

The Crew Starter Guide



Or, alternatively

“Where do Rover Crews come from?”

Victorian Branch Rover Council Crew Starter Guide

Distributed By the Victorian Branch Rover Council

Version 2.2012.3 (Draft)

Modified from the Queensland Branch Rover Council Version of the Crew Starter Kit

Featuring content from the New South Wales Branch Rover Council Version of the Crew Starter Kit

Victorian Contributors:

Dean Castle – Version 1

Brad Peters & Nathan Pearson – Version 2

Scout Promise

Scouts Australia has two versions of the Scout Promise.

Each individual member chooses which version of the Promise they will make

On my honour

I promise that I will do my best

To do my duty to my God and to the Queen of Australia

To help other people, and

To live by the Scout Law

-OR-

On my honour

I promise that I will do my best

To do my duty to my God and to Australia

To help other people, and

To live by the Scout Law

Scout Law

A Scout is trustworthy

A Scout is loyal

A Scout is helpful

A Scout is friendly

A Scout is cheerful

A Scout is considerate

A Scout is thrifty

A Scout is courageous

A Scout is respectful

A Scout cares for the environment

Rover Prayer

By the spirits of the just
Made perfect in their suffering
Teach us in our turn, O Lord,
To serve Thee as we ought;
To give and not to count the cost;
To fight; and not to heed the wounds;
To toil; and not to seek for rest;
To labour and not to seek any reward
Save that of knowing that we do Thy Will.

Amen

Scouting Aim

The Aim of the Association is to encourage the Physical, Intellectual, Spiritual, Social & Emotional Development of young people, so that they may take a constructive place in society as responsible citizens.

Principles

The principles of Scouting, as identified by the Founder, Lord Baden-Powell of Gilwell, are that Scouts should serve God, act in consideration of the needs of others, and develop and use their abilities to the betterment of themselves, and their families and the community in which they live. The three Principles are represented by a Code of Conduct which characterises all members of the Movement, and are referred to as "Duty to God", "Duty to Others", and "Duty to Self".

Philosophies of the Rover Section In Victoria

1. The most important unit in Rovering is that of the Rover Crew, which needs to be dynamic and help its members live up to the words of Baden-Powell – "Rovering is a brotherhood of the open air and service".
2. Each Region Rover Community looks after the development of Rovering within each Region. While the Crews run the Region, it is a Region responsibility to ensure that each Crew is functioning.
3. The Branch Rover Council (BRC) is responsible body for all Rovering within the State, whilst continuing to plan growth and maintain the standards of the section. Including representation on the National Rover Council.
4. The Rover section is the fifth youth training section whose positive objective is the development of an individual. It should not be seen as a recruiting ground for Leaders.
5. The Rover Section is self-determining and self governing and is responsible for funding, promotion, recruiting and standards.
6. The Rover Crew is the fifth section of a Group and will in turn work towards the fulfilment of its Group's objectives.
7. Service is an integral part of Rovering and is an obligation of every Rover.
8. The Rover Section, in its role as a training section, will co-ordinate and organise all its own activities. Rovers will run each activity and be totally self-supporting.
9. Rovers in Victoria endeavours to create a truthful image of itself in the eyes of Scouts Australia, its Leaders and the public.
10. The quality of Rovering is far more important than quantity but as an ongoing Movement growth must be sought.
11. Every young person between the age of 17 and 25 must be given every opportunity to join and actively participate in a Rover Crew.
12. Rovering is available to all young people irrespective of geographical location, physical handicap, ethnic or social background.
13. To actively ensure that every Rover can participate in a diverse and challenging range of activities, confirming that a balanced Crew program does achieve the Aims of the Scouting.

While Rovers have no direct responsibility to their District Commissioner they recognise that he or she is the delegate of the Chief Commissioner and should be respected as such.

BRC Chair's Letter

To the new Rovers,

Congratulations on your decision to establish a Rover Crew in your Group – you will find it a very enjoyable experience on the whole, but remember there will almost certainly be ups and downs, problems and hopefully solutions on the road to attaining your Rover Crew. The ultimate result, we assure you will be worth the hassles.

This booklet has been written to help you form a new Rover Crew. I am confident that this guide will help to make your job as simple and painless as possible. Experienced Rovers, who have been through the process of forming a new Crew themselves, have developed this procedure. The suggested steps outlined in this guide are there to assist you in laying the foundations of a successful Crew and should not be viewed as obstacles placed in your path. It is designed to help you start things off on the right foot and to deal with the major issues facing any new Rover Crew.

If you need some help or just a question answered, please do not hesitate to contact your Region or the Victorian Branch Rover Council for support.

Yours in Roving,

Chairman

Victorian Branch Rover Council

(The Victorian Rover Centre is manned from 6–9pm on Wednesday Nights – feel free to leave a message, or contact the Chairman via their mobile for more urgent enquiries.)

About Roving

A Few Questions and Answers

Q What is a Rover?

A Rover Scouts are men and women aged between 18 and 26. We like to get out and have adventures, while still helping the community. Rovers are the final Section of the Scout Movement.

Q What does the Rover Section set out to achieve?

A The first aim of Rovers is to provide a place for our members to go and have fun, as well as to meet great new people.

To encourage the personal development of young adults through service and wide ranging activities.

To develop self-reliant responsible citizens by encouraging members in Scout Training.

