



Minutes of the
National Rover Council Conference 2016
held on 15-17 January 2016
at Sydney, NSW

PLENARY SESSION 1

Session opened 10:30am Friday 15 January.

The Chair acknowledges the presence of Chris Bates (Chief Commissioner, Scouts Australia) and Johnathan Morey (Chair, National Youth Council) as well as other members of the National Team.

Apologies were received from Ryan Sodziak (QLD) and Andrew Morrison (New Zealand).

1.1 Minutes of the Previous Meeting

1.1.1 NRC Remote Meeting October 8th Minutes

A number of small alterations to attendance, apologies and spelling are raised.

Moved through the Chair

MOTION CARRIED

1.2 Executive Reports

1.2.1 Chair Report

The Chair speaks to the written report previously distributed, noting a number of key points. Of particular note is the YPR and its possible affects on the Rover section, and the Chair encourages Rover participation in the process. The Chair also reflects on Rover governance and governance in Scouting more broadly: governance is not an end in itself, but a tool to use to deliver a program. The Chair challenged everyone to focus more on quality programming. The Chair expresses his thanks to the Council and to the National Team.

C. Bates notes the Chair's points around governance, and notes his strong support for more young people to serve on the National Council and National Executive Committee of Scouts Australia.

1.2.2 Vice-Chair Report

The Vice Chair speaks to the written report previously distributed, noting a number of key points including Crew Challenge and the new NRC project structure. The Vice Chair notes that nominations have closed for the Chair of the 100 Years of Rovering Working Group, and that this position will be appointed at the Conference. Concerns are raised by the Queensland delegation about the timeliness of reports, and consequently the Vice Chair reads her report aloud in its entirety.

The Chair notes that most of the NRC's projects are ongoing.

1.2.3 Training and Development Officer Report

The Training and Development Officers offer their apologies for the delay in submitting their report. They note progress on the Training Needs Analysis and that a workshop on the TNA will be held later in the weekend. They also raise the 'training catch ups' that have occurred over the past year, and note their success.

The T&D Officers note that ensuring branches submit training documents has been a challenge, and express their regret that only one BPSA Support Team catch up has been held in 2015. The T&D Officers encourage that these catch ups continue, and note that all Rovers pursuing the BPSA should now be working only on the new award scheme. They also note their participation in training meetings and the adventurous activity meetings throughout the year.

The T&D Officers note that the development of Rovering in the NT has been an area of focus, and that through their discussion with NT Rovers have identified that funding is needed to support Rover Training in the NT. A discussion on this matter will be held over the weekend.

1.2.4 NRC Advisor Report

The Advisor acknowledges the efforts of the Executive over the course of last year and the work that has been completed. The Advisor expresses this thanks to those that have supported himself and the NRC over the 12 months, and extends his thanks to the Queensland branch.

C. Wood notes that this will be his last term in the role due to recently taking up a new role overseas, and that a workshop will be held during the weekend on the future of the NRC Advisor role. C. Wood offers his continuing support to the Executive and the NRC.

The Chair acknowledges the efforts of C. Wood in the role, and expresses his gratitude.

1.3 National Rover Moots

1.3.1 20th Australian Rover Moot – *The Moot*

B. McIlvain speaks to the report previously distributed, providing an update on the application numbers – currently at 365 – and current promotions and opportunities to encourage Rovers to attend the event, including Moot Buddies.

B. McIlvain outlines a number of upcoming changes and additions to The Moot website in response to questions from Branches, noting that Contingent Leaders will shortly have access to the approval process and total registration numbers.

B. McIlvain mentions a Victorian proposal for NRC to approach National seeking financial support for 10 Rovers and 1 Advisor from Vietnam to attend The Moot.

Discussion follows and there is strong support for this idea, however it is noted that should National be unable to provide the full amount, alternatives will need to be considered. Local fundraising and a disbursement from the Rover Development Fund are raised, noting that further investigation is required to determine whether the Fund may be used in this way. Some Branches express a preference for the Fund to support local projects and Australian Rovers directly rather than international attendance at Australian Moots.

MOTION

That the National Rover Council approach Scouts Australia to apply for funds to sponsor ten Vietnamese Rovers and one Rover Advisor to attend The Moot.

Moved: Victoria

Seconded: ACT

CARRIED UNANIMOUSLY

C. Bates notes that in order to fall within the National Team's budgeting processes, this item must be actioned by 29 January.

1.3.2 Rover National Event Guidelines

The Chair outlines that The Moot team have reviewed the National Event Guidelines. B. McIlvain outlines that this process has built upon the existing Guidelines by adjusting the Jamboree-based language and providing detail on the program and organisational elements of Rover Moots.

The Chair notes that whilst major events come under the purview of the National Commissioner Youth Program, this document can be put forward by the NRC to the National Commissioner to express Rovers' preferences for how Moots should be run.

QLD suggests it may be worth finalising this after The Moot to incorporate any lessons learnt. The Victorian Branch provides some of the history and context to this document, noting that it has been floating around unfinished for 6 years and expressed a desire to complete it, noting that the document can still be amended after The Moot if needed. J. Morey notes that major events are currently being reviewed as part of the YPR, and that further changes to the Moot Guidelines may follow as a consequence.

Questions are raised around the need for a working group incorporating past Moot branches and ACT who are running the next Moot. The Victorian Branch indicates its preference that this be handled by their Branch in partnership with The Moot team, but they are happy to take feedback and comments. T. Phillips directs interested parties to direct any comments or feedback to the Victorian Branch, and encourages VIC to seek out the feedback of past Moots. The Guidelines will be brought for consideration at a future NRC meeting.

