SCOUTS AUSTRALIA
MINUTES FOR THE 477TH MEETING OF THE
VICTORIAN ROVER COUNCIL
HELD AT VICTORIAN ROVER CENTRE
WEDNESDAY, 28TH APRIL 2021, AT 7:30pm

1	Welcome	
1.1	**Flag Break**	**Michelle Saffin**
1.2	**Attendance & Apologies** **Apologies –** Pete Wotherspoon, Drew Lazenby, Tiffanie Thomas	**Maddy Packer**
1.3	**Acknowledgement of Country** Scouts Victoria respectfully acknowledges the Traditional Custodians of the country throughout Victoria where our activities take place. We pay our respects to Elders, both past, present and emerging and continue to recognise and embrace the important continuous history and connection to land & community of Aboriginal and Torres Strait Islander peoples.	
1.4	**Conflict of Interest** Any conflicts of interest that become apparent in the meeting are to be raised.	

2	Congratulations, Guest Speakers, Presentations and Formal Thanks
Good on Ya Mate – Council acknowledges and thanks the exceptional contributions to Rovering over the past month. ◆ Rovers who assisted and participated at ANZAC day around the state ◆ Rovers who attended and stepped up to join the committee at the Surfmoot AGM ◆ Rovers in Nepal and India going through these tough times ◆ Rovers who assisted at the various Stradbroke Cups running around the state ◆ Rovers who helped out at Cuboree10, it was very much appreciated, fantastic job	
Guest Speakers – N/A	

3	Items for Consent	
3.1	**Minutes of the previous VRC Meeting**	**Michelle Saffin**
	Motioned: Bays **Seconded:** Gippsland	
3.2	**Correspondence**	**Maddy Packer**
	Nil.	
3.3	**VRC Financial Report**	**Jody Freeman**
	Nothing to report.	
3.4	**Decisions of the VRC Chair to be ratified**	**Michelle Saffin**
	Zoom Licenses The Zoom licenses are to be renewed for a further 12 months and is to be ratified by VRC Chair. Reasonings for this decision can be found page 4 of the minute attachments. **Motioned:** Bays **Seconded:** Lerderderg	
3.5	**Nominations for the Baden-Powell Scout Award**	**Regions**
	Ryan Leggett – Manderson Rover Unit, *Mount Dandenong*	

4 Office Bearers Reports

4.1 Chairman — Michelle Saffin

Peter W has had an accident on the farm and as such is out of action for the foreseeable future. Please contact any members of the exec or other commissioners if you require anything, but please do not email or call/message Pete as requested by his family he needs to focus on recovery.

GL guide to Rovers is being reviewed to be up to date and will then be loaded back onto the VicRovers site and re-distributed to all Victorian GLs.

I am working my way through the NRC review paper, so will finish reading this int he next couple of weeks.

As always please reach out if you want to chat!

Email at:
chairman@vicrovers.com.au

4.2 Deputy Chairman — Kieron Younger

I am very proud to see Rovers and Rover units out paying their respects on ANZAC day, in particular the 10 or so Rovers supporting the city dawn service and shrine march.

On a bad note, so far I have only had 30 out of 100 rover units fill in the unit information and sword census google forms. This is not good enough and I need all units to fill these forms out ASAP.
Here is a link to the sword and unit details doc for those who need it.
https://docs.google.com/forms/d/e/1FAIpQLSc8yIP28wEbpfI80ceFNgsJwnJmbIrjd0IbD7uateeQ9bn22A/viewform

Region chairs had a great meeting on Monday night down at the centre, we spoke about:
- Region chairs get to gather.
- Next terms O-day
- Promoting VRC to grass root Rovers
- and a whole lot more
- Sword Audit and unit details

P.S. Go buy your Mudbash tickets.

Email at:
deputy.chair@vicrovers.com.au

4.3 Assistant Chairman — Matthew Barnes

- Surfmoot Held their AGM last Wednesday
  - Thank you to the outgoing team for running a great event, especially being the first big event post-COVID restrictions
  - There are still a number of positions to fill, including the chair, so if you know anyone send them my way
- Still having ongoing discussions with Branch about the use of Operoo for Rovers
- There is a risk management meeting being held on the 20th May

Email at:
assistant.chair@vicrovers.com.au

4.4 Membership Development — Adam Kaplan

I'm looking at creating a rover recruitment and retention workshop. Units do these aspects with varying degrees of success, and it's imperative that these are done well, or we lose our strength as a section. I anticipate running these at a region level, so say for unit leaders at region meetings.

This is still in the idea phase, so any suggestions or support will be warmly welcomed.

As always, I am available to support units in anything on the topics of linking or recruitment.

Email at:
membership.development@vicrovers.com.au

4.5	Program	Michelle Saffin

No report submitted.

Email at:
program@vicrovers.com.au

4.6	Our Program	Jacinta Swift

No report submitted.

Email at:
program.transition@vicrovers.com.au

4.7	Training	Hamish Beshara

May Madness is fast approaching this weekend and I am pleased to report we have good attendance for both our courses. As previously mentioned, this weekend will be the last training weekend under the old curriculum. After May Madness, Rovers will be completing Scouting Essentials instead of Rover Basic Training. These courses are open to all Scouting sections, so the new courses won't be as Rover-centric as they used to be.

May Madness, the July Non-Residential, and Rovember will still be running in the future, but they will be running the new curriculum with all sections in attendance. The Rover Training Support Team recommends Rovers interested in attending a training weekend still attend these courses, as they will be facilitated by trainers who have Rover experience (i.e., the current ALTs and LT).

Work on the Rover training modules, which will supplement the new curriculum to fill in the gaps in regard to information Rovers need to know for their roles, is progressing well. The project patrol working on these modules is happy to announce the titles of these modules, which will be first presented at a future induction day for Region Chairs, OBs and Subcommittee members. The modules are as follows:

- Finances
- Constitutions (Unit Guides)
- Conflict Management
- Governance
- Marketing and Social Issues
- Meeting Management
- Strategic and Operational Plans
- Assets and Activities
- Running Events
- Mental Health
- Peak Awards and BPSA

We aim to have the bones of these modules complete by the end of May.

Email at:
training@vicrovers.com.au

4.8	BPSA	Hamish Beshara

All dates for BPSA Support Team training have been published on the Rover Training Facebook page. Region Chairmen, please encourage Rovers to attend a session if you would like more people on your Region BPSA Support Teams. The next session is on Wednesday the 19th of May at 7:00 PM on Zoom. Registration is via the link on the Facebook event.

Email at:
bpsa@vicrovers.com.au

4.9	**NRC**	**Andrew Strachan**

The NRC review team's final report and recommendations have now been released. I have already sent this out to region chairs, and it will be sent out with the minutes of this meeting too. I encourage anyone interested in the NRC, especially any VRC voting members, to read at least the executive summary and recommendations that are listed at the start of the paper. I understand that the full 86-page report is too much for most people to go through, but this is an incredibly important report, so please at least go through these few summary pages, and let me or Michelle know if you have any questions or feedback about it.
Both myself and Michelle will be reading the full report, so if you would like further info on any points mentioned in the summary or recommendations, feel free to reach out to one of us.

In other matters, the NRC are in the process of designing new merchandise using the new national rover slogan of "beyond the horizon". (see paper on page 5 of the minute attachment). We have a physical sample to show at VRC so any feedback on the night will be appreciated. The paper including the mock-ups of the merch will be included in the minutes. These shirts will sell for $39.95 via the scout shop, $4 of which will go directly to the Rover Development Fund (RDF). The scout shop has also advertised that branches (i.e., VRC) can make large orders of 20+ shirts. These large orders would be discounted to $32 a piece, with $4 still going to the RDF, allowing for $7.95 per shirt profit for branch fundraising.

The next NRC meeting is next Thursday (6th May), at which the NRC review final report will be voted on to be accepted. If it is accepted a special NRC meeting will be held in June to vote on each recommendation individually. There were no other papers that were tabled before the agenda for the May meeting was released, but there may be late papers still to be submitted. If any late papers are tabled I will send them out to region chairs as soon as I see them

As always, feel free to reach out to me if you have any questions, comments, or suggestions regarding the NRC

 Feedback on "beyond the horizon" merch:
- Designs should be swapped, rover logo on the front, big picture on the back
- Price too high for a shirt, with current quality
- Should the funds go to RDF? Alternate option is moot buddies

VOTE: *Rejection on the shirt design*
Motioned: Plenty Valley
Seconded: Bays
Passed.

VOTE: *Funds to go to Moot Buddies*
Motioned: Bays
Seconded: Mt Dandenong
Passed.

Email at:
nrc.delegate@vicrovers.com.au

4.10	**Finance**	**Cameron Phillips**

Over the last two months the finance team has received a lot of feedback, I believe it is in everyone's best interest that I respond to that feedback publicly so that everyone can see why we have done things and what we have done.

Firstly, we have shorted section 14 after a conversation with Jeff about the commerce section of the policy book.

Based on the joint feedback from RSM and Mudbash we have removed a section of the definitions, mainly point 7 and 8.

We also changed the wording of the introduction to better include and represent the subcommittees.

There were a lot of word changes which we took on board; there were others which we discussed and decided changing the wording in these areas would not be in the best interest of the policy book.

Further discussion has led to the inclusion of 2.4, 2.6, 2.9.5 and 7.1.1.
We received questions from southwest. Firstly, on the issue of the autonomy of the subcommittees regarding 1.6, this sentiment was also held by Mudbash and RSM. To clarify I would first like to remind everyone that sub-committees use VRC money to run their events. Further The money that would be recentralized to VRC would be credited to the subcommittee should they need access to it, but between events, from when the event finishes and all debts are paid until the budget is passed there will be a cap on the amount held in the account. Once the budget is passed and tickets are sold the account is being used operationally and no cap is on the account, the funds within the bank account of a subcommittee is not part of their budget and we believe that the fund allocated should be sufficient for the commencement of an event.

