



# Guidelines for Rovering



**ROVER SECTION**





## **Guidelines for Rovering**

### **A Scouts Australia Publication**

Scouts Australia expresses its thanks to Scott Sargent and Lachlan Shield for their work in the preparation and compilation of this publication in consultation with Pat Lanham, Ben Keily and the National Rover Council.

Thanks also to the photographers whose work appears in this publication – Nick Buchner, Lachlan Munro, Adam Darragh, and Alan Moyle.

Published by authority of the National Executive Committee of The Scout Association of Australia.

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This publication is one of three written to replace the *Australian Rover Handbook*.

First Edition April, 2003

Available at [www.scouts.com.au](http://www.scouts.com.au)

ISBN 1 920745 09 2

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# INTRODUCTION

*“Rovers are a brotherhood of open air and service. They are hikers on the open road and campers of the woods, able to shift for themselves, but equally able and ready to be of service to others.”*

*“By Rovering I don’t mean aimless wandering. I mean finding your way by pleasant paths with a definite objective in view.”* ...Baden-Powell, Rovering to Success

**rover, n.** *a male or female homo sapiens aged between 17 and 26 years, dedicated to fun and adventure, whilst serving the community in the Scouting way*

*Quote from a Rover T-Shirt*

This book is one of two compiled by Australian Rovers, aimed at developing your understanding of the Rover Section as well as providing useful ideas on how to be involved with a successful Rover Crew.

This first book is an introductory guide to Rovering, designed to help new Rovers develop an understanding of the structure and operations of the Rover Section, and what it is that makes Rovers “tick”. It will introduce you to the basics of Rovering, including what you might expect to get out of Rovers, and what you will need to put into it to achieve your aims.

It is designed to be used in conjunction with our normal training methods, including Squire (or pre-investiture) training and formal Scout training.

While this book provides a great starting point, it is no substitute for being a member of a well run Rover Crew. By reading this publication you will gain a better understanding of how the Rover Section works and be able to use this, along with the experience you gain as a Crew member, to become a valuable part of the Rover Section – and learn how to have a lot of fun doing it!

Rovering is the senior youth Section of Scouts Australia, open to young adults, both men and women, between the ages of 17 and 26 years. It offers fun, fellowship and participation in areas of interest to all young adults. The specific areas of interest are chosen entirely by the Rovers themselves. The action takes place with a great bunch of friends in a Rover Crew.

The Rover Crew Program offers you a whole world of activities that cover a wide variety of interests. These can include social, physical and/or mentally challenging activities. Some activities offer the opportunity to be of service to other people, while other activities provide an opportunity to travel within Australia and overseas. As a member of a Rover Crew, you will have input into the management of the Crew and the generation of the Crew Program which means you get to do activities that interest you.

Joining a Rover Crew could be one of the most important steps in your life. It can open doors to new friendships, fun, adventure, and some unforgettable experiences while at the same time developing your leadership and organisational skills.

## WHAT DOES ROVERS HAVE TO OFFER?

The Program forms the basis of what you do in Rovering, and therefore what you get out of Rovering. A vibrant and exciting Program is the foundation of a healthy and exciting Crew. The Crew Program should aim to cater for everyone in the Crew, therefore covering a wide variety of interests. The more input you have into what that your Crew does, the more you are going to enjoy the Program. The more members of the Crew that give input, then the more interesting it is likely to become as you each get to try new things and learn from one another.

As one of the primary aims of Rovering is the personal development of young adults, the primary objective of a Crew Program is to provide opportunities for this development. Opportunities that expose Crew members to new and different activities allow individuals to challenge themselves while experiencing a variety of situations. This exposure and experience is what helps us develop as young adults. By basing the Program around the basic aims of Scouting, all of these things can be achieved.

Most importantly, however, the Crew Program has to be fun and interesting for all the members of the Crew. Along with the friendships you will make, it will be the experiences that you gain and things that you try that will make Rovering worthwhile.

When designing the Crew Program to achieve the Scouting aim, your Crew should try to include each of the following aspects which underpin Scouts Australia's basis for personal development:

- physical
- intellectual
- emotional
- social
- spiritual.

To ensure their effectiveness, these components should ideally be based around:

- Service (the motto of the Rover Section)
- outdoor pursuits
- individual interests of Crew members
- Scouting fundamentals and Scoutcraft skills.

If you are trying to decide if you think your Crew, or the Crew you are joining, has a good Program, check that it includes the following criteria:

- balance
- variety
- interest
- purpose
- participation
- ownership by the Crew
- enjoyment.

Not every Program idea will include these things and not every Program will run exactly to plan, but as long as you are gaining the benefits of friendship, fun and personal development, then the Crew is running a successful Program.

## **Major events**

One of the most enjoyable and exciting things about being in Rovers is the opportunity to attend and participate in a wide variety of major events. For the most part, major events within the Rover Section are called Moots. Moots in general terms are similar to Scout Jamborees or Venturer Scout Ventures. Moots are run at various levels including Area/Regional, State, National and even world Moots. Moots can often have themes for the sorts of activities they focus on, but no matter what type of Moot you attend, it is a great opportunity to meet new people and have a really fun experience.

As well as Rover events, Rovers are encouraged to attend major events within the junior Sections alongside Leaders. You may take a leadership role at a National Scout Jamboree, a staff role at a National Venture or similar roles at state based events. All of these provide fantastic opportunities to gain a great range of experiences in a short time frame.

Overall, major events provide an opportunity to experience new things and meet fantastic people (often from all around the world), opportunities you would not ordinarily encounter outside Rovering.

## **So what will be expected of you as a Rover?**

Like most things in life, you will get out of Rovers what you put into it. If you are willing to take an active role and put some effort into participating and even running parts of the Crew Program, then you will get out of Rovers whatever it is that you hope to achieve. For a lot of people, fun, friendship and new experiences is what Rovers is all about.

Set goals for yourself and set goals for the Crew. Work together with the Crew to achieve these things and you won't go wrong.

## **Obligations of a Rover**

As a member of the worldwide Scout Movement you are expected to take on certain individual obligations – most importantly to do your best to live by the Scout Promise and Law. These require a commitment to live by Scouting principles and to become a valuable part of the community in which you live.

Your other obligations are to the Crew. Rovering attracts a diverse group of people and, as such, Crews are usually as different as the members who make up the Crew. New members should choose a Rover Crew that best suits their interests. Just as Rover Crews vary, the obligations expected of members also vary. Some Crews expect Rovers to be very committed to the Crew and turn up to every meeting and

activity, whereas other Crews are more relaxed. In either case, Rovers are obliged to support their Crew and fellow Crew members in achieving their goals, both individual and collective, not only within but also outside Rovering.

The motto of Rovering is “Service”. This also carries obligations and from time to time you will find yourself spending time and energy on service projects, both for other sections of the Scouting Movement and for the wider community. Service activities vary greatly and often provide some of the most challenging and satisfying experiences you may undertake as a Rover.

## **Your choice**

A young adult who would like to join the Rover Section has the choice of joining whatever Crew they wish. Obviously not all Rover Crews are the same and there is no reason that they should be. The range of activities, methods of leadership and degree of formality will be governed by the particular focus of the Crew and the people who make up the Crew. Young people should join the Crew that suits them the best.

Once the choice of which Crew to join has been made, and whilst undertaking Pre-investiture or Squire training, opportunities will be available to participate in a variety of activities. Following completion of Squire training and attaining the right to be a fully invested Rover, decisions will need to be made by each person about they want from Rovering. Set goals for yourself, goals for your Crew and then set about achieving them together.

Most importantly, make sure you get the best out of Rovering – fun, friendship, new challenges and experiences. Scouting offers a wealth of challenges and opportunities, limited only by your ambition, enthusiasm and imagination. Your challenge now is to make the most of these.

Good luck, good Scouting and happy Rovering.



# ROVERS AND SCOUTING FUNDAMENTALS

## What is the basis of Rovers and Scouting?

Lord Baden-Powell's vision of Scouting was that by providing the opportunity for the young people to challenge themselves and learn new skills, they would become better people. In turn, their community would benefit through having these people contribute to the well being of others within the community. During the formalisation of this Movement, a Program of progressive self challenge and education was developed and formed the basis for what is now commonly called "the Scout Method".

An important part of this method is the Scout Promise and Law, which is a voluntary personal commitment (the Scout Promise) to do your best to live by a code of ethics (the Scout Law).

### **The Scout Promise \***

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

\*Individuals may choose to use to take either version of the Promise shown above.

### **On my honour**

Making the Promise "on your honour" means you are putting your reputation and your good name at stake. This may seem old fashioned in some ways, but it is still the most honest and realistic basis on which we can take an oath. As all Rovers know, there is nothing that means more to a Rover than their honour.

### **I promise that I will do my best**

Promising to do your best all the time can be extremely hard work. No one expects miracles from Rovers, only that they do their best to honour their commitments. You may strive to achieve something and still fall short, however if you can honestly say that you did your best, you cannot ask any more from yourself.

