



**National Rover Council  
Remote Meeting**

Minutes of the meeting held on the 16<sup>th</sup> of July 2020

## 1. Procedural Items

### 1.1 Meeting Open

Meeting opened 8:02pm AEST.

As Scouts of Australia, we acknowledge Australia's First Nations Peoples, the Aboriginal and Torres Strait Islander peoples, as the Traditional Custodians of this land. We pay our respects to Elders past, present, and emerging.

We're grateful to do our Scouting in this country; we commit to use its resources wisely and develop our understanding of Aboriginal and Torres Strait Islander cultures.

We also acknowledge any Aboriginal and Torres Strait Islander Scouts who are part of our movement today.

### 1.2 Attendance

Ezgi Bridger (NAT)

Matthew Prants (NAT)

Danielle Reed (NAT)

Sam De Rota (NAT)

Patrick McCormick (NAT)

Jake Goodall (NAT)

Georgia Sands (NAT)

Eleanor Hewitt (ACT)

Lachlan Court (ACT)

Sonder Peters (ACT)

Benjamin Kuzma (NSW)

Monica Gonzalez (NSW)

Peter Favelle (NSW)

Thomas Milham (SA)

Brendan Wilson (QLD)

Owen Holloway (TAS)

Narelle Ball (TAS)

Isaac Beswick (TAS)

Jacinta Lang (TAS)

Michelle Saffin (VIC)

Andrew Strachan (VIC)

Peter Wotherspoon (VIC)

Toby Blyth (WA)

Jay Reid (ERT)

Clinton Smith (ERT)

Chris Young (ERT)

Benjamin Muller (CBR Moot)

### 1.3 Apologies

Shaun Sandilands (QLD), Anthony Buckley (ACT), Nathan Sears (QLD)

## 2. Past Minutes and Matters Arising

### 2.1 Previous Minutes

S. De Rota explained the situation regarding incomplete minutes from the previous meeting and invited members of the NRC to submit suggestions to cover incomplete information. The minutes will be presented at the next remote meeting for acceptance.

### 2.2 Action Items List

The NRC Executive presented the action items list of tasks that the office bearers had been working on over the past three months and upcoming projects they intended to complete over the next couple of months.

## 3. Standing Items

### 3.1 Child Safe Issues

O. Holloway raised the importance of announcing the presence of Venturers and other minors in online calls to alert Rovers to limit potentially inappropriate behaviours.

### 3.2 WHS Issues

NIL

### 3.3 Conflicts of Interest

E. Hewitt declared a conflict of interest in discussions about the Beyond the Horizon merch. ACT Observer Sonder Peters will hold the ACT's second vote on that agenda item.

## 4. Executive Reports

### 4.1 Chairperson's Report

E. Bridger spoke to the Chairperson's report, specifically highlighting decisions made at the previous National Operations Committee meeting.

#### Push Up Challenge

A big big thank you to everyone who got involved with, or encouraged others, with the Push Up Challenge. We had over 130 people from every Branch sign up for this, committing to completing 3,046 push ups over 21 days in May which represents the lives lost to suicide in 2018. Nationally, we raised \$2,600 for Headspace, who provide mental health support for people aged between 12 and 25. This was an excellent result – the money raised will assist Headspace with continuing to address the unique barriers that young people face in accessing mental health support.

#### Red Cross Blood Challenge—a national competition

The Red Cross would love us to run a national Blood Challenge competition over a three month period, split either by BRC or Region, competing for the most lives saved per capita Rover Scout population. The Red Cross will provide prizes, some promotional materials, and outline the ground rules for the competition, so this is a true community partnership. Members from SA, WA, and VIC were in support of running the blood challenge.

#### NOC paper regarding ARAs

The NRC paper regarding Adult Recognition Awards passed unanimously at NOC and was well supported by the Chief Commissioners and National Team. This went to the NEC for final approval last week, and was also passed here.

#### Knots, green shoulder badges and service bar

Following feedback from BRCs, the following was tabled at National Youth Program Team and then the National Operations Committee, split across two papers. The first paper addressed the knot and service bar, and the second paper addressed the shoulder badges. These will go to the NEC for approval.

#### NOC decision – shoulder badges for District, Region and Branch levels

A paper was put to the NOC which aims to re-clarify some elements surrounding shoulder badges for leaders from the District level up to Branch level. There was an opportunity for us to amend the paper to add an additional action item. This action item would amend the first "Subject to Branch Chief Commissioner approval..." part to something along the lines of "Subject to Branch Chief Commissioner approval, leaders and Rover Scouts who are (also) appointed leaders may wear shoulder badges to designate their Section or Formation:". The feedback from the Council was that we did want to pursue this amendment. This was tabled at NOC and approved. This still needs to go to the NEC for final approval. Please not that training requirements for district and higher level positions are set at a Branch level.

#### NOC decision – long sleeve shirts and leader polos

On the weekend of 11 July, the NOC agreed to approve the blue long sleeve shirts as an official uniform items for all adult and youth members in all Branches and voted to stop producing the blue leader polo shirts. Finally, they also voted for a working group to be formed about the coloured yokes on uniform shirts – whether we want them, if there are any alternatives, etc. and present this to the NOC in November 2020. The NOC has appointed me as the chair of this working group.

#### NOC decision – QS and BP

On the weekend of 11 July, the NOC agreed to approve the wearing of QS and BPSA peak award badges on leader uniforms. No other section peak award may be worn.

### Major Events Review

During NOC on the weekend of 11 July, the NOC approved the membership of the Major Events working group, which includes myself. If anyone has any feedback about Major Events, please pass it on to myself, and I will pass on any relevant conversations to the Council. There were some issues raised at the 2019 conference about Rovers at major events for other sections (eg. jamborees, ventures), so this will be fed into the workgroup as well.

### **MOTION**

That the report be noted.

**Moved through the Chairperson.**

**CARRIED**

### **4.2 Vice Chairperson's Report**

M. Prants spoke to the Vice Chairperson's Report, highlighting National Rover Program Team meetings and progress of NRC Projects, summarised below.

### NRPT

The NRPT has been continuing to meet monthly, most BRCs have been represented and the meetings have typically been productive and worthwhile.

### NAISC

As you are all aware an item that came out of NAISC was a potential change to membership definitions that would result in us being reclassified as Adult Members (rather than our current Young Adult designation). There was (and continues to be) a lot of concern surrounding the topic and its potential implications for us as a section.

### Rover Challenge Grants

As an Executive, we decided it was best to push back by a month the deadline for the Rover Challenge Grants. This was done so as to give us more time to advertise the Grants and to facilitate more entries. The website has now been updated to reflect the new dates.

### RoverScope

I have been working quite closely with Hugh Crawford (RoverScope Coordinator) and members of the OZVenture organising committee to address some challenges that have arisen. I commend Hugh for persevering in his role as both COVID and attempting to organise RoverScope in half the usual time have brought with them significant challenges.

### Proposed Project Committee

The primary idea I had with this was to raise transparency and improve communication about the progress of NRC Projects. However, there is currently in the works (as I understand it) a monthly newsletter which could achieve the same outcome for less work. So, I am more leaning towards that route at the moment. If the BRCs still desire it or something similar I am willing to facilitate its creation, but otherwise I will not be going ahead with its creation.

### D&I

I had the pleasure of attending two recent meetings of the Rover D&I Team and was very pleased to see that from my perspective the meetings were quite productive and worthwhile.

### Project Officers

Not going to sugar coat this, we need more. As I am sure the BRCs can appreciate from their own experience, Rover Governance is a lot of work. On top of our usual responsibilities we sometimes have to take on the responsibility of managing projects requested by the NRC in the absence of an appointed Project Officer. Some of these are reasonably small and manageable, others are most certainly not. As a result of this some projects do not eventuate. What I ask of the BRCs is that you please help us promote these opportunities as I can essentially guarantee that some of these will not be done without a PO.

### **MOTION**

That the report be noted.

**Moved through the Vice Chairperson.**

**CARRIED**

### 4.3 Training and Development Officer's Report

D. Reed spoke to the Training and Development Officer's Report, highlighting the outcomes of the National Training Conference.

#### NTC

On 13-14 June the NTC gathered via Zoom for two days of cohesive workshops consisting of working and information sessions base primarily around the Scouting Essentials curriculum that was due for release in June and what is required to complete that project in a timely manner. Since then members of NTC have met on a weekly basis to amend and complete the sessions required as of this meeting seven of ten essentials sessions have been completed all feedback from myself to the NTC in regards to Rover prospective has been met positively.

#### Rover Event Management Course follow up

In 2019 a Rover event management course was held in which several attendees received full sponsorship from the RDF in which not yet all of those participants have completed the course workbook, it's my intention to follow up with each participant personally within the next fortnight along with notification to the training officer and chairs to see support can be provided to see that participant through to completion.

#### **MOTION**

That the report be noted.

**Moved through the Training Officer.**

**CARRIED**

### 4.4 Secretary's Report

S. De Rota spoke to the Secretary's Report, highlighting changes to the organisation of meetings.

#### Finance Situation

Following the suspension of levies and renewed conference funding model, I have adjusted the forecast from the budget approved at the last conference.

#### Updated Paper Template

There is a new paper template available in the Dropbox. Please ensure the implementation plan has been filled out and all red guidance text has been considered and deleted. A big thanks to the Review Team for their work getting that implemented!

#### Dropbox Reshuffle

Thanks to everyone for their patience while we were getting the new Dropbox folder organised. This new folder contains a more complete archive of previous meetings and will hopefully be more navigable. Please feel free to direct any feedback about this my way or let me know if I can assist with finding any resources! As usual, let me know if you need anyone added or removed from the Dropbox.

#### Contact List

I would be grateful if BRCs can double check that their page in the contact list is up to date and advise if any changes need to be made.

#### Agenda and Minute Templates

I have uploaded the templates that I will be using for the meeting agendas and minutes to the Dropbox. Feel free to use those in your Branch, Region, District, Unit, or otherwise and modify/adapt them as required.

#### By-Laws update

Due to circumstances beyond my control I was not handed a .docx copy of the By-Laws, so I have not been able to update V2.1 following the 2020 Conference and April remote meeting. I hope to publish and up-to-date version within the next couple of weeks for approval at the next remote meeting.

#### **MOTION**

That the report be noted.

**Moved through the Secretary.**

**CARRIED**

## 5. Project Officer Reports

### 5.1 Diversity and Inclusion Report

G. Sands spoke to the Diversity and Inclusion Report.

#### D+I Working Group Update

The D+I working group has had two online meetings to discuss peoples areas of interest and potential projects that the group feel will improve the inclusiveness of Rovers. Some of these project ideas include; Rover reflection book, accessibility consideration for World Moot 2022, pronoun culture, D+I at major events checklist. More papers will come out as we develop each project.

#### Scouts Australia Disability Inclusion E-Conference

This month the Nation Diversity and Inclusion Team will be running an online conference between 28 July to 8 August. It's designed to be accessible across Australia to share knowledge and resources to strengthen disability inclusion within scouting.

#### Accessibility at World Moot 2022

The D+I working group has begun discussions with the Australian CMT is regards to barriers and accessibility for participants planning on attending World Moot 2022. The CMT has already taken the initiative to plan posts to let participants know about welfare and inclusions. Anyone who is thinking of going can be connected with the head of welfare to discuss their needs, concerns or support options

#### Rover Reflection Book Project

This month the D+I working group has begun the development of a Reflection Book for Rovers by Rovers to be distributed across Australia for all Rovers to utilise in areas of spirituality. The D+I working group will open submission to all Australian Rovers and combine the submissions into a Book.

#### Pronoun Culture

The D+I working group would like to promote the use of pronouns within as many areas of Roving as possible. By leading the way in sharing pronouns, it normalises to use of pronouns and create an inclusive environment within Roving. Some of these might include; name badges, email signatures, personal descriptions etc. We would like for each BRC to consider areas that they may begin to use pronouns in everyday scouting.

### **MOTION**

That the report be noted.

**Moved through the Diversity and Inclusion Officer**

**CARRIED**

### 5.2 Marketing and Public Relations Report

J. Goodall spoke to the Marketing and Public Relations Report.

#### Rover Newsletter

You all may have seen a Facebook post/email from me regarding a national rover eNews we planned on doing. In the end we have decided to run a quarterly newsletter (Jan - after conference, Apr, July, Oct, Dec – Special Chrissy Edition. To be sent the month after – July sent in August. Dec will be sent in Dec). The aim for these newsletters is to tie into both transparency of the council to our BRC's and all our Rovers. These newsletters will also include a recap and link to the remote meeting minutes as to the review team's recommendation of the minutes being available for all as well as a multitude of other items including unit highlights!

#### Beyond the Horizon Merch

I have contacted Alex Preston regarding the Beyond the Horizon Merch to start creating a logo. I have also contacted the scout shop on how we can proceed with selling/potentially manufacturing through them and what the percentage of sales would be. I remind the council that at the 2020 NRC Conference \$710 was approved to design and produce samples of said merchandise.

### Marketing Sub-Committee

As I spoke about at the previous remote Meeting, I was putting together a Marketing Sub-committee which includes all the branches as well as a few extras. I am happy to say that every single branch is now represented in that sub-committee and I thank all members of the BRC's on helping me achieve that. I would like to publicly thank all these members for their ongoing support in the Marketing space and continually challenging me to make the right decision.

#### **MOTION**

That the report be noted.

**Moved through the Marketing and Public Relations Officer**

**CARRIED**

#### **MOTION**

The NRC commit to promoting the Beyond the Horizon Merch once available.

**Moved through the Marketing and Public Relations Officer**

**CARRIED**

#### **MOTION**

The NRC commit to assisting the Council, the Executive and the M&PR Officer in the coordination of the Snowgum partnership.

**WITHDRAWN**

#### **MOTION**

The NRC approve the survey to run until next remote meeting.

**Moved through the Marketing and Public Relations Officer**

**CARRIED**

### **5.3 World Moot Feasibility Study Report**

The World Moot Feasibility Study Report was circulated before the meeting for discussion. Concerns about time pressure were raised. E. Bridger should speak with Aaron Wardle to confirm the timeline for completion of the study. As members of the team have stood down from the project, there was a suggestion that the study be abandoned if a team is not filled before the 1<sup>st</sup> of October 2020.

