



SCOUTS AUSTRALIA
MINUTES FOR THE 488TH MEETING OF THE
VICTORIAN ROVER COUNCIL
HELD AT VICTORIAN ROVER CENTER
WEDNESDAY, 27TH APRIL 2022, AT 7:30PM

1	Welcome	
1.1	Flag Break	Kieron Younger
1.2	Attendance & Apologies Apologies – Maddy, Scotty, Tiff, Jody	Maddy Packer
1.3	Acknowledgement of Country Scouts Victoria acknowledges the Australian Aboriginal and Torres Strait Islander peoples of this land. We acknowledge the traditional custodians of the lands on which this event takes place. We pay our respects to ancestors and Elders, past and present. We are committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.	
1.4	Conflict of Interest –	

2	Congratulations, Guest Speakers, Presentations and Formal Thanks	
2.1	Good on Ya Mate – Council acknowledges and thanks the exceptional contributions to Rovering over the past month.	
2.2	Guest Speakers & Presentations:	

3	Items for Consent	
3.1	Minutes of the previous VRC Meeting	Kieron Younger
	Motioned: South West Seconded: Bays	
3.2	Correspondence	Maddy Packer
3.3	VRC Financial Report	Jody Freeman
3.4	Decisions of the VRC Chair to be ratified	Kieron Younger
3.5	Nominations for the Baden-Powell Scout Award	Regions

4.1	Chair	Kieron Younger
	<p>Thanks to all rovers and advisers who helped support the CBD ANZAC day march and local services around the state</p> <p>For those who are not aware, Rover Scouts Victoria is a major contributor to the event running of the march. The RSL was in very much in need of our services I would like to see our numbers double as our services are required even more in years to come.</p>	

Surfmoot

Matt and I attend the Vic Rovers Centre last week to support the Surfmoot AGM.

I am going to be very honest with you all, that night was very disappointing not only was there barely anyone in attendance but there were no new Rovers to come and experience what exciting possibilities are in store for them, with being a part of the committee.

We really need to turn Surfmoot around! This event was the only event that didn't get cancelled over the last two years and we pushed through. Rover Scouts love Surfmoot and I don't want to be the VRC Chair that now has to call off Surfmoot due to lack of a committee and commitment by the section.

I have made the decision to cancel the Elections. I have instead implemented a process for appointing positions and committee members for the 2023 committee.

If you are keen for a new challenge and existing year ahead or know someone you think would be great having the opportunity of relaunching surf moot for a new generation of rovers, please email my Assistant Chair at assistant.chair@vicrovers.com.au

Census

We tried our hardest to maintain a positive growth rate however we did drop on Census night.

Our job has always been to create an environment to promote growth in our membership. I'll let people explain further, myself and Peter will be making a presentation on how we can work on the data and create a solution but I need Region chairs to provide me some honest feedback and I mean it, real feedback.

NRC

Last month Gemma, Peter & I attended my last NRC remote meeting,

I'll allow Gemma to report on the meeting but I would like to mention in writing my gratitude to the NRC exec and other branches who supported Victoria after proposing a lot of papers.

I am happy to report the NRC has agreed to cut the NRC levies for 2022/23. This is a major leap forward and gives us, the VRC, a chance to relook at our incomings and outgoings in our own accounts, we will keep you posted.

MARB

Thank you Maddy and your team on a Job. Well done, looking forwards to our 90th MARB coming up this year as well.

Governance

In a few weeks you will see a two online session about Rover Governance and conversations with group leaders. Both sessions are important to new young rovers after two years of lock down. This is just one of many things we will be working on to close the gap with in our sections since covid.

I am looking forward to May madness next weekend plus many other working bees and activities. Sorry I can't attend all of the personal invites by units and some subcommittees.

Go buy your Mudbash tickets and best of luck to whoever gets elected as my successor.

Email at:

chairman@vicrovers.com.au

4.2 Deputy Chair

Hamish Beshara

This month the Region Chairs and I went on a Region Chairs Retreat at Clifford Park Scout Camp. It was great to get away from regular Rover business for a relaxing weekend, and it was an appropriate last hurrah for several of the Chairs who are not returning to their roles next cycle. I recommend the next Regions Chairs organise a similar Retreat early in their roles as an icebreaker as it functioned as a great stage for everyone to get to know each other as individuals outside our Rover roles.

I would like to thank Mount Dandenong Region for having me at their meeting this month. I admit I have been neglecting Mount Dandenong during my term, but it was reassuring to see good representation from Units in attendance and one of the most efficient meetings I've seen run in a long time (love your work, Gemma).

A reminder that the Membership Development OBs role is still open. If you're interested in getting your feet wet and trying an OBs role for a few months before elections, now is the perfect time to give it a go. We're looking for someone who would like to improve Venturer retention and lead Venturer promotions at VG and AG. If this sounds like you and you have some great ideas about increasing our Rover population, get in contact with me to discuss the role further.

Email at:

deputy.chair@vicrovers.com.au

4.3 Assistant Chair

Matthew Barnes

Congratulations and thanks to Maddy and her team for running MARB 2021. I know for all who attended it was a fantastic night. It has also been great to hear about all the amazing work that Mitch and his RSM events have been doing to run more and more racing events over the last few weeks.

Over the last few weeks, I have tried to attend as many Region meetings as possible to discuss the Rover Levy, thank you to those Regions who I was able to make it to, It was great to hear feedback from many Rovers about this. Tonight, I will be formally tabling the Levy to be voted on at next month's VRC. If any region would like to come out to their region meetings and have any more discussion about it, please let me know and I will endeavour to get to as many of those meetings as I can.

Email at:

assistant.chair@vicrovers.com.au

4.4 Membership Development

Adam Kaplan

No report submitted.

Email at:

membership.development@vicrovers.com.au

4.5 Program

VACANT

No report submitted.

Email at:

program@vicrovers.com.au

4.6 Program Transition Officer

Harrison Feldman

No report submitted.

Email at:

program.transition@vicrovers.com.au

4.7 Training

Catherine Marley

May Madness is coming up this weekend, which is super exciting. We have current rovers training the Essentials Course and past rovers training the Leadership Course. We also have two new people coming along so see what the training team is all about. If anyone else is interested in training, let me know, both the Rover and State teams are always looking for more people.

If you're missing out on the May Course, we are running an Essentials course on the 23rd of July! This one will be one day at VRC with three days online to prepare. This course is great for anyone looking to take on a position next year, so start succession planning!

Email at:

training@vicrovers.com.au

4.8 BPSA

Catherine Marley

The BPSA Training session was successful last week, congratulations to the new members of the BPSA Support Team.

I am still compiling a list of BPSA Support Team members, I'm waiting on responses from Gippsland, Melbourne and Lerderberg. This list will be super useful for future reflection panels and in keeping the team updated during the Program changeover in the next year.

Email at:

bpsa@vicrovers.com.au

4.9 NRC

Gemma Park

Since our last VRC meeting we have had 2 catchups with the NRC: a workshop run by us to discuss the 10 papers we proposed to increase value for money for Victorians at NRC, and the March Remote Meeting.

Workshop: A full report – we're considering them 'minutes' – of the workshop are attached to the attachment document of this meeting; it's a paper titled '*Outcomes from workshop titled Working towards the vision of a better value for money NRC*' and was seconded by NSW delegation at the March NRC Remote Meeting as a true recollection.

Essentially, we could find enough support from other branches that there was a need to reduce the budget or a need for change, which put a stop to the majority of our papers. Other branches were supportive of reducing the NRC levy as it is expensive for grassroots rovers, but as they would not support reducing the budget and could not come up with any alternate way to fund the budget there was no viable way to decrease the levies. Other branches were supportive of participation in the NRC budget being optional – however the current expenses of the budget are too high for this to be viable.

Remote Meeting: We floated the idea of self-funding NRC exec meetings (removing approx. \$6250 from the budget) and encouraging the exec to meet online; this was not well received with Exec members highlighting the networking opportunities and increased productivity of meeting face-to-face and if they had to pay their own flights and accommodation then it would be considered unaffordable for many rovers.

We also proposed making all aspects of the NRC Conference open for all Rovers to view/observe. This was met with support – and passed – and we would expect to see all Rovers invited to stream/view/attend conference next year.

We also proposed changing the focus of conference from a business meeting where time is allocated to discussing 'process/admin papers' (things internal to how NRC operates like voting processes, paper templates and meeting timetables) and shift the focus to more workshops and working on projects. We suggested moving these topics to Remote Meetings. This aligned with the findings of the NRC External Review. This was not supported by the NRC Exec or other branches who have a strong preference for the Conference to be a face-to-face business meeting to discuss the day-to-day operations of the NRC.

Other papers at the Remote Meeting:

- NRC Operational Budget (by NRC exec): We voted against as we are of the understanding from consultation that Victorian Rovers do not support multiple aspects of NRC income/spending including the approx. \$7000 Victorian Levy and the \$31,980 conference (thinking back to the discussions around the VRC tabled paper about holding the conference online). We were the only branch to vote against the budget.
- Rover Development Fund (by NRC exec): We voted to approve this budget.
- Suspension of 2022/23 levies (by NRC exec): we voted for this; this paper passed. There will be no branch levies this year) as NRC have a large surplus they are going to use.

- Strategic plan (by NRC exec): Early draft has been released however we don't have the 'actions' part of the Strat Plan yet, so we don't currently have a vision of what NRC will have achieved or look like in 3 years' time.
- No other branches tabled papers.

Where to from here: Tonight, we vote on the paper '*Proposal for VRC to become non-financial members of NRC*'. If this paper passes your NRC delegate team (Kieron, Pete and I) will interpret that as Victorian Rovers have an issue with the NRC budget and/or the current way the NRC operates. As our attempts to use the existing NRC pathways for change (tabling papers, discussing with other branches and using our voting rights on other papers) have failed, and Victorian members make up the majority of the membership of the NRC and are asking for change, then it appears there is failure within the current internal processes of the NRC. We're not giving up fighting for change; you'll hear more from us soon as we complete further consultation with you all, make some external inquiries for advice and come up with a plan.

Also, we're currently floating around the idea that if the paper passes, we will put aside some VRC money for rovers to access to attend AIM (as we will lose Moot Buddies). It's looking very promising - we've just gotta write up a paper to get it approved.

Email at:

nrc.delegate@vicrovers.com.au

4.10 Finance

Cameron Phillips

No report submitted.

Email at:

finance@vicrovers.com.au

4.11 Secretary

Maddy Packer

Nominations for OB Positions open tonight. Use the link below, position descriptions have been provided on the form.

<https://forms.gle/C8x9re5eF8Ye63Hg6>

All reports **not** provided will not be typed up in their entirety; only key points will be listed. If you have a general business item to present, please ensure you send through a short summary to me.

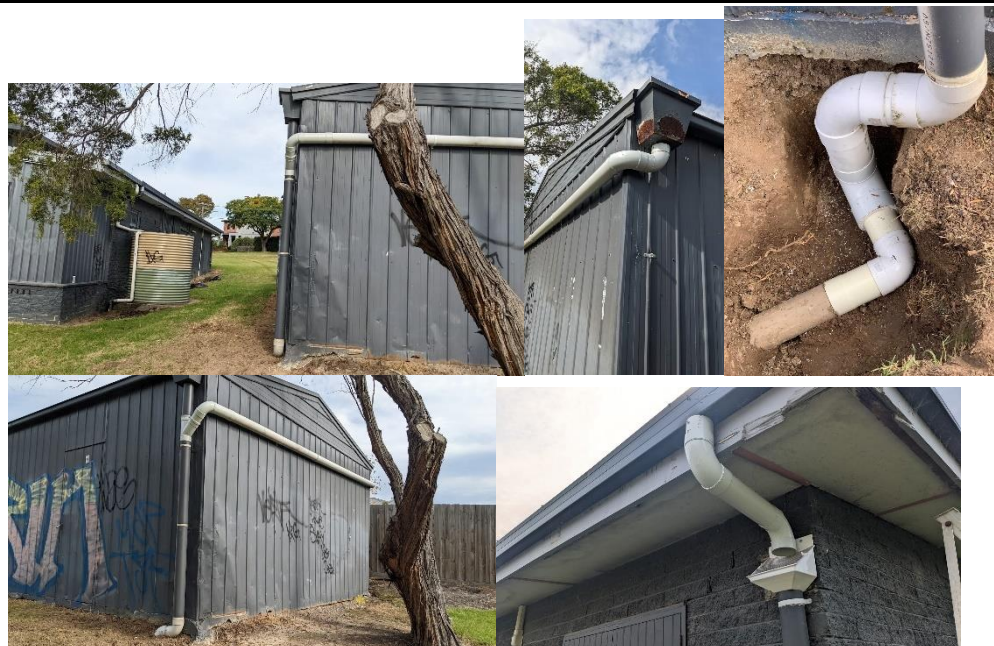
Email at:

secretary@vicrovers.com.au

4.12 Resources

Sunny Aguilar

Well, it finally happened, all the pipes are connected!!



The gutters also got cleaned!!



Things to be cleaned at VRC

- Mop/ floors
- Clean toilets and sinks
- Benches and tables wiped

Email at:

resources@vicrovers.com.au

4.13 Strategic Planning

VACANT

No report submitted.

Email at:

strategicplan@vicrovers.com.au

4.14 Marketing & Communications

Rachael Osborne

No report submitted.

Email at:

communications@vicrovers.com.au

4.15 Visual Communications

Rachael Osborne

No report submitted.

Email at:

visualcommunications@vicrovers.com.au.**4.16 IT****Michael Watts**

You can contact the IT Team at it@vicrovers.com.au, and the online store team at store@vicrovers.com.au. Please reach out if there is anything we can assist with.