Secondly there was the question of Merchandise being pre-order only. We thank Southwest for bringing this to our attention and as such we have changed it so that there is an allowance of up to 10% on pro-ordered merchandise, 7.1.1.

Finally, there was a question around Xero, and its use, Xero is already in use as our ledger system and training is provided by Jody.

All changes to the finance policy document are in red.

I will be going through this more and answering more questions tomorrow night.

Due to the lateness of the changes to this paper going out and I apologies for this, it will be held on the table for another month to give time to go back to regions and have needed discussions.

Email at:
finance@vicrovers.com.au

4.11 Secretary	Maddy Packer

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.

Nominations:
Nominations for VRC Chair closed yesterday and will be voted on tonight. All other VRC Office Bearer positions remain open for another month. The training requirements are any candidate for the position of:
- VRC Chair
- VRC Deputy Chair
- VRC Assistant Chair, and
- VRC Training Officer

must have completed an Advanced Training/Scouting Leadership course (or accepted equivalent). Candidates for all other Office Bearer positions require a Basic Training/Scouting Essentials course (or accepted equivalent) to have been completed. Rovers who do not meet training requirements for a position will not be eligible to be nominated for election.
Position descriptions for the positions can be found attached to the Agenda/Minute email.

The application deadline for all other positions is midday on Tuesday 25th of May, to be voted on at the May VRC meeting.

All applications should be submitted through the Google form using the link below.
https://docs.google.com/forms/d/15x-7xztyTCChzJVFiiZkvnmFDW9ENNKjEHe7fTEdVQ0/edit?ts=605acb87&gxids=7628

Email at:
secretary@vicrovers.com.au.

4.12	Resources	Emily Kinross-Smith

Please use the following link to book the Victorian Rover Centre
https://forms.gle/bTYbqPaZmJQ42dkm8
Window tinting will be done this month as well as looking in the roof above the office for animals and getting a paper towel dispenser.

Email at:
resources@vicrovers.com.au

4.13	Strategic Planning	Lily Twyford

Currently collating responsible drinking resources - will have something ready very soon!

Email at:
strategicplan@vicrovers.com.au

4.14	PR and Marketing	Grace Archer

Ensuring our newsletter is up to date and any important information is distributed via our mailing list and social media remains a priority for Marketing and Comms this month.

As always, if you have anything you would like included in the newsletter, we would love to hear from you! Please email communications@vicrovers.com.au with your article, a title and an image, and we'll be sure to include it! Also feel free to contact that email if you would like something included but need some help writing an article/creating an image/formatting etc.

If you have anything you'd like shared on our social media (the Rovers Victoria Facebook Page or @vicrovers on Instagram), please email or direct message the pages, otherwise feel free to contact Grace via Facebook messenger too! We're also always on the lookout for new content so let us know if you have an awesome idea and we'd love to have a chat!

Email at:
communications@vicrovers.com.au

4.15	Visual Communications	Catherine Marley

The Acknowledgement of Country cards have been printed and are now available to be picked up from VRC. Please grab a stack and share them around with your regions. Final cost was $60.19 for 500 A7 cards from Vistaprint, staying under the $70 budget. If we get a second run, I'd consider a thicker paper but I'm very happy with the print quality and size.

Email at:
visual.communications@vicrovers.com.au.

4.16	IT	Michael Watts

- Merchandise for events is now available in bundles on the VicRovers online store
- When using the Victorian Rover Centre, ensure you turn the PC off correctly, and leave the microphone in the middle of the room
- The Zoom flicker has now been fixed and when you turn the PC on Zoom should be ready to go
- Looking to update the camera and microphone

- ◆ There are a number of orders that still need to be collected, if you know anyone who is still needing to collect an order, get them to contact me

Standing Reminders:
WWCC/e-learning reminder emails are being sent once a month. Please let me know if you would like this information to go directly to unit leaders in your region, or if you would like an ad-hoc report.

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

Last week Peter Wotherspoon had and accident that has cause some serious injury, an altercation with a bovine has put him out of action for a while. We wish Pete all the very best for a speedy recovery and return to full health.

In this interim period whilst Pete is away, emails for the State Commissioner will be forward to myself and Stephen and I will be splitting duties as required to cover the rather large gap that is created without Pete in his role.

Cuboree X
I would like to take this opportunity to thank all of the Rovers who assisted, participated and led at Cuboree, it was a fabulous event, and your efforts are, as always, appreciated.

Surfmoot
Well done to the outgoing Surfmoot Committee, who have finally had their AGM and finalised the very first event that was run for the state post covid. Congratulations to the incoming Committee.

NRC External Review Paper
Feedback is required on this asap on the External Review paper so that any proposed amendments and questions can be asked before it is tabled and voted on in May and an implementation team is assigned.

OB Positions
Please don't forget to ask the current role holders about their position if you are interested in taking on a role for the next term, they know the most about their role and can give you an accurate account of what it takes to fulfill that role.

Emails:
Pete: sc.rovers@vicrovers.com.au
Regi: regi.caesar@vicrovers.com.au
Stephen: stephen.carter@vicrovers.com.au

5	Sub-Committee Reporting

5.1	Mafeking Rover Park

At our April Meeting we had 6 committee members resign and Ben Barraclough is no longer chair, Matty Barnes is now Chairing the meetings.

We were able to fill a few positions from our current general committee, but we are currently looking to fill the position of Vice Chair of Admin, Secretary, Motorsports Liaison Officer, Grants Officer and Quartermaster.

Mudbash has now taken on the Main Arena Project and is supported by the Mafeking Committee and in return we are discounting them $6,400 on their final bill.

Top Gear have requested a quote from Mafeking to host their offsite activity for Vic Jam 2022 which is currently being worked on within the committee.

The Mafeking Committee are working on ways to get more bookings at the park, we had Top Gear Venturer Cancel due to covid and John Patterson Rally Cars cancel due to being unable to get the correct permit to use the tracks. All other bookings have gone ahead.

As a committee we are currently discussing revamping the structure of the committee and we have 3 options that we are investigating. Feedback would be greatly appreciated to help in the decision making. We hope to present this to VRC in June for approval in July.

Any questions and/or comments can be emailed to the committee at: chairman@mafekingroverpark.com

5.2	Surfmoot

- Surfmoot held their AGM last week, as well as running their elections
- Congratulations to those who were voted into positions
- There are still a few positions empty
  - o Chair
  - o Secretary
  - o Entertainment Head
  - o All department assistants
- If you are interested in being a part of the Surfmoot 2022 committee, contact Matt assistant.chair@vicrovers.com.au

5.3	Mudbash	Lucy Hubbard

It has been a Huge Month for Mudbash. Work has broken ground on the Main Arena Project. We will be having a grand opening event on the Sunday of Mudbash.

Open day is back this is super exiting please share the event with your regions scout groups and family and friends.

Thank you to those regions who have provided their gate duty roster, Lerderderg we are still waiting on you.

We have some fantastic new merchandise packs these packs have some huge saving these will only be available for pre-order only. We will have a small amount of merch available on site.

We are super excited to announce the Stabby's Snack Shack is back they will have some fantastic catering options for everyone. We will be able to order them via the store.

They are also looking of some staff to help out you can find a link to their application:

https://www.facebook.com/109533357242554/posts/314730076722880/?d=n

These has been some chatter regarding drivers needing their own helmets. Unfortunately, these is not we can do about this Motorsport Aus rule that we cannot help this. We totally understand that this is an expensive cost but everyone safety must come first.

There are heaps of units who have not completed their service hours. Please come down to Michelle will be catering.

5.4	Rover Scout Motorsport (RSM)	Simon Nuccio

Scruit day is coming up. If your unit's car hasn't been checked over by our team please bring it down on the 8th at AG Automotive in Lilydale. To book in please message the RSM Facebook page.

https://fb.me/e/25ABoZ3YN

5.5	Bogong Rover Chalet	Jesse Lang

ROVERS VICTORIA

We've had a busy month at the chalet preparing it for winter, with our Easter Working Bee where we got all the wood for the season into the chalet, and our Food Weekend last weekend where we stocked the pantries for the season. We also had the Mountain Bike Weekend Venturer camp go ahead, which was great to see. So far, we have 9 of our 13 weeks fully booked, so if you haven't booked in yet and are thinking about going, Week 1 is available for Rovers and Weeks 7 and 11 for anyone to attend.

5.6	W.F. Waters Lodge	Todd Henderson

There is one final working bee to come before the commencement of the ski season and it would be great to see plenty of new/old faces along to help restock the pantry and help with other odds and ends around the lodge. Details are as follows.

Dates: 28th to 30th May
Cost for food/accommodation: $0 (that's right, nothing!)
Chance of snow: Very possible!

Come up and take advantage of a free weekend on the mountain with plenty of time to explore that fresh white powder (fingers crossed!)

Look forward to seeing plenty of rovers up there for the working bee and throughout the ski season.

5.7	MARB	Madeline Ancill

Our Facebook event has been launched so make sure to click interested to ensure that you are up to date with the latest information. Remember to invite your unit along and start to plan those costume ideas. The committee has had a walk through at the Town Hall and is exciting to see everything starting to come together.
Our pre-sale tickets are now available for $65. These will be available until the 31st of July when our standard tickets available will be $70.

If you ever have any questions at all, please do not hesitate to contact me at marb@chair.com.
Look forward to seeing you at the Coburg Town Hall on the 18th of September.

5.8	Rover Dinner	Lerderderg

Tentative dates for Rover Dinner this year are 6th and 13th of November. We will update you on a confirmed time once a venue is secured. The organising committee aims to have a budget on the table at the May VRC meeting, which will include an adaptable cost based on the number of ticket sales.

5.9	Yearbook	Catherine Marley

Yearbook is in progress. I haven't received much feedback regarding the yearbook discussion paper. Let me know if you have any thoughts.

