



**Rover Scouts**  
National Rover Council

**Scouts Australia - National Rover Council**

**2021 NRC Conference**

29-31 January 2021

**Administration**

**Attendance**

Ezgi Bridger (NRC Chairperson)	Owen Holloway (TAS Delegation Leader)
Matt Prants (NRC Vice Chairperson)	Narelle Ball (TAS Delegate)
Sam De Rota (NRC Secretary)	Isaac Beswick (TAS Observer)
Danielle Reid (NRC Training and Development)	Michelle Saffin (VIC Delegation Leader)
Pat McCormick (NRC Adviser)	Andrew Strachan (VIC Delegate)
Jake Goodall (NRC M&PR)	Peter Wotherspoon (VIC Adviser)
Georgia Sands (NRC D&I)	Lucy Hubbard (VIC Observer)
Georgia Welch (NRC Environment)	Adrienne van Munster (WA Delegation Leader)
Shaylah McClymont (ACT Delegation Leader)	Toby Blyth (WA Delegate)
Lachlan Court (ACT Delegate)	Meghann Gallagher (WA Observer)
Eleanor Hewitt (ACT Observer)	Greg Chapman (WA Adviser)
Calista Beck (ACT Adviser)	Jay Reid (External Review Team)
Lux Umbra Kuzma (NSW Delegation Leader)	Clinton Smith (External Review Team)
Monica Gonzalez (NSW Delegate)	Chris Young (External Review Team)
Alison Maynard (NSW Adviser)	Phil Harrison (Chief Commissioner)
Grace Mitchell (NSW Observer)	David Cossart (Deputy Principal SAIT)
Bryn Catlin (NSW Observer)	Luke Saunders (Deputy Chief Commissioner)
Sean Bond (NT Delegation Leader)	Elston Hynd (Deputy Chief Commissioner)
Lachlan Casburn (NT Delegate)	Dougal Mayor (National Commissioner Adult Training & Development)
Brendan Wilson (QLD Delegation Leader)	Nigel Reece (National Commissioner Youth Program)
Nathan Sears (QLD Delegate)	Ruby Mavor (Deputy National Commissioner International)
Jadzia Clifford-Pugh (QLD Observer)	Cairo Levett (APR Region Youth Representative - Australia)
Belinda Daff (QLD Observer)	Nicola Jones (National Coordinator Olave Program)
Shaun Sandilands (QLD Adviser)	
Thomas Milham (SA Delegation Leader)	
Lauren Vilanova (SA Adviser)	
Josephine Bond (SA Delegate)	
Benjamin Brice (SA Observe)	

**Apologies**

Nil

## Plenary Session 1

### Session Open

Session opened at 10:15am on the 29<sup>th</sup> of January 2021.

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.

### 1.1 Past Minutes and Matters Arising

#### 1.1.1 Minutes of December NRC Remote Meeting

S. De Rota presented the minutes from the remote meeting held on the 15<sup>th</sup> of December 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 15<sup>th</sup> of December 2020.

Moved: NRC Secretary    Seconded: SA

**MOTION CARRIED UNANIMOUSLY**

#### 1.1.2 Minutes of the 2020 NRC Conference

S. De Rota presented the minutes from the previous NRC Conference, held on the 14<sup>th</sup>-16<sup>th</sup> of February 2020.

#### MOTION

That the National Rover Council confirms the minutes as a true and accurate record of the NRC Conference held on the 14<sup>th</sup> to the 16<sup>th</sup> of February 2020.

Moved: NRC Secretary    Seconded: VIC

**MOTION CARRIED UNANIMOUSLY**

#### 1.1.3 Closing of nominations for 2021 NRC Executive and Standing POs

Nominations were closed on at 9am on the 29<sup>th</sup> of January 2021.

#### 1.1.4 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.

## 1.2 NRC Team Report

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 through the Executive

**MOTION CARRIED**

## 1.3 22<sup>nd</sup> Australian Rover Moot

J. McKeown submitted the AIM Report in the form of a video update. Highlights include the structure of the Moot and progress on site negotiations. Registrations are expected to open in mid-2021. The MOT is placing emphasis on planning an event that can run under variable conditions and wish to discuss possible options in the Conference workshops.

## 1.4 External Review Team Update

J. Reid, C. Young, and C. Smith presented the External Review Team (ERT) update. Through 2020 the ERT progressed their examination of the NRC, submitted several papers for consideration, and undertook review to improve their collaboration and effectiveness. Unfortunately, the ERT was not in a position to submit their final report for consideration at the Conference and is expected to be released ahead of the first remote meeting in 2021.