#### **MOTION**

The World Moot Feasibility Study be abandoned if the project team is not filled before the 1<sup>st</sup> of October 2020.

**Moved by Australian Capital Territory**

**Seconded by Victoria**

**CARRIED**

### **5.4 Roverscope Report**

No report was submitted.

## **6. CBR Moot: 21st Australian Rover Moot**

### **6.1 CBR Moot: 21st Australian Rover Moot Report**

B. Muller spoke to the final report distributed before the meeting. The CBR Moot team has received correspondence that the insurer has accepted their claim and are currently negotiating a payout figure.

The full report is available at

[https://www.dropbox.com/sh/6jt80w51f8qe1r5/AACzombmkw1\\_0zo8qVjz73nqa?dl=0](https://www.dropbox.com/sh/6jt80w51f8qe1r5/AACzombmkw1_0zo8qVjz73nqa?dl=0)

## 7. Apple Isle Moot: 22nd Australian Rover Moot

### 7.1 Apple Isle Moot: 22nd Australian Rover Moot Report

O. Holloway reported that the AIM Team is currently looking at sites and asked for members to visit the website, appleislemoot.com.au.

## 8. NRC Items

### 8.1 Potential Changes to Membership Definitions

M. Prants spoke to the paper circulated before the meeting. After some discussion, there was a feeling that the outcomes of this paper did not benefit Rover Scouts.

#### MOTION

The NRC supports Rover Scouts being reclassified as 'Adult Members' in principle.

Moved by the Vice Chairman

Seconded by Victoria

IN FAVOUR: QLD (1)  
MOTION FAILED

### 8.2 NRC Review Team Update

The External Review Team spoke to the highlights of their update.

### 8.3 NRC Review Team – Conference Recommendations

The External Review Team presented their paper and attachments detailing recommendations for the 2021 NRC Conference. The recommendations will be voted on at the next remote meeting.

## 9. BRC Challenges and Successes

### 9.1 Training

NSW: Running combined BPS and APS in august

VIC: Cancelled BPS

### 9.2 Program

QLD: Encouraging completion of old award scheme before Feb 2021

VIC: Implemented milestones

### 9.3 Governance

SA: Wrote BRC Chair handover into standing orders, looking for a new NRC Delegate

ACT: Reviewed BRC By-laws in online session – very effective

WA: looking to write NRC Delegate into constitution

### 9.4 Marketing

NSW: added unit finder to front page

### 9.5 Learnings

NIL

### 9.6 Sustainability Action Plan and SDGs

SA: used online meetings to reduce emissions, looking at using those options in the future

ACT: running second-hand clothing drive for bushfire relief

### 9.7 General

NIL

## 10. General Business

### 10.1 Unit Leader Shoulder Badges

E. Bridger spoke to the paper circulated requesting endorsement for the Executive to submit a paper to NOC with P&R amendments that will allow Unit Leaders to wear red shoulder badges.

#### MOTION

Approve all actions listed in the paper.

**Moved by Victoria**

**Seconded by Australian Capital Territory**

**MOTION CARRIED**

### 10.2 2020/21 Budget + Forecast

S. De Rota presented a budget forecast for the upcoming year, adjusted for the renewed conference funding model and suspension of levies. Members of the NRC expressed concern about the overall account balances not being listed. A full reconciliation should be provided from the National Support Team.

### 10.3 Rover Reflection Book

G. Sands spoke to the paper detailing the development of a Reflection Book for use by Rover Scouts. Victoria suggested that providing a spirituality compass may be a helpful starting point.

#### MOTION

The NRC asks that each BRC support this project and promote it within their Branch

**Moved by the Diversity and Inclusion Officer**

**Seconded by South Australia**

**MOTION CARRIED**

### 10.4 New NRC Logos

J. Goodall spoke to the paper regarding the design of custom logos for the NRC. There was some discussion about the representation of the NRC as a body within Scouts Australia (i.e. replace 'Rover Scouts' with 'Scouts Australia'). Currently, the NST has only approved the red logo with 'Rover Scouts' wording. Note that the Rover Scouts Australia will only bear this logo on NRC webpages.

#### MOTION

Approve the NRC Logo to go to NST for final approval and be placed on all communications and documents concerning the National Rover Council

**Moved by the M&PR Officer**

**Seconded by Western Australia**

**MOTION CARRIED**

## 11. Procedural Items

### 11.1 Next Meeting

The next meeting will be held in September or October.

**ACTION:** S. De Rota to distribute a poll to NRC members to decide the date of upcoming remote meeting.

### 11.2 Meeting Close

Meeting closed 11:00pm AEST



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 July NRC Remote Meeting  
 16/07/20

<b>Item Title</b>		NRC Chair Report
X	<b>Information</b>	
	<b>Discussion</b>	
	<b>Decision</b>	
<b>Document Author</b>		Ezgi (NRC Chair)
<b>Strategic Alignment</b>		Governance

**KEY POINTS**

**Below is a summary of some important items since the previous remote meeting.**

Push Up Challenge

A big big thank you to everyone who got involved with, or encouraged others, with the Push Up Challenge. We had over 130 people from every Branch sign up for this, committing to completing 3,046 push ups over 21 days in May which represents the lives lost to suicide in 2018.

Nationally, we raised \$2,600 for Headspace, who provide mental health support for people aged between 12 and 25. This was an excellent result – the money raised will assist Headspace with continuing to address the unique barriers that young people face in accessing mental health support.

Red Cross Blood Challenge – a national competition

So, now for our next challenge... The Red Cross Blood Service have contacted us through Neville Tomkins (Chief Commissioner NSW) requesting assistance with blood donations this year. Due to Covid, there’s a shortage of blood, with many regular donors unable or unwilling to attend centres to donate.

The Red Cross would love us to run a national Blood Challenge competition over a three month period, split either by BRC or Region, competing for the most lives saved per capita Rover Scout population. The Red Cross will provide prizes, some promotional materials, and outline the ground rules for the competition, so this is a true community partnership.

## AGENDA ITEM

Recognising that many people cannot donate blood for various reasons, we are suggesting that the following three things are promoted alongside the competition:

1. If you do not want to, or cannot donate blood, then please reach out to Units in your area or rural/regional areas to see if there's a way you can provide transport assistance.
2. If you are able to and would like to, you can donate directly to the Red Cross
3. The Australian Red Cross Lifeblood have been campaigning to reduce the exclusion period for men who have had sex with other men from 12 months to 3 months. This has been accepted by the Therapeutic Goods Administration, however it is now up to state and federal governments to approve. We would suggest an advocacy piece surrounding this, where we encourage Units to write to their local MP about the issue. We could also provide a letter template if this was helpful for people.

### NOC paper regarding ARAs

The NRC paper regarding Adult Recognition Awards passed unanimously at NOC and was well supported by the Chief Commissioners and National Team. This went to the NEC for final approval last week, and was also passed here.

As a result, in all Branches, Rovers will be able to be nominated and accepted for Special and Meritorious Service Awards for service to the Rover Scout section (outside of their achievement pathways). This will take place for awards presented in 2021. I am in the process of updating the ARA nomination guidelines and forms which are communicated to Branches.

If any Branch is having issues regarding implementation of this, then please reach out for support. Well done to all involved in writing and workshopping the paper for/at NRC Conference. Great to see the Rover Scout section being recognised for the contributions of our members.

### Knots, green shoulder badges and service bar

Following feedback from BRCs, the following was tabled at National Youth Program Team and then the National Operations Committee, split across two papers. The first paper addressed the knot and service bar, and the second paper addressed the shoulder badges.

#### *Paper 1:*

Knots – keep

Service bar – to be updated to say 'ROVERS'

## AGENDA ITEM

Both passed unanimously, noting that the Service Bar will be grandfathered out, with people currently wearing 'SERVICE' able to continue wearing this until they finish as a youth member.

The bar with 'ROVERS' on it has been added to P&R as an optional item, to clarify that it exists. Previously, the 'SERVICE' bar (also currently optional) was never included in the policy of P&R, and only appeared in the uniform illustrations as an attachment to P&R.

This will go to the NEC for their review and final approval, at which point I will contact the Scout Shop to communicate the results.

### *Paper 2:*

Shoulder badges – remove

Passed unanimously, noting that green shoulder badges and centenary of Rovers badges will be grandfathered out. That is, if you are wearing these as of 31 December 2020, you may continue to wear these until you finish as a youth member in the Rover Scout section, however any new members should not be presented green shoulder badges.

This will go to the NEC for their review and final approval, at which point I will contact the Scout Shop to communicate our intentions.

### NOC decision – shoulder badges for District, Region and Branch levels

A paper was put to the NOC which aims to re-clarify some elements surrounding shoulder badges for leaders from the District level up to Branch level.

There was an opportunity for us to amend the paper to add an additional action item. This action item would amend the first "Subject to Branch Chief Commissioner approval..." part to something along the lines of "Subject to Branch Chief Commissioner approval, leaders and Rover Scouts who are (also) appointed leaders may wear shoulder badges to designate their Section or Formation:". The feedback from the Council was that we did want to do pursue this amendment. This was tabled at NOC and approved.

This still needs to go to the NEC for final approval.

After this, **subject to Branch approval**, any Rover Scout who holds a Certificate of Adult Appointment (which is required to be defined as a 'Leader' in P&R) and is in a District, Region or Branch role within the section, will be able to wear the light blue or light purple shoulder tabs, alongside their Rover Advisers (and other sections) who are already included in the current wording. This provides additional formal recognition of the Rover Scout section's leadership teams.

In discussion with the paper's author, for the Rover section that would mean (subject to Branch approval):

## AGENDA ITEM

- Region/Branch Rover Council executive members who hold a Certificate of Adult Appointment would be eligible to wear light blue shoulder badges (and District Rover Councils where they exist).
- Region Rover Council Chairs/BRC Chairs who hold a Certificate of Adult Appointment would be eligible to wear light purple shoulder badges (in Branches where the Chair is seen as the section's commissioner at the respective level).

Although this is not currently explicitly prohibited, the amendment provides mutual understanding and clarity, and also opens the path of discussion for any BRCs in Branches which do not currently recognise Rovers in leadership roles within the section with a Certificate of Adult Appointment.

### Paper regarding Unit Leaders and red shoulder badges

Tabled at this remote meeting, and if approved, to be submitted to the November NOC.

### NOC decision – long sleeve shirts and leader polos

On the weekend of 11 July, the NOC agreed to approve the blue long sleeve shirts as an official uniform items for all adult and youth members in all Branches. They also voted to stop producing the blue leader polo shirts.

Finally, they also voted for a working group to be formed to consult with youth members, parents, and some adult leaders about the coloured yokes on uniform shirts – whether we want them, if there are any alternatives, etc. and present this to the NOC in November 2020. The NOC has appointed me as the chair of this working group.

All of this will go to the NEC for their final approval before updating in P&R and becoming official.

### NOC decision – QS and BP

On the weekend of 11 July, the NOC agreed to approved the wearing of QS and BPSA peak award badges on leader uniforms. No other section peak award may be worn.

This will go the NEC for their final approval before updating in P&R and becoming official.

### Major events review

## **AGENDA ITEM**

During NOC on the weekend of 11 July, the NOC approved the membership of the Major Events working group, which includes myself. If anyone has any feedback about Major Events, please pass it on to myself, and I will pass on any relevant conversations to the Council. There were some issues raised at the 2019 conference about Rovers at major events for other sections (eg. jamborees, ventures), so this will be fed into the workgroup as well.

### **ACTION REQUESTED**

It is recommended that the National Rover Council;

- Note this report

# ROVERS' PLASMA CHALLENGE 2020

REGIONAL PARTNERSHIPS TEAM INITIATIVE



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<b>Challenge Name</b>	Rovers' Plasma Challenge
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<b>Challenge Period</b>	1 August 2020 – 31 October 2020
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<b>Background</b>	<p>The challenge is an initiative (starting in 2019) of Australian Red Cross Lifeblood's Regional Partnerships' team and Rover Scouts, aiming to:</p> <ol style="list-style-type: none"><li>(1) Grow Lifeblood Team membership,</li><li>(2) Increase first-to-plasma donations and,</li><li>(3) Increase plasma donation frequency</li></ol>
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<b>Proposed Activity</b>	3-month challenge with Rover Crews across all Australian states and territories
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<b>Target Segment/Org</b>	Rovers, including friends and family
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<b>Promotional strategy</b>	TBC
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<b>Previous results</b>	<i>Tabled below</i>
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<b>Donation Target</b>	TBC (dependent on state/territory participation)
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- Greatest number of donations by region (absolute and per-capita)
- Greatest number of donations by crew (absolute and per-capita)
- Greatest number of plasma donations by crew (absolute and per-capita)
- Greatest number of new donors by region
- Top Lifeblood Teams Champion (for each State/Territory)
- Commemorative patch for challenge participants (similar to 2019 patch, pictured below)

## Awards



**Donations – Regional Level (1 August – 31 October 2019)**

Region Name	Rank	Whole Blood	Plasma	Platelets	Total Donations	Total Lives Saved
Red Rover100 (ACT)	1	8	72		80	240
South Metropolitan Region Rovers	2	5	18		23	69
Sydney North Region Rovers	3	5	15		20	60
Hunter and Coastal Region Rovers	4	6	8		14	42
South Coast and Tablelands Region Rovers	5		8	2	10	30
Greater Western Sydney Region Rovers	6	5	3		8	24
Riverina Region Rovers	7		6		6	18
Total		29	130	2	161	483

Donations – Crew Level (1 August – 31 October 2019)