4.17 Commissioner Group**Peter Wotherspoon, Regi Caesar, Stephen Carter****MARB**

Thanks to the MARB Team for running a successful event as a carryover from 2021. All went well on the night and was a reflection of all the effort put in by Maddy Ancill and the team.

Behaviour

At our last meeting, Kieron outlined some concerns regarding unacceptable behaviours and has also posted an item in the weekly newsletter advising that anyone who is the subject of unacceptable behaviour at a Rover event can contact him.

Further to some incidents at Surfmoort, the State Leadership Team has asked for a report which will enable them to have an understanding of actions which occurred and changes put in place or proposed for implementation.

Attached to this agenda (page 42 of the attachments) is a document which outlines what are regarded as unacceptable behaviours, the implications from such behaviours and actions to be taken should any unacceptable behaviours be exhibited at Rover events. There is a focus on sexual harassment and assault with a number of reporting mechanisms available. The document is provided for comment and will be the subject of discussions at our next meeting.

Census

Census was on 31 March. As a Section we were 80 less than the corresponding period last year. Whilst the numbers show a loss, there are some underlying reasons which may make the data look less unfavourable than it appears. By the way, the percentage reduction in the Rover Section was the least of any Section. Could I thank everyone for their contribution through Regions, Units and Groups for all their efforts in maintaining numbers as high as possible. Detailed Region data is as follows:

<u>Region</u>	<u>2021</u>	<u>2022</u>	<u>Change</u>
VRC	1	0	-1
Bays	178	171	-7
Gippsland	92	70	-22
Lerderderg	138	138	0
Melbourne	180	168	-12
Mt Dandenong	316	293	-23
Murray Midlands	103	98	-5
Plenty Valley	180	168	-12
South West	38	40	+2
Total	1220	1140	-80

Emails:Pete: sc.rovers@vicrovers.com.auRegi: regi.caesar@vicrovers.com.auStephen: stephen.carter@vicrovers.com.au

5.1 Mafeking Rover Park**Charmaine Beggs**

- The Mould from the training centre and bunk rooms have been removed and we can now use them again.
- Insurance have agreed to replace the broken water tank (Tank 3) we are now getting quotes for this. I don't believe it will be done before Mudbash but we are hoping to have the new tank by the end of this committee term.
- The Moot Bar repairs are well underway with wood slabs being sanded, covered with blue resin and coated in lacquer to seal them. Corrugated Iron to replace the old and broken grey concrete sheets, a working traffic light to symbolise Open / Closing Soon / Closed, and a new sign "Mafeking Pub Est. 1992".
These works will be completed on the weekend of May 14-16th with the help of Dale Prior Carpentry who is kindly donating his time to come up and help with the final installation.
- The Archery Repairs are underway with the help of Kilakari Pinpuna Rover Crew and Mullumbimba Rover Crew this project will be completed by Mudbash with a new set up including new portable stands to hold the targets and mesh that can be attached to the new flag poles to catch arrows that miss the targets. We have also had new Targets, Bows and Arrows donated by Steve Ellis a Cub Leader from Seymour.
- Attached is the Mudbash Bar Menu and Prices for Mudbash 2022 (page 53 of minute attachment, these will also be emailed to the regions for their next region meeting and posted on region Facebook so that all rovers are aware that there is a bar at Mudbash, as previously most rovers were unaware that there was an onsite bar at Mudbash, we hope that these prices are more affordable and attractive to the current rover population. Thanks to Maddy from MARB for the guidance on prices and sort after drinks.
- Mafeking is celebrating 30 Years of being owned by Rovers. EVERYONE is invited and we would love to see you there.
- Mafeking has had a ex-rover race car donated to the park, this will be delivered to site the weekend of Mudbash as that's when I can get a rover crew to pick it up and bring it to Mafeking, this will be an exciting new feature for Mafeking and Mudbash. I am hoping to collect on the Saturday so it is onsite for the Mudbash open day on Sunday!
- The Middle Gate Toilet block will be getting re-floored after Mudbash we are aiming for late June to have this project completed before the end of this term, the funding for this was donated to Mafeking by the Lodge pre-covid.
- Thanks to Gov, we now have a working phone system. How to use this is located in our ranger's manual and a copy will also be added to the pin board above the phones in the HG Hall Office.
- Mafeking has been donated 10 UHF Bases to be installed around the park for better and safer communication between hirers and rangers, Mafeking will be looking at purchasing hand pieces for \$90 each to complete this install and make it accessible to all hirers and events held on site.
- Mafeking has updated the on-site ranger's manual over the last 12 months and we have finally published it. A copy will be kept in the Training Centre and in the HG Hall Office in the filing cabinet, this has all the current info to help anyone on site to solve problems before they call the Chair / Vice Chair to ask further questions.
- Mafeking have moved to Google Forms for feedback and we will be trialling Google Form as the new online Booking system. Thank you to Michelle Saffin for making this for us I look forward to seeing how it goes and making further improvements as we trial it.
- Mafeking AGM & Elections will be held on Monday 1st of August 2022. With the following voting position available so please have a think about anyone that would suit these roles we welcome all rovers to apply /

nominate.

Nominations can be sent to chair@mafekingroverpark.com

Positions:

Chairman

Vice Chair

Secretary

PL Admin

APL Admin

PL Logistics

APL Logistics

PL Operations

APL Operations

PL Planning

APL Planning

5.2 Surfmoot

Matthew Barnes

Last Wednesday Surfmoot held their 2023 elections. Unfortunately, the turnout was disappointingly low. Seeing as the numbers were so low Kieron and I made the decision to now allow the normal election process to happen as we were not comfortable with only 1 Unit being able to vote on the night as per Policy. Thank you to those who made the effort to turn up and even bigger thankyou to the few Rovers who stepped up and showed an interest in running the 2023 event.

Without Rovers like them the future of our events and the ability to run our "Premier" events is no longer guaranteed. What will happen going forward with Surfmoot now is people will need to send in an expression of interest to me if they would like to be a part of the 2023 event. This will close on the 15th of May. After that time, a panel will meet and have a discussion with those who apply and work out where best within the 2023 team they might fit.

5.3 Mudbash

No report submitted.

5.4 Rover Scout Motorsport (RSM)

Mitchell Hanger

No report submitted.

5.5 Bogong Rover Chalet

Jesse Lang

This last month we have had our last working bees for this summer over the Easter and Anzac Day weekends, which involved all the final preparations for the winter season. We also had our annual Nobs Training run over Easter that covers the operation of the chalet. We still have a few weeks with spots available, so head on over to our bookings website if you would like to go on a ski week.

Here's a list of all the works that Bogong has done in our working bees this summer.

- Wall panelling in wardens flat removed, rooms dried out after major water leak.
- Pantry floor, walls, shelving and food all removed after major water leak, and replaced with new floor, walls, shelving and food.
- Bathroom ceiling removed after major water leak to dry out.
- Batteries used in conjunction with generators were replaced.
- Woodfire oven/stove refurbished.
- General maintenance.

Insurance was claimed through Scouts for the major water leak to aid in the repairs required as a result of the leak.

Our plans for works for next summer include:

- Finishing the bathroom renovations (was scheduled for this summer but put on hold due to the major water leak).
- Replacing the balcony.
- Replacing the removed panelling in the wardens flat, potentially redoing the layout.
- Replacing the inverter.

5.6 W.F. Waters Lodge**Todd Henderson**

No report submitted.

5.7 MARB**Breanne Simmons**

No report submitted.

5.8 Yearbook**Rachael Osborne**

No report submitted.

6.1 Bays**Rachael Osborne**

This month has been pretty quiet in the Bays region. We had our monthly meeting where Lily came along to talk about AIM and quite a few of the units seemed quite interested to apply. Alongside this we have opened up nominations for our 2022/2023 Executive and already have some nominations, particularly for our newer rovers to join the team, which is really amazing to see! One of our Units ran a Pub Crawl fundraiser on Sunday which from what we have heard ran really smoothy and all who attended enjoyed. We had some really positive feedback from most of our Units that they had an amazing time at MARB and they really enjoyed seeing this activity running again after the year break.

After having a pretty detailed conversation with the Units regarding the introduction of the Rover Levy we decided to put together a Google Form to give the Unit Chairs and those who attended our meeting the opportunity to go back to their Units to discuss in full.

We look forward to next week's meeting to hearing about what our amazing Units in Bays have been up to!

6.2 Gippsland**Justin Porter**

No report submitted.

6.3 Lerderderg**Wil Sumbler**

This month has been a slow month. Due to a number of issues that arose suddenly, our April meeting was moved online last minutes. While this meant a low turnout on numbers, we were still able to see a reasonable representation of units. Looking forward to being able to run our MasterChef night next month instead. A big thank you to all the Rovers that assisted communities on ANZAC Day.

6.4 Melbourne**Tiffanie Thomas**

No report submitted.

6.5 Mt Dandenong**Gemma Park**

It's been a great month at Mt Dandenong with plenty of activities on offer. It kicked off with the ex-Rover group "Send offs" running Damp Camp at Bell Park Scout Camp in Lang Lang; we had lots of current rovers and recently booted rovers attend who enjoyed a relaxing afternoon on the lake and waterslide, followed by spit roast souvlakis and a campfire. It was an excellent campsite with large grassy area, toilet and shower block, and dining hall with industrial kitchen.

Our "try-before-you-buy-exec" night had great turnout of 10 members interested in Region Exec roles next term. We enjoyed dinner followed by Holey Moley mini golf, and had lots of social chats and chats about what members

individual personal growth/leadership goals were and how we could make an exec role which achieves those goals. We found this evening achieved the critical aspects of our succession planning for our Region Exec team. We followed it up with MARB and I'd like to congratulate the committee on a fantastic event. The food was great, band were pretty good and venue was really well set up.

I thoroughly enjoyed the Region Chairs Retreat and send a massive shout out to Hamish for organising the weekend. It was lovely to welcome the chairs to the Yarra Valley wine region (aka my backyard), and spend time socialising, wine-ing and dining.

Coming up we have our Rover/Venturer Roller-skating night on the 27th May - all rovers are welcome to attend: <https://fb.me/e/3hgDL1P2U>

At the moment I'm working on producing a new Start-up Checklist for new rover units. We have 3 units officially trying to start and rumours of 1 more, however the old system of a sponsor unit is proving to be a significant hurdle: some of these units have been meeting for longer than 2 years but have been unable to meet the sponsor unit criteria. We are shifting the responsibility of sponsorship of a unit back to the region team, with the new unit being asked to complete a series of activities with either one other unit or different units. We've got a unit who is almost ready to be registered, so we'll be trialling the checklist with them and reporting back as to how it goes.

Our next gathering is the 4th May at Heathmont Scout Centre, 8pm: all are welcome.

6.6 Murray Midlands	Travis Elliot
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No report submitted.

6.7 Plenty Valley	Nathan Box
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No report submitted.

6.8 South West	Lily Twyford
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Quiet month - but we are in the process of having our region scarfs sewn as we speak! Plus, we will be having a villa working bee over the next month, which is all exciting to be finally happening.

Otherwise, our tabled paper on the western scout region merger on behalf of both south west and Murray midlands is being voted on tonight - I received no feedback.

7 Other Reports

7.1 MPAC Report

Nothing to report.

8 Interstate, National and International Events and Contingents
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8.1 Apple Isle Moot - Tasmania	Lily Twyford
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Contingent fee will very soon be available on the voiceovers store (sorry that's a delay of paperwork on my behalf, I'm getting onto it I promise!) - please ensure you have paid this if you are attending the moot.

Same information as last month in regard to travel plan - this is an opt in situation and will not be mandatory, people will be able to travel independently but will be required to tell the contingency team their plans as we are still responsible for everyone in the state. We will be getting the night ferry from Geelong leaving December 30th (arriving 31st morning in time for camp) and leaving on the night ferry on January 8th (arriving 9th morning) - costs will be approximately \$305 for both ways plus cars & trailers - we will be releasing this as a buy in option on the store as soon as we have confirmed terms and conditions (planned to be before the next VRC, keep your eyes peeled)

As always, you can check out their website - <https://www.appleislemoot.com.au/home>

and don't forget to check out on Facebook and Instagram the Victorian contingent info - 'Victorian Contingent to AIM 2023' <https://www.facebook.com/VicconAIM2023> & @vicconaim2023 <https://www.instagram.com/vicconaim2023/?hl=en>

9 Voting Items

9.1 VRC to become non-financial members of the National Rover Council (NRC). Mt Dandenong

This paper can be found on page 54 of the minute attachments

KEY POINTS:

- Victorian Rovers currently do not receive “value for money” from their financial membership to NRC.
- VRC should become non-financial members of NRC.

AMENDMENT:

Motioned: Bays

Second: Plenty Valley

Passed.

PAPER:

Motioned: Bays

Second: Melbourne

Passed.

Please send any comments or questions to the Mt Dandenong Chair.

mtdandenong.chair@vicrovers.com.au

9.2 Western Scout Region Merger – Proposed Rover Region Border Changes Lily Twyford

This paper can be found on page 58 of the minute attachment.

KEY POINTS:

- ◆ South West is comprised of both Geelong and West Coast scout regions, and Murray midlands is comprised of Loddon Mallee, Northern and Western.
- ◆ This proposal states that Western Scout Region would move from being within Murray Midlands to South West Rover Region - moving the rover region boundaries.
- ◆ The regions would be much more proportional and make more sense geographically.
- ◆ This proposal greatly benefits South West by increasing unit diversity but also at region events and in general more options for communications and activities.
- ◆ This proposal greatly benefits Murray Midlands by decreasing the strain on region as they would have less rovers to worry about but also their units would be less distanced and easier to manage.

Motioned: Melbourne

Seconded: Mt Dandenong

Passed.