To give general Rover service to the Scout Movement and to the public.

To attract and retain young adults of the Scout Movement.

To attract and retain youth of the community who have little or no experience with the Scouting Movement.

Q What is a Rover Crew?

A A group of generally at least 6 Rovers (preferably at least 15), that enjoy social activities, fun and adventure. A Rover Crew brings together members that enjoy company and social interaction with a variety of people. The aims and methods of a Rover Crew can be as wide and varied as your imagination; so long as they fit within the aims and principles of the Rover Section and Scouts Australia as a whole.

Different Crews often have different styles and ranges of activities to suit their current members.

Q How are Rovers governed?

A One of the aims of Scouting is to increasingly encourage self-leadership. Being the oldest group of the youth section, the Rover Section sees the culmination of this aim.

The Section is governed by Rovers – from Crew level to National level, all positions of Rover Government are only available to Rovers. This is not to say that we don't need guidance from those more senior in their years. Rover Crews in Victoria have a Rover Advisor (RA), who is selected by the Crew themselves (and whom is accepted as RA by the Group Leader). This person is normally quite a bit older than the Crew and offers wisdom that only age and experience can provide. The Crew Leader or Chairman, is an elected crew member, of Rover age.

The co-ordinating body of all Rover Crews in the State is the Branch Rover Council, consisting of Region representatives, a Branch Commissioner and an executive team. The Branch Rover Council is managed and supported by the Regions, who in turn, are managed and supported by their Crews. Rover Crews play a major part in the decisions that are made for Roving in Victoria, and therefore need to stay in touch by sending 2 representatives along to each Region Community Gathering.

Relationship between Crews and Groups

The Rover Crew is an important part of the Group – just like any other Section. If we compare a Group to a family, the Group Leader is the head of the family. The Rovers are the young adults who have not yet left the family home. The parental control of the youngsters in the family and the young adults varies considerably. Parents can dictate who their under 18's can go out with, who they can bring home, what they can do both at home and away from home etc. When they are over 18 it is a completely different story.

They do have a right to say whom they can bring home, what they should do at home and how they should fit into the family scene, but away from home the parent can only advise on what they should do and whom they should associate with.

A similar relationship applies between the Group Leader and the Rover Crew. The Group Leader certainly has the right to say what happens around the Den and should expect the Crew:

- a. To advise him/her about what they are doing; and
- b. To make some attempt to fit into the Group scene.

Away from the Den the Rover's peers heavily influence their programs, activities and philosophies. In this case their peers being the Region Rover Communities, fellow Crews, and the Branch Rover Council.

Why are Rovers Self-Governed?

Because the Rover section, although adult, is still a training section and this is a logical progression from the training given in the other four sections.

In Cub Scouts, a Sixer is an early leadership position that has little in the way of responsibility. In Scouts, a Patrol Leader runs their Patrol and through the Troop Council has a say in the Troop program. In Venturers, a member of the Unit Council has a large say in the running of the Unit and the Unit Chairman has the opportunity to contribute to the district Venturer program through the District Venturer Council.

It follows that the next stage in the development of a person's organisational and managerial skills is to have the opportunity to participate in the decision making process at all levels, subject only to the approval of his/her own peers. This is what the Rover system of government is all about and if the section is to achieve aims and objectives it must be given this free hand to determine its own future.

The How When Where and Why a Rover Crew Starts

Why: Because the GL sees the need (or more likely is prompted by a group of new recruits or VL, DC, ARC Rovers etc) and they realise that less youth members will be lost to the Movement if they do not have to transfer to another Group. In other words – the Group Leader appreciates the value of having a 5 section Group.

Where: Preferably in every Group where there is a need. However it is pointless for 2 or 3 young people to attempt to form a Crew if there is no potential recruitment in the foreseeable future.

In this case it is better for them to join another Crew with the possibility of returning to their own Group when a regular source of recruitment is available.

When: Hopefully as soon as the NEED arises but after the 10 Step Procedure to register a new Rover Crew is completed.

How: With our traditional Knighthood theme, or another decided by the Crew (e.g. Celtic, Viking etc). New recruits become Squires of Rovers Knights who in turn assist the new Squires with their Squire Training which must be undertaken before investiture as a full Rover. This process is similar to the link badges in each section of Scouting where a new recruit (or Squire) learns the basic knowledge to be a member of that Section.

Thus, it can be seen that (ideally) previously Knighted Rovers must be found before the new Crew can start. This problem can be tackled in various ways:

1. The first batch of recruits can temporarily join another Crew, become Squires, get invested and then return to become the foundation members of the new Crew in their own Group.

This is the most common method. The two main pitfalls being:

(1) The recruits become so well established in their host Crew that they do not return to their own Group.

(2) The recruits feel strangers in the host Crew – do not adjust – and lose interest.

2. The Region supplies the Crew with two or more Rovers (or very recently retired Rovers) whose specific task is to sponsor the initial Squires. After their Squires are invested these Rovers then return to their own Crews, or enjoy their retirement.