6	Region Reporting

6.1	Bays	Rachael Osborne

Bays has had a good month with us beginning to take nominations for our 2021/22 exec. We've currently received nominations for our 4 necessary-to-run positions and have another month to get more for those as well as our smaller roles. I am really excited to see who our next exec ends up being as we have a few younger rovers getting involved. We also have a fair few of us heading up to May Madness this coming weekend, for both basic and advanced training, which is brilliant to see.
Also wanted to give a big shoutout to all of our rovers who helped out with local marches on ANZAC day, was really good to see that Rover presence in bays post covid.

6.2	Gippsland	Justin Porter

We have had rover representation in local ANZAC parades thanks to those rovers who participated and our rovers seem pretty keen for Mudbash.

6.3	Lerderderg	Hamish Beshara

This month Lerderderg began to discuss moving our AGM and elections to our July meeting. At our May meeting, we will be voting on this change, which will require a constitution amendment.

Lerderderg Rover numbers reduced from 147 to 136 at census, which isn't a terrible outcome after COVID and the large gap between this census and the last.

Regarding the fate of the VicRovers Yearbook, Lerderderg is of the position that it should still be published each year, but in a digital format to reduce costs and save trees. Paper copies should be available for attendees of Rover Dinner each year.

6.4	**Melbourne**	**Tiffanie Thomas**

- The region is going well
- The constitution and policy manual are being updated and voted on in the coming months
- Rafiki are hosting their High Tea soon
- A region camp is in the midst of being planned
- Fun fact: Australia is wider than the moon. Australia's diameter is ~4000km, the moon's is ~3400km

6.5	**Mount Dandenong**	**Gemma Park**

- Business as usual, nothing to report

6.6	**Murray Midlands**	**Bella Condello**

- Officially have contact with every unit in the region
- All of them are actively rovering, which is good
- Looking forward to Mudbash, where we will hold our AGM

6.7	**Plenty Valley**	**Catherine Marley**

We've had a lot of discussion over the last two months about the NRC conference, and as a result of that we have tabled a paper tonight suggesting we propose to NRC that the conference be run online in the future. We haven't received any feedback regarding the quorum paper we tabled last month so we haven't made any adjustments. Our region executive positions will be open for nominations in two weeks, so we are encouraging people to take on new opportunities and a unit and region level.

6.8	**South West**	**Lily Twyford**

Nothing major to report - we will be opening region exec nominations this coming month, to be voted on at our AGM at Mudbash. We also had some people elected to the Surfmoot committee.

7	**Other Reports**

7.1	**MPAC Report**

Expressions of Interest for the project patrol should be submitted before June 29th via the google form.
https://docs.google.com/forms/d/1JGhQv-uq4rnBnFBjgh9HSOkyb2Lq98nrEZ11uNo9Hf0/edit?ts=60891efb

8	**Interstate, National and International Events and Contingents**

8.1	**Ireland 2022**

World Scout Moot registrations are now closed. The dates of the Moot are 18th July – 28th July 2022.

The most current and reliable information can be found here: https://www.worldscoutmoot.ie/covid-19-faqs/.

9	**Tabled Items**

9.1	**Yearbook Discussion**	**Catherine Marley**

Paper can be found on page 8 of the minute attachments.
This is a discussion paper and WILL NOT be voted on.

	KEY POINTS:
	◆ To discuss whether or not the yearbook should continue to be produced and in what format.
	◆ Yearbooks are produced to celebrate the achievements of Rovers in Victoria and document the highlights of the year.
	◆ Main concerns surrounding the yearbook are financial, environmental and severe lack of interest from contributors. These need to be addressed if the yearbook is going to continue being made.
	Send any questions and comments to Catherine yearbook@vicrovers.com.au
9.2	**Suggested Timeline for Region and VRC Elections** **Gemma Park – Mt Dandenong**
	Paper can be found on page 10 of the minute attachments. This is a discussion paper and WILL NOT be voted on.
	KEY POINTS:
	◆ VRC would be a more welcoming and productive team if Region Chairs all started their terms at the same time as it would allow for training and social opportunities to be delivered by VRC.
	◆ During the first VRC meeting with the new Region Chairs an introduction to the building, how VRC runs, and expectations could be discussed. This would set-up the team for efficient meetings and a greater understanding of the responsibilities of each role.
	◆ This would not be a policy, only heavily supported recommendation for Regions.
	◆ Clear change of team can be used as a positive contributor to - and enabling factor in - culture change.

	◆ The overall timeline would be:
	    ○ April: Elect VRC Chair
	    ○ May: Elect OBs
	    ○ June: Elect Region Chair/Region Team
	    ○ July: VRC meeting with new team

	Send any questions and comments to Gemma. mtdandenong.chair@vicrovers.com.au
9.3	**Victorian Rover Council Quorum** **Catherine Marley – Plenty Valley**
	Paper can be found on page 12 of the minute attachments.
	KEY POINTS:
	VRC does not currently have a quorum in the standing orders. Current voting procedures are on page 4 of the standing orders (2020 edition) A quorum by definition is "the smallest number of people who must be at a meeting for official decisions to be made by voting" Most quorums are typically 66% of voting parties or 50%+1 voting parties. In the case of VRC, 66% is the equivalent of 11/16 votes, and 50%+1 is the equivalent to 9/16 votes. It is suggested that a vote should not be taken if we do not have a quorum, with all items being kept on the table or withdrawn at the discretion of the authors. It is also suggested that should abstain votes bring the vote count below the quorum, the voting item should be kept on the table or withdrawn at the discretion of the authors. This is due to abstain votes not being included in the final vote count.
	Send any questions and comments to Catherine plentyvalley.chair@vicrovers.com.au
9.4	**2022 NRC Conference Proposal** **Plenty Valley**
	Paper can be found on page 14 of the minute attachments.
	KEY POINTS:
	◆ The NRC Conference typically is held in person with travel, food and accommodation costs

	covered by the NRC, therefore by Branches.
	◆ The NRC conference was held online in January 2021 to avoid COVID-19 risks and border closures.
	◆ The cost of this conference is not typically disclosed, however a copy of the 2020/21 budget was published in June. (attached)
	Send any questions and comments to Catherine. plentyvalley.chair@vicrovers.com.au
9.5	**Meeting Room camera options** **Michael Watts**
	Paper can be found on page 16 of minute attachment.
	KEY POINTS
	◆ The Rover Centre Is used as a meeting room by all Rovers meeting in 'Hybrid' mode.
	◆ Improving the meeting room set up would benefit all Rovers and encourage meeting attendance.
	◆ The meeting room set up will be used for many years before becoming obsolete.
	◆ Country Regions may continue to dial into meetings.
	◆ Turn the VRC into the premiere video conferencing centre for Scouts Victoria.
	Any questions and comments, contact Michael (Jeff). it@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	**Voting Items**
11.1	**Financial Management Document** **Cameron Phillips**
	Paper can be found on page 20 of the minute attachments. Financial Management document can be found on page 22.
	<u>To vote on this item at the VRC May meeting.</u> <u>Motioned: Mt Dandenong</u> <u>Seconded: Bays</u>
	KEY POINTS:
	◆ Bank Accounts and Signatories
	◆ Budgets and Cover Letters
	◆ Presenting Budgets to the VRC Table
	◆ Presenting Major Changes to the Budget
	◆ Income
	◆ Ticket Sales
	◆ Merchandise
	◆ Expenditure
	◆ Quoting
	◆ Ledger
	◆ Invoicing
	◆ Reporting
	◆ Capital Expenditure
	◆ Rovers Commerce Operation
	◆ Grants
	◆ Appendix A – Role of an Event Subcommittee Treasurer

	◆ Appendix B – Tax Invoices Send any questions and comments to Cameron via email or phone on 0449904276. finance@vicrovers.com.au	
11.2	**Pronoun Badge Proposal**	**Fi Freyr**
	Paper can be found on page 34 of the minute attachments. <u>For paper to stay on the table for another month</u> <u>Motioned: Bays</u> <u>Seconded: Plenty Valley</u> **KEY POINTS:** ◆ A pronoun badge that is able to be sewn onto the scouting uniform. ◆ Initially have he/she/they badges and then progress to customisable pronoun badges. ◆ Having this badge will help encourage everyone to ask a person's pronouns before immediately assigning them. Send any questions and comments to Fi filipe.bm.freyr@gmail.com	

12	**Standing Items**	
12.1	**Unit Names and Scarves**	**Regions**
	Warragul Rover Unit to Razorback Rover Unit (Gippsland) ◆ Have moved hall ◆ Wanted to bring back history	
12.2	**Workplace Health & Safety Items**	
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.		

13	**VRC Office Bearers 2021/2022 Nominations and Elections**
13.1	**Nominations**
	Submitted through the Google form (as 12pm, Tuesday 27th April 2021): All these nominations will be moved, seconded, accepted and any relevant exemptions sought prior to elections at May's VRC. ◆ Matthew Barnes – Assistant Chair ◆ Lily Twyford – Strategic Planning Officer ◆ Michael Watts – IT Officer ◆ Adam Kaplan – Membership Development Officer ◆ Maddy Packer – Secretary ◆ Rachael Osborne – PR and Marketing Officer ◆ Hugh Anderson – Environmental Patrol Leader
13.2	**Elections**
	Elections of Chair for the 2021/22 term: **Applicants:** ◆ Keiron Younger 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.

Election Result: Kieron Younger – Chair of VRC 2021/22

13	**General Business**
13.1	**Tasmania Moot Contingent leader**

Expressions of Interest for the role of Tasmanian Moot Contingent Leader should be submitted via google form.
https://docs.google.com/forms/d/1mmX1b4NgyPdg_daeuOvcS0aSkuDUG7XAH6GaIZxtReg/edit?ts=60891ecc

A position description is coming soon.

Find information about the moot on the website and Facebook page
https://appleislemoot.com.au/
https://www.facebook.com/AIM2023

13.2	**Blood Challenge**

Badges for blood challenge have been given out tonight.