Please send any comments or questions to Lily Twyford

southwest.chair@vicrovers.com.au

10 Items for the Information of the Victorian Rover Council

10.1 Requirements for Child Safety and WHS Modules for All Adults in Scouting

Please periodically remind the Rovers in your Regions, Subcommittees and Units that these modules may have expired without their knowledge, and that they need to re-complete them when this occurs.

11 Tabled Items	
11.1 Rover Levy Proposal	Matthew Barnes
<p>This paper can be found on page 60 of the minute attachment</p> <p>KEY POINTS:</p> <ul style="list-style-type: none"> ◆ This proposed model would mean that every Victorian Rover would be contributing to the operations rather than just those who currently attend our events or assets. This would ensure equity across the Section. Currently some Rovers do not, as a result of current arrangements, pay their National Rover Council levy. ◆ It is proposed to introduce a levy on all Rovers of \$15 per annum ◆ Each Unit would be Invoiced according to the number of people in their Unit. (Example, a Unit of 10 people would be invoiced \$150, compared to a Unit of 5 which would only be Invoiced \$75 ◆ Unit Advisers, Region and State Support Commissioners will also be levied. These Invoices would go to relevant team. ◆ Appropriations on events would be removed and assets would contribute a lesser amount. ◆ Through this levy, the VRC could now provide a cheaper program for all Rovers. Appropriations would reduce to the following. ◆ Surfmoort and Mudbash would drop from \$5,000 to \$0 ◆ MARB and RSM would move to paying \$0 ◆ W.F Waters Chalet and Bogong Chalet would drop from \$5,000 to \$1,000 ◆ Mafeking would remain at \$1,000 <p>The expectation of removing appropriations is that we can make our events cheaper to grass roots Rovers. We can make attending our assets cheaper for all Rovers. The reasoning behind still charging assets appropriations is that part of their income comes from external hirers, therefore it's not a tax to Rovers.</p> <p>Please send any comments or questions to Matthew Barnes assistant.chair@vicrovers.com.au</p>	
11.2 Rover Dinner Budget	Nathan Box
<p>This budget can be found on page 62 of the minute attachment.</p> <p>Please send any comments or questions to Nathan Box. plentyvalley.chair@vicrovers.com.au</p>	
11.3 VRC to facilitate a Vic Moot buddies System for AIM 2023	VRC Chair
<p>This is a collaboration between the VRC Chair and Finance team.</p>	

12 Standing Items	
12.1 Unit Names and Scarves	Regions
12.2 Workplace Health & Safety Items	
<p>If you are using the VRC please ensure you check-in using the QR code on the front door, use sanitiser frequently and wash down all frequently touched surfaces before departure.</p>	
12.3 WWCC/e-Learning Reminders	
<p>Details of members with outstanding membership requirements are sent to Unit Leaders and Region Teams every month. Please ensure these are actioned in a timely manner.</p> <p>If you'd like an ad-hoc report please contact Jeff</p>	
12.4 Operoo	

Any event you run should be registered with Operoo. Contact the State Operoo team @ Operoo@scoutsvictoria.com.au to inform them of your event, they will help you with the process around that

12.5 ScOUT & ABOUT

Register your event through the link here. Anything from Working Bees to weekend camps.
<https://myrecord.scoutsvictoria.com.au/memberportal/scouting-activity/vic>

12.6 Terrain

More to come.

12.7 Active Rover Policy

You can find a summary sheet and optional approval form for this policy at
<https://www.vicrovers.com.au/resources/policies>

13 VRC Office Bearers 2022/2023 Nominations and Elections

13.1 Nominations

Submitted through the Google form (as 12pm, Tuesday 26th April 2021):

All these nominations will be moved, seconded, accepted and any relevant exemptions sought prior to elections at VRC.

- ♦ NIL

In-meeting nominations:

- Hamish Beshara – Declined
- Regi – Needs many exemptions
- Charmaine – Not accepted, not declined

13.2 Elections

Elections of Chair for the 2021/22 term:

Nomination: N/A

Exemption Required: Nil

Result: Position Remains empty

All applicants have had their active rover status confirmed prior to tonight's elections.

Applicants will have a strict maximum of 5 minutes to speak and answer any questions, before voting takes place.

14 General Business

14.1 Other Business

Closing Parade: Flag Down & Rover Prayer
Meeting Closed at: 09:42 pm

VRC MINUTE APPENDIX
APRIL MEETING
27.04.22

Title	Page	Agenda Item	Description
Outcomes from Workshop.....	2	4.9	Report Item
Code of Behaviour.....	42	4.17	Report Item
Mafeking Pub Mudbash 2022.....	53	5.1	Report Item
VRC to become non-financial members of NRC.....	54	9.1	Voting Item
Western Scout Region Merger.....	58	9.2	Voting Item
Rover Levy Policy.....	60	11.1	Tabled Item
Rover Dinner 2022 Cover Letter & Budget.....	62	11.1	Tabled Item



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Remote Meeting
 [Date]

Item Title		Outcomes from workshop titled <i>Working towards the vision of a better value for money NRC.</i>
X	Information	
	Decision	
Document Author		Victorian Branch Delegation.
Strategic Alignment		N/A
Consultation		N/A
Implementation period		N/A

KEY POINTS

- A workshop was held to discuss 10 papers before the NRC remote meeting, to reduce the amount of discussion time these papers would take during a remote meeting.
- As a result of this workshop 2 papers had enough support to be taken to the remote meeting and 1 paper was missed off the agenda and will be taken to the remote meeting to be discussed.
- The remaining 7 papers generated less than a majority – of the attendees – of support and as a result will not be tabled at the March NRC remote meeting.

BACKGROUND

- On the 14/3/22 all branches were emailed an invitation to attend a workshop. This email included 10 paper titles and a poll with 4 optional dates. The most popular date from the poll was selected which happened to be the date all who replied to the poll could attend.
- On the 22/3/22 an updated email confirming the chosen meeting date was sent out with all 10 papers attached.
- On the 31/3/22 the workshop was held on Microsoft Teams from approx. 8pm-10pm AEST. Written feedback for the papers were provided by TAS. It was attended by representatives from VIC, NSW, QLD, NT, and SA.
- These papers were not supported overall:
 - NRC Conference to be funded by tickets and travel arrangements to be funded by individuals/branches.
 - Most branches do not have access to methods of funding attendance (tickets & travel). Conference would be considered too expensive to attend.

- Attendance numbers would decrease as the majority of attendees go only because it is their role responsibility, and adding a cost to this would dissuade them from attending.
- NRC conference to be held entirely online with a \$0 budget.
 - The NRC must exist as per the Scout Australia model. The most beneficial outcome of the NRC existing is attending conference and networking with other Branch representatives to work on papers face-to-face.
- Financial participation in the NRC General Operations to be optional.
 - This paper had some support.
 - Every grassroots rover should have to pay for the NRC budget as the NRC must exist.
 - Branches should not be allowed to make a decision that results in their members losing access to Moot Buddies/RDF.
- Proportional Voting: Number of votes equal to proportion of total NRC Levy paid.
 - This was unsupported as smaller branches are concerned about losing their voice.
 - No consensus could be met to describe if the NRC purpose was to directly support grassroots rovers or directly support BRCs, therefore no clear responsibility of funding the NRC could be agreed on.
- These papers were mentioned and briefly discussed however not in full because of the other papers being unsupported.
 - Financial participation in the NRC's Rover Development Fund to be optional.
 - The purpose of this paper was to allow branches who had opted out of General Operations account to still participate in Rover Development Fund; therefore this paper is redundant.
 - The NRC General Operations budget bill to be divided as a reflection of the voting weight at the table.
 - The concept of this paper is generally supported, however the capped price per branch would need to be low (ie. \$100 as that is on par with the current NRC levy for the smallest BRC).
 - Due to no participants being able to suggest a method to reduce the total income required from NRC levies to fund the budget or ideas of different funding streams for the NRC budget, this paper is not feasible.
- This paper was withdrawn and not discussed.
 - Cancellation of 2021 levies.
 - NRC executive team have proposed a paper to cancel 22/23 levies. This achieves the same outcome as this paper; therefore, this paper is redundant.

- These papers had enough support to bring them to the remote meeting with amendments made to the originals based on discussion.
 - The NRC conference is open to all Rovers to attend.
 - No “process/admin” papers to be tabled/discussed at NRC Conference.
- This paper was not reviewed in full and unintendedly discussion did not return to this topic. Therefore, this paper will be brought to the remote meeting.
 - NRC exec meetings should be self-funded.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Note this report in their minutes as this meeting was not minuted.

APPENDICES:

- Appendix 1: NRC Conference to be funded by tickets, and travel arrangements to be funded by individuals and/or branches.
- Appendix 2: NRC conference to be held entirely online with a \$0 budget.
- Appendix 3: Financial participation in the NRC General Operations to be optional.
- Appendix 4: Proportional Voting: Number of votes equal to proportion of total NRC Levy paid.
- Appendix 5: Financial participation in the NRC’s Rover Development Fund to be optional.
- Appendix 6: The NRC General Operations budget bill to be divided as a reflection of the voting weight at the table.
- Appendix 7: 2021 Branch NRC Levies to be cancelled.
- Appendix 8: The NRC conference is open to all Rovers to attend.
- Appendix 9: No “process/admin” papers to be tabled/discussed at NRC Conference.
- Appendix 10: NRC Executive Team meetings to be removed from the NRC Operations Budget.

AMENDMENTS

- N/A

Appendix 1: NRC Conference to be funded by tickets, and travel arrangements to be funded by individuals and/or branches.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
NRC Remote Meeting
[Date]

Item Title	NRC Conference to be funded by tickets, and travel arrangements to be funded by individuals and/or branches.
Information	
X Decision	
Document Author	Victorian Branch Delegation.
Strategic Alignment	<p>Program: Allowing branches to decide where Rovering fees are spent allows the branch to divert funding into projects targeted to the specific issues of that branch, therefore delivering the best program for that branch.</p> <p>Marketing/Venturer Retention: A strong and affordable rover program encourages venturers to continue in the movement and join the Rover Section.</p>
Consultation	Victorian Region Chairs, Victorian Rover Commissioners, Victorian Grassroot Rovers. Opportunity made for other branches to provide feedback.
Implementation period	<p>March NRC remote meeting: paper passes.</p> <p>2022/2023 Budget: Conference has its own budget within the NRC budget, in which conference costs are balanced out by income from ticket sales. The NRC Levy is reduced to balance the removal of the NRC Conference and Conference Travel as an expenditure item.</p>

KEY POINTS

- The NRC Operational Account Expenditure consists of: NRC Conference Attendance, NRC Conference Travel, NRC Executive Meetings, Administration Support and Contingency. It is the Victorian opinion that these items do not benefit our grassroots Rovers.
- The content of the NRC Conference doesn't benefit grassroots Rovers. However, it significantly benefits those in attendance (ie. building soft skills and networking skills).
- The Conference should be funded by ticketing its participants, and travel be organised privately (removed from NRC Ops Budget).
- This paper should be read in conjunction with the paper proposing to open tickets to all Rovers and increase number of face-to-face participants; this ensures financial viability of tickets to fund the event.

BACKGROUND

- Extensive consultation has occurred within Victorian Rovers regarding the perceived "value for money" financial participation in the NRC.
- In 2014 concerns were raised about the role/purpose of the NRC and the lack of contribution to grassroots Rovers.

- As the levy increased over the years with membership growth and a change in funding model it prompted a discussion paper being tabled in 2019 within Victoria. It was decided to wait for the findings of the NRC External Review Team.
- Victoria holds the opinion the Review Findings did not address finances in enough depth. The Review's 16 recommendations entirely focus on the administration practices of the NRC as a council, and does not describe delivering value for grassroots Rovers or what the NRC should be delivering to the Rover members.
- When reflecting on previous conferences (in particular the last 4 years of conference due to having easy access to conference attendees), no conference delivered significant outcomes to grassroots Rovers to justify the cost.
- The External Review Findings and anecdotal reports find that attendees of the Conference do experience benefits, however due to the type of benefits (namely skill building) are not passed onto grassroots Rovers.
- Therefore, the NRC Conference should be funded by ticketing attendees and travel arrangements shall be privately arranged/removed from the budget.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Plan the 2022/23 budget with the following changes from this year's budget:
 - Conference has its own budget within the NRC budget, in which conference costs are balanced out by income from ticket sales.
 - Conference travel is removed from the budget.
 - The NRC Levy is reduced to balance the removal of the NRC Conference and Conference Travel as an expenditure item.

IMPLEMENTATION PLAN

Lead	Victorian delegation to NRC.
Assists	Nil.
Cost	Nil cost.
Risks	Branches who contribute only a small proportion to the total NRC levy are currently having their travel and tickets to conference heavily funded by all grassroots Rovers; this would be lost with the change to ticketing. This is mitigated by encouraging all attendees who have financial difficulties to fundraise, apply for grants and potentially apply for Rover Challenge grants.
Milestones	Early March: Papers distributed to all branches via email for early discussion. March Remote meeting: Paper discussed and voted on.
Outcomes	Reduced NRC levies for branches. Branches can invest grassroots rovers' money into projects with the best outcomes for grassroots rovers, to ensure Rovering is worth the financial cost. This ensures retention of current members and makes Rovering a financially attractive option to potential members; as a result, growing our membership.