What you should obtain to start a Traditional Rover Crew

Items needed to operate a Rover Crew:

- The Crew Starter Kit
- Set of Treasurer books (including Scout Receipt Book – Available from Snowgum)
- Australian flag (available free of charge through your Local MP)
- St George's Flag
- Crew Sword (*OPTIONAL* Must be registered with the VicBRC Admin Officer due to the Control of Weapons Act)
- Copy of the Rover Prayer
- Some Squire Training Requirements (to be set by your Crew in conjunction with the Squire Training Handbook.)
- Crew Constitution (as set by the Crew)
- Copy of the BRC Policy Book
- Copy of the Victorian Branch Policy and Rules
- Copy of the Victorian Branch Info Book
 - Copy of The Crew Program
 - Copy of The Rover Award Scheme
 - Copy of Guidelines for Rovering
 - Copy of 'Rovering to Success' by Baden Powell
- Coloured Rover Shoulder Knots with Service Bars
- Rover Skills Badges
- Rover Shoulder Badges
- Bowl, Pitcher and towel
- Rover Record Book (Red Book)
- Crew Flag
- Crew Bank Account
- TR1 Forms (Training Applications)
- Copies of District, Region & Branch Event Calenders
- Copy of Ceremonies
- Crew Resource Folder (Big Red Folder) – Available via Region Communities
- Storage box for Ceremonial equipment

Ten Step Procedure to Register a New Rover Crew

Step 1. Rovers or prospective Rovers interested in forming a new Rover Crew as an additional section within an existing Group should meet and confirm their intentions, then approach the Group Leader for assistance.

Date Completed: ___/___/___

Step 2. The Group Leader will advise the District Commissioner of the intention to form a new Rover Crew

Date Completed: ___/___/___

Step 3. The Group Leader will also contact the ARC Rovers for the Region. This Commissioner will inform the appropriate Region Rover Council.

Date Completed: ___/___/___

Step 4. The ARC Rovers & Region Chairman shall meet with the prospective Rovers to discuss "Rovering" and the formation of a new Crew. The procedure for selecting a Rover Advisor should also be discussed as well as Sponsorship by an Existing Crew.

Date Completed: ___/___/___

Step 5. Following the meeting in Step 4, the Region Chairman & ARC Rovers discuss the formation of the new Rover Crew with RRC Executive. The RRC Executive will then look at the proposal and possible sponsor crews.

Date Completed: ___/___/___

Step 6. The Crew attends a Region Gathering and asks the Region for approval to start the crew. The Rovers then present any questions & objections at the meetings and at the following meeting all Crews will vote Yes or No.

Date Completed: ___/___/___

Step 7. The Region Rover Council shall convey the Regions recommendation in writing to the following:

- The prospective Rover Crew.
- The Group Leader.
- The District Commissioner.

Note: The final decision for the formation of a Rover Crew is that of the Region Rover Community. Any disagreements will be taken to the Region Executive and discussed further in the event of a no vote.

Date Completed: ___/___/___

Step 8. The Region Chairman & ARC Rovers shall discuss with the Crew:

- How assistance can be given to the prospective Rovers on the selection of a Rover Advisor.
- The desirability of the Group Leader acting as a Rover Advisor for an interim period until one is selected by the new Crew.

Date Completed: ___/___/___

Step 9. The Rover Crew shall source an appropriate Advisor and submit their choice to the Group Leader who shall complete the formalities, as they would with any other Leader.

Young adults wishing to become members of the new Rover Crew shall, if not already members of the Scout Association, apply for registration on Form Y1, and apply for a Working with Children's Check, and inform their local service centre of the application details. Date Completed: ___/___/___

Step 10. Now is the hard part. Establishing the crew is something that takes time. Once you have the formal processes out of the way, your Crew begins to establish its routines and placing itself within the Roving Community. Don't expect everything to be right after twelve months. Many crews have long established traditions and processes that can't be introduced overnight. Take your time, stay positive and enjoy the challenges and opportunities that Rovers brings with it.

The appropriate forms for the above processes are available from your Group, District, Region Service Centre or www.vicscouts.com.au under forms. This procedure is a guide, with the main point being that the support of a RRC is essential to formation of a new Crew

Helpful Hints

Find A Group Of Friends

When starting a new Crew, the number one rule is – “the more, the merrier”. A new Crew must have a minimum of six members, and as a hint, those with similar interests work best together in the early stages of Crew life. However, don’t limit yourself on whom you’re willing to accept – some people who have different backgrounds to your own can really amaze and excite people.

The logic behind the six-member rule is that new Crews tend to suffer from more 'growing pains' than existing functional Crews – as you do when you try something for the first time and are not too sure how to go about achieving something unfamiliar. All Crews know that on any given activity, some members will be unable to attend due to study and exams, work, family commitments etc. For small Crews this can mean that you end up going on a 'Crew Activity' on your own, or close to it! Obviously large events tend to be more fun and more successful. Achieving a minimum membership level will give your Crew a good chance of surviving the first couple of years, which tend to make or break a new Crew.

There are many places that you can find new members. Obviously, your personal friends are a good starting point. Next, consider the local Venturer Units. Note the plural “Units”. There are no rules that say that you can only recruit from the Unit in your Group. For a viable Crew, try to find at least fifteen people who will regularly attend. Fifteen people, that's not many is it? Surely you can find five people who will each bring two friends??

Contact Other Crews in Your Area/Region

Find out the contact numbers for other Crews in your Area/Region, or surrounding districts. It is a good idea to have a chat to them to let them know that you intend to start up a new Crew, as a matter of common courtesy. This may open many new doors for you and you might be able to fit in with another Crew to make an even stronger and better Crew. Find out what each Crew is like, and what activities they enjoy doing, for future reference – you may well want to run joint activities with them at some stage, particularly in the early days when you are still low on numbers. They may also be a source of advice and 'local knowledge'. Eventually, one of these Crews could become your sponsor Crew.

