workshop.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
Conference 14-16 February 2020
Bundilla, NSW

| | |
|------------------------|---|
| Item Title | Major Events Review Workshop Summary |
| X | Information |
| | Discussion |
| X | Decision |
| Document Author | Julia Miller (Deputy National Commissioner Youth Program) |

INTRODUCTION

This workshop was attended by 8 Rovers (QLD, TAS, WA, ACT, SA, VIC), 3 RA's (ACT, SA and WA) and Aaron Wardle (National Commissioner International). The workshop was facilitated by Julia (DNCYP).

An outline of what is happening in the National Event space was provided to the participants of the workshop.

- Previous major event review terms of reference/team were dispended.
- New terms of reference are currently being reviewed / written by national team members.
- Once approved a new team/working group will be created comprising of members from NEC, Youth Program, and Branches)
- Final report/review to be presented at 2020 November NOC meeting.

The attendees then split into patrols of four to complete the GAPS analysis review using a list of stimulus questions around four key topics; abilities (what is currently happening), perceptions (others views of what is currently happening), goals and values (others views of what they would like to see in the future) and standards and success factors (others view of what could happen better / expectations of us in the future). It was agreed that the majority of Rovers in the room either attended or felt they knew enough about Australia's most recent national moot – CBR Moot held in January 2020 to use it as the stimulus for discussions and as the basis for answers to each question.

The patrols engaged in robust discussion which resulted in lots of ideas being recorded on posters. At the end of the workshop each patrol highlighted two points from each box that they felt was the most important aspect to creating better Rover major events in the future.

The feedback and notes from this workshop will be passed onto the Major Events Review Team for discussion and inclusion in any decision made as part of the review.

Workshop – Major Events Review

SUMMARY OF KEY POINTS

| | |
|--------------------------------------|---|
| GOALS AND VALUES | <ul style="list-style-type: none"> - Increase inclusion and diversity (of both organising committee and participants in attendance at the event) - Increase sustainability (catering, reducing waste etc.) - Ensure events offered at major events are outside the realm of opportunity for a normal unit meeting. - Increase friendships and networking at events. |
| ABILITIES | <ul style="list-style-type: none"> - Risk and event management (knowledge base and skills of organising committee). - Ensure that there are adequate welfare officers available to support participants (clearly define role description). - Ability to coordinate volunteers at a large scale. - Community / branch support structures to support organising committee. |
| PERCEPTIONS | <ul style="list-style-type: none"> - Building positive and capable relationships with all people involved in a major event. - Being open to opportunities to upskill and develop new skills as Rovers. - Community is surprised at the resilience of Rover aged young people compared to those of similar age as general members of the community. |
| STANDARDS AND SUCCESS FACTORS | <ul style="list-style-type: none"> - Young people being mentored to possibly take on committee roles in the future (succession planning) / young people taking the lead in organising national events. - Being accountable to guidelines that other major events have to adhere too, sometimes mistakes occur as Rover timelines can be a bit loose. - Adaptability of young people. - Following the duty of care guidelines. |

Attached below are photos of all the feedback and discussions had by participants in the workshop.

Where are we now?

Mine:

- activities that interest section
- diverse selection of activities.
- * risk + event management (knowledge base + skills)
- resilience & team work
- ability to stick to plan + follow processes.
- contingent management to work together.
- communication to other all participants.
- aware of audience communication.
- upfront & realistic.
- We need to work on: communication control.
- * welfare officers
 - ↳ role descriptions + implementation.
- contingent handbooks → CMT. (role/expectations)
- membership attendees paraverses (expectations)
- What we need help with:
 - budget/risk/communication "monitoring" by National.
 - ↳ held accountable by Program team & follow guidelines from Major Event.
 - role expectations & pre requisite requirements. workload isn't enough but don't want to page JD.
 - branches interaction responsibility & willingness
 - ↳ help

Where do we want to be?

Mine:

- program → quality → focus
- locations - relevant
- activities available - sustainable variety.
- Inclusivity & diversity (committee & membership mix up)
- image needs to be updated.
 - ↳ lead the way on marches.
 - ↳ pirate of what we can offer.
- spend money effectively
- "CSE" theme → beside mentors we character development has been huge
- sharing of culture → focus on international involvement → involvement of APC
- Sustainable / effective work. change setting the bar for what we want to do.

attendees
paraverses

Others:

Capabilities

- the most reputation vs. CMT most. (scale)
- service/resilience boost.