1.3.3 21st Australian Rover Moot – CBR Moot

Delegates from the ACT Branch provide an update on planning for the 2019 Moot, noting that they are yet to receive a formal invite to host the event. The Moot will be named 'CBR Moot' to align with a current tourism campaign based on the airport's IATA code.

It is noted that the Moot will be focused on training outcomes, with the intention that all activities will be associated with some sort of formal qualification. The event is being strongly supported by the ACT Branch as well as the NSW Branch Rover Council. Work is currently underway to assess major organisational risks and to locate a site for the Moot.

The NRC Executive will request that National issue an official invite for the ACT Branch to run the 21st National Rover Moot.

1.4 World Moot

The Chair refers to the report submitted by the Contingent Leader for World Moot, noting that plans are well underway. It is raised that TAS, ACT and NT do not currently have Branch representatives, and interested members are encouraged to contact the Contingent Leader. C. Wood notes that the Contingent Team are well-qualified and experienced, and are looking to build the largest Australian Contingent to a World Moot.

1.5 New Zealand Chair Report

Whilst the NZRC Chair could not join us, T. Phillips notes that the contingent leader to NZ Moot has been appointed, and that a team has been formed to run the contingent. The Contingent Leader appointment was made quite late due to the International team reopening nominations for a second round. As a result, the contingent team are running behind, and branches are asked to assist the contingent team in promoting the event.

1.6 Appointment of Centenary of Roving Chair

The Chair outlines that three nominations have been received: A. Boxall (NSW), P. Smith (SA) and C. Houston (VIC).

The Vice Chair outlines that this working group will lead activities for the upcoming Centenary, as well as continuing for a short time beyond 2018. It is clarified that this appointment will last the full three years to the end of 2018. The importance of this working group from both a program and marketing perspective is emphasised.

NSW informs the Council that A. Boxall has withdrawn his nomination because his priorities have changed and he cannot devote enough time to the project. The Council receives summaries of both remaining candidates' applications and their vision for the Centenary celebrations. Delegates ask questions of candidates' branches before a secret ballot is held. C. Houston (VIC) is elected Chair of the Centenary of Roving working group.

It is noted that P. Smith has experience and knowledge in the section to contribute, and suggested that the working group Chair may choose to call upon him for assistance from time-to-time.

1.7 Announcement of Crew Challenge Winner

E. Bridger announces that the winner of the Crew Challenge is Coogee Rovers from NSW. They have been awarded \$500 prize money for the purchase of equipment for outdoors and adventurous activities.

1.8 Branch Reports

1.8.1 Australian Capital Territory

ACT notes that the Branch currently has approximately 90 Rovers across eight Crews, and have recently held a successful Branch Moot. There is strong engagement with the Venturer section, including three annual joint activities. The Branch saw one BPSA awarded last year and two this year. It is announced with regret that D. Cossart has stepped down and the Branch is currently in the process of finding a new Branch RA.

1.8.2 New South Wales

NSW notes its success in hosting major events over the course of last year, and notes that NSW Rovers have attended a number of interstate events. C. Udy acknowledges the efforts of Rovers in running AJ2016. The Branch outlines recent major awards: one Stan Bales Award (National Rover Service Award) in 2015, as well as the introduction of the Chair's Award. Five BPSAs were awarded in 2015 and a further five have already been approved for 2016. Three Basic courses were delivered, and two more are coming soon. The Branch has identified that retention is an issue and that the Branch is looking at addressing these in the future. L. Painter has been elected as the incoming BRC Chair. C. Udy extends her thanks to the NRC for its work over the past twelve months.

1.8.3 Northern Territory

NT outline that the Branch currently has two fully operational Crews, and that the Rover population in the Branch has doubled over the last year to 27. The Branch is looking to set up a BRC structure in the coming year, as well as offer Woodbadge training in the Branch. It is raised that the NT's Branch Rover Advisor resigned at the beginning of 2015, and that this position has remained unfilled. A new BRA is being selected in February 2016. The Branch notes its strong relationship with its Chief Commissioner.

1.8.4 Queensland

The Branch highlights that training is a matter of concern, and that the Branch lacks a strong training culture. It is noted with concern that 70 Rovers were recently suspended due to non-completion of compulsory e-Learning modules. The Branch outlines its successful 'Roverline' initiative, a video news update provided online to members, which has been beneficial for the Branch. The Branch has recently appointed a new Branch RA, who offers his apologies that he was unable to attend. Also of note is the recent resignation of the Deputy Chair, who was due to take on the Chair role in 2016.

1.8.5 South Australia

The Branch highlights a number of recent successful events, including a State Moot, Sandblast, ANZAC Day, and Navigational Night, which have all had significant attendance and increased Rover engagement. It is noted that the Branch has award seven Rover Service Awards and four BPSAs over the last twelve months. Two Basic and one Advanced Courses were delivered last year, and whilst these courses are well-attended it is noted that many do not go on to complete their training. Three course participants were NT Rovers. Three new Crews were started and another currently being established, bringing membership up to 170. The Branch notes a strong relationship with its Chief Commissioner. The Branch notes that it is in the process of finalising the SA Yearbook, and noted it would appreciate if other Branches could share their yearbooks/annual reports.

Communication with grassroots Rovers is highlighted as a challenge, and the Branch notes it is also currently reviewing the Crew Starter Kit. Discussion follows regarding the efforts of other Branches in this area, and it is agreed that it would be worthwhile sharing this resource with other Branches to minimise duplication of effort on basic/generic content.