### **To do my duty to my God**

When Baden-Powell conceived Scouting, he considered God (he was referring to the Christian God) to be an integral part of one's life. The idea that one should seek to



find, understand and pursue their own faith has not changed in today's Rovering. The search for spiritual understanding and the faith you choose to follow is an important part of growing up, and is something we often spend the most part of our lives trying to achieve. Many Rovers are confused about their own beliefs and are still searching for the answers to their own questions. Rovering encourages you to seek out what you believe to be true and to develop your own spiritual understanding, as well as to respect the rights of others to follow their own spiritual beliefs and values. In seeking to find and understand your own faith, you will be doing your duty to your God.

### **And to *(the Queen of)* Australia**

When we talk about duty to your country, we are not necessarily talking about serving in the armed forces and protecting our country that way. Duty to Australia can be performed in many ways. Abiding by the laws of the land, contributing to your local community and taking an interest in the issues that concern Australia as a nation are some simple ways to accomplish this part of the Promise. Be proud to be a citizen of Australia and strive every day to make our country an even better place.

### **To help other people**

Service and sacrificing of yourself for the benefit of others is a cornerstone of the Rover ethos. Often we think of helping others as being hard work but it also means simply thinking of others ahead of yourself. The rewards for helping others are in the task itself, in the humanity we all share and in the satisfaction of having done a good deed.

### **And to live by the Scout Law**

Finally, you promise to do your best to live by the Scout Law. In doing so you are committing yourself to a code of life which others should rightly expect you to follow.

The Scout Law is not only positive, but implies that in order to live by these standards you have to actively pursue them.

### **The 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

### **A Scout is trustworthy**

This is easy enough to live by when someone in authority is nearby, but how far can you be trusted when you are not likely to be caught? How reliable are you? Can people really "take your word for it"? How often do you have to be reminded of promises you've made? When you say that you'll take on something – do you mean it – or just, "if I get around to it"? Do you really believe in the concept of a fair day's work for a fair day's pay?

**A Scout is loyal**

Being loyal to someone or something simply means sticking up for them and sticking with them through hard times as well as good, but do you have to be loyal to someone for whom you've lost respect? Who or what deserves your loyalty? Have you ever dragged your feet on some project because you didn't think it would work? Are you ever two-faced? Can you be disloyal to yourself? Can you be disloyal to your God?

**A Scout is helpful**

This is so central to the idea of Scouting that it is an integral part of both the Promise and the Law. To be helpful to others is the basis of giving service. To be of real service to others, you have to give consideration to the needs and feelings of other people. It is only by being aware of what other people need from you that you can really help them. For Rovers, this is a central focus and forms the basis for the Rover motto of "Service".

**A Scout is friendly**

Staying friends with everyone is a pretty tall order. Still, good friends are probably the greatest asset you can acquire in your life. Maybe you don't need all the friends you can get, but you certainly don't need enemies. How many of those do you have?

**A Scout is cheerful**

Anyone who is miserable and pessimistic all the time is no fun to be with as a person. But is it possible to laugh when you're unhappy? How can we tell when we should be serious? What does the word "morale" mean to you?

**A Scout is considerate**

Considerate simply means "thoughtful for others". How would you rate yourself on that score? Do you let yourself get moody and make life miserable for everyone within range? Do you take an interest in the people around you? Are you conscious of their feelings?

**A Scout is thrifty**

This is not just about being a "Scrooge". It is about making the best use of your available resources including your time, your health, and the body you have. What about property? Do you look after things you have borrowed as if you had paid for them yourself? Do you return borrowed things promptly? Do you ignore that small tear in a tent you have borrowed from the Group, or ensure it is fixed before it gets too bad? But what about the money side of things? If you're earning money – what do you spend it on? Have you got a reasonable balance between spending and saving? What is it that you are saving for?

**A Scout is courageous**

Someone once said that you have to experience fear before you can experience courage. If you aren't scared of something you can hardly call yourself courageous in facing up to it. Facing up to fear, doubt and anxiety is what this law asks you to do. It is easier to show courage on special occasions like rescuing people from a burning building, but it is a lot harder to show courage in the ordinary pin-pricks of life like aches and pains, illness and frustration. Do you have the courage to stick to your principles even in the face of jeering and ridicule? Even if the ridicule is coming from your friends?

**A Scout is respectful**

Self-respect comes from doing to the best of your ability what you know to be right. Respect for others means believing that they also are doing their best to live according

to their beliefs. Do you think of others who may be disadvantaged in some way as people? Do you laugh at, or feel sorry for the underprivileged, the insecure, the disabled? Isn't the best way of helping them to treat them as equals – as people?

#### **A Scout cares for the environment**

Our natural environment includes the land, air, water, plants and animals. Are you really concerned about the conservation of these precious resources, or do you not really ever consider them? Unfortunately we often don't consider the plight of our native animals until they're almost extinct – or trees and forests until they're gone. The man-made environment includes our homes, cities, parks and playing fields. Do you look after your environment? We must care more for both the natural and man-made environment if we are to continue to live comfortably on this earth – and enable future generations to do likewise.



## **How the fundamentals fit into Rovering**

These “fundamentals” form the value system upon which Scouting, including Rovering, is based. It includes a recognition of your duty to your God, a duty to your country, a duty to others whether they are close to you or a part of your community, and a duty to yourself to become a better person who is well equipped to take a leading role in society. It also encourages you to have fun and enjoy the life you create for yourself.

Whilst many people may not join Rovers purely because of these Scouting principles, they remain the foundation around which our activities are focused. It is the Scouting fundamentals that differentiate us from other youth organisations around the world, and it is from these fundamentals that many members gain the greatest benefits from Scouting - through improving their outlook on life and their attitude toward others.

It should be kept in mind that a full understanding of the fundamentals of Scouting is gained over time and through experience, not necessarily through a simple discussion or participation on a training course. This is just one more part of the progressive learning process that is Scouting.

Many components of the Rover Program are already focused on the fundamentals. The Scouts’ Own, the Rover Motto of Service, the Vigil ceremony are all examples of a duty to your God, a duty to others and a duty to self that embody these principles. An understanding of the fundamentals of Scouting can be achieved in the course of an effective Crew Program that includes all areas of individual development (physical, intellectual, emotional, social and spiritual).

## **The Scout Promise and Law from a Rover perspective**

Baden Powell wrote in *Rovering to Success*:

*“The term Rover Scout stands for a true man and a good citizen. The Law for Rovers is the same as for Scouts, in wording and principle, but has to be viewed from a new standpoint – that is, from that of a man. In both cases the principle underlying the Scout Law knocks out Self and shoves in Good-will and Helpfulness to others. Don’t take this as instruction in piety, but as a direction to Manliness.”*

Within the Promise, a Scout recognises the obligations upon them in respect to their spiritual faith (duty to your God), their civic duties (to the Queen of Australia) and to humanity (to help other people). All of these things help us become better people and this is the fundamental aim of Scouting.

It is important also for Rovers to realise their obligations, as the senior youth Section and as young adults in Scouting, to set an example for younger members of the Movement and to shoulder the responsibilities of leadership that come solely from being a person whom younger members may look up to and aspire to emulate.

Young people need a variety of things in order to grow emotionally and spiritually. These include the need to:

- achieve self-acceptance (of one’s personality and one’s body)

- achieve emotional independence (making your own decisions and organising your own life)
- develop happy and relaxed relationships (meeting and keeping a diversity of friends, and developing good interpersonal skills)
- develop a satisfactory vocational role (completing education, seeking job satisfaction, and defining and developing priorities and interests)
- develop an awareness for what happens in society and the world (becoming involved in causes, thereby developing a deeper understanding of citizenship and social justice).

### **Duty to One's God**

One of the requirements Scouting asks of its members is to make a deliberate effort to develop one's relationship with their God. As part of this process, various aspects of spirituality would normally be explored, for example, the purpose and necessity of religion and how one can demonstrate their faith. The Scout Movement includes members from most countries of the world, and from most religions. It is incumbent upon every Rover to respect this fact by making sure that every member is given the opportunity to develop their relationship with their God, and at the same time be a seeker of spiritual understanding. The educational approach of the Movement includes helping young people to search for the spiritual values of life. A basic knowledge of other faiths, including the understanding of one another's habits, food, methods of worship, rules, is needed so that we as members of the Crew can support each other in seeking to carry out our Promise.

Scouting provides many opportunities for its members to pursue their beliefs. It may be part of a simple ceremony where a prayer is said, or it could be that we are asked to reflect on our own experiences and emotions, to look at ourselves and examine our own beliefs.

One way of reflecting on one's duty to God is through participating in a Scouts' Own. This should be a spontaneous act of thanksgiving by the Rovers themselves. It is not a substitution for a church service but is an alternative way of respecting your own, and others', beliefs. The format should be simple and sincere. An example of a Scouts' Own compiled by Rovers is included in Appendix 1.

### **Duty to Australia**

The civic duty of a Rover, and indeed any citizen who considers themselves a valuable part of their community, is to actively seek ways to improve the community around them. This not only includes the local community but also the Australian and International communities.

This is achieved in many ways in daily life – undertaking to obey the laws of the land, by contributing through your chosen career, by looking for ways to help others in the community, by supporting other causes and community projects as well as your own Scouting projects and so on.