Organisation Name	Rank	Whole Blood	Plasma	Platelets	Total Donations	Total Lives Saved
Red Rover100 Lake Ginn Rover Crew	1	0	13	0	13	39
Red Rover100 ACT Rovers Supporters	2	3	8	0	11	33
South Metropolitan Region Rovers - 1st Dulwich Hill Rover Crew	2	3	8	0	11	33
Sydney North Region Rovers - 2nd Normanhurst Rover Crew	2	2	9	0	11	33
Hunter and Coastal Region Rovers - 1st Gosford Rover Crew	5	2	6	0	8	24
South Metropolitan Region Rovers - Coogee Rover Crew	6	0	7	0	7	21
Greater Western Sydney Region Rovers - Blacktown Rover Crew	7	3	3	0	6	18
Riverina Region Rovers - 1st Albury Rover Crew	7	0	6	0	6	18
South Coast and Tablelands Region Rovers - 1st Austinmer Rover Crew	7	0	6	0	6	18
South Metropolitan Region Rovers - 1st Hurstville Rover Crew	10	2	3	0	5	15
Hunter and Coastal Region Rovers - Hunter Valley Rover Crew	11	2	2	0	4	12
Red Rover100 Branch Rover Advisor Team	11	0	4	0	4	12
South Coast and Tablelands Region Rovers - 1st Figtree Rover Crew	11	0	2	2	4	12
Red Rover100 Lake Burley Griffin Rover Crew	14	1	2	0	3	9
Sydney North Region Rovers - 1st Berowra Rover Crew	15	2	0	0	2	6
Sydney North Region Rovers - 1st Brush Park Rover Crew	15	0	2	0	2	6
Sydney North Region Rovers - Kananga Rover Crew	15	0	2	0	2	6
Greater Western Sydney Region Rovers - 1st/2nd Merrylands Rover Crew	18	1	0	0	1	3
Greater Western Sydney Region Rovers - 2nd Castle Hill Rover Crew	18	1	0	0	1	3
Red Rover100 ACT Rovers Old Guard	18	0	1	0	1	3
Red Rover100 Erindale Rover Crew	18	0	1	0	1	3
Red Rover100 Lake Tuggeranong Rover Crew	18	0	1	0	1	3
Red Rover100 Murrumbidgee Rover Crew	18	1	0	0	1	3
Sydney North Region Rovers - Collaroy Plateau/Narrabeen Rover Crew	18	1	0	0	1	3
Total		24	86	2	112	336

**New Donors by Region (1 August – 31 October 2019)**

	Rank	New Donors Whole Blood	New Donors Plasma	New Donors Total
South Metropolitan Region Rovers	1	5	5	10
Greater Western Sydney Region Rovers	2	3		3
Hunter and Coastal Region Rovers	3		2	2
Red Rover100	3		2	2
Sydney North Region Rovers	3		2	2
Total		8	11	19



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 NRC Remote Meeting  
 16/07/2020

<b>Item Title</b>		Vice Chair Report
X	<b>Information</b>	
	<b>Discussion</b>	
	<b>Decision</b>	
<b>Document Author</b>		NRC Vice Chair
<b>Strategic Alignment</b>		Representation

Things have been quite busy for me lately in my personal life so I have not been as prompt I would have liked to be with getting my action items done. However, that is not to say that I have been neglecting my role.

**NRPT**

The NRPT has been continuing to meet monthly, there have been issues with finding a suitable meeting date, but hopefully we have settled on one that maximises attendance.

Regarding attendance, most BRCs have been represented and the meetings have typically been productive and worthwhile from my perspective with a few projects and action items coming out of them.

Furthermore, the Monthly Challenges seem to be gaining traction with a fair amount of engagement and on that note I need to extend a huge thank you to Jake for all his help with the marketing side of things.

**NAISC**

As you are all aware an item that came out of NAISC was a potential change to membership definitions that would result in us being reclassified as Adult Members (rather than our current Young Adult designation). There was (and continues to be) a lot of concern surrounding the topic and its potential implications for us as a section.

For that reason, I have joined the working group that is currently drafting the proposed changes, so as to ensure that our place as participants of the Youth Program is not compromised. I have a paper that I will be speaking to addressing this topic.

**Rover Challenge Grants**

As an Executive, we decided it was best to push back by a month the deadline for the Rover Challenge Grants. This was done so as to give us more time to advertise the Grants and to facilitate more entries. Furthermore, the date it was pushed back to is the date stipulated in the NRC By-Laws and after some review the second round's closing date was also found to be contrary to the By-Laws. The website has now been updated to reflect the new dates.

As of the date I am writing this (24/6/20) applications haven't closed, however I intend to have the winners confirmed by this Remote Meeting and hopefully will announce them.

**RoverScope**

I have been working quite closely with Hugh Crawford (RoverScope Coordinator) and members of the OZVenture organising committee to address some challenges that have arisen. I commend Hugh for persevering in his role as both COVID and attempting to organise RoverScope in half the usual time have brought with them significant challenges.

**Proposed Project Committee**

The actualisation of this hasn't happened as there was some targeted feedback I received which really called into question whether another committee was necessary and made some good points. The primary idea I had with this was to raise transparency and improve communication about the progress of NRC Projects. However, there is currently in the works (as I understand it) a monthly newsletter which could achieve the same outcome for less work. So, I am more leaning towards that route at the moment.

If the BRCs still desire it or something similar I am willing to facilitate its creation, but otherwise I will not be going ahead with its creation.

**D&I**

I had the pleasure of attending two recent meetings of the Rover D&I Team and was very pleased to see that from my perspective the meetings were quite productive and worthwhile.

**Project Officers**

Not going to sugar coat this, we need more. As I am sure the BRCs can appreciate from their own experience, Rover Governance is a lot of work. On top of our usual responsibilities we sometimes have to take on the responsibility of managing projects requested by the NRC in the absence of an appointed Project Officer. Some of these are reasonably small and manageable, others are most certainly not. As a result of this some projects do not eventuate.

I apologise because this is partly my fault. Part of this problem has arisen from troubles we have had in getting access to the website. Fortunately, that has now been fixed and I've been able to add all the new positions and remove filled positions. It is my hope now that we should be able to advertise the new positions more aggressively. What I ask of the BRCs is that you please help us promote these opportunities as I can essentially guarantee that some of these will not be done without a PO.

**ACTION REQUESTED**

It is recommended that the National Rover Council note this report.



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 NRC Remote Meeting  
 16 July 2020

<b>Item Title</b>		Training & Development Report
X	<b>Information</b>	
	<b>Discussion</b>	
	<b>Decision</b>	
<b>Document Author</b>		Danielle Reed
<b>Strategic Alignment</b>		Rover Training

**KEY POINTS**

It has been a chaotic and challenging three months in training as we move slowly but surely towards the roll out of the new training curriculum, Please find below the summary of events and actions since our last meeting

**NTC**

13-14 June the NTC gathered via Zoom for two days of cohesive workshops consisting of working and information sessions base primarily around the Scouting Essentials curriculum that was due for release in June and what is required to complete that project in a timely manner. Since then members of NTC have met on a weekly basis to amend and complete the sessions required as of this meeting seven of ten essentials sessions have been completed all feedback from myself to the NTC in regards to Rover prospective has been met positively.

During the meeting it was decided that Rovers would follow a leader of adults pathway into Scouting Leadership. The leader of Adults body of work has been scheduled for the second half of this calendar year to head this work it was agreed to form a working Group to begin construction of a new Leader of Adults Curriculum, this working group will comprise 3 members of the NTC, myself , and a member of NAISC. It is scheduled to provide an initial report to NTC by November 2020. It was agreed that the development of a Leader of Adults Curriculum adhere to 5 Principles of these directly relating to rover scouts being;

*4. Rover Scouts are primarily participants in the youth program.*

*Rover Scouts are a self-managing section with opportunities for a wide range of management and organizational responsibilities at all levels of the Movement (eg; Branch and National Rover Councils).*

NTC was given the opportunity to sit down with the team tasked with creating the new On Demand Modules now due for release in late August, they are well worth the wait the current postponement is due to delay in receiving iPhone footage from units due to the lack of ability to meet due to covid 19. The modules provide us with a opportunity to record and new set of data through the “quiz your knowledge section” giving us greater insight into almost every

level of program and policy to see where we can greater support our members, this section also allows members to test their knowledge and skip the module if the pass mark is met.

The Certificate of Higher Adult Leadership also known as the Axe & Log has been brought under review to in order to insure developmental outcomes and clarity to its purpose through this hopefully making the qualification more assessable to young people through content. The review team is being headed by Tahlia Batters DNCATD and due to report by September.

### **Gap Analysis**

As the Scouting essentials project comes to its completion it's become quite transparent that there is key elements of the Basic practical supplement – Rovers curriculum that are still necessary to our modes of operations and the needs our cohort. To gain full scope on the differences in curriculums a gap analysis has been started with the assistance of Tahlia Batters, the completion of this is dependent on the changes made as the curriculum is being reviewed but is currently on tract to be presented at the next remote meeting.

### **Rover Event Management Course follow up**

in 2019 a Rover event management course was held in which several attendees received full sponsorship from the RDF in which not yet all of those participants have completed the course workbook, it's my intention to follow up with each participant personally within the next fortnight along with notification to the training officer and chairs to see support can be provided to see that participant through to completion.

### **Rover Training and Development Committee**

The Rover Training and Development was due to meet in the last fortnight this did not take place and should have been communicated better my apologies for this, I will be communicating dates for the following weeks after each planed NTC hopefully training will be in less of a fluid state and there will be more stable information to report:

Week of 24<sup>th</sup> August

Week of 1<sup>st</sup> November

### **ACTION REQUESTED**

It is recommended that the National Rover Council note this report

### **ATTACHMENTS**

- Scouting Essential's Scope



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 NRC Remote Meeting  
 17/4/2020

<b>Item Title</b>		Secretary’s Report
X	<b>Information</b>	
	<b>Discussion</b>	
	<b>Decision</b>	
<b>Document Author</b>		Sam De Rota
<b>Strategic Alignment</b>		Governance

Firstly, I would like to thank everyone for their kind words of welcome and support, my first couple of months in the position have been a bit of a wild ride!

For the most part, I’ve been working towards more robust digital continuity between Executive members – developing and modifying templates from the little material that was handed over to me. Unfortunately, there were a lot of delays with work packages like the budget forecast, minutes and agenda templates, and the By-Laws update. I will ensure that all these items are fully ready for the next remote meeting.

**KEY POINTS**

Finance Situation

Following the suspension of levies and renewed conference funding model, I have adjusted the forecast from the budget approved at the last conference.

Updated Paper Template

There is a new paper template available in the Dropbox. Please ensure the implementation plan has been filled out and all red guidance text has been considered and deleted. A big thanks to the Review Team for their work getting that implemented!

Dropbox Reshuffle

Thanks to everyone for their patience while we were getting the new Dropbox folder organised. This new folder contains a more complete archive of previous meetings and will hopefully be more navigable. Please feel free to direct any feedback about this my way or let me know if I can assist with finding any resources! As usual, let me know if you need anyone added or removed from the Dropbox.

Contact List

I would be grateful if BRCs can double check that their page in the contact list is up to date and advise if any changes need to be made.

Agenda and Minute Templates

I have uploaded the templates that I will be using for the meeting agendas and minutes to the Dropbox. Feel free to use those in your Branch, Region, District, Unit, or otherwise and modify/adapt them as required.

By-Laws update

Due to circumstances beyond my control I was not handed a .docx copy of the By-Laws, so I have not been able to update V2.1 following the 2020 Conference and April remote meeting. I hope to publish an up-to-date version within the next couple of weeks for approval at the next remote meeting.

**ACTION REQUESTED**

It is recommended that the National Rover Council:

- Note this report

**ATTACHMENTS**

Nil



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 NRC Remote Meeting  
 16 July 2020

<b>Item Title</b>		NRC Marketing and Public Relations Project Officer	
X	<b>Information</b>		
	<b>Discussion</b>		
X	<b>Decision</b>		
<b>Document Author</b>		Jake Goodall – M&PR PO	
<b>Strategic Alignment</b>		Marketing	

**Stats**

Current as of 8/7/20 at 6pm

**Rovers Australia**

Facebook: 3923 Likes +2% (81), 4103 Followers +2% (86)

Instagram: 495 Followers +56% (281)

Tik Tok: 155 Followers +26% (32)

**QLD:**

Facebook: 1818 Likes +0.4% (8), 1886 Followers +0.8% (16)

Instagram: 708 +3% (37)

Youtube: 192 Subs

**NSW:**

Facebook: 1846 Likes +0.4% (8), 1916 Followers +1% (20)

Instagram: 166 Likes (Congrats!)

**ACT:**

Facebook: 591 Likes +1% (10), 620 Followers +2% (15)

Instagram: 167 Followers +19% (33)

Youtube: 12 Subs

**VIC:**

Facebook: 1597 Likes +0.8% (14), 1697 Followers +1% (19)

TAS:

Facebook: 613 Likes +2% (12), 632 Followers +2% (14)

Instagram: 359 Followers +8 (29)

SA:

Facebook: 1026 Likes +0.2 (3), 1089 Followers +0.7% (8)

Instagram: 307 Followers +5% (16)

WA:

Facebook: 1011 Likes +1% (16), 1071 Followers +2% (20)

Instagram: 627 Followers +4% (25)

NT:

Nil

### **Rover Newsletter**

You all may have seen a Facebook post/email from me regarding a national rover eNews we planned on doing. In the end we have decided to run a quarterly newsletter (Jan - after conference, Apr, July, Oct, Dec – Special Chrissy Edition. To be sent the month after – July sent in August. Dec will be sent in Dec). The aim for these newsletters is to tie into both transparency of the council to our BRC's and all our Rovers. These newsletters will also include a recap and link to the remote meeting minutes as to the review team's recommendation of the minutes being available for all as well as a multitude of other items including unit highlights!

### **Rover Scouts Australia Website**

I have had numerous messages from both my marketing sub-committee and friends regarding the state of the Rover Scouts Australia website. The design is fine it just needs an overhaul and correction of information and links. I plan to have this done and completed by the next conference in January, once I have access to edit.

