



Rover Scouts
National Rover Council

National Rover Council

Remote Meeting

Minutes of the meeting held on the 8th of October 2020

1. Procedural Items

1.1 Meeting Open

Meeting opened 8:00pm AEDT.

As Scouts of Australia, we acknowledge Australia's First Nations Peoples, the Aboriginal and Torres Strait Islander peoples, as the Traditional Custodians of this land. We pay our respects to Elders past, present, and emerging.

We're grateful to do our Scouting in this country; we commit to use its resources wisely and develop our understanding of Aboriginal and Torres Strait Islander cultures.

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

1.2 Attendance

Ezgi Bridger (NAT)
Matt Prants (NAT)
Danielle Reed (NAT)
Sam De Rota (NAT)
Patrick McCormick (NAT)
Georgia Welch (NAT)
Jake Goodall (NAT)
Georgia Sands (NAT)
Eleanor Hewitt (ACT)
Lachlan Court (ACT)
Sara Taylor (ACT)

Anthony Buckley (ACT)
Benjamin Kuzma (NSW)
Peter Favelle (NSW)
Monica Gonzalez (NSW)
Sean Bond (NT)
Sean Sandilands (QLD)
Thomas Milham (SA)
Jared Vanmali (SA)
Owen Holloway (TAS)
Narelle Ball (TAS)
Glenn Maddock (TAS)

Jacinta Lang (TAS)
Andrew Strachan (VIC)
Michelle Saffin (VIC)
Peter Wotherspoon (VIC)
Toby Blyth (WA)
Chris Young (ERT)
Clinton Smith (ERT)
Jay Reid (ERT)
Cairo Levett (RYR APR)
Ben Muller (CBR Moot)

1.3 Apologies

Brendan Wilson (QLD), Jadzia Clifford-Pugh (QLD), Nathan Sears (QLD)

2. Past Minutes and Matters Arising

2.1 Previous Minutes

S. De Rota presented the minutes from the remote meeting held on the 30th of April 2020, previously circulated for approval by those present at the remote meeting.

MOTION

That the National Rover Council confirms the minutes as a true and accurate record of the NRC remote meeting held on the 30th of April 2020.

Moved: NRC Executive

Seconded: ACT

MOTION CARRIED

S. De Rota presented the minutes from the remote meeting held on the 16th of July 2020, previously circulated for approval by those present at the remote meeting.

MOTION

That the National Rover Council confirms the minutes as a true and accurate record of the NRC remote meeting held on the 16th of July 2020.

Moved: NRC Executive

Seconded: ACT

MOTION CARRIED

2.2 Action Items List

The NRC Executive and Standing Project Officers presented the action items list of tasks that they had been working on over the past two months and upcoming projects they intended to complete over the next couple of months.

3. Standing Items

3.1 Child Safe Issues

NIL

3.2 WHS Issues

NIL

3.3 Conflicts of Interest

NIL

4. Executive and Standing Project Officer Reports

The NRC Executive and Standing Project Officers presented their combined report, providing an update against the NRC Strategic Objectives.

MOTION

That the report be noted.

Moved: NRC Executive

Seconded: VIC

CARRIED

5. BRC Reports

5.1 Victoria

Training - Running courses online

Program - Program transition dates locked in

Governance - Policy and procedure review

Marketing - Created Instagram account

Learnings - Always check that you're operating according to policy

SDGs and carbon emission reduction - applications open for environment patrol leader

General - Participating in One Foot Forward campaign

5.2 Western Australia

Training - Online courses good opportunity for Training Team

Program - Aiming to complete transition by mid-2021

Governance - Recently held AGM, potentially adjusting organisational structure

Marketing - Rebranded Rover mugs available soon

6. Working Collaboratively

E. Bridger facilitated a discussion within the Council about the expectations shared between BRCs and the NRC Executive. Feedback, strategies for success, and suggestions to increase collaboration were discussed. Examples include an increase in informal meeting and social activity between BRCs, more transparency and communication, reviewing the timeframe leading up to a meeting, and starting a more collaborative draft process for papers. The value of BRCs providing the NRC Executive and Project Officers with positive reinforcement was discussed, as was more sharing between BRCs of documents such as meeting minutes and P&R with the aim of standardising or benchmarking across Branches.

The NRC Executive noted that there is a folder in OneDrive set up for BRCs to share documents. Folder location:

By-Laws and Policies > Branch Resources

7. Voting Items

7.1 By-Laws Update

S. De Rota presented a paper for the NRC By-Laws update, which have been refreshed following the 2020 NRC Conference. The NRC provided their thanks to S. De Rota for the efforts gone into updating these.

MOTION

The NRC approve By-Laws V2.2 to supersede By-Laws V2.1

Moved: NRC Executive

Seconded: SA

MOTION CARRIED

7.2 Recurring Date for Remote Meetings

A. Strachan presented this paper proposing a recurring meeting date for NRC remote meetings. Following comment from other parties, the original submission was amended to include a scheduling session to be held annually at the NRC Conference. Should any issues with the schedule arise, out-of-session amendments may be made as required.

AMENDMENT

Change the proposed wording to “A recurring meeting period of a week shall be determined by: a Remote meeting timetable, agreed upon annually by the National Rover Council at the NRC AGM. The meeting timetable may be amended by agreement of the NRC. The final meeting date shall be determined by a poll of the members of the NRC.”

Moved: VIC

Seconded: NSW

AMENDMENT CARRIED

MOTION

The NRC set meeting periods of one week per the above amendment, and amend *Section 4: Remote Meeting Etiquette* of the NRC By-Laws accordingly.

Moved: VIC

Seconded: TAS

MOTION CARRIED UNANIMOUSLY

7.3 Formalisation of NRC Nomination Process

E. Bridger spoke to the paper proposing formalisation of the NRC nomination process. Comments were shared that at the 2020 NRC Conference the same system worked well, and that with the possibility of remote conferences looming this procedure will help to even the playing field.

MOTION

Amend *Article 4: Voting & Elections of the NRC Executive* of the NRC By-Laws as per Appendix A.

Moved: NRC Executive

Seconded: VIC

MOTION CARRIED UNANIMOUSLY

7.4 Advertisement of Positions

E. Hewitt spoke to the paper regarding the advertisement of project officers and other non-executive NRC positions. The importance of clear communication processes in PO appointments was discussed, especially considering perceived communication inconsistencies. E. Bridger notes that the NRC Executive is in support of the requested actions.

MOTION

The NRC follow the stated procedure when advertising Project Officer positions.

Moved: ACT

Seconded: NSW

MOTION CARRIED UNANIMOUSLY

7.5 Merch Register

J. Goodall spoke to the paper, suggesting that the current NRC By-Laws do not reflect the intent of the original paper. No questions or comments were raised by the NRC.

MOTION

The NRC replace *Part II, Section 5, Merchandise* of the NRC By-Laws with the stated points.

Moved: M&PR PO

Seconded: VIC

MOTION CARRIED UNANIMOUSLY

8. External Review Team

8.1 Review Team Update

J. Reid provided an update from the NRC External Review Team. A discussion paper was circulated in August and submissions will be open until October 14, which will inform the recommendations of the Team's final report.

A short questionnaire has been circulated to NRC-equivalent organisations in NSOs.

The ERT has been working with the M&PR PO to update their role description to reflect the actual duties undertaken and relationship with external stakeholders.

The NRC Executive extended their thanks to the Review Team for the huge amount of work they have put in to date, noting that the discussion paper provides valuable insight for the Rover Scout section and Scouts Australia more broadly.

8.3 Review Team Conference Feedback

J. Reid spoke to the Conference Feedback paper presenting recommendations based on their experiences and survey data analysis.

MOTION

The NRC note the recommendations in item 8.3A Conference feedback recommendations

Moved: ERT

Seconded: ACT

MOTION CARRIED UNANIMOUSLY

9. Apple Isle Moot: 22nd Australian Rover Moot

O. Holloway gave a short update on AIM progress. The AIM Team has been continuing with regular meetings, trying to delay major decisions for later, and working towards 2022-2023 with a lot of items moving in the background.

10. CBR Moot: 21st Australian Rover Moot

10.1 CBR Moot Refunds

B. Muller spoke to the situation with CBR Moot refunds. Their insurance claim has been finalised and the team are sorting through some things in the backend. There is a meeting for BRC Chairs, Contingent Leaders, and Branch Chief Commissioners in the week following this meeting.

11. World Moot Feasibility Study

11.1 World Moot Feasibility Study

P. Favelle presented the complete World Moot feasibility study to the Council, noting the culmination of several months of work from several people, that this document is merely a feasibility study (not a tender) and that the study will go to NOC/NEC for approval in the following month. Any feedback should be sent to

E. Bridger and P. Favelle ASAP. Pending approval from NOC/NEC in November 2020, funding for a full bid in line with the proposed budget will then be sourced and the process will continue.

The next stage after the feasibility study is to develop a bid. The completed bid will be due in November 2021, when it is presented to the NOC and NEC. E. Bridger noted that the financial commitment between now and then is budgeted at \$1000. The bulk of bidding costs are to occur after this time, when promotions at Asia Pacific Region and WOSM events will begin.

12. Review of Remote Meeting Procedures

E. Bridger referred to the remote meeting procedures circulated previously which took effect this meeting. Feedback on meeting procedures included consideration of meeting more frequently, participants turning video off when not speaking to preserve bandwidth, and some more passages regarding remote meeting etiquette.

These procedures shall be finalised and submitted for consideration for addition to the NRC By-Laws at the next remote meeting. Please send any further feedback or comments through to E. Bridger.

13. Information and Late Papers

13.1 ACT Budget Proposal for the 2021 NRC Conference

L. Court presented the proposed budget for the 2021 NRC Conference, to be held in Canberra, ACT. E. Bridger reported there is contingency if travel restrictions are still in place in the lead up to the event, namely the priority of a face-to-face conference and that no Branch will be disadvantaged by possible restrictions. Further discussions will be held with BRC Chairs regarding conference preparations. Suggestions and feedback on this topic are welcome but are not related to this agenda item.

MOTION

The NRC agree to the proposed budget for the 2021 NRC Conference

Moved: ACT

Seconded: SA

MOTION CARRIED UNANIMOUSLY

13.2 Distribution of NRC Minutes

E. Bridger spoke to this paper, aiming to define a timeframe for minutes circulation following a remote meeting or conference.

MOTION

Amend Article 3: *Meeting Procedures* to the proposed wording.

Moved: QLD

Seconded: VIC

MOTION CARRIED UNANIMOUSLY

13.3 Adjustment to NRC Executive Eligibility

E. Bridger spoke to this paper, highlighting that with the current training climate due to COVID-19, potential NRC Executive and Project Officer applicants may not have been able to complete requisite training in the lead up to the 2021 NRC Conference. An amendment was proposed to ensure that potential applicants have completed relevant On-Demand modules, as these are not affected by course cancellations.

Concerns about the NRC Executive not being trained as Leaders of Youth for up to 6 months of their term were met by the assertion that Rover Scout training is about the implementation of the youth program, and not the management of human resources. No amendments were formally raised regarding this.

AMENDMENT

Addition of “Nominees must complete the required on-demand modules for registration on a Scouting Essentials (Basic Rover Practical) course no later than one week before the 2021 NRC conference.”

