



# Rover Scouts

AUSTRALIA

## National Rover Council 2023 Conference

Charles S Snow Center Centre, Brisbane, Queensland

19<sup>th</sup> – 21<sup>st</sup> January, 2023

### Administration

#### Attendance

Shaylah McClymont (NRC Chairperson)  
Sam de Rota (NRC Vice Chairperson)  
Meghann Gallagher (NRC Secretary)  
Luke Brydon (NRC Treasurer)  
Patrick McCormick (NRC Adviser)  
Zac Geddes (NRC Training & Development/Vic Delegation Leader)  
Steph Cowling (NRC Environment & Sustainability)  
Ben Brice (NRC Environment & Sustainability Elect)  
Dylan Shaw (NRC Retention Project Officer)  
Bryn Catlin (ACT Delegation Lead)  
Liam Mack (ACT Delegate)  
Emma Rahman (ACT Observer)  
Calista Beck (ACT Adviser)  
Lachie Page (NSW Delegation Lead)  
Leigh Jonassen (NSW Delegate)  
Mackenzie Pearce (NSW Observer)  
Patrick Dunstan (NSW Observer)  
Alison Maynard (NSW Adviser)  
Isabella Mairou (NT Delegation Lead)  
Samantha Loh (NT Delegate)  
Jessica Hernandez (Qld Delegation Lead)  
Jake Goodall (Qld Delegate)  
Max Manson (Qld Observer)  
Amanda Brown (Qld Observer)  
Paul 'Caeser' Lappin (Qld Adviser)

Tomas Schmied (SA Delegation Lead)  
Jack Kitson (SA Delegate)  
Brad Thompson (Tas Delegation Leader)  
Emily Ezzy (Tas Delegate)  
Izaak Kitching (Vic Delegate)  
Stephen Carter (Vic Advisor)  
Alex Costin (Vic Observer)  
Nicola Dangerfield (Vic Observer)  
Chloe Feil (WA Delegation Lead)  
Max Vinning (WA Delegate)  
Kelly Gallagher (WA Observer)  
Emma Groeneweg (WA Observer)  
Delshard Mozdehinia (WA Adviser)

Thomas Milham (Deputy Principal SAIT – Under 30)  
Liam Brown (Deputy National Commissioner Adult Training & Development)  
Brendan Watson (Chief Commissioner of Australia)  
Geoff Doo (Chief Commissioner of Queensland)  
Julia Miller (Acting National Commissioner Youth Program)

## **Apologies**

Liam Gallagher (NRC Marketing & PR)

## **Plenary Session One**

### **Session Open**

Session opened at 9.00am on 19<sup>th</sup> January 2024.

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 and present.

We are 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. Acceptance of Previous Minutes**

#### **1.1. Minutes of the November NRC Remote Meeting**

S. McClymont presented the minutes from the November Remote meeting for approval.

#### **MOTION**

That the National Rover Council confirms the minutes as a true and accurate record of the November Remote Meeting.

**Moved:** NRC Executive   **Seconded:** Qld

**For:** ACT (2), NSW (2), NT (2), SA (2), Tas (2), WA (1)

**Against:**

**Abstain:** WA (1)

**MOTION CARRIED**

#### **1.2. Minutes of the 2022 NRC Conference**

S. McClymont presented the minutes from the past NRC Conference, held on the 20<sup>th</sup>-22<sup>nd</sup> January 2023, noting that these had been confirmed in principle at the April 2023 Remote Meeting.

#### **MOTION**

That the National Rover Council confirms the minutes as a true and accurate record of the NRC Conference, held on the 2th-22<sup>nd</sup> January 2023.

**Moved:** NRC Executive **Seconded:** Vic

**MOTION CARRIED UNANIMOUSLY**

#### **1.3. Confirmation of 2023 Executive and Standing Project Officer nominations**

Nominations were closed at 9am on 18 November 2023.

#### **1.4. Action Item List**

No actions were discussed/outstanding.

### **2. NRC Team Report**

The NRC Executive and Standing Project Officers presented their combined report, outlining projects undertaken and achievements made throughout the year.

#### **MOTION**

That the National Rover Council Team Report be noted

**Moved:** NRC Executive **Seconded:** NSW

**MOTION CARRIED UNANIMOUSLY**

### **3. APR Regional Youth Representative Update**

D. Love spoke to the tabled report, and provided an update regarding the APR RYR portfolio. Key points in the report included that a contingent leader for NZ Moot has been selected and registrations will be opening soon, further international team roles will be opening soon, as well as some changes to how international events are run. In addition, the World Moot Contingent Leader roles will be open in the middle of the year.

