



**SCOUTS AUSTRALIA
MINUTES FOR THE 481ST MEETING OF THE
VICTORIAN ROVER COUNCIL
HELD AT VICTORIAN ROVER CENTRE
WEDNESDAY, 25TH AUGUST 2021, AT 7:30PM**

1 Welcome		
1.1	Flag Break	Kieron Younger
1.2	Attendance & Apologies Apologies –	Maddy Packer
1.3	Acknowledgement of Country Scouts Victoria acknowledges the Australian Aboriginal and Torres Strait Islander peoples of this land. We acknowledge the traditional custodians of the lands on which this event takes place. We pay our respects to ancestors and Elders, past and present. We are committed to honouring Australian Aboriginal and Torres Strait Islander peoples’ unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.	
1.4	Conflict of Interest –	
2 Congratulations, Guest Speakers, Presentations and Formal Thanks		
Good on Ya Mate – Council acknowledges and thanks the exceptional contributions to Rovering over the past month.		
Guest Speakers – Jon Willis, <i>Chief Director – Vic Jam</i> enquiries@vicjam.com.au		
3 Items for Consent		
3.1	Minutes of the previous VRC Meeting	Kieron Younger
	Motioned: Plenty Valley Seconded: Melbourne Passed.	
3.2	Correspondence	Maddy Packer
	Nil.	
3.3	VRC Financial Report	Jody Freeman
	Nil.	
3.4	Decisions of the VRC Chair to be ratified	Kieron Younger
	a) Mafeking Chair That Charmaine Beggs will be ratified as the Chair for the Mafeking Rover Park Management Group Motioned: Bays Seconded: Gippsland Passed.	
	b) Rover Scout Motorsport Chair That Mitchell Hanger will be ratified as the Chair for the RSM Committee Motioned: Plenty Valley Seconded: Melbourne Passed.	
	c) Mudbash Chair That Nikaiya Marr Stout will be ratified as the Chair for the Mudbash Committee Motioned: Gippsland	

Seconded: Melbourne Passed.	
3.5	Regions
N/A	

4 Office Bearers Reports	
4.1	Kieron Younger
<p>As we pass the 200th day in hard lockdown I would like to point out the highlights that we achieved over the last 30 days.</p> <ul style="list-style-type: none"> ◆ Our membership is steady with a total as of 1,365 ▲ 5(0.4%), as of Sunday 22/08. We are in the most challenging of times that Scouting has faced in a very long time, but somehow our membership is still growing. That's because we have strong sense of community and connection, we need to continue encouraging that, and more importantly, promote that to our other sections and wider community. ◆ Our metro region's gatherings are growing in attendance compared to July's meetings. ◆ Our Rover motor sport team ran a successful event at Mafeking. I was able to visit the event and I am proud to see how quickly RSM reacted to lifting of the restrictions in running Round 3 in under a working week. ◆ We have the Rover Plasma Challenge! It's a fantastic opportunity to make a group booking and see some of your fellow Rovers face to face donating blood. <p>Whether this is your first time on a committee, or you are a veteran of the Rover Section in multiple portfolios, I am inviting you to attend YOU Day, "Your Opportunities Unlimited".</p> <p>YOU day is a special induction and training day for all parts of the Rover Scout Section operations, regardless of your position and there is a lot to gain from attending this day.</p> <p>When: Sunday 19th September, subject to change (Covid pending) Time: 9 AM – 4PM. Where: Victorian Rover Centre Book your spot via the online ticketing system. https://bit.ly/VicRoversYOU21</p> <p>To keep you in the loop, I had a Meeting with the chief and deputy chief commissioner last Tuesday.</p> <p>Finally, congratulations to Emma Watson. Also, Congratulations to Rover scouts and supporters on being awarded adult recognition awards.</p> <p>Email at: chairman@vicrovers.com.au</p>	
4.2	Hamish Beshara
<p>This month, in consultation with the Region Chairs, a response paper to 'Report into the Potential VRC No Confidence Motion' has been drafted and has been submitted to the VRC for information. The Region Chairs believe that there were several contributing factors missed from the report and several vital interviewees who were not consulted in the preparation of the report that may have changed the published content. The main concerns Regions Chairs had with the content of the report are discussed, please see the VRC minute attachment. The intention behind this response paper isn't to linger on past issues, but to correct the record and allow for the adoption of the report's recommendations. The Region Chairs thank Paul for his work in preparing this report and for providing recommendations for us to consider.</p> <p>The Region Chairs and I have reviewed the recommendations presented in the report and have selected four to be</p>	

adopted. These recommendations are tabled this month for consultation prior to being voted on at the September VRC meeting.