AMENDMENTS

- N/A

Appendix 2: NRC conference to be held entirely online with a \$0 budget.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Remote Meeting
 [Date]

Item Title		NRC conference to be held entirely online with a \$0 budget.
	Information	
X	Decision	
Document Author		Victorian Branch Delegation.
Strategic Alignment		<p>Program: Allowing branches to decide where Rovering fees are spent allows the branch to divert funding into projects targeted to the specific issues of that branch, therefore delivering the best program for that branch.</p> <p>Marketing/Venturer Retention: A strong and affordable rover program encourages venturers to continue in the movement and join the Rover Section.</p>
Consultation		Victorian Region Chairs, Victorian Rover Commissioners, Victorian Grassroot Rovers. Opportunity made for other branches to provide feedback.
Implementation period		<p>March NRC remote meeting: paper passes.</p> <p>2023 NRC conference held online.</p>

KEY POINTS

- The NRC Operational Account Expenditure consists of: NRC Conference Attendance, NRC Conference Travel, NRC Executive Meetings, Administration Support and Contingency. It is the Victorian opinion that the Conference and Executive Meetings do not benefit our grassroots Rovers and it is important that these items not be funded by grassroots rovers (ie. decrease the NRC levy).
- The conference can be successfully run online as seen in 2021 and 2022.
- This is a last resort paper if the NCR Levy cannot be reduced through: self-funding executive meetings, ticketing the conference with self-funded travel, levy is the same for all branches or optional participation in the General Operations Account.

BACKGROUND

- Extensive consultation has occurred within Victorian Rovers regarding the perceived “value for money” financial participation in the NRC.
- In 2014 concerns were raised about the role/purpose of the NRC and the lack of contribution to grassroots Rovers.
- As the levy increased over the years with membership growth and a change in funding model it prompted a discussion paper being tabled in 2019 within Victoria. It was decided to wait for the findings of the NRC External Review Team.

- Victoria holds the opinion the Review Findings did not address finances in enough depth. The Review's 16 recommendations entirely focus on the administration practices of the NRC as a council, and does not describe delivering value for grassroots Rovers or what the NRC should be delivering to the Rover members.
- The NRC Conference 2021 ran entirely online and showed promise of removing the cost of conference from the budget in future years, however this did not occur.
- In depth discussion amongst Victorian Region Chairs, Rover Commissioners and the VRC Executive began in October 2021. Consultation occurred with the NRC Executive where it was established that there was nothing NRC could provide to Victoria that justified a \$10,000 bill.
- After the NRC Conference 2022, the Victorian delegation scrutinised the content and came to the verdict it did not justify an approx. \$25,000 budget. When reflecting on previous conferences (in particular the last 4 years of conference due to having easy access to conference attendees), no conference delivered significant outcomes to grassroots Rovers to justify the cost.
- In addition, national COVID restrictions have forced many teams to meet online. The previous 2 years have demonstrated that online meetings can be successful in achieving outcomes.
- Therefore, it is the Victorian opinion that NRC Conference should not be funded by a Levy on all grassroots rovers and due to being unable to decide on a different funding stream, it should be held online with no cost/budget.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Hold all future NRC Conferences online with no budget.

IMPLEMENTATION PLAN –

Lead	Victorian delegation to NRC.
Assists	Nil.
Cost	Nil cost.
Risks	Less opportunities for NRC members to build soft skills and build relationships with other Branch Representatives.
Milestones	Early March: Papers distributed to all branches via email for early discussion. March Remote meeting: Paper discussed and voted on.
Outcomes	Reduction of NRC levy for all branches. Branches can invest grassroot rovers' money into projects with the best outcomes for grassroots rovers, to ensure Rovering is worth the financial cost. This ensures retention of current members and makes Rovering a financially attractive option to potential members; as a result growing our membership.

AMENDMENTS

- N/A

Appendix 3: Financial participation in the NRC General Operations to be optional.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Remote Meeting
 [Date]

Item Title		Financial participation in the NRC General Operations to be optional.
	Information	
X	Decision	
Document Author		Victorian Branch Delegation.
Strategic Alignment		<p>Program: Allowing branches to decide where Rovering fees are spent allows the branch to divert funding into projects targeted to the specific issues of that branch, therefore delivering the best program for that branch.</p> <p>Marketing/Venturer Retention: A strong and affordable rover program encourages venturers to continue in the movement and join the Rover Section.</p>
Consultation		Victorian Region Chairs, Victorian Rover Commissioners, Victorian Grassroot Rovers. Opportunity made for other branches to provide feedback.
Implementation period		<p>March NRC remote meeting: paper passes.</p> <p>March NRC remote meeting: branches can “opt out”.</p>

KEY POINTS

- The NRC Operational Account Expenditure consists of: NRC Conference Attendance, NRC Conference Travel, NRC Executive Meetings, Administration Support and Contingency. It is the Victorian opinion that these items do not benefit our grassroots Rovers.
- Financial participation in the NRC Operational Budget should be optional.
- Those branches who have opted-out of financial participation in the NRC Operational Account will become “non-financial” and lose rights already outlined in the NRC Bylaws.
- Branches who are paying the Moot Buddies Levy still have access to the Rover Development Fund.

BACKGROUND

- Extensive consultation has occurred within Victorian Rovers regarding the perceived “value for money” financial participation in the NRC.
- In 2014 concerns were raised about the role/purpose of the NRC and the lack of contribution to grassroots Rovers.
- As the levy increased over the years with membership growth and a change in funding model it prompted a discussion paper being tabled in 2019 within Victoria. It was decided to wait for the findings of the NRC External Review Team.

- Victoria holds the opinion the Review Findings did not address finances in enough depth. The Review's 16 recommendations entirely focus on the administration practices of the NRC as a council, and does not describe delivering value for grassroots Rovers or what the NRC should be delivering to the Rover members.
- The NRC Conference 2021 ran entirely online and showed promise of removing the cost of conference from the budget in future years, however this did not occur.
- In depth discussion amongst Victorian Region Chairs, Rover Commissioners and the VRC Executive began in October 2021. Consultation occurred with the NRC Executive where it was established that there was nothing NRC could provide to Victoria that justified a \$10,000 bill. NRC Executive advised Victoria to table papers to reduce the levy. The 2 papers Victoria tabled in subsequent months to address this failed.
- After the NRC Conference 2022, the Victorian delegation scrutinised the content and came to the verdict it did not justify an approx. \$25,000 budget. When reflecting on previous conferences (in particular the last 4 years of conference due to having easy access to conference attendees), no conference delivered significant outcomes to grassroots Rovers to justify the cost.
- In addition, national COVID restrictions have forced many teams to meet online including the NRC Executive. The previous 2 years have demonstrated that online meetings can be successful in achieving outcomes. Therefore, it is the Victorian opinion that NRC Executive meeting funding could be removed from the budget.
- The Victorian Region Chairs, Rover Commissioners and the VRC Executive do not believe participating in the Operational Account of the NRC is beneficial to their Rovers, therefore financial participation in this account should be optional.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Amend the NRC Bylaw 5.3.1 General Operating Account so it reads:
 - a) A NRC Levy on all Australian Rover Scouts *of participating branches*, including Rover Scouts who are Leaders in other sections, generates income to the operating account.
 - b) Invoices for the NRC Levy will be calculated based on the most recently finalised National Scout Census and sent to *participating* BRCs in August each year.
 - c) The NRC shall determine the amount of the NRC Levy and Moot Buddies contribution from time to time.
 - d) *Branches may opt-out of financial participation in the NRC Operating Account. This is considered as being a "non-financial member" in the Bylaws.*
- *For reference (can be deleted from the paper once it has finished being discussed) Currently the bylaws read:*
- *5.3.1 General Operating Account
This fund facilitates the operating of the NRC.*
 - a) *A NRC Levy on all Australian Rover Scouts, including Rover Scouts who are Leaders in other sections, generates income to the operating account.*
 - b) *Invoices for the NRC Levy will be calculated based on the most recently finalised National Scout Census and sent to BRCs in August each year.*

- c) The NRC levy will increase by 2.5% each year according to the equation: $Levy = \$7.50 \times (1.025)^n$ per Rover Scout, where n is the number of years since 2020 (i.e. $n = [current\ year] - 2020$).*
- d) The NRC shall determine the amount of the NRC Levy and Moot Buddies contribution from time to time.*

IMPLEMENTATION PLAN

Lead	Victorian delegation to NRC.
Assists	NRC Secretary to update the Bylaws document on the One Drive and Website.
Cost	Nil cost.
Risks	Some branches may opt-out of participating in the Operations Account therefore decreasing the income to the account. This is mitigated by changing the income stream for the account and/or decreasing the budget. Please refer to other papers authored by Victoria in the March 2022 Remote Meeting as to the clearly outlined step-by-step process to achieve this.
Milestones	Early March: Papers distributed to all branches via email for early discussion. March Remote meeting: Paper discussed and voted on.
Outcomes	Reduced NRC levies for branches who don't want to be financial participants. Branches can invest grassroots rovers' money into projects with the best outcomes for grassroots rovers, to ensure Rovering is worth the financial cost. This ensures retention of current members and makes Rovering a financially attractive option to potential members; as a result growing our membership.

AMENDMENTS

- N/A

Appendix 4: Proportional Voting: Number of votes equal to proportion of total NRC Levy paid.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
NRC Remote Meeting
[Date]

Item Title		Proportional Voting: Number of votes equal to proportion of total NRC Levy paid.
	Information	
X	Decision	
Document Author		Victorian Branch Delegation.
Strategic Alignment		<p>Representation: This paper aims to ensure that the number of branch delegates from each branch on NRC is reflective of the percentage that Branch contributes to national membership numbers, therefore ensuring accurate representation of Rovers when it comes to making decisions.</p> <p>Governance: In order to ensure NRC is working in a flexible way to meet the needs of the Rover section, the number of voting members of each branch on the NRC needs to be reflective of the proportion that Branch makes up of the section.</p>
Consultation		Victorian Branch Delegation.
Implementation period		<p>March NRC remote meeting: paper passes.</p> <p>Concept applied to the NRC levy invoiced in 2022 (ie. the next bill).</p>

KEY POINTS

- Each BRC is the best party to identify and communicate the needs of its members, and currently each member pays a fee to fund the NRC operations.
- Therefore, the proportion of the total votes each branch has should be reflective of the proportion of the members and funding.

BACKGROUND

- Extensive consultation has occurred within Victorian Rovers regarding the perceived “value for money” financial participation in the NRC.
- In 2014 concerns were raised about the role/purpose of the NRC and the lack of contribution to grassroots Rovers.
- As the levy increased over the years with membership growth and a change in funding model it prompted a discussion paper being tabled in 2019 within Victoria. It was decided to wait for the findings of the NRC External Review Team.
- Victoria holds the opinion the Review Findings did not address finances in enough depth. Furthermore, the Review’s 16 recommendations entirely focus on the administration practices of the NRC as a council, and does not describe delivering value for grassroots Rovers or what the NRC should be delivering to the Rover members.
- In September 2021 the Victorian Region Chairs began investigating what NRC could provide to grassroots Rovers that was worth financially funding. The Region Chairs

could not design any projects worth \$1000+. It was then taken to the Regions to discuss within their individual teams and the feedback to the Region Chairs was that they could not come up with any NRC project ideas that benefited them, and the money could be better spent within the branch.

- In October 2021 the sentiment from Victorian Rovers that “there was nothing NRC has recently provided or could provide that would be of great benefit to them” was raised with the NRC Executive Team. The Executive Team encouraged Victoria to table papers to enact change, however the 2 papers tabled were unsuccessful due to not enough of votes of support.
- Each BRC is the best party to identify and communicate the needs of its members, and currently each member pays a fee to fund the NRC operations.
- Therefore, the proportion of the total votes each branch has should be reflective of the proportion of the members and funding.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Add into the NRC Bylaws “National Rover Council Remote Meeting Procedures”
- “6. Distribution of voting rights: Votes are determined by the percentage of national membership each branch makes up (based on the census used to determine the Levy for that year). The branch with the smallest membership is allocated 1 vote and allocation of voting rights are factored off this. This applies to all voting sessions of the NRC”.

IMPLEMENTATION PLAN

Lead	Victorian delegation to NRC.
Assists	NRC Secretary to update the Bylaws document on the One Drive and Website.
Cost	Nil cost.
Risks	Branches with smaller memberships would have less of a voice. NRC exists to support BRC's - not individual Rovers – and each Branch has only 1 BRC therefore voting rights should be equal.
Milestones	Early March: Papers distributed to all branches via email for early discussion. March Remote meeting: Paper discussed and voted on.
Outcomes	Proportional voting rights which reflect the portion of the budget each Branch contributes.

AMENDMENTS

- N/A

Appendix 5: Financial participation in the NRC's Rover Development Fund to be optional.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
NRC Remote Meeting
[Date]

Item Title		Financial participation in the NRC's Rover Development Fund to be optional.
	Information	
X	Decision	
Document Author		Victorian Branch delegation to NRC.
Strategic Alignment		<p>Program: Allowing branches to decide where Rovering fees are spent allows the branch to divert funding into projects targeted to the specific issues of that branch, therefore delivering the best program for that branch.</p> <p>Marketing/Venturer Retention: A strong and affordable rover program encourages venturers to continue in the movement and join the Rover Section.</p>
Consultation		Victorian Branch delegation to NRC and Victorian Region Chairs.
Implementation period		<p>March NRC remote meeting: paper passes.</p> <p>March NRC remote meeting: branches can "opt out".</p>

KEY POINTS

- The NRC Rover Development Fund budget expenditure consists of Moot Buddies and Rover Challenge.
- Financial participation in the Rover Development Fund should be optional.
- Those branches who have opted-out of financial participation in the Rover Development Fund will lose access to Moot Buddies and Rover Challenge.