## 4. National Team Updates

### 1.4.1 International Commissioner of Australia

D. Mozdehinia spoke to his report, including upcoming international opportunities for Rover Scouts and that Kandersteg are looking for seasonal staff.

### 1.4.2 Deputy Principal SAIT – Under 30

T. Milham provided a verbal report. Key points included troubleshooting some technical issues with online enrolments, with developments coming soon to make SAIT enrolment easier, and the incoming launch of an online learning portal for SAIT modules.

### 1.4.3 Adult Training and Development

L. Brown provided a verbal report. Key points included that the ATD team is looking at development opportunities and lots of projects to holistically improve the training experience for adult members. The team is looking to update on-demand Scouting Management modules to ensure they are up-to-date, as well as a broad review of the Scouting Leadership curriculum, as the program that was implemented at the change of program is now misaligned to member needs now that One Program is embedded.

Additionally, L. Brown noted that the ATD is about to launch youth training pathways to recognise Rover Scouts who have been long-term participants in Scouting as they have many skills that are looked at in training. There will be piloting of a pathway to fast track the Certificate of Proficiency if you've been involved in the Program and will be holding a workshop during Conference to discuss this pathway.

Other projects discussed include forming the next Scouts Australia youth narration team, piloting a core skills program, updating training of trainers, review of certain specialty courses such as survival first aid, renewal changes to Childsafe and WHS mandatory units.

## 2. Branch Rover Council Reports

Written Branch Rover Council Reports that were submitted can be found in the NRC Sharepoint. Verbal reports were also provided, with key points being summarised below.

### ACT

- Held Roventure and some other events which have been good experiences

- Sent a sizeable contingent to Tasmania for AIM at the start of 2023, with the general feedback being that Rovers enjoyed themselves
- Several ACT Leaders have been involved in the upcoming Governor-General's camp and have put in a lot of hard work
- ACT have gone to international events such as Africa and Switzerland

## **NSW**

- Have sent NSW Rover Scouts to AIM, Africa, Switzerland, and New Zealand Moot
- 3 events have been run as a council: the Rover ball, bush dance, and awards dinner, with plans on bringing these events forward
- The NSWBRC nearly has a full council
- There have been some ups and downs with training at a Branch level, some mandatory training has been introduced that has caused some issues with registration
- Ongoing issues occurring with enrolment around Scout Hub that is not fit for purpose

## **NT**

- It has been an interesting year for NT Rovers particularly surrounding governance and restructuring of the BRC
- Attended the Youth Program Conference in Sydney and it was a turning point in restructuring the BRC, lots of other Branches and BRCs helped NT to work out what was needed
- All but one council positions are filled, which is the most positions filled at once, with a focus on succession planning as well
- Lots of NT Rovers have been attending interstate events such as AIM and Mudbash
- The first BPSA on the One Program has been awarded
- Focus has been on retention and recruitment, with a shift to marketing and building up numbers

## **Qld**

- Have held a lot of good events this year, with the highlight being the Centenary Rover Ball, which had attendees from every state.
- Have a full calendar of events for 2024.
- Opened Auchenflower Rover Scout Centre (ARSC)
- Training officer is putting together a subsidy to do AA training to get Rovers trained as AA Guides
- Aligning the Queensland Rover Scouts strategic plan with the branch strategic plan
- Queensland Rover Scouts have gone to Africa Moot and KISC
- Cyclone Jasper has torn apart a lot of North Queensland, and the Christmas storms and flooding has damaged the south of Queensland, there has been lots of damage to properties.

## **SA**

- Have been developing training advertising thanks to Thomas Milham

- Program has had a lot of improvement around branch events, Moot X and Rivermoot both ran with interstate participation, these two events will be continuing again
- Sent a large delegation New Zealand and some to Africa
- The new executive started in November, got a bit stalled with some issues, however are looking to start fresh in the new year
- Financial team is still not operating on a budget as there were issues with changeover of treasurers. A budget will hopefully be approved at the February meeting. SA are also currently recovering a missed year of fees due to late sending out of invoices that led to Branch waiving fees
- Currently 133 registered Rover Scouts, with no significant decline or increase in numbers

#### **Tas**

- Kicked off 2023 with a bang at AIM, they are very proud of the team and can't wait to attend the next Moot as participants
- After AIM, things slowed down a bit, however still celebrated 100 years of Rovering in Tasmania with the 100 Years Ball (which had 100 attendees)
- Saw the return of the annual Sea Scout regatta, where the AGM is held
- Booted quite a few people, numbers are currently sitting at around 40 members