If you have any questions or feedback regarding the contents of the papers submitted this month, please let me know and we can discuss.

Email at:

deputy.chair@vicrovers.com.au

4.3 Assistant Chair

Matthew Barnes

We have amended the active rover confirmation letter to include a signature line. This form will be available from the Rovers Victoria website as well as being distributed at the conclusion of Elections. A reminder that this form will need to be completed by the persons unit and then sent on the relevant Adviser.

For all covid concerns, please contact the State Covid team at coronavirus@scoutsvictoria.com.au, the information is usually updated every couple of days so please check in with them. You can also request a workers permit form from them if you need to do any essential work at your hall or property. Please use the below link for latest information

<https://scoutsvictoria.com.au/about-us/news/covid-19-update/>

Over the last month RSM, Mafeking and Mudbash all held AGMs and or Elections over the last month. We thank all the outgoing members of those teams and welcome the new members.

Email at:

assistant.chair@vicrovers.com.au

4.4 Membership Development

Adam Kaplan

Bit of a quiet month for me, my other scouting roles have taken priority for a bit.

Retention and recruitment workshop outline will be passed on to Catherine and the rover training team within a week, it has taken longer than anticipated to get it to workable state.

Winter Gathering is still technically on (just 23 days away), so we need to plan for it to still be on. We'll be doing a marketing display, but there's also all the standard event jobs that need doing. If you are able to support our section in any way over the weekend, please get in touch with me. This is the most venturers we will have seen in one place since February 2020. VicRovers YOU Day is on the Sunday of that weekend, so let's have our presence felt on Saturday.

A big shoutout to those units taking advantage of online roving to meet with venturers. If units require any support, please don't hesitate to get in touch.

Email at:

membership.development@vicrovers.com.au

4.5 Program

William Weber

Nothing to report.

Email at:

program@vicrovers.com.au

4.6 Program Transition Officer

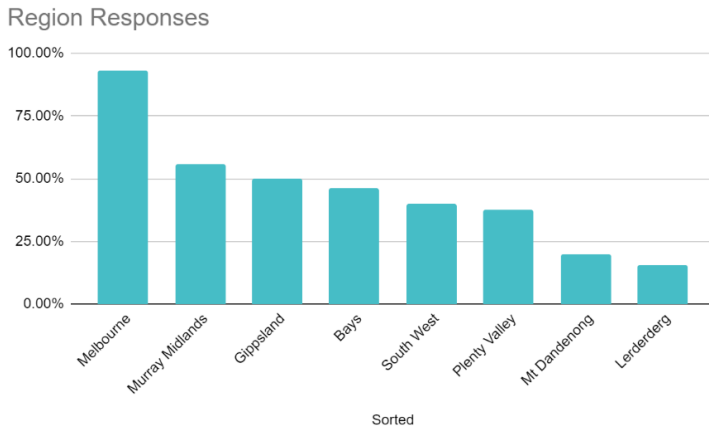
Harrison Feldman

Over the next 12 months, I aim to get every single Victorian Rover Unit ready to transition into the new system. This means making sure all units are at least setup on Terrain and at minimum, one member from each Unit is comfortable with using Terrain and can pass on their knowledge to the other members in the unit. Of course, to be able to use Terrain the unit must have a foundational knowledge of the Achievement Pathways.

Using unit-based surveys, I'm tracking the transitional percentage of all units to see how far the state as a whole is progressing to the new system.

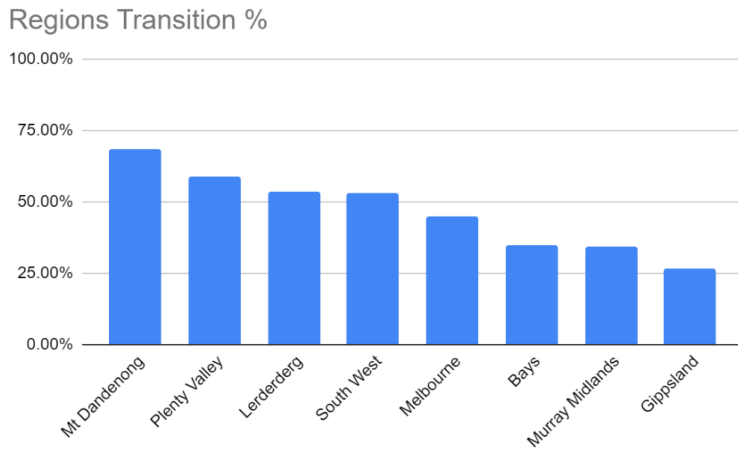
So far 41% have responded to the survey so keep in mind all the data is only subject to this 40%.