BACKGROUND

- Extensive consultation has occurred within Victorian Rovers regarding the perceived "value for money" financial participation in the NRC.
- The underlying themes of these discussions is that Branch Councils are the best group to identify the financial needs of their grassroots rovers.
- Each Branch has different avenues of accessing financial support for grassroots rovers to attend events and complete projects. For example, Victorian Rovers have access to EML/NEAR fund and local council sports club grants.
- Due to significant difference between what Rovers in each state can access, branches should be able to opt-out of participation in the Rover Development Fund.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Amend Bylaws 5.3.2 The Rover Development Fund
 - a) The NEC is responsible for the Rover Development Fund, which is governed by a standing resolution of that body.
 - b) The Invoices for the Moot Buddies contribution will be calculated based on the most recently finalised National Scout Census and sent to participating BRCs in August each year.
 - c) The Moot Buddies contribution is maintained as a separate line item in the Rover Development Fund until a Moot year.
 - d) Branches that are not participating in the RDF cannot access funding from the Rover Development Fund with the exception of where a specific National Rover Council program has benefit to any individual or Unit.
 - e) Branches may opt-out of participating in the Rover Development Fund.
- *For reference (can be deleted from the paper once it has finished being discussed before being tabled) Currently the bylaws read:*

5.3.2 The Rover Development Fund

 - a) The NEC is responsible for the Rover Development Fund, which is governed by a standing resolution of that body.*
 - b) The Invoices for the Moot Buddies contribution will be calculated based on the most recently finalised National Scout Census and sent to BRCs in August each year.*
 - c) The Moot Buddies contribution is maintained as a separate line item in the Rover Development Fund until a Moot year.*
 - d) Branches that are not financial with the NRC cannot access funding from the Rover Development Fund with the exception of where a specific National Rover Council program has benefit to any individual or Unit.*

IMPLEMENTATION PLAN –

Lead	Victorian delegation to NRC.
Assists	NRC Secretary to update the Bylaws document on the One Drive and Website.
Cost	Nil cost.
Risks	Some branches may opt-out of participating in the RDF therefore decreasing the income to the account. This is mitigated by less Rovers being able to apply for the funding. As the amount available in grants is determined by the income the account will never be negative, rather there may be a lower pool to pull grants from.
Milestones	Early March: Papers distributed to all branches via email for early discussion. March Remote meeting: Paper discussed and voted on.
Outcomes	Reduced NRC levies for branches who don't want to be financial participants. Branches can invest grassroots rovers' money into projects with the best outcomes for that rover, to ensure Rovering is worth the financial cost. This ensures retention of current members and makes Rovers a financially attractive option as a hobby.

AMENDMENTS

- N/A

Appendix 6: The NRC General Operations budget bill to be divided as a reflection of the voting weight at the table.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
NRC Remote Meeting
[Date]

Item Title		The NRC General Operations budget bill to be divided as a reflection of the voting weight at the table.
	Information	
X	Decision	
Document Author		Victorian Branch Delegation.
Strategic Alignment		Governance: This paper ensures that the way we finance governance is equally distributed.
Consultation		Victorian Branch Delegation.
Implementation period		March NRC remote meeting: paper passes. Concept applied to the NRC levy invoiced in 2022 (ie. the next bill).

KEY POINTS

- The outcomes of the NRC do not benefit grassroots Rovers, they benefit the members on the council and the Branch Councils.
- Therefore, as each Branch has equal representation on the NRC and therefore only equal access to benefits of the NRC, each Branch should be charged the same amount.

BACKGROUND

- Extensive consultation has occurred within Victorian Rovers regarding the perceived “value for money” financial participation in the NRC.
- In 2014 concerns were raised about the role/purpose of the NRC and the lack of contribution to grassroots Rovers.
- As the levy increased over the years with membership growth and a change in funding model it prompted a discussion paper being tabled in 2019 within Victoria. It was decided to wait for the findings of the NRC External Review Team.
- Victoria holds the opinion the Review Findings did not address finances in enough depth. Furthermore, the Review’s 16 recommendations entirely focus on the administration practices of the NRC as a council, and does not describe delivering value for grassroots Rovers or what the NRC should be delivering to the Rover members.
- In September 2021 the Victorian Region Chairs began investigating what NRC could provide to grassroots Rovers that was worth financially funding. The Region Chairs could not design any projects. It was then taken to the Regions to discuss within their individual teams and the feedback to the Region Chairs was that they could not come up with any NRC project ideas that benefited them, and the money could be better spent within the branch.
- In October 2021 the sentiment from Victorian Rovers that “there was nothing NRC has recently provided or could provide that would be of great benefit to them” was raised with the NRC Executive Team.

- As the purpose of the NRC is support Branch Rover Councils (not directly supporting grassroots Rovers) and each Branch Rover Council has the same weight in a vote then the cost of funding the NRC operations should be shared equally, not an amount “per Rover”.
- To equally share funding the current NRC budget would place significant financial burden on some states, and therefore this paper should be read in conjunction with all other proposed papers which aim to decrease the NRC operations budget or change the funding stream of the budget.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Amend the Bylaw 5.3.1 General Operating Account to read:
This fund facilitates the operating of the NRC.
 - e) A NRC Levy on Australian Rover Branches generates income to the operating account.
 - f) The NRC Levy is the same amount for all participating Australian Rover Branches.
 - g) Invoices for the NRC Levy will be sent to BRCs in August each year.
 - h) The NRC shall determine the amount of the NRC Levy and Moot Buddies contribution from time to time.
- *For reference (can be deleted from the paper once it has finished being discussed and before being tabled) Currently the bylaws read:*
- *5.3.1 General Operating Account*
This fund facilitates the operating of the NRC.
 - i) *A NRC Levy on all Australian Rover Scouts, including Rover Scouts who are Leaders in other sections, generates income to the operating account.*
 - j) *Invoices for the NRC Levy will be calculated based on the most recently finalised National Scout Census and sent to BRCs in August each year.*
 - k) *The NRC levy will increase by 2.5% each year according to the equation: Levy = \$7.50x (1.025)ⁿ per Rover Scout, where n is the number of years since 2020(i.e. n=[current year]-2020).*
 - l) *The NRC shall determine the amount of the NRC Levy and Moot Buddies contribution from time to time.*

IMPLEMENTATION PLAN

Lead	Victorian delegation to NRC.
Assists	NRC Secretary to update the Bylaws document on the One Drive and Website.
Cost	Nil cost.
Risks	If the current NRC Operations budget does not change either the amount or the income streams the implications of this paper would be financially crippling to some branches – making grassroot Rovering not a financially viable hobby therefore decreasing their membership (actual and potential). This is mitigated by all Branches using their voting rights to ensure the NRC

	budget experiences change, and facilitated by other papers proposed by Victoria passing.
Milestones	<p>Early March: Papers distributed to all branches via email for early discussion.</p> <p>March Remote meeting: Paper discussed and voted on.</p> <p>March Remote meeting: Some other papers addressing the budget pass, to ensure the resulting NRC levy is affordable for all branches.</p>
Outcomes	An equal levy for Branches who have equal voting rights.

AMENDMENTS

- N/A

Appendix 7: 2021 Branch NRC Levies to be cancelled.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
NRC Remote Meeting
[Date]

Item Title	2021 Branch NRC Levies to be cancelled.
Information	
X Decision	
Document Author	Victorian Branch delegation to NRC.
Strategic Alignment	<p>Program: Decreasing the Branch NRC levies allows the Rovering program to be delivered at the lowest cost possible, therefore making the Rover Program more accessible to people of all backgrounds. Consequently, a larger, more diverse membership base allows the program to grow in strength and quality.</p> <p>Marketing/Venturer Retention: A strong and affordable rover program encourages venturers to continue in the movement and join the Rover Section.</p>
Consultation	Victorian Branch delegation to NRC and Victorian Region Chairs.
Implementation period	<p>March NRC remote meeting: paper passes.</p> <p>May: Refunds processed to Branches by end of May (2 months allowance to process these transactions)</p>

KEY POINTS

- The 2022 NRC conference (the largest expense in the budget) was held entirely online, with food reimbursement as the only cost.
- NRC levies for 2021 should be cancelled and refunded back to Branches (minus the food reimbursement costs and already purchased budget items (receipts must be dated prior to this paper passing to be included)).

BACKGROUND

- The NRC Operational Account Expenditure consists of: NRC Conference Attendance, NRC Conference Travel, NRC Executive Meetings, Administration Support and Contingency.
- The NRC Conference 2022 was hosted entirely online significantly reducing the cost in the budget. The only conference cost was a food reimbursement of \$30 per attendee (NRC Executive members, NRC Project Officers, and the standard Branch delegation (up to 2 delegates, 2 observers and 1 advisor)). Claiming the food reimbursement was optional and due late February. By March remote meeting there should be a clear idea of who has claimed and what the conference “actuals” are.
- NRC Exec meetings should be self-funded (please refer to the paper on this topic) and therefore no longer required in the budget. Funding already spent on this budget prior to this budget would be deducted before calculating refund totals.
- Administration Support is budgeted at \$1000 however only cost \$13.2 in 2021/22 “actuals”. Given the conference was online for both 2021 and 2022 (and therefore a

low number of transactions processed through the account) we could expect costs to also be low this year. This could be covered by previous year's surplus or be factored into next year's conference tickets (please refer to the paper describing conference being funded by tickets).

- Contingency "actuals" were \$0 last year. As the Conference has already been held it is not unreasonable to expect no/low contingency costs this year.
- Due to funds pre-existing as a surplus in the General Operations Account, this year's Admin Support and Contingency fees could also come from money already in the General Operations Account.
- Due to national COVID restrictions and the ongoing consequences it is crucial that all funds possible be reinvested into projects that re-invigorate Rovering. For example, in Victoria the Rovering Section took a large financial hit due to inability to use their assets to bring in income, and many Rovers were out of work for a long period of time making personal finances challenging.
- The NRC branch levies for 2021 should be cancelled (minus the food bill for conference and already purchased budget items as previously described), and money that has already been paid to NRC be refunded.
- Moot buddies/Rover Development Fund levy still applies.

ACTION REQUESTED

It is recommended that the National Rover Council:

- NRC Treasurer publishes the total for Conference Food Reimbursements by the end of March.
- The NRC Treasurer calculates the amount of refund per Branch as: ((total budgeted income from NRC Levy) – (Food Reimbursements + Already spent budgeted items)x (percentage that states membership makes up as of 2020 rover census).
- NRC Treasurer refunds Branches.

IMPLEMENTATION PLAN

Lead	Victorian Branch delegation to NRC.
Assists	NRC Treasurer to calculate totals and facilitate transfers.
Cost	Nil cost.
Risks	Nil risks.
Milestones	<p>Early March: Papers distributed to all branches via email for early discussion.</p> <p>End of March: Totals for Food Reimbursement determined.</p> <p>March Remote meeting: Paper discussed and passes.</p> <p>End of April: Already spent budget items receipts are declared.</p> <p>May: Refunds issued.</p>
Outcomes	Branches can invest grassroots rovers' money into projects with the best outcomes for grassroots rovers focusing on retention and growth.

AMENDMENTS

- N/A

Appendix 8: The NRC conference is open to all Rovers to attend.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
 NRC Remote Meeting
 [Date]

Item Title	The NRC conference is open to all Rovers to attend.
Information	
X Decision	
Document Author	Victorian Branch Delegation.
Strategic Alignment	<p>Representation: Inviting all Rovers to the Conference improves transparency on the function of the NRC. It also provides NRC/BRCs/external committees greater access to grassroots Rovers.</p> <p>Governance: More Rovers engaging with NRC reporting and strategic planning helps the NRC identify and meet the needs of the section and the grassroots Rovers understand the role of the NRC.</p> <p>Rover Training: More Rovers experience Conference means more Rovers benefiting from the soft skills and networking that come with being a Conference Participant.</p>
Consultation	Victorian Branch Delegation.
Implementation period	<p>March NRC remote meeting: paper passes.</p> <p>Implemented for 2023 & 2024 NRC Conference.</p> <p>Review period post 2024 Conference.</p>

KEY POINTS

- All Rovers/RAs should have the opportunity to participate in/observe all aspects of the NRC Conference.
- We should be opening face-to-face tickets for the general Rover population in addition to virtual registrations. This ensures the cost of conference tickets are affordable. This also ensure a greater number of Rovers experience the benefits of NRC Conference.

BACKGROUND

- The NRC External Review found grassroots Rovers have a poor understanding of the functions of the NRC and almost no engagement with NRC.
- When conducting research into benefits of NRC participation within the Victorian Rover population the only finding was that attending conference was beneficial for the individual Rover's soft skills and personal networking.
- A greater number of Rovers participating in NRC activities would increase engagement: therefore, meeting the strategic goals of the NRC and address multiple themes of the NRC External Review.
- Branch delegations now have the option to send almost all of their delegates virtually, therefore potentially reducing the number of face-to-face attendees, therefore driving up cost per attendee (taking into consideration things like venue hire have minimum cost, not per head fees).

- A greater number of Rover attendees would also distribute costs across a larger population keeping ticket costs affordable (please see paper about funding Conference off tickets).

ACTION REQUESTED

It is recommended that the National Rover Council:

- Open 2023 and 2024 NRC conferences to all Rovers.
- The organiser of the conference should determine the maximum number of face-to-face conference participants. Each branch shall be given the option of purchasing up to 5 priority tickets (2x voting parties, 2x observers, 1x Rover Commissioner). Other guests normally invited then can purchase tickets (ie. NRC Exec). Any tickets left over could be purchased by any Rover/Rover Advisor.
- Branches can participate entirely virtually to improve the accessibility of NRC engagement.
- Rovers/RAs can register to participate virtually (similar to 2022 Conference).
- Some aspects of the conference may be open to observe only (rather than being able to speak on the floor) for non-delegates, due to time restrictions (ie. if discussing a paper).