The personal rewards for giving of yourself to others is a tremendous sense of satisfaction and self worth which usually far outweighs any personal cost.

By giving freely of themselves to contribute selflessly for others, Rovers train themselves to lend a hand whenever and wherever they see a need – an attitude that will remain with you for life. Consider taking on a service project as a Crew, as an individual, or as part of a larger service project conducted on a state-wide or even national level, and incorporate this into your Program.

### **Duty to Others**

The Rover motto is Service. This is not a concept unique to Rovers, as all Scouts promise to “do their best” to “help other people”. However, in Rovers greater emphasis is placed on the need to provide service to others.

Again, service is an obvious choice for an area in which Rovers are able to demonstrate their duty to others. This is often looked at largely from the point of view of Rovers helping other people who are not Rovers. Importantly, part of our duty to others includes our duty to look out for other Rovers.

Many Rovers become very close with their friends in the Crew. Not everyone is best friends within a Crew – and nor are they expected to be. However, the welfare and well being of others in the Crew should be considered at all times as a part of your responsibility to each other. This includes involving each person in the Crew Program and ensuring everyone feels part of the Crew all the time.

The interpersonal skills and relationship skills developed in Rovers will be a tremendous asset to you later in life, and recognising how we relate to each other as Scouts, as friends and as people living in the same community is a very important part of the fundamentals of Scouting.

### **Duty to One’s Self**

Amongst all of this, it is equally important to ensure that you are fulfilling your own aims and goals. Rovering allows you to find new experiences and challenge yourself in all the ways a person can challenge themselves. It also encourages you to develop yourself personally –in gaining new skills, developing a broader base of life experiences and developing clarity in your mind as to what you want to get out of life. This fulfils the part of Rovering often referred to as “Duty to Self”.

Often the requests for the assistance of Rovers are frequent and large, and the commitments we make supporting each other can demand a large amount of our time and energy. It is important that we spend time and energy achieving our own needs from Scouting. Without this balance, it can be very difficult to maintain enthusiasm and focus and this is a common source of “burn-out”. Looking after yourself and achieving what you want is just as important as looking after and helping each other.

If it all sounds a bit heavy - it isn’t. Most people just do it without thinking about it. One of the rewarding parts about Rovering is that it encourages you to examine these things and when you have a clear direction in mind, it is easier to achieve more.

Take the time to enjoy Rovering, to meet new friends, to try new things and have a lot of fun on the way. Without this, it would just be hard work!

## **Improving your own understanding of the fundamentals**

As previously stated, gaining an understanding of these things comes with time and experience, but there are a number of places to get information along the way. Sectional training considers this topic and there are a number of publications available on the subject of Scouting fundamentals. The World Organisation of the Scout Movement (WOSM) has a website [www.scout.org](http://www.scout.org) with a number of downloadable and mail order references. Other useful publications are available on Scouts Australia's website [www.scouts.com.au](http://www.scouts.com.au). It will be useful for you to read some of these before trying to get others to understand and incorporate Scouting fundamentals into the regular Crew Program.

## **The 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 for any reward  
Save that of knowing that we do Thy will.  
Amen



# **A BRIEF HISTORY OF SCOUTING AND ROVERING**

## **Lord Robert Stephenson Smythe Baden-Powell of Gilwell**

Robert Baden-Powell (B-P) was born on February 22<sup>nd</sup> 1857 in London, England. He was one of ten children. His father, Reverend Baden-Powell, was a Professor at Oxford University and died when Robert Baden-Powell was just three years old, leaving the family none too well off.

He won a scholarship that gave him entry into the Army, and was sent to India in 1876, where he served for many years. As a soldier, B-P rose to public prominence during the war against the Boers in Africa at the end of the 1800's. Most noteworthy was B-P's leadership of the defending force in siege of the South African town of Mafeking. Baden-Powell returned to England as a national hero in 1899 having successfully defended the town against the Boers.

Whilst in the Army, Baden-Powell trained soldiers in "Scouting" and taught them how to develop experience in stalking and fending for themselves, and to be observant of all signs that would give them an advantage as soldiers. He set down his ideas in the book *Aids to Scouting*, which was used as a textbook for many years. After his experiences in the Boer War in South Africa, Baden-Powell was encouraged to set down his views on how he could apply Scouting to the training of boys.

In 1907, Baden-Powell conducted an experimental camp on Brownsea Island off the Dorset coast. Here, with some 20 boys from all walks of life and suitable adult leaders, Baden-Powell taught the boys what he meant by Scouting. They lived in tents and cooked their own food and learned many valuable skills through games.

From this camp stemmed a fortnightly magazine called *Scouting for Boys*. The demand for this magazine was so high that it was, at one stage, third best seller after the Bible and Shakespeare. In 1910, B-P retired from the army as a General, to devote his life to this new Movement. The Scouting Movement soon spread from England to around the globe and today there are tens of millions of Scouts in hundreds of different countries and territories throughout the world.

After beginning the Scouting Movement in 1908, Baden-Powell was proclaimed World Chief Scout at the first Jamboree at Olympia in 1920, and raised to the peerage in 1929, taking the title of Lord Baden-Powell of Gilwell.

During his time, B-P also wrote some 32 books and received honorary degrees from at least six universities.

In 1912 Baden-Powell married Olave Soames and they had three children - Peter, Heather and Betty. Lady Olave Baden-Powell was later known as World Chief Guide.

In 1938, suffering from ill-health, B-P returned to Africa where he died aged 83, on January 8th, 1941.



## **Scouting in Australia**

*Scouting for Boys* was originally intended as a training aid for existing organisations, but instead formed the basis of a new and ultimately worldwide Movement. B-P's great understanding of boys obviously touched something fundamental in the youth of England and worldwide.

Scouting didn't take long to reach Australia and as early as 1908 *Scouting for Boys* was published in a Sydney newspaper. Visits made to Australia by B-P in 1912 and in later years (1931-34) further encouraged the extension of the Movement in Australia.

In England in 1910 the Sea Scout Branch was formed. Wolf Cubs followed in 1916, and then Senior Scouts in 1917 (changed to Rovers Scouts in 1918). The Group system of Cub Scouts, Scouts and Rovers under the leadership of the Group Scoutmaster was established in 1927, Deep Sea Scouts in 1928, Air Scouts in 1941 and Senior Scouts once again in 1946 (now known as Venturer Scouts). Australia soon followed England with these new sections.

Although each Branch in Australia was directly and individually responsible to Imperial Headquarters in London, there grew a desire to achieve co-operation at Headquarters level and so a Federal Council of nominees from each State Council was formed in 1922. This body later appointed an Australian Commissioner.

In 1937, the International Bureau to affiliate Scouts with each other was set up to prevent control drifting into the hands of purely religious, political or military bodies and thus the World Organisation of the Scout Movement (WOSM) was born. Australia was made a member of the World Scout Organisation of Scout Movements (WOSM) in 1953 and is a founding Member of the Asia-Pacific Area/Region.

For more than 30 years, Scouting in Australia was coordinated by the Australian Federal Scout Council, which functioned as a Branch of the British Boys Scout Association. In 1958 the adjuration of the Australian Boys Scout Association took place and in 1967 the National Organisation was incorporated by Royal Charter. The name of the Association was changed to the Scout Association of Australia in 1971, and later to Scouts Australia in 1999.

Adapting to the general changes in Australian society, Scouting welcomed girls and young women to its Venturer Scout and Rover Sections in 1973 and its Cub Scout and Scout sections in 1988. The Joey Scout Section commenced 1 July 1990 and is open to boys and girls aged between six and eight years.

## **Origins of Rovering**

Rovers began when older Scouts wanted a Section that was more appropriate to their age and ability. They wanted to continue getting the benefits of Scouting but at a more advanced level. In 1916, experiments were held with older Boy Scouts and, in 1917, pamphlets were distributed to explain what Senior Scouts were. Senior Scouts became the third official section of Boys Scouts that same year. The name Rover Scouts was officially adopted in 1918.

The general aims of Rovering were developed and presented to the Movement when B-P wrote *Rovering to Success* in 1922.

One of the first goals for Rovers was to create happy, healthy, useful citizens. Rovering is about developing yourself as a person, through providing leadership opportunities and a wide range of experiences which you probably would not be able to get otherwise. The main focus of these experiences is to provide service to Scouting and the community in general. Rovers should set a good example to younger members of the community and Scouting.

The Rover Program was based on a Knighthood theme. The symbol of St. George, Patron Saint of Scouts, was important to Baden-Powell. He believed St. George was typical of what a Scout should be. St George was the epitome of selflessness and both moral and physical courage, qualities which Baden-Powell saw as being among the aims of Scouting.

### **The Legend of St George**

The legend of St George tells the story of George the Knight, who came to the rescue of a Princess condemned to death as an offering to satisfy a dragon's cravings for human flesh. St. George is supposed to have speared the dragon at great personal risk and to have returned the Princess safely to her father. This legend embodied the ideals of courage, valour, chivalry and self-sacrificing service that Baden-Powell felt were so important to a young man in becoming a valuable citizen. For this reason, St. George was the logical choice as Patron Saint, not only of Rovers, but also of Scouting as a whole.