### **Beyond the Horizon Merch**

I have contacted Alex Preston regarding the Beyond the Horizon Merch to start creating a logo. I have also contacted the scout shop on how we can proceed with selling/potentially manufacturing through them and what the percentage of sales would be. I remind the council that at the 2020 NRC Conference \$710 was approved to design and produce samples of said merchandise. The timeline is as follows

16<sup>th</sup> July: Council notes that Alex Preston (logo designer) and The Scout Shop have been contacted

Oct Remote Meeting: Logo is approved by the council and a decision is made of to what the merch will be so that a sample can be made

Jan Conference: Samples are approved by the council and an estimated 'go live' will be the 1<sup>st</sup> of February, barring any complications. (please note that dependent on time/terms this may be with the next incoming M&PR Officer)

In regards to the above and in consultation with Ross (scout shop/snow gum), I am asking for all BRC's commitment in promoting the items once they have been launched. The loose terms of our commitment are to sell 600 items in 3 months and if we are unable to sell these, we will need to re assess the funding model. The margins back to the RDF are still yet to be confirmed but once I have them, I will bring them to the council for a final approval – approx. sep/jan meeting. If all BRC's agree to make this commitment Ross has also offered a Snow Gum partner sponsorship. The terms of this sponsorship are still undetermined at the moment, but generally we will promote the Snow Gum products to Rovers through our social media and newsletters for a sum of money for the Rover Development Fund which I am hoping will sponsor a specific type of project or a sum of money for Rover Development as a whole. All agreements between the NRC and The Scout Shop or Snow Gum will be brought to the Council and be approved before contracts are signed.

In regards to the type of merch we want to sell I ask approval from the council to run a survey on social media with the following options:

T-Shirts

Hoodies

Socks

Bumper Stickers

Hats/Bennies

### **Marketing Sub-Committee**

As I spoke about at the previous remote Meeting, I was putting together a Marketing Sub-committee which includes all the branches as well as a few extras. I am happy to say that every single branch is now represented in that sub-committee and I thank all members of the BRC's on helping me achieve that. Currently in the Sub-Committee there is:

Adrienne (NRC Marketing Team)

Lucy (NRC Marketing Team)

Jacinta (NRC Marketing Team)

Monica (World Scout Moot Marketing and National Marketing Team)

Catherine (VIC Visual Comms)

Lachlan (VIC Marketing)

Sophie (TAS Public Relations Officer)

Bridget (QLD Secretary) – Marketing Officer TBC

Ciara (WA Public Relations Officer)

Corey (ACT Public Relations Officer)

Josephine (SA Marketing)

Joshua (NSW Communications Officer)

Sean (NT Chair)

I would like to publicly thank all these members for their ongoing support in the Marketing space and continually challenging me to make the right decision.

**ACTION REQUESTED**

It is recommended that the National Rover Council:

1. Note this report
2. Commit to promoting the Beyond the Horizon Merch once available
3. Commit to assisting the Council, the Exec and Myself in the coordination of the snow gum partnership.
4. Approve the survey above to run until next remote meeting.



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 NRC Remote Meeting  
 [16 July 2020]

<b>Item Title</b>		<i>Diversity and Inclusion Officer Report</i>
X	<b>Information</b>	
	<b>Discussion</b>	
	<b>Decision</b>	
<b>Document Author</b>		Georgia Sands ( <i>Diversity and Inclusion Officer</i> )
<b>Strategic Alignment</b>		<i>Representation</i>

**D+I WORKING GROUP UPDATE**

The D+I working group has had two online meetings to discuss peoples areas of interest and potential projects that the group feel will improve the inclusiveness of Rovers. Some of these project ideas include; Rover reflection book, accessibility consideration for World Moot 2022, pronoun culture, D+I at major events checklist. More papers will come out as we develop each project.

**SCOUTS AUSTRALIA DISABILITY INCLUSION E-CONFERENCE**

This month the Nation Diversity and Inclusion Team will be running an online conference between 28 July to 8 August. It's designed to be accessible across Australia to share knowledge and resources to strengthen disability inclusion within scouting.

Link to sign up for different session: <https://bit.ly/2C1VSww>

Sessions include; understanding anxiety, reasonable adjustments for achievement pathways, core strategies for inclusive scouting, sensory awareness. National Disability Insurance Scheme (NDIS) and Scouting, a showcase of successful disability inclusion and Q&A discussion on burning issues.

**ACCESSIBILITY AT WORLD MOOT 2022**

The D+I working group has begun discussions with the Australian CMT is regards to barriers and accessibility for participants planning on attending World Moot 2022. The CMT has already taken the initiative to plan posts to let participants know about welfare and inclusions. Anyone who is thinking of going can be connected with the head of welfare to discuss their needs, concerns or support options.

**ROVER REFLECTION BOOK PROJECT**

This month the D+I working group has begun the development of a Reflection Book for Rovers by Rovers to be distributed across Australia for all Rovers to utilise in areas of spirituality. The D+I working group will open submission to all Australian Rovers and combine the submissions into a Book. Each page will have; reflection submission, Rovers name and Rover Unit. The goal is to receive 100 submissions by February 2021 with the help of BRC's promoting the project.

**PRONOUN CULTURE**

The D+I working group would like to promote the use of pronouns within as many areas of Rovering as possible. By leading the way in sharing pronouns, it normalises to use of pronouns and create an inclusive environment within Rovering. Some of these might include; name badges, email signatures, personal descriptions etc. We would like for each BRC to consider areas that they may begin to use pronouns in everyday scouting.

**ACTION REQUESTED**

It is recommended that the National Rover Council note this report

# 18th World Scout Moot 2029

## Scouts Australia National Rover Council

### Feasibility Study

#### Site Specifications

*The report must discuss the feasibility of hosting the event in Australia by identifying at least one or more venues with capability for at least 5,000 members. The proposed location(s) must have enough flat grassed areas for all participants to camp, as well as sufficient toilets and showers for all participants and an adequate supply of fresh water. There must be appropriate environmental controls available to minimise impact to the venue and sufficient infrastructure to support rubbish and wastewater removal. The venue must be disability accessible. The site must be conveniently located to ensure suppliers (especially food) are able to deliver to the venue without interruption.*

*Refer: WOSM Guidelines to Hosting World Scout Moot*

#### Crisis management

*The report must identify suitable evacuation venues or other facilities nearby to the proposed site that could accommodate the total attendance of the event in the case of natural disaster or other major emergency.*

#### Programme and educational objectives

*The report must identify an adequate variety of expedition options in reasonable proximity to the venue to facilitate all 5,000 members within the published Moot fee. Predictions on the numbers of participants that could be managed at each expedition would be required as well as the suggested activities that could justify the required duration of the expedition phase of the event.*

#### Dates

*The report must identify the recommended dates for the event that are most suitable for the widest possible audience. Details of holiday dates for major Australian universities and colleges. Dates for university holidays in the countries from where the majority of participants are anticipated to travel. Details of the long-term average climatic conditions to be expected during those dates should also be analysed. The report should also discuss the potential fit within the current cycle of National events, as well as any potential change to that cycle where required.*

The selection of a time of year for the 2029 World Moot in this bid is a critical factor in the eventual success of the event, primarily the factors to consider are; the climate at the proposed time of year, leave and study availability for Australian staff and participants and holiday periods in our target markets overseas.

In addition to these, other factors include bush fire risk (may be site specific), additional travel time for overseas participants, availability of activities and attractions before, during and after the moot and Australian study periods are to be considered.

The usual period for World Scout events is in the Northern hemisphere's summer months of July and August, the three most recent World Scout Moots in Kenya, Canada and Iceland took place in the last two weeks of July and the first two weeks of August.

If Australia was to follow this pattern it would greatly increase the numbers of European participants who make up the bulk of participants at a World Moot, aligning with Australian Universities mid-term break would also increase Australian participation but more importantly staff who run the event. Additionally, a mid-year event would negate any bush fire risk and reduce cost as this is the low season for tourism in Australia.

### Recommendations

1. Scouts Australia deliver the event outside of the Bushfire season.
2. Scouts Australia align the event with the Northern hemisphere summer season
3. Scouts Australia set the date for the World Scout Moot as 17-26 July 2029.

## Transport

*The report must identify the nearest transport hub closest to the proposed site and outline convenient transport connections from all major cities where participants are anticipated to travel from around the world. The report must clearly explain the feasibility of attracting the maximum number of participants with convenient and affordable transport connections.*

Brisbane International Airport (BNE) is Australia's third busiest airport and is located centrally within the Queensland south east population centre, the area is further serviced by the secondary airports of Gold Coast and Sunshine Coast providing additional international and domestic connections.

Brisbane offers connections to most destinations served by the busier Melbourne and Sydney airports including direct flights to New Zealand, Hong Kong, Singapore, UAE, Taiwan, Fiji, South Korea, Indonesia, Philippines, United States, Thailand and other destinations. Additionally, Domestic connections are available to all Australian Capital cities through Brisbane, Sunshine Coast and Gold Coast airports. Flights to New Zealand, South Korea, Malaysia, Japan and Singapore are also available from the secondary airports

Only the countries of Canada and Chile, who are regular large World Moot attendees, are served by direct flights from Sydney and not Brisbane. Sydney is only a 90 min connection away.

Brisbane holds connections with major hub airports throughout Asia, Middle East and North America, as most Moot participants will come from countries requiring a stopover Brisbane is no further disadvantaged than any other major Australian airport.

By 2029 Qantas is predicting to be operating direct flights from Sydney to New York, Chicago and additional European destinations, Brisbane by this time should also receive direct flights from North Americans and European destinations.

### Recommendations

4. Scouts Australia nominates Brisbane Airport as the primary Transport Hub.
5. Scouts Australia looks to align Qantas as the primary Airline sponsor.

## Human Resources

*The report must identify the predicted number of volunteers to facilitate (a) the bid, and (b) the delivery of the event. Discuss the feasibility of these volunteers coming from one host Branch or nationally. Justify the independence of the bid and delivery teams to limit burden on Rovers that would exceed their duration in the Rover section. Discuss the importance of advisers. Discuss the necessity of paid employees to support the bid.*

### Bidding Human Resource Requirements

#### Bid Director and Deputy Bid Director

The Bid Director is responsible for the successful completion of a fully qualified bid to recommend to Scouts Australia, for presentation at the 2021 Asia Pacific Region Scout Conference, and World Scout Conference 2023.

The Bid Director is responsible for tasking portfolio managers with completing their respective aspects of the bid documentation and ensuring consistency between portfolios.

#### Communications Manager + 4 Team Members

The Communications Manager and team is responsible for developing a: communications, marketing, contingents liaison, and community engagement plans. These documents should encompass the delivery of the bid and event.

#### Governance Manager + 4 Team Members

The Governance Manager and team is responsible for developing a: budget, risk and issues management plan, and event policies. These documents should encompass the delivery of the bid and event.

#### Operations Manager + 5 Team Members

The Operations Manager and team is responsible for developing a: sites, site and transport logistics, and catering plan, and administration processes. These documents should encompass the delivery of the bid and event.

#### Program Manager + 4 Team Members

The Operations Manager and team is responsible for developing: Expeditions, and Onsite, Offsite, Night Activities. These documents should encompass the delivery of the bid and event.

### Total Bid Team - 23 Members

2x Directors

4x Portfolio Managers

17 x Team Members

### Event Human Resource Requirements

Assumptions:

- Event will consist of 5000 youth members participating in the events.
- That Scouts Australia Leaders will fill a number of key skilled roles.

Role	Expedition / Onsite		Number	Calculation
Line Leaders	E	O	125	Patrols consisting of 10 participants in Unit of 4 Patrols.

				1 IST per Unit. $5000/40 = 125$ IST for Units.
Expedition Managers	E		25	<p>Expeditions consisting of 4-6 Units. One Expedition Manager per 4-6 Units.</p> <p>125 Units/ Average 5 Units per expedition = 25 Expedition Managers.</p> <p>Note. Some expeditions may facilitate larger volumes of participants. In this case, it may be necessary for an Assistant Expedition Manager, negating any reduction in human resourcing</p>
Expedition Staff	E		250	<p>Expeditions require one activity per unit. Each activity would require 1-3 staff to run, average 2.</p> <p>125 Units * 2 Staff = 250 staff.</p> <p>Note. Onsite activities would require equivalent program staff. Numbers can be translated.</p>
Onsite Activity		O	250	<p>Onsite activities would require equivalent program staff. Personnel can be transferred from Expeditions.</p>
Administrative	E	O	175	<p>Indicative directorates and staffing requirements.</p> <p><b>Communications 30</b></p> <ul style="list-style-type: none"> <li>- Communications (10)</li> <li>- Marketing (5)</li> <li>- Contingent Liaising (10)</li> <li>- Community Engagement (5)</li> </ul> <p><b>Governance 20</b></p> <ul style="list-style-type: none"> <li>- Financial Control (5)</li> <li>- Risk and Issues Management (5)</li> <li>- Child Safe Scouting (5)</li> <li>- Policy (5)</li> </ul> <p><b>Operations 80</b></p> <ul style="list-style-type: none"> <li>- Sites and Services (20)</li> <li>- Health and Welfare (20)</li> <li>- Logistics (15)</li> <li>- Catering (15)</li> <li>- Administration (10)</li> </ul> <p><b>Program Support 45</b></p> <ul style="list-style-type: none"> <li>- Expeditions (5)</li> <li>- Onsite Activities (15)</li> <li>- Offsite Activities (10)</li> <li>- Night Activities (15)</li> </ul>

<b>Total</b>			<b>698</b>	<p>In addition to the above staffing; Directorate Management requirements would be:</p> <p>Chief Director Deputy Director Communications Manager + 4 Team Leaders Governance Manager + 4 Team Leaders Operations Manager + 5 Team Leaders Program Manager + 4 Team Leaders</p> <p><b>2 Directors, 4 Managers, and 17 Team Leaders</b></p> <p>Only IST appointed as Expedition Staff can also fill roles in Onsite Activities, however, assuming that only 60% of those do, the minimum staffing requirements are:</p> <p><math>125 + 25 + 250 + (250 - 250 \times 0.6) + 175 + 23 = 698 \text{ Staff}</math></p>
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#### Recommendations:

1. Scouts Australia should anticipate a minimum of 698 volunteer leader roles will need to be filled.
2. Scouts Australia, on acceptance of the bid by WOSM should seek to appoint a Chief Director immediately
3. Scouts Australia, on appointment of a Bid Director should seek to appoint a Deputy Bid Director and four Portfolio Managers; Communications, Governance, Operation, and Program Manager.
4. Scouts Australia, on appointment of portfolio managers should delegate to the managers to appoint their respective team members.