IMPLEMENTATION PLAN

Lead	Victorian Branch Delegation.
Assists	Nil.
Cost	Nil cost.
Risks	<ol style="list-style-type: none"> 1. Proposals regarding changing the way NRC manages finances and finances themselves are currently not included on the Conference livestream. This is mitigated by not including “admin/process” papers at NRC Conference. The NRC budget should be accessible to all Rovers as Rovers/Scouts are a non-profit organisation and currently all Rovers are contributing their funds to the budget. 2. More people participating in conference discussions (ie. discussion of a paper) may drag out discussion taking up too much time. This is mitigated by implementing Recommendation 9 & 19 which advises that Conference focuses on Strategic Planning and Project reporting, not proposal papers. This is further mitigated by the paper proposing no process/admin papers at Conference. 3. Grassroots Rovers might not be interested to attend conference, and therefore not by tickets.
Milestones	<p>March: Paper is sent to branches for feedback.</p> <p>March Remote Meeting: Paper is discussed and voted on.</p> <p>Late 2022: Advertising NRC Conference to the grassroots Rover population begins and tickets open.</p> <p>2023/2024 Conferences: Conference is run with open attendance.</p>

	After 2024 Conference: Review occurs focusing on financial viability, number of grassroots Rovers attending and if projects are being delivered because of Conference (is there a point in Conference existing?).
Outcomes	The benefits of attending NRC Conference are accessible to a greater number of Rovers.

AMENDMENTS

- N/A.

Appendix 9: No “process/admin” papers to be tabled/discussed at NRC Conference.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
NRC Remote Meeting
[Date]

Item Title		No “process/admin” papers to be tabled/discussed at NRC Conference.
	Information	
X	Decision	
Document Author		Victorian Branch Delegation.
Strategic Alignment		Governance & Program: Reallocating discussion time of these type of papers to Remote Meetings allows this valuable face-to-face time to be better invested into projects that meet the needs of the Rover section. Contributes to implementation of External Review Recommendations 9 & 19.
Consultation		Victorian Branch Delegation.
Implementation period		March NRC remote meeting: paper passes. Implemented for 2023 & 2024 NRC Conference. Review period post 2024 Conference.

KEY POINTS

- Process/admin type papers about how the NRC functions internally do not have any benefit to grassroots Rovers. Currently grassroots Rovers pay for the Conference.
- These papers should not take up valuable conference time, instead be restricted to Remote Meetings.

BACKGROUND

- After the NRC Conference 2022, the Victorian delegation scrutinised the content and were disappointed that all papers discussed were admin-type papers which impacted internal changes with NRC, rather than projects with a strong focus on delivering for grassroots Rovers.
- When reflecting on previous conferences (in particular the last 4 years of conference due to having easy access to conference attendees), no conference delivered significant outcomes to grassroots Rovers, especially not when the cost of conference is considered.
- These papers should not take up valuable conference time, instead time allocation should be restricted to Remote Meetings.
- As these papers focus on changes in internal procedures, they are unlikely to require urgent attention and could wait for a Remote Meeting.
- This aligns with Recommendations from the NRC External Review.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Do not schedule a place in the 2023 Agenda for proposing papers that focus on the internal processes of the NRC.
- If Branches are unsure whether their paper fits this criterion, they should consult the NRC Executive team.

IMPLEMENTATION PLAN

Lead	Victorian delegation to NRC.
Assists	Nil.
Cost	Nil cost.
Risks	<ol style="list-style-type: none"> 1. Conference doesn't have enough content to fill the void when these papers are excluded from the agenda. This is mitigated by a Rover putting more time into organising the agenda to bring in more external parties/workshops and project delivery. Hopefully, a member/s dedicated to the NRC Conference (see External Review Recommendation 11) will have the time to organise this. 2. Should the 2023 Conference not be able to fill this gap in the agenda and not facilitate any productive discussion the viability of running conference should be re-considered.
Milestones	<p>March: Paper is sent to branches for feedback.</p> <p>March Remote Meeting: Paper is discussed and voted on.</p> <p>2023/2024 Conferences: Conference is run with open attendance.</p> <p>After 2024 Conference: Review occurs.</p>
Outcomes	The value of running a NRC Conference is maximised by ensuring an agenda which takes full advantage of having a large number of Rovers together (and accessible), and does not waste time on papers which could successfully discussed in a remote meeting.

AMENDMENTS

- N/A

Appendix 10: NRC Executive Team meetings to be removed from the NRC Operations Budget.



SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
NRC Remote Meeting
[Date]

Item Title	NRC Executive Team meetings to be removed from the NRC Operations Budget.
Information	
x Decision	
Document Author	Victorian Branch delegation to NRC.
Strategic Alignment	<p>Program: Decreasing the Branch NRC levies allows the Rovering program to be delivered at the lowest cost possible, therefore making the Rover Program more accessible to people of all backgrounds. Consequently a larger, more diverse membership base allows the program to grow in strength and quality.</p> <p>Marketing/Venturer Retention: A strong and affordable rover program encourages venturers to continue in the movement and join the Rover Section.</p>
Consultation	Victorian Branch delegation to NRC and Victorian Region Chairs.
Implementation period	<p>March NRC remote meeting: paper passes.</p> <p>As soon as possible: Current budget updated with only receipts accepted for purchases dated before this paper passing.</p> <p>2022/23 Budget: "NRC Executive Meetings" line removed/not included.</p>

KEY POINTS

- Online meetings can be productive and successful at delivering outcomes at no cost.
- NRC Executive meeting funding should be removed from the budget.
- Should the NRC Executive decide to hold a face-to-face meeting it should be self-funded by the meeting attendees.

BACKGROUND

- Extensive consultation has occurred within Victorian Rovers regarding the perceived "value for money" financial participation in the NRC.
- In 2014 concerns were raised about the role/purpose of the NRC and the lack of contribution to grassroots Rovers.
- As the levy increased over the years with membership growth and a change in funding model it prompted a discussion paper being tabled in 2019 within Victoria. It was decided to wait for the findings of the NRC External Review Team.
- Victoria holds the opinion the Review Findings did not address finances in enough depth. Furthermore, the Review's 16 recommendations entirely focus on the administration practices of the NRC as a council, and does not describe delivering

value for grassroots Rovers or what the NRC should be delivering to the Rover members.

- National COVID restrictions have forced many teams to meet online including the NRC Executive. The previous 2 years have demonstrated that online meetings can be successful in achieving outcomes.
- Therefore, NRC Executive meeting funding could be removed from the budget as these meetings could be held online at no cost.

ACTION REQUESTED

It is recommended that the National Rover Council:

- Remove the “NRC Executive Meetings” line from the budget, both this year and in future budgets.
- The NRC Executive Team self-fund their meetings.

IMPLEMENTATION PLAN

Lead	Victorian Branch delegation to NRC.
Assists	NRC treasurer to update budget.
Cost	Nil cost.
Risks	Nil risks anticipated.
Milestones	Early March: Papers distributed to all branches via email for early discussion. March Remote meeting: Paper discussed and voted on.
Outcomes	Reduced NRC levies for branches. Branches can invest grassroot rovers’ money into projects with the best outcomes for grassroots rovers, to ensure Rovering is worth the financial cost. This ensures retention of current members and makes Rovering a financially attractive option to potential members; as a result growing our membership.

AMENDMENTS

- N/A

ROVERS VICTORIA

BEHAVIOUR

Introduction

The Code of Conduct and Code of Ethics (reproduced below) provide details of behaviours and actions which apply to all adult (including young adult) members of Scouting within Victoria. The Codes are designed to protect members who participate in Scouting.

The Code also provides details of unacceptable behaviour within Scouting and indicates that departures from what are regarded as acceptable behaviours may have consequences.

All Rovers and Advisers acknowledge the Code and agree to be bound by its requirements.

Within this context, these guidelines expand on the contents and application of the Code, detail how departures from the Code and reportable incidents will be dealt with in the Rover Section.

Scouts Victoria Code of Conduct and Code of Ethics

This Code of Conduct is a personal commitment. Its purpose is to protect all members of Scouting. It applies to all members over the age of 18, regardless of location and role, when engaging with young people and adults in any form. This includes face to face contact and using technology such as on-line formats. Parents and guardians who wish to actively participate in Scouting activities must also follow this Code.

I will set an example that I would wish others to follow.

Therefore, I will:

- respect the dignity of myself and others.
- demonstrate a high degree of individual responsibility,
- recognise at all times that my words and actions are an example to other members of the Movement.
- act at all times in accordance with the Promise and Law, Code of Ethics and this Code of Conduct, thereby setting a suitable example for all.
- not use the Movement to promote my own beliefs, behaviours and practices where these are not compatible with Scouting Principles.
- adhere to the Scouts Australia Child Protection Policy and provide a safe environment for youth members participating in the Scout Program, their parents or guardians and visitors.
- report any conduct seen or heard that does not comply with this Code of Conduct to the appropriate Scouting person

UNACCEPTABLE CONDUCT

Considering the Code of Conduct for Adults in Scouting, I recognise that the following behaviours are never acceptable.

I understand that if I demonstrate any of the following behaviours that my conduct will be investigated and I may subsequently be reported, disciplined and/or dismissed from Scouts Victoria.

- Any form of physical, emotional, psychological, sexual, cultural, racial or religious abuse.
- Entering an area where children are changing or showering, or entering youth members' tents or sleeping areas on camp when young people are in bed (without a valid reason, such as an emergency).
- Transporting an individual youth member alone (unless their own child, or in an emergency).
- Communicating one-on-one with youth members outside of Scouts through text messaging or via social media.
- Developing special relationships, including one-on-one catch up sessions for missed Scouting activities.
- Distributing inappropriate materials via any channel.
- Engaging in discussions with young people that are not age-appropriate.
- Encouraging the use or consumption of alcohol, smoking, or use of illicit substances by youth members.
- Being under the influence of alcohol or illicit substances while undertaking duties as an Adult in Scouting.
- Behaving towards a youth member in a manner that makes them uncomfortable.
- Breaching the Scouts Australia Code of Conduct. Adults in Scouting also commit to our Code of Ethics.

CODE OF ETHICS

Integrity

We demonstrate Integrity by:

- Acting with honesty, truthfulness and fostering appropriate healthy professional relationships
- Recognising and fulfilling where possible, our obligations to our community
- Taking responsibility for our own actions and developing integrity in others
- Acting with impartiality, truthfulness and honesty

Respect

We demonstrate Respect by:

- Showing consideration to others, recognising each individual's uniqueness and diversity
- Minimising our impact on the environment and seeking to be good caretakers for future generations
- Committing to members well-being and on-going learning through the practice of positive influence, good judgement and empathy in practice

Courage

We demonstrate Courage by:

- Providing challenging, developmental opportunities to empower young people
- Being good role models in Scouting, demonstrating positive attitudes and willingness to live by the Scout Promise and Law
- Being fair and reasonable
- Unacceptable Behaviour

The Code of Conduct, above, includes unacceptable conduct as:

- Any form of physical, emotional, psychological, sexual, cultural, racial or religious abuse.
- Being under the influence of alcohol or illicit substances while undertaking duties as an Adult in Scouting.

The first dot point above should also include the words “or harassment” to make perfectly clear the intentions of the Code of Conduct as it applies to the Rover Section.

GENERAL GUIDELINES

It cannot be stressed too greatly that the safety of participants in any Rover event is paramount.

All Rovers should be able to enjoy any event, be it local or State-wide without feeling insecure or threatened in any way.

It is appropriate to recognize that every member of Scouting is also bound by the Promise and Law. As such, we should respect our own, and other Rovers’ ability to participate fully in events.

These guidelines have been developed to provide Rovers with an understanding of what are considered unacceptable behaviours and what to do should such behaviours be encountered.

The policy framework and guidelines for addressing and handling complaints of unacceptable behaviour will apply universally within the Rover Section

All Units, Regions, assets and events and participants at any Rover activity will be covered by these guidelines.

INTOXICATION

From time to time, Rovers may over indulge in the consumption of alcohol leading to intoxication. Such behaviour is unacceptable, especially when it impacts on the enjoyment of others at events.

Rovers suffering from intoxication should be removed from the main gathering and advised to refrain from further drinking. Depending on the activity/event, it may be appropriate to take a person home or isolate them at a campsite until they are able to again participate. The Unit Leader, as the person responsible, will ensure this takes place. Should it be necessary for the person to be removed from site, the Unit Leader will make the necessary arrangements.

If the behaviour becomes aggressive or the person becomes obnoxious, they should definitely be removed.

Further action may be necessary from a Unit perspective or, if at any event, contact the Rover Welfare Team.

ILLICIT SUBSTANCE ABUSE

Should you become aware of someone under the influence of an illicit substance you should:

1. Ensure that the person concerned is safe from harm
2. Advise your Unit Leader, Rover Adviser, Region Chair, Region Rover Support Commissioner or, if at a major event, members of the Rover Welfare Team.

An assessment of the individual's capability should be undertaken and they should be removed from the activity if it is safe to do so. If they have driven themselves to the event, it may be necessary for a member of their Unit to transport them home.

Depending on the level of abuse, it may be appropriate for the member to be dealt with at a Unit level and the person concerned should be advised to seek counselling and other relevant assistance.

Further advice is available from the State Commissioner – Rover Support, or members of the Rover Welfare Team.

ILLICIT SUBSTANCES – DEALING

The dealing in illicit substances is a criminal offence and is unacceptable within Scouting.

Anyone detected selling, or attempting to sell, illicit substances at any activity will be told to leave and the matter reported to Scouts Victoria via the Incident Report process and the local police for necessary action.

Until the matter is fully investigated, the person concerned will have their membership immediately suspended.

SEXUAL HARASSMENT/ASSAULT

What is Sexual Harassment

The following definition of sexual harassment was sourced from the Human Rights Commission

“Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated, where a reasonable person would anticipate that reaction in the circumstances.”

Kate Jenkins, Sex Discrimination Commissioner, 2017, summarised the link between community attitudes and sexual harassment in a recent speech published online:

“Research has shown that gender inequality and community attitudes about women and their role in society contribute significantly to sexual harassment and other forms of sexual violence against women. Attitudes which justify, excuse, trivialise, minimise and shift the blame for sexual harassment are called “violence supportive” attitudes. While individuals may not themselves engage in violence or sexual harassment, these attitudes contribute to its prevalence. These attitudes have been commonplace in the reasons why bystanders have not called out sexual harassment.”