These are the percentage of units in each region that have responded and filled out the survey.



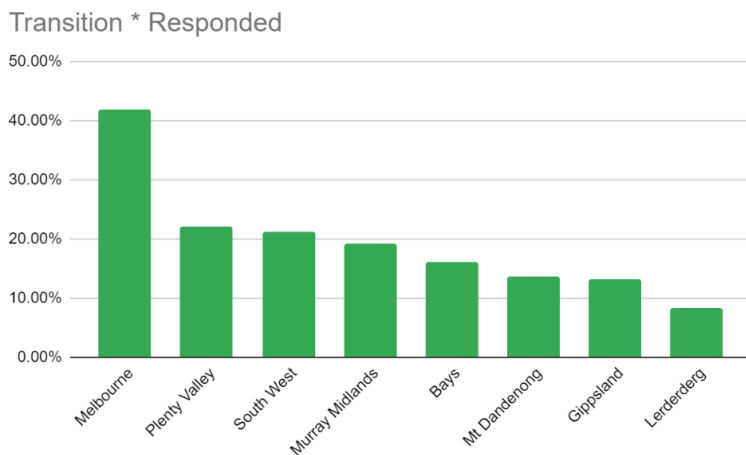
We can also see the transition percentage for each region.

$$\text{Transition \%} = \frac{40 * (\% \text{ of members on Pathways})}{100} + \frac{50 * \text{Unit using Terrain?}}{100} + \frac{10 * \text{Using new badges?}}{100}$$



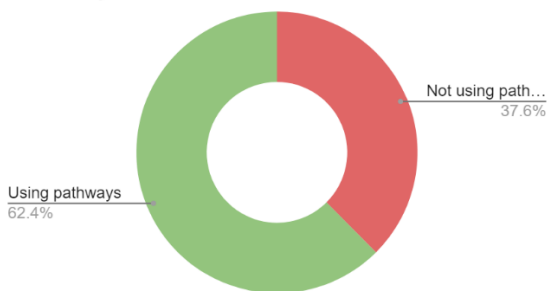
However, if Region A only has 1 unit who responded but are on 100%, they're not necessarily more transitioned than Region B who have all responded but are all on 70%.

So, here's how each region has currently transitioned relative to their number of responses.

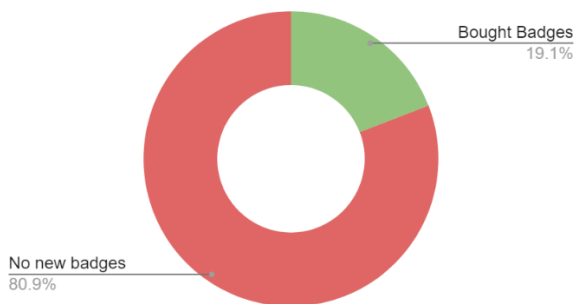


On the larger state level, here is the total of all data combined.

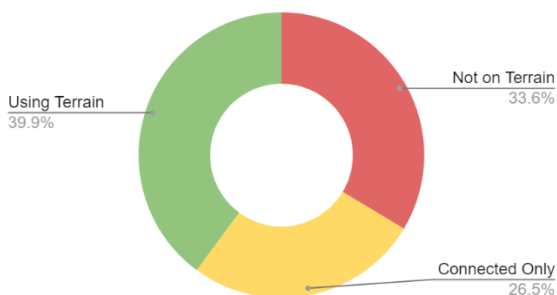
Pathways Status



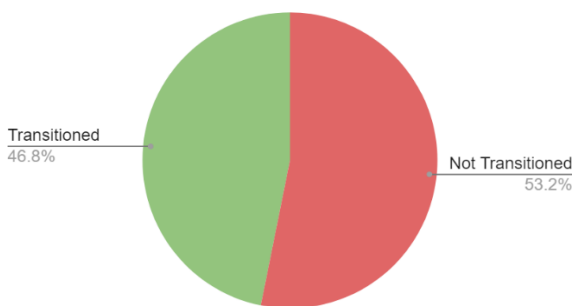
Badge Status



Terrain Status



% Transitioned



To finish, I've created a google sheet for each region so all Region chairs can see how their region is going. You should all have access to those links already but if you've lost it and need the link again feel free to email.