Attend A Meeting of an Existing Crew

If all or most of your members are new to Rovering, it is highly advisable to attend a meeting or activity of another Crew. This will give you ideas about programming and how to run things, as well as helping you to start to make friends in the wider Rover community. Most Crews would be more than happy to have you along.

Elect A Crew Executive

Part of the deal with being self-governing in Rovers is that you have to elect a Governing Body. Most Crews manage the affairs of the Crew through a ‘Board of Directors’ called the Crew Executive. Most Crews choose to adopt the following positions of responsibility as a structure for their Executive:

- **Crew Leader**

This is the position most critical to the Crew's success, as this person provides the general direction, motivation and co-ordination of Crew activities. They are expected to chair meetings, represent the Crew at Group or Region Gatherings, and oversee recruitment strategies and Squire training, as well as ensuring that Crew activities run successfully. It is desirable that this person has some previous experience in Scouting (if not Rovering) and is an invested Rover (Knight).

- Assistant Crew Leader

This person assists the Crew Leader in the above roles where required, as well as acting as the Crew Leader in their absence. Some Crews may choose specific tasks for the Assistant Crew Leader, e.g. planning and Development, Squire Training, Recruitment, Running Major Crew events.

- Secretary

This role is vital, maintaining good communications, both internal and external to the Crew. They are required to produce accurate minutes of any formal meetings, send out and keep records of correspondence, and maintain the Crew membership records.

- Treasurer

This person is normally based in the Bahamas and is well paid for their efforts. Just kidding (we hope). The Treasurer is actually responsible for ensuring that all financial records (receipts and expenses) are well documented and open to scrutiny. The Treasurer ensures that the Crew is well informed of its financial status and that creditors are quickly paid.

- Quarter Master

Looks after and maintains any equipment that the Crew may own.

- Region Representatives

Normally the Crew Leader and another delegate should attend Region Gatherings. The other representative may be a fixed position or may rotate throughout the Crew.

- Swords Master (Squire Trainer)

Co-ordinates and looks after the training of the Crew's Squires. This position can also be looked after by the Crew Leader or Assistant Crew Leader in smaller crews.

- DVC Representatives

The Crew should have a designated member responsible for attending the local DVC and promoting the Crew to Venturers and Venturer Leaders. Where possible this position should be held by a senior Invested Rover who can speak for the Crew and offer its services where needed.

Optional Extras

- Log Book Keeper

Keeps a record of the Crew's activities for historical reference.

Elections are normally held by Secret Ballot or show of hands, conducted by the Rover Advisor. Positions are normally held for 12 months, although in a new Crew, there is no reason why you cannot hold positions for a much shorter time, e.g. 3 or 6 months. Remember that these people will run the Crew, so make the right choice!

Create a Crew Constitution

One of the biggest steps in forming a new Crew is writing the rules and policies that your Crew will operate under. While there are rules that you MUST follow, like Scouts Australia's Policy & Rules and the BRC Policy Book, there are some rules that you set yourselves.

All Crews have a lot of common ground in their constitutions. Each constitution while being different will state similar points, such as:

- Voting Rights
- Crew Election Process
- Executive Role Descriptions
- Crew Name
- Meeting Place & Time
- Financial Policies (Subscriptions, Financial Status, etc)
- Scarf Description
- Key Handling, Mail Box Control, etc...
- And others...

It is wise to look at the Constitutions of other crews to look at content and how they are written as a basis for your own. Everyone should have input into the creation of the Constitution – This is VERY important as everyone has to sign it to say that they will follow the Crew's Rules.

Many Crews choose to have only the bare essentials – Name, voting rights, scarf description in the constitution, referring the rest of the rules to Standing Orders, which are to alter when the need arises.

Form a Squire Training Strategy

This is one of the more important steps in the process, as it is the strategy that the Crew will use to train new members. This stage defines membership requirements for your new members. The training given by the Crew defines what it expects of its members and the direction and focus of the Crew. E.g. a Sea Rover Crew may require a Squire to earn a Charge Certificate. You may use the Rover Skills Award (pre-requisite of the Baden-Powell Scout Award), which defines a Scouting Campcraft / Scoutcraft standard for Rovers. For others, it exists as an introduction to Rovering in conjunction with the 'Intro to Rovers' Course and a chance to become involved with the running of the Crew.

A good place to begin to look for ideas of what to include in a Squire Training Program, is other Crews in your District. They may be able to supply you with copies of their own Squire Training program, and Constitution for ideas. If your Crew consists of members that are all new to Rovering, it is advisable to program some joint activities with other Crews.

The easiest path to take is adopt the Squire Training strategy of another Rover Crew, for example, a neighbouring Crew, or your Sponsor Crew. You can always change it a later date to suit your growing and ever changing needs. Victorian Branch Rover Council also has copies of "squire training handbooks" which they can provide to Crews. These make a good starting point for planning your squire training, and can be used as they are, or modified to suit your crew.

Squire Training enables a potential Rover to be introduced to Rovering, and to how a Rover Crew functions. It involves the guidance of the individual through a set of tasks by another Rover. This is a period of trial for both the Crew and the new member to get to know each other, and get to know a little bit about Rovers.