13.2	**Other Business**

Vicrovers website does not have a booting template
- Reason being that booting's are a personal experience that changes from unit to unit and person to person
- A fact sheet can be added to the website to assist with ideas

Closing Parade: Flag Down & Rover Prayer
Meeting Closed at: 09:22pm

VRC MINUTE APPENDIX
APRIL MEETING
28.4.21

Committee	Role	Name	Present (✓)	Apology (✗)
Office Bearers	Chair	Michelle Saffin	✓	
	Deputy Chair	Kieron Younger	✓	
	Assistant Chair	Matthew Barnes	✓	
	Membership Development	Adam Kaplan	✓	
	Program	N/A		
	Our Program	Jacinta Swift		✗
	Training and BPSA	Hamish Beshara	✓	
	NRC	Andrew Strachan	✓	
	Secretary	Maddy Packer	✓	
	Resources	Emily Kinross-Smith	✓	
	Strategic Planning	Lily Twyford	✓	
	PR and Marketing	Grace Archer	✓	
	Visual Communications	Catherine Marley	✓	
	IT	Michael Watts	✓	
	Finance	Cameron Phillips	✓	
	SC Rover Support	Peter Wotherspoon		✗
	ASC Rover Support	Regi Caesar	✓	
	ASC Rover Support	Stephen Carter	✓	
	Honorary Treasurer	Jody Freeman	✓	
Bays	Chair	Rachael Osborne	✓	
	Deputy Chair	Kieren Martin	✓	
	Secretary			
	Region RC	Drew Lazenby		✗
Gippsland	Chair	Justin Porter	✓	
	Deputy Chair	Georgia Watson	✓	
	VRC Rep	Zoe Cooper		
	Region RC	John Ernst	✓	
Lerderderg	Chair	Hamish Beshara	✓	
	Deputy Chair	Wil Sumbler	✓	

Committee	Role	Name	Present (✓)	Apology (✘)
	VRC Rep			
	Region RC	Scotty Harrison	✓	
Melbourne	Chair	Tiffanie Thomas		✘
	Deputy Chair	Rohan Lambert		✘
	VRC Rep	Grace Archer	✓	
	Region RC	Greg Davies	✓	
Mt Dandenong	Chair	Gemma Park	✓	
	Deputy Chair	Jade Sheehan		✘
	VRC Rep	Megan Rogers	✓	
	Region RC	Maria Armstrong		✘
Murray Midlands	Chair	Bella Condello	✓	
	Deputy Chair	Mekaela Hopson		✘
	VRC Rep	Michael Hardwicke	✓	
	Region RC	Mark "Barney" Thorton	✓	
Plenty Valley	Chair	Catherine Marley	✓	
	Deputy Chair	Cameron Phillips	✓	
	VRC Rep	Nicola Dangerfield	✓	
	Region RC	Jeff McIlvain	✓	
South West	Chair	Lily Twyford	✓	
	Deputy Chair	Fi Freyr	✓	
	VRC Rep			
	Region RC	Scott Manning		✘
Mafeking	Rep	Charmaine Beggs	✓	
Surfmoot	Chair			
Mudbash	Chair	Lucy Hubbard	✓	
RSM	Chair	Simon Nuccio	✓	
Bogong	Chair	Jesse Lang	✓	
W.F. Waters	Chair	Todd Henderson	✓	
MARB	Chair	Maddy Ancill	✓	
Rover Dinner	Chair	Lerderderg Region	✓	
Yearbook	Chair	Catherine Marley	✓	
Guests				

ROVERS VICTORIA

Zoom License Reasonings

- This month there are 6 total meetings which run on the same night. These are:
    - 1st May: RSM and Melbourne Region
    - 7th May: Mount Dandenong and Baw Baw
    - 13th May: Lerderderg and the Finance Team

- There was one meeting added tonight for Mafeking.

- Last month there were 12 meetings which were scheduled concurrently. The meetings missed are:
    - Melbourne have not used their meeting in two months.
    - Baw Baw missed only one month.
    - Lerderderg missed last month. I have messaged Hamish to find out if he plans to continue using them.

I think with the above information in mind we should continue to run both accounts as there are a number of concurrent meetings still occurring and potential for meetings to be planned last minute or added. For example, a BP interview may be scheduled, or a meeting may need to be held by the exec with a sub-committee. I think it's in our best interest to maintain this ability.

SCOUTS AUSTRALIA
NATIONAL ROVER COUNCIL
NRC Remote Meeting
15/12/2020

Rover Scouts
National Rover Council

Item Title		*Beyond The Horizon*
	Information	
X	**Decision**	
Document Author		*Jake Goodall – Marketing & Public Relations Officer*
Strategic Alignment		*Marketing*
Consultation		*With the whole NRC*
Implementation period		*As previous papers*

KEY POINTS

- We have taken on board the feedback given by the National Rover Council and in turn have two designs which we are putting forward

- In order to progress this project, I suggest that the NRC put out a survey, open from 16 December – 21 December (so that the order can be placed before workplaces break for Christmas). This survey will have three choices for the design: 'design 1, design 2, I don't like either and would not wear either'. It will also suggest several merchandise items, and ask for their favourite – including: snapbacks, caps, socks, t-shirts, polo shirts, beanies and hoodies.

- I believe that the NRC should delegate their authority to make the final decision to the popular vote decision, leaving it directly to members to decide on the design and garment they like best. I will check the feasibility and profit margin of the most popular items, and will choose the most popular one which has a reasonable return on investment based on the survey results.

- Based on these survey results and the feasibility, I will then order a physical sample of the final product, to be sent to each BRC before the Scout Shop makes the final order, so we can rectify any issues before the big order is placed. After this – we'll be on to the Scout Shop!

- A reminder that the profits from the sales will first go to paying the designer and sample costs, and then to the Rover Development Fund after this – this is based on the decision at the 2020 NRC Conference.

SURVEY QUESTIONS

- Name

- Branch
- Membership number (noting this is for verification purposes only)
- Which design would you prefer to wear? 1 or 2
  - *Designs are shown in this question*
- What type of merchandise would you purchase? (a mock up provided of each)
  - T-Shirt
  - Hoodie
  - Snapback
  - Cap
  - Socks
  - Polo Shirt
  - Beanies
1. What colour would you like the item to be?
   a. A variety of options placed here

Preview can be seen here: https://www.surveymonkey.com/r/DMZGM7Q

ACTION REQUESTED

It is recommended that the National Rover Council:

- Approve a survey to run from the 16th of Dec 2020 to the 21st of Dec 2020 to find out which of the two designs Rovers are most likely to wear.
- Agree that BRCs support and promote this survey during the open period.
- Delegate their authority to pick the final design and merchandise, to the popular vote outlined in the survey above. This is pending feasibility checks of the most popular items with the Scout Shop.
- Agree that BRCs will receive a physical sample of the final garment before it appears on the Scout Shop – at this point any last minor amendments can be made.

ATTACHMENTS

- Designs
- Digital Mock-up examples

PROGRESS REPORT

Lead	*Jake Goodall*
Assists	*NRC Chair - Ezgi*
Progress	*On Schedule but at risk depending outcome of this paper*
Milestones	1. *Feedback sought from the council* 2. *2 designs have been created*
Issues	*Nil*

Review	*Time is a virtue*
Next steps	*Next meeting will be conference so if a design is decided upon physical mock-ups may be possible for final approval at conference, if not at the next available remote meeting*

SCOUTS VICTORIA
Victorian Rover Council
[21/3/2021]

	Item Title	Yearbook Discussion
	Information	
X	Discussion	
	Decision	
	Document Author	Visual Communications Officer
	Strategic Alignment	Logistics
	Consultation	Discuss at VRC and Regions to gain feedback before voting
	Implementation Period	One-month timeline: Tabled at VRC, discussed at regions, discussed at following VRC

KEY POINTS

Yearbooks are produced to celebrate the achievements of Rovers in Victoria and document the highlights of the year.

Main concerns surrounding the yearbook are financial, environmental and severe lack of interest from contributors. These need to be addressed if the yearbook is going to continue being made.

BACKGROUND

Rovers Victoria has been producing a yearbook for the last couple years to celebrate the achievements of Rovers and document the highlights of each year.

Last year a yearbook was not produced due to various reasons, so this year a combined 2018-2019 and 2019-2020 book is being made.

Reports are rarely sent in on time if at all, and it is unclear whether the yearbook is something that the VRC wants.

There have also been concerns about the financial and environmental costs of producing the yearbook.

Currently 300 yearbooks are being produced for $2160+GST

ACTION REQUESTED

It is recommended that the Victorian Rover Council:

- Discuss whether or not the yearbook should continue to be produced and in what format.

IMPLEMENTATION PLAN –

Lead	Visual Communications Officer
Assists	-

Cost	-
Risks	-
Milestones	-
Outcomes	To establish whether the yearbook should be produced in the future and if so, in what format.