1.8.6 Tasmania

The Branch notes that it has put in efforts to have Rovers giving service at major events, which the Branch has shied away from in the past. Three Rovers were presented with the BPSA in 2015. The Branch notes communication and compulsory e-Learning completion have been challenges, but that efforts are being made to resolve these. The Branch is reviewing its marquees, which are a loss-making enterprise.

1.8.7 Victoria

The Victorian delegation distributes the 2015 VicRovers Annual Report. The Branch notes a small increase in its membership and a restructure of its Rover Council. Eleven Rovers were awarded their BPSA, and six received the WF Waters (Rover Service) Award in 2015. There has been strong engagement with training, which is detailed further in the annual report. Approximately 30 Rovers currently hold the Woodbadge, and the Branch aspires to lift that to 50 in the coming months and years. Also of note are the Big Day Scout event, which was led by Rovers and saw 10,000 Scout members participate in a major event in the Melbourne CBD, efforts to prepare for The Moot, as well as the 'We Can Do Better' recycling initiative, which has seen waste reduced by around 25% at major Rover events.

1.8.8 Western Australia

The delegation reports on a good year for WA Rovers, including a slight increase in membership numbers, and significant increase in attendance at events, with good feedback from Rovers. The Council spent time on strategic planning in the previous couple of years, and have been working to incorporate strategic objectives into their operations. The Branch notes its significant efforts in giving service, including through donations of blood and plasma, as well as a highlight of the year being the Vigil and Honour Guard for the 100 years ANZAC Day Service. This was the 81st year WA Rovers have provided this service on behalf of the RSL. The delegation also notes its BRC vs BVC Mudrun event, which went well. The recent marriage of their Chairman is noted, and the Council offers its congratulations.

C. Bates reflects on comments by Branches regarding the ChildSafe e-Learning modules, and issues where Rovers have been de-registered or given very little notice to comply. The Association has a zero tolerance policy on this matter, and Rovers must uphold the same standard as all Adults in Scouting, but it is worrying to hear reports that some branches haven't fully communicated with their Rovers.

4.15 BP Peak Expedition Contingent Leader

This matter is brought forward for discussion because of extra time. The event was envisaged as being run by Rovers but open to all "young adult" members (approximately 18 to 30). There have been a number of setbacks with the organisation of the expedition, including recent earthquakes in Nepal, and the original contingent leader, Calista Beck, has now been out of Rovers for two years. The contingent leader has expressed a preference that a Rover take on leadership of this event, and to deliver the expedition in line with previous plans. If the NRC chooses to readvertise for the position, Calista has offered her services as an adviser to the new contingent leader.

MOTION

That the National Rover Council

1. Readvertise the position of Baden-Powell Scout Peak Expedition Leader to allow a current Rover Scout to lead the expedition; and
2. Continue to support the expedition and the mountaineering opportunities it provides.

Moved: Victoria

Seconded: NT

CARRIED UNANIMOUSLY

Session closed 12.55pm Friday 15 January.

PLENARY SESSION 2

Session opened 4.03pm Friday 15 January.

2.1 Chair Term

The Queensland delegation introduce this paper noting it has not changed since presented at the last remote meeting. Queries are raised as to whether candidates for Chair in 2016 are comfortable with this arrangement. The Chair indicates both candidates are willing to take on a two-year appointment. General discussion follows indicating a willingness amongst delegates to trial this arrangement.

It is raised that there is currently no impediment to NRC Chairs seeking a second term. Discussion is had around the Branches' experience of candidates taking on a second term, with a number indicating mixed success. Some branches express a desire for a check or review at the one-year point to be included as a safeguard against being stuck with a bad chair for two years.

J. Morey reflects that the two-year NYC Chair position is soon to be replaced with a three-year commissionership, better in line with the National Team. The NRC Chair is currently the only member of NEC/NOC with a one-year term, and even with an extension to two years will serve a shorter term than the rest of the team. Concern is raised by branches that the NRC is not aligned to National.

The current Chair indicates his strong support for his successor to hold a two-year appointment. both because it will enable better engagement with Scouting at a national level, but also because NRC projects have long time spans, and it is difficult to complete things in only 12 months.

Discussion follows on the merits of a two-year term, noting there is potential for strengthened relationships with the National Team and continuity in projects. Discussion is also had regarding potential challenges, including the performance of individuals in the role not being satisfactory.

It is suggested that a safeguard be built in requiring that a vote of confidence be held in the Chair at the remote meeting immediately prior to the NRC conference held half-way through their term. There is general support for this idea in the room, and it is noted that the matter of two-year terms arises regularly, it would be worthwhile trialling. The Chair notes that the Council may remove a Chair at any point with a motion of no confidence – the Chair only serves at the pleasure of the Council.

It is also raised that if there are concerns about the NRC's capacity to make progress on projects, an increased number of face-to-face meetings could also assist.

The point is raised that due to the structures of some larger Branches, candidates may not become involved in the National Rover Council until later in their Rovering, and as such could fall outside of the eligible age bracket to take on the Chair position. The Chair notes that the Council is mature enough to decide when to apply its rules and when to allow an exception. In the past, these matters have been considered by the Council and exceptions made in some circumstances to allow individual candidates to continue as Chair after turning 26.

MOTION

That the National Rover Council:

1. Amend section 4.1.3 of the NRC By-Laws to change the Chair's term from 12 months to 24 months;
2. Open NRC Chair nominations for commencement in January 2016 for a two year term; and
3. Amend the NRC By-Laws to require that the Chair be endorsed to continue in the role at the NRC remote meeting immediately prior to the first NRC Conference after their election.