Moved: NRC Executive

Seconded: VIC

AMENDMENT CARRIED

MOTION

The NRC amend the eligibility requirements for NRC Chair, Vice Chair and Secretary for the 2021 NRC elections per the paper presented.

Moved: NRC Executive

Seconded: WA

MOTION CARRIED UNANIMOUSLY

13.4 Enviro to Standing Role

Considering time constraints on this meeting, the item was moved to an out-of-session vote.

MOTION

The NRC:

1. Amend the *NRC Environment and Sustainability Officer Duty Statement* to note that it is a Standing Project Officer role
2. Add the Duty Statement to *Part II, Section 1* of the NRC By-Laws
3. Advertise the role alongside other standing Project Officer roles for election at the next NRC Conference

WITHDRAWN

13.5 Beyond The Horizon Merch

Considering time constraints on this meeting, the item was moved to an out-of-session discussion. Please send feedback through to J. Goodall ASAP.

13.6 Contemporary Societal Issues and the Rover Program

Due to time constraints this paper was discussed outside of this remote meeting. Further feedback or comment shall be sent through to M. Prants.

13.7 Revisions to the M&PR role description

J. Reid spoke to this paper, outlining the consultation process with the current PR&M PO, changing language to include broader stakeholders, and that it better reflects the work expected of the role.

MOTION

The NRC amend the NRC By-Laws to reflect the Marketing & Public Relations Officer position description provided.

Moved: ERT

Seconded: VIC

MOTION CARRIED UNANIMOUSLY

14. Procedural Items**14.1 Next Meeting**

ACTION: S. De Rota to distribute a poll to NRC members to decide the date of upcoming remote meeting.

14.2 Meeting Close

Meeting closed 10:15pm AEDT



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL

NRC Remote Meeting

Rover Scouts

National Rover Council

8 October 2020

Item Title		NRC Executive and Standing Project Officer Report
X	Information	
	Discussion	
	Decision	
Document Author		NRC Team
Strategic Alignment		Representation

NRC Team	
NRC Chairperson	Ezgi Bridger
NRC Vice Chairperson	Matthew Prants
NRC Training and Development Officer	Danielle Reed
NRC Secretary	Sam De Rota
NRC Marketing and Public Relations Officer	Jake Goodall
NRC Diversity and Inclusion Officer	Georgia Sands
NRC Environment Project Officer	Georgia Welch

Representation:

Rover Reflection Project

Submitted information about Rover Reflection Book Project in the National Rover Update newsletter. Included a call out for anyone interested in working on the project. No further work has been done of this project as priorities have been elsewhere.

Rover Event themes

The D&I working group recently had a discussion about the themes of Rover events run from Unit level up to National level, and the impact that themes can sometimes have on diverse communities. The D&I working group asks that NRC consider whether themes of one-off events being held work towards greater D&I in Scouting, to ensure that all members feel safe and included.

Pronoun Culture

We have seen an increase of pronouns used on various platforms used by Rovers, this is really great to see and we would like to encourage it even more.

Adult Recognition Awards

We have submitted an amendment to the current Adult Recognition Award information displayed on the Scouts Australia website to formalise the changes to eligibility for Rovers in earning a Special or Meritorious Service award. Once this is live, we will start promoting this.

Other changes to the website include referring to Rover Scouts in brackets after the use of the word “Young Adult Member” to make it clearer, and adding the Rover Service Award to the list of awards a Young Adult Member (Rover Scout) can receive. The current website is here for anyone interested: <https://scouts.com.au/blog/2019/11/06/adult-recognition-award-nominations-2020/>

Governance:

Carbon Neutral Conference 2021

In regards to next year's conference, I've been asked to look at making the event carbon neutral. I've been looking at all aspects of the conference to see where we can avoid and reduce emissions first, as per the waste hierarchy. I'm going to be using a range of tools to then estimate the emissions the event is producing and we can pay to offset the unavoidable emissions we produce, to achieve carbon neutrality of the event.

Finances

A submission has been made to the NGM, NEC Chair and Chief Commissioner with regard to NRC finances. This document outlines a series of issues, and suggested solutions provided by the NRC Executive. We will continue to update the Council on further developments.

Remote meeting procedures

Thanks to those who provided feedback on the Remote Meeting Procedures document. We will use the procedures for this meeting, and then Review> them and vote to include them in the NRC By-Laws at the December Remote Meeting.

NRC By-Laws update

The NRC By-Laws have been updated with changes made at the 2020 NRC Conference, April, and July meetings, as well as a general clean-up of terminology and grammar etc. Terminology consistent with The Program and changes to the training system have also been made. The full list of changes is in the appendix of the document itself. There was a

significant delay in this update, which may be avoided in future updates because the .docx copy of the document is now freely available.

2021 NRC Conference

Planning for the 2021 NRC Conference is well underway, being held at Camp Cottermouth, ACT over 28-31 January 2021. The budget for the conference is submitted for approval later in the meeting.

OneDrive Move

In mid-September Pat and Sam organised to move the NRC document storage to OneDrive from Dropbox. We hope that this will alleviate concerns about the 2GB limit on Dropbox and help increase collaborative work in the NRC. At this stage, the National Office will be limiting the functionality of Office 365, but we will be in communication with the NGM as new features get implemented.

Program:

Earth Tribe Rollout

Along with the new program, there is a new set of badges that are being introduced to replace the World Scout Environment Badge. This new program is called Earth Tribe & comprises of three environmental challenge badges; Champions for Nature Challenge, Tide Turners Plastic Challenge and Scouts Go Solar Challenge. These badges have been launched officially in Australia, but the national environment team (national commissioner & state commissioners) are currently workshopping how best to adapt it and roll this out in Aus so that the youth section is aware and enthusiastic about completing the badges. I attended this initial workshop in late September along with Pat, but keep your eyes peeled for more info to come on that.

Scouts4SDGs

We are looking at working with the Sustainability Team on a project for Scouts4SDGs aimed at facilitating awareness and engagement with the Sustainable Development Goals. If you, or anyone you can think of, may be interested in this, please contact Matt (matthew.pants@scouts.com.au).

Rover Ceremonies Guide

The National Rover Program Team has been working on a project to provide more detail as to how Rover Units can create their own Ceremonies within the scope of the NYP. This project is progressing well and was recently greenlit by the NC – Youth Program on the proviso that any created resource be sent to the National Youth Program Team for approval.

Hopefully a final product should be ready in the next month for the NRC to view, comment on and approve.

Contemporary Societal Issues and the Rover Program

Matt has been working on a project to investigate the feasibility of the NRC being able to encourage and indirectly facilitate Rover Scouts engaging with contemporary societal issues on the grounds that it is reasonably part of the Program and there is misunderstanding of what is considered 'political action'. As part of this project I will be undertaking a great deal of consultation with both Rovers and Commissioners. If anyone is interested in providing their input or assisting please contact me (matthew.pants@scouts.com.au).

Program Conference

Each year the National Youth Program Team of Scouts Australia brings together the leading change agents, Youth and Adults, of each Branch to network, share ideas and generate new ones. This year, it's been moved online and everyone can attend!

The National Youth Program Team have workshopped a wide range of session ideas, which will run over the weekend of 17th – 18th October 2020. Sessions will run for up to one hour and rotated throughout the weekend. A "pick your own adventure" program will be developed to offer participants a choice of when, what and how many sessions they would like to attend; they can participate as much, or as little, as they like.

As part of this, the National Rover Council will be running a session for all Rovers, Rover Advisers, and supporters. We put together a survey for people to provide input into the format and type of discussions during our session.

The results of the survey showed that people liked the idea of an all in Q&A session with Subject Matter Experts, and also facilitated workshops, where participants can pick the one they attend. So, we'll do a half and half session.

The workshops we will be running are:

- Supporting mental wellbeing at events – facilitated by Grace from P.A.W (Psychological Awareness and Welfare) Patrol in NSW Rovers
- Diversity & Inclusion at Region, Branch and National events – Georgia (NRC D&I Officer)
- Breaking down barriers between sections, including Venturer retention – looking for a facilitator, otherwise Jake Goodall will run this.

The Q&A session will have experts in these areas:

- Supporting mental health in Rovers (Grace)
- D&I (Georgia – NRC D&I)
- SDGs (Thomas - SA BRC Chair)

- International Scouting (Ruby – Deputy Commissioner International)
- Overall program knowledge – looking for someone

Please come along and encourage Rovers in your Branch to come along too!

Rover Plasma Challenge

The Rover Plasma Challenge has a couple of weeks left, and we're looking like we're going to hit our target of 500 donations nationally! This would equate to a per capita donation rate of 1 in 6 Rovers. A massive effort.

The event badge has been approved by the Chief Commissioner of Australia as a national event badge, and as such may be worn where event badges go on the front of the Uniform until 31 January 2021. These are being posted to Lifeblood Coordinators directly, to be distributed to donors and supporters in the respective Branches. Thanks to all that have donated, or supported others to donate through arranging transport, motivating their friends, etc.

And lastly, thank you so much to all of the Lifeblood Coordinators from each Branch who have really taken up the challenge and done a fantastic job at promoting this within their Branch. We're excited to see what the final results will be.

BPSA support team review

In July Dani attended the NRPT meeting where states rough plans for the future of their respective BPSA support teams was discussed, the expectation for the role of these teams and their capacity to support the achievement pathways was not clear or consistent between the branches. Over the coming weeks I will be in contact seeking any formal documentation your BRC uses in regards to BPSA supports to aid in the review with the formal product of the review due by the end of the year.

Rover Training:

On Demand learning

On the 9th of September the on-demand Learning platform went live with its first set of modules transitioning from the previous mode of delivery, these will periodically become available as the content is updated and approved. In the meantime I can appreciate there may have been some confusion in regards to what is required to attend & complete a course in the meantime, these requirements are set by your Branch Commissioner for Training based on your state's position. Thank you to those who have made me aware of bugs and system errors; it is greatly appreciated.

Scouting Essentials Curriculum/Scouting Leadership Gap Analysis

After a long few month, the Scouting Essentials curriculum is in its final stages of completion with all session plans being written and collated along with the first courses being run in ACT and WA with positive feedback. There is no doubt elements of the BPS that we lose in its entirety and areas that aren't delivered with the depth or passion for the section that we have seen in sectional training. Once the curriculum is delivered in its final product, we will be able to accurately gap analysis and create rover development courses to fill the void. The Scouting leadership working group is due to start work in the coming weeks on the formulation of content based of the scope I aim to involve heavy consultation with the council and brc training officers through this process to ensure a heavy focus on meeting Rover Scout Participants needs.

Marketing:

Stats

Current as of 25/8/20 at 7.30pm

Rovers Australia

Facebook: 3928 Likes +0.1% (5), 4113 Followers +0.3% (11)

Instagram: 581 Followers +17.4% (86)

Tik Tok: 177 Followers +14.2% (22)

QLD:

Facebook: 1822 Likes +0.2% (4), 1886 Followers +0.6% (11)

Instagram: 721 +1.8% (13)

NSW:

Facebook: 1840 Likes -0.3% (-6), 1920 Followers +0.2% (4)

Instagram: 219 Likes +31.9% (53)

ACT:

Facebook: 598 Likes +1.2% (7), 630 Followers +1.6% (10)

Instagram: 200 Followers +19.8% (33)

VIC:

Facebook: 1648 Likes +3.2% (51), 1750 Followers +3.1% (53)

Instagram: 232 Likes +2000% (Congrats!)