In his book *Rovering to Success*, Baden-Powell reflected on how this Knighthood theme should be carried throughout the Rover Section. Today, Crews have the choice of whether or not to use this theme. It is reflected in Ceremonies, in the adoption of Squire training, in the design of the Rover badges (including those that represent armour and the Knighthood) and in the Rover Prayer.

### **Progress of Rovering in Australia**

The Sixties were a time of change and renewal in the Scout Associations throughout the world. Many national associations found that their adult membership was spread too thinly, so the Rover Sections in many countries were disbanded, with the thought that these young adults should become Scout Leaders from the age 17 or 18. In Australia, the "Design for Tomorrow" Committee in 1970 recommended the abolition of the Rover Section in preference to a new section called Pathfinders. The Rovers of Australia rejected the plan, choosing instead to update the Program for the Rover Section and work towards achieving greater autonomy for the management of the Section. This was the time at which young women were welcomed to the Rover and Venturer Scout Sections of the Movement.

In 1974 the National Executive surveyed the differing types of Rover Crews functioning in Australia (both traditional and non-traditional) and recommended all the existing types of Crew should be permitted to function side by side. Hence, today,

most Crews do things slightly differently to one another and set their own By-laws and Constitutions depending on what suits their needs.

### **Some important dates in Rovering**

*August 1918* - Baden-Powell thought that Senior Scouts was not a good name for the new section and that it wasn't imaginative enough. After various suggestions, Rover Scouts was adopted. Age of entry to Rovers was fifteen.

*1920* - Age of Rovers was lifted to seventeen and a half. The first International Scout Jamboree also took place at Olympia, London.

*September 1922* - Baden-Powell published *Rovering to Success*. The book was enthusiastically received and eventually became one of the cornerstones of Australian Rovering.

*May 1923* - 1<sup>st</sup> Epping (Sydney North Area/Region, NSW), thought to be the oldest continuously operating Crew in the world, is registered.

*1931* - The 1<sup>st</sup> World Rover Moot was held at the International Scout Centre at Kandersteg in Switzerland.

*1936* - Upper age limit of twenty-five was introduced. Squires could join a Crew at sixteen but could not be invested until seventeen and half.

*1956* - The Baden-Powell Award Scheme, first proposed in 1946, was introduced for the Rover Section, in a revised form. This was not made official nationally until 1961.

*1961-62* - The 7<sup>th</sup> World Rover Moot, the first to be held in the Southern Hemisphere, took place in Clifford Park, Victoria.

*1967* - The Rover section was abolished in Britain. "Underground" Crews continued to operate.

*1970* - "Design for Tomorrow" recommended the abolition of Rovers, to be replaced by a new Section, Pathfinders. Rovers rejected this change.

*1974* - National Executive Council agreed traditional and non-traditional Crews should function.

*1975* - Female members were first officially admitted to the Rover section in Australia. Female membership had been trialed in various Crews over the previous five years.

*1977* - The first National publication for Rovers in Australia, the *Australian Rovering Guidelines*, was published. This was later developed into the *Australian Rover Handbook* which has been revised a number of times.

*1978 - The Policy Organisation and Rules was amended to reflect these changes, allowing the establishment of Rover Councils and almost full autonomy for the Rover Section from Group through to National level.*

*1979 - The first National Rover Council meeting was held at Joseph Harris Park, Mount Martha, Victoria.*

*1988 – The NRC Chairman was appointed as a full member of the National Executive Committee of the Scout Association of Australia*

*1990/91 – The 8<sup>th</sup> World Moot was hosted in Victoria. This was the first World Moot held for nearly thirty years and was a result of successful lobbying to the World Scout Council by Australia and a number of other nations.*

*If you are interested in learning more about the history of Scouting and Rovering there are a lot of books available. You could also contact your State's Scouting History or Memorabilia coordinator.*

## **BECOMING A ROVER**

The Rover Crew is open to any person between the ages of 17 and 26, who is willing to accept the Scout Promise and Law and who will comply with the Aim and Principles of the Scout Movement. Previous membership of either the Scout or Guide Association is not a prerequisite to becoming a Rover. Those who join with no prior Scouting experience are often referred to as having “just walked in off the street” to join. Their understanding of the basic concepts of Scouting will obviously be quite different from those who have progressed from the younger Sections of Scouting, and consequently there are two slightly different paths by which they may become a Rover.

A person coming off the street, who is often a friend of a current Rover but with no Scouting background, needs to undergo some training in basic Scouting skills before they can be invested as a Scout. For a person advancing from Venturer Scouts to Rovers there is a link badge. Both streams should provide opportunities for the candidate to “try out” the Crew by participating in a number of activities, including at least one weekend activity. It may be a requirement of the Crew that all prospective members must attend a number of activities, to decide if they are compatible with the Crew and if it is the type of Crew they want to join. This is like a probationary period to allow the person and the Crew time to get to know each other.

### **The Rover Link Badge**

The link requirements for Venturer Scouts advancing to Rovers have been developed by the Rovers of Australia to identify key factors that Venturer Scouts will need to understand, to assist them in advancing to Rovers. Everyone who joins Rovers would normally fulfil similar requirements, but only the Venturer Scout may earn this badge.

The requirements for the Rover Link Badge are listed in *The Rover Award Scheme*.

Having completed the requirements, the Rover Crew recommends the award to the Venturer Scout Unit, which approves it and presents the badge to the Venturer Scout.

If the person, whether having come from Venturer Scouts or being new to Scouting, decides to join the Crew, and the Crew agrees, they are then inducted as a Rover Squire (for traditional Crews) or as a Trainee Rover (for non-traditional Crews). An older Rover in the Crew is appointed to act as a Sponsor or mentor to the new member whilst they undergo pre-investiture or Squire training.

### **The origin of Squires and Squire training**

In medieval times it was difficult to become a member of the upper class, not only due to social limitations, 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. Here 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, that of the Squire, or assistant to a Knight, with whom he would eventually ride to battle after a long apprenticeship. 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 his 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 Knighthood ceremony and it became necessary for the initiate to keep a vigil before the altar of a Church on the eve of the ceremony.

## **The purpose of Squire training**

The decision to become a Rover Knight (or fully invested Rover) shows a commitment to the principles of Rovering (and indeed Scouting) that should not be taken lightly. It also requires a commitment to your fellow Rovers, not only those within your Crew, but also to all your fellow Rovers around the world. In order to be able to uphold these commitments, you will require a better understanding of the fundamentals of Scouting and you will probably need to further develop your organisational and Scouting skills too. Squire training is aimed at providing all of these opportunities within your Crew.

For further information on Squire Training refer to *The Crew and its Program*.

## **Components of Squire training**

### **Ethical training**

The aims of the ethical part of Squire training are to foster a greater awareness of the Squire’s own and other peoples’ beliefs, and to introduce the new Rover to the idea of self-improvement. This is done through interaction with other Squires and/or Rovers, perhaps at a discussion session or during another related activity. This concept is further developed through your time in Rovers, helping young adults to be better citizens with a wider tolerance and knowledge of the world in which they live.

Baden-Powell considered Rovering to be the outcome of an individual’s progression through Scouting, and that the ethical ideals of Scouting were its most important part.

The Squire Vigil should play a significant part in developing a new Rover’s understanding of Scouting fundamentals. The discussions held during the Vigil should challenge the Squire to understand the commitment they are being asked to make before they are fully invested. In order to do this they need to have a basic appreciation of the fundamentals, and the Sponsor should do their best to ensure the Squire is given every opportunity to develop this understanding.

### **Practical training**

The aim of the practical part of Squire training is to ensure that the Squire has the necessary skills to assist them in their journey through Rovers, and also to encourage full participation in Crew activities.

For a Squire who has been through another Section of either the Scout or Guide Movement, or other similar organisation, some of the practical skills can be completed quickly. Many requirements may be able to be acknowledged through recognition of prior learning (certified training) or recognition of current competencies (practical experience that can be demonstrated).

Most Crews have a Squire training (or pre-investiture training) program, which all potential members must complete. This may include organising and participating in some Crew activities, doing a service project, discussing the fundamentals of Scouting, and exploring their understanding of the Scout Promise and Law as a young adult. It may also be a requirement that the Squire reads *Rovering to Success*, which provided the foundation for Rovering when it was written. It may include skills specific to the type of Crew you are joining – some basic sailing skills if you are joining a Sea Rover Crew or single rope techniques if you are joining an adventurous activities Crew and so on. The specific training requirements are different from Crew to Crew and should be tailored to the individual by agreement of the Crew and the Sponsor.

## **Investiture as a Rover**

The Investiture Ceremony, the format of this being determined by the Crew, follows the Vigil. It may be a heavily traditional ceremony, or it may be simple and fairly basic – this is up to the individual Crew to decide. The investiture also may be held anywhere, e.g. on a hike or camp, or again the Crew may have a traditional site it always uses.