Moved: Queensland

Seconded: Victoria

CARRIED

Dissent: NSW and ACT (1/2)

2.2 Executive Officer

The Chair introduces this item outlining how the Executive had created the role of Executive Officer because he could not undertake the total administrative and governance functions usually taken on by the Chair. The role focuses on the administration of the Council's meetings, and it has been a great success, creating space for the Chair to focus on other issues.

Discussion follows and it is agreed by members that this arrangement should be kept as the Chair and Vice Chair's efforts are better spent working on the business and projects of the Council. It is noted that the creation of the position is likely to cost between \$1200-\$2000 depending on the number of face-to-face meetings the Executive holds and the location of the officeholder.

Discussion is had regarding the title including of comparable positions in other organisations, and the duties of the role. There is contention about the title and an amendment is put.

AMENDMENT

That the 'Executive Officer' be renamed 'Secretary'.

Moved: Victoria

Seconded: ACT

CARRIED

Discussion is had regarding whether the position should be elected by the Council or appointed by the Chair. It is agreed that the position description and by-laws changes be adopted as drafted, requiring that the position be elected in the same fashion as other positions on the Executive. It is noted that the position description is to be amended to include that the Secretary support the Training and Development Officer as well as the Chair and Vice Chair.

MOTION

That the National Rover Council adopt the proposed position description within the paper and create the role of NRC Secretary.

Moved: Executive

Seconded: Victoria

CARRIED UNANIMOUSLY

2.3 Closing Nominations for NRC Executive

The Council notes the close of nominations.

2.3.1 Executive Nominations

The following nominations have been received.

Chair: Ben Cherry-Smith (QLD), Ezgi Bridger (VIC)

Vice Chair: Angus Boxall (NSW)

Training and Development Officer: L. Affleck (SA), Helen Mortimer (VIC)

Secretary: Michael Ford (VIC)

2.3.2 Preferential Voting

The Council discusses the proposal to change the By-Laws so that elections are conducted by preferential ballot rather than exhaustive voting. An amendment to maintain the word 'secret' is proposed. The amendment is amenable to the Chair (who moved the initial motion), and so it is included.

MOTION

That the NRC amend By-Law 5.3.2(c) to allow for preferential voting by replacing the word 'exhaustive' with 'preferential'.

Moved: NRC Executive
Seconded: Victoria

CARRIED WITH AMENDMENT**2.4 Candidate Speeches**

The Council receives speeches from candidates for each position.

Session closed 5.20pm Friday 15 January.

PLENARY SESSION 3

Session opened 4.05pm Saturday 16 January.

The Chair expresses his thanks to M. Ford (VIC) for running last night's Scout's Own.

3.1 Funding NT Rover Training

The NT Branch outlines the rationale for the proposal, noting that the Branch does not have sufficient scale or longevity to have developed a strong training culture as found in other Branches. The Branch is seeking support from the Rover Development Fund to support NT Rovers to undertake training, in turn contributing to the development of Rovering in the Branch.

L. Affleck offers her support for the proposal and reflects on the rationale for the number of trainers, noting that Basic and Advanced could be delivered across two sequential weekends. It is noted that the SA Branch has supported this initiative in the past.

A question is raised as to whether the courses may be opened to other sections to obtain the best value for the NT branch as a whole. Discussion is had around differences in how training is delivered across Branches, and it is understood that Trainers in the SA Branch are not able to deliver training across multiple sections, as in some other Branches.

It is noted that the motion is drafted such that travel may be organised most efficiently – if there is sufficient interest from Rovers in the NT, it allows trainers to travel to Darwin, but if only four or less Rovers or Rover Advisers intend to complete training, they may travel to Adelaide and join an SA Branch course.

MOTION

That the National Rover Council provide funding for up to four individuals (Rovers, Rover Advisers and/or Rover Trainers) to travel by plane, between Adelaide and Darwin; capped at \$2500 total for all four.

Moved: NT
Seconded: SA

CARRIED UNANIMOUSLY**3.2 Colour of Pants**

The Chair provides a brief history of previous discussions on this matter, and emphasises that today's discussion is not about the colour itself, but about whether the NRC wishes to seek consistency amongst the branches. In January 2014 the NRC resolved that the chair should request NOC to determine a consistent national uniform pants colour. This action was not performed by the previous chair and a paper on the topic was only put to NOC at the end of 2015. Due to a busy agenda, the National Operations Committee did not manage to consider the paper.

This is being brought up at NRC now because some Chief Commissioners at NOC did not believe that the paper presented by the Chair reflected the will of the rover section. If this is true, the next NRC Chair should not devote resources to pursuing an action that the current Council is not interested in.

Discussion follows regarding colour preferences amongst the branches and whether pants should be worn only on formal occasions or for everyday wear, as well as how a uniform pant might be received in each of the youth sections.

MOTION

That the Chair continue to raise the issue of a consistent pants colour at the National Operations Committee.

Moved: NRC Executive

CARRIED

Dissent: WA and ACT

The Chair thanks the Council for the discussion, and requests that NRC members give their Chief Commissioner a balanced picture of the situation. It is legitimate for Council members to advocate against a consistent pants colour by asking their Chief Commissioner to vote against it, but members should acknowledge the fact that the NRC has passed a resolution. The Chair has authority, through this resolution, to prosecute a consistent pants colour on behalf of the national rover section.

3.3 Financial Report

T. Phillips speaks to the report previously distributed, outlining that finances are currently the responsibility of the Chair, and that due to outstanding accounting issues may not be entirely accurate. It is also noted that the report presented is for the 2015 calendar year, rather than the Scouting financial year which runs from April to March, and some expenses will therefore not be included – such as this meeting.

Account balances are reported as follows:

- Rover Development Fund - \$182 000 (including Moot Buddies)
- Transaction Account - \$26 660

T. Phillips offers to work with the incoming Executive, should they wish, and the National Office in order to resolve matters of concern.