TAS:

Facebook: 620 Likes +1.1% (7), 639 Followers +1.1% (7)

Instagram: 374 Followers +4.2% (15)

SA:

Facebook: 1043 Likes +1.7 (17), 1108 Followers +1.7% (19)

Instagram: 313 Followers +2% (6)

WA:

Facebook: 1012 Likes +0.1% (1), 1075 Followers +0.4% (4)

Instagram: 643 Followers +2.6% (16)

NT:

Nil

National Rover Update

The Rover Newsletter, now the National Rover Update has now been broadcast and the next edition to be due next month. This is a great way to promote transparency from the council as well as disseminate information to Rover Scouts in a fun informative way.

Rover Scouts Australia Website

I am pleased to announce Joshua from NSW and Ben from SA have stepped into the roles of 'Website Officer' and 'Website Content Creator' respectively. I am working very hard with these two to ensure the National website is up to par once conference rolls around.

Beyond the Horizon Merch

We have been in contact with Alex the designer regarding the Beyond the Horizon Merch Brand. After several iterations, there is a draft copy that will be provided at this meeting for feedback from the NRC.

NRC Logos

The NRC Logos presented last meeting have been added to the paper and report templates etc as required.

ACTION REQUESTED

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

ATTACHMENTS

Nil



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
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 08 October 2020

Rover Scouts
 National Rover Council

Item Title	Victorian BRC Report
X Information	
Discussion	
Decision	
Document Author	Andrew Strachan - Vic Delegate & Michelle Saffin – Vic Chair

Training

- We have confirmed that our usual November Basic and Advanced Practical courses will be run online due to COVID.
 - These courses will be split up into several online sessions across a weekend, with at least 1 hour breaks in between to prevent burnout.

Program

- We're looking to publish lots of ideas for Units that they can action in October alongside our continual recommendations to check in with each other.
- Dates have been locked in for the transition from the old BPSA to the new, which we hope will solidify for Rovers the implementation plan of the new program.

Governance

- With a new team means there's been lots of updates to policies and procedures as we see what's missing from our current policy.
- With no events running at the moment the sub committees have been taking time to review their constitutions and operational guidelines which is fantastic to see.
- Newly appointed Rover in a finance role, so we are doing finance training in the next few months and we are looking at implementing clearer policies and procedures around budgeting.

Marketing

- We now have an Instagram account, which has been going well with 280 followers since it started two months ago.

Learning(s)

- Always make sure you check what you're doing is reflected in what your policy says you should be doing.
- Make sure to download template files before editing them.

Sustainable Development Goals and Carbon Emission Reduction Action

- We have opened applications to appoint a new environment patrol leader to help our Rovers with initiatives.

General

- Victorian Rovers are participating in the one step forward campaign in October: please support us here
<https://www.onefootforward.org.au/fundraisers/RoverScoutsVictoria>

ACTION REQUESTED

It is recommended that the National Rover Council:

Note this report.

ATTACHMENTS



SCOUTS AUSTRALIA
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Rover Scouts
 National Rover Council

Item Title	WA Branch Report
X Information	
Discussion	
Decision	
Document Author	WA Rover Council Chairman

Training

Like many Branches, as a result of COVID-19, training in WA went online. Over the last couple of months, a number of training courses were run in an online format. This not only cleared some of the backlog of adults needing to complete training due to cancelled courses from the start of the year, but was also an opportunity for the Training Team to test and develop their knowledge of the new curriculum. As we see the transition from the old Basic/Advanced Sectional Techniques to the new Scouting Essentials and Scouting Leadership, we will see the disbandment of sectional training teams. The WA Rover Training Team have recently been informed that the team would be disbanded and would form part of the WA Training Team.

WA Rovers recently had the opportunity to take part in a Pizza & Paperwork night. The P&P night was organised by our Vice-chairman as a way to support Rovers to complete the paperwork they need to finish off as the last step of their training journey. There were several Rovers in attendance, and had a few members of the training team on hand to offer guidance and support to the Rovers.

Program

WA has recently restated their transition training, and aim to have all Scout Groups attend their transition training by the end of the year, and have completed their own transition process by mid-2021.

Governance

WA Rover Council have recently held their General meeting that sees the election of the 2021 Executive. There were also 4 papers that were voted on. The papers were about: the dividing of our Vice-Chairman role to make 2 new roles, a Membership and retention officer, and a Training and Development Officer, removing our RSM president from the Executive and making the role a Project Officer. The third Paper was about allowing all Rover Units to have a vote as a part of our Council.

As this report was written before this meeting, the outcomes are yet to be decided.

Marketing

WA Rovers have recently re-branded the Rover Mugs, and these will soon be available for purchase.

Learning(s)

Nil

Sustainable Development Goals and Carbon Emission Reduction Action

We have made no progress in this area, nor have we started to investigate what we, as a section of the WA Branch, will do. Although, I am keen to see what will become of the Environment & Sustainability Officer, and how that role will actually support the Rover Scout Section within Branches.

General

Nil

ACTION REQUESTED

No actions requested.

ATTACHMENTS

Nil



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Item Title	ACT Branch Report
X Information	
Discussion	
Decision	
Document Author	ACT NRC Delegate – Lachlan Court

Training

Training Officer Matt Court pushing completion of e-learning modules and Scouting on Demand resources.

Some OAS courses have been run as the weather has started to heat up and restrictions have been easing, including Canoeing, Mountain Biking

Another face to face Scouting Adventure Course scheduled for this coming weekend (10-11/10/2020) after the success of the first one in September.

Program

Program Officer Nick Gardiner has been updating us on the release of the finalised Scouts | Terrain for all ACT Rovers, all looking forward to when it is available for us to try it out

With the lifting of restrictions in the ACT, most units have resumed face to face meetings, allowing for more varied activities and a gradual return to

Governance

First Branch Rover Council meeting face to face in September, with optional online attendance for those that could not or would rather not attend in person.

ACT AGM is scheduled for the 18th of October for the handover of executive roles

Marketing

Continued strong growth in reach for our Facebook page, Instagram, and YouTube channel
BRC wrap-up ('CREW Report') continues to be posted to YouTube following BRC meetings, promoting BRC to grass-roots Rovers

Program idea resources being posted publicly

Learning(s)

Sustainable Development Goals and Carbon Emission Reduction Action

SDG #3 – Good health and wellbeing:

Continuing to follow strict COVID-19 regulations despite having no community transmission in the ACT for nearly 3 months. Gradually introducing face to face Scouting with caution and prior assessment

SDG #4 – Quality education:

The return of face to face training courses and face to face meetings which facilitates the education value of Scouting as a whole

General

Congratulations to Luc Berget, Jesse Coppin, Nathan Rose, and Liz White for the completion of the BPSA

Western Rover Unit was formally closed due to lack of members

Check out our Social Media!

<https://www.facebook.com/actroverscouts/>

<https://www.instagram.com/actrovers/>

<https://www.youtube.com/channel/UCdIMegILOypdDKun9V55l9g>

ACTION REQUESTED

It is recommended that the National Rover Council:

Note this report

ATTACHMENTS

Nil



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
NRC Remote Meeting
8 October 2020

Rover Scouts
National Rover Council

Item Title		Queensland Branch Rover Council
X	Information	
	Discussion	
	Decision	
Document Author		Nathan Sears -

Training

- New training subsidy introduced for 50% or \$50 of training programs – whichever is greater

Program

- Successfully ran our first branch event (QMoot). With approx. 100 rovers attending and maintaining QLD COVID safe rules.
- The event program was very centric around SDGs and service.
- Roll out of terrain amongst rovers

Governance

- Change in QBRC term from end of July to end of June

Marketing

- Continuation of Roverline YouTube program through a project officer role

Learning(s)

Sustainable Development Goals and Carbon Emission Reduction Action

- Strong theme during our recent branch event.

General

- Paper to be discussed
- Apologies from NRC Delegate Nathan Sears, he has work sorry

ACTION REQUESTED

It is recommended that the National Rover Council:

ATTACHMENTS



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
NRC Remote Meeting
8 October 2020

Item Title	NT Branch Report
X Information	
Discussion	
Decision	
Document Author	NT Chairman – Sean Bond

Training

Program

NT has returned to Face to Face scouting. Rovers in the NT have fully transitioned to the new program and we are in the process of implementing Terrain.

Governance

NT BRC AGM is scheduled for early November.

We are reviewing the Standing Resolution and policies to line up with the new program.

Marketing

NT rovers are exploring advertising mediums to increase awareness of Rovers in the NT both inside and outside of Scouts.

Learning(s)

Sustainable Development Goals and Carbon Emission Reduction Action

General

ACTION REQUESTED

It is recommended that the National Rover Council:

Note this report

ATTACHMENTS

Nil



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
NRC Remote Meeting
08 October 2020

Item Title	Branch Report – NSW Rover Council
X Information	
Discussion	
Decision	
Document Author	Monica Gonzalez (NRC Delegate)

Training

We have recently conducted face-to-face BPS and APS training courses at a reduced capacity and with social distancing guidelines in place.

Program

Unfortunately the State Moot, Mootlyn Nine Nine has been postponed to next year. We have made the decision to have two State moots next year, which will be very exciting for our members. Discussions are taking place as to what capacity we will allow recently booted Rovers to still be involved in State Moot as adult helpers.

Governance

The three-year term for our State Adviser for Rovers has lapsed. So interviews have been held and the preferred candidate has been selected. This information is yet to be released to the wider Branch. The NSW Rover Council has also been working hard on a new Strategic Plan to commence from next year, with liaison and feedback currently underway with our Rovers.

Scouts NSW has also recently rewritten its O&I. The amendments have meant that Rovers are now more included in alcohol permissions for adult members.

Sustainable Development Goals and Carbon Emission Reduction Action

We are still reducing our emissions by keeping our Exec Meetings digital and online.

ACTION REQUESTED

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



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
NRC Remote Meeting
08 October 2020

Item Title	South Australia Branch Report
X Information	
Discussion	
Decision	
Document Author	Thomas Milham – SA BRC Chairman

Training

- SA Branch has recently held BPS, BOS, and APS courses in which several Rovers have already completed their Gilwell Woggle and Woodbadge through these courses.
- We will be gathering a collection on training sessions to be modified and shared with Rovers to be presented as peer to peer sessions within Rover Units, to support learning when and where it is needed.

Program

- The old program BPSA cut-off date was 31st July 2020, due to COVID-19, we did make allowances past that date for a few Rovers that were very close to finishing. We have had 8 Baden-Powell Scout Award Recipients in the past twelve months, which is a huge number at once for our state.
- A mapping workshop was held at the September BRC Meeting, with the mapping deadline 25th September. There is the expectation that all Rovers are mapped to the program.
- We recently held our first major event since the relaxation of COVID restrictions in SA, with NONT (Night Observation Navigation Trial) being successfully held with 75 participants (older Scouts, Venturers, Rovers, and Leaders) and 25 staff. The event was COVID Safe through a successful plan approved by Scouts SA.
- Most South Australian Rovers are loaded on to Scouts | Terrain and we await Unit Leaders to import achievement data.