Reputations

- drink.
- * capable/positive interactions
- overshadowing of others achievements

Turn to us

- service.

* Approach this to learn → upskilling.

- willingness to accept help & growing into role vs. being prepared.
- quality reviewing.

Be the best we can be at what we do.

Others:

- Budget surplus.
- professional volunteers - code of conduct. (drugs & alcohol policy)
- * meeting re guidelines (accountability)
- risk ax & information.
- sustainable practices.
- Scout Law & Promise
- * Young people being mentored & succession planning
- working to strengths.
- Professionalism & accountability.

- Variety of interesting activities
- ~~Emergency~~ Handling emergency situations
- * Community support within
 - Entertainment
 - Manpower - skilled - unskilled
- * Ability to coordinate volunteers at a large scale
 - Adaptability
 - Transport logistics
 - Legal requirements
 - Communication
 - ↳ controlling
 - Accountability
- We are good, just need to remove barriers (physical + political)

- Enjoyment
- Challenging
- Sense of community
- Adequate flexibility of program
- * New experiences for everyone
- Entertainment
- * Friends
- Personal Development
 - ↳ creating better Rovers
- Positive experiences
- Opportunity for all

Scouting

- Done enough
- ~~Ext~~ Low expectations
- Looked up to from younger sections
- Manpower
- Expectation that we will run more than agreed
 - ↳ contrast to →
- Expect to step into leadership and big tasks

Community

- High expectation / surprised at capacity
- High regard
- Surprise at age
 - ↳ apply assumptions from other organisations
- Manpower
- ~~Start~~ Ask for minor mental tasks, but often learn our ability
- Organised chaos
- Impressed by response and resilience

* Community is surprised at our ability, resilience and capacity compared to similar groups / others of same age

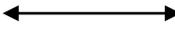
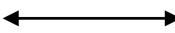
* Duty of care followed

- Quality for cost
- Follow scout law
- 'Good citizens'
- Adaptability - open to change
 - ↳ quick
- Support
- Resilience

* Adaptability in a short timeframe

- Represent roving and branch well
- No personal agenda - best in working in the best interest of grassroots rovers

ATTACHMENTS – Stimulus questions provided to patrols

| | Where are we now | (GAP) | Where you want us or need us to be |
|---------------|--|---|---|
| Your view | <p>Abilities</p> <p><i>What can we do?</i></p> <ul style="list-style-type: none"> • What do we do well? • What skills do we have to offer that might be of interest to others? • What areas do we need help with (from others)? • What areas do we need to improve on? • How successful are we at establishing positive relationships with NSO who are different from us? |  | <p>Goals and Values</p> <p><i>What matters to you?</i></p> <ul style="list-style-type: none"> • What do you care most about? Both at Scouts and for recreation and home? What is really important to you? • What do you aspire to achieve by attending Major Events in Scouts and in life? • What excites you that you want to do more of or start doing? • What are your <i>Scouting</i> or life goals? |
| (GAP) |  | |  |
| Others' views | <p>Perceptions</p> <p><i>How do others see us?</i></p> <ul style="list-style-type: none"> • What have you heard from others about our capabilities? • What is our reputation among different people in your life? • In what areas do others turn to us for help? • How would others describe our approach to major events? • What did we learn from various conversations from others? |  | <p>Standards & Success Factors</p> <p><i>What do others expect of us?</i></p> <ul style="list-style-type: none"> • What are our association's standards of performance, values, behaviours, policies, rules and guidelines? • What behaviours do you think we need to demonstrate to be successful here? • What behaviours now and in the future are most needed for the success of our organisation? • What are some of the expectations of us in your current role or one to which you aspire? |

FURTHER ACTION REQUIRED

- NRC executive to discuss key points summarised above and let Julia know if there are any more additions to the feedback already given.
- Final version of feedback and responses to the GAPS analysis to be passed onto Major Events working group through Julia (DNCYP).