Council notes the report.

3.4 National Venturer Reverse Telethon

The NSW Branch speaks to the proposal, outlining the possibility of Rovers contacting every Venturer across Australia in one day as a marketing initiative for the section. Discussion is had regarding whether young Leaders should be included, but it is emphasised that this initiative is focused on increasing retention between the Venturer and Rover sections in a novel way.

Members of the Queensland delegation raise concerns about adult members contacting youth members, as well as indicating that some young people may not feel comfortable being contacted by phone. Concerns are also raised about privacy, and issues of contact information being maintained on privately-owned mobile phones.

Branches reflect on existing initiatives to contact Venturers due to link to Rovers. Discussion is had regarding the logistics and whether such an event could be resourced. It is noted the intention of this event is to 'get Venturers through the door', and to then rely on the Rover program being sufficiently attractive to translate into retention. There is agreement from a majority of Branches to support the initiative.

MOTION

That the National Rover Council:

1. Form a working group tasked with executing the National Venturer Reverse Telethon initiative.
2. Appoints a National Coordinator to head the working group
3. Invites the Branch Rover Councils to appoint a Branch Coordinator to national working group to ensure continuity across the branches.

Moved: NSW

Seconded: ACT

CARRIED

Dissent: QLD

3.5 Elections of NRC Executive

A ballot is held for the position of Chair and is declared to have resulted in a tie. Council refers to the by-laws and discusses the possibility of a second vote being tied, which under the existing by-laws would result in a candidate being drawn from a hat. Discussion follows and the Council is generally uneasy with the existing By-Laws. The SA delegation puts forward an amendment to the by-laws.

MOTION

That by-law 5.3.2(c) be amended to read "Voting shall be by secret, preferential ballot when there are more than two candidates for one position. Voting shall be in accordance with 5.3.1, except in the case of a tied vote a second vote will be taken. In the event that a second vote is required, the chair will also participate with a casting vote in the secret ballot. The chair's vote will only be counted where a second tie occurs."

Moved: SA

Seconded: NSW

CARRIED UNANIMOUSLY

A further ballot is held and Ben Cherry-Smith (QLD) is declared elected. Helen Mortimer (VIC) withdraws her nomination for Training and Development Officer. Confirmation ballots are held for each of the remaining positions and the following candidates are declared elected.

Vice-Chair: Angus Boxall

Training and Development Officer: Lizz Affleck

Secretary: Michael Ford

The Chair congratulates the incoming executive on behalf of the Council.

Session closed 5.55pm Saturday 16 January

PLENARY SESSION 4

Session opened 9.10am Sunday 17 January

4.1 Reports from Workshops (Without a Paper)**4.1.1 International Priorities**

It is outlined that the workshop recommends that National seek candidates for appointment to the APR Young Adults Members Group and Youth Advisors to the World Scout Committee at every opportunity, and to support bids where a suitable candidate is identified. In addition, the workshop thought the National Team should make funds available to support all other levels of international engagement.

4.1.2 Rover Drinking Culture

The Queensland Branch outlines recent issues with drinking culture in the Branch. Discussion is had regarding the workshop recommendations and whether a working group is the most appropriate way to address the issue. Branches reflect on the extent to which this culture creates issues in their

Branches, and how it has been addressed in the past. It is noted that it not only about whether the matter is problematic in itself, but also how it is perceived by other Sections within the Movement.

Queensland Branch proposes that they lead an NRC project team to combat the Rover drinking culture. Other branches note that Queensland may not be the best lead, given that they are the branch experiencing concerns. The motion is amended to be led by a non-branch-specific project officer.

MOTION

That the National Rover Council creates a project, with an NRC Project Officer as the lead, to combat the drinking culture that is reflected in Rovers through advice received from each state.

Moved: QLD

Seconded: ACT

CARRIED**4.1.3 Buy Something Crazy**

Discussion is had around the concepts raised in the workshop, noting that Rovers and the Venturer participant saw this as an opportunity to present a more favourable image of Rovering. The concept of a YouTube channel was discussed, and the workshop proposes that providing each Branch with three GoPros would enable them to create compelling content. Some Branches reflect positively on the use of GoPros by their Branch Youth Program teams.

A question is raised as to whether three are required per Branch, and the workshop group respond that smaller Branches may only receive one or two. Concerns are raised that uptake of the GoPros may not be as great as expected, and it is generally agreed to purchase only one per Branch and to re-evaluate in future based on how they are utilised.

The workshop group expected the cost to be around \$3000, but there is concern that the draft resolution does not put a cap on expenditure. It is agreed to include a cap of \$3000 in the resolution, and to explicitly state that funds be drawn from the Rover Development Fund.

A question is raised regarding who holds responsibility for ensuring that equipment is well-utilised and that content is then used effectively. The Council agreed that it made sense for the Marketing and PR Workgroup to have oversight of this project.

MOTION

That the National Rover Council:

1. Buy 1 Go Pro per branch to create content of what Rovers are actually doing, and additionally software to edit it.
2. Provide funds for training on video editing and content production through locally delivered courses.
3. Approve expenditure of up to \$3000 from the Rover Development Fund for the above purposes.

Moved: NSW

Seconded: WA

CARRIED UNANIMOUSLY

Discussion is had around a second idea to fund a national advertising campaign promoting Rovers. It is agreed this idea requires further planning, and the Marketing and PR Workgroup is charged with preparing a detailed plan for consideration of the Council prior to funds being expended on the campaign.