## Marketing

*The report should document the marketing required to attract sufficient participants to justify the event. Similarly, the likelihood of a success bid and the risk of failure with a sympathetic vote to strategic applications.*

For Scouts Australia to launch a successful bid, a strategic marketing campaign will need to be developed and executed by the key stakeholders. Specifically, Scouts Australia, Rover Scouts Australia and the Host Branch Rover Council. In depth analysis of which major Rover Scout events that have attracted large domestic attendance, and the reasons behind their success.

Due to Australia's remoteness within the world, a large domestic attendance will be key to ensuring the event attracts significant numbers of participants to be justifiable. Fostering strong relations with our nearest neighbours, New Zealand and Indonesia, will be key in ensuring the variability of nearly 5,000 Rover Scouts participants.

It is impossible to comment on the likelihood of a successful bid for WSM 20209 by Scouts Australia at this stage. Possible sympathetic votes could be cast for India, or NSOs within the Interamerican Scout Region at the World Scout Conference. At this stage no other NSO has publicly stated their intent to bid for the World Scout Moot in 2029.

## Recommendations

1. Scouts Australia focuses marketing on the Asia Pacific Region to attract participants.
2. Scouts Australia ensures strong engagement within South Pacific NSOs.
3. Scouts Australia seeks strategic alignment with NSOs to ensure success of a bid at the World Scout Conference.

## Australian Participation Globally

*The report should discuss the importance of positioning Australian within the global Scouting community including the feasibility of Rovers from Australia to engage in active service projects, especially in the Asia-Pacific Region, and more specifically the South Pacific. Discuss the increased engagement of Rovers forming Australian Contingents to other international Rover events. Discuss the importance of establishing a strong image at the 2021 World Scout Moot.*

Throughout the duration of the bidding process; and in advance of the World Scout Moot in 2029, if the Australian bid is successful, Rover Scouts Australia will need to be seen as proactive members of the Asia Pacific Region and active at a WOSM level.

To be successful in the bid, Rover Scouts Australia will need to be held in high regard by NSO's; both within our region (Asia Pacific Region) and the rest of the world. Given Australia's socio-economic position, there will be an expectation that Rover Scouts render assistance over the coming years to NSOs in developing Nations.

Through being proactive global citizens, with a focus on the Asia Pacific Region, Rover Scouts Australia can foster and build upon relations with other NSO to promote strong ties and enhance our perception as contributors to World Scouting and Roving.

Enhanced global citizenship can be achieved through Australian Rover participation in already established initiatives to assist our neighbours. Australian Rover Scouts can also develop their own initiative to undertake worthwhile projects, which should be supported by Scouts Australia at every opportunity.

## Recommendations:

1. Rover Scouts Australia strongly encourage greater engagement of Rover Scouts in international activities.
2. Rover Scouts Australia support Rover Scouts in undertaking humanitarian initiatives abroad.
3. Rover Scouts Australia provide resources to map humanitarian initiatives to program milestones.
4. Rover Scouts Australia engage further in Roving within the Asia Pacific Region.
5. Scouts Australia International Portfolio support Rover Scouts to engage in existing international initiatives.

## Bid Budget

*The report should present feasible options for sourcing the \$90,000 funding required to support the bid. This would include gauging support from the NRC, potential host Branches, and Scouts Australia to contribute funds. The report should discuss different funding combinations and suggested profit-sharing options that could feasibly be examined by the bid team.*

Bid funding is a consideration on two fronts. In the first instance, it is consideration of which entity will carry the risk of the bid being unsuccessful, and any profits from the investment being unrealised. In the second instance, it is a consideration of cash flow for the bid, recognising that any investment will only be

realised in 2028-29. Beyond this, on the completion of a successful event; consideration should be given to what return should be provided for the contributions of entities for the bid.

It is not possible for a budget to include anticipated donations or external funding; otherwise any unrealised donations would create budget deficits. However, an internally sourced budget can be supplemented by donations and external funding, in turn reducing the risk held by Scouts Australia/Host Branch.

## **Bid Funding**

### **Option 1: Full Bid Funding from National**

Scouts Australia provides a loan for the bid funding.

**If successful**, the loan is repaid on completion of the event to Scouts Australia plus an agreed interest. In addition, any fees and profit-sharing will be paid as prescribed in the Major Events Policy.

**If unsuccessful**, the loan will be written off.

### **Option 2: Full Bid Funding from the Host Branch**

The Host Branch will provide funding for the bid.

**If successful**, the funding required for the bid will be included in the budget for the event. It will be recouped through the successful delivery of the event.

**If unsuccessful**, the host branch be unable to allocate any revenue to offset the cost

### **Option 3: Shared Bid Funding from National and the Host Branch**

Scouts Australia and the Host Branch will agree to jointly fund the bid costs; whether 50%/50% or some other percentage. This agreement will include a formalised profit-sharing agreement in addition to any fees and profit-sharing prescribed in the Major Events Policy.

**If successful**, Scouts Australia and the Host Branch will recoup the funding for the bid at the conclusion of the event. This will be paid as per the formalised profit-sharing agreement set out prior to the bid.

If unsuccessful, Scouts Australia and the host branch will be unable to allocate any revenue to offset the cost.

### **Option 4: Shared Bid Funding from National, the National Rover Council, and the Host Branch.**

Scouts Australia, the National Rover Council, and the Host Branch will agree to jointly fund the bid costs; and agree between one another their percentage contributions. This agreement will include a formalised profit-sharing agreement in addition to any fees and profit-sharing prescribed in the Major Events Policy.

**If successful**, Scouts Australia, the National Rover Council, and the Host Branch will recoup the funding for the bid at the conclusion of the event. This will be paid as per the formalised profit-sharing agreement set out prior to the bid.

If unsuccessful, Scouts Australia, the National Rover Council, and the host branch will be unable to allocate any revenue to offset the cost.

### **Note 1: Branch Rover Council Seed Funding**

The BRC of the Host Branch may be in a position to support the funding of a bid. In this case, it is suggested that any funding provided by the BRC be used to offset any contribution the Branch would have made. It would be the responsibility of the BRC to agree with the Branch regarding any returns the BRC may be entitled to on the successful completion of the Event.

### **Note 2: Donations/Sponsorship Offset**

On receipt of any donations or sponsorship to support the bid costs, it would be necessary to agree how this will offset the contributions in a shared model. This is ultimately the responsibility of the parties entering into a shared agreement. Consideration could be given to:

- Offsetting the overall bid cost, thereby reducing the contributions of all parties
- Offsetting the contribution of the party where the contribution originated first.
- Repaying the oldest expenses first.

## Cash Flow Management

Promoting our bid will require considerable correspondence and networking with all NSOs around the world. Based on the bidding efforts of Ireland and Hungary for the 40th World Scout Conference in 2014, a typical bidding budget for a World Scout Moot will be in the vicinity of at least \$90,000.

### **FY 20/21** (\$1000)

Planning Meetings: \$1000

### **FY 21/22** (\$2500)

Planning Meetings: \$2000

Secretarial: \$500

### **FY 22/23** (\$19 000)

Planning Meetings: \$2000

Secretarial: \$2000

Bid Documentation: \$10 000

Translation Services: \$5000

### **FY23/24** (\$55 000)

Secretarial: \$2500

World Scout Bureau Site Inspection: \$5000

International Postage: \$10 000

World Scout Conference Participation Fees, Flights and Accommodation: \$25 000

World Scout Conference Display Stand Infrastructure: \$5000

World Scout Conference Promotional Displays and Team Clothing: \$5000

World Scout Conference NSO Handouts and Merchandise: \$5000

### **COVID19 Addendum:**

Planning meetings will need to be conducted online while travel and social distancing restrictions remain in place. To limit financial exposure, online meetings can be supplemented for face to face meetings on an ongoing basis.

### **Recommendations:**

1. Scouts Australia agree to fully fund expenses in FY 20/21 and FY21/21
2. Scouts Australia and the host branch agree to jointly fund the bid 50/50 from FY22/23
3. Any contributions made by the NRC are used to offset Scouts Australia's contribution, and any contributions of the Host Branch's BRC are used to offset the Host Branch's contribution.
4. A fixed interest rate be set as a return on bid funds expended by Scouts Australia and the Host Branch
5. Contributions made by the NRC and BRC entitle them to a pro-rata of agreed return.
6. Donations or sponsorship received by any party are used to pay expenses incurred by Scouts Australia in FY 20/21 and FY 21/22 in the first instance. After which donations or sponsorship received by any party offset the total bid cost.

## **External Funding**

*The report should document potential sources of external funding to subsidise the bid. Organisations such as Queensland Tourism should be consulted for the eligibility requirements for a funding application and confirmation of our eligibility. The report should document previous successful funding recipients and the amounts that were awarded for each organisation that is recommended. The report should discuss the success of not-for-profit non-government organisations in their application for funding historically to establish the feasibility of funding being offered to Scouts Australia.*



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 NRC Remote Meeting  
 16/07/2020

<b>Item Title</b>	Potential Changes to Membership Definitions – Rovers
<b>Information</b>	
<b>X Decision</b>	
<b>Document Author</b>	NRC Vice Chair
<b>Strategic Alignment</b>	Representation
<b>Consultation</b>	Relevant NAISC Paper was distributed to the BRCs and their feedback presented to NAISC. Discussions with NAISC as to how to ensure the primacy of Rovers positions as Youth Program participants is not lost in these changes.
<b>Implementation period</b>	

**KEY POINTS**

- Currently some Branches count Rover Scouts twice in their census data if they are also Leaders. The intention of the NAISC paper is to address this by defining Rovers as a subcategory of ‘Adult Member’ and to reinforce that Rover Scouts are adults capable of making informed decisions.
- NAISC is fully committed to working with us to ensure any concerns we have are addressed. It is not the intention of the paper to in anyway affect our place in the Youth Program or our training requirements.
- What they want is if we would support the paper in principle. Are we amicable to being redefined as ‘Adult Members’?
- Any proposed changes will be presented to the NRC for feedback and approval.

**BACKGROUND**

An item that came out of NAISC was a proposal to change the current membership definitions (original NAISC paper submitted alongside this paper). Specifically, the membership category of ‘Young Adult’, which Rover Scouts are currently defined as, was proposed to be removed and Rover Scouts would then be defined as a subcategory of ‘Adult Member’.

The reasoning behind this change is that WOSM bills Scouts Australia on a per member basis. Membership data collection is handled at a Branch level and in some Branches Rover Scouts who are also Leaders are counted twice. This is problematic for two reasons: 1) Scouts Australia’s census data is not accurate, 2) Scouts Australia is paying more than they should be.

## **AGENDA ITEM 8.1**

As the NRC representative to NAISC I distributed the paper to the BRCs and collated their feedback and concerns. Overwhelmingly the BRCs were concerned that this change may negatively affect the Rover Scout Section and this is the feedback I took to NAISC. The response I received from NAISC is that they are fully committed to ensuring the concerns of the Rover Scouts are addressed and in ensuring the position of Rover Scouts as participants of the Youth Program is not impacted. To that end I was asked to join the working group that was drafting the proposed changes.

What NAISC wants to know in order to proceed with this paper is if we will support this paper in principle. They have provided assurances that this change will not negatively affect us beyond a change in the name of our membership category.

### **ACTION REQUESTED**

It is recommended that the National Rover Council:

1. Support Rover Scouts being reclassified as 'Adult Members' in principle.

### **AMENDMENTS**



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 NRC Remote Meeting  
 16/07/20

<b>Item Title</b>	NRC Review Team Update – July 2020	
X	<b>Information</b>	
	<b>Decision</b>	
<b>Document Author</b>	NRC Review Team	
<b>Strategic Alignment</b>	Governance <ul style="list-style-type: none"> <li>• increasing grassroots understanding of the Council’s role</li> <li>• developing a productive NRC</li> </ul>	
<b>Consultation</b>	<ul style="list-style-type: none"> <li>• 2020 Conference workshops and discussions (14-16 Feb)</li> <li>• NSW BRC (13 June)</li> <li>• Meeting with NRC Chair and Adviser (17 June)</li> <li>• Review team survey (February-June 2020)</li> </ul>	
<b>Implementation period</b>	Final report is due ahead of the 2021 Conference.	

#### KEY POINTS

- The Review Team has met six times since the last Remote Meeting, plus a catch-up with the NRC Chair and Adviser to brief them on our plans going forward.
- Malcolm Richardson (Qld) has stepped down from the NRC Review. We note his contributions to the review.

#### NRC Conference:

- We have submitted a paper with recommendations for future NRC Conferences. The recommendations arise from observations of the 2020 Conference and the two workshops we hosted, discussions with BRC and former Conference delegates, international comparisons, and best practice research.
- The recommendations are related to pre-Conference induction, consultation on papers, making the Conference more accessible, and a greater focus on resource sharing and the NRC Strategic Plan.
- The recommendations can be implemented regardless of the 2021 Conference format.

#### Survey update:

- We have closed the survey and are moving to our analysis phase.

- We received more than 330 survey responses, split evenly between current and ex-Rover Scouts. This represents approximately 5 per cent of all Australian Rover Scouts.

Discussion paper:

- We will be releasing a discussion paper in July exploring the functions and structure of the NRC.
- We will invite all BRCs, Regional Rover Councils, Units, Rover Scouts, Rover Advisers, and any other NRC stakeholders past or present to make a written submission.
- Submissions will be due six weeks after the paper is released.
- The challenges facing the NRC are well known. Rather, we are seeking evidence-based submissions which provide solutions or suggestions.
- BRCs will be provided the paper for circulation, and it will be available on the Review Team website <https://rovers.scouts.com.au/nrc-external-review/>. We ask for all BRCs to help circulate the discussion paper as widely as possible.

Budget:

- As noted in our last report, the Review Team do not envision major costs in the next few months outside of the 2021 Conference.