The Rover Investiture, or Knighting Ceremony, is usually private and is attended only by other fully invested or Knighted Rovers. It is the most significant ceremony a Rover may take part in and is considered even more important than the Baden-Powell Scout Award presentation. It is a dignified and significant occasion and should be carried out with respect and sincerity. At some point during the Investiture Ceremony the Squire confirms or re-affirms the Scout Promise and accepts the responsibilities and obligations of a Rover prescribed by the Crew. With the investiture he or she becomes a full member of the Crew.

Each Crew will have their own specific ceremony incorporating a number of symbolic gestures of commitment to the Rovering way of life. The Squire should discuss the ceremony with their Sponsor before undertaking it, to ensure they understand the significance of the ceremony and the process their Crew would normally follow.

## **Ceremonies**

Rovers, and Scouting in general, have a number of ceremonies – enough in fact to fill a whole publication. Whilst we will not repeat the same information here, it is important to realise the importance of ceremonies.

Ceremonies play an important role in Rovering. Like other Sections of Scouting, Rover formal meetings are opened and closed with a ceremony that involves saluting the Australian flag and so on. Other significant ceremonies include the Induction or Squiring ceremony, Investiture or Knighting ceremony, badge presentation ceremony,

and Boot ceremony. These occasions are a formal way of marking significant events or achievements in a Rover's career.

The exact structure of these ceremonies is not as important as the manner in which they are carried out and it is of great importance that these ceremonies are conducted with sincerity, respect and in the spirit of Scouting and Rovering.

The degree of formality that the Crew adopts is up to them. Some Crews have very elaborate ceremonies whilst others are quite simple – many of them have been handed down from generation to generation within the Crew and form a core part of the Crew's traditions.

Whilst there are a number of symbolic gestures a Crew may choose to use as part of the Knighthood theme and a number of standard protocols followed in Scouting circles, each Crew should attempt to make the ceremony as significant and memorable for the person receiving the recognition as possible, being careful to retain the dignity and formality of the occasion.

For that reason a Rover should know the format of any ceremony they are going to conduct before they begin - so some preparation will be required. Make sure all the "props" or equipment needed are ready and any personnel who should be attending (such as a Rover Adviser or Sponsor) are invited. Use words and phrases that are significant to the people involved and try not to just read words without meaning.

For the basic information required for running Rover ceremonies, refer to the Scouts Australia *Ceremonies* publication, but use it as a starting point and Crews should not be afraid to adapt ceremonies to make them work better and be more meaningful for their Crew. Be mindful of the history of the Crew, so if there is a traditional Crew ceremony that has been used for as long as anyone can remember, this should be used as the starting point.

In all cases, sincerity, significance and respect for both the person and the occasion should be of paramount importance.





# **ORGANISATION**

## **Scouting structure**

Scouting in general is a structured organisation, that is, it has a supporting framework through which the Movement works. The Rover Section is just one part of this structure. There are identifiable lines of communication to access all the resources of the Association, and all the decision makers. Understanding the place of the Rover Section within this structure ensures Rovers are able to maximise their experience.

## **The overall picture**

Rovers is the most senior youth Section of the Scout Movement in Australia. The youth program in Australia caters for people from the age of six years through to their twenty sixth birthday. A member can join Joey Scouts (the youngest Section of the Movement) then progress through Cub Scouts, into Scouts, on to Venturer Scouts and eventually become a Rover – a program spanning 20 years.

At each step in this progression, the responsibility for the running of the Section is shared more and more with the youth members until they reach Rovers, which is an entirely self-governing Section. The whole way through, the Scout Method is applied to run the Sectional Programs, encouraging Leaders to ensure their young Scouts are learning by experience and having fun along the way – and things are no different in the Rover Section. The main difference is how the Section is organised and managed.

## **The Crew as part of the organisation**

The basis of the organisational structure within the Rover Section is the Rover Crew, which is a group of Rovers bound together for fun, fellowship and activity. A Crew is usually comprised of 10 or more members.

It is led and run by a Rover who takes on the responsibility of being the Crew Leader. The Crew Leader is responsible for the management of all aspects of the Crew and is the person who must answer for the Crew's successes and failures – both to the members and to the supervisors (Group Leaders and Commissioners) of Scouting.

The Rover Adviser is an older person who is there to give guidance and advice to the Crew, both collectively and individually. Their basic role is to help Rovers in reaching their potential and, as such, Rover Advisers are a tremendous asset to any Crew. They are able to contribute to discussions and planning from the perspective of a more experienced and learned friend. Rover Advisers also tend to be a good stabilising influence when Rovers get a bit distracted from their goals and endeavours. They are not directly responsible for the Crew however – this responsibility is borne by its elected youth member - the Crew Leader.

The Crew is the focal point for Rovering and how well the Crew operates will often influence how much the members get out of Rovers. Having said that, some Crews hold a slightly different focus on their activities, choosing instead to concentrate on one particular type of activity, but all maintain the Scouting principles. A Crew may

decide to establish itself in any one of the following formats. It is essential to check with your Branch regarding these models and any specific rules and procedures, which are involved.

### **A Group Crew**

A Group Crew is one that is associated with a particular Scout Group, e.g. the 1st XYZ Rover Crew would be the Rover Section associated with the 1st XYZ Scout Group. However, the Crew may still choose its own name, for example Stingray Rover Crew.

Someone (usually the Crew Leader or their representative, and the Rover Adviser) should attend all Group Council meetings and take an active role in affairs of the Group Council. Additionally, as many members as possible should attend Group functions (working bees, Group fundraisers, Christmas barbeques, etc) in the same way as it would be expected of the other Sections of the Group to attend and support these functions.

These Crews have the advantages of drawing on the Scout Group for access to resources, equipment, facilities and support. They also tend to have a Venturer Scout Unit to draw on for members and to join in activities with. They have a responsibility to be a part of the Group like every other Section.

### **A District or Area/Region Crew**

These are Crews that are registered as a Group, e.g. Blue Mountains Rover Crew, with the Crew Leader essentially filling the role of the Group Leader. The Crew Leader (or their representative and the Rover Adviser) needs to attend the District or Area/Region Council meetings and take an active role in that Council's affairs.

Crews registered as Groups do not have a separate Group Committee and as such are expected to support themselves. As a District Crew will need to be a little more self-sufficient, stronger leadership is required from the Crew Leader in order to ensure that fundraising, maintenance, cleaning, and related activities continue.

Each Branch will have specific requirements for membership of these Crews and you may be required to maintain registration with a Group in that District or Area/Region in order to be a member of the Crew. You will need to check with your Branch about these requirements, and the Branch Administration Office will be able to help you with this information.

### **Special Activity or Service Crews**

These Crews are organised in the same way as a District/Area/Region/Branch Rover Crew. They are established where it is necessary to hold meetings in relation to a specific activity, e.g. 1<sup>st</sup> Australian Rover Crew was formed for the 19<sup>th</sup> Australian Jamboree. Membership of a Special Activity Crew should be in addition to participation in a normal Crew. Such a Crew is responsible to the local District/Area/Region/Branch Rover Council. The Branch Rover Council should establish rules and guidelines for the formation and functioning of these Crews.

## **Traditional Crews**

Traditional Crews are based on the Knighthood theme. This theme is reflected in various ceremonies and training. In a Traditional Crew, a person is first accepted as a Squire and undergoes pre-investiture training in the ways of Rovering. After completion of this training, a person can then be invested as a Knight.

Traditional Crews tend to focus more on Scouting fundamentals than non-traditional Crews, and many of these Rovers see this as the segment of Rovering they gain the most from – it is the part of Rovering that makes it unique from any other organisation.

## **Non-traditional Crews**

Non-traditional or Open Crews have no formal requirements for membership other than making the Scout Promise. Many of them still utilise pre-investiture training, but it often focuses on skills specific to the types of activities the Crew undertakes. The emphasis in these Crews is on participation in a wide range of activities. The Program is still determined by the members and may follow any focus chosen by the Crew members.

## **Crew structure**

### **Responsibilities of individuals in a Crew**

Each individual in a Crew will play an important part, whether they are the Crew Leader or the new Squire. The functions or jobs that need to be carried out in a Crew may be allocated either to individuals (office bearers) or groups (committees).

### **Crew Leader**

The Crew Leader (CrL) is a Rover who takes responsibility for the Crew. It is up to them to make sure things run smoothly, according to plan and see that the Crew is achieving the goals they set for themselves as a Crew. It is a job they cannot do by themselves, so they will have to learn to delegate and utilise the people in their team to get the job done. Becoming the Crew Leader is one of the most important responsibilities a Rover can take on during their career in Rovers.

The Crew Leader is appointed or elected by the Crew, usually by a vote of the whole Crew, but your Crew Constitution will define your Crew's election procedures. The term of appointment should also be stated in your Constitution, but a period of 12 months is a good guide. Any shorter than this, and by the time you get used to it – it is time to hand over the reins!

It is preferable that the Crew Leader is someone who already:

- is a fully invested or Knighted Rover
- has some Rovering experience
- has some leadership skills and has a desire to build on these skills

- has attended the relevant Rover section training course
- has a desire to see the Crew grow and progress toward their goals
- is regarded by the Crew as being responsible and mature enough to take on the responsibilities.