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 Conference 14-16 February 2020
 Bundilla, NSW

| | | |
|------------------------|--------------------|-----------------------------------|
| Item Title | | Consent In Rovers Workshop |
| X | Information | |
| | Discussion | |
| | Decision | |
| Document Author | | Matthew Prants |

INTRODUCTION

Consent and respectful relationships are topics of interest to Rovers. As young adults, Rovers are invariably learning to navigate the intricacies of meaningful interpersonal relationships whilst balancing the demands and responsibilities of adulthood. The formation and development of healthy relationships is underpinned by consent. Unfortunately, consent is a topic that is sometimes misunderstood, and this can lead to development of maladaptive relationships and poor personal growth. As a youth development organization, the prosocial development of Rovers is in our interest. Thus, the purpose of this workshop was to investigate the issue of consent and respectful relationships within Rovers and how we can improve Rovers' understanding of the issue.

SUMMARY OF KEY POINTS

On Demand Learning

- The implementation of an On Demand Learning module for adults was raised as an avenue for educating Rovers and other Adult members of Scouting.
- Focus on consent as a big picture topic (not purely in a sexual manner), such as "I have the right to not to be hugged without my permission".
- Include references to legislation for each state, however content should address the ideal state (enthusiastic consent can only be delivered by someone in a completely unaltered state of mind) so as to meet and/or surpass the legal requirements for each state.
- Talk to the Youth Program Team about perhaps extending this training to Venturers as well.

Reporting Pathways and Post Incident Support

- Majority of the group felt that for Adult on Adult issues, the reporting pathway was not so obvious and that the Child Protection team weren't interested in the issue.
- Need training/education for accused Rovers even if they're not being prosecuted
- Ultimately branches have responsibility due to differing legislative requirements in each state, however we can still deliver base recommended guidelines as a template.

- Need to create a reporting culture. Could achieve this by stressing the child protection reporting pathways in adult training.
- Educating about the difference of reporting (results in formal investigation) vs disclosing (record will be kept, but formal investigation is not made). This way branches can collect information on perpetrators when victims don't want to report and this information can later be used if they do want to report.

Posters

- Posters addressing key points regarding consent distributed to each branch would be a positive resource.

Consent Guidelines

- Creation of a national guideline on consent to be made available for any major Rover events that want to utilise them much in a similar way to the Drug and Alcohol guidelines (Like CBR's usage).

ATTACHMENTS

FURTHER ACTION REQUIRED

-Working groups for these topics have already been created under recommendations from papers submitted to and passed by the NRC.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 Conference 14-16 February 2020
 Bundilla, NSW

| | |
|------------------------|---|
| Item Title | Role of the Training and Development Officer and training opportunities |
| | Information |
| | Discussion |
| X | Decision |
| Document Author | |

INTRODUCTION

SUMMARY OF KEY POINTS

- Leadership course for the Rover Section
 - Support for an instruction for that course
 - Link in with youth program for Rover leadership course
- Gilwell training goes above and beyond Rover leadership course
- Trying not to double on training for Rovers and Leaders (so people don't repeat content)
- Have content focused for Rovers
- Training for Crew (Unit) leaders
 - To help to run a self-governing unit
- What do Rovers want out of the Rover specific leadership course which is not Gilwell training
- Even though there is section specific training, is there any reason branches couldn't run Rovers only courses?
 - No, up to branch training teams
 - However, doing the course with everyone exposes Rovers to everyone
- Facilitate Rovers being part of training teams informally to assist with running training courses (e.g. teaching new leaders about OAS or youth leading adult supporting)
- What can we take out of Gilwell training (Scouting Essentials) that can be used in a Rover leadership course for a Crew Leader?
 - i.e. what is the bare minimum needed to run which is not a two plus weekend course
- Facilitate Rovers to run other section leadership courses
 - E.g. Vic have ex QS to help run Venturer leadership courses
 - Identify people who may not have other roles, who may be able to help run courses
 - Asking grass roots who experience in areas to help run courses etc
 - Help to develop resources to help to run these