If in doubt, remember the KISS principle. The average Squire should not take more than 6 months to complete their Squire Training. If they all take more time than that, you need to re-examine your scheme.

Squires

The Rover Section of Scouting forges strong ties with that of the history of the Medieval Knights, in both their recognition of training and their values of loyalty, honour and chivalry.

This is why the Rover Sections incorporate a training process whereby a person entering a Crew becomes a Squire, and learns the basic knowledge and values to be recognised as a Knight in the Rovering Section.

Origin of A Squire

In Medieval times it was difficult for a man to rise to the upper class, not only for social considerations but also because of the professional training required by the code of chivalry.

A boy of noble birth was given an essentially military training from which he had to graduate before attaining Knightly rank. At the age of seven or eight he would become a Page in the castle of a noble relative or in the castle of his Father's Overlord, where he would wait on the Lord and Lady at the table and learn the manners of a Gentleman of the day. He was taught the use of weapons and the rules of hawking and hunting.

At the age of fifteen or sixteen he would graduate to the next stage of Squire, or assistant to a Knight, with whom he would eventually ride to battle after a long apprenticeship at arms. When he proved his fitness the Squire would be knighted by his Lord or another Knight.

The ceremony of dubbing consisted of the candidate kneeling before his Lord and receiving the accolade, a blow or buffet on the neck or shoulder with the flat of a sword.

He was then invested with the arms and armour of a Knight.

Later the Church added religious Ceremonies to the institute of Knighthood and it became necessary for the initiate to keep "Vigil" before the altar of a Church on the eve of the ceremony.

Obligations of a Squire

As a Squire Full participation in indoor, outdoor and ethical training, in preparation for investiture into the Rovering world.

As a Citizen To train him/herself for and undertake consistently, both individual and collective "Service".

To Him/Herself So that he/she may serve and help keep the "Aims and High Ideals" of the Movement.

To the Community To render "Service" and be capable of seeing the need as it arises, and do so with the will, despite the cost.

Squires are not there to do your dirty work.

Examples of Squire Training Requirements

1. Satisfy your Sponsor that you are familiar with the Movement.
2. Complete 10 hours of service.
3. Complete a First Aid Course.
4. Complete a Project that benefits the crew as a whole.
5. Discuss the Scout Law & Promise from an adult perspective

6. Camp with the Crew
7. Attend a meeting outside the Crew (Group, Region, BRC, etc)
8. Attend the Introduction To Rovers Course
9. Be able to recite the Rover Prayer

Sponsors

Sponsors are Rover Knights that are chosen by the Crew to assist the Squire in their Squire Training. The Sponsor is usually an older Rover who provides the main contact for the Squire with the rest of the Crew, and answers any questions or problems the Squire may have. As a Sponsor, they are responsible for the encouragement of the Squire to complete their Squire Training and become an Invested Rover themselves.

What is a Sponsor For?

Do not take advantage of your Squire, you are there to support them, through Squire Training and throughout their Rovering life. Help them to complete their project, and ensure that the Crew Program offers them the chance to complete the Crew's requirements for Squire Training.

You should also get to know your Squire. Buy them a (not necessarily alcoholic) drink at Mudbash and Surfmoort! Introduce them to other Rovers and leaders that they need to know.

How to Recruit a Rover Advisor

Where does the Rover Advisor fit into the Crew?

The Rover Advisor (RA) is selected by the Crew and, in doing so; the Crew should keep the Advisor role in mind.

The RA's role is to assist individual Rovers to be self-directing persons. For this reason the RA's role is complementary, not competing, with that of the Crew Leader. As the titles suggest, it is the Crew Leader who is responsible for the actions of the Crew.

The RA may emphasise activities and values that assist Rovers to realise their potential for self-development and to assist them in making effective use of the opportunities available through a varied program.

The RA must be ready to advise and counsel while working to make Members face up to their own responsibilities as young adults. Accordingly, the role is not one of directing, ordering or commanding, but places emphasis on a positive of advising, questioning and counselling.

Above all, the role of the Advisor demands sensitivity and humanness and a sense of shared adventure with the Crew Members always trying to be empathic to their thinking and aspirations.

The Rover Advisor is issued with a Certificate of Adult Leadership (CoAL) as the Advisor to the Crew. They complete the normal training procedures as set out in P&R and Branch Training Guidelines, and are required to complete the Rover Wood Badge. At present all CoAL's in the Scout Movement, including RAs are reviewed every three years. As with the initial appointment, decision is made by the Crew and executed by the Group Leader.

How do we recruit the right Person?