Governance

- The Chair pre-elect has been decided, with Thomas Milham continuing into a second term as BRC Chairman.
- The BRC AGM will be held on 14th November 2020 where the 2020/2021 Executive will be elected.
- Thomas met with the new Chief Commissioner of SA, with the intention of building fantastic relations with the Branch's leadership.

- Rover Units will undertake 'BP Scouting' over the coming months, SA Branch's quality assurance survey. This will support the BRC in providing better support to Rover Units.
- Several SA BRC project patrols are underway, the Assets Analysis project patrol is conducting an analysis of our major assets and making recommendation to the council about continued ownership and maintenance costs, and a second project patrol is reviewing the Rover Development Fund.

Marketing

- Launched a Rover Sticker Competition led by the Marketing Officer.
- Rover Section is joining forces with Venturer Section to hold the annual Super Splash activity for Venturers, which supports engagement with Venturers with the Rovers as service leaders on the activity.
- Planning for a retention project with SA Branch is starting to form, to be launched in early 2021. The project will aim to fill current gaps and automate communications to support retention.

Learning(s)

- Question everything

Sustainable Development Goals and Carbon Emission Reduction Action

- We tried using a live stream option for the September BRC meeting, however we found it was difficult to manage properly and for the delegates in the room to be heard. We will discontinue using this method, as COVID conditions are improving in SA. SA BRC will explore further ways to reduce carbon emissions in our day to day business and major activities.

General

- Looking forward to wrapping up 2020 and launching into 2021 with a bang! We're planning for more major events hosted by the Branch Rover Council.

ACTION REQUESTED

It is recommended that the National Rover Council:

Note this report.

ATTACHMENTS

None



**SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL**
NRC Remote Meeting
8 October 2020

Rover Scouts

National Rover Council

Item Title	NRC By-Laws Update
Information	
<input checked="" type="checkbox"/> Decision	
Document Author	Sam De Rota – NRC Secretary
Strategic Alignment	Governance
Consultation	N/A
Implementation period	Review as required

KEY POINTS

- The current version of the NRC By-Laws (V2.1) was approved in May 2019 and requires extensive updating to reflect actions of the NRC since then, including the outcomes of the 2020 NRC Conference.
- This update seeks to implement the previously approved changes and provide a general formatting, language, terminology, and grammar review.
- The draft By-Laws for consideration are attached in .pdf form.
- A document with tracked changes and comments detailing the changes made are attached (Attachment 2).

BACKGROUND

- The By-Laws of the National Rover Council of Australia serve as the governing document of this Council and how it operates.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Approve By-Laws Version 2.2 to supersede By-Laws Version 2.1

AMENDMENTS

Nil



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Remote Meeting
 8 October 2020

Rover Scouts

National Rover Council

Item Title	Recurring Date for Remote Meetings
Information	
<input checked="" type="checkbox"/> Decision	
Document Author	Andrew Strachan – VIC
Strategic Alignment	Governance
Consultation	
Implementation period	1 month

KEY POINTS

- Not having a set date for NRC Remote meetings can lead to inconsistency in availability and difficulty in planning ahead.
- As such, the NRC should decide on a reoccurring time (e.g. first Tuesday of the relevant month) for these meetings to occur, allowing people to plan around meeting.

BACKGROUND

- Currently Remote meeting dates are decided before the meeting occurs, but the actual day they fall on can change through this process.
- It makes it difficult for State teams to consult with their states regarding National matters when there is a moving target for meeting dates.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Choose a reoccurring date for Remote meetings
- Amend Section 4: Remote Meeting Etiquette of the NRC By-Laws to state "A recurring meeting period of a week shall be determined by: a Remote meeting timetable, agreed upon annually by the National Rover Council at the NRC AGM. The meeting timetable may be amended by agreement of the NRC. The final meeting date shall be determined by a poll of the members of the NRC".

IMPLEMENTATION PLAN

Lead	<i>NRC Executive</i>
Assists	-
Cost	<i>N/A</i>

Risks	<i>nil</i>
Milestones	<i>Discussion at NRC Remote meeting</i> <i>Decision at NRC Remote meeting</i> <i>Decision on set date for recurring NRC Remote meetings</i>
Outcomes	<i>All NRC Remote meetings occur on the same date across the year.</i>

AMENDMENTS

- Action Requested updated following feedback



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Remote Meeting
 8th October 2020

Rover Scouts
 National Rover Council

Item Title		<i>Formalisation of NRC Executive and Standing Project Officer nomination process</i>
	Information	
<input checked="" type="checkbox"/>	Decision	
Document Author		<i>Ezgi - NRC Chair</i>
Strategic Alignment		<i>Representation</i>
Consultation		<ul style="list-style-type: none"> <i>Input from BRCs received at December 2019 Remote meeting.</i> <i>Review> of this process at 2020 NRC Conference</i> <i>Consultation with applicants who used this method in 2020.</i>
Implementation period		<i>Process to be used for 2021 NRC Conference.</i>

KEY POINTS

- This paper seeks to formalise the nomination process used for annual NRC Executive and Standing Project Officer elections, by adding it to the NRC By-Laws.
- The proposal is based on the agreed format presented at the 2019 December Remote Meeting, and used and reviewed by the Council at the 2020 NRC Conference.
- Other minor amendments to Article 4 of the NRC By-Laws have been suggested for clarity.

BACKGROUND

In December 2019, the National Rover Council sought to provide greater equity and accessibility to nominees for Executive and Project Officer roles.

The Council recognised that nominees who were unable to attend Conference were at a significant disadvantage compared to those in attendance. The ability to attend Conference for an election should not determine whether someone is the best fit for the role.

As a result, a new election process was proposed, accepted in principle, and tested for the 2020 NRC Conference. The outcomes of the 'Election Process Review>' workshop at the end of the 2020 Conference showed that attendees and applicants were in favour of the election process, and believed it had indeed increased the equity surrounding elections.

At the 2020 Conference, the NRC received a far greater number of nominations than usual from Rovers who had little to no involvement with the NRC prior to the 2020 Conference. Of the two Executive positions that were voted on, one was not in attendance at Conference, and the other had not been to an NRC Conference before. For the two Project Officer positions, one successful applicant was not at Conference and had never been involved with

the NRC previously, and the other applicant was attending an NRC Conference for the first time.

This speaks to the success of this nomination process.

This paper requests that the NRC formalise this election process by placing it into the By-Laws, as requested below. There are also some suggested minor changes to the remainder of Article of the By-Laws to provide clarity and accuracy.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Amend 'Article 4: Voting & Elections of the NRC Executive' of the National Rover Council By-Laws as per Appendix A.

IMPLEMENTATION PLAN – *delete table if this is for information or a progress report*

Lead	<i>Returning Officer</i>
Assists	<i>Whole NRC</i>
Cost	<i>Nil</i>
Risks	<i>Nil</i>
Milestones	<p><i>Added to By-Laws</i></p> <p><i>End of November – nominations open</i></p> <p><i>End of January – nominations close</i></p>
Outcomes	<i>Greater transparency of election process, greater number of nominees and more engagement with grassroots Rovers.</i>

AMENDMENTS

N/A

By-Law section	Current wording	Proposed wording
4.3	Election of the NRC Executive takes place at the NRC Annual General Meeting under the following provisions;	Election of the NRC Executive and standing Project Officers takes place at the NRC Annual General Meeting under the following provisions;:
4.3a)	The Office Bearers are elected from Delegates, Observers and current NRC Executive members attending the meetings, unless otherwise agreed to by the NRC.	The Office Bearers are elected from Delegates, Observers and current NRC Executive members attending the meetings, unless otherwise agreed to by the NRC. – removed
4.3b)	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.	The specific requirements for each Executive and standing Project Officer position shall be outlined in the respective position descriptions, found in Terms of Reference, Section 2 of the NRC By–Laws.
4.3c)	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.	Nominations for NRC Executive and standing Project Officer positions will be called for at least two months before the AGM. Nominations, including voice recordings , must be received via the online nomination form and close immediately prior to the official opening of the AGM . agenda item specifically closing nominations .
4.3d)	Nominees must have the endorsement of their Branch at the time of nomination.	Nominees must have the endorsement of their Branch at the time <u>that</u> <u>of</u> nomination s close.
4.3f)	The NRC elects the Vice Chairperson, Training and Development Officer,	The NRC elects the Vice Chairperson, Training and Development Officer, Secretary and other standing Project Officers outlined in the Terms of

	Secretary and other project officers as may be agreed by the NRC from time to time for a term of 12 months.	Reference, Section 2 of the NRC By –Laws 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	Voting procedure for the Election of the NRC Executive and standing Project Officers:
4.4a)	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.	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. The NRC Adviser will act as the Returning Officer for the election of NRC Executive and standing Project Officers.
4.4b)	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.	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, where a second vote will be taken. In the event of a that a second vote is required, the NRC Chairperson will place Returning Officer will also participate with a casting vote in the secret ballot, to be counted only where a second tie occurs. The Returning Officer's vote will only be counted where a second tie occurs. If the NRC Chairperson is a candidate for this position, the casting vote may be placed by another member of the NRC Executive, to be determined at the beginning of the voting process.
4.4d)	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-	An NRC Executive or standing Project Officers position not filled at the annual meeting of the NRC AGM or falling vacant during the term will be elected/appointed by the NRC (either out-of-session or at a meeting) in accordance with 4.1 of the NRC By-Laws, after calling for and

	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.	considering nominations written expressions of interest . A casual vacancy, after 30 September will not be filled unless deemed crucial to the Council's operations by the NRC Executive.
Insertion of new section		4.5 Nomination procedure for the Election of the NRC Executive and standing Project Officers
		4.5a) The Returning Officer shall be the only person with access to submitted nomination forms.
		4.5b) Nominations are officially opened by an email from the Returning Officer to the NRC.
		4.5c) The call for nominations is to be widely advertised, through National social media and the National e-News. BRCs are encouraged to share this in their Branch and BRC newsletters.
		4.5d) Nominations are accepted via online form, with a speech of up to 5 minutes in length required to be submitted for a complete nomination.
		4.5e) Voice recordings may not be distributed beyond the Returning Officer, and are to be played during elections at conference and then immediately destroyed. This is to be clearly stated on the nomination form.
		4.5f) Reasonable adjustments will be made for nominees who have concerns about providing the voice recording. The Returning Officer shall determine a fair alternative. This is to be clearly stated <u>on</u> the nomination form.

		4.5g) The nomination form should state clearly that you do not need to be a current or former member of the NRC to apply.
		4.5h) The nomination form should clearly state the date for the election, and request applicants are available on this day to answer questions regarding their nomination.
		<p>4.5i) The following processes apply to the NRC AGM:</p> <ul style="list-style-type: none"> • For any positions being elected which have nominees not attending the AGM, voice recordings will be played in lieu of on-the-spot speeches to maintain fairness. • If all nominees are present, each may choose to either do an in-person speech or play their voice recording. • The NRC is provided the opportunity to ask questions of all applicants. Applicants not in attendance will be asked to appear on <u>video/phone</u> conferencing at a pre-arranged time, organised through the Returning Officer.



**SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL**
NRC Remote Meeting
8 October 2020

Item Title	Advertisement of Project Officer Roles on the National Rover Council
Information	
X Decision	
Document Author	ACT and QLD Branch Rover Councils
Strategic Alignment	Representation, Governance and Marketing
Consultation	Discussion within BRC and NRC Executives and Grassroots Rover Scouts
Implementation period	Immediately

KEY POINTS

- Timely and appropriate communication is essential in the advertisement of NRC Roles
- A consistent procedure should be followed when advertising positions on the NRC

BACKGROUND

- Recent Project Officer appointments have highlighted inconsistencies and breakdowns in communication whilst advertising positions.
- Clear and concise notification to BRC's of positions being open will allow the BRC's to support the NRC in their objectives of filling vacant positions.
- This can be directly communicated to the BRC's through the formal notice of a position being opened by means of a Memorandum. The Memorandum would allow the NRC Executive to detail required information and have attached the Duty Statement for the role being filled.
- This format combined with the email notice to the BRC's would improve the reach within the Rovering community of positions open, as it would be possible to easily forward onto Region Representatives and Unit Leaders as required.

ACTION REQUESTED

It is recommended that the National Rover Council:

Follow the below procedure when advertising Project Officer positions:

Following the NRC Executive's determining a position's opening and closing date;

1. Distribute to members of the NRC (BRC Chairs and Delegates) a Memorandum detailing the following information:
 1. Position Summary, Open Date, Close Date;
 2. Duty Statement (attached); and
 3. How to Nominate.

Branch Rover Councils are expected to communicate the content of the memorandum to their members.

2. Following the notification process outlined in point one, publication on the Website including the Position Summary, Open Date, Close Date and Duty Statement, and a Facebook Post, within 1-week of the position opening.
3. Prior to a position closing, the position must be regularly advertised through Facebook posts, and e-news articles where possible. These posts should clearly state the closing date of the position. A formal reminder must be sent to Branch Rover Councils one week prior to closing.

IMPLEMENTATION PLAN –

Lead	NRC Vice Chair
Assists	NRC Vice Chair, NRC Secretary and NRC PR and Marketing Officer
Cost	Nil.
Risks	Roles can be advertised without suitable or unclear communication.
Milestones	Next advertisement of a position: Procedure outlined above is followed
Outcomes	Positions are more effectively advertised to Rovers, resulting in a diverse range of applications, and more open Project Officer roles being filled

AMENDMENTS



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Remote Meeting
 8 October 2020

Item Title	<i>Updating the aim of Merchandise Register in NRC By-Laws</i>
Information	
<input checked="" type="checkbox"/> Decision	
Document Author	<i>Jake Goodall – Marketing and Public Relations Officer</i>
Strategic Alignment	<i>Marketing</i>
Consultation	<i>Ezgi Bridger - NRC Chair, Matt Prants- NRC Vice Chair, Patrick McCormick- NRC Adviser</i>
Implementation period	<i>By 2021 NRC Conference</i>

KEY POINTS

From conversations with Rovers, BRC Officers and the NRC Executive, it has been made clear that the Rover Scouts Merchandise Register and corresponding By-Laws need to be re-defined.

There are a few discrepancies between the paper from 2018 and the current NRC By-Laws so it is important that we define the aim and purpose of the merchandise register.

The aim of this paper is to ensure a consistent use of the Rover Scouts Australia brand, assist with a clear approach to promoting merchandise on a national scale, and to ensure no duplicates of nationally branded merchandise (thereby keeping unit costs down and preventing the merchandise creators from losing sales).

BACKGROUND

- *2018 – National Register of Merchandise & Prohibition of duplication (attached)*

Note: there were two papers in the 2018 NRC Conference, we are referring to the paper after the added amendments.

The action requested in this paper was to:

- Open an NRC register
- Register to be displayed and links to seller sites
- Collate data obtained and pass to Branches
- Implement a block through BRCs on duplicate merchandise selling where the original merchandise is on the register.

It is also worth noting that there was never a formal vote or decision to include 'Part II, Section 5, 'Merchandise'' in the NRC By-Laws.

ACTION REQUESTED

It is recommended that the National Rover Council replace Part II, Section 5, 'Merchandise' of the NRC By-Laws with the following:

- a) The NRC Marketing and Public Relations Officer, with assistance from the NRC Vice Chairperson and relevant/supporting Project Officers maintain the Merchandise Register on the National Rover Website.
- b) That BRCs, Event committees or Rover Scouts do not apply a tariff to interstate Rovers for any products. *
- c) The Merchandise Register lists all items that are approved to apply the national Rover Scouts Australia brand, although only one item of each merchandise type (e.g. shirt, woggle, jumper) would usually be advertised on the Register at one time. Where another party wishes to produce a similar item, agreement must be obtained in writing from the original producer of the listed merchandise before they can produce their new item.
- d) The above By-Laws only apply to anyone producing merchandise with the national Rover Scouts Australia brand (including use of the logo).
- e) Any Rover Scouts who wish to produce merchandise with their Branch Rover Scout Logo on it can do so at the discretion of the relevant Branch Rover Council. This does not override any Branch Policies relating to logo use. It is recommended that support from the relevant BRC Marketing Officer, or equivalent, and Branch Support Office is sought to maintain the integrity of the Scouts Australia brand elements.

*A written agreement between two parties may occur where a party purchases bulk quantity of an item to resell. The reseller must charge the same or less than the original price the seller is advertising. The cost pricing and reselling price must be agreed upon in writing; any disputes between parties can be referred to the NRC Executive for mediation and support.

IMPLEMENTATION PLAN

Lead	<i>Jake – Marketing and Public Relations</i>
Assists	<i>Website Officer & Website Content Creation Officer (with information provided by the BRCs)</i>
Cost	<i>Nil</i>
Risks	<i>Nil</i>
Milestones	<i>Jan 2021 (NRC Conference – Merchandise Register updated and available on the website)</i>
Outcomes	<i>To ensure an up to date register and to more clearly define the aim of the register</i>

AMENDMENTS

- *Nil*



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Remote Meeting
 08/10/20

Item Title	NRC Conference feedback and recommendations
X Information	
Decision	
Document Author	NRC Review Team
Strategic Alignment	<p>Governance</p> <ul style="list-style-type: none"> • nationally understood role of the NRC • NRC is dynamic and flexible in meeting needs of Rover Scouts • increase in Council member participation • establish relationships with external organisations
Consultation	<ul style="list-style-type: none"> • 2020 NRC Conference attendees • Engagement with ACT, NSW, Vic. & WA BRCs
Implementation period	<p>July 2020 – Recommendations submitted</p> <p>Early 2021 – NRC Conference, Review Team final report due</p>

KEY POINTS

- The NRC Review Team have developed seven recommendations for future NRC Conference, based on observations, workshops and discussions from the 2020 Conference, and consultations with BRCs. The recommendations are included at **Attachment A**.
- The recommendations aim to improve the efficiency of the Conference, improve value for money, and support increased engagement with grassroots Rover Scouts and other key stakeholders.
- The recommendations are agnostic of the Conference platform or format and could be implemented regardless of how future Conferences are organised.

BACKGROUND

- The NRC holds an annual NRC Conference at the start of each year. Delegations from each BRC, the National team, and the New Zealand NRC are invited to attend.
- The Conference is used to elect the new Council Executive, present financial reporting, and proposed and discuss policies which impact Rover Scouts.
- The Conference is a significant expense for the Council – the 2019 Conference represented 81 per cent of the Council's operation expenditure for 2019-2020. The Review Team's recommendations are designed to provide greater value for money for future Conferences.

- At the 2019 NRC Conference, a series of systemic issues facing the NRC were identified. As a result, the NRC engaged an external review team to examine the NRC, its function, processes and structures. Further information on the review and the Review Team can be found at <https://rovers.scouts.com.au/nrc-external-review/>
- The Review Team attended the 2020 NRC Conference using funding from the Rover Development. This expenditure was approved at the December 2019 NRC Remote meeting.
- The Review Team will submit their final report ahead of the 2021 NRC Conference.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Note the recommendations at **Attachment A**.

AMENDMENTS

- N/A

NRC Review Team – NRC Conference Recommendations

Pre-Conference induction training

Recommendation 1: Organise a brief induction training package ahead of the Conference, covering the aims of the NRC, expectations of Conference attendees, and Conference procedure.

Unwillingness of new board and committee members to contribute to discussions is often attributed to a lack of understanding around the objectives of the board or committee, its background and culture, or how the board or committee functions.¹ An induction process can help new members to more easily and quickly grasp the process, procedures and objectives of the board or committee, which will help build comfort and confidence, making them more likely to contribute in a meaningful way.² Having first-time attendees arrive at the Conference fully understanding their role and Conference procedures will allow them to ‘hit the ground running’, save time during the Conference, and provide better value for money.

First-time attendees at the 2020 Conference raised in discussions with the NRC Review Team that attending the Conference for the first time was a daunting prospect. Much of the knowledge and processes of the NRC is assumed knowledge. The scope and responsibilities of the NRC are not always fully understood, creating confusion about which matters the NRC can vote on. While the presence of experienced delegation members (especially Branch Rover Advisers) provided some support, the first-time attendees felt they could have benefited from undertaking an induction process ahead of the Conference.

Ensuring first-time attendees have the skills and knowledge they need to contribute meaningfully during the Conference was also raised during several workshops:

- NRC Areas of Responsibility workshop: proposed developing a Delegate briefing kit or online training module to make NRC more effective and efficient.
- Grassroots Rovers’ Involvement in the NRC workshop: noted that many first-time attendees arrive without a clear understanding of Conference process (e.g. when a paper needs to be voted on or not, how to raise issues or objection).
- Function of NRC T&D & Training Opportunities workshops: suggested that ‘NRC Conference for Dummies’ material be prepared and circulated ahead of the Conference.

The National Rover Governance Review (2014) also recommended that the NRC hold a short induction session at the start of every face-to-face meeting (Recommendation 21).

Suggested topics to be covered during the training package include³:

- History and background of the NRC

¹ Department of Local Government, Sport and Cultural Industries (WA) (2019) ‘Board induction process’ <<https://www.dlgsc.wa.gov.au/sport-and-recreation/organisational-development/governance/boards-and-directors/board-induction-process>>

² Institute of Community Directors Australia (n.d.) ‘Developing an effective induction process’ <<https://communitydirectors.com.au/help-sheets/developing-an-effective-induction-process>>

³ Leading Governance (n.d.) ‘Board member induction checklist’ <<https://www.leadinggovernance.com/resource-public/people/board-member-induction-checklist>>

- Structure of the NRC
- Objectives and strategic direction of the NRC
- Issues facing the NRC
- Expectations of Conference attendees
- Relevant legal requirements (e.g. *Corporations Act*, Australian Charities and Not-for-profits Commissions Governance Standards)
- Contact information for Conference organisers
- Copies of key official documents (e.g. by-laws, policies)
- Conference procedures and decision-making process
- Terminology
- Review of recent Conference minutes

Ideally, the training should be structured, comprehensive, and practical.⁴

Depending on the structure and delivery method of the training, it could provide an opportunity for attendees from different Branches to meet and build relationships ahead of the Conference. It could also allow attendees to share their strengths and interests, which would later be useful when allocating project arising from the Conference⁵.