#### **Vic**

- Have been developing Unit Management and Personal Development courses
- Around 30 BPSAs awarded when the old award scheme was phased out
- Held events and continue to have committees organising Mudbash, Surfmoor, and MARB
- Regional events have also been strong
- Booster adventure was run; a sectional camp designed to develop OAS skills, with mixed success with Rover implementation
- New State Commissioner Rover Support and two assistant commissioners have been appointed, so hoping to have a culture change
- Restructured the marketing team, rather than having just one person, to share the load and prioritise certain marketing aspects
- Working on strategic plan and rules of debate

#### **WA**

- New executive has commenced their terms with all positions filled
- Have gained a lot of new assets, however also suffered losses such as the disappearance of an entire shipping container, theft of trailers, and Branch storage sites being broken into.
- Added five new events to the WARC rotating calendar such as Maymoot
- Have had a complete governance restructure, scrapping the collage of policies in favour of a single document WARC By-Laws, after a 2 year implementation period
- Very excited to host the next Australian Moot
- Have had very strong attendance at international events such as Africa Moot and KISC
- Awarded 2 Rover Service Awards and 5 Quality Rovering Awards

- Have seen a lot of strong program growth and lots of membership retention
- While technically membership has gone down, this is due to getting previously booted members off the books on MyScout, have noted that active participation is really high at the moment

## **Session Close**

Session closed at 9.55am.

## **Plenary Session Two**

## **Session Open**

Session opened at 11.08am on 19<sup>th</sup> January 2024.

### **2.1 Elections of the 2024 NRC Executive and Standing Project Officers**

As per NRC By-Laws (Part I: National Rover Council – Standing Orders, Article 4: Voting and Election of The NRC Executive), the NRC Adviser is the Returning Officer for the NRC. The NRC Chair handed over to NRC Adviser (P. McCormick) to chair this session.

#### **2.1.1 Close of nominations and confirmation of candidates**

Nominations for NRC Executive and Standing Project Officer (NRC Team) roles were formally opened before the November Remote Meeting, and promoted widely to Rover Scouts across Australia through BRCs and social media. Nominations were received via an online form, and they closed at 9am on 18th November 2023.

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 the roles and then who submitted, below are the endorsed nominees:

Jake Goodall from Queensland nominated for Secretary  
Bradley Thompson from Tasmania nominated for Secretary  
Dylan Shaw from Queensland nominated for Secretary  
Zac Geddes from Victoria nominated for Training & Development Officer

NRC Adviser noted that as there was only one nomination for the Training & Development Officer position, a vote of confirmation would be held for this position. No endorsed nominations were received for the positions of Diversity & Inclusion Officer and Marketing & Public Relations Officer; these position should be filled by appointment by the NRC Chairperson and endorsement by the NRC.

### 2.1.2 Elections of NRC Team

NRC Adviser noted that elections would follow the order set out in By-Laws. Candidates in attendance were asked to leave the room during the election for their nominated role. Each Candidates' pre-recorded statements (provided with their nomination) were played in order of nomination received, with the NRC then invited to ask questions of each candidate.

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

NRC Team 2023	
NRC Chair ( <i>elected in Nov 2022</i> )	Shaylah McClymont (ACT)
NRC Vice Chair	Max Manson (Qld)
NRC Secretary	Bradley Thompson (Tas)
NRC Treasurer	Luke Brydon (Tas)
NRC Diversity & Inclusion Officer	<i>Vacant</i>
NRC Environment & Sustainability Officer	Ben Brice (SA)
NRC Marketing & Public Relations Officer	<i>Vacant</i>
NRC Training & Development Officer	Zac Geddes (Vic)

### 3.1 BPSA Name Project Patrol Update

J. Goodall spoke to the tabled report. After a large amount of engagement on the survey, including 178 total Rover Scout responses, the data was aggregated and analysed, and found that the majority of respondents would not change the name of the peak award. Recommendations were presented.

#### **MOTION**

That the National Rover Council accept the recommendations in the tabled report and formally thank the Working Group on their time and effort put into this project.

**Moved:** NRC Executive **Seconded:** Qld

**MOTION CARRIED UNANIMOUSLY**

### **3.2 Rover Retention Working Group Update**

D. Shaw spoke to the tabled report, highlighting that the retention survey has been put out publically, and requested BRCs to share this widely within their Facebook groups and through other channels. There have been 101 responses, across all BRCs so far. The working group will be meeting at the end of January to work through the responses from the survey.

#### **MOTION**

That the National Rover Council note the tabled report, share the survey, and encourage members to provide feedback to the working group.