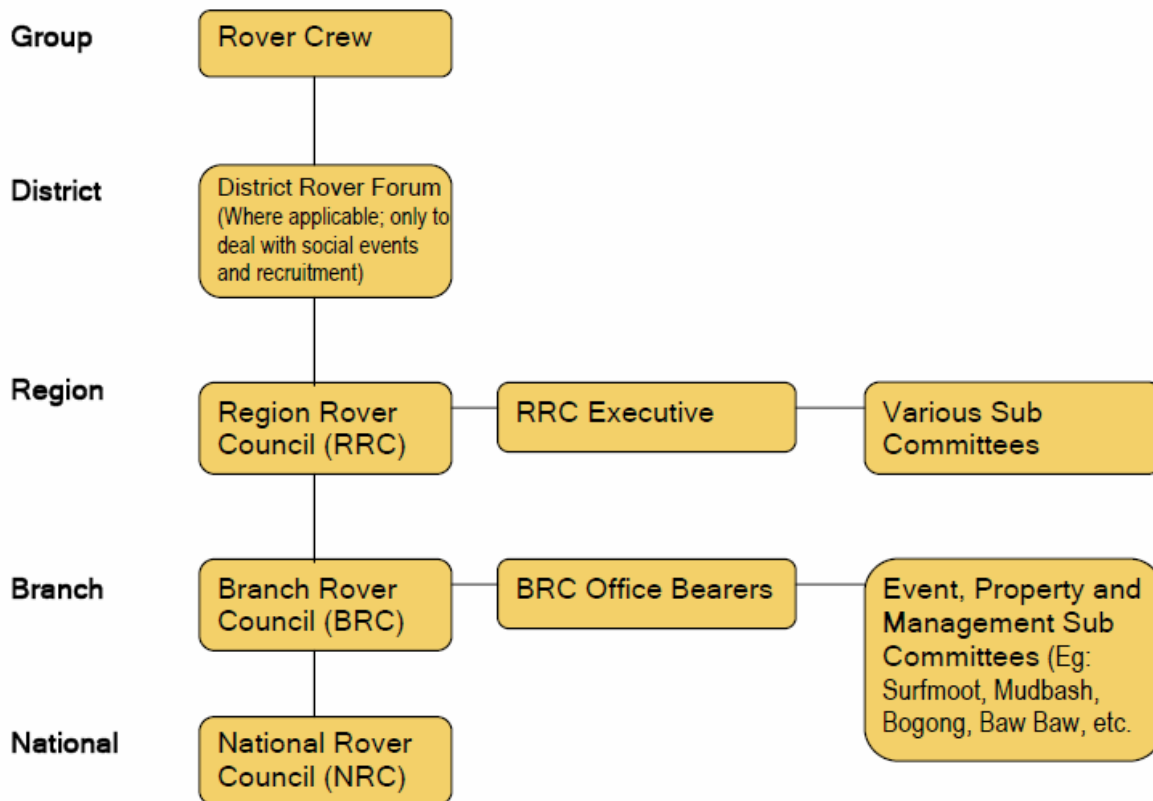
By being business-like and using an adopted version of the "Six Step Method of recruiting Adult Leaders" as follows:

1. The Crew will write out a "Job Description" for the position of Rover Advisor in your Crew.
2. List the desired qualities a person should have for the role.
3. Each Member to leave the meeting and consider or seek out suitable names to submit.
4. At a second meeting, Members will submit names and speak about their nominations.
5. On a chart rate each nominee against the qualities listed in Step 2. Ratings should be on a 1 to 3 scale.
6. Two Members of the Crew then arrange to meet the person with the highest rating and ask! If they accept, the Crew makes a recommendation to the Group Leader.

This meeting should preferably take place in the selected person's own home and s/he should be given time to think about the request.

It is essential that the Group Leader is involved in the process, as only the Group Leader can sign-up a new leader to the Group. Potential RAs may also be required to meet with the District Personnel Committee.

The Structure of Rovering



The Current Region Rover Communities in Victoria are:

Bays Region Rovers	chair.rovers.bays@vicscouts.asn.au
Gippsland Region Rovers	chair.rovers.eastern@vicscouts.asn.au
Lerdederg Region Rovers	chair.rovers.lerdederg@vicscouts.asn.au
Melbourne Region Rovers	chair.rovers.melbourne@vicscouts.asn.au
Mt Dandenong Region Rovers	chair.rovers.mtdandenong@vicscouts.asn.au
Murray Midlands Regional Rovers <i>Incorporating North West, Western and Northern Regions</i>	chair.rovers.murraymidlands@vicscouts.asn.au
Plenty Valley Region Rovers	chair.rovers.plentyvalley@vicscouts.asn.au
South West Region Rovers <i>Incorporating Geelong and West Coast Regions</i>	chair.rovers.southwest@vicscouts.asn.au

Alternatives to the Traditional Crew

The Non-Traditional Crew

An alternative available in the formation of a Rover Crew

Though rare, some Crews-to-be choose to become a non-traditional Crew. This may be because of religious beliefs, personal feelings etc, or the Crew just may decide that the traditional Knighthood theme is not for them.

The table below highlights some of the major differences between a Traditional Crew and a Non-Traditional/Alternative Crew

Traditional Crew	Non-Traditional/Alternative Crew
<ul style="list-style-type: none">• New Rovers are called Squires	<ul style="list-style-type: none">• New Rovers are called Trainee Members
<ul style="list-style-type: none">• The process of Investing a Member is called Knighting or Investiture	<ul style="list-style-type: none">• The process of Investing a Member is called Investiture
<ul style="list-style-type: none">• Meetings are opened with the Traditional Rover Ceremony and/or Flag Break	<ul style="list-style-type: none">• Meetings are opened with a Flag Break
<ul style="list-style-type: none">• The Crew Symbol includes a Sword	<ul style="list-style-type: none">• The Crew Symbol is an object chosen by the Crew
<ul style="list-style-type: none">• Ceremonies - the Crew takes all Ceremonies from the Ceremonies booklet.	<ul style="list-style-type: none">• Ceremonies - the Crew takes most Ceremonies from the Ceremonies booklet.
<ul style="list-style-type: none">• The requirements for Squire Training are taken from the Rover Handbook or are determined by the Crew.	<ul style="list-style-type: none">• The requirements for Squire Training are determined by the Crew

Service

Rovers is a "Fellowship of the Open Air and Service"

Service is a good way of giving a little back to the community, and the best form of Service is that which is done when the need is seen.