## 1.5 National Team Updates

### 1.5.1 National Chief Commissioner and Deputy Chief Commissioners

P. Harrison thanked E. Bridger and the NRC for their work in 2020. The effects of the COVID-19 pandemic were felt worldwide in Scouting, with the need for Scouts Australia to look at what is the new normal. The rise of online collaboration allowed Scouts Australia to conduct business and save money but cannot be a perfect replacement for face-to-face interaction. Scouts Australia found inspiration for remote scouting by looking at the long-term successes of Lones and -over-the-air type events. A hybrid model of these face-to-face and remote methods is likely going to be normal for years to come.

P. Harrison also spoke on Scouts Australia's new Strategic Plan, due to be adopted by NOC in early February 2021. L. Saunders, E. Hynd, D. Mayor joined P. Harrison in addressing highlights for each of the five strategic areas - best practice youth involvement, growing membership, growing profile, financial sustainability, and improving National-Branch partnerships.

Following the cancellation of major events such as the CBR Moot and AJ2022, Scouts Australia and Branch Chief Commissioners discussed the future of such events in the face of climate change, pandemic, and any other occurrence. The current cycle of major events, impacts on Jamborees, Ventures, and Moots, the Major Event Review, and the need for financial risk management were mentioned.

### 1.5.2 Deputy International Commissioner of Australia

R. Mavor delivered a verbal update to the NRC on International Scouting. All international travel on behalf of Scouts Australia has been suspended until the 31<sup>st</sup> of July 2021, when the global situation will be reassessed. Scouts Australia has appointed a new Pen Pals coordinator, KISC Centenary Camp 2023

Contingent Leader, and World Scout Jamboree Contingent Leader. Due to COVID-19 the SISEP program was cancelled. Additionally, OzVenture, EuroJam, Vietnam Jamboree, and World Scout Moot were postponed. Earth Tribe is a new World Scouting program inviting youth members to complete a series of exciting environmental challenges.

#### **1.5.4 National Commissioner Adult Training and Development**

D. Mayor thanked D. Reed for her contributions to the National Training Committee (NTC) in 2020. Over the past 12 months the NTC has moved from section-based training to program focussed training for adult members, finalised the adventure handbook, redefined the Leader of Adults curriculum, redefined role descriptions for members of the Training Team including recognition of leadership in Youth Program roles.

#### **1.5.5 Assistant National Commissioner Sustainability**

P. McCormick spoke to the achievements of the National Sustainability Team in 2020. There was a focus on support for Scouting@Home, inclusion, and online programming for Groups nationally. Projects working towards Sustainable Development Goals gathered support and the Team worked towards implementing basic Diversity and Inclusion standards for use at all levels of Scouting in Australia. P. McCormick thanked G. Sands and G. Welch for their work in the sustainability spcae on behalf of the NRC.

#### **1.5.6 Deputy Principal SAIT**

D. Cossart spoke to the report submitted on behalf of the Scouts Australia Institute of Training. In 2020 over 250 Rover Scouts gained VET qualifications, the cost of which would exceed \$650,000 if delivered through commercial training organisations. 15 Rover Scouts attended an event management course, 10 of which completed all requirements for qualification. SAIT is currently developing a two-day online event management course to increase the knowledge base in the field.

### **1.6 Branch Rover Council Reports**

Only reports from Tasmania and Victoria were submitted on time and spoken to during the Conference. Late reports will be included as attachments to the minutes.

#### **1.6.6 Tasmania**

O. Holloway spoke to the Tasmanian BRC report, providing highlights against each strategic priority.  
Training - poorly attended due to COVID-19, poor timing with other commitments.

Program - minimal support from Branch for NYP transition, approved 4 BPSA recipients

Governance - implemented outcomes from financial sustainability report, decrease in engagement at BRC level

Marketing - area neglected due to casual vacancy

Learnings - Make sure communication around state events is clear and consistent

#### **1.6.7 Victoria**

M. Saffin spoke to the Victorian BRC report, providing highlights against each strategic priority. See the attached Org chart and other BRCs are encouraged to provide a similar chart.

Training - Rover Training support team ran an online training course, online finance training for subcommittees.

Program - mental health working group established, BRC events run in online format, success in National Plasma Challenge, raised money for Black Dog Institute

Governance - patrol leaders added to BRC committee structure, added Rover-aged finance officer to BRC, policy/procedure/constitutions review.

Marketing - Started Instagram account to reflect popularity among Venturer section

General - A Vic Rover designed the bushfire relief badge at the beginning of the year, which raised much needed funds through its sales Australia wide & even overseas!