Future direction:

- The Review Team will continue to bring proposals to the NRC to strengthen procedures. We are currently exploring alternative online meeting platforms (e.g. built in paper management, voting), NRC awareness building and engagement, Rover Scout exit surveys, and updates to the NRC purpose statement.

**BACKGROUND**

- The NRC Review Team was formed in April 2019 to address systemic issues facing the NRC. Further information about the review and the Review Team is available at <https://rovers.scouts.com.au/nrc-external-review/>

**ACTION REQUESTED**

It is recommended that the National Rover Council:

- Note this report.

**AMENDMENTS**

- N/A



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 NRC Remote Meeting  
 16/07/20

<b>Item Title</b>	NRC Conference feedback and recommendations	
X	<b>Information</b>	
	<b>Decision</b>	
<b>Document Author</b>	NRC Review Team	
<b>Strategic Alignment</b>	Governance <ul style="list-style-type: none"> <li>• nationally understood role of the NRC</li> <li>• NRC is dynamic and flexible in meeting needs of Rover Scouts</li> <li>• increase in Council member participation</li> <li>• establish relationships with external organisations</li> </ul>	
<b>Consultation</b>	<ul style="list-style-type: none"> <li>• 2020 NRC Conference attendees</li> <li>• Engagement with ACT, NSW, Vic. &amp; WA BRCs</li> </ul>	
<b>Implementation period</b>	July 2020 – Recommendations submitted Early 2021 – NRC Conference, Review Team final report due	

**KEY POINTS**

- The NRC Review Team have developed seven recommendations for future NRC Conference, based on observations, workshops and discussions from the 2020 Conference, and consultations with BRCs. The recommendations are included at **Attachment A**.
- The recommendations aim to improve the efficiency of the Conference, improve value for money, and support increased engagement with grassroots Rover Scouts and other key stakeholders.
- The recommendations are agnostic of the Conference platform or format and could be implemented regardless of how future Conferences are organised.

**BACKGROUND**

- The NRC holds an annual NRC Conference at the start of each year. Delegations from each BRC, the National team, and the New Zealand NRC are invited to attend.
- The Conference is used to elect the new Council Executive, present financial reporting, and proposed and discuss policies which impact Rover Scouts.
- The Conference is a significant expense for the Council – the 2019 Conference represented 81 per cent of the Council’s operation expenditure for 2019-2020. The Review Team’s recommendations are designed to provide greater value for money for future Conferences.

### AGENDA ITEM 8.3

- At the 2019 NRC Conference, a series of systemic issues facing the NRC were identified. As a result, the NRC engaged an external review team to examine the NRC, its function, processes and structures. Further information on the review and the Review Team can be found at <https://rovers.scouts.com.au/nrc-external-review/>
- The Review Team attended the 2020 NRC Conference using funding from the Rover Development. This expenditure was approved at the December 2019 NRC Remote meeting.
- The Review Team will submit their final report ahead of the 2021 NRC Conference.

### ACTION REQUESTED

It is recommended that the National Rover Council:

- Note the recommendations at **Attachment A**.

### AMENDMENTS

- N/A

## NRC Review Team – NRC Conference Recommendations

### Pre-Conference induction training

**Recommendation 1:** Organise a brief induction training package ahead of the Conference, covering the aims of the NRC, expectations of Conference attendees, and Conference procedure.

Unwillingness of new board and committee members to contribute to discussions is often attributed to a lack of understanding around the objectives of the board or committee, its background and culture, or how the board or committee functions.<sup>1</sup> An induction process can help new members to more easily and quickly grasp the process, procedures and objectives of the board or committee, which will help build comfort and confidence, making them more likely to contribute in a meaningful way.<sup>2</sup> Having first-time attendees arrive at the Conference fully understanding their role and Conference procedures will allow them to ‘hit the ground running’, save time during the Conference, and provide better value for money.

First-time attendees at the 2020 Conference raised in discussions with the NRC Review Team that attending the Conference for the first time was a daunting prospect. Much of the knowledge and processes of the NRC is assumed knowledge. The scope and responsibilities of the NRC are not always fully understood, creating confusion about which matters the NRC can vote on. While the presence of experienced delegation members (especially Branch Rover Advisers) provided some support, the first-time attendees felt they could have benefited from undertaking an induction process ahead of the Conference.

Ensuring first-time attendees have the skills and knowledge they need to contribute meaningfully during the Conference was also raised during several workshops:

- NRC Areas of Responsibility workshop: proposed developing a Delegate briefing kit or online training module to make NRC more effective and efficient.
- Grassroots Rovers’ Involvement in the NRC workshop: noted that many first-time attendees arrive without a clear understanding of Conference process (e.g. when a paper needs to be voted on or not, how to raise issues or objection).
- Function of NRC T&D & Training Opportunities workshops: suggested that ‘NRC Conference for Dummies’ material be prepared and circulated ahead of the Conference.

The National Rover Governance Review (2014) also recommended that the NRC hold a short induction session at the start of every face-to-face meeting (Recommendation 21).

Suggested topics to be covered during the training package include<sup>3</sup>:

- History and background of the NRC

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<sup>1</sup> Department of Local Government, Sport and Cultural Industries (WA) (2019) ‘Board induction process’ <<https://www.dlgsc.wa.gov.au/sport-and-recreation/organisational-development/governance/boards-and-directors/board-induction-process>>

<sup>2</sup> Institute of Community Directors Australia (n.d.) ‘Developing an effective induction process’ <<https://communitydirectors.com.au/help-sheets/developing-an-effective-induction-process>>

<sup>3</sup> Leading Governance (n.d.) ‘Board member induction checklist’ <<https://www.leadinggovernance.com/resource-public/people/board-member-induction-checklist>>

- Structure of the NRC
- Objectives and strategic direction of the NRC
- Issues facing the NRC
- Expectations of Conference attendees
- Relevant legal requirements (e.g. *Corporations Act*, Australian Charities and Not-for-profits Commissions Governance Standards)
- Contact information for Conference organisers
- Copies of key official documents (e.g. by-laws, policies)
- Conference procedures and decision-making process
- Terminology
- Review of recent Conference minutes

Ideally, the training should be structured, comprehensive, and practical.<sup>4</sup>

Depending on the structure and delivery method of the training, it could provide an opportunity for attendees from different Branches to meet and build relationships ahead of the Conference. It could also allow attendees to share their strengths and interests, which would later be useful when allocating project arising from the Conference<sup>5</sup>.

The organising of this training could be the responsibility of the NRC Training and Development Officer, with delivery delegated to a subject matter expert (e.g. governance experts, NRC Adviser, ex-NRC Chair). Existing training packings, such as the Good Governance series offered by WOSM Services (<https://services.scout.org/service/10>), could be incorporated into the training. The training package could be as simple as one to two hours online followed by questions and answers.

It may be possible to structure the training to satisfy units of competence offered by the Scouts Australia Institute of Training (SAIT), such as 'BSBG0V401 Implement board member responsibilities'. Recommendation 7 of the NRC 2018 Audit Report proposed offering SAIT accredited training to NRC Executives – we recommend widening this to include all Conference attendees.

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<sup>4</sup> Department of Local Government, Sport and Cultural Industries (WA) (2019) 'Board induction process' <<https://www.dlgsc.wa.gov.au/sport-and-recreation/organisational-development/governance/boards-and-directors/board-induction-process>>

<sup>5</sup> Institute of Community Directors Australia (n.d.) 'Developing an effective induction process' <<https://communitydirectors.com.au/help-sheets/developing-an-effective-induction-process>>

## Consultation and engagement with Rovers

**Recommendation 2:** Conference papers be publicly available to all Rover Scouts ahead of the Conference to allow sufficient time for BRC consultation to be undertaken.

**Recommendation 3:** An awareness campaign should be developed and delivered ahead of Conference which directs the Rover Scouts to raise issues with their BRC, propose papers for inclusion in the Conference, comment on proposed papers, or stand for election.

According to the Office of Best Practice Regulation<sup>6</sup>:

*A genuine consultation process ensures that you have considered the real-world impact of your policy options, and likely to lead to better outcomes and greater acceptance in the community, particularly among any stakeholders who may be adversely affected by the policy.*

During both consultations with BRCs and the Grassroots Rovers' Involvement in the NRC workshop, participants raised that in general papers brought to the Conference are brainstormed and drafted by Branch Rover Councils (BRCs) with limited input from the Rovers Scoutsthey represent. Several reasons for this have been raised, including:

- Lack of interest in Roving at the National level, which is believed to not impact individual Rovers Scouts
- Lack of understanding of the purpose and functions of the NRC
- Lack of understanding of the Conference process
- Lack of opportunity to comment, given that papers are often released only four weeks ahead of the Conference and often over holiday periods or during major national events.

We recommend that Conference papers should be available for all Rover Scouts to read and provide comments to their BRC, similar to the approach of the World Scout Conference<sup>7</sup>. Sufficient time should be allowed for genuine consultations to occur, noting that papers are often due shortly before the Christmas-New Years break. This will require that the deadline for papers to be brought forward earlier. Papers could be placed online behind the National Scout login if privacy was a concern. Recommendation 26 of the National Rover Governance Review (2014) recommended that upcoming agenda and papers be published online ahead of meetings and Conferences, and this change would reflect the recent decision to publish NRC papers and minutes online.

We also recommend that an awareness campaign is organised ahead of the Conference to build awareness amongst Rovers and to encourage them to either propose papers, comment on existing papers, or stand for election. The NRC Marketing Workgroup, led by the NRC Marketing and Public Relations Officer, may be well placed to take on this work. Increased publicity and heavy advertising ahead of the 2020 Conference saw all but one NRC Executive positions filled, with several positions having multiple candidates, and this good work should continue.

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<sup>6</sup> Department of Prime Minister and Cabinet (2016) 'Guidance Note: Best Practice Consultation' <<https://www.pmc.gov.au/sites/default/files/publications/best-practice-consultation.pdf>>

<sup>7</sup> [Wayback Machine](#)

Finally, we recommended that BRCs develop consultation processes to ensure that their Rover Scouts have an opportunity to provide considered input to the Conference. Consultation processes should be accessible to all, not burdensome on those making comments, and not be rushed. In some instances, it may be more appropriate to target consultations, such as by asking subject matter experts to comment on issues they have experience with or knowledge of.<sup>8</sup> Methods for consultation could include calls for submissions, workshops and focus groups, survey, and engagement at major events.<sup>9</sup> This will allow voting by the BRCs to reflect the views of their Rover Scouts.

*Note that increasing consultation with Rovers Scout is encouraged in the updated NRC paper template, which asks for details of the consultations undertaken in developing the proposals.*

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<sup>8</sup> Department of Prime Minister and Cabinet (2016) 'Guidance Note: Best Practice Consultation'  
<<https://www.pmc.gov.au/sites/default/files/publications/best-practice-consultation.pdf>>

<sup>9</sup> Community Planning Toolkit (2014) 'Community engagement'  
<<https://www.communityplanningtoolkit.org/sites/default/files/Engagement.pdf>>

## Public meeting

**Recommendation 4:** Trial virtual dial-in attendance at the Conference as a means of engaging with a wider range of stakeholders while keeping costs down.

**Recommendation 5:** Trial live streaming Conference plenary sessions to allow for greater participation and engagement.

Scouting@Home has demonstrated that great activities and constructive meetings do not require face-to-face participation<sup>10,11</sup>. The business of all governance bodies from Units right up to Branches have successfully taken place online. Rover Scouts have become accustomed and skilled at operating within a virtual environment, and this experience could be leveraged to improve the inclusivity of the Conference.

Offering virtual dial-in facilities would facilitate the inclusion of key stakeholders who otherwise would be unable to attend due to distance or cost, including Branch Venturer Councils, Girl Guide Olaves, other youth organisations, and the New Zealand NRC. It was raised during the 2019 Conference (Plenary Session 3) that attending the NZ NRC in-person does not represent value for money. Inviting observers to dial-in, such as the NZ NRC, allow key stakeholders to share their experienced and offer the NRC new perspective, while also building closer partnerships.

It was agreed during the 2020 Conference (Plenary Session 3) to investigate the feasibility of funding the NRC Chair to attend another NRC equivalent with the Asia-Pacific Region. Dial-in facilities could allow Asia-Pacific NRC equivalents to participate in the Conference to share ideas and built relationships. This could also provide an opportunity to support and mentor Rover Scouts in Council of South Pacific Scout Associations (CSPSA) nations, which is a priority for Scouts Australia<sup>12</sup>.

We further recommended that the NRC trial live streaming Conference proceedings. Opening meetings to the public “offer[s] a good opportunity to increase public understanding and engagement relating to the issues decision-makers are grappling”<sup>13</sup>, and allow stakeholders to understand how decisions are made<sup>14</sup>.

Some BRC meetings are open for all interested Rover Scouts to attend<sup>15</sup>, while the Conference is seen as closed gathering accessible only by Rover Scouts who hold senior elected office. BRCs raised that opening up the Conference proceeding could improve understanding of the NRC among Rover Scouts and drive engagement. Live streaming is not a unique proposition within Scouting – the World Scout Conference streams their triennial Conferences on YouTube<sup>16</sup>.

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<sup>10</sup> ACT Rover Scouts [Facebook page](#)

<sup>11</sup> WA Rovers [Facebook page](#)

<sup>12</sup> (2019) 'Welcoming new International Appointments' <<https://scouts.com.au/blog/2019/06/26/welcoming-new-international-appointments/>>

<sup>13</sup> Institute for Local Government (2013) 'Promotion effective public participation at governing body meetings' <[https://www.ca-ilg.org/sites/main/files/file-attachments/public\\_meeting\\_piece\\_final\\_cp.pdf?1392852838](https://www.ca-ilg.org/sites/main/files/file-attachments/public_meeting_piece_final_cp.pdf?1392852838)>

<sup>14</sup> Know Your Council (n.d.) 'Guide to Councils: Council meetings' <<https://knowyourcouncil.vic.gov.au/guide-to-councils/how-councils-make-decisions/council-meetings>>

<sup>15</sup> NSW State Rover Council (2017) 'Constitution', s.5.1.7

<sup>16</sup> WOSM (2017) '41st World Scout Conference – Session 1' <<https://www.youtube.com/watch?v=IVselqxeCQA&list=PLyXFqYLOH2EM-0w31KNTpxz6ROi6wLeJg>>

## Resource sharing

**Recommendation 6:** There should be a greater focus on resource sharing during the Conference, including successful initiatives or ongoing challenges.