The organising of this training could be the responsibility of the NRC Training and Development Officer, with delivery delegated to a subject matter expert (e.g. governance experts, NRC Adviser, ex-NRC Chair). Existing training packings, such as the Good Governance series offered by WOSM Services (<https://services.scout.org/service/10>), could be incorporated into the training. The training package could be as simply as one to two hours online followed by questions and answers.

It may be possible to structure the training to satisfy units of competence offered by the Scouts Australia Institute of Training (SAIT), such as 'BSBGOV401 Implement board member responsibilities'. Recommendation 7 of the NRC 2018 Audit Report proposed offering SAIT accredited training to NRC Executives – we recommend widening this to include all Conference attendees.

⁴ Department of Local Government, Sport and Cultural Industries (WA) (2019) 'Board induction process' <<https://www.dlgsc.wa.gov.au/sport-and-recreation/organisational-development/governance/boards-and-directors/board-induction-process>>

⁵ Institute of Community Directors Australia (n.d.) 'Developing an effective induction process' <<https://communitydirectors.com.au/help-sheets/developing-an-effective-induction-process>>

Consultation and engagement with Rovers

Recommendation 2: Conference papers be publicly available to all Rover Scouts ahead of the Conference to allow sufficient time for BRC consultation to be undertaken.

Recommendation 3: An awareness campaign should be developed and delivered ahead of Conference which directs the Rover Scouts to raise issues with their BRC, propose papers for inclusion in the Conference, comment on proposed papers, or stand for election.

According to the Office of Best Practice Regulation⁶:

A genuine consultation process ensures that you have considered the real-world impact of your policy options, and likely to lead to better outcomes and greater acceptance in the community, particularly among any stakeholders who may be adversely affected by the policy.

During both consultations with BRCs and the Grassroots Rovers' Involvement in the NRC workshop, participants raised that in general papers brought to the Conference are brainstormed and drafted by Branch Rover Councils (BRCs) with limited input from the Rovers Scoutsthey represent. Several reasons for this have been raised, including:

- Lack of interest in Rovering at the National level, which is believed to not impact individual Rovers Scouts
- Lack of understanding of the purpose and functions of the NRC
- Lack of understanding of the Conference process
- Lack of opportunity to comment, given that papers are often released only four weeks ahead of the Conference and often over holiday periods or during major national events.

We recommend that Conference papers should be available for all Rover Scouts to read and provide comments to their BRC, similar to the approach of the World Scout Conference⁷. Sufficient time should be allowed for genuine consultations to occur, noting that papers are often due shortly before the Christmas-New Years break. This will require that the deadline for papers to brought forward earlier. Papers could be placed online behind the National Scout login if privacy was a concern. Recommendation 26 of the National Rover Governance Review (2014) recommended that upcoming agenda and papers be published online ahead of meetings and Conferences, and this change would reflect the recent decision to publish NRC papers and minutes online.

We also recommend that an awareness campaign is organised ahead of the Conference to build awareness amongst Rovers and to encourage them to either propose papers, comment on existing papers, or stand for election. The NRC Marketing Workgroup, led by the NRC Marketing and Public Relations Officer, may be well placed to take on this work. Increased publicity and heavy advertising ahead of the 2020 Conference saw all but one NRC Executive positions filled, with several positions having multiple candidates, and this good work should continue.

⁶ Department of Prime Minister and Cabinet (2016) 'Guidance Note: Best Practice Consultation' <https://www.pmc.gov.au/sites/default/files/publications/best-practice-consultation.pdf>

⁷ Wayback Machine

Finally, we recommended that BRCs develop consultation processes to ensure that their Rover Scouts have an opportunity to provide considered input to the Conference. Consultation processes should be accessible to all, not burdensome on those making comments, and not be rushed. In some instances, it may be more appropriate to target consultations, such as by asking subject matter experts to comment on issues they have experience with or knowledge of.⁸ Methods for consultation could include calls for submissions, workshops and focus groups, survey, and engagement at major events.⁹ This will allow voting by the BRCs to reflect the views of their Rover Scouts.

Note that increasing consultation with Rovers Scout is encouraged in the updated NRC paper template, which asks for details of the consultations undertaken in developing the proposals.

⁸ Department of Prime Minister and Cabinet (2016) 'Guidance Note: Best Practice Consultation' <<https://www.pmc.gov.au/sites/default/files/publications/best-practice-consultation.pdf>>

⁹ Community Planning Toolkit (2014) 'Community engagement' <<https://www.communityplanningtoolkit.org/sites/default/files/Engagement.pdf>>

Public meeting

Recommendation 4: Trial virtual dial-in attendance at the Conference as a means of engaging with a wider range of stakeholders while keeping costs down.

Recommendation 5: Trial live streaming Conference plenary sessions to allow for greater participation and engagement.

Scouting@Home has demonstrated that great activities and constructive meetings do not require face-to-face participation^{10,11}. The business of all governance bodies from Units right up to Branches have successfully taken place online. Rover Scouts have become accustomed and skilled at operating within a virtual environment, and this experience could be leveraged to improve the inclusivity of the Conference.

Offering virtual dial-in facilities would facilitate the inclusion of key stakeholders who otherwise would be unable to attend due to distance or cost, including Branch Venturer Councils, Girl Guide Olaves, other youth organisations, and the New Zealand NRC. It was raised during the 2019 Conference (Plenary Session 3) that attending the NZ NRC in-person does not represent value for money. Inviting observers to dial-in, such as the NZ NRC, allow key stakeholders to share their experienced and offer the NRC new perfective, while also building closer partnerships.

It was agreed during the 2020 Conference (Plenary Session 3) to investigate the feasibility of funding the NRC Chair to attend another NRC equivalent with the Asia-Pacific Region. Dial-in facilities could allow Asia-Pacific NRC equivalents to participate in the Conference to share ideas and built relationships. This could also provide an opportunity to support and mentor Rover Scouts in Council of South Pacific Scout Associations (CSPSA) nations, which is a priority for Scouts Australia¹².

We further recommended that the NRC trial live streaming Conference proceedings. Opening meetings to the public “offer[s] a good opportunity to increase public understanding and engagement relating to the issues decision-makers are grappling”¹³, and allow stakeholders to understand how decisions are made¹⁴.

Some BRC meetings are open for all interested Rover Scouts to attend¹⁵, while the Conference is seen as closed gathering accessible only by Rover Scouts who hold senior elected office. BRCs raised that opening up the Conference proceeding could improve understanding of the NRC among Rover Scouts and drive engagement. Live streaming is not a unique proposition within Scouting – the World Scout Conference streams their triennial Conferences on YouTube¹⁶.

¹⁰ ACT Rover Scouts [Facebook page](#)

¹¹ WA Rovers [Facebook page](#)

¹² (2019) 'Welcoming new International Appointments' <<https://scouts.com.au/blog/2019/06/26/welcoming-new-international-appointments/>>

¹³ Institute for Local Government (2013) 'Promotion effective public participation at governing body meetings' <https://www.ca-ilg.org/sites/main/files/file-attachments/public_meeting_piece_final_cp.pdf?1392852838>

¹⁴ Know Your Council (n.d.) 'Guide to Councils: Council meetings' <<https://knowyourcouncil.vic.gov.au/guide-to-councils/how-councils-make-decisions/council-meetings>>

¹⁵ NSW State Rover Council (2017) 'Constitution', s.5.1.7

¹⁶ WOSM (2017) '41st World Scout Conference – Session 1'

<<https://www.youtube.com/watch?v=IVselqxeCQA&list=PLyXFqYL0H2EM-0w31KNTpxz6ROi6wLeJg>>

Resource sharing

Recommendation 6: There should be a greater focus on resource sharing during the Conference, including successful initiatives or ongoing challenges.

The National Rover Governance Report identified that the Conference has the potential to become an incubator for great ideas and the sharing of resources between Branches¹⁷:

- *Recommendation 10 – the NRC should devote resources to developing Branch, Region and Crew-level program support material and guidelines across all areas of the program.*
- *Recommendation 12 – NRC processes should encourage innovation in how Branches deliver the National program, and these innovations should be shared with the Council.*
- *Recommendation 13 – Verbal Branch reports at NRC should be replaced with a session where each Branch is given 10 minutes to share... a successful initiative from the last year*

The sharing of resources and lessons learned was considered a strength of the NRC during both the NRC Areas of Responsibility workshop and the Grassroots Rovers' Involvement in the NRC workshop. 42.4% of respondents to the Review Team survey said that the NRC should be responsible for the quality of the Rover Scout youth program.

While there are opportunities for Branches to share resources during Branch reports, there is the potential for further opportunities. These could include:

- A greater focus on lessons learned during Branch reports
- Dedicated plenary time for each Branch to present on a project it conducted
- Printed resources from each Branch displayed in common areas to share ideas and encourage discussion
- Workshop sessions dedicated to sharing and developing resources

These opportunities should focus not just on successes, but also what can be learned from failures. By only discussing successful projects, organisations are more likely to make the same mistakes in similar situations¹⁸.

¹⁷ Toby Philips (2014) 'National Rover Governance Report', pp. iv-v

¹⁸ Project Management Institute (2006) 'Lessons learned: taking it to the next level.

<https://www.pmi.org/learning/library/lessons-learned-next-level-communicating-7991>

NRC Strategic Plan

Recommendation 7: The NRC Strategic Plan should be reported against during the Conference, and should underpin all other agenda items and discussions

According to the Australian Institute of Company Directors:

“Developing and implementing strategy is an ongoing process. A board cannot just ‘set and forget’. Rather, a board must regularly review and assess the implementation of the organisation’s strategy...”¹⁹

The NRC Strategic Plan is normally reviewed by the newly elected Executive shortly after the Conference, and reports by NRC Executives during the opening plenary are structure around the goals of the Strategic Plan. However, we see value in the Strategic Plan having more focus during the Conference to ensure that all work undertaken by the NRC is contributing to the realisation of their goals.

Workshops or plenary sessions should be organised which examine the progress of the NRC in achieving its strategic plan and propose amendments or additions to the current strategic goals.

¹⁹ Australian Institute of Company Directors (2016) ‘Strategic plan development: Role of the board’ <https://aicd.companydirectors.com.au/~/media/cd2/resources/director-resources/director-tools/pdf/05446-5-14-mem-director-rob-strategic-plan-development_a4-web.ashx>

NRC Remote Meeting Procedures

The National Rover Council meets every two – three months online. As a result, meetings can take up to three hours to cover all items of importance which have happened during this time. The following procedures have been written to streamline the NRC Remote Meetings.