The Crew Leader adopts responsibility for a great many things - but they don't need to do everything themselves. It is the Crew Leader's job to see to it that the people responsible do the tasks. That is the key to leading the team.

The Crew Leader is usually responsible for such things as:

- chairing meetings
- conducting ceremonies
- ensuring paperwork is complete and correct (including activity notifications)
- representing the Crew at other meetings such as Group Council
- monitoring the progress of the work or duties allocated to members of the Crew Executive, committees or individual members of the Crew
- setting an example of behaviour and enthusiasm
- motivating the Crew to set and achieve goals
- ensuring the Crew is represented at Area/Region/Branch Rover Councils
- ensuring new members are made welcome
- ensuring the Crew is living up to its objectives as part of the Scout Movement
- ensuring Crew members do not over-extend their commitments to the Crew and run the risk of burning themselves out.

There is a range of people the Crew Leader will need to become familiar with and develop a good working relationship with. The most important of these is the Rover Adviser, but the list should also include the Group Leader, local Venturer Scout Leaders and Group Committee members, District/Area/Region Staff and the Area/Region Rover Council or Branch Rover Council Chairman.

### **Assistant Crew Leader**

The Assistant Crew Leader (ACrL) essentially assists the Crew Leader to achieve the aims of the Crew, and can be an invaluable resource to the Crew Leader. The Crew Leader should ensure the Assistant Crew Leader is kept up to date on issues affecting the Crew and see that they are introduced to the appropriate people and attend meetings so they can assume the responsibilities for the Crew Leader at short notice. At other times, the Assistant Crew Leader may well act as an "Executive Officer" for the Crew, helping to ensure things run smoothly.

The actual duties allocated to the Assistant Crew Leader will depend very much on the size and needs of the Crew at any given time. They may be responsible for coordinating training, coordinating Program activities, monitoring the Crew members' Baden-Powell Award Scheme progress and so on. These duties will undoubtedly vary from time to time and from Crew to Crew.

The Assistant Crew Leader should observe and learn from the Crew Leader and Rover Adviser during the course of their term of office, as they often make excellent candidates to take over as Crew Leader for the next term. As such, when selecting a

Rover to undertake the role of Assistant Crew Leader, Crews should look for the same sort of qualities (or potential to develop these qualities) as they would look for in a Crew Leader.

### **Secretary**

This person is responsible for the administrative work of the Crew. The Secretary's duties may include the following:

- taking minutes of meetings and distributing final copies before the next meeting
- issuing meeting notices and agendas, in consultation with the Crew Leader
- receiving inward correspondence and writing and sending outward correspondence
- maintaining and filing all records and papers for future reference
- being responsible for the Crew's mailing address
- maintaining the Crew contact list and register of Members
- ensuring proper communications are maintained between the Crew members – such as maintaining the email list or organising mail outs and so on.

They also have an opportunity to give input on matters considered by the Executive.

### **Treasurer**

The Treasurer is the financial controller for the Crew, and his/her duties may include:

- making outgoing payments as authorised by the Crew
- receiving, receipting, and banking all incoming money
- maintaining an accurate record of all monies received, paid, and held
- preparing financial reports of transactions made by the Crew for business meetings
- preparing Annual Financial Reports and having the books audited for the Annual General Meeting
- preparing a budget for the coming period, when required by the Crew, to allow planning of fundraising and spending.

They also have an opportunity to give input on matters considered by the Executive.

### **Quartermaster/Den Warden**

The Quartermaster (QM) maintains or organises the maintenance of all Crew equipment. He or she inspects the condition of equipment and reports to the Crew as required, so as to ensure that no equipment is in disrepair when it is needed. The Den Warden arranges for the periodic cleaning and maintenance of the den, furniture and fittings, and equipment. In some Crews these positions are combined.

They should also maintain an inventory of equipment so that the Crew knows exactly what it's got – both for easy reference and to satisfy insurance requirements. The Quartermaster may be responsible for recommending the purchase of new equipment and organising repairs and maintenance of equipment when required. The Crew may decide to budget a certain amount of money for the Quartermaster so they can purchase minor equipment without always needing the approval of the Crew, or alternatively to specify an amount up to which they can spend.

The Quartermaster and Den Warden roles may be divided and appointed individually if required.

### **Representatives to Area/Region/Branch Rover Council**

The Rover Council representative needs to be available on whichever night of the month your Council meets. They should take adequate notes to enable reporting to the Crew, and present these notes to the Secretary.

The Crew representative would inform the Council of the Crew's views on any matter, and vote as directed by the Crew. In the absence of instructions, they should vote in what they believe to be the best interests of the Crew. This involves a certain amount of trust and faith from the Crew, and it also means that the representative needs to be a relatively experienced and responsible member of the Crew so that they know what the Crew's interests are and are able to communicate them effectively.

### **Badge work and Training Officer/Squire Master**

Some Crews appoint a Badge work and Training Officer or Squire Master to either run Squire training in co-operation with the Sponsors, or to organise it entirely. This person can also oversee the progress of Crew members toward the Baden-Powell Scout Award by maintaining records and standards and ensuring that those who need to are able to attend relevant training courses.

This person should be a fully invested Rover, ideally one who has completed at least one of the parts of the Baden-Powell Scout Award themselves, and who has completed a Rover Section Training course. Someone such as a former Crew Leader would be a likely candidate for this position.

### **Other specialist roles**

The Crew may choose to appoint any number of officers of the Crew to maintain specific aspects of the operations of the Crew.

Examples of this may include:

- Log Bookkeeper/Historian – to maintain records of activities with photos and reports etc. This may involve the maintenance of a website containing this info.
- Public Relations Officer – to keep all promotional equipment up to date, organise any events, issue media releases and maintain a relationship with journalists from local newspapers and radio outlets.
- Service Coordinator – to organise any Service activities that the Crew may participate in.
- Activities Coordinator – to organise Programming nights and to make sure that each Crew member has a copy of the Program

### **Rover Adviser**

The role of the Rover Adviser is a multi-faceted one. They advise and assist the Crew, as required, in its planning, organisation and conduct of activities. They

provide a wealth of experience and are a good source of advice to the Crew – both as a whole and often as individuals. They need to assist individual Rovers in being self-directing. They may choose to emphasise activities and values that aid Rovers to release their own potential. Rover Advisers who remain in their role for a number of years are able to provide continuity and historical perspectives to each successive “generation” of leaders in the Crew.

The way in which they achieve their role is all important. The role of the Rover Adviser is not one of directing or commanding, but should be a role of positive advising, questioning and counselling. They should act as a guide, philosopher and a friend to the Crew members.

These skills, like all others, need to be developed over time, and there are a number of sources of training and support for Rover Advisers. Training includes completing the Wood Badge and attending Branch Rover Advisers’ Conferences and meetings. Support is available from Branch and Area/Region Rover Commissioners, Branch and Area/Region Rover Councils and other Rover Advisers. Just as Rovers form a good support network for each other between Crews, Areas/Regions and indeed all over Australia, Rover Advisers benefit by seeking to do the same.

The Rover Adviser selected by the Crew to fulfil this role should have completed Rover Sectional Training (or be willing to do so) and be somewhat older than the Crew members. The minimum age for a Rover Adviser recommended by the National Rover Council is 30 years. Crews should seek advice from their Branch as to individual Branch policy.

The Rover Adviser should be someone who:

- the Crew is comfortable in approaching
- reserves judgement and keeps an open mind
- encourages different viewpoints
- teaches the Crew how to solve problems without solving the problems for them
- guides and advises the Crew without telling them what to do
- is not afraid to address conflict.

The involvement of the Rover Adviser will alter depending on age and the experience of the members of the Crew. Typically the Rover Adviser has a responsibility to:

- support the Crew Leader in his/her role
- ensure that the Crew Leader understands his/her responsibilities
- advise and assist the Crew, as requested and required, in the planning, organisation and conduct of activities
- emphasise activities and values to assist Rovers to realise their potential
- encourage Rovers to face up to their responsibilities as Rovers and young adults
- ensure an awareness of the need for a high degree of co-operation with other Sections, especially the Venturer Scout Section and ensure Venturer Scouts are encouraged to progress to the Rover Crew
- encourage suitable Rovers to progress to adult leader roles on completion of their time in Rovers.

The Rover Adviser must:

- monitor his/her own involvement to ensure they do not unduly promote their own ideas or values, but rather guide and assist when necessary
- be able to set a high standard of behaviour through personal example and encouragement
- have a strong commitment to Rover philosophy and activities.

The Rover Adviser should:

- be a member of the Group or District Council (depending upon the Group or Branch policy)
- meet regularly with the Crew Leader and the Crew
- attend Area/Region or Branch meetings as required
- be in regular contact with the Branch Rover Commissioner and District /Area/Region Rover Commissioner
- participate in the Crew Program as a member of the Crew.

### **Committees**

There may be time when the Crew wishes to form a committee for a special purpose. The committee should have a defined task and a set of operating guidelines detailing their specific responsibilities. For example, the Crew may have a committee specifically for Squire training or when the Crew is organising a Moot.

### **Rover government**

The Rover Section is a self-governing and self-determining section of the Movement. This means that Rovers themselves make and implement their own decisions as to the future of their Crew, Area/Region, Branch, and National Rover organisation.