The official Scouts Australia definition of Service for Rovers is:

Help that Rover Scouts give to someone, a community or an organisation, to further the Rovers' development, especially by using Scouting skills, ability and knowledge. Service for Rover Scouts must be:

- Planned within a reasonable timeframe and agreed by both parties,
- Part of the Rover Program (including the Award Scheme)
- A contribution to the development of the Rover Scout
- Weighted towards the local and global community.

This means that Service is only one part of the Rover program, and Crews should not focus on it to the exclusion of all else.

Programming

Without doubt, a good program is the most valuable possession of any Crew – new or old.

For a program to be a good program it must have variety, fun, some originality, activity but above all it must have BALANCE. To plan a good BALANCED program is the tricky part, but it is possible if some simple programming steps are followed.

1. List the categories of activities that the program must contain. Remember that the aim of the Scout Association is 'to encourage the physical, intellectual, social, spiritual and emotional development of young people so that they can take a constructive place in society as responsible citizens'.

They should include:

- Physical
- Mental (Intellectual/Emotional)
- Social
- Spiritual
- Service (our Rover motto)
- Squire training
- Group Commitments
- District commitments
- Region Rover Council commitments
- Branch Rover Council commitments
- Fund Raising
- Recruiting (includes Venturer/Rover activities)

2. List the Crews commitments to the Group, District, Region and Branch etc.

For example:

- Group Break-up, AGM, bottle drives etc
- District swimming Carnival, Founder's Day Ceremony, St. George's Day, etc.
- Region Rover Council, Roventure, Dinner, Moot, etc.
- BRC Service Projects, Mudbash, Surfmoor, Hoadley Hide etc.
- MARB, Rover Dinner, etc.
- Training courses – Intro to Rovers, Basics, etc.

3. Have a Crew discussion and agree on what sort of balance will best suit your Crew.

For example:

- One camp, hike, trip etc every 2 months.
- A service project for the Pack, Troop, Unit, Group and community during the year.
- One fundraising activity every 4 months.
- A Venturer/Rover activity every 3 months etc.

4. Get every member of the Crew to suggest some activities they would like to have included in the program.

5. Draw up a chart for the year with a category "tick" sheet attached and pencil in all the possible Crew commitments (Sample A)

6. Now start to fill in the blank spaces with activities which suit the agreed balance. At the same time "tick" off the appropriate categories – be honest (Sample B)

7. Note the balance and make some amendments to achieve a more suitable balance.

8. Keep going until a really balanced program is achieved which is acceptable to the whole crew

9. Now agree on:

- Who will organise which activities
- What dress is required for each activity? (Sample C)

10. Print the program and distribute it to all concerned (include Group Leader)

The Crew should then agree to be loyal to this program to help make it work and to constructively review it on completion.

Sponsor Crews

Sponsor Crews are responsible for helping to guide a new Crew into existence. By Rovering tradition only those who have themselves been invested as a Rover can invest a new Rover. Time spent with the Sponsor Crew allows this to happen as well as being a period of time to see and learn how a Crew should operate.

The role of the Sponsor Crew is to offer the new Crew:

- Guidance in putting together a Constitution
- Guidance in putting together Squire Training Requirements
- Answers to any questions they might have
- Guidance in putting together a successful program
- An outlet for the new Crew members to complete their Squire Training and to become fully-invested (Knighthood)
- An example of how a Crew should function, including business meetings, programming nights, service activities as well as a range of other social and adventurous activities.

A Sponsor Crew is usually chosen on the basis of locality and appropriateness of the Crew.

A Sponsor Crew should be willing to help develop the new Crew, and not attempt to poach the new Rovers.

List of Roving Terms used in Victoria

Moot A Moot is a gathering of Rovers for a large activity. Moots must be approved by a Region and/or BRC. They can be held on a Region, State, National or International basis.

Roventure Roventure is a camp held by some Region Communities where Rover Crews are asked to bring their local Venturer Units to encourage them to join Rovers.

Mudbash Mudbash is the Premier Rover Motorsport Event in Australia and is held on the June Queen's Birthday long weekend every year at Mafeking Rover Park. It is attended by Crews from throughout Victoria and interstate. Many Crews build and compete in the event in buggies through mud holes, Giant Circuits, Motorkhanas and obstacles, whereas other Crews simply attend as spectators. Either way, everyone has a great time. There are usually about 800-1000 Rovers on site for the weekend.

Surfmoot Surfmoot, the Premier Australian Summer Moot, is held on the Australia Day Long Weekend in January each year. Usually held at its traditional home at Eumeralla, Anglesea, Surfmoot is how VicRovers kick start the year. The weekend consists of onsite activities, offsite activities, live bands, billy cart racing, beach activities, and the infamous Jelly Wrestling.

MARB Otherwise known as the Metropolitan Area Rover Ball, MARB is a big fancy dress party usually with 2 or 3 course meal or buffet and live entertainment. The theme varies every year and there are prizes for best and strangest costumes.