**Moved:** NRC Executive **Seconded:** Qld

**MOTION CARRIED UNANIMOUSLY**

### **Session Close**

Session closed at 12.00pm.

## **Plenary Session Three**

### **Session Open**

Session opened at 3.01pm on 20<sup>th</sup> January 2024.

### **3.3 NRC Operational Plan & Strategic Plan Updates**

S. McClymont provided an update to the NRC Operational Plan, which was developed to sit under the Strategic Plan to provide deliverables and actions. In the light of recent discussion surrounding the Scouts Australia Business and Strategic Plans, there is a question of whether this document is still relevant, or whether it should be amalgamated with the Scouts Australia Business plan. S. McClymont noted that this will be a discussion at the NRC's first remote meeting.

S. Mclymont also highlighted achievements from the Strategic Plan in the last 12 months, including an induction pack for NRC, enquiries into RoverScope for Jamboree 2025, facilitation connections between BRCS and Venturer Branch Councils, a national Rover calendar, examinations of mechanisms from gathering

views from other sections to determine what a broader youth forum could look like for the NRC, and scoping attending various world conferences to broaden international connections.

L. Page asked what accountability measures were in place throughout the year, and if these documents will be brought up at Remote Meetings. S. McClymont noted this document was tabled after the Executive planning meeting, and the Planner on the Teams channel and the NRC Team Reports from throughout the years mention what has been actioned in order to maintain accountability.

### **3.4 NRC Financial Report**

L. Brydon spoke to the tabled paper, regarding the financial year from 1/04/2022- 31/03/2023. A total deficit was made due the fact levies were suspended off the back of a previous financial surplus due to the implications of Covid-19. The RDF has a surplus with a total balance just over \$250,000. He also noted that this report was tabled at this meeting to provide feedback and will be ratified at the next remote meeting, as there are some unallocated items. Not all information was received from NST to allocate all expenses, and this document may change to some degree however loss is unlikely to change as a total.

#### **MOTION**

That the National Rover Council accept the Treasurer's report and financial statements

**Moved:** NRC Executive **Seconded:** Tasmania

**MOTION CARRIED UNANIMOUSLY**

### **3.5 NRC 2024-2025 Budget**

L. Brydon spoke to the tabled paper, noting there were no material changes to the budget, with previous budget figures being indexed by the appropriate CPI group. It was noted that this document is currently a working paper.

L. Page asked for a breakdown of the \$190 admin costs for Conference, as flights was a separate line item. S. de Rota clarified that the breakdown evolves from tenders submitted to run Conference, so is variable depending on location, with S. McClymont noting the Conference budget is usually quite tight. L. Brydon noted that as Treasurer he set the line items and then found accommodation etc that fits that. L. Brydon agreed that a more detailed breakdown could be provided after Conference.

L. Page also asked what the costs of the Executive meeting are. S. McClymont noted that due to inflation, costs have increased and that if there are any surpluses from the Executive meeting, they go back into the NRC.

L. Page noted most adjustments were upwards and asked if this would affect levies. L. Brydon noted that levies are determined by the By-Laws which includes a built-in 2.5% increase every year.

T. Schmied enquired about the RDF balance, L. Brydon noted that the RDF stays constant, but as the RDF income is highly subject to financial markets, realistically it is hard to budget for so are working on averages.

T. Schmied also noted that given the workshop run regarding fundraising, are there plans in place to minimise the deficit. L. Brydon confirmed this as a deficit of \$6000 is unsustainable and we should be working towards breaking even, with new income streams being a way to do this without increasing the burden of levies on BRCs. S. De Rota noted that if any BRCs had ideas on how the NRC can make money to let the Treasurer know.

L. Page asked how long the NRC can operate at the current loss. L. Brydon responded that realistically the deficit is increasing as levies are not keeping up with inflation, however the NRC can continue to operate for a while. While it is not an immediate issue, it is not desirable to be at the point where costs need to be cut at the expense of performance. The long-term impacts have been noted, also balancing with the fact that the NRC Executive does not want to put pressure onto the BRCs by increasing levies.

E. Rahman questioned the disparity in per-person costs for Conference and the Executive meeting, L. Brown responded that this was due to economies of scale - as the Executive meeting only has 5 attendees, it costs more to feed people and supply resources per person when split amongst 5 than when split among 40+ conference attendees. P. McCormick also noted that this takes into consideration where people may be travelling from. S. McClymont noted that with the changes to when the Executive is voted in we will be able to forecast costs earlier in the year as we will know where people may be travelling from. L. Brydon noted that reporting can be undertaken of what these costs are once they have occurred.