- **All NRC members should ensure that they have read all reports and papers prior to the Remote meeting.**
- **Any major clarifications or questions should be provided to the report/paper author at least one week before the meeting.**
- **To ensure a fully informed discussion, please come to the Remote meeting prepared with any further discussion points.**

Topic	Procedure	Comment
<u>Agenda</u>	Timings to be added to each agenda item.	The NRC Chair will endeavour to keep to this as best as possible on the night.
	To be distributed no later than two weeks before the Remote meeting.*	
<u>Papers</u>	Any item requiring a vote is to be submitted to the NRC Executive no later than three weeks before the Remote meeting.*	Late papers will be filed under a 'Late Papers' folder to be addressed if the Chair feels that there has been sufficient time for all BRCs to discuss with their teams prior to the remote meeting, and if there is time in the meeting.
		The NRC will be notified via email if a new paper has been added to the 'Late Papers' folder.
		The NRC will be notified via email if an existing on-time paper has been modified substantially.
<u>Reports</u>	All reports from the NRC Executive, Project Officers and BRCs are to be submitted no later than two weeks before the Remote meeting.*	The NRC Executive's Action Item List is considered a report, and therefore bound by this deadline.
		As the NRC Executive are accountable to the NRC, a written report must be provided before the Remote meeting. Any late NRC Executive reports may have questions asked of them.
		All BRCs are expected to provide a report to the NRC to allow sharing of successes and a place to solve issues.* This also allows the NRC Executive to understand if there are areas in which the whole Council can support BRCs further.
		All reports submitted by the deadline are allocated two minutes during the meeting for the author/officer to summarise the content, before a call for questions and comments.

		Late reports will be added to the NRC's file repository, however the authors may not be given a chance to speak to these unless the NRC Chair has previously agreed (requested in advance of the deadline).
<u>Additional Agenda Items</u>	<p>All non-standing agenda item suggestions are to be submitted no later than two weeks before a Remote meeting, and will be listed in the meeting agenda.*</p> <p>These should be submitted by 8pm AEST/AEDT on the due date, to allow the NRC Secretary to add this into the agenda for distribution that same day.</p>	Unless agreed by the members present due to urgency, any topics requiring debate must be submitted to the deadline above.
<u>Structure</u>	<ol style="list-style-type: none"> 1. Meetings begin at 8pm AEST/AEDT. 2. Agenda is structured so that voting items should occur before 10pm, in case people must leave after this time. 3. NRC Executive reports remain at the beginning of the agenda as they are accountable to the Council. 	Based on feedback, we propose the following structure.

*As per the NRC By-Laws



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Remote Meeting
 8 October 2020

Rover Scouts

National Rover Council

Item Title	ACT Budget Proposal for the 2021 NRC Conference
Information	
X Decision	
Document Author	Lachlan Court
Strategic Alignment	Governance
Consultation	Discussion within the ACT Delegation to the NRC

KEY POINTS

- Budget Proposal for the catering and accommodation costs of the 2021 NRC Conference

BACKGROUND

- N/A

ACTION REQUESTED

It is recommended that the National Rover Council:

- Agree to the following proposed budget

Variable Costs		
Item	Cost (p/h)	Comments
Catering	\$83	Provided by Camp Cottermouth \$9 for Breakfast/Lunch \$2.50 for Morning/Afternoon Tea \$14 for Dinner Meals scheduled for Friday Breakfast through to Sunday Lunch
Saturday Dinner	\$50	
Accommodation	\$40	\$20 for first night, \$10 for each subsequent night
Transport	\$20	Fuel subsidy for shuttles to and from airport
Subtotal	\$193	
Fixed Costs		
Item	Cost	Comments
Meeting space	\$80	Contingency cost for additional breakout space – Pending confirmation of necessity at October Remote Meeting, and pending final cost
With 50 expected members	\$9730	
Total w/ 10% Contingency	\$10,703	

IMPLEMENTATION PLAN

Lead	Lachlan Court
Assists	Eleanor Hewitt, Sonder Peters, Sara Taylor
Cost	As stated previously
Risks	Cancellation of the booked accommodation due to environmental risks, handled by organising a backup location and alerting relevant parties
Milestones	Backup locations finalised Informational handout prepared to circulate to attendees
Outcomes	The 2021 NRC Conference will run smoothly with accommodation and catering

AMENDMENTS

N/A



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Remote Meeting
 8 October 2020

Rover Scouts

National Rover Council

Item Title	Distribution of NRC minutes
<input type="checkbox"/> Information	
<input checked="" type="checkbox"/> Decision	
Document Author	QLD
Strategic Alignment	Governance
Consultation	NRC Executive
Implementation period	To commence at October 2020 Remote Meeting

KEY POINTS

- The current NRC By-Laws do not clearly define when minutes need to be distributed following meetings.
- This paper proposes to set deadlines for minute distribution, for both Remote Meetings and NRC Conferences.

BACKGROUND

- Item 3.4a) of Article 3: Meeting Procedures is the only location in the By-Laws which touches on minute distribution timings. It states that minutes from a previous meeting are to be distributed to BRCs two weeks before the next remote meeting, or five weeks before the AGM (Conference).
- As Remote Meetings are held every 2-3 months, this means minutes could be distributed up to 10 weeks after the fact.
- As such, the NRC should reword Article 3: Meeting Procedures to allow for the timely distribution of minutes, aiding in collaborative efforts between the Council and ensuring the information recorded is an accurate representation of the conversations.
- Timing has been suggested for Remote Meetings and the NRC Conference separately. As the NRC Secretary needs to collate lots of information from Workshop Facilitators after an NRC Conference, as well as hand over processes and documents, more leniency has been provided for these minutes to avoid undue stress.
- Minor grammatical amendments to the section have also been provided.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Amend Article 3: Meeting Procedures to:

Section	Original	Revised
3.4	<p>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;</p> <ul style="list-style-type: none"> 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. 	<p>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 the NRC BRC's 2 two weeks before a remote meeting or five weeks before the AGM and will consists of the following;</p> <ul style="list-style-type: none"> a) Minutes of the previous meeting of the NRC. These are to be ratified at the following meeting. 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.
3.4 3.5	<p>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;</p> <ul style="list-style-type: none"> 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 	<p>The NRC Secretary will prepare the minutes for both the AGM and any Remote Meeting. The AGM minutes will be kept on the online file storage system, and a copy provided to the National Team. file at the National Office. The minimum expectations standards for minute keeping are as outlined below:</p> <ul style="list-style-type: none"> 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

		<p>submitted for inclusion in the draft NRC minutes</p> <p>d) Minutes are to be distributed to the NRC within 2 weeks of a Remote Meeting for review and information only.</p> <p>e) Minutes are to be distributed to the NRC within 5 weeks of an NRC Conference for review and information only.</p>
3.5 3.6	No changes to content – amend numbering, previous double up of 3.4	

IMPLEMENTATION PLAN

Lead	<i>NRC Secretary</i>
Assists	<i>N/A</i>
Cost	<i>Nil</i>
Risks	<i>Nil</i>
Milestones	<i>Implemented following October 2020 Remote Meeting</i>
Outcomes	<i>Minutes provided in a timely fashion, allowing the NRC to stay informed of conversations at Council meetings.</i>

AMENDMENTS

- *N/A*



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Remote Meeting
 8 October 2020

Rover Scouts
 National Rover Council

Item Title	Adjustment to NRC Executive eligibility
Information	
<input checked="" type="checkbox"/> Decision	
Document Author	NRC Chair
Strategic Alignment	Governance
Consultation	NRC Executive
Implementation period	Implemented for 2021 elections

KEY POINTS

- COVID-19 has had an impact on the ability of some Rover Scouts to undertake Basic Training (Scouting Essentials)
- The NRC Executive believe that no Rover Scout should be disadvantaged by circumstance
- The NRC Executive are seeking a suspension of the eligibility requirement for Basic Training for people nominating for an NRC Executive or standing Project Officer role.

BACKGROUND

- The NRC By-Laws currently require Basic Training for the following elected positions:
 - NRC Chair
 - NRC Vice Chair
 - NRC Secretary

Many training courses were suspended this year due to COVID, as such we believe that there may be Rovers out there who would be great as an executive member but may not have been able to complete Basic Training this year as intended. As such, we would like the Council to consider relaxing the requirement for Basic Training at the time of nomination.

- Instead, we would suggest that the following wording is used in the above position descriptions when being advertised for the 2021 elections:
 - Nominees must complete their Basic Training within 6 months of election, or at the first available course in their Branch, whichever is the latest.
 - Please note changes to training requirements are as a result of the impact of COVID-19. In 2022, this will revert to Basic Training being required at the time of nomination.

- The Training and Development Officer requires a Wood Badge for their role. Due to the importance of lived experience in Training, we suggest this requirement stays as is for this position.

ACTION REQUESTED

It is recommended that the National Rover Council:

Amend the eligibility requirement for NRC Chair, Vice Chair and Secretary for the 2021 NRC elections as below:

- Nominees must complete the required on-demand modules for registration on a Scouting Essentials (Basic Rover Practical) course no later than one week before the 2021 NRC conference.
- Nominees must complete their Basic Training within 6 months of election, or at the first available course in their Branch, whichever is the latest.

IMPLEMENTATION PLAN

Lead	NRC Chair
Assists	NRC Executive, BRCs
Cost	Nil
Risks	Nil
Milestones	Implemented when nominations are opened, approximately 28 November 2020.
Outcomes	Reduced barriers to participation.

AMENDMENTS

- N/A



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Remote Meeting
 8 October 2020

Rover Scouts

National Rover Council

Item Title	NRC Environment and Sustainability Officer – Change to Standing PO Role
Information	
x Decision	
Document Author	NRC VC – Matt Prants
Strategic Alignment	Governance, Representation and Program
Consultation	NRC Executive
Implementation period	Immediately – 2021 NRC Conference 4 Months

KEY POINTS

- The role of NRC Environment and Sustainability Officer was created this year to complete a project that was requested by the NRC at Conference this year.
- The role was created as a non-standing appointed role.
- It is felt that this role should be made into a standing Project Officer role to ensure the continuity of it and the involvement of the NRC in matters of Environment.

BACKGROUND

As part of one of Australia's premier Youth Development organisations, we have an ethical obligation to address issues of the Environment and our place in it. This in terms of us helping promote and raise awareness of these issues within our membership, and also in ensuring that we as a Council function in a sustainable manner.

To ensure that we can effectively do this, the role of NRC Environment and Sustainability Officer needs to be made a standing one. The role currently is a valuable one, as in her role Georgia is part of the National Environment Team and is working on a variety of projects addressing the above obligations, such as working to make 2021 Conference Carbon Neutral and Scouts4SDGs.

It would be a massive step backwards for us if we did not ensure the continuity of the role as:

1. We'd likely lose our representation on the National Environment Team and with this lose our ability to be informed about what actions Scouts Australia is taking with regard to the Environment and to also provide our perspective and ideas to them.
2. The NRC Exec and POs are stretched thin as is, so if we did not continue the role it is most probable that this area would be neglected.

ACTION REQUESTED

It is recommended that the National Rover Council:

1. Amend the NRC Environment and Sustainability Officer Duty Statement to note that it is a Standing Project Officer role
2. Add the above mentioned Duty Statement to Part II, Section 1 of the NRC By-Laws
3. Advertise the role alongside other standing Project Officer roles for election at the next NRC Conference

IMPLEMENTATION PLAN –

Lead	NRC VC
Assists	NRC Secretary, NRC Marketing and Public Relations Officer
Cost	Variable. Attendance at Conference each year.
Risks	None
Milestones	Immediately – Role is made a standing one and By-Laws will be amended to reflect that Late November – Role is advertised for election at 2021 Conference.
Outcomes	NRC being more informed of Scouts Australia's actions with regards to issues of Environment and Sustainability, and the Rover Scout section being more involved with such issues.