AMENDMENTS

- N/A

SCOUTS VICTORIA
Victorian Rover Council
[21/03/2021]

Item Title		*Suggested timeline for Region and VRC elections*
	Information	
X	Discussion	
	Decision	
Document Author		*Gemma Park (Mt Dandenong Region Chair)*
Strategic Alignment		*Governance and logistics*
Consultation		*All region chairs and Mt Dandenong Region members*
Implementation Period		*ASAP at region level, nil change to current VRC process*

KEY POINTS

- *VRC would be a more welcoming and productive team if Region Chairs all started their terms at the same time as it would allow for training and social opportunities to be delivered by VRC.*
- *During the first VRC meeting with the new Region Chairs an introduction to the building, how VRC runs and expectations could be discussed. This would set-up the team for efficient meetings and a greater understanding of the responsibilities of each role.*
- *This would not be a policy, only heavily supported recommendation for Regions.*
- *Clear change of team can be used as a positive contributor to - and enabling factor in - culture change.*
- *The overall timeline would be:*
    - *April: Elect VRC Chair*
    - *May: Elect OBs*
    - *June: Elect Region Chair/Region Team*
    - *July: VRC meeting with new team*

BACKGROUND

- *Currently new region chairs start in a scattered manner throughout the year. There is no formal introduction to VRC or how it runs, therefore leading to confusion about role responsibilities and procedures. There are limited opportunities for building professional relationships between Region Chairs due to regular changing of team members.*
- *Region Chairs report that many do not receive a thorough handover from their predecessor, and therefore are on their own when it comes to learning how VRC operates - this new process would resolve this issue.*

ACTION REQUESTED

It is recommended that the VRC encourage Regions to:

- *Hold their elections in June.*
- *Remember to make any constitutional or policy changes at their Region level to support this.*

IMPLEMENTATION PLAN

Lead	*Region Chairs to implement at their regions.*
Risks	*Nil.*
Outcomes	*Region Chairs Team changes over on the 4th Wednesday of July.*

PROGRESS REPORT – N/A

Lead	*Region Chairs to implement at their regions.*
Risks	*Nil.*
Outcomes	*Region Chairs Team changes over on the 4th Wednesday of July.*

2 of 2

SCOUTS VICTORIA
Victorian Rover Council
[21/3/2021]

Item Title		Victorian Rover Council Quorum
	Information	
	Discussion	
X	Decision	
Document Author		Plenty Valley Region
Strategic Alignment		Governance
Consultation		Discuss at VRC and Regions to gain feedback before voting
Implementation Period		Two-month timeline: Tabled at VRC, discussed at regions, discussed at VRC, voted on at regions, voted on at VRC.

KEY POINTS

- VRC does not currently have a quorum in the standing orders.
- Current voting procedures are on page 4 of the standing orders (2020 edition)
- A quorum by definition is "the smallest number of people who must be at a meeting for official decisions to be made by voting"
- Most quorums are typically 66% of voting parties or 50%+1 voting parties.
- In the case of VRC, 66% is the equivalent of 11/16 votes, and 50%+1 is the equivalent to 9/16 votes.
- It is suggested that a vote should not be taken if we do not have a quorum, with all items being kept on the table or withdrawn at the discretion of the authors.
- It is also suggested that should abstain votes bring the vote count below the quorum, the voting item should be kept on the table or withdrawn at the discretion of the authors. This is due to abstain votes not being included in the final vote count.

For example, with a 66% quorum, it allows for a scenario where two voting parties are apologies for the meeting, three Abstain, seven vote For the paper and four vote Against. The paper passes.

Alternatively, if one of the people voting for decides to Abstain, it falls below the quorum. Two are apologies, four Abstain, six vote For and four vote Against. That is no longer enough information to pass the paper as a total of six people are not attending or abstaining so the paper should be tabled for further discussion if possible.

BACKGROUND

- Due to discussions around voting prompted by the Voting Arrangements paper tabled by the State Commissioner in February, it was suggested that VRC should introduce a quorum to aid with understanding abstain votes and to ensure that meetings have proper attendance when votes are taken.
- It was a concern in the region that votes could be passed by few For votes and many Abstain votes. It was suggested that a quorum would be a good way to limit the amount of abstain votes that were acceptable before requiring further discussion on an item.

ACTION REQUESTED

It is recommended that the Victorian Rover Council:

Add the following lines to the standing orders:

- The quorum for VRC is 66%. Votes cannot occur if attendance is below this and all voting items should remain on the table or be withdrawn by the author.
- If abstain votes bring the total number of votes counted below the quorum, the voting item should remain on the table or be withdrawn by the author.

IMPLEMENTATION PLAN –

Lead	Plenty Valley Region
Assists	VRC Executive
Cost	-
Risks	-
Milestones	-
Outcomes	A more formal way of dealing with low attendance of meetings and higher numbers of abstain votes.

AMENDMENTS

- N/A

SCOUTS VICTORIA
Victorian Rover Council
[21/3/2021]

Item Title		2022 NRC Conference Proposal
	Information	
	Discussion	
X	Decision	
Document Author		Plenty Valley Region
Strategic Alignment		Logistics
Consultation		Discuss at VRC, then regions, vote and VRC, potentially take to NRC
Implementation Period		One-month timeline

KEY POINTS

The NRC Conference typically is held in person with travel, food and accommodation costs covered by the NRC, therefore by Branches.

The NRC conference was held online in January 2021 to avoid COVID-19 risks and border closures.

The cost of this conference is not typically disclosed, however a copy of the 2020/21 budget was published in June. (attached)

BACKGROUND

The NRC Conference ran successfully online in 2021, and NRC regularly run online meetings as their usual method of meeting.

The common reason for holding the NRC conference in person is it is good for networking, and the 'social aspect' of the event. If 2020 proved anything it is that social activities can still be successful online.

The NRC conference cost $31,879.17 in 2018/19, cost $9,488.58 in 2019/20, and was proposed to cost $40,900 in 2020/21 before the event was cancelled. The concern is that the benefits do not outweigh the costs.

Executive meetings (not counted in above numbers) cost $3,887.15 in 2018/19, cost $3,185.62 in 2019/20 and proposed to cost $6,500 in 2020/21 before the event was cancelled. It is unclear what this money is being spent on.

The 2019/20 year ran alongside CBR Moot, therefore made expenses cheaper. This year is an outlier.

ACTION REQUESTED

It is recommended that the Victorian Rover Council:

- Bring a proposal to NRC to suggest the 2022 conference be held online.
- Inquire about where NRC executive meeting costs are being spent.

1 of 2

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IMPLEMENTATION PLAN –

Lead	Plenty Valley Region
Assists	-
Cost	-
Risks	-
Milestones	-
Outcomes	To approach NRC about holding the 2022 NRC Conference online

AMENDMENTS

- N/A

NATIONAL ROVER COUNCIL: 2020/2021 Budget

NRC Operational Account

Operational Income	2018/19 Actuals Fee	# Rovers	Income	2019/20 YTD Fee	# Rovers	Income	2020/21 Budgeted Fee	# Rovers	Income
NRC Levies	$ 4.30	3054	$ 13,132.20	$ 4.30	3130	$ 13,459.00	$ 4.30	3067	$ 13,188.10
NRC Conference (Delegations)			$ 14,578.15			$ 1,970.31			$ 18,500.00
Bank Interest			$ 920.10			$ 463.85			
Term Deposit Interest									
Grant from National									
Other Income									
			$ 28,630.45			**$ 15,893.16**			**$ 31,688.10**

Operational Expenditure			Expenditure			Expenditure			Expense
Accounting and Audit			$ -			$ -			$ 300.00
NRC Conference (Delegations)			$ 14,578.18			$ 4,867.61			$ 18,500.00
NRC Conference (NAT)			$ 2,721.84			$ 2,650.66			$ 3,900.00
NRC Executive Meetings			$ 3,887.15			$ 3,185.62			$ 6,500.00
Training and Development			$ -			$ 159.79			$ 500.00
Operations			$ 85.68			$ 400.00			$ 1,000.00
Contingency			$ -						$ 660.00
			$ 21,272.85			**$ 11,263.68**			**$ 31,360.00**

Budget Adjustments

	2018/19		2019/20	2020/21
Prior Year Income	$ -		$ -	$ -
Prior Year Expenditure	$ 3,326.46			$ -
Adjustment Net Result	**-$ 3,326.46**		**$ -**	**$ -**

Surplus / Loss (Operational Account)

Total Income	$ 28,630.45		$ 15,893.16	$ 31,688.10
Total Expense	$ 21,272.85		$ 11,263.68	$ 31,360.00
Net Result Excluding Adjustments	$ 7,357.60		$ 4,629.48	$ 328.10
Net Result	**$ 4,031.14**		**$ 4,629.48**	**$ 328.10**

Rover Development Fund

Rover Development Fund Income	Fee	# Rovers	Income	Fee	# Rovers	Income	Fee	# Rovers	Income
Moot Buddies	$ 1.00	3054	$ 3,054.00	$ 1.00	3130	$ 3,130.00	$ 1.00	3067	$ 3,067.00
Investment Income			$ 10,956.54			$ 3,388.68			
ATO Credits									
Franking Credits - Received			$ 730.87						
Franking Credits - Receivable									
			$ 14,741.41			**$ 6,518.68**			**$ 3,067.00**

Rover Development Fund Expenditure			Expense			Expense			Expense
Accounting and Audit Fees	National Admin Fee								$ 250.00
Recurring Projects	Moot Buddies					$ 10,200.00			$ -
	Crew Challenge		$ 650.00			$ 500.00			$ 1,700.00
	APR Scolarships					$ 10,000.00			$ 1,800.00
One-off Projects	Rover Training F2F Meeting								
	Branch Rover Flags								$ -
	AV2018 Roverscope Activity								$ 500.00
			$ 650.00			**$ 20,700.00**			**$ 4,250.00**

Surplus / Loss (Rover Development Fund)

Total Income	$ 14,741.41		$ 6,518.68	$ 3,067.00
Total Expense	$ 650.00		$ 20,700.00	$ 4,250.00
Net Result	**$ 14,091.41**		**-$ 14,181.32**	**-$ 1,183.00**

SCOUTS VICTORIA
Victorian Rover Council
[26/04/2021]

Item Title		Meeting room camera options paper
	Information	
	Discussion	
X	Decision	
Document Author		Michael Watts
Strategic Alignment		Communications - This will allow Rovers to better communicate with one-another and the general community
Consultation		Input from Pete (SC for Rovers), and Kieron has been gained.
Implementation Period		To be voted on within one month. Once agreed upon it Is aimed to have It Implemented the June VRC.

KEY POINTS

- The Rover Centre Is used as a meeting room by all Rovers meeting In a 'Hybrid' mode.
- Improving the meeting room set up would benefit all Rovers and encourage meeting attendance.
- The meeting room set up will be used for many years before becoming obsolete.
- Country Regions may continue to dial Into meetings.
- Turn the VRC Into the premiere video conferencing centre for Scouts Victoria.

BACKGROUND

The current system In the Rover Centre Is less than Ideal for hosting small or large meetings. Enhancing the system will ensure a better quality of meetings. It will encourage the use of the Rover Centre and the attendance of meetings online where the attendees are not able to be In the room due to health guidelines, or other circumstance.