S. McClymont advised that any further questions should be directed to Luke, and that this report would be ratified at the first Remote Meeting of 2024.

### **3.6 National Youth Program Team Update**

J. Miller provided an update from the NYPT including the following points:

- The previous National Commissioner ended their term earlier than expected so the NYPT National Commissioner role will be advertised in February to find a permanent replacement
- Policy has been reviewed and approved regarding Tier 1, 2, and 3 events, with the final piece of drafting underway to replace the major event guidelines.
- Plans are in place to have in-depth conversations with Qld and WA surrounding the Moot bid processes and to use the real-life experience of these committees to review the process as Moot is the first event that has used the new documents and processes.
- Character development courses are in the final stage of organisation
- Childsafe 'I statements' are now included on Scouts || Terrain and factsheets are available on pr.scouts regarding how to have conversations about being a Childsafe Unit for the Introduction to Section
- Work has commenced with the NYPT and training space to review links between OAS 'I statements' and AA skills appointments
- NOC and NEC have approved additional funding for a second paid stage member to support program initiatives, this will hopefully come into effect in the first half of the year; this person will be involved with program resource development and rollout.
- Thanked Jake and the project patrol for their work on the BPSA name review.

Z. Geddes asked whether the Character Courses are meant to act as Leadership Courses, and if there is a reason for the language change. J. Miller responded that this was in response to review of the program, noting that leadership could be perceived as a narrow content space; with character being included as a SPICES review tool it allows the courses to be opened up more broadly. These courses are another option to the Personal Development Courses, if Branches have developed courses in the interim while there has been no National direction these can still run (potentially with National approval), however the National courses will also be a well-resourced option.

### **3.5 Ratification of Marketing & PR Officer**

S. McClymont noted that in a previous plenary session the NRC had empowered the Chairperson to appoint the remaining 2 roles on the NRC team to avoid delays. An expression of interest had been received for the Marketing & PR Officer which Shaylah will appoint, to be ratified by the Council.

**MOTION**

That the National Rover Council ratify the EOI for Marketing & PR Officer

**Moved:** NRC Executive **Seconded:** NSW

**MOTION CARRIED UNANIMOUSLY**

#### **4.4 Rover Challenge 2023 Review**

S. De Rota spoke to the tabled report, noting the recipients of the grant in 2023 and how the process works. He noted that there were no applications with the second round of the grant, and that in handover, M Manson will action following up the recipients of the first round of the grant and do some promotion of the things that have been done.

M. Vinning asked whether if an application is submitted early in a round when the money would be received, and whether you could apply a second time for the same activity. S. De Rota recommended applying twice, and that there is nothing that says you can't apply twice, as the grants are determined based on what applications are received in each round.

**MOTION**

That the National Rover Council note the tabled report

**Moved:** NRC Executive **Seconded:** ACT

**MOTION CARRIED UNANIMOUSLY**

#### **4.3 Review Implementation Team Update**

P. McCormick spoke to the table report, with the purpose of the paper being to provide a background of what was done, and to provide transparency regarding the project. This paper will be voted on at the next Remote Meeting, and the draft report is presented for consideration.

L. Page questioned recommendation 10, 11, and 12 regarding Conference as being completed, despite not lining up with AIM. S. McClymont responded that there was still a financial cost to get people who were not at Moot to Conference, and there was pushback from Conference and Moot attendees who did not want to attend both consecutively. P. McCormick noted that papers and general consensus at the time noted that running Conference straight after a Moot was undesirable as people were exhausted, sick, or unable to make both events.

L. Page also questioned recommendation 12, and asked whether during school holidays is considered a 'low travel season'. P. McCormick responded that all the numbers consulted and analysed are in the paper. S. McClymont also noted that other times were looked at but Conference dates do need to be coordinated around other national team meetings. Furthermore, different dates and times have been explored, but they have other negative consequences, and there is typically no option which is considered perfect.

J. Goodall expressed concern at the limited amount that had been completed from the report, given that it was a massive undertaking and to get nowhere with this effort is disappointing. P. McCormick responded that in fact, work has been completed and these efforts are still important, with S. McClymont adding that there are still some pieces with things in the works.

B. Catlin questioned certain recommendations such as 18 and 19, with the understanding that they have been partially completed, without reporting. P. McCormick responded that some of these are procedural reasons, such as (in the case of recommendation 19) a template being created but the template not being used yet at this point in time, or documents being updated. Once these small boxes are ticked they will be marked as fully completed. S. De Rota also noted that each non-complete recommendation has included a rationale as to why the recommendation has not been completed. S. McClymont also noted that this is a very detailed look at each recommendation, rather than a broad review of the overall plan.