MOTION

That the National Rover Council

1. Request the Marketing and PR Working Group to develop a proposal for a professionally-produced advertising campaign delivered through digital media.
2. Approve expenditure of up to \$10,000 from the Rover Development Fund for the above purpose, only to be released after the Marketing and PR Working Group present a suitable proposal to the Council.

Moved: NSW

Seconded: ACT

CARRIED UNANIMOUSLY**4.1.4 NRC Strategic Plan**

E. Bridger notes that directive indicators required only minor updates, and that the Strategic Plan runs to 2017.

MOTION

That the NRC Strategic Plan be amended as follows:

- Successful uptake and completion of the ~~new~~ Rover Scout Award Scheme
- Marketing: Directive indicator to be “Increase in Venturer recruitment and retention” (addition of “recruitment and”)
- Marketing: Directive indicator to be “effective utilisation of Social Media” (addition of “effective”)

Moved: Executive

Seconded: ACT

CARRIED

The Chair notes that the strategic plan goes until 2017. This means it will need another annual review before a new plan is developed at the end of 2017 or the start of 2018.

4.1.5 Federation Working Group

It is discussed that the only recommendation arising from this workshop was for the executive to continue to review how NRC works, and to bring recommendations to the Council. It is noted that a report on NRC governance was written by T. Phillips a couple of years ago, and that there are further recommendations to consider in that report.

Council notes the paper.

4.1.6 National Rover Finances and Annual Youth Program MeetingNRC Finances

T. Phillips outlines that the workshop discussed working with the National accounting system more and possibly seeking financial support from National to fund the operation of the Council. It is raised that funds for the Council are currently drawn from levies on the BRCs, rather than through the National budgeting process. The workshop suggested that these funds could come from National – as with all other national bodies – rather than the BRCs.

The operational expenditure of the NRC is around \$10,000-12,000 per year. These funds cover expenses such as incidental expenses, flights for the Executive to attend face-to-face meetings, and projects not funded out of the Rover Development Fund. It is noted that were this proposal to proceed, the NRC would need to bring its budgeting process in-line with the National Team.

C. Bates notes that the National Team’s financial priorities can change from year to year, and notes that it is already difficult to provide each Commissioner and Team with the funds they’ve requested.

If the NRC stopped levying the BRCs it would also lose its funding source for Moot Buddies. Other major national events have participation schemes funded by the Lord Baden-Powell Society. It is noted that the way in which the Lord Baden-Powell Society currently operates does not lend itself to being

used for Moot Buddies, however a review is currently underway into how the society distributes funds, so this may not even be an issue in the future.

Discussion is had around the intended outcome of such a change, noting it intends to reduce the cost of Roving for young people, and to reduce the NRC's administrative burden. Some council members propose asking National to commit to a certain amount of funding in advance. The Chair notes that this may be asking too much and would be unlikely to be agreed by the National Team – it would make sense for the final motion to provide the Executive with room to negotiate.

Without foreshadowing any decision the National Team or National Executive, C. Bates encourages the Council to be forthright in making any request, emphasising the National Team's support of youth-led, adult-supported Scouting and increased focus on program.

MOTION

That the National Rover Council:

1. Approach the National office to absorb the NRC's finances in their structure;
2. Seek a memorandum of understanding guaranteeing \$4 per Rover per year, indexed at 2.5% per annum over 10 years;
3. Approach the Lord Baden-Powell Society to absorb the cost of Moot Buddies, or otherwise seek additional funds from National at a rate of \$1 per Rover per year, indexed at 2.5% per annum.
4. Note the need to provide a more detailed financial report.

Moved: ACT

Seconded: Vic

CARRIED

Annual youth program meeting / Mid-year meeting

The workshop also discussed the mid-year chairs' meeting that was held in 2015 and whether it was beneficial for the Chairs. It was agreed the meeting is useful to have frank discussions and to build relationships.

The 2015 mid-year meeting came about because the annual Rover Youth Program meeting was cancelled. Branches usually cover the cost of one representative each to the annual Rover Youth Program Meeting, and this meant that branches had spare funding in 2015 which was used for the mid-year chairs' meeting.

If the National Commissioner Youth Program chooses not to hold a Rover Youth Program Meeting then these funds will be available again in BRC budgets – otherwise branches would have to fund a mid-year meeting some other way.

The workshop also proposes including NRC delegates in the meeting, but notes that Branches must also meet the cost of additional attendees. The workshop agreed however that this idea should be investigated further. It is noted that the NT Branch may not have the same capacity to fund travel as other Branches and that this should be taken into consideration in future planning.

Council notes the report.

4.1.7 Future of NRC Advisor

The workshop discussed the future of the NRC Advisor and considered whether the Advisor role should be maintained in its current form, altered or removed. It is the recommendation of the workshop that the NRC retain the position with the recommendation that:

- Council consider how the position might be best integrated into the National structure to provide the best value to the section and Scouts Australia
- A review of the position description be undertaken to ensure that it aligns with NRC objectives

It is noted that the NRC Advisor is appointed by the Chief Commissioner, and that the Council will recommend candidates based on an application process. It is noted the NRC Advisor's budget is provided by National rather than by the Council. Council notes the report.

4.1.8 Marketing

L. Painter notes that the Marketing Workgroup has had mixed success, and that it requires strong leadership in order to be more effective. There are a number of key projects for the Workgroup this year, and more that could be done.

It is agreed to defer discussion on the I Want to Be a Rover Woggles as they are listed on the agenda for later in the session, and noted that Queensland is willing and has volunteered to offer the Rover Polos through its BRC.