The National Rover Governance Report identified that the Conference has the potential to become an incubator for great ideas and the sharing of resources between Branches<sup>17</sup>:

- *Recommendation 10 – the NRC should devote resources to developing Branch, Region and Crew-level program support material and guidelines across all areas of the program.*
- *Recommendation 12 – NRC processes should encourage innovation in how Branches deliver the National program, and these innovations should be shared with the Council.*
- *Recommendation 13 – Verbal Branch reports at NRC should be replaced with a session where each Branch is given 10 minutes to share... a successful initiative from the last year*

The sharing of resources and lessons learned was considered a strength of the NRC during both the NRC Areas of Responsibility workshop and the Grassroots Rovers' Involvement in the NRC workshop. 42.4% of respondents to the Review Team survey said that the NRC should be responsible for the quality of the Rover Scout youth program.

While there are opportunities for Branches to share resources during Branch reports, there is the potential for further opportunities. These could include:

- A greater focus on lessons learned during Branch reports
- Dedicated plenary time for each Branch to present on a project it conducted
- Printed resources from each Branch displayed in common areas to share ideas and encourage discussion
- Workshop sessions dedicated to sharing and developing resources

These opportunities should focus not just on successes, but also what can be learned from failures. By only discussing successful projects, organisations are more likely to make the same mistakes in similar situations<sup>18</sup>.

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<sup>17</sup> Toby Philips (2014) 'National Rover Governance Report', pp. iv-v

<sup>18</sup> Project Management Institute (2006) 'Lessons learned: taking it to the next level.

<<https://www.pmi.org/learning/library/lessons-learned-next-level-communicating-7991>>

## NRC Strategic Plan

**Recommendation 7:** The NRC Strategic Plan should be reported against during the Conference, and should underpin all other agenda items and discussions

According to the Australian Institute of Company Directors:

*“Developing and implementing strategy is an ongoing process. A board cannot just ‘set and forget’. Rather, a board must regularly review and assess the implementation of the organisation's strategy...”<sup>19</sup>*

The NRC Strategic Plan is normally reviewed by the newly elected Executive shortly after the Conference, and reports by NRC Executives during the opening plenary are structured around the goals of the Strategic Plan. However, we see value in the Strategic Plan having more focus during the Conference to ensure that all work undertaken by the NRC is contributing to the realisation of their goals.

Workshops or plenary sessions should be organised which examine the progress of the NRC in achieving its strategic plan and propose amendments or additions to the current strategic goals.

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<sup>19</sup> Australian Institute of Company Directors (2016) ‘Strategic plan development: Role of the board’  
<[https://aicd.companydirectors.com.au/~media/cd2/resources/director-resources/director-tools/pdf/05446-5-14-mem-director-rob-strategic-plan-development\\_a4-web.ashx](https://aicd.companydirectors.com.au/~media/cd2/resources/director-resources/director-tools/pdf/05446-5-14-mem-director-rob-strategic-plan-development_a4-web.ashx)>



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 NRC Remote Meeting  
 16 July 2020

<b>Item Title</b>		ACT Branch Report
X	<b>Information</b>	
	<b>Discussion</b>	
	<b>Decision</b>	
<b>Document Author</b>		ACT NRC Delegate – Lachlan Court

Training

Training Officer Matt Court pushing completion of e-learning modules and Scouting on Demand resources.

Advanced core course scheduled for August 8<sup>th</sup>, hopefully face to face pending the lifting of further restrictions.

Program

Program Officer Nick Gardiner has been trialing Scouts | Terrain with Bethungra Rover Unit prior to its upcoming release

Units have been opening their virtual meetings up to other Branch Units with some success  
 Gradual lifting of restrictions has allowed some Units to run meetings face to face

Governance

Branch Rover Council and BRC Executive meetings continue to be hosted online to great success.

Sam De Rota has stepped down from his position as ACT NRC Delegate in light of his election as NRC Secretary. Lachlan Court was elected to take his place and represent ACT BRC at the National Rover Council

BRC financing a full Zoom account to be used for weekly Unit meetings and BRC Meetings.

Marketing

Continued strong growth in reach for our Facebook page, Instagram, and YouTube channel  
 BRC wrap-up ('CREW Report') continues to be posted to YouTube following BRC meetings, promoting BRC to grass-roots Rovers

Program idea resources being posted publicly

Learning(s)

Conducting meetings remotely has surprising benefits such as reviewing and amending policies using the screenshare feature which everyone can clearly see and contribute to

Sustainable Development Goals and Carbon Emission Reduction Action

SDG #4 – Quality education:

Ensuring that the virtual programs delivered in our Units meet the education value of Scouting as a whole

SDG #11 – Sustainable Cities and Communities and SDG #12 – Responsible Consumption and Production

Running a second-hand clothing drive for bushfire victims on the NSW South Coast to assist the community and reduce clothing waste

General

Check out our Social Media!

<https://www.facebook.com/actroverscouts/>

<https://www.instagram.com/actrovers/>

<https://www.youtube.com/channel/UCdlMeglOypdDKun9V55I9g>

**ACTION REQUESTED**

It is recommended that the National Rover Council:

Note this report

**ATTACHMENTS**

Nil



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 NRC Remote Meeting  
 [16 July 2020]

<b>Item Title</b>		New South Wales Branch Report
X	<b>Information</b>	
	<b>Discussion</b>	
	<b>Decision</b>	
<b>Document Author</b>		Monica Gonzalez – NSW NRC Delegate

Training

We’ve had a few hiccups in our 2020 training due to complications associated with COVID-19. We are super excited however, to have a non-residential BPS and APS training weekend planned for early August. There’s also planning underway for facilitating a Mental Health First Aid training course in the coming months.

Program

We’ve recovered possession and begun refurbishments on our old entertainment team stage trailer. Hopefully they’ll soon be events at which it can be shown off in its full glory.

Governance

The SRC is formulating a working group for discussions and initiatives focused on consent and sexual assault awareness.

Marketing

The NSW Rovers website has had a face lift with updated information. Feel free to have a look for the sake of our Marketing Man’s many hours of work: <https://nsw.rovers.com.au/>

Learning(s)

#BLM

Sustainable Development Goals and Carbon Emission Reduction Action

We’ve had significant success with our remote meetings, particularly with regards to efficiency, reduced use of resources and reduced carbon emissions for those attending. As such, we will be looking into continuing these meetings into the future.

**ACTION REQUESTED**

It is recommended that the National Rover Council: Note this report.



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 NRC Remote Meeting  
 16 July 2020

<b>Item Title</b>		South Australia Branch Report
X	<b>Information</b>	
	<b>Discussion</b>	
	<b>Decision</b>	
<b>Document Author</b>		Thomas Milham – SA BRC Chairman

Training

- Very little training undertaken since early 2020 due to limited courses on offer by SA Branch. Advertising upcoming training opportunities via BRC and Rover Update emails.

Program

- The old program BPSA cut-off date is 31<sup>st</sup> July 2020.
- SA BRC is requesting that all Rovers are mapped to the program by August 31<sup>st</sup> 2020, otherwise they will not receive the subsidised badges from SA Branch.
- Planning for major events is underway again, with a joint Venturer/Rover weekend camp activity under consideration for late 2020.

Governance

- The Rover Scouts SA Strategic Plan 2020 – 2025 has been approved by the BRC at the July 2020 meeting. Thank you to everyone that has helped us develop the strategic plan, I'm grateful for your input and sharing of resources.
- BRC Executive has recently evaluated its effectiveness and functionality due to feedback raised by a delegate at the June 2020 meeting.
- Program Officer has stepped down due to over commitment.

Marketing

- Attempting to work with SA HQ to have banner and other advertising produced for the Rover Section.
- Successfully sourced the full set of 'Rover Scouts SA' logos from the National Office which has been made available for Rover Unit Leaders via Microsoft Teams.
- Greater communication with the SA Venturer Section team regarding retention and collaboration.

Learning(s)

- You can't solve the world's problems by yourself.

Sustainable Development Goals and Carbon Emission Reduction Action

- Since COVID-19, all meetings have been online. We wish to maintain online options to reduce the environmental impacts caused by transportation, in particular, for small committees and project patrols. We are also exploring options for live-streaming Branch Rover Council meetings for observers to view.

General

- Thankful for the support from the NRC Team and the BRC Chairs team, they've all provided a lot of support over the past few months.

**ACTION REQUESTED**

It is recommended that the National Rover Council:

Note this report.

**ATTACHMENTS**

None



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 NRC Remote Meeting July  
 16/07/2020

<b>Item Title</b>	QLD Branch Rover Council Report	
X	<b>Information</b>	
	<b>Discussion</b>	
	<b>Decision</b>	
<b>Document Author</b>	QLD BRC Chair – Brendan Wilson	

**KEY POINTS**

Training

- nil

Program

- Keen for the new Digital Platform

Governance

- Struggling to appoint people to positions and finding it difficult to do things when your short these people. A few different projects have come up that would be brilliant and perfect to have running, however they're all on a back burner until we have someone appointed.
- Decided to rock the boat on a number of policy decisions in Queensland, which are looking promising.

Marketing

- We broke the website. Merch is offline indefinitely.
- Still no Marketing Officer.

Learnings

- NOC is an interesting beast

General

- We had only 10% of the budgeted number of Rovers apply for our hardship sponsorship. And even fewer of those successful respond with their confirmed details.



**SCOUTS AUSTRALIA  
NATIONAL ROVER COUNCIL**

NRC [Conference / Remote Meeting], [Location]  
[DD Month YYYY]

<b>Item Title</b>		Tasmanian Branch Report
X	<b>Information</b>	
	<b>Discussion</b>	
	<b>Decision</b>	
<b>Document Author</b>		Owen Holloway (TasBRC: Chair), Narelle Ball(TasBRC: Delegate)

Training

Very quiet on the training front, however I will note that there are some excellent training courses being offered for project management with no cost that may be worth looking into for assessment by RPL where appropriate.

Program

We are currently working to get all Units transitioned over to The Program. This is proving a very difficult process with fairly poor branch support. An example of this is the branch teleconference training not being communicated to units till after the first session. I am hoping that the release of the new online app we will be able to see better uptake due to accessibility of resources.

Governance

TasBRC has had one general meeting since the last NRC remote meeting. They have both consisted of fairly large changes to the way that the TasBRC functions. We have a budget for the first time since the 2017/18 term and it is balanced which signals the end of the TasBRC budgetary problems. This was able to be completed in part due to the changes made to the funding model for the conference at the last NRC remote meeting. Our fully worked budget can be seen [here](#) which has been based upon the [final report](#) of the financial stability committee.

On the Rona front, we have been successfully supporting all but one group on their return to face to face with resources and training to make them ready for a face to face return. This has included making sure as restrictions change each unit is brought up to speed for what this means for them.

I have also reopened the can of worms that is the BC position. The current package of works is to abolish the position and replace the BRC in its stead. The argument behind this being that BC's have the warrant of leadership over their section and for Rovers this is replaced by

the body of the BRC. This brings the BRA and Chair/Vice-Chair into a relationship of better understanding with who gets communication directly from the branch.

Marketing

Our new PR officer has been working well with the marketing sub-committee. I have also started a project to understand where we are drawing Rovers from and try to identify some good places to target along with bringing the leaders in the state back on side as we've been saddled with some unfair stigma for some time.

Learning(s)

- Global pandemics are still pretty rough when you are mid BRC term
- Having a direct line to the Branch Executive Council has been extremely helpful, and this should be formalised if at all possible

General

In other excellent news a Rover Unit is well on the way to be started in the South of the state which will (briefly) bring the state to 8 Units. Unfortunately this coincides with the potential suspension of a Unit due to low numbers.

**ACTION REQUESTED**

It is recommended that the National Rover Council:

**ATTACHMENTS**



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 NRC Remote Meeting  
 16/07/2020

<b>Item Title</b>	Red Shoulder Badges for Rover Unit Leaders	
	<b>Information</b>	
<b>X</b>	<b>Decision</b>	
<b>Document Author</b>	NRC Chair - Ezgi	
<b>Strategic Alignment</b>	Governance and representation	
<b>Consultation</b>	NRC out of session feedback. Further consultation to be had with BRCs through this paper.	
<b>Implementation period</b>	Paper to be submitted to November NOC, for implementation from January 2020.	

**KEY POINTS**

- Rover Advisers get Red Shoulder badges as leaders in the section, but Rover Scout Unit Leaders are currently ineligible.
- This is inconsistent with other section leaders, especially for Unit Leaders who are also completing Basic training to take on their role.
- Red shoulder badges for Unit Leaders will truly recognise Rovers for the leaders they are, and bring us in line with all other sections.

**BACKGROUND**

P&R Rule 14.4.7.8 outlines that shoulder badges may be worn by Leaders in the following way:

*“8. Subject to Branch Chief Commissioner approval, leaders may wear shoulder badges to designate their Section or Formation:*

- Joey Scout Leaders - A badge with a Scouts Australia logo-emblem on a tan background with the words Joey Scout on the outer edge*
- Cub Scout Leader - A badge with a Scouts Australia logo-emblem on a yellow background with the words Cub Scout on the outer edge*
- Scout Leader - A badge with a Scouts Australia logo emblem on a green background with the words Scout on the outer edge*
- Venturer Scout Leader - A badge with a Scouts Australia logo-emblem on a maroon background with the words Venturer Scout on the outer edge*
- The Scout Association of Australia*

- f) *Rover Adviser - A badge with a Scouts Australia logo emblem on a red background with the words Rover Scout on the outer edge*
- g) *Leaders at Group level - A badge with a Scouts Australia logo-emblem on a white background with the word Group on the outer edge*
- h) *Leaders at District level - A badge with a Scouts Australia logo-emblem on a light blue background*
- i) *Leaders at Region and Branch level - A badge with a Scouts Australia logo-emblem on a purple background."*

The Rover Scout section represents the pinnacle of "youth leading, adult supporting" within Scouts Australia. This is a core element of the Scout Method, and this therefore should be reflected by and recognised in Scouts Australia Policy & Rules.