AMENDMENTS



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Remote Meeting
 8 October 2020

Rover Scouts

National Rover Council

Item Title	Beyond The Horizon Merch
<input checked="" type="checkbox"/> Information	
<input type="checkbox"/> Decision	
Document Author	Jake Goodall Marketing & Public Relations Officer
Strategic Alignment	Marketing/Representation
Consultation	NRC Executive
Implementation period	As per previous paper

KEY POINTS

- At the 2020 NRC Conference it was decided to create the Beyond The Horizon Merch
- Design has since been created
- Draft design in attachment for feedback

ACTION REQUESTED

It is recommended that the National Rover Council:

- Provide feedback on the design for the Marketing and Public Relations Officer to take back to the designer

ATTACHMENTS

- Appendix A – Beyond The Horizon Draft



Beyond the Horizon





Beyond the Horizon





Beyond the Horizon



Beyond the Horizon



**SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL**
NRC Remote Meeting
8 October 2020

Item Title	Contemporary Societal Issues and the Rover Program
X Information	
Decision	
Document Author	NRC VC – Matt Prants
Strategic Alignment	Program
Consultation	Discussion with the NRC Exec, NRPT, and Grassroots Rovers
Implementation period	None – For information at this stage

KEY POINTS

- Part of the Educational Objectives for the Rover section indicate that we should be engaging with societal issues as part of the Program.
- There is a common belief that we cannot engage with these topics as they are 'political' in nature and P&R prohibits such activities.
- Investigation of Scouts Australia's Policy & Rules (P&R) and federal legislation about Not-For-Profits indicate that the above is most likely a misinterpretation of P&R.
- NRC VC to continue investigation and consult with Scouts Australia on this, with the intention of bringing a decision paper to the NRC if there is grounds to do so.

BACKGROUND

The below lines are taken from the Educational Objectives of Rover Scouts in P&R (specifically Social Development) and lend themselves to the interpretation that we should be engaging with contemporary societal issues.

- Identifies and addresses bias and injustice, and practices and promotes equality*
- Explores different lifestyles and embraces diversity*
- Works as part of a team, manages collective projects and serves actively in the local community, influencing the process of change*
- Identifies, promotes and addresses personal safety and support for oneself and others, especially those who may be at risk*

This is further supported by this line taken from the 'Association Values - Citizenship' section of P&R:

- Scouts Australia promotes the active participation of members in the welfare and development of society, with recognition and respect for the dignity of one's fellow citizens.*

However, Scouts Australia is a non-political organisation and P&R also states that:

- Scouts Australia is not connected with any political body. Members of the Movement in uniform, or acting as a representative of Scouts Australia, must not take part in political meetings or activities.*
- Members of the Movement, as private individuals, have no restriction on exercising their responsibility as citizens by participating in the country's political processes and government.*

The above section of P&R has been taken to mean that as members of Scouts Australia, we cannot engage in any activities deemed 'political'. Something frequently bandied about is that by doing so Scouts would lose its Not-For-Profit status. To clarify these are the 'political actions' that would disqualify an organisation (specifically Charities) from being deemed Not-For-Profit (according to the Australian Charities and Not-for-profits Commission (<https://www.acnc.gov.au/tools/topic-guides/political-advocacy>)):

- *engaging in, or promoting, activities that are unlawful*
- *engaging in, or promoting, activities that are contrary to public policy, or*
- *promoting or opposing a political party or candidate for political office.*

**Scouts Australia is registered with the ACNC as a Charity (see link) as is every single Branch as independent legal entities. (<https://www.acnc.gov.au/charity/13a0a6910432324fadbd1114dfbd3b3b>).*

On this basis, P&R is referring to the above ACNC list of prohibited 'political actions' when it refers to 'political activities'. For example, prohibited activities would include Scouts Australia (or one of its formations) promoting a specific political party or candidate, or promoting illegal activities.

As a Not-For-Profit, Scouts Australia is not prohibited from advocating for issues such as Gender Equality and Climate Action, even if issues like these have taken on partisan political narratives. As members of the World Organization of the Scout Movement (WOSM), we have endorsed the UN Sustainable Development Goals (the SDGs), and actively encourage building awareness around them and taking action - as governments of all persuasions do as well. While the issues associated with many of these Goals have been politicised, this does not prevent organisations participating in dialogue around these issues (as long as they do not contravene the ACNC rules).

Primarily I'm seeking the clarify that we as Rovers can engage – as individuals or Units – in issues even if they are perceived as political, and dispel the notion that we are prevented by P&R or the rules governing charities. While I am not advocating that NRC takes official stances on societal issues necessarily, I am not opposed to this.

Engaging with these issues is part of our Educational Objectives and personally I feel (as do quite a lot of Rovers I have spoken to) that it has been neglected due to these fears of it being prohibited. I believe we should clarify what activities we are permitted to engage in and thus will investigate this further.

AMENDMENTS



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Remote Meeting
 8 October 2020

Item Title	Revisions to the Marketing & Public Relations Officer role description
Information	
<input checked="" type="checkbox"/> Decision	
Document Author	NRC Review Team
Strategic Alignment	<p>Representation: provide clear communication on NRC actions</p> <p>Governance: nationally understood role of the NRC</p> <p>Marketing:</p> <ul style="list-style-type: none"> • National consistency in marketing • Improved utilisation of social media • Promote Rover Scouts and create a positive community image
Consultation	<ul style="list-style-type: none"> • Discussion with current M&PR Officer • Consultations with BRCs • Review Team NRC survey (333 respondents)
Implementation period	As part of the next By-Laws update

KEY POINTS

- Engaging with key stakeholders has long been a challenge for the National Rover Council (NRC).
- The Review Team has examined the duty statement for the Marketing & Public Relations (M&PR) Officer and have observed that it does not reflect the duties undertaken and the office bearer's relationship with the National Support Team.
- The duty statement is also heavily focused on marketing and does not account for broader public relations and strategic communication objectives.
- A clear position description will support future M&PR Officers understanding their role in supporting and promoting the work of the NRC.
- These amendments should not be taken as a comment on the performance of the current M&PR Officer. We welcome the excellent work Jake and his team have done to date.

BACKGROUND

Engaging with key stakeholders has long been a challenge for the NRC. ‘Difficulties in communication internal and external to the Council’ was one of the identified systemic issues which lead to the forming of the Review Team¹. Prior to 2020 the Marketing and Public Relations (M&PR) Officer position previously sat vacant for some time, and the role fell to other members of the Executive.

The Review Team survey explored the awareness of the NRC, with 95 per cent of respondents answered that they had heard of the NRC (current Rover Scouts: 92 per cent, former Rover Scouts: 97 per cent). This result may skew high – respondents who already knew about the NRC would have a higher interest in the survey and be more likely to respond. However, only 25 per cent of respondents were current or past members of the NRC. On balance, awareness of the NRC among Rover Scouts can be argued to be high.

Awareness of an organisation should not be confused with interest or understanding. 57 per cent of survey respondents could not list a major achievement of the NRC over the past ten years. Similar sentiments have been raised in consultations with BRCs, with suggestions that only half the Rover Scouts in some states/territories would know what the NRC does. Participants in the 2020 NRC Conference workshop ‘Grassroots Rovers’ Involvement in the NRC’ raised that Rover Scouts generally do not understand the purpose of the NRC and lack understanding of its work.

This paper is not a critique of the work done so far this year. The Review Team welcomes the commitment and energy of the incumbent M&PR Officer alongside the NRC Marketing Team and the Marketing Working Group. The reporting of Rover Scout social media metrics, the establishment of the quarterly newsletter and the refresh of the Rover Scouts Australia website will help to promote the work of the NRC. Instead, this proposal aims to ensure that these gains are locked in for years to come.

The updated position description seeks to broaden the remit of the role, which was heavily focused on marketing and promoting to Rover Scouts, to include developing and maintaining key stakeholder relationships and building awareness of the work of the NRC. It also aligns more closely with the role, following its change from ‘Marketing & Promotions Officer’, as agreed at the April 2020 NRC teleconference.

The Review Team are proposing amendments to the Duty Statement of the M&PR officer in Part II, Section 1 of the NRC By-Laws. The revised duty statement would read:

1. Responsible for creating, implementing and evaluating marketing and public relations initiatives to support the strategic objectives of the NRC.
2. Manage all NRC internal and external, marketing and public relations activities, including social media, website and newsletters.
3. Contribute to the national strategic marketing direction of the Rover Scout section by liaising with the National Support Team.
4. Identify and build productive relationships with key internal and external NRC stakeholders to support marketing and public relations projects.
5. Promote awareness of the NRC and its work and encourage Rover Scouts to engage with and contribute to the NRC.

¹ National Rover Council (2019) ‘National Rover Council External Review Consultant’
<https://scouts.com.au/blog/2019/02/27/nrc-external-review-consultant-vacancy/>

6. Conduct research to evaluate and understand Rover Scout awareness and perceptions of the NRC and use this information to design and implement communications strategies.
7. Organise and lead the NRC Marketing Working Group to establish and maintain communication channels between NRC and Branch officers, and to align NRC and Branch marketing and public relations objectives.
8. Liaise with the NRC Vice Chairperson for assistance on establishing any projects or activities with a promotional purpose.
9. Attend NRC Remote Meetings, and attend meetings with the NRC Executive and other Project Officers where requested.
10. Produce an annual report for the NRC Conference detailing the work undertaken during the term of office as relevant to the fulfilment of the above duties.

The current duty statement is provided below for comparison:

1. Lead the strategic marketing direction of the Rover Scout Section in Australia.
2. Organise and lead the NRC Marketing Group and establish a clear communication channel between NRC marketing objectives and Branch marketing objectives.
3. Encourage the publication of Rovering articles and information on Rover Scout events in scouting publications and the wider community (e.g. through local newspapers, radio, magazines, similar organisations' newsletters etc).
4. Manage the content published on the Rover Scouts Australia Facebook page and website
5. Liaise with the NRC Vice Chairperson for assistance on establishing any projects or activities with a promotional purpose
6. Liaise with members of the National level marketing meetings
7. Attend both NRC remote meeting and NRC Executive remote meetings.
8. Produce an Annual Report for the NRC Conference detailing the work done which is relevant to these duties.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Amend the NRC By-Laws to reflect the Marketing & Public Relations Officer position description provided.

IMPLEMENTATION PLAN

Lead	NRC Review Team
Assists	N/A
Cost	N/A
Risks	<ul style="list-style-type: none"> • Duty statement is not fit for purpose – statement has been reviewed by the Review Team, the current M&PR officer, and a public relations academic • Duty statement is not followed – M&PR officer expected to make bi-monthly reports to the NRC, who can raise issues • Duties change – statement can be reviewed following a vote of the Council to reflect any changes
Milestones	<ul style="list-style-type: none"> • September 2020 – Review Team to provide a copy of the agreed duty statement to the NRC Secretary • February-March 2021 – recommended that incoming/incumbent M&PR officer review the duty statement following appointment
Outcomes	<ul style="list-style-type: none"> • Updated M&PR duty statement which better reflects the role and provides greater clarity of work expectations • Aspirational – improved awareness and public reception of the NRC amongst key stakeholders

AMENDMENTS

- N/A