There are three levels of structure within Rover Government. The first, and most common, is the Crew. It is led by a Crew Leader.

Secondly, there are Rover Councils, which may be at Area/Area/Region or Branch levels. They contain delegates from each of the member Crews or Area/Area/Regions, and are led by a Chairman or President, with various office bearers forming an Executive Committee.

The third level of government is the National Rover Council. This Council consists of delegates from every state in Australia and meets annually to make recommendations to both the national body of Scouts Australia and the Branches on matters concerning Rovering in Australia.

### **Rover Crew**

The Rover Government process starts with the Rover Crew. The structures through which the Crew operates as a part of the decision making process can vary, but in general the individual members of the Crew come to a consensus or a decision on



issues affecting the Crew. In this way, the Crew members determine the direction of the Crew. Crews also have the opportunity to consider issues affecting Rovering on a wider scale. Decisions and opinions held by the Crew are passed on by their delegates to the Area/Region, Branch and National Rover Councils, which are then in turn reflected in their delegates' opinions and voting at these meetings.

### **The Area/Region Rover Council**

The Area/Region Rover Council (RRC) is made up of all of the Crews within its particular Area/Region. The Area/Region Rover Council is responsible for the affairs of the Rover Section in its locality and should provide support and coordination of resources for Crews in its catchment. These Councils form a vital part of the support network for Rovers, not only providing support direct to Crews, but also by representing their interests on Area/Region Councils that make decisions affecting all Sections of Scouting.

In Branches where Rover membership is smaller and Area/Region Rover Councils do not exist, the Branch Rover Council assumes these functions.

The Area/Region Rover Council is composed of voting delegates or representatives from each Crew, the Council Executive or office bearers (including representatives from subcommittees), and the Area/Region Commissioner for Rovers. A number of other Rovers (in addition to the voting delegates) from Crews in the Area/Region would also usually attend the meeting.

The Area/Region Rover Council's functions are to:

- make recommendations and represent the Area/Region's Crews to the Branch Rover Council
- make decisions about the rules and methods by which it governs, administers, and implements its operations
- maintain a record of Crews within the Area/Region, and to receive annual reports from these Crews
- be responsible for the development and maintenance of standards for Rovering in the Area/Region (including the Baden-Powell Scout Award)
- organise and promote Rover Activities in the Area/Region
- organise training courses in conjunction with the Branch Training Team.

Each Crew **must** be represented at the Area/Region Rover Council meeting (or at the Branch Rover Council where the Area/Region structure does not exist). This is of critical importance both to the Crew's effective functioning as part of the Rover government structure, and also to the Crew's own Program and social interaction with other Crews.

If the Crew is not represented, it may miss out on information about what social events other Crews are having and what's going on in the Area/Region and the Branch. The Crew will also not have any say on general policy matters, and can miss out on valuable information.

Each Crew should elect a representative who attends consistently, preferably a member of the Crew Executive. The Crew Leader or Assistant Crew Leader should

also attend, because they are the people who are aware of what is occurring in the Crew.

### **Branch Rover Council**

The affairs of Rovering throughout a State Branch are overseen and represented by the Branch Rover Council. This Council consists of elected office bearers who constitute the Executive, representatives from each of the Area/Region Rover Councils (usually the Chairmen of those Councils) and the Chairman or representative of any sub committees of the Branch Rover Council. In Branches where Area/Region Rover Councils do not exist, Crew representatives make up the Council, along with the Executive and Sub Committee Chairmen.

The Branch Rover Council's functions are:

- to advise the Branch Chief Commissioner on all matters relating to Rovers
- to make recommendations and represent the Branch to the National Rover Council
- to make decisions about the rules and methods by which it governs, administers, and implements its operations
- to give Rover input into decisions, directions and policies of the Branch
- to co-ordinate the activities and functions of the Area/Region Rover Councils
- to promote Branch Rover Council activities
- to be responsible for the development and maintenance of standards for Rovering in the Branch
- to promote Rovering within the Branch
- where no Area/Region Rover Council structure exists, to maintain a record of Crews within the Branch, and to receive annual reports from these Crews
- to assist in organising training courses in the Branch, in conjunction with the Branch Training Team.

A Branch Rover Council is usually composed of:

- voting delegates or representatives from each Area/Region Rover Council, **or** voting delegates or representatives from each Crew (where there is no Area/Region Rover Council)
- Area/Regional Commissioner for Rovers where Area/Region Rover Council structure exists
- The Branch Rover Council Executive or office bearers
- The Chairmen or representatives from Branch Rover Council subcommittees
- The Branch Commissioner for Rovers and any Assistant Branch Commissioner for Rovers, **or** The Chief Commissioner's representative (where no Branch Commissioner Rovers is appointed)
- any other Rovers or Advisers as the Branch Rover Council itself may elect or appoint.

Most of these Councils are open to observers attending the meeting, but check the policy of the respective Branch Council. Anyone wishing to attend should contact the Chairman before the meeting.

## **Subcommittees**

Each Area/Region or Branch Rover Council will have some form of subcommittee. It may be for a Moot, Service activity or Training. This is a group of people who deal specifically with the purpose for which they were formed and report back to the rest of the Council with their results. The Council will determine their goals or purpose and the parameters and powers within which they may operate.

## **National Rover Council**

The National Rover Council is made up of Rover delegates and the Branch Commissioner Rovers from each of the Branch Rover Councils in Australia, as well as an Executive of Rovers elected by the meeting delegates.

It functions are:

- to exchange information between the Branches on matters in respect of the Rover Section in each Branch
- to promote the extension and development of Rovering within each Branch through establishment, revision and implementation of the National Strategic Plan for Rovers
- to assist in the planning of National Rover Moots or National Rover projects
- to assist in the planning of major service activities and exploration activities on a national basis
- to advise on policy for the Rover Section and on the preparation and publication of books, periodicals and pamphlets on the aspects of Rovering in Australia
- to consider triennially the need to review the operation of the Rover Program
- to convene National Rover Conferences.

## **Rover Commissioners**

Just as many Rover Crews have a Rover Adviser, the Area/Region or Branch Rover Council usually has one or more Commissioners appointed as the Area/Region or Branch Chief Commissioner's representative.

These Commissioner's representatives are appointed by the Chief Commissioner on the advice of the other Commissioners who consult with the respective Rover Council and also the Branch Commissioner Rovers (BC Rovers).

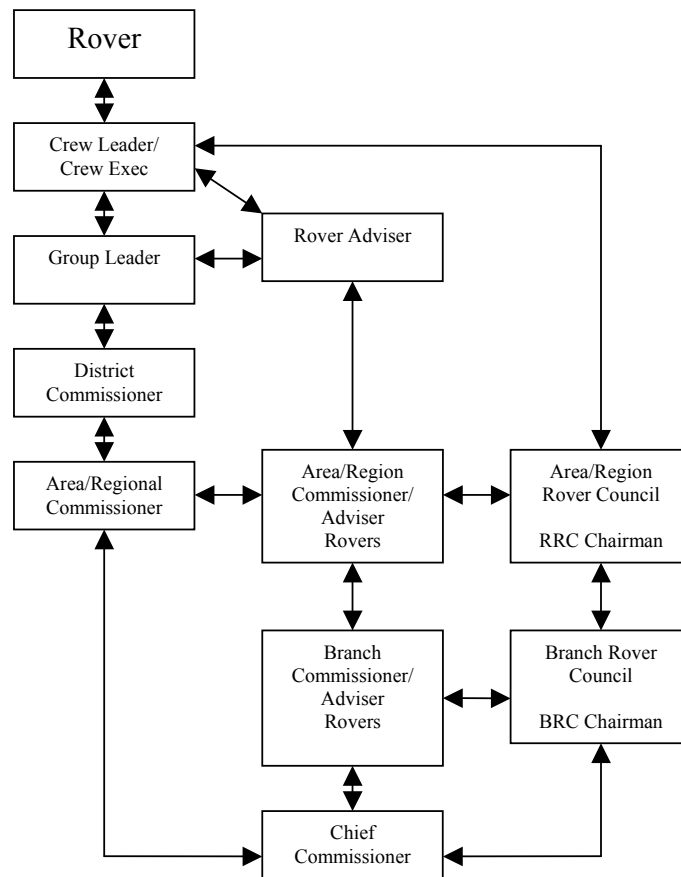
The appointment of this position is reviewed periodically in accordance with individual Branch Policy or Policy of the relevant Rover Council. Their duties include attending Council meetings to offer advice and guidance to the Council, attending Baden-Powell Scout Award interviews, attending Branch Rover Council meetings, and attending Area/Regional Commissioners' meetings.

Some Branches have a Branch Commissioner, Rovers, appointed by the Chief Commissioner in consultation with the Branch Rover Council. Assistant Branch Commissioners for Rovers, may also be appointed to take responsibility for specific

areas such as Activities or Training and Development. The Branch Commissioner, Rovers, has similar duties to the Area/Regional Commissioner for Rovers at the Branch level, and also attends National Rover Council Meetings. Where a Branch Commissioner, Rovers, is not appointed, the Chief Commissioner may attend or appoint a representative to the Council meeting. In conjunction with this, the Branch or Area/Region may choose to appoint an Adviser to the Council, to fulfil the advisory duties normally filled by the Branch Commissioner.