### **Session Close**

Session closed at 12:00pm AEDT.

## **Plenary Session 2**

### **Session Open**

Session opened at 12:30pm AEDT.

#### **2.1 Elections of the 2021 NRC Executive and Standing Project Officers**

As per the resolution of the Council at the October 2020 NRC Remote meeting, the NRC Adviser is now the Returning Officer for the NRC. The NRC Chair handed over to NRC Adviser to chair this session.

##### **2.1.1 Close of nominations and candidate speeches**

NRC Adviser confirmed that nominations for NRC Executive and Standing Project Officer (NRC Team) roles was called for a month before the opening of Conference, promoted widely to Rover Scouts across Australia through BRCs and social media. Nominations were via an online form, and they closed at 9am on Friday 29 January 2021.

Branch Rover Council Chairs were informed of nominees so they could confirm their endorsement. The endorsed candidates have now provided confirmation of their training status and their pre-recorded candidate statement, so we are good to commence. In order of their submission, below are the endorsed nominees:

Jake Goodall from Queensland nominated for NRC Secretary and Marketing & PR Officer

Liam Gallagher from Western Australia nominated for Marketing & PR Officer

Matthew Prants from New South Wales nominated for NRC Chair

Kate Zuiderwyk from New South Wales nominated for NRC Secretary

Hugh Crawford from New South Wales nominated for NRC Training & Development Officer

Eleanor Hewitt from Australian Capital Territory nominated for NRC Chair

Nicolas Gardiner from Australian Capital Territory nominated for NRC Vice Chair

NRC Adviser noted that as there was only one nomination for the Vice Chair and Training & Development Officer positions, a vote of confirmation would be held for those positions. No endorsed nominations were received for the positions of NRC Diversity & Inclusion Officer and NRC Environment & Sustainability Officer; the position should be filled as a casual vacancy at the first Remote meeting of the year.

NRC Adviser noted that elections would follow the order set out in By-Laws. Candidates were asked to leave the room and the pre-recorded candidate statement (provided with their nomination) was played in order of nomination received. NRC Adviser recommended that as J. Goodall had nominated for both Secretary and Marketing & Public Relations Officer, should he be elected Secretary, he should consider if he still wanted to stand for the Marketing & Public Relations Officer as well (on the basis of being already elected to another position within the NRC Team).

As COVID-19 has had an impact on the ability of some Rover Scouts to complete Basic Training (Scouting Essentials), the current NRC Exec proposed changes to the usual training requirements for candidates to some NRC Exec roles for 2021 (adopted at the NRC Remote Meeting in December 2020).

Nominees for Chair, Vice Chair and Secretary 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. The Training and Development Officer requires a Wood Badge for their role; due to the importance of lived experience in training, this requirement stays 'as is' for this position.

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

### 2.1.2 Elections of NRC Team

Elections were held for each of National Rover Council Team positions where two or more nominations were received (Chair, Secretary and Marketing & Public Relations Officer); a vote of confidence was held where only one person applied for the role (Vice Chairperson and Training & Development Officer). The following candidates were declared elected:

NRC Team 2021	
NRC Chair*	Eleanor Hewitt (ACT)
NRC Vice Chair	Nicolas Gardiner (ACT)
NRC Training & Development Officer	Hugh Crawford (NSW)
NRC Secretary	Jake Goodall (QLD)
NRC Marketing & Public Relations Officer	Liam Gallagher (WA)
NRC Diversity & Inclusion Officer	N/A
NRC Environment & Sustainability Officer	N/A

Note that all roles were elected for a 12-month term (until the end of NRC Conference 2022), except for the NRC Chair\* (24 month term, until the end of NRC Conference 2023), as per the NRC By-Laws. With no applications for the NRC Diversity & Inclusion Officer and NRC Environment & Sustainability Officer roles, these will again be advertised for by the new NRC Team in the coming weeks.

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

## 4.2 NYP Language

J. Goodall spoke to the paper regarding language for the New Youth Program. Some Rover Units in Australia are using outdated terminology in outward-facing marketing (such as social media) and this paper aims to gather support from the BRCs to promote updating to correct terminology.

### Session Close

Session Closed 2:36pm AEDT.

## Plenary Workshop

### External Review Team - Purpose Paper Discussion

The NRC External Review Team presented a paper discussing the purpose of the National Rover Council. Notes from the workshop are attached in this document.

## Plenary Session 3

### Session Open

Session open 4:30pm AEDT.