### **Session Close**

Session closed at 5.27pm.

### **Plenary Session Four**

### **Session Open**

Session opened at 11.01am on 21st January 2024.

#### **4.1 Aboriginal Name Tape**

L. Page spoke to the tabled paper, noting that it was to provide visual recognition of what Aboriginal lands Rover Scouts are from.

M. Vinning noted that this was a good idea and an important step in the right direction for reconciliation.

Z. Geddes supported the idea in principle but had a few questions, including what consultation had been undertaken. L. Page reiterated that local land councils had been contacted to check approval and confirm spelling, and this would be an expectation for Rover Scouts organising these badges, and the onus is on Regions and Units to contact their land councils.

Z. Geddes also noted that a potential issue could be that Indigenous land rights and claims may be inconsistent, thus muddying how approval is provided, as such should such a system be opt-in. L. Page confirmed that this would be an opt in system. Z. Geddes noted that strong guidelines would be needed to ensure the relevant consultation steps were followed.

Z. Geddes also noted that tape badges often have a character limit, and whether this would be a practical constraint. L. Jonassen noted that this would be developed in policy and would be the same as any other long name tape.

B. Thompson asked whether the minimum number of badges able to be ordered was 24. L. Page confirmed this would be the case and noted that orders would be placed at a Unit/Region level.

J. Kitson asked whether this would be rolled out to other sections? S. McClymont noted that from a governance perspective it is more favourable to change the uniform policy for all sections rather than changing the policy for one section.

A. Brown noted that Queensland were keen to support the action but agreed it was important to ensure that members who wear the badge are empowered to be able to discuss why they wear the badge and what it represents, nothing that consultation with First Nations peoples must be done first.

B. Catlin noted that while it was a move in the right direction for reconciliation and they appreciated that consultation had been sought in the paper, ACT did not feel comfortable making a decision until the consultation had been made themselves. Particularly within the ACT Indigenous land rights are not as clear, with multiple overlapping contested nations. Thus it is important to tread cautiously and not

make errors as there could be potential issues if a member of one community sees their land being represented by a different name.

P. McCormick noted that the motion was an excellent one, and reminded the table that there is no perfect answer when it comes to reconciliation, as different First Nations peoples have different perspectives, so it should not be assumed an absolute decision could be made.

S. McClymont moved the below amendment to the action item, on the basis that the NRC is keen to move away from proposing things to committees, rather assigning someone to write draft papers that can be then submitted directly.

**AMENDMENT**

That NSW BRC will draft an NOC paper and relevant P&R changes and provide them to the NRC Chair to provide to NOC.

**Moved:** NRC

**Seconded:** Tas

**AMENDMENT PASSED UNANIMOUSLY**

L. Page asked if there would be a timeline regarding these outputs; S. McClymont replied they were comfortable not to impose anything but could if it was preferred.

B. Catlin encouraged BRCs that have cited wanting to move this paper forward to begin the consultation process as soon as possible if accepted, so that the process can begin pre-emptively before it goes to NOC.

S. McClymont noted that likely one of the major questions asked at NOC would be what would happen if the outcome of consultation is a refusal to create the badge, and how do we manage expectations of members in that area if that is not the avenue for reconciliation. Additionally, what measures are we taking more broadly to ensure this is not just a badge on a uniform.

E. Ezzy proposed the below amendment

**AMENDMENT**

During the drafting of the paper for the NOC, the NSW drafting team will consult with other First Nations groups from other Branches to ensure a wider pool of consultation.

**Moved:** Tas

**Seconded:** ACT

**AMENDMENT PASSED UNANIMOUSLY**

L. Jonassen noted that there would still be an onus on the Groups and Branches creating the badges if passed to undertake consultation as well.

**MOTION**

That the National Rover Council undertake the action items listed in the tabled paper

**Moved:** NSW

**Seconded:** WA

**MOTION PASSED UNANIMOUSLY**

## **4.2 NRC Carbon Offset Calculator**

B. Brice spoke to the tabled information paper, noting that carbon offsetting for events is an option for when there is nothing else that can be done to make events more sustainable. He also noted that the paper would be reviewed at next Conference to see how it has worked throughout the year and to use those findings to make the next Conference more sustainable.

## **4.5 NRC Induction Pack**

S. De Rota spoke to the tabled information paper, noting that as it is not attached to the By-Laws, if anyone in the future wants to make changes to it, they can be facilitated without the procedural requirements. The document is designed for Branch Delegates, but also would be generally useful for people joining the NRC Executive/Team. The purpose is to demystify the long and complex By-Laws, and make them more accessible and to equip people for their first NRC meetings.