- Australian Human Rights Commission

What is Sexual Assault

Sexual assault is when you are forced, coerced or tricked into doing sexual things when you don't want to. Sexual assault is a form of sexual violence, and covers a wide range of unwanted sexual behaviours that can involve strangers, or people you know. If someone:

- Does something sexual that makes you feel uncomfortable; or
- Touches your body when you do not want them to, it may be a sexual assault

Different kinds of touching or behaviour might be sexual assault, it depends on:

- Where and how it happens;
- What the perpetrator is thinking when they do it;
- The age of the victim

If you've been sexually assaulted, remember it's not your fault and it's never okay for someone to force you to do something you are uncomfortable with.

You might experience a range of emotions and it's important to know there are support services that can help you to move forward. If you are questioning whether you've been sexually assaulted, trust your instinct and speak to a member of the Rover Welfare Team if at an event, or talk to a professional who can help, such as the non-judgmental counsellors at 1800 RESPECT (1800 737 732).

What to do if you are being sexually harassed, or if you have been sexually assaulted.

If you've been sexually harassed or assaulted, it's not something you have to live with on your own. Here are some things you can do straight away:

Ensure that you're safe

If you're in immediate danger, or you're worried about your safety, contact emergency services on 000 immediately and try to get to somewhere safe.

Tell the offender to go away and leave you alone. Confirm that no consent has been given for any actions.

Ask friends or members of your Unit to provide support and help remove you, or the offender, from the location.

Report the matter to the Rover Welfare Team at the event.

Talk to someone

This can be tough, but is really important for your support and recovery. Find someone you can talk to, such as a friend. At a later stage it may be appropriate to talk with a family member, or a professional like a GP, counsellor or youth worker

At all Rover events there will be a Rover Welfare Team which will comprise a number of people who have been trained to listen sympathetically to your complaint and deal with the issue accordingly. More details regarding the Rover Welfare Team members will appear later.

Should the issue arise within your Unit, contact your Rover Adviser (if there is one) or contact a member of the Rover Welfare Team directly (they are available at times other than major events)

All reports of sexual harassment and assault will be forwarded to the State Commissioner-Rover Support.

Get confidential help

Call the confidential 24-hour 1800 RESPECT (1800 737 732) line to talk with experienced counsellors.

Consider contacting the police

You might find it hard to decide whether or not to report the sexual assault to the police. The most important thing is that you make the right decision for you. If you do decide to make a formal report, it's helpful to know that procedures have been put in place to support you and reduce distress. It can help to take a support person to the police station so you don't need to be on your own. You can also write down as much as you can remember about the sexual assault to help reduce stress at the time of reporting.

Trust yourself

If someone has assaulted you, you may not feel confident about what to do next. Trust your instincts. Remember that it's never okay for someone to assault you for any reason.

Remember, there is no 'correct' way to respond to sexual assault.

Excerpts from Reachout.com

Sexual assault is never your fault

Sexual assault is something that has happened to you, it's not a result of who you are or something you did, like being drunk or dressing a certain way. Someone has chosen to behave badly toward you and to exert power and control over you. That is never your fault.

Consent

What is consent?

Consent is freely agreeing to do something. It means to:

- Consent to sex;
- Not consent to sex;
- Not have capacity to consent to sex;
- Give consent and then withdraw it.

Consenting to have sex or sexual contact means:

- No one pressuring you;
- No one forcing you;
- No one threatening you or threatening someone or something you love;
- You want to have sex and have not changed your mind;
- You have the ability to stop when you want;
- You are 16 years or older;
- You are awake and conscious;
- You are not overly affected by alcohol or drugs;
- You do not have a cognitive impairment that affects your ability to consent;
- The person you have sex with has not lied about their identity or led you to believe they were someone else.

How do you know when consent is not given?

A person knows there is no consent if:

The lack of consent is clearly communicated:

For example, you say: 'I don't want to!', 'Stop', 'Get off' or, express yourself with actions like trying to push the perpetrator off, running away etc.

They are 'reckless' as to whether consent is given:

When the perpetrator does not care that there may not be consent, for example:

- You are asleep, under the influence of drugs or alcohol yet they go ahead and have sex with you anyway.
- You were scared, numb, 'paralysed by fear', pressured or threatened – you did not say yes but also did not say no. *Silence isn't a yes.*
- You have previously consented because you are or were in a relationship but have not agreed to sex this time but the perpetrator goes ahead with the sex anyway.

You are not able to legally consent

If you are under the age of 16 you cannot legally consent to sex. If you are a person with a cognitive impairment, you may also be unable to legally consent. Even if you agree or 'go along with' the perpetrator your consent is negated by the fact that you are not legally allowed to give consent. This means it is like you did not consent at all.

A reasonable person would not believe consent had been given

The words 'reasonable person' are used as a legal test to say that an ordinary person in the perpetrator's position with the same knowledge of the victim would also think that consent had not been given. This test is important in cases where the victim may have been affected by drugs or alcohol or where the victim is asleep or unconscious. A reasonable person would not assume that a person who cannot speak, open their eyes or stand up could consent to sex.

Excerpts from Women's Legal Service NSW

How Sexual Assault Might Affect You

Everyone reacts differently to sexual assault. All of the following responses are normal:

- **Shock and denial:**
You might think, 'Did this really happen to me?' or 'Why me?', and feel unable to accept that it actually happened.
- **Fear**
You might experience fear of the offender, of being alone, or of not being believed.
- **Silence:**
You might find that you're unable to talk about the assault, or to describe what it feels like to have been assaulted, out of fear of being judged.
- **Anxiety:**
You might feel unsafe or unable to relax.
- **Depression:**
You might feel sad, hopeless or down, or stop enjoying the things that you used to enjoy.
- **Guilt and blame:**
You might ask yourself, 'Why did I go there/allow it/not fight back?'
- **Low self-esteem:**
You might lose self-confidence, and feel 'unworthy', ashamed or 'dirty'.
- **Isolation:**
You might want to be alone, and to isolate yourself from family and friends.
- **Nightmares and flashbacks:**
You might have images and memories of the assault intrude on your daily life and sleep.
- **Mood swings:**
You might find that your mood changes quickly from anger and rage, to tears and despair, and back again.
- **Loss of confidence:**
You might worry about your ability to do your work or study, or lack confidence with friends or your partner.
- **Loss of trust:**
You might find it hard to trust people in your social circle or family.
- **PTSD (Post traumatic stress disorder):**
You might experience a particular set of reactions such as reliving the traumatic event with intrusive thoughts or memories, or feeling emotionally numb.
- **Flashbacks/memories:**
You might experience flashbacks or memories of the assault.

EDUCATION

The South Eastern Centre Against Sexual Assault (SECASA) conduct a number of relevant training programs in the area of harassment and assault.

These programs, details of which have been sought from SECASA over the past month or so, will be delivered at Victorian Rover Council and through the Regions. It is proposed that the training will be tailored to Scouting, and Rovers in particular, with a number of Rover Section personnel being trained with a view to delivering this training to all levels including individual Units.

Details are yet to be finalised but it may be that the training is delivered to a number of Regions at the same time. The logistics of such training are yet to be finalised.

When adequate numbers are trained, there will be training for members of sub-committees prior to an event being conducted in order that there is a clear understanding of behavioural expectations. These details will also form part of the requirements to be observed by all members attending events.

(At the time of preparation, full details of the training and a course outline have not been finalised but will be included in this document when received).

ROVER WELFARE TEAM

The Rover Section will create a team of suitable people who will be trained in issues of sexual harassment and assault and provided with the necessary skills to work sympathetically with people who have been subjected to harassment and/or assault.

Members of the Rover Welfare Team will also work with 'third parties' who may have witnessed inappropriate behaviour and/or may be presenting information on behalf of another Rover who, for any reason, may feel uncomfortable lodging a complaint.

The Rover Welfare Team will have members at all major Rover events and their location and contact details will be included in the pre-event material.

A Rover Welfare Team member will complete a report outlining the discussions and this, along with the original incident report, will be forwarded to the State Commissioner – Rover Support.

Depending on the nature and severity of the incident, a member of the Rover Welfare Team may recommend the removal of an offender from the site of the event.

REPORTING

Throughout this document there are references to reporting incidents of alleged unacceptable behaviour.

In all instances, an incident report should be completed. This may be done by an affected member, or a third party lodging a complaint on behalf of a friend or Unit member. The report should outline the extent of the issue and contain details of the actions which the person lodging the complaint wishes to pursue. In certain circumstances, complainants may wish to notify Police, have the matter dealt with by the Rover Section or Scouts Victoria, or have no further action taken. Each of these options is of the complainant's choice.

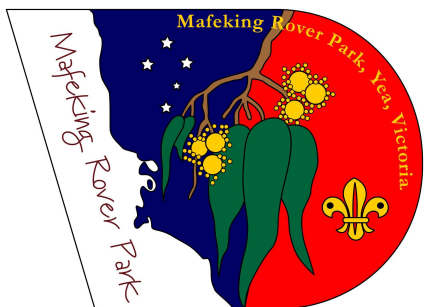
A member of the Rover Welfare Team will assist in completing the incident report and also prepare a summary of discussions with the complainant or their representative.

Depending on the nature or severity of the allegations, it may be appropriate for the alleged offender to be removed from the site.

All reports of unacceptable behaviour will be forwarded to the State Commissioner – Rover Support who may work with the Assistant Chief Commissioner People and Culture to conduct an investigation, decide an outcome or prepare recommendations for further action.

Peter Wotherspoon
State Commissioner – Rover Support

April 2022



Mafeking Pub - Mudbash 2022

Spirits \$6-



Beers & Cider \$4-



Soft Drinks & Water \$2





SCOUTS VICTORIA

Victorian Rover Council

**Rover
Scouts**
VICTORIA

[26/01/22]

Item Title		VRC to become non-financial members of the National Rover Council (NRC).
	Information	
	Discussion	
X	Decision	
Document Author		<p>Gemma Park (Mt Dandenong Region Chair, NRC delegate)</p> <p>Nathan Box (Plenty Valley Region Chair)</p> <p>Rachael Osborne (Bays Region Chair)</p> <p>Tiffanie Thomas (Melbourne Region Chair)</p> <p>Lily Twyford (South West Region Chair)</p> <p>Wil Sumbler (Lerderderg Region Chair)</p> <p>Justin Porter (Gippsland Region Chair)</p> <p>Travis Elliot (Murray Midlands Region Chair)</p> <p>Hamish Beshara (VRC Deputy Chair)</p>
Strategic Alignment		<p>Logistics: This paper aims to increase the benefit each rover receives from their fees.</p> <p>Governance: This paper aims to hold NRC accountable for where they are spending the budget and ensuring they are delivering a budget that is in the best interest of Victorian Rovers, and therefore promoting a culture of delivering on responsibilities and being responsive to the needs of current rovers.</p>
Consultation		<p>Discussion topic raised informally (due to incorrect use of templates and procedure) to Mt Dandenong Region and VRC in 2020.</p> <p>Informal consultation over the past 12 months at all levels of Rovers (through different papers/discussions proposed by different rovers).</p> <p>Formal consultation with NRC exec Oct 2021.</p> <p>Formal consultation with Region Chairs Sept-Oct 2021.</p> <p>Victorian delegation to NRC conference 2022 debrief.</p> <p>In March/April 2022 Victorian delegation proposed papers to NRC (6 papers that directly reduced the Victorian Levy and 1 which indirectly reduced the levy) and all failed.</p> <p>In April 2022 Victorian delegation proposed 2 papers to NRC which improved the value of the NRC Conference; one failed and one passed.</p>
Implementation Period		<p>Jan VRC meeting: Paper tabled.</p> <p>Feb region meetings: Discuss with your region.</p> <p>Feb VRC meeting: Further discussion which should include the Chief Commissioner given the potential ramifications. The Chief Commissioner was unable to provide support of this paper in the current form.</p>

	<p>March region meetings: Vote.</p> <p>March VRC meeting: Vote.</p> <p>March: Victorian 'NRC Levy Payment Plan' due date (31st March 2022).</p>
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KEY POINTS

- Victorian Rovers currently do not receive “value for money” from their financial membership to NRC.
- VRC should become non-financial members of NRC.

BACKGROUND

- Informal discussion has been occurring for the last 3 years (minimum) about “value for money” of NRC given the expensive bill Victoria receives.
- Victoria was supportive of an external review to NRC being conducted and was hopeful the outcomes would rectify the “value for money” concerns. The conversations around this topic were postponed until the review was published.
- A formal external review team was formed, and after a couple of years they delivered a report. That report didn't discuss “money” in detail.
- Victoria's Levy bill has significantly increased over the last few years. The current bill is \$10,323 of which we have paid 2 instalments (\$5161).
- VRC are currently funding this bill through major events (ie. it's reflected ticket prices). A previous attempt to change the way we fund the VRC budget was unsuccessful, but if this paper is successful this would stimulate this discussion being re-visited.
- Region Chairs had a meeting with NRC exec expressing the concerns of grassroots rovers and NRC membership “value for money”. They were told NRC exec could not directly assist them, and informed VRC should table papers at NRC.
- Victoria attempted to table papers and encountered difficulties, as outlined in 'NRC Delegate Report January VRC 2022'.
- While small changes have occurred at NRC conference it is not significant at addressing both aspects of “value for money”, as outlined in 'NRC Delegate Report January VRC 2022'.