ACTION REQUESTED

It is recommended that the Victorian Rover Council:

Approve the purchase of a new meeting room camera and allow the purchase of one camera for the main room to begin with which will then be extended to the board room.

IMPLEMENTATION PLAN –

Lead	Michael Watts
Assists	
Cost	Option 1: $1,299 Option 2: $1,399.95 Option 2 with conferencing room controls: $2,099.95
Risks	• The camera may not be immediately suitable for use. • The camera may have issues with compatibility with Linux.
Milestones	• Camera purchased by June VRC • Camera installed and used at June VRC
Outcomes	Increased usability of the Rover Centre main room and board rooms.

Introduction:

The VRC is the main hub for Rovers in the state and is used for many of the major meetings within Rovers Victoria. Currently almost all of the meetings held at the VRC are being held in a 'Hybrid' mode. This means that the essential people for the meeting are in the room and the remainder are joining the meeting on Zoom, this is required as a COVID safe measure. This 'Hybrid' set up also allows for people to join the meetings from home if they are unwell or otherwise cannot attend the meeting in person.

Significant investment in the meeting room equipment would ensure that we can continue to run in this way and ensure that we maintain attendance at meetings, especially the monthly VRC meeting which is open to all Rovers. This will make the VRC an attractive place for Rovers and other Sections of Scouting to meet.

Due to the high cost and high need of this equipment it is proposed that it be funded from the SC Rovers budget, this has been discussed with Pete. The cost cannot come from the IT Budget because we do not have an adequate budget to meet this, and are currently on track to have very little remaining.

Option one:

https://www.kandaovr.com/kandao-meeting/

Cost:

$1,299 – Mwave: https://www.mwave.com.au/product/infocus-kandao-meeting-360-conference-camera-ac28102

Pros:

- Can be placed in the middle of the room
- Built in Microphone
- Automatically moves to speaker
- Built in Speakers
- HD
- Can be used in both board room and main room

Cons:

- Linux support will need to be investigated
- May not be able to handle a room as big as the VRC
- Single central Microphone

Option Two:

https://www.logitech.com/en-au/products/video-conferencing/conference-cameras/ptz-pro2-conferencecam.960-001184.html

Cost:

Camera only: $1,399.95

Camera plus meeting room set up: $2,099.95

Pros:

- Remote controlled with auto camera pre-sets
- Offers an option for meeting rooms
- HD
- Wide Field of View
- Multiple mounting options

Cons:

- Will need to be mounted to the wall
- Offers only one view of the room
- No built in microphone*
- No built in speakers*
- Not as portable once mounted
- Linux support to be investigated

*Built in Mic and speaker is included with the meeting room set up.

Recommendation:

The 360 camera is recommended to ensure a good video quality. It will offer a clearer display of who is talking rather than a wide view of the room only. This camera will also bring better Microphones to the room to ensure that everyone can be heard without having to shout. The 360 camera will allow those online to better understand who is talking and what is being said. This will improve the viewing experience of all meetings held at the VRC and make running hybrid meetings more feasible. It will ensure we maintain attendance at VRC meetings, and other meetings.

This option would ensure a view of all participants without having to mount a camera on the wall which would result in some people not being able to face the camera.

Contingency:

If the recommended camera does not prove to be a suitable solution for the main room and it cannot be returned it can be moved to the board room and used there as this is a smaller room. Option two or another option will then replace the camera in the main room. This is an unlikely outcome as the 360 camera does appear to be suitable for our needs.

SCOUTS VICTORIA
Victorian Rover Council
24/2/21

Item Title	Financial Management Policy Manual
Information	
Discussion	
Decision	
Document Author	Cameron Phillips - VRC Finance Officer
Strategic Alignment	• Improve Financial literacy • Improve rover governance around finance.
Consultation	VRC Finance Team • Peter Wotherspoon - State Commissioner Rover Support • Jody Freeman - VRC Honorary Treasurer • Michelle Saffin - VRC Chair • Mathew Barnes - VRC Assistant Chair
Implementation Period	• Policy Book proposed on the 24th of Feb. • Feedback given before 24th of march, if required amended policy book proposed at the march VRC. • Vote on the policy book on the 28th of April. • New policy to take effect on the 1st of June giving 1 month grace for any finance related items to be tabled before the change in policy.

KEY POINTS

- *Bank Accounts and Signatories*
- *Budgets and Cover Letters*
- *Presenting Budgets to the VRC Table*
- *Presenting Major Changes to the Budget*
- *Income*
- *Ticket Sales*
- *Merchandise*
- *Expenditure*
- *Quoting*

- *Ledger*
- *Invoicing*
- *Reporting*
- *Capital Expenditure*
- *Rovers Commerce Operation*
- *Grants*
- *Appendix A – Role of an Event Subcommittee Treasurer*
- *Appendix B – Tax Invoices*

BACKGROUND

- The previous Iteration of the finance policy book was created with some haste and needed to be reviewed and updated to better align with the strategic plan of Improving financial literacy within the Rover section.
- This financial management policy book used the former iteration as a guide. In doing so the financial team improved language, formatting and added multiple items in order ensure the policy book was clear and easy to follow.

ACTION REQUESTED

It is recommended that the Victorian Rover Council:

- Accept the new financial management policy book.
-

IMPLEMENTATION PLAN

Lead	• Cameron Phillips - VRC Financial Officer
Assists	• Peter Wotherspoon - State Commissioner Rover Support • Jody Freeman - VRC Honorary Treasurer
Cost	N/a
Risks	N/a
Milestones	• Policy Book proposed on the 24th of Feb. • Feedback given before 24th of march, if required amended policy book proposed at the march VRC. • Vote on the policy book on the 28th of April. • New policy to take effect on the 1st of June giving 1 month grace for any finance related items to be tabled before the change in policy. • Policy Book to be reviewed July 2024
Outcomes	• Improve financial oversite of VRC entities. • Streamline the financial process in Victoria. • Improve financial documentation. • Clear expectations of financial management • Putting in an operational limit on the subcommittee accounts, this is to centralise VRC money, this money is still credited to the subcommittee within the VRC account and upon request this money can be made available to the subcommittees (this is seen in item 1.6 of the policy book). • Standard procedure for the online store and Point of Sale system.

ROVER SCOUTS VICTORIA

Rover Scouts Victoria
Financial Management

Adopted by the Victorian Rover Council _____
Updated _____
To be reviewed _____
This document replaces corresponding sections of the former
Victorian Rover Council Policy Book
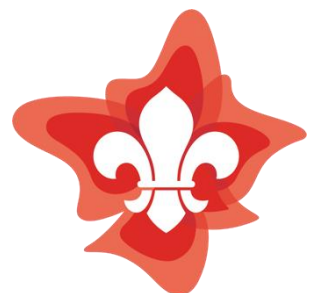
ROVER SCOUTS VICTORIA

CONTENTS

DEFINITIONS

1. "VRC" refers to the Victorian Rover Council
2. "BEC" refers to the Scouts Victoria Branch Executive Committee
3. "Finance team" refers to the VRC finance officer, VRC Treasurer, State Commissioner Rover Support, VRC Chair and any other relevant persons.
4. An "Entity" refers to a Sub-Committee or Region Committee.
5. Portfolio refers to the section heading of the budget, e.g. entertainment.
6. "Seller" refers to the entity that arranges use of the commerce systems.
   6.1. For the POS (Point of Sale) system, this means the entity that has arranged for the POS system to be in use at the event/location where the transaction/damage occurs.
   6.2. For the online store, this means the entity that has arranged for the items to be available through the online store.

INTRODUCTION

Rovers Victoria owns substantial assets (Mafeking Rover Park, WF Waters Lodge, Mt Baw Baw and Bogong Rover Chalet) and conducts a variety of events including but not limited to Mudbash, MARB (Metropolitan Area Rover Ball), Rover Dinner. Additionally, each Unit and Region operate various financial facilities.

This document is a set of minimum requirements for all Rovers elected/appointed as Treasurers for a Region or Sub-Committee. Whilst not exhaustive, the aim is to provide Committees with an understanding of financial management, development of budgets, handling payments and recording/reporting financial transactions. Further to this, this document works in conjunction with the BEC Financial Documents, where there is a conflict the BEC Financial Policies take precedent.

The responsibility and importance for Committees and their Treasurers to operate the relevant accounts accurately and diligently cannot be over stressed. The financial viability of Committees, Assets and Events is dependent on adequate financial oversight.

All financial records must be accessible by the Chair, Treasurer and the RA of the entity.

1. BANK ACCOUNTS AND SIGNATORIES

1.1. Each entity will operate a bank account which will record all financial transactions.

    1.1.1. Bank accounts will be based at Bendigo Bank and will be titled:

- *Scout Association of Australia, Victorian Branch Rover Council, entity name*

1.2. Each entity will operate a designated bank account. This account will not be changed without the endorsement of the Finance Team.

1.3. All financial transactions will be endorsed by two signatories to the relevant account.

    1.3.1. The two authorities should not have a conflict of interest, i.e. Do not authorise payments to yourself.

    1.3.2. Financial transactions should be approved one at a time.

1.4. The new Chair and Treasurer shall be added to the account as soon as possible. Other recommended signatories include:

- Region Rover Support Commissioner (as applicable)
- Deputy Chair of the entity
- Rover Advisor
- Additionally, the State Commissioner Rover Support and Victorian Rover Council Honorary Treasurer will be signatories to all accounts ex officio.

1.5. All those who do not hold a position which would allow them access to the bank account as agreed by the entity are to be removed as soon as possible.

1.6. For the operational bank account of activity Sub-Committees, there will be a maximum allowed fund readily available between events. Any excess funds will be credited to the Sub-Committee but held within the VRC bank accounts. Funds will be allocated as follows while the event is not running.