### Lines of communication

Being an 'organised' Association, Scouting has identifiable lines of communication to access all the resources of the Association, and all of the decision makers. It is important to understand the place of Rovers within this structure in order to make efficient use of it. The following diagram depicts the normal lines of communications relevant to Rovers.



The positions depicted in this diagram which are not at the Crew level, exist in their jobs to serve the youth members of Scouting. Scouts Australia in all its Branches goes to great lengths to provide support to youth members and those who deliver the Programs for the youth members – and the Rover Section is no exception. District, Area/Region and Branch Councils and representatives have access to a vast array of useful people and resources that should be utilised to get the best out of what Scouting has to provide to the Crew. It should be kept in mind also that both the Area/Region and Branch Rover Council Chairmen are Rovers themselves. They are available to advise and assist any Rover who wishes to contact them.



## TRAINING

The Rover Section, as part of the continuing development of young people through the Scout Method, is a training Section itself. It provides opportunities for individuals to develop leadership skills in a variety of areas and through a wide range of activities. Within the Crew there are opportunities for ongoing training and development. Each Crew is an independent unit that runs itself, under guidelines or criteria which may be determined by the Branch or Area/Region Rover Council.

The Crew is led by the Crew Leader and an executive comprising several office bearers, e.g. Secretary, Treasurer, Membership Officer, Activities Coordinator etc. These positions all provide opportunities for hands-on experience and this proves to be an excellent training ground for the development of leadership and management skills.

These informal training opportunities are supplemented by a number of more formalised training opportunities.

In Scouting, the Leader Training Program is referred to as Gilwell training, which is focused towards obtaining the Wood Badge. The term Gilwell training is derived from the name of the world centre for Scout Training at Gilwell Park in England. The Wood Badge depicts the beads presented by Chief Dinizulu to Baden-Powell during the Boer War.

Whilst this terminology has remained, the structure and content of the training system evolves over time.

The Scouts Australia training program has kept up to date with latest techniques and methods and as such is able to offer formalised training programs to its members that will be recognised by organisations outside of the Association. These courses are open to Rovers and include all aspects of Rovering and Crew operations. Rovers are encouraged to undertake this training and obtain their Wood Badge.

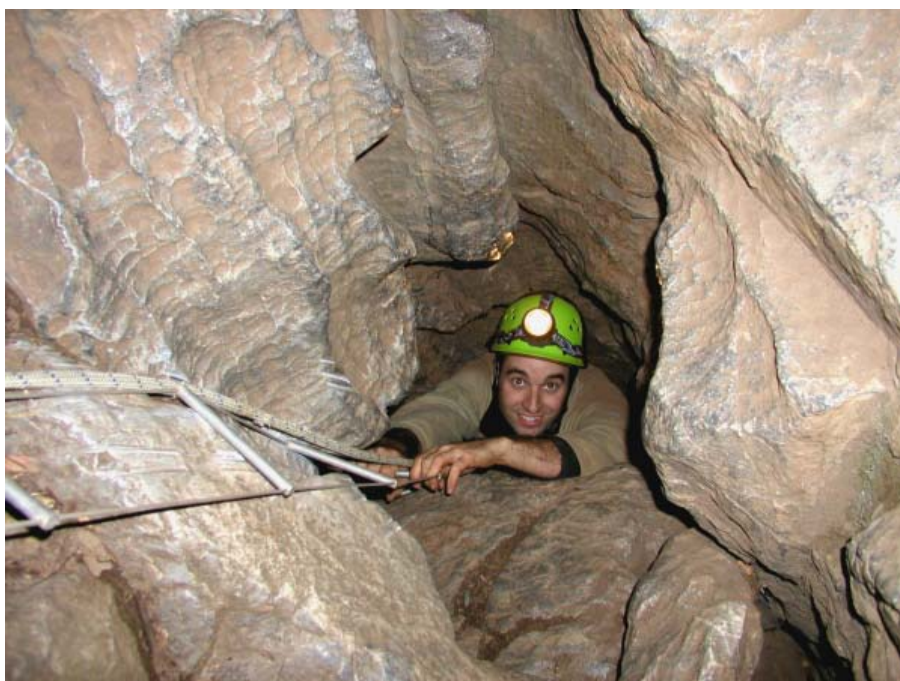
Whilst the exact format of the training courses may differ slightly from Branch to Branch, the basic content is the same. The initial courses in the program typically introduce Scouting from an adult perspective. The next stage of courses imparts skills and methods relevant to the particular section, in this case the Rover section. The more advanced courses are intended to develop member's leadership and management skills.

Rover-specific skills courses may also be offered by some Branches. Check with your Branch Rover Council to find out about courses offered in your State.

## **Specialist skills training**

Many of the activities undertaken by Rovers require specific skills, such as rock climbing, caving, abseiling, and sailing. Scouting can provide training in all of these areas, offering Rovers the opportunity to not only experience all of these great activities, but to build up a wealth of experience and qualifications.

Contact the Branch Rover Council or Branch Training Team to find out more information about the courses on offer for Rovers.



## THE ROVER AWARD SCHEME

Information on all aspects of the Award Scheme may be found in *The Rover Award Scheme* and the *Rover Record Book*.

The Baden-Powell Scout Award (BPSA) is the major formal award that can be achieved by Rovers and is the focus of the Award Scheme in the Rover Section. Its aim is to encourage Rovers to seek ways to widen their interests and extend their knowledge and experience beyond their current capabilities.

Participation in the Award Scheme is entirely an individual's choice, though the benefits it provides through setting and achieving personal goals and in the esteem that comes with completing the award is a great incentive for all Rovers to undertake this.

The Rover Award Scheme is broken into two main sections, the Rover Skills Badge and the Baden-Powell Scout Award.

### **The Rover Skills Badge**

The Rover Skills Badge covers the basic elements of Scouting and can be completed at any time after you are accepted into the Crew. The Rover Skills Badge must be completed before progressing with the Baden-Powell Scout Award.

As a starting point for the Award Scheme and to encourage more Rovers to undertake the challenge of the BPSA, all Rovers should be encouraged to complete their Rover Skills Badge. This includes learning about and participating in some of the basic elements of Rovering.

The requirements for the Rover Skills Badge are available in *The Rover Award Scheme*.

You may have already fulfilled some of these requirements during your pre-investiture or Squire training or during the Link Badge. Through the recognition of prior learning or current competencies, these skills can be credited towards the Rover Skills Badge and need not be repeated.

This badge is awarded by the Crew and does not need approval from the Area/Region or Branch Rover Council.

### **The Baden-Powell Scout Award**

Having completed the Rover Skills Badge, Rovers then move on to the main section of the BPSA, and can complete the award by one of two methods. Method A focuses on traditional Scouting skills objectives, while Method B allows for a more broad range of objectives to be set by the candidate, based on the developmental aims of Scouting. Each method requires the completion of four challenges.



The requirements for the Baden-Powell Scout Award are available in *The Rover Award Scheme*.

## Sample Scouts' Own

### Opening Prayer

Dear God,

Thank you for bringing us together here once more, for guiding and protecting us since our last meeting. We thank You for the blessings we have received and pray that You will guide and protect us once more as we move through our lives. Give us the courage to help those in need and the good sense to accept help when we need it. Above all, thank You, God, for Scouting. Allow us to grow and develop together with our friends in Rovers so that we may become better people.

Amen

### Reading

From *Rovering to Success*.

### Observance

One minute silence for contemplation of the immediate past and the immediate future.

### Thanks giving

Each person is to contribute one thing they are especially thankful for they have received or been blessed with in the last month.

### Discussion

Significance of the Rover Prayer – what it means to us personally.

### Closing Prayer

The Rover Prayer

It is useful often to conduct the Scouts' Own along a theme significant to the occasion. Some specific occasions might be the presentation of a Baden-Powell Scout Award, an environmental service weekend, close to a religious holiday, close to a religious holiday of another faith, discussing something about another faith you didn't know before and so on.

The Scouts' Own can be conducted whenever and wherever you choose. It is often a nice touch to hold it in a significant location – somewhere quiet and peaceful, somewhere with a great view, a bush chapel, a local monument or some other special place, but this is not a necessity. You should make an effort to include everyone who attends in the running of the Scouts' Own, to ensure everyone gains something from the time.

It must be remembered that participation in a Scouts' Own is the right of choice of the individual and that respect for the beliefs of others is an important concern.

# AUSTRALIAN SCOUT PUBLICATIONS

Following are a list of publications to assist members of the Crew in the application of Rovering:

- *The Crew and its Program*
- *The Rover Award Scheme*
- *The Rover Record Book*

## ***General Scouts Australia resource material***

- *Exploring our Environment*
- *ROC – on Help Save the World*
- *Expeditions and Campcraft*
- *Scouting: Action for the Environment*
- *Camp Planning Book*
- *Fieldbook for Australian Scouting.*

Other resource publications are also available from Scouting outlets.