#### MOTION

Allow the incoming NRC Executive and Standing Project Officers to attend the remainder of the 2021 NRC Conference as Observers.

Moved: NRC Chair      Seconded: VIC

**MOTION CARRIED UNANIMOUSLY**

### 3.2 Training Prerequisites for NRC Roles

M. Saffin updated The Council on the amendments made to the paper in the lead up to the meeting. These included increased clarity regarding “working towards” training milestones and discussion of the current NRC By-Laws. VIC asserts that the NRC should encourage the best possible training standards for members of its Executive, and that members needed training are able to access it as soon as possible.

#### MOTION

The requested changes to the NRC By-Laws are implemented.

**WITHDRAWN**

### Session Close

Session closed 5:30pm AEDT.

## Plenary Workshop

### External Review Team - Strategic Plan Drafting

The NRC External Review Team facilitated a workshop aiming to refine the strategic goals and priorities of the National Rover Council. Notes from the workshop are attached in this document.

## Plenary Session 4

### Session Open

Session opened at 10:00am AEDT.

### 3.3 Adult Recognition Award Requirements for Rovers

M. Saffin explained an amendment made to the paper expanding the acronym ‘ARA’ to the full ‘Adult Recognition Award’. E. Bridger reminded The Council of recent changes made to the ARA criteria to allow Rover Scouts to be presented with an ARA for service to the Rover Scout section.

**MOTION**

- Workshop and propose to NOC/NEC a process for determining who receives an ARA which is the same in all Branches.
- Ensure that the P&R wording specifies the importance of confidentiality of all ARA nominations processes.

Moved: VIC      Seconded: (not seconded)

**MOTION LOST**

**3.4 Frequency of NRC Meetings**

A. Strachan spoke to the paper aiming to shorten length of NRC Remote Meeting by increasing their frequency. Members of the incoming NRC Executive requested that the paper be shelved until at least the first Remote Meeting so that they have a chance to set their own meeting timeline. VIC withdrew the paper.

**MOTION**

Approve the requested changes to the NRC By-Laws.

**WITHDRAWN**

**3.5 Rover Service Award – Appointment Titles**

O. Holloway presented the paper submitted for comment. M. Saffin expressed concerns about how their Branch will list all other appointments as a priority above Rover Scout, and that adjustments to the internal membership system could better address this issue instead. In response to a question on the effect of Branch administration, O. Holloway asserted that the RSA is operated at a National level and that the position within even the Rover Section is not relevant to the award itself.

**MOTION**

1. The National Rover Council recommend to the National Operations Committee that appointment titles be excluded from the Rover Service Award certificates
2. The National Rover Council recommend a 12-month period be observed in which former recipients in the last 5 years can request a reprint of their Rover Service Award certificate.
3. BRC Chairs lobby their Branch Chief and Youth Program Commissioners to support these movements

Moved: TAS      Seconded: VIC

Abstain ACT (2) NSW (2)  
**MOTION CARRIED**

**1.7 20/21 Actuals and 21/22 Budget**

S. De Rota presented the 2020/21 Actuals and 21/22 Budget draft to The Council for information. There were some questions about how the forecast worked and the budget will be tabled for voting at the next remote meeting.

**3.1 NRC Finances Updates****MOTION**

Close the Rover Scouts Australia Facebook live stream for this agenda item.

Moved: VIC      Seconded: NSW

**MOTION CARRIED UNANIMOUSLY**

E. Bridger provided context to The Council, citing that the financial management of the NRC is haphazard and refers to old documentation. This is a result of updated NEC policies not filtering through to the NRC By-Laws. The NEC can provide support for the NRC's financial management, but the NRC should maintain responsibility for the Rover Development Fund. O. Holloway drew attention to the protections offered on the RDF by the NEC, and cited potential to address this in the future.

#### **MOTION**

- Amend the NRC By-Law Finance Section per recommendations in paper
- Provide a copy of these finance procedures to the National General Manager and the National Finance Manager (via the NRC Chair) to ensure compliance with Scouts Australia finance management requirements, and any obligations under the Australian Charities and Not-for-profits Commission.
- Provide a copy of the updated NRC By-Law Finance Section to the NEC for noting (not approving), via the NRC Chair.
- Task the incoming NRC Chair to write a paper to the NOC (and then the NEC) which requests that a section is added to the end of the Scouts Australia delegation policy table "Schedule of Financial and Other Delegations FY2019/20" (pg. 4), with the content to read per Table 1 above (in line with recommendation).
- Task the incoming NRC Chair to write a paper for the NOC and then NEC to establish in Scouts Australia Policy & Rules that "the NRC are responsible for administering their own finances for the Rover Development Fund and NRC Operations Account in accordance with the National Rover Council By-Laws, supported by the NEC where required" (in line with recommendation).