- Mudbash will have no more than $10,000 in their operation account.
- Surfmoot will have no more than $10,000 in their operational account.
- MARB will have no more than $5,000 in their operational account.
- RSM will have no more than $5,000 in their operational account.
- The Victorian Contingent Moot will have no more than $5,000 in their operational account. These funds are to be available for the use in contingents to National Moots – specifically, funds in this account remaining from the previous moot at the commencement of a moot cycle are available to be utilised for a Victorian Moot Buddies scheme and to temporarily fund any expenses in advance of a receipt or contingent feeds.

    1.6.1. Should an activity Sub-Committee require more than the above allocated funds; a proposal should be discussed with the finance team and be tabled to the VRC with an explanation for the intended use of the funds.

2. BUDGETS AND COVER LETTERS

In preparing a budget, Treasurers should be mindful of all anticipated revenue and expenditure over the reporting period. Whilst past years' experiences can act as a guide, Treasurers must ensure that proposals put to VRC contain the most up to date and accurate data. In the case of events, the costs of site hire, activities, fuel costs and merchandise, for example, can be calculated with reasonable accuracy given the known costs per item.

2.1. Each Region should prepare an annual budget which should be tabled at a Region gathering.

2.2. Each Sub-Committee will prepare a budget, in consultation with the Finance Team, for their respective entity and this budget will be presented to the VRC for endorsement.

2.3. Budgets presented to the VRC will be under consideration for a month and be voted on at the following meeting. This period will enable any VRC member to contact the respective Treasurer with any items which may require clarification.

2.4. A break-even point should be established at what is the minimum number of participants required to run the event with no loss.

2.5. The budget should have several scenarios, based on different attendance levels, and should also include a contingency allowance which recognizes that occasionally there will be unforeseen costs.

2.6. Particularly for our events, with the budget scenarios, the break event point of ticket sales for each scenario should be readily determined and disclosed.

2.7. When all known income and expenditure data is available, the ticket price can be calculated and should ensure that the Event/Asset operates at a modest surplus for the accounting period.

2.8. All budgets brought to the VRC table must have an accompanying cover letter. Any budgets without a cover letter attached when tabled will not be voted on the following month.

2.9. Cover letters are only considered complete when they provide:

2.9.1. A description of each income and expenditure category.

2.9.2. An explanation for any changes in items totalling $500 or more, where there is more than a 10% increase or decrease between the present budget and the last actuals.

2.9.3. Clear explanation for any line items which have been added for the first time.

2.9.4. Clear explanation of a line item which has no amount budgeted.

2.9.5. For event committees, the break-even point for each budget scenario for event ticketing, and the reasons for the ticket price recommended by the Committee.

2.10. Items raised which require reporting to the VRC will be addressed at that next or current VRC meeting.

2.11. A standard pro-forma budget is attached to this document and is to be used for reporting to VRC. The line items are examples only and whilst they may differ depending on the entity, **the template provided is NOT to be altered.** This will ensure consistency in reporting between entities and make for ready understanding by VRC members, recognizing that not everyone may have the same level of financial understanding.

2.11.1. An alternative template may be used by non-event formations as agreed with the Finance Team.

3. PRESENTING BUDGETS TO THE VRC TABLE

3.1. During the last Sub-Committee meeting for each entity before the budget is tabled at VRC, the budget will be presented to the Committee. The budget should be presented in such a way to be understood by its members.

3.2. At least a week before the budget is presented to the Sub-Committee to be tabled at VRC it will be sent to the VRC Finance Team for feedback.

3.3. The budget is then tabled at VRC and voted on by the table the following month.

3.4. Any budgets passed by VRC are the final budget for the Sub-Committee to operate from.

   3.4.1. The Finance Team will save this final budget onto OneDrive.

3.5. Any budget not passed by the table will be referred back to the Finance Team who will work with the entity to ensure that issues with the budget have been addressed, this will then be sent out to the Regions in a timely manner for them to consider and be voted on at the following meeting.

4. PRESENTING MAJOR CHANGES TO THE BUDGET

Any major changes to the budget, after its approval, of over $1,000 between portfolios must adhere to the following process:

4.1. The VRC Finance Team are sent the approved budget, with the proposed changes and an explanation of the monetary changes and the reason why the budget needs to be amended, discussion may be required.

4.2. After relevant discussion the Finance Team will send endorsement of the budget amendment. If the Finance Team deem the spending to not be urgent, the amendment can be tabled at the next VRC meeting.

4.3. The amended budget is tabled at the next VRC meeting as a Chairman's Decision to be ratified.

5. INCOME

Income may take the form of bank transfer (direct credit), credit card or cash.

5.1. With the establishment of the on-line store, most payments for ticket sales and merchandise will be received by way of transfer from the 'store' account. The transfer from the store account will be done on invoice with the appropriate line items recorded in the ledger.

5.2. Any other payments received by direct credit to the account shall be receipted and an appropriate entry made into the ledger.

At some events, 'gate tickets' will be sold and may be paid for in cash. Cash may also be received from some other sources.

5.3. Any cash received should be appropriately recorded in the ledger and banked in a timely manner, either during the event where practicable, or as soon as possible after the conclusion of the event.

5.4. All cash transactions will be entered into the ledger with the appropriate notation and must correspond to bank account entries.

6. TICKET SALES

6.1. An entity shall be responsible for setting the costs and charges for an event on behalf of the VRC. Any increase in costs or charges to members of the Rover Section beyond 10% from the previous year must be approved by the VRC who will consider the reasons and details put forward by the entity, ticket prices are confirmed as part of the budget process for the activity.

6.2. Ticket price should be kept as low as possible whilst covering all costs of the event.

7. MERCHANDISE

7.1. The majority of activity specific merchandise must be pre-paid and pre-ordered via the online store.

　7.1.1. For activity specific merchandise there is an allowance of up to 10% on pre-ordered merchandise for its sale at the activity, this should be a consideration in the entities budget.

　7.1.2. If minimum quantities are not achieved, the order does not proceed, and the funds are refunded.

7.2. All corporate merchandise may be purchased and sold on an ongoing basis with due consideration for previous sales. If in doubt consult the Finance Team.

7.3. Committee merchandise must be paid for before it is ordered.

8. EXPENDITURE

All expenditure is to be within the budget limits endorsed by the VRC. Whilst the Chair and/or Treasurer of the event may endorse different levels of individual payments within portfolios, these must still be within the portfolios budgeted limits.

8.1. Treasurers must obtain quotations for the provision of goods and/or services and invoices should be checked against these quotations.

8.2. For expenditures in excess of $1000, a purchase order specifying the goods/services will be prepared and given to the supplier who must quote the number in their invoice.

8.3. Where an invoice received is for an amount greater than the quotation, ONLY the quoted figure should be paid, and an explanation of the differences requested from the supplier.

8.4. An invoice for the provision of goods/services should be checked against the items received to ensure that the invoice is a correct representation of the ordered items. Under no circumstances are invoices to be paid in advance of the delivery of goods/services.

8.5. Reimbursement of expenditure will only be made on presentation of a receipt to the Treasurer.

　8.5.1. This receipt needs to be in the form of a "Tax Invoice" and should include details of the expenditure incurred, and GST paid (if applicable). – Refer to Appendix B for the requirements of a Tax Invoice.

　8.5.2. *An EFTPOS RECEIPT WILL __NOT__ BE ACCEPTED.*

　8.5.3. If no tax invoice can be produced, to be reimbursed there must be clear proof of purchase, if in doubt consult the finance team.

8.6. All expenditures will be recorded in the ledger with relevant references to receipts, and other specified requirements.

　8.6.1. Payments **WILL NOT** be made in cash.

Updated _____

9. QUOTING

9.1. Any expenditure over $1,000 from a single supplier must have a quote received and recorded on file before the budget is completed. If there is any ambiguity in this, best practice approach, this will be discussed with the Finance Team.

    9.1.1. Where appropriate, the committee is expected to receive three quotes.

    9.1.2. As per the BEC delegation's policy, a minimum of two quotes must be received.

9.2. All quoted expenses will have purchase orders supplied and recorded on file before the expenditure is incurred.

10. LEDGER

10.1.   All transactions will be entered into the on-line ledger system, XERO. This provides for a standard level of recording across all entities and facilitates the ability to report accurately as well as claiming GST payments through the Branch accounting system.

11. INVOICING

11.1.   Invoicing should be completed prior to the event in the appropriate ledger system.

- This includes invoicing to external parties and committee members
- Should a person fail to pay an invoice this should be discussed with the State Commissioner - Rover Support

12. REPORTING

12.1.   For Event Entities, At the conclusion of the event and when all income has been received and payments made, normally within a month of an events conclusion, a report will be prepared for presentation to the entity's AGM and to VRC.

    12.1.1. Before reporting to the AGM all expenses must be finalised.

    12.1.2. The report should be presented to the Finance Team before it is presented at the AGM.

12.2.   For Non-Event Entities, At the conclusion of the financial year a financial report will be prepared for presentation to the entity's AGM and to VRC.

    12.2.1. Before reporting to the AGM or VRC all expenses must be finalised.

12.3.   A standard pro-forma report is attached to this document and is to be used for reporting to VRC. The line items are examples and, whilst they may differ depending on the entity, **the template provided is NOT to be altered.**

13. CAPITAL EXPENDITURE

13.1.   Purchases of capital equipment or capital works by the entity should be brought to the VRC's attention prior to purchase. The entity may purchase, without prior approval of the VRC any of the following:

13.1.1. Items per your operational budget:

- Non-capital or consumable items essential to the event, such as food, fuel, tickets, posters, office supplies, etc. these should be found in your operational budget.
- Hire of essential equipment or services.

13.1.2. Item outside of your operational budget

- Capital equipment items considered essential up to $100, to a total of $500.
- Where a situation arises that compels a Sub-Committee to outlay funds in advance, or to purchase capital equipment in circumstances when consultation with the VRC is not possible, conditional approval may be given on behalf of the VRC by the agreement of the Chairman, Deputy Chairman and Assistant Chairman of the VRC and the State Commissioner – Rover Support.
- Where provisional approval is given under the previous paragraph, or where equipment is purchased, the details shall be reported to the following meeting of the VRC.