Feedback is not as timely as with other papers, but any feedback should be suggested as a comment on the document.

## **4.7 Environment and Sustainability Event Requirements**

S. Cowling spoke to the tabled paper, highlighting the need for young people to set a standard and take action in a time of climate change and extreme environmental

issues. The paper includes a trial period and implementation roll out, to allow events to see how the requirements work, which will then be reviewed at next Conference. These guidelines could set the standard for other youth organisations.

Victoria moved to take the discussion to an unstructured debate; seconded by ACT. The motion carried, and an unstructured debate commenced, with S. McClymont limiting the time to 20 minutes.

Z. Geddes noted that it was important to remove the recommendation to fine events or do service, and will note that there are concerns with part 2 of the checklist regarding venues as many of the requirements are very hard to achieve in Victoria. They noted that if people do not achieve perfect scores then the guidelines may be creating a culture of guilt. S. Cowling rebutted this by noting that if a section of the checklist is not applicable that can be noted, and that venue sections are only one part of the extensive checklist. The requirements pull wording verbatim from WOSM guidelines, and also acknowledges that it is hard to cover all kinds of events with one checklist. Regarding the guilt component of the comment, the narrative surrounding the checklist is to achieve as much as possible, rather than everything and it puts ideas and sustainability in event committees' minds; furthermore when it comes to environmental actions it is important to acknowledge the way that things are and that individuals and committees can only do what they can.

E. Ezzy worried that some portions of the checklist were too prescriptive, and suggested that a recommendation regarding reusable crockery may not be viable for younger Sections. S. Cowling responded that the guidelines in their current stage are just for Rover Scout events, perhaps there is the possibility it could be expanded after the trial period. She also reiterated that if individual items are not applicable, there are plenty of other opportunities to boost the overall score, and that if, at the end of the trial period, the checklist as a whole is found to be too constricting, there is review built in to rewrite a less prescriptive checklist.

B. Catlin commented that the table seemed to be getting bogged down with issues on specific recommendations in the checklist, however the individual points are less important, rather the checklist should be reviewed holistically. While environmental responsibility may be a bit uncomfortable and may require some additional work, the minimum score is still quite a low threshold given that many of the checklist items are already being done to obtain easy points. M. Vinning agreed with this point, and noted that if BRCs can't meet the minimum threshold, their event management planning needs to be seriously reevaluated. He also recommended that the overall outcome, of creating sustainable events and having a net positive impact on the climate be reevaluated in light of the Promise & Law.

T. Schmied asked if this would be applied to all events happening in the trial period. S. Cowling responded that it would be used for as many major events as possible, with a few key events particularly to see how they run.

Z. Geddes noted that regardless of the outcome of the vote, the requirements would be taken back to Victoria and given to the Mudbash, MARB and other event committees to gauge how it runs and if much extra effort is required. Z. Geddes also noted that a percentage based system of what is applicable could be implemented to include certain events that may not require each section of the checklist. This was taken on notice to be considered throughout the year.

A. Brown emphasised that this is a guideline not a policy, and it is a working document with an implementation period so we can see how it goes. M. Vinning however asked BRCs who have lobbied for the watering down of the language in these guidelines to reflect on this, as it should not be used as a cop out to not put the effort in to run sustainable events and not follow the guidelines.

S. Cowling recommended reaching out to Ben and the Environment & Sustainability team and they will provide resources, recognising that not everyone has a background in sustainability, and this is what the team is there to assist with.

#### **MOTION**

That the National Rover Council hold a vote at the end of the implementation period on the creation of a new article within the NRC By-Laws to state 'Branch councils should implement *National Rover Scout Environment and Sustainability Guidelines for Large Events* within their own event policies'

**Moved:** NRC

**Seconded:** WA

**MOTION PASSED UNANIMOUSLY**

#### **4.8 Rovers Wearing Adult Recognition Awards**

E. Ezzy spoke to the tabled paper. WA moved to take the discussion to an unstructured debate; seconded by Victoria. The motion carried, and an unstructured debate commenced, with no time limit being set.

B. Catlin suggested putting the badges on alongside the additional awards. L. Page noted it would make sense to go on the left as that is where they go on the blue shirts.