Moved: VIC      Seconded: TAS

**MOTION CARRIED UNANIMOUSLY**

#### **Session Closed**

Session closed at 11:20am AEDT.

### **Plenary Session 4**

#### **Session Open**

Session opened at 4:30pm AEDT.

#### **4.1      NRC Code of Conduct**

E. Bridger provided an update on the paper following the workshop held at Conference. The updated action requested calls for a working group to be formed, which shall refer to the minutes of the Conference to develop a code of conduct for attachment to the By-Laws. The code shall then become a standing item at all NRC Meetings, and attendees agree to abide by it.

#### **MOTION**

Form a working group to develop guidelines for a "Code of Conduct" to be placed in the NRC By-Laws.

- Form a working group to develop guidelines for a "Code of Conduct" to be placed in the NRC By-Laws.
- This working group should refer to the workshop minutes from the 2021 NRC Conference for guidance and an initial brainstorm, including suggested name changes.
- Once developed, the NRC should begin sending out "Welcome to the NRC" letters again and attach this to the back of this correspondence so that all new members are provided with a copy. The workshop suggested this could be returned signed to the NRC Secretary.

- Once developed, this Code is to be a standing item in all NRC meeting agendas, and by attending you are agreeing to adhere to this.

Moved: ACT      Seconded: QLD

**MOTION CARRIED UNANIMOUSLY**

#### **4.4 Future of BPSA support teams and national program support for the Rover Scout section**

The authors withdrew the paper.

##### **MOTION**

- Formally communicate with the National Youth Program Team with regard to terminology updates in resources, including peak award notification forms.
- Amend the NRC By-Laws to reflect the change to Rover Program Support Teams and amend the description of these teams to support the intention in the body of this paper.

**WITHDRAWN**

#### **4.5 NRC Chair Handover Process**

E. Bridger informed The Council that the NRC Chairperson handover process is undocumented and usually leads to significant information loss. This paper and accompanying workshop aim to improve this process for future Executives of the NRC.

##### **MOTION**

The incoming NRC Chairperson is to form a working group within the first quarter of 2021. The working group will present a proposal for a formal handover process by mid-year 2021.

Moved: VIC      Seconded: SA

**MOTION CARRIED UNANIMOUSLY**

#### **Late Papers**

##### **L1 NRC Conference Hosting for 2022**

M. Saffin spoke to the late paper proposing a hosting arrangement for the 2022 NRC Conference and 2023 NRC Conference. A preliminary budget for the 2022 Conference was provided, as well as details of the agreement between the Victorian and Tasmanian BRCs.

Discussion arose on the intensity of resources for hosting Branches, the role of the NRC Secretary, and the need to review the traditional conference format. The paper was withdrawn by the authors.

##### **MOTION**

- The Council approve Tasmania as the hosts of the 2022 conference, located in Victoria.
- The Council approve Victoria as the hosts of the 2023 conference, located in Tasmania in line with the National Rover Moot.

**WITHDRAWN**

## 2021 NRC Conference Wrap-up/Review

A quick review session was hosted by the NRC Executive. Members of the Council provided feedback and the overall organisation of the 2021 NRC Conference.

Positive notes:

- Conference hosted quite well
- Workshops successful over Zoom, easy to facilitate
- For the given situation, doing Conference online worked well
- Missed seeing people in person
- Workshops worked well and were easy to run over Zoom
- Facebook live was a good way to engage online with grass roots members
- Public workshops were beneficial to grass-roots members
- Fresh perspectives due to public workshops
- Branch hubs were valuable
- Election voting was smooth
- Candidate recording process was good
- Easier to discuss in Branch hubs compared to in person
- Online organisation was good
- The ability to call in experts for discussion was useful

Areas to improve:

- Details for public workshops should be posted further in advance
- Separate links for each session didn't work well
- Scheduling on Saturday morning didn't allow enough time for reports
- It was difficult to find the right link for each session
- The election process could be more streamlined

### MOTION

The National Rover Council formally thanks and congratulates E. Bridger for service to the NRC, and extends thanks and congratulations to the outgoing Executive and Standing Project Officers.

Moved: QLD    Seconded: NSW

**MOTION CARRIED UNANIMOUSLY**

### Session Close

Session and Conference closed at 5:30pm AEDT on the 31<sup>st</sup> of January 2021.