13.2.   If the entity wishes to spend money outside of their standard operating budget and the expenditure does not meet the prior mentioned reasons, a proposal for the expenditure must be tabled to the VRC, tabled using the VRC paper template prior to the expenditure being incurred.

13.2.1. Assets by their nature will have capital items regularly; whereas activities will not normally have capital expense, therefore activities will need prior approval from the VRC.

13.2.2. The proposal should include:

- Estimated costs
- How the capital works will be funded
- An estimated timeline
- If the project is not started, when the proposal will need to be reviewed.
- Scope of the works to be undertaken

Upon the completion of the works, a report should be made to the VRC.

14. ROVERS COMMERCE OPERATION

Rovers Victoria introduced a Point of Sale (POS) system using the Square POS platform in January 2019. The POS system allows VRC Sub-Committees and approved tenderers to sell items onsite during major events, and at other times and locations as agreed by VRC.

Rovers Victoria introduced an online store using the Square Weekly platform in March 2019. The online store allows VRC to sell event tickets, event merchandise, and other items on behalf of VRC itself, VRC Sub-Committees, Victorian Rover Regions, and other entities as agreed by VRC.

14.1.   Cost Allocation
14.1.1. The costs associated with maintaining the POS system and online store shall be borne by VRC. These costs include any licensing costs, hosting costs, and hardware depreciation costs.
14.1.2. The costs associated with the transaction processing shall be borne by the VRC and additionally collected by the VRC as a surcharge. Transaction fees are collected by Square.

- It is recommended that Sellers do not factor transaction processing costs into the pricing of their items.
- Hardware damage repair and loss replacement shall be arranged by VRC. Accordingly, the costs associated with hardware damage/loss shall be paid by the Seller to VRC.
- The costs associated with transport of stock for order fulfilment shall be borne by the Seller.
- The costs associated with shipping online store orders to customers are borne by VRC. Accordingly, the shipping fees charged on online store orders are collected by VRC.

15. GRANTS
15.1.   Should an entity wish to apply for funding external to Scouting, e.g., grants, this must be discussed with the State Commissioner - Rover Support.

APPENDIX A – ROLE OF AN EVENT SUBCOMMITTEE TREASURER

The Subcommittee Treasurer is an important role on each of our Subcommittees. They are considered part of the executive of a committee and should share in all decisions that have a financial consequence for the activity. For an event or activity, broadly speaking, the role can be broken up into pre, during and post event activities.

Pre-event:
- Attend committee meetings and participate in the discussion.
- Budgets – it is your job to create an effective and cohesive budget, work with the committee and discuss the budget with the Finance Team.
- Quotes – To assist with the budget, quotes may be required for larger items. Request these from the committee members.
- Participation in decision making – who makes the decision about what is included or excluded in your budget.
- Prepare budget for submission to VRC.
- Process payments and prepare invoices for committee items. – All committee items (including catering) should be prepaid.
- Liaise with the VRC Online Store team for ticket and merchandise sales.

During event:
- Collection of gate tickets – money handling (how to count and how to record)
- Invoices to pay bills – Not paid in cash, 2-person approval process with a detailed invoice copy and receipt received and recorded.
- Manage the onsite store – Work with the VRC Online Store Team for any square processing. Collect and promptly bank any cash received at the event, ensuring its source is properly documented.

Post-event:
- Follow up with committee members, chase up final receipts, or any outstanding invoices.
- Process all invoices in xero, ensuring support is uploaded and payments prepared.
- Discuss any queries with VRC Finance team.
- Complete report for AGM. The AGM report should be a final financial report to budget.
- Handover to new treasurer.

APPENDIX B – TAX INVOICES

Tax invoices for taxable sales of less than $1,000 must include enough information to clearly determine the following seven details:

1. that the document is intended to be a tax invoice.
2. the seller's identity
3. the seller's Australian Business Number (ABN)
4. the date the invoice was issued.
5. a brief description of the items sold, including the quantity (if applicable) and the price.
6. the GST amount (if any) payable – this can be shown separately or, if the GST amount is exactly one-eleventh of the total price, such as a statement which says, 'Total price includes GST'.
7. the extent to which each sale on the invoice is a taxable sale (that is, the extent to which each sale includes GST).
8. Tax invoices for sales of $1,000 or more need to show the **buyer's identity or ABN.**

Below are two example Tax invoices which meet the above requirements. Both examples are labelled to show how they match the above points.

SCOUTS VICTORIA
Victorian Rover Council
[22/02/2021]

Rover
Scouts
VICTORIA

Item Title		Pronoun Uniform Badge
	Information	
	Discussion	
x	Decision	
Document Author		Filipe Freyr
Strategic Alignment		Governance and Communication - These badges will show the trans community that the scouting movement is an environment that welcomes them. It will also showcase the trans representation that already exists in both the committees and VRC.
Consultation		Lack of training within the movement about the existence of transgender members.
Implementation Period		Proposed to VRC - badge designs up for evaluation and feedback. Proposed to NRC - badge designs up for evaluation and feedback. Proposed to National Scout Council - badge designs up for evaluation and feedback.

KEY POINTS
- A pronoun badge that is able to be sewn onto the scouting uniform.
- Initially have he/she/they badges and then progress to customisable pronoun badges.
- Having this badge will help encourage everyone to ask a person's pronouns before immediately assigning them.

BACKGROUND
- 1/10 people identify as transgender.
- 72.5% of transgender people aged 14-25 have been diagnosed with an anxiety disorder in their lifetime.
- Transgender people experience a higher rate of suicide attempts and are nearly 11 times more likely to attempt suicide than the general population.
- While Scouts is progressing towards a more inclusive movement there is still a lack of discussion surrounding transgender members and the use of the correct pronouns.
- People habitually assign a gender and pronouns to a person based on their appearance.
- Scouts brands itself as an all inclusive movement but there is still no resources on what to do when you encounter a transgender youth member.

ACTION REQUESTED

It is recommended that the Victorian Rover Council:

- Discuss the need for these badges and the designs
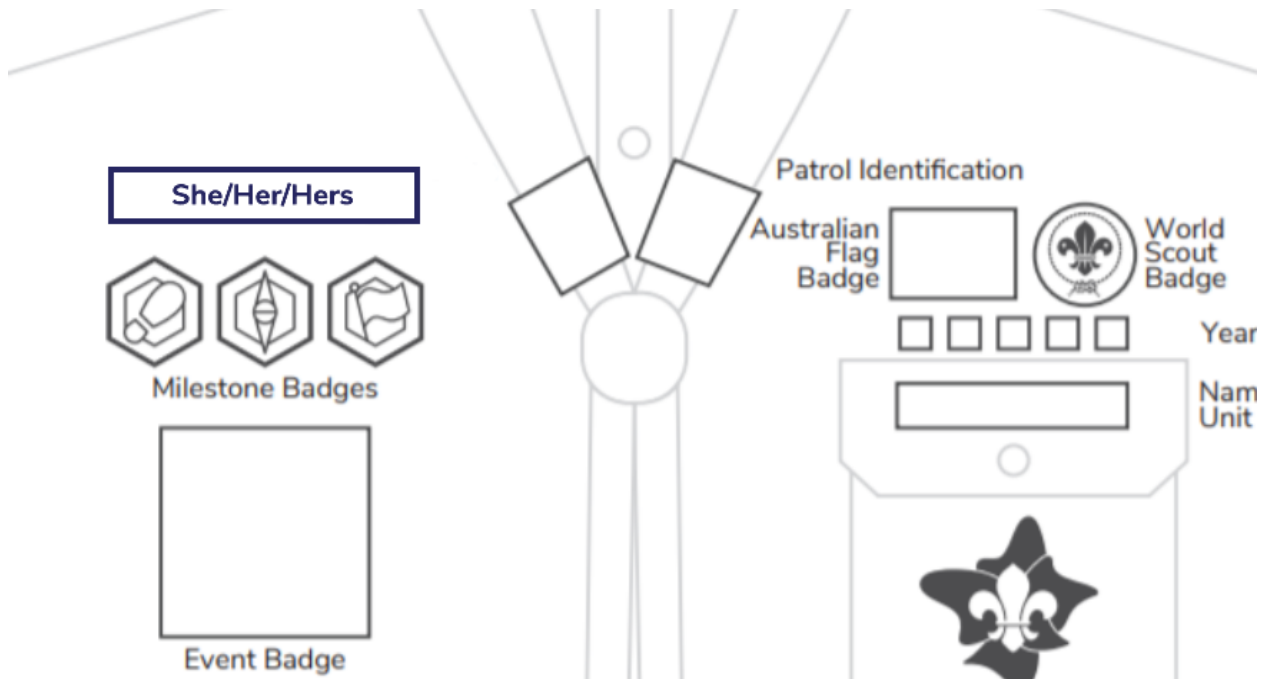- If agreed there is a need, propose to NRC

IMPLEMENTATION PLAN –

Lead	Filipe Freyr
Assists	N/A
Cost	Information needed on how Scouts Australia order their badge stock for the scouts store.
Risks	Debates at NRC from the more conservative states about whether this is actually needed.
Milestones	First rollout - he/she/they Second rollout - xe/ze Third rollout - customisable
Outcomes	Open up the discussion about the use of pronouns for transgender members. Scouts Australia to make a stance on the movement being all inclusive. No longer put the responsibility on the transgender member to constantly correct other people when their gender is assumed.

DESIGNS -

PROGRESS REPORT –

AMENDMENTS -
Placement:

Design Changes:

REFERENCES-

https://humanrights.gov.au/our-work/education/face-facts-lesbian-gay-bisexual-trans-and-intersex-people
https://d3n8a8pro7vhmx.cloudfront.net/lgbtihealth/pages/549/attachments/original/1595492235/2020-Snapshot_mental_health_%281%29.pdf?1595492235