Council notes the following recommendations:

- That a project officer/chair for the Marketing Workgroup is found ASAP to help continue the good work.
- That there is clear communication between the Workgroup and each of the states, so they know the meetings are occurring, and that there is strong links between the group and the Vice Chair
- That a project officer compile and release a merchandise guide for each state, with the details for purchasing by the end of February.

4.1.9 Abolish the NRC

K. Rimon explains that the workshop discussed problems faced by the NRC in its current form, and identified ways in which it may be improved to ensure transparency and accountability.

Council notes the following recommendations:

- That NRC establish an efficient platform on which they monitor and record the progress of projects – eg. Trello.
- Make the projects of the NRC available for the wider community of Rovering to access and read. Present details of how to get in touch with the managers or officers of the project.
- That all projects and action items are assigned a due/completion date and a managing state or project officer at establishment.
- That the NRC set clear KPIs/Goals that will be assessed internally at points across the year to measure their successes and focus on areas of weakness.

4.1.10 Centenary of Rovering

A brief outline of ideas presented in the workshop is given. The Council notes the report and agrees that it will be passed onto C. Houston.

4.1.11 YPR – Future of Rovering

E. Prinsloo outlines that the workshop brainstormed a number of concepts for Rovering into the future, and outlines the following recommendations:

- Knighthood and squiring themes be removed; the symbolic framework of the section should focus on the “lens through which we view the program” (ie. Adventures beyond our horizons)
- There needs to be a mentorship program within the section; without the creation of a 2 tier system of hierarchy
- Service be removed as the section motto; the focus of the section is greater than just providing “service”.
- The current structure of the small team system needs to be formalised; small teams are the basis of all sections. In the Rover section this is in the form of Project teams. A project is any activity with a specified start and end date, and interactions in between.

It is noted that the outcomes of this workshop will be reported to YPR, as the Council itself does not have the power to implement these recommendations. Workshop participants note there were mixed views on the above recommendations, and a number of Branches indicate that they are not comfortable endorsing these recommendations without further consultation with grassroots Rovers. It is agreed that the outcomes of the workshop be presented to YPR as discussion only rather than recommendations, and that it be explicitly states that these points are not endorsed by the NRC without further consultation.

MOTION

That Council note the report with amendments as discussed.

Moved through the Chair.

CARRIED**4.2 Rover Service Award**

It is noted that the workshop discussed what occurs in each Branch and that there is significant variation between Branches. Points are raised around exceptional service over a period shorter than five years, as well as other forms of recognition.

Branches raise concerns about wording in the recommendations, noting that it could be subjective and applied differently between Branches and from year to year. Some Branches value the leniency this provides, and it is noted that there are concerns that the current guidelines are too vague.

AMENDMENT

Remove the line "It must be above and beyond what is expected of a Rover." from the draft policy.

Moved: VIC

Seconded: QLD

CARRIED**MOTION**

That the NRC adopt the proposed criteria for the National Rover Service Award by adding the contents in Attachment A to the By-Laws, and that the respective Branches amend their RSA requirements to reflect this.

Moved: NSW

Seconded: SA

CARRIED UNANIMOUSLY**4.3 Rural Roving**

It is noted that the workshop discussed

- The numbers required in each Branch for a new Rover Crew to be formed;
- Lones and their involvement in each Branch;
- Trial of lower numbers;
- District crew function in different Branches;
- The difficulties in NT in regards to keeping members after school life and moving to big cities for work/uni, noting that other states are also greatly affected by this problem;
- Location of Crews or potential Crews that are closer to another state Rover Crew ie. Broome in WA is closer to NT so may be more practical for NT Rovers to contact and engage Venturers.

SA raises concerns that it has been listed to support two Crews outside of its own state, and that it may not have the resources or capacity to do so. It is noted that it is expected that Branches will provide administrative support and a point of contact, rather than training and financial support. It is noted that the Training and Development Officer will need to play a role in coordinating these arrangements.

MOTION

That the National Rover Council adopt the recommendations outlined in the report.

Moved: QLD

Seconded: ACT

CARRIED UNANIMOUSLY

The Council notes earlier discussions regarding a new Crew Starter Kit, and the offer for assistance of the new NSW Assistant Branch Advisor Rover Scouts.

4.4 Rovers at National Events

Discussion is had around the background for this paper, noting that in the past investment in Roverscope has been provided by the Branches. It is agreed that it is worthwhile for the NRC to contribute to the cost of Roverscope, as well as to create merchandise related to the 1st Australian Rover Crew. Discussion is had around whether it is worthwhile producing a scarf, and it is agreed this required further discussion. There is strong support for the 1st Australian Rover Crew to be extended to all Rovers giving service at national events, and to allow the tape to be worn in perpetuity.

It is noted that the intent of this paper was that the event would provide financial support for the activity, and that the NRC and host BRC would provide funds to support the production of merchandise.

MOTION

That the National Rover Council:

1. Extend the 1st Australian Rover Crew to include all members of the Rover Scout Section that attend National Jamborees and Ventures in a service capacity; and
2. Amend NRC By-Laws (Policies and Guidelines 6.6) so that Section 5.1 reads as follows: *The 1st Australian Rover Crew is formed by the Rovers who come together to provide service at each National Venture and Jamboree. This group is recognised with a nametape to be worn on the Rover's uniform. The Crew is only active for the duration of the Jamboree or Venture, and the name tapes can be worn up for as long as desired to help promote giving service at national events. The uniform of the 1st Australian Rover Crew shall consist of a navy name tape with the legend "1st Australian Rover Crew" in gold.*

Moved: Executive

Seconded: ACT

CARRIED UNANIMOUSLY

MOTION

Contribute \$500 from the Rover Development Fund to Rover promotion at all National Jamborees and Ventures, including use within the Roverscope activity, and for the creation of 1st Australian Rover Crew merchandise.