- Other areas of training
 - Linking OAS to VET
 - Adventurous Activity
 - Event Management
 - Rover Event Management
 - Train the trainer (Loose terms)
 - How to assess and how to teach (based on VET unit of competency Contribute to Assessment)
 - How assess/teach so that Rovers have the skills to sign off OAS or SIA for other sections
- Make sure that we have more Rovers involved in Branch training teams
 - Doesn't have to have multiple beads
 - Support team/ presenters/ mentors/ training team helpers/ subject matter expert
 - Including presenting to other section training
- Dream courses to run at a national or local level
 - Dealing with other adults in Scouting (probably just a workshop)
 - Being respectful and being heard
 - Scouting Adventure course
 - Rover Event Management Course
 - Come with an event in mind
 - Send team/committee members to do it
 - Rover governance
 - E.g. people who are elected to roles
 - Above the Crew e.g. introduction to Rover governance
 - Writing official emails (workshops)
 - Communicating effectively writing
 - Conflicts over emails
 - More skills workshops like above at NRC workshop
 - Use conference to workshop/trial running these workshops
 - Intro to NRC/BRC workshops/modules
 - BRC for dummies
- National School
 - Women's only AA school
 - Talk to Danielle about this for NAAC
 - Under 26s school Easter long weekend

ATTACHMENTS

FURTHER ACTION REQUIRED

**SCOUTS AUSTRALIA****NATIONAL ROVER COUNCIL**

Conference 14-16 February 2020

Bundilla, NSW

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|------------------------|--------------------|-----------------------------------|
| Item Title | | Moot 2023 Workshop |
| X | Information | |
| | Discussion | |
| | Decision | |
| Document Author | | Justine McKeown (Moot 2023 Chair) |

INTRODUCTION

The next Australian National Rover Moot is set to be held in Tasmania in 2022-2023.

The aim of this workshop was firstly to identify things that would enhance the experience of the Moot, drawing on positive and negative experiences from previous events.

Secondly, to identify ways in which the moot could support contingents and contingent leaders, before, during and after the national moot.

Lastly, to identify barriers to attendance and possible solutions to help overcome these barriers.

SUMMARY OF KEY POINTS

Ways to enhance the experience:

- Expeditions, particularly unique expeditions are a massive deciding point for participants and create the experience.
- Unique activities in general, especially those that cannot easily be done elsewhere
- Food, in regards to providing an adequate amount, ensuring variety in the food offered, and attending to dietary requirements is essential
- Creating 'home comforts' for Rovers, particularly during unforeseen events e.g. constant rain creating soaked clothing and tents etc. providing participants with a method of drying clothing, and creating a comfortable space
- Night-time activities that don't just involve drinking/ involve drinking but not 'partying'
- Flexibility in the program, ability to change activities, and to do what the participant wants to do
- Using an EOI to ensure there is adequate places for activities

Contingent support:

- Contingent leader friendly expeditions - some expeditions will be marketed as 'contingent leader friendly' meaning that the expedition will not be completing full

day activities without access to their phones, and that the expedition will be within reception.

- The moot should provide contingents with resources to market the event within their states. These resources should include information on what a National Moot is, as well as information pertaining to the event itself and a contact for further questions. Queensland successfully implemented this for CBR and saw a massive boost in their attendance rate.
- If the event is cancelled the moot should organise accommodation for contingents until they are able to safely return home
- To fulfil the requirement of a welfare officer for each state, the moot should endeavour to provide training and upskilling opportunities for nominated welfare officers, as well as stressing the importance of this role to the contingents.

Attendance barriers:

- It was identified that along with financial barriers and physical barriers of distance and the Bass Strait, there may be social barriers to attendance of the National Moot.
 - It was noted that this is a difficult barrier to overcome, but that an emphasis on friendship should be placed during the advertising of the event.
 - Financially, it was discussed that the option of flexible payment plans should be investigated by the moot team
- It was discussed that the moot should push the uniqueness of the experience and play on positive perceptions of Tasmania to sell the experience.

ATTACHMENTS

nil

FURTHER ACTION REQUIRED

nil



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 Conference 14-16 February 2020
 Bundilla, NSW

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|------------------------|--|
| Item Title | Rover Prayer Workshop |
| | Information |
| | Discussion |
| X | Decision |
| Document Author | Lucy Bain (D+I Officer) and Georgia Sands (D+I Officer - incoming) |

INTRODUCTION

Workshop to discuss Diversity and Inclusion of the Rover Prayer. To now be referred as the Rover Spirituality Review.