NRC NRC stands for the National Rover Council. This council is held every 12 months (in a different state), and is attended by 2 delegates, 2 observers and the Branch Commissioner for Rovers from each state.

BRC BRC (or VicBRC) stands for Branch Rover Council, which represents Victorian Rovers views to the rest of Australia and to Victorian Branch. This is the primary source of government for Rovers in Victoria, with Region Delegates making decisions on activities, events and promotion for Victorian Rovers. These meetings are usually held on the Fourth Wednesday of each month at the Victorian Rover Centre. All are welcome to attend.

MMRRC MMRRC stands for Murray Midlands Region Rover Council. This Council consists of approximately 11 Crews and meets quarterly at various events. Murray Midlands covers Western and Northern country Victoria.

Census Census is filled out every year by the Crew in conjunction with your Group Census (Or if a District Crew, you will complete your own census as you are recorded as a Group), but the records are kept by Branch and used to help in communication, etc. This is done in June/July each year and Registration Fees are due at this time.

Interchange Interchange is the monthly newsletter sent out by Branch to all Rover Crews and Venturer Units in Victoria. It covers everything important that is happening in Roving and Venturers throughout the state. Crews are encouraged to submit the dates of their events for inclusion in Interchange via the BRC Journalists.

Fixture Card The Branch Fixture Card is a calendar produced by the VicBRC listing a number of dates for events that affect Rovers throughout Victoria for the year. Crews are encouraged to attend events. The calendar is available from the Vic Rover Centre or Regions around January each year and are distributed to Crews via Regions each Feb/March.

BP Scout Award The BP Scout Award (BPSA) is the award scheme for the Rover Section. It consists of 2 methods of achieving the Award with four badges in each – each taking approximately 6 months to complete. More information is available from your Region Rover Council or Rover Handbook.

BC Rovers The BC Rovers is the Branch Commissioner for Rovers. They are responsible for the standard of Rovering throughout the state and answerable to the Chief Commissioner and BRC.

'Rovering to Success' 'Rovering to Success' is the title of BP's book that he wrote for Rovers, and is the book that some Crews require their Squires to read prior to investiture. Copies are available for sale from the Victorian Rover Centre.

Squire A Squire is the name given to people who have been inducted into the Rover Crew but not yet invested. They are said to be "Squire in Training". Squire training can vary in the length of time and type of activities required from Crew to Crew as each one sets their own responsibilities.

Sponsor A Sponsor is an Invested Rover who is responsible to ensure that the Squire completes their Squire Training properly and becomes invested in a reasonable time frame. The Sponsor is answerable to the Crew whenever the matter of their Squire training arises.

Crew in Council A Crew in Council is the term given to a special meeting of all the Invested Members of a Rover Crew – depending on the Crew in question, Squires are not allowed at these meetings unless specially invited.

Rover Prayer The Rover Prayer is an old English prayer adopted by the Rover Section. Originating from St. Ignatius' Prayer, this is an all-purpose prayer used in the Rover Section, most commonly used as a Grace or at the end of a Ceremony.

Boot A Boot is the term used to describe the ceremony that is performed when the Rover reaches the age of 26 and leaves the crew. This ceremony should occur as close to the Rover's 26th birthday as possible.

Youth Helper Badge The Youth Helper Badge is a Badge worn by Rovers when they assist other Sections of the Movement, this is an alternative to actually taking out a CoAL and does not restrict the Rover in the same way as a CoAL.

Intro to Rovers The Introduction to Rovers Course runs for 3 hours and is a solid introduction for new Rovers (either from Venturers or off-the-street). Many Crews now include this course in their Squire Training.

Rover Basic The Basic Sectional Techniques (Rovers) Course, or Rover Basic, provides information invaluable to Rovers at all Levels, Crew, Region or Branch, about programming, service, ceremonies and many other aspects of Rovering at a Crew level. It is also part of the Leadership Development Program which is explained to you at the Intro Course.

VRC The VRC or Victorian Rover Centre is the central meeting/training place for Victorian Rovers, and houses the Rover Office. Located on Highland Ave, Clayton North, this is where BRC is held as well as many other Rover Subcommittee meetings. This facility is for all Rovers.

Rover Training Team The Rover Training Team is a group of 3 and 4 Bead Rover Trainers and Rovers who organise, assist on, and run, Rover training courses (such as the Intro to Rovers, Basic & Advanced Courses).

W.F. Waters Award The WF Waters award is the name given in Victoria to the National Rover Service award, awarded to Rovers, Advisors and Lay members who have given Outstanding Service to the Rover Section of Scouts Australia.

Named after WF 'Bill' Waters, Victorian Headquarters Commissioner for Rovers 1930–1965, and responsible during his term for establishing and driving a strong Victorian Rover section as well as being a major driver in the construction of the Bogong, Warburton Memorial and Baw Baw Rover Chalets.

Confidential nominations are put forward by Rovers, Crews, Regions, and associates each year closing in June. Nominations are forwarded marked Private and Confidential to the Branch Commissioner Rovers who administers the award on behalf of the BRC. Awardees are decided in confidence by a panel of past awardees appointed by the BC Rovers. Recipients are announced on World Scout Day (August 1st) annually, and formally presented at the Rover Dinner. For further details contact the BC Rovers directly.

Rover Dinner Usually held in October, the Rover Dinner is our reporting and awards night. It's Roving's night of nights, and features the WF Waters Award presentations