Moved: Executive

Seconded: VIC

CARRIED UNANIMOUSLY

L. Affleck raises that the workshop recommended creating an extra level of approval before a Rover may attend National Events, essentially creating a Rover contingent alongside the eight branch contingents. Discussion is had around the outcome of the workshop on this topic and the experience of Rovers at recent national events. State delegations reflect on their own administrative processes, noting the different approval stages for applications to national events in each state. Some branches already have a process where the BRC Chair or BC Rovers must approve applications. However concerns from some Branches are noted about a lack of state-level approval of applications.

The Chair notes that the NRC does not have jurisdiction over the approvals process, and that Ventures and Jamborees, under the jurisdiction of their BEC, are responsible for the process. It is agreed that the Executive should work with JOCs and VOCs in order to incorporate the process recommended by the workshop, even if a formal Rover contingent is not established.

It is raised that given the structure varies across states, some Branches may require that applications are approved by the BC Rovers/BRA rather than the BRC Chair.

MOTION

Work with JOCs and VOCs to ensure that recommendation is sought from Crew Leader and BRC Chair (or BC Rovers) before a Rover can help promote the section at National Events

Moved: Executive
Seconded: SA and ACT

MOTION CARRIED

Discussion is had around the proposal for a National Rover Welfare Officer at major events, noting that anecdotally Rovers require support at these events.

Issues are raised with Rovers being part of two separate 'contingents', noting that Branch contingents should already be offering these sorts of welfare services. Delegates share their experiences reflecting that some Branches have not prioritised the welfare of Rovers at these events.

It is noted that this should be in addition to what is offered by the Contingent, and that many Rovers may not require the level of welfare support offered by their Contingent, but rather an opportunity to unwind amongst peers.

Discussion is had around how Contingents can better support Rovers, and whether Rovers require different support to other Leaders. It is discussed that BRCs may ask their branches to review their contingent welfare policies in order to ensure they are appropriate for Rovers. It is noted that in some Branches, Rovers have been rejected when they have applied to serve on Contingent welfare teams.

It is raised that 'welfare' may be a misnomer, and that the intention is to enable Rovers to get to know each other and network, to build informal peer-support networks. This idea arose out of the concept of a Rover Contingent with Roverscope as the Contingent HQ.

AMENDMENT

To change Rover Welfare Officer to National Rover Coordinator.

CARRIED UNANIMOUSLY**MOTION**

Trial having a National Rover Coordinator to the 2018 Venture in Queensland, with a NRC appointed coordinator in conjunction with the organising committee, for members of the Rover Section. If this is successful, continue this at all national events.

Moved: NSW
Seconded: TAS

CARRIED**4.5 Crew Challenge**

E. Bridger notes the limited participation in the Crew Challenge in 2016, and discusses ways to run Crew Challenge differently. Discussion is had around the new model, and a new prize structure to incentivize participation. The cost implications to provide a prize of \$150 per Branch plus a \$500 grand prize, would see an increase in cost to the NRC from \$500 to \$1700.

It is noted that one of the most significant concerns with Roving's Greatest Adventure was the amount of money being spent (\$1000 per year). NSW expresses that it does not believe that the new model will work. It is noted that the costs are being considered under the assumption that there will be at least one eligible entry from each Branch.

It is noted that funds for Crew Challenge will be drawn from the Rover Development Fund, as per previous decisions of Council.

MOTION

Increase in expenditure of the Crew Challenge from \$500 to \$1700 per annum

Moved: NT

Seconded: ACT

CARRIED

Dissent: NSW, Abstention: VIC

4.6 Bushwalking in Basic Training

It is noted that discussion in the workshop identified that every Branch delivers bushwalking training very differently, and that some trainers set the bar higher than what is necessary for Level 1. The matter of recognition of prior competence is discussed at length.

Some Branches express a preference for Rovers to be able to complete alternative Adventurous Activity training in place of Level 1 Bushwalking to accord for local conditions. NSW expresses its dissent, noting that the Council should endeavour to combat inconsistency across Branches. It is noted that YPR may have an impact on Adventurous Activities training in future.

MOTION

Put the recommendation to the National Training Committee that Rovers (and potential other Leaders) have the option to complete any Adventurous Activity qualifications, in the place of Bushwalking, to complete their Basic training

Moved: ACT

Seconded: SA

MOTION CARRIED

Dissent: NSW, Abstention: VIC

4.7 Training Needs Analysis

Council expresses its thanks to the National Training and Development Officers.

MOTION

That the National Rover Council:

1. Note this report as a true and accurate representation of the thoughts of the Rover population on the Rover Training program
2. Use this report to prepare a new Basic Practical Supplement and Advanced Practical Supplement for Rover Training and present to the National Training Committee
3. Develop a sharing method for course session plans between the states. Scout Cloud recommended
4. Continuation of Phone meetings for training gurus to keep everyone on the same page nationally

Moved: Executive

Seconded: NSW

MOTION CARRIED

Abstention: VIC

Council notes the outcomes of the workshop.

4.8 Workplace Health and Safety – Standing Agenda Item

Council notes that host Branches should ensure they are WH&S compliant.

4.9 Next NRC Conference

The Victorian Delegation notes that the next NRC Conference will be held over the weekend following The Moot from Saturday to Monday, commencing on Saturday afternoon to allow for travel time between venues. Concerns are raised over whether this will allow sufficient time to cover the agenda, and it is agreed that the Victorian branch will work with the NRC Executive in order to finalise these details.

*Meeting closed 2.05pm Sunday 17 January
Further agenda items deferred to the first NRC Remote Meeting.*