SUMMARY OF KEY POINTS

Preparation Stage

- Mention to P+R or policies that may reference it
- Find where there is reference to using the Rover Prayer as a requirement
- WA has Prayer as a standing Item
- Branches investigate where rover prayer is mentioned
- Confirm Rover Prayer is not in the New Record
- Talk to Clare about the timeline on reflection response
- Start crafting release info on changing
- Declaration of Intention
- Draft resource pack for April Remote Meeting

Rover Spirituality Review Tasks

- Unanimous support to transitioning from a religious based Prayer to a spiritual reflection
- Clare Hanley will develop some guidelines to develop the Spiritual Reflection
- We would love for Branches to go back to their rovers and mention this and also investigate where the rover prayer is mentioned in their documentations
- Talk to their branches giving them the heads up that this is something happening.
- Once we have the guidelines from Clare we will start drafting resource pack and start crafting release info on changing.
- Open to discussion if anyone has any concerns about this or feel their Branches will have a large push back

ATTACHMENTS

FURTHER ACTION REQUIRED



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 Conference 14-16 February 2020
 Bundilla, NSW

| | |
|------------------------|--|
| Item Title | Young People in Leadership Roles Workshop |
| | Information |
| | Discussion |
| X | Decision |
| Document Author | Eleanor Hewitt |

INTRODUCTION

The purpose of this workshop was to discuss with participants their experiences in holding higher level leadership roles.

The information gathered in this workshop will be included in the NRC Report establishing the preparedness and support available to young people in leadership roles.

SUMMARY OF KEY POINTS

Discussion was split into four sections.

Role Descriptions:

In the first section, participants discussed the clarity of their position descriptions and if it was accurate.

Most participants agreed that their position descriptions were somewhat accurate, but they were often incomplete or required the participant to draft their own.

Participants who had to draft their own position descriptions stated that it made it difficult to understand what was expected of them, as it was not expressed.

Participants agreed that role descriptions are extremely useful especially when no handover is completed with the previous holder of the role.

Support:

In the second section, participants discussed what support was available to them and the effectiveness of this.

Participants listed the official support (i.e appointed support) as Branch Rover Advisors, Youth Programs Commissioners and role specific advisors. Unofficial support was listed as friends, family and members of their Rover Unit.

Overall, most participants were happy with the official support available, but some mentioned that it would be beneficial to be able to have a mentor of your choosing.

In regards to informal support, most participants said that this was at times more effective than official support as they were more familiar with these people and felt that they could be more open and honest.

Comments were also raised that sometimes conflict can arise in their Rover Unit due to them having to spend time with other scouting commitments.

However, some participants stated that this has not happened with them as their Unit is more understanding. This was usually the case with Rovers who have a larger Unit, thus responsibilities around running nights etc. can be spread more broadly.

It was also raised during this session that participants often felt like they had little to no support whilst navigating the world of 'scouting politics'. Participants also raised that at times they felt that they were not taken seriously because they were not seen as a 'real adult'.

Training:

In this section, participants discussed what training was required to undertake the role, how applicable this training has been and what training was missing.

For most participants, some form of completed training was required for them to be eligible for the role. Whilst most agreed that it was of some use, those who completed advance leader of youth training expressed that it was not relevant to their position. Those who completed leader of adult training expressed that whilst some aspects were useful, they learnt more about 'how to be a group leader' than anything else.

Most participants said that there should be further training in personnel management, specifically covering the following areas:

- Conflict Resolution
- Peer to Peer Management
- Working with people who are older than you
- Performance management
- How to have difficult conversations
- Governance

Experience:

In this section, participants discussed their overall experience in their roles.

Whilst most said that they would do the role again, many participants expressed that the actions of other people and a culture where youth do not feel valued as leaders made their role unnecessarily difficult and placed a dampener on their experience.

Some participants also expressed that they felt Scouts have made many roles perceived as tokenistic. It was also expressed by almost all participants that at times they did not feel respected by other adults in scouting.