Unit Leaders provide leadership and direction for the section at the Unit level, and they are well supported by their Unit Rover Advisers. As such, we believe it is important that they receive the same level of internal and external recognition of leadership as other sections for the work they do.

The above extract of P&R shows the current wording, which limits the wearing of red shoulder badges to Rover Advisers only. We suggest that the wording is expanded to something along the lines of "Rover Scout Unit Leader and Adviser - ...". This would enable R14.4.7.8 to be applicable to Unit Leaders who meet the eligibility criteria, subject to Chief Commissioner approval.

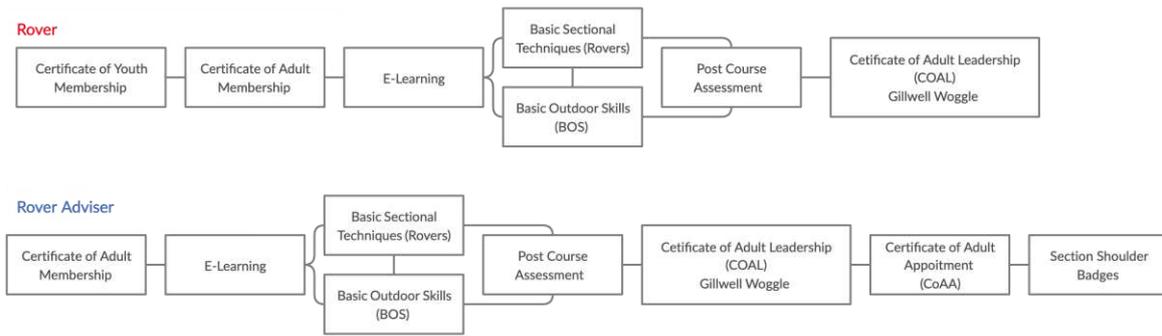
### **What is the eligibility criteria?**

The term 'Leader' is defined in P&R as:

***Leader** - An adult holding a Certificate of Adult Membership, Certificate of Adult Leadership and a Certificate of Adult Appointment in Scouts Australia. Starts with a capital letter when referring to a specific title e.g. Patrol Leader."*

A Unit Leader would need to complete their basic training to hold a Certificate of Adult Leadership, and also receive a Certificate of Adult Appointment (CoAA) from their Branch to technically meet this eligibility criteria. This is illustrated below, showing:

1. The current process for Unit Leaders
2. The current process for Rover Advisers



There may be reluctance from some Branches to update their membership systems to begin awarding a CoAA for a position which can be held for as little as 6 months. If endorsed, a discussion would need to happen with the NOC to find the most suitable way to achieve this outcome. For this to happen, we may need to propose another ‘definition’ in P&R for “Leaders” which is applicable to the Rover Scout section (e.g. Young Adult Leaders, or Unit Leaders in the Rover Scout section), or agree in principle to a different eligibility criterion for the Rover Scout section. What this will look like exactly will need further workshopping with Branch Chief Commissioners and the National Adults in Scouting Committee.

**Badge design**

Another consideration is how red shoulder badges will look on red shirt shoulders. We may need to ascertain the current Scout Shop stock levels, and redesign the badge for the next production run. This redesign should be simple, so it fits in with the design of shoulder badges for other sections, and could be as simple as changing to a blue stitched border to make the badge more visible on a Rover Scout shirt.

**ACTION REQUESTED**

It is recommended that the National Rover Council:

- Endorse a paper to be submitted to the NOC in November 2020 which seeks to amend Scouts Australia’s P&R, allowing Unit Leaders to wear red shoulder badges alongside Rover Advisers.
- Propose to the NRC, and then NOC, a simple redesign of the red shoulder badges to ensure they are not lost when viewed on the red shoulder yokes. This will accompany the paper above.
- Obtain current stock levels and cost differences associated with changing the design of the red shoulder badges.

**IMPLEMENTATION PLAN**

<b>Lead</b>	NRC Chair - Ezgi
<b>Assists</b>	N/A
<b>Cost</b>	Nil
<b>Risks</b>	Difficulties with Branch systems registering Rovers with a Certificate of Adult Appointment to make them eligible for this change.

<b>Milestones</b>	October: paper submitted to NOC November: NOC decision made As this proposes a change to Scouts Australia P&R, it will need to go through the NEC after NOC – this date is TBC
<b>Outcomes</b>	Greater external recognition of Rover Scouts as leaders in a youth-led section. Provides the same respect for leadership positions as other sections.

**AMENDMENTS**

Nil

**NATIONAL ROVER COUNCIL: BUDGET 2020/21**

	2018/19 Actuals			2019/20 Actuals			2020/21 Budgeted			2020/21 Forecast		
<b>NRC Operational Account</b>												
<b>Operational Income</b>												
	Fee	# Rovers	Income	Fee	# Rovers	Income	Fee	# Rovers	Income	Fee	# Rovers	Income
NRC Levies	\$ 4.30	3054	\$ 13,132.20	\$ 4.30	3130	\$ 13,459.00	\$ 4.30	3067	\$ 13,188.10	\$ -	3067	\$ -
NRC Conference Observers and guests			\$ 14,578.15			\$ 1,970.31			\$ 18,500.00			\$ 4,860.00
Conference flight reimbursement												\$ 9,450.00
Bank Interest			\$ 920.10			\$ 463.85						
Term Deposit Interest												
Grant from National												
Other Income												
<b>Total</b>			<b>\$ 28,630.45</b>	<b>\$ 15,893.16</b>			<b>\$ 31,688.10</b>			<b>\$ 14,310.00</b>		
<b>Operational Expenditure</b>												
			Expense			Expense			Expense			Expense
Accounting and Audit									\$ 300.00			\$ 300.00
NRC Conference (Delegations)			\$ 14,578.18			\$ 4,867.61			\$ 18,500.00			\$ 9,900.00
NRC Conference attendance												\$ 9,800.00
NRC Conference (NRC + NAT)			\$ 2,721.84			\$ 2,650.66			\$ 3,900.00			\$ 6,500.00
NRC Conference travel												\$ 500.00
NRC Executive Meetings			\$ 3,887.15			\$ 3,185.62			\$ 6,500.00			\$ 500.00
Training and Development						\$ 159.79			\$ 500.00			\$ 1,000.00
Operations			\$ 85.68			\$ 400.00			\$ 1,000.00			\$ 660.00
Contingency									\$ 660.00			\$ 660.00
<b>Total</b>			<b>\$ 21,272.85</b>	<b>\$ 11,263.68</b>			<b>\$ 31,360.00</b>			<b>\$ 28,660.00</b>		

Notes

\$180\*27 for guests, branch observers and advisers

\$350\*27 for guests, branch observers and advisers

as per budget

\$180\*55 for exec, delegates, POs, and review team

\$350\*28 flights for exec, delegates, POs, review team

as per budget

as per budget

as per budget

as per budget

<b>Budget Adjustments</b>			
Prior Year Income			
Prior Year Expenditure		\$ 3,326.46	
<b>Adjustment Net Result</b>		<b>-\$ 3,326.46</b>	

<b>Surplus / Loss (Operational Account)</b>			
Total Income	\$ 28,630.45	\$ 15,893.16	\$ 31,688.10
Total Expense	\$ 21,272.85	\$ 11,263.68	\$ 31,360.00
Net Result Excluding Adjustments	\$ 7,357.60	\$ 4,629.48	\$ 328.10
<b>Net Result</b>	<b>\$ 4,031.14</b>	<b>\$ 4,629.48</b>	<b>-\$ 14,350.00</b>

<b>Rover Development Fund</b>												
<b>Rover Development Fund Income</b>												
	Fee	# Rovers	Income	Fee	# Rovers	Income	Fee	# Rovers	Income	Fee	# Rovers	Income
Moot Buddies	\$ 1.00	3054	\$ 3,054.00	\$ 1.00	3130	\$ 3,130.00	\$ 1.00	3067	\$ 3,067.00	\$ 1.00	3067	\$ 3,067.00
Investment Income			\$ 10,956.54			\$ 3,388.68						
ATO Credits												
Franking Credits - Received			\$ 730.87									
Franking Credits - Receivable						\$ 10,000.00						
APR Scholarship refund												
<b>Total</b>			<b>\$ 14,741.41</b>	<b>\$ 16,518.68</b>			<b>\$ 3,067.00</b>			<b>\$ 3,067.00</b>		
<b>Rover Development Fund Expenditure</b>												
			Expense			Expense			Expense			Expense
Accounting and Audit Fees									\$ 250.00			\$ 250.00
Recurring Projects												
National Admin Fee						\$ 10,200.00			\$ -			\$ 2,000.00
Moot Buddies						\$ 500.00			\$ 1,700.00			\$ 2,435.00
Rover Challenge			\$ 650.00			\$ 10,000.00			\$ 1,800.00			
APR Scholarships												
One-off Projects									\$ -			
Branch Rover Flags									\$ 500.00			
<b>Total</b>			<b>\$ 650.00</b>	<b>\$ 20,700.00</b>			<b>\$ 4,250.00</b>			<b>\$ 4,685.00</b>		

as per budget

Max allowable

Incorrectly omitted from budget approved at conference

<b>Surplus / Loss (Rover Development Fund)</b>			
Total Income	\$ 14,741.41	\$ 16,518.68	\$ 3,067.00
Total Expense	\$ 650.00	\$ 20,700.00	\$ 4,250.00
<b>Net Result</b>	<b>\$ 14,091.41</b>	<b>-\$ 4,181.32</b>	<b>-\$ 1,183.00</b>

<b>Conference Costing</b>			
<b>Pure Expenditure</b>			
exec	5		
delegates	16		
POs	4		
review team	3		
	28		
<b>Collect Costs</b>			
NAT Team		3	
Other Guests		3	
Observers & A		21	
		27	



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 NRC Remote Meeting  
 [16.07.2020]

<b>Item Title</b>	<i>Rover Reflection Book</i>	
x	<b>Information</b>	
	<b>Decision</b>	
<b>Document Author</b>	<i>Georgia Sands (NRC D+I officer)</i>	
<b>Strategic Alignment</b>	<i>Supporting the delivery of quality Rover program which aligns with the youth program, focusing on spirituality.</i>	
<b>Consultation</b>	<i>D+I working group, NRC Vice-Chair consultation, BRC implementation at major events.</i>	
<b>Implementation period</b>	<i>Develop Marketing Resources (1 Month), Promote at major events and online platforms (1-7 Months), receive submissions (1-7 Months), format submissions into book form (7 Months), publish book online and in scout shop (8 Months).</i>	

**KEY POINTS**

- *The development of a Reflection Book for Rovers by Rovers to be distributed across Australia for all Rovers to utilise in areas of spirituality.*
- *The D+I working group will open submission to all Australian Rovers and combined submissions into a Book.*
- *Each page will have: reflection submission, Rovers name and Rover Unit*
- *The Goal is to receive 100 submissions by February 2021 with the help of BRC's promoting the project.*

**BACKGROUND**

- *Spirituality is an important part of the Youth Program. Within the Rover Section is it not an area of development that is heavily focused on and the internal compass resources are not utilised as much as they could be in the Rover Section.*
- *At the NRC conference 2020 the Rover Prayer Workshop discussed transitioning from a religious based prayer to a spiritual reflection that is more inclusive for all members.*
- *For a while there has been discussion around a new Rover reflection be written that can apply to all Rovers, this is difficult as spirituality is not the same for everyone.*

**ACTION REQUESTED**

It is recommended that the National Rover Council:

- *Ask that each BRC support this project and promote it within their Branch*

**IMPLEMENTATION PLAN**

<b>Lead</b>	<i>NRC D+I Officer</i>
<b>Assists</b>	<i>D+I working group and NRC Vice Chair</i>
<b>Cost</b>	<i>Nil to publish book online. Further investigation to be done for book to be printed hard copy and sold on Scout Shop Online Store. Possible incentive to of a free hard copy to Rovers that submit a reflection.</i>
<b>Risks</b>	<i>Push back from Branches not wanting to move away from the Traditional Rover Prayer.</i>
<b>Milestones</b>	<i>Develop Marketing Resources (August 2020), Open online form for submissions (September 2020) Promote at major events and online platforms (QMoot - October 2020, Surfmoort - January 2021, Rovers Australia Facebook Page - September 2020 to February 2021 and other suggestions), receive submissions (February 2021), format submissions into book form (March 2021), publish book online and possibly in scout shop (April 2021).</i>
<b>Outcomes</b>	<i>A Reflection Book for Rovers by Rovers</i>

**AMENDMENTS**

- *N/A*



**SCOUTS AUSTRALIA**  
**NATIONAL ROVER COUNCIL**  
 NRC Remote Meeting  
 16/7/2020

<b>Item Title</b>	New NRC Logos	
	<b>Information</b>	
<b>X</b>	<b>Decision</b>	
<b>Document Author</b>	Jake Goodall (NRC Marketing and Public Relations Officer)	
<b>Strategic Alignment</b>	Marketing	
<b>Consultation</b>	The NRC Marketing Sub-Committee	
<b>Implementation period</b>	Implemented after NST Approval	

**KEY POINTS**

- Scouts Australia has allowed groups and committees to have their own logos.
- I have gained approval from the National Support Team and the Brand, Marketing and Communications Committee
- Once the logo has been approved it will be placed on all NRC communications including not limited to email signatures, minutes, agendas, papers e.t.c
- These logos have been in line with the Scouts Australia National Brand Manual
- If branches would like their own BRC/Region/District/Unit logos I am more than happy to assist

**ACTION REQUESTED**

It is recommended that the National Rover Council:

- Approve the NRC Logo to go to NST for final approval.
- Once approved by NST approve to be placed on all communications and documents concerning the National Rover Council including but not limited too: email signatures, minutes, agendas, papers e.t.c – NRC Secretary to action once approved.