ACTION REQUESTED

It is recommended that the Victorian Rover Council:

- Do not pay the remaining instalments of this years NRC levy payment plan (next payment due March 31st 2022).
- Continue to remain non-financial members of NRC until a VRC paper is passed to change our NRC relationship to “financial members”.
- Notify the NRC Executive and other BRCs of the decision and the reasoning behind it.
- Continue to actively engage with NRC as non-financial members.
- VRC Financial team to conduct a review of the budget (due to changes in expenditure) and facilitate discussion with VRC about what to do about the difference (for example: decrease the amount we bill major events (therefore ticket prices) or reinvest into a VRC project like MPAC).
- Review the “value for money” of NRC financial membership at the conclusion of each NRC conference. Discussion should be facilitated by NRC delegate and VRC Chair.

IMPLEMENTATION PLAN

Lead	Victorian Representatives at NRC: NRC Delegate and VRC Chair
Assists	VRC financial team
Cost	Nil cost in implementing this paper.
Risks	<p>i) Victoria doesn't have voting rights at NRC and therefore might be unable to have input on a major decision.</p> <p>a. Mitigation: Speak with other branches about the change and have them vote in a way that benefits all branches (including Victoria).</p> <p>b. Mitigation: After speaking with Peter Wotherspoon and Andrew (immediate past NRC delegate) there are no examples of decisions at NRC that could have serious ramifications for Victorian Rovers. This was reflected at NRC conference 2022 where only "procedure" papers were discussed – no "product" papers.</p> <p>ii) When it is time to become financial members of NRC again, NRC may ask for all previous years bills to be paid.</p> <p>a. Mitigation: a negotiation would occur a few years in the future, and we cannot confirm what will occur, however current VRC delegates feel positive that it would be unreasonable for NRC to ask for a full repayment when they have in excess of \$100,000 surplus in their Operational Account (excludes Rover Development Fund). For example, in 3 years time the Victorian bill may be approx. \$30,000; to ask for all of that back when they currently have \$108,000 in the account wouldn't align with the goals of Rovering.</p> <p>iii) Victorians no longer have access to Moot Buddies or Rover Development Fund Grants.</p> <p>a. Last Australian Moot had \$0 given to Victorian Rovers for Moot Buddies. It is unclear if there were any applicants as that data has previously been kept confidential.</p> <p>b. There is space in the VRC budget to run our own Development Grant/Moot buddies.</p> <p>c. Victorian Rovers have access to EML/NEAR funding.</p>
Milestones	<p>March VRC: Paper passes.</p> <p>Before March 31st 2022: NRC/BRCs notified via formal letter.</p> <p>At a time deemed appropriate by the VRC financial team: budget is reviewed.</p> <p>Post NRC conference 2023: VRC's type of NRC membership is formally reviewed by VRC.</p>
Outcomes	<ul style="list-style-type: none"> • Victoria is still engaging with and providing feedback to NRC/other branches. • A decrease in expenditure of the VRC budget. The amount of savings would start at \$5161 this year, and be between \$7000-\$12,000 per subsequent year. • VRC wouldn't be paying fees while NRC undergoes development to provide more benefit to Victorians. • It is anticipated that once NRC has completed its development the operating budget would be significantly lower, and consequently the VRC bill would be much lower.

AMENDMENTS

- For Feb VRC meeting: Additional co-authors added as they expressed their support of the paper.
- For March VRC meeting: The Chief Commissioner provided feedback at the Feb VRC meeting that he was unable to provide support of this paper in the current form.
- For March VRC meeting: To postpone voting of this paper until April to see if the outcomes of this paper can be achieved through passing papers through NRC at the April NRC Remote Meeting.
- For April VRC meeting: Amendment to Consultation section to include the 9 papers the Victorian NRC Delegation proposed to NRC members in March/April. These papers would have achieved the same outcome as this paper, however they failed at NRC level.



SCOUTS VICTORIA

Victorian Rover Council

[23/03/2022]

Item Title	Western Scout Region Merger - Proposed Rover Region Border Changes
Information	
Discussion	
Decision	
Document Author	South West Chair
Strategic Alignment	Logistics
Consultation	Unit Leaders, Unit meetings, Region Meetings, Region Chairs Meetings, VRC
Implementation Period	<p>November 2021 - Tabled</p> <p>December 2021 (SW) & February 2022 (MM)- Voted on - Passed</p> <p>March - Tabled to VRC</p> <p>January - May 2022 - Necessary accomodations</p> <p>July 1st 2022- Official transition</p>

KEY POINTS

- South West is comprised of both Geelong and West Coast scout regions, and Murray midlands is comprised of Loddon Mallee, Northern and, Western.
- This proposal states that Western Scout Region would move from being within Murray Midlands to South West Rover Region - moving the rover region boundaries.
- The regions would be much more proportional and make more sense geographically.
- This proposal greatly benefits South West by increasing unit diversity but also at region events and in general more options for communications and activities.
- This proposal greatly benefits Murray Midlands by decreasing the strain on region as they would have less rovers to worry about but also their units would be less distanced and easier to manage.

BACKGROUND

- Rover regions are based on scout regions however due to smaller populations, many of the country regions are comprised of multiple scout regions.
- These divisions were originally made to be proportional as they were based on rover density, however that is not the case anymore and there is a big discrepancy in numbers between the country regions.
- Not be splitting up the districts, this would be a complete scout region transfer.

ACTION REQUESTED

It is recommended that the Region:

- Acknowledge that both regions have successfully tabled and voted to incorporate Western Scout Region into South West Rover Region.
- Change any state related documents including digital to reflect these changes as of July 1st 2022.



SCOUTS VICTORIA
Victorian Rover Council
[24/04/2022]

**Rover
Scouts**
VICTORIA

Item Title	<i>Rover Levy</i>
Information	
Discussion	
x Decision	
Document Author	<i>Matthew Barnes</i>
Strategic Alignment	<i>Governance – To Review and implement change to the Rover Section in a way that will directly impact every single Victorian Rover</i>
Consultation	<i>VRC Executive, VRC Finance Team, Region Teams</i>
Implementation Period	<ul style="list-style-type: none"> • March - Paper tabled at VRC for discussion • April - Regions to begin consultation and provide feedback • May - VRC to vote on decision to adopt the proposed levy into Policy • June - Rover levy implemented by VRC

KEY POINTS

- *This proposed model would mean that every Victorian Rover would be contributing to the operations rather than just those who currently attend our events or assets. This would ensure equity across the Section. Currently some Rovers do not, as a result of current arrangements, pay their National Rover Council levy.*
- *It is proposed to introduce a levy on all Rovers of \$15 per annum*
- *Each Unit would be Invoiced according to the number of people in their Unit. (Example, a Unit of 10 people would be invoiced \$150, compared to a Unit of 5 which would only be Invoiced \$75*
- *Unit Advisers, Region and State Support Commissioners will also be levied. These Invoices would go to relevant team.*
- *Appropriations on events would be removed and assets would contribute a lesser amount.*
- *Through this levy, the VRC could now provide-a cheaper program for all Rovers. Appropriations would reduce to the following;*
- *Surfmoot and Mudbash would drop from \$5,000 to \$0*
- *MARB and RSM would move to paying \$0*
- *W.F Waters Chalet and Bogong Chalet would drop from \$5,000 to \$1,000*
- *Mafeking would remain at \$1,000*

The expectation of removing appropriations is that we can make our events cheaper to grass roots Rovers. We can make attending our assets cheaper for all Rovers. The reasoning behind still charging assets appropriations is that part of their income comes from external hirers, therefore its not a tax to Rovers.

BACKGROUND

- *VRC Income Is currently \$22,500 of which roughly \$22,000 comes from Subcommittee Appropriations*
- *VRC Expenditure Is currently \$21,500. Roughly \$11,000 goes assorted NRC fees.*
- *For a number of years, we have been looking at ways to drop the prices of events, or how we could put more money back Into the Rover Program.*
- *The current model of funding through appropriations means that only the Rovers who attend events or assets are paying for the operations of the VRC. An example would be, If someone attends a Surfmoot, Mudbash and goes to Baw Baw weekend they are contributing to the VRC operations 3 times.*

ACTION REQUESTED:

That the Victorian Rover Council endorses the below statement into policy

- *“The Introduction over a Rover levy at a cost of \$15 per Rover, Rover Adviser, Rover Support Commissioner’s and State Commissioner’s for Rover Support. An Invoice will be sent out to every Unit on July 1st which is composed of current Unit numbers as of April 30th Census numbers. The Invoice will be generated through the VRC and will be payable to the Victorian Rover Council. It will be the responsibility of the Region teams to ensure that Units are paying this levy. Once received the Unit will have 6 weeks to pay the Invoice. If a Unit fails to pay the Invoice, the entire Unit will be deemed as unfinancial within the Rover Section. This means that any member of that Unit cannot attend any Rover event external to their Unit or go on to hold any further roles within Rovers outside their Unit. The levy will be reviewed by the VRC Finance Team annually in open meeting and be announced by the May VRC. Uncrewed Rovers” who show on Region lists (except for Venturers), should be identified against a Unit. Where this has not happened, the Region will be invoiced for the levy”*

IMPLEMENTATION PLAN –

Lead	<i>VRC Executive</i>
Assists	<i>VRC Finance Team</i>
Cost	<i>Nil, We already have the infrastructure to support required to Implement this</i>
Risks	
Milestones	<i>Initial 12 Months Milestones</i> <ul style="list-style-type: none"> • <i>Levy approved May VRC 2022</i> • <i>Implemented June 2022</i> • <i>Invoices paid August 2022</i> • <i>Levy review March 2023</i> • <i>Levy for 2023-2024 announced May 20223</i>
Outcomes	The Rover levy is an effective method of funding VRC operations in a more equitable manner, where all Victorian Rovers are responsible for contributing to operating costs. The average Rover will receive the benefit of cheaper event ticket prices resulting from one annual payment.

AMENDMENTS

Rover Dinner 2022 Cover Letter Plenty Valley Region

Date:

Rover Dinner 2022 will be held on the 8th of October, hosted by Plenty Valley Region.

Ticket price:

Tickets will be \$55 this year, lower than last year due to savings on venue hire and AV equipment.

Venue Hire:

The venue is the Eltham Community and Reception Centre, the hire cost is a fixed rate (\$950) that includes access to the Dorian De Galliane Room, Atrium and Commercial Kitchen for 8 hours (2Hr set-up, 4.5Hr event, 1.5Hr pack-down). AV equipment, tables, crockery, cutlery and glassware are also free to access, the only additional cost is tablecloths.

Deposit:

A deposit of \$210 is required by the venue two weeks after applying for the venue. Therefore, this will need to be paid after the budget is approved by Plenty Valley and before it is tabled at VRC. This is due to time restraints and wanting to secure the venue on the best date possible. The deposit is refundable if the event is cancelled by the venue or until after the successful completion of the event.

Catering:

We are still in the process of booking a caterer, our best quote at the moment is \$40 per head for a 3-course meal. This will be booked if it cannot be matched by another caterer.

Tablecloths:

We are budgeting for the highest number of tablecloths needed for each group of people, working on tables of 8 people. The final attendance and seating plan will determine the exact amount of tablecloths needed.

Bar:

The bar will be provided by CAS Terras. They will be covering all costs associated with purchasing drinks and the liquor license. They will also keep all profits from the bar as fundraising.

Table Decorations:

This will cover any place cards, menus and decorations required for the tables. This cost is relatively high to avoid going over budget.

Miscellaneous:

This will cover any emergency purchases needed that are not already accounted for. This is relatively low compared to other Rover Dinners as we have a separate line item for Table Decorations.

Feedback can be emailed to Catherine Marley at plentyvalley.vrcprep@vicrovers.com.au

Rover Dinner 2022 Budget	Unit Price	100		Ticket Sales		120		Ticket Sales		150		Ticket Sales		2021 Actuals		
		Qty		Cost (\$)		Qty		Cost (\$)		Qty		Cost (\$)		Cost	Qty	Total
Expenditure																
Venue Hire - Eltham CRC	\$950.00	1	\$	\$950.00		1	\$	\$950.00		1	\$	\$950.00		\$2,245.00	1	\$2,245.00
Catering	\$40.00	100	\$	\$4,000.00		120	\$	\$4,800.00		150	\$	\$6,000.00		\$40.00	151	\$6,040.00
Table Cloths	\$16.00	14	\$	\$224.00		16	\$	\$256.00		20	\$	\$320.00		-	-	-
Table Decorations	\$20.00	14	\$	\$280.00		16	\$	\$320.00		20	\$	\$400.00		-	-	-
Deposit	\$210.00	1	\$	\$210.00		1	\$	\$210.00		1	\$	\$210.00		\$500.00	1	\$500.00
AV Hire	-		\$	-			\$	-			\$	-		\$350.00	1	\$350.00
Hourly Technitian Fee	-		\$	-			\$	-			\$	-		\$66.00	7	\$462.00
Loan	-		\$	-			\$	-			\$	-		\$110.00	1	\$110.00
Misc	\$50.00	1	\$	\$50.00		1	\$	\$50.00		1	\$	\$50.00		\$56.00	1	\$56.00
Total Expenditure				\$5,714.00				\$6,586.00				\$7,930.00				\$9,707.00
Revenue																
Presold Tickets	\$55.00	100	\$	\$5,500.00		120	\$	\$6,600.00		150	\$	\$8,250.00		\$65.00	130	\$8,450.00
Service Tickets	\$40.00	0	\$	\$0.00		0	\$	\$0.00		0	\$	\$0.00		\$40.00	21	\$840.00
Deposit	\$210.00	1	\$	\$210.00		1	\$	\$210.00		1	\$	\$210.00		\$500.00	1	\$500.00
Loan			\$	\$0.00			\$	\$0.00			\$	\$0.00		\$110.00	1	\$110.00
Total Revenue				\$5,710.00				\$6,810.00				\$8,460.00				\$9,900.00
Profit Vs Loss				-\$4.00				\$224.00				\$530.00				\$193.00
Notes:																
Venue hire is a fixed cost- Including, Hall/Atrium/Kitchen Booking is for the Dorian Le Gallienne Room for 8 Hours																