M. Vinning questioned if this was a big enough issue to warrant a paper changing the uniform policy. E. Ezzy noted that there was no clear guidelines, and L. Page added that while it is included in the adult uniform policy, it should also be codified in the youth uniform policy given youth members do wear these awards and have put in significant work to achieve them. B. Catlin noted that pushback to this paper could come from a position of privilege, as it downplays the fact that anyone wearing the female uniform is affected by this issue. While it may be a small issue, we should still pursue the small fix as it may be impactful.

Z. Geddes noted there is a broader issue surrounding the design of the female uniform sleeves.

S. De Rota noted that BRCs are empowered to make changes and amendments at will to their Branches' uniform policy.

A vote was held regarding where the proposed badge placement should be:  
With additional awards: ACT (2), Qld (2), Tas (2), SA (2), NSW (1), Vic (2), NT (2)  
Under OAS badges: NSW (1), WA (2)

#### **MOTION**

That the National Rover Council propose to the relevant National Committees that the badge location descriptions be with additional awards, and the Rover Uniform layout guide be updated to reflect this

**Moved:** Tasmania

**Seconded:** NSW

**For:** ACT (2), NSW (2), NT (2), Qld (2), SA (2), Tas (2), Vic (2)

**Against:** WA (2)

**MOTION PASSED**

#### **4.6 AIM Report**

B. Thompson spoke to the report and passed on to N. Ball to speak to the report. It was noted that this report was submitted for the October Remote Meeting, resubmitted in November and then withdrawn on the basis that it needed BRC feedback. Only ACT provided feedback on the report.

#### **4.11 AIM Welfare Report**

C. Beck spoke to the tabled report. Background was provided in regard to welfare at AIM needing restructuring, which is covered in the report.

It is recommended that the WA Moot committee and any other major events read the report and take on recommendations as required. Recommendations span contingent, site, and event levels, and are not aimed at any one particular group or section of Rover Scouts. It is also encouraged that the report be taken back to BRCs, and the ACT encourages all BRCs to submit papers if they believe any content in the report needs to be formalised.

#### **4.9 Building a Representative Youth Network**

E. Groeneweg spoke to the tabled paper that had been inspired by workshop discussions earlier at Conference. This would provide a regular opportunity for youth members to be directly connected to decision making, with their voice being heard on issues as they happen. B. Catlin remarked that the team is very keen for this endeavour to be successful.

B. Catlin noted a conflict of interest regarding this paper and removed himself from the table.

S. McClymont noted that the lead in allows time to liaise with other National teams such as NYPT.

L. Page questioned whether anything has run in the past that has since been removed. B. Catlin responded that these are questions that would be faced at NOC, with E. Groeneweg expanding that the forum has previously been run but in different formats. L. Jonasseen asked whether this iteration would be different to those previous forums; E. Groeneweg responded that there would be Section-specific tailored sessions. B. Catlin noted that if this was in reference to NYC, the scope is different, rather than appointments from Branches, this forum would be open to anyone so has a larger scope and has fewer barriers to entry, making it more inclusive. T. Milham noted that he was on the NYC, and personally thinks the program now better lends itself to youth involvement than in the days of NYC, and that technology allows greater accessibility to regional and remote Scouts.

M. Manson asked if we were looking to appoint a project officer at Conference, B. Catlin replied that while the date is still being scoped, they are happy to wait and empower Shaylah to appoint a project officer either through existing networks or opening a tender.

T. Schmied asked what the desired output of this forum would be. E. Groeneweg responded that the end report would focus on what youth members understand to be issues within Scouting, with final action recommendations for that.

**MOTION**

That the National Rover Council take the actions noted in the paper.

**Moved:** ACT

**Seconded:** Victoria

**For:** ACT (2), NSW (2), NT (2), Qld (2), SA (2), Tas (2), Vic (2)

**Against:** WA (2)

**MOTION PASSED**

#### **4.10 Attendance of Remote Meetings**

Z. Geddes spoke to the tabled paper, outlining that it was to ensure there is clear wording in the By-Laws that Branch Observers are able to attend remote meetings.

L. Page disagreed that the current wording was not ambiguous, and that it could concerns with voting amounts, Z. Geddes responded that the By-Laws are quite clear elsewhere in regards to how votes are allocated to BRCs.

M. Manson noted that having Observers attend Remote Meetings is very beneficial to newer members so they are aware of what happens at NRC before attending Conference.

**MOTION**

That the National Rover Council make the proposed changes to the By-Laws

**Moved:** Victoria

**Seconded:** South Australia

**For:** NT (2), Qld (2), SA (2), Tas (1), Vic (2), WA (2)

**Against:** NSW (2), Tas (1)

**Abstaining:** ACT (2)

**MOTION CARRIED**

**Conference Close**

Session closed at 2.30pm