Email at:

program.transition@vicrovers.com.au

4.7 Training

Catherine Marley

This month, the team reviewed our last course, looking at what can be improved for future courses under the new 'all section' system. I also attended the mid-year training conference and got to see what is going on with the rest of the movement in the training space. This was really insightful and I got to learn a lot about how things operate outside of the Rover bubble.

Email at:

training@vicrovers.com.au

4.8 BPSA

Andrew Strachan

Thanks to all the regions I've contacted for getting me up to speed on where their teams are at.

A common request was new program training for support teams. I am working on how they will look under the new system. In the meantime, I recommend all BPSA support team members attend a new program training session (such as those Harrison is running) so they have a basic understanding of the program.

Email at:

bpsa@vicrovers.com.au

4.9 NRC

Andrew Strachan

The next remote meeting is on 13th September, where there is currently only one voting paper tabled. The paper is about a suspension of by laws so that the conference paper due date can be changed by a few weeks. The current system would have them due before the final remote meeting of the year.

Another voting paper is expected to be tabled late. This will be a budget for the conference. This wasn't able to be put in on time as there were some issues getting the planning team to meet.

Next conference will be held in Victoria, run by Tasmania. I am on planning team to provide inform about Victoria.

Email at:

nrc.delegate@vicrovers.com.au

4.10 Finance

Cameron Phillips

I have nothing to report, however if you need help with writing budgets or formatting things to the new template, please let me know.

Email at:

finance@vicrovers.com.au

4.11 Secretary

Maddy Packer

Thank you for everyone who submitted their reports in on time! Don't worry, to those who include little messages to me, I notice, and I appreciate them!

I am currently working on updating all policy books and standing orders affected by the various policy and language changes that have been made and will be working with Kieron on a better structure to keep these updated without having to create huge workloads each month. I understand that there has been some question about this from regions, specifically South West, so I am hoping to get this done sooner rather than later.

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

Email at:

secretary@vicrovers.com.au

4.12 Resources

VACANT

No report submitted.

Email at:

resources@vicrovers.com.au

4.13 Strategic Planning

VACANT

No report submitted.

Email at:

strategicplan@vicrovers.com.au

4.14 Marketing & Communications

Rachael Osborne

Over the past month I've gotten better at putting together the newsletter without forgetting things, so I appreciate everybody's patience with that. I'd also like to ask that any newsletter items are sent to me by Tuesday night each week, to try and keep things more organised. If you're going to have to send me something on a Wednesday for a late addition, please let me know by the Tuesday night so I make sure to check for the email on Wednesday.

As you may have noticed, the Plasma Challenge have stopped using their separate Facebook page and are now posting via the Rovers Victoria FB page and the VicRovers Instagram in order to try and get better traction on posts. We've been having much better engagement on posts recently, particularly ones where we showcase units. Please make sure to tag @vicrovers in anything posted on Instagram so I can easily see it for further sharing. If there are any posts that you'd like shared, drop me a FB message or an email.

Email at:

communications@vicrovers.com.au

4.15 Visual Communications

Rachael Osborne

I've been working on a unit logo recently, as well as making graphics as people have needed them. If anybody needs something made, please email me.

Email at:

visual.communications@vicrovers.com.au.

4.16 IT

Michael Watts

Every team other than Murray Midlands should have now had their forwarders and contact information updated. If this is not the case then please email me.

Mafeking has now had a group mailing list setup.

Most of our email forwarders are now linked to extranet emails and will automatically update when your extranet email updates. (those that did not match the email in Extranet did not get connected)

Unit forwarders are now automatically linked to the record for your unit. When the unit leader in that record gets updated the forwarding email for your unit gets updates (this is unless you use a general email such as unitname@hotmail.com).

The process for fixing the Google Calendar has now been started. I have created a connector for a Google form to add events to the calendar. This will be distributed to Region chairs, and sub-committee chairs to add their events to the calendar. The calendar will be cleared at the beginning of September or October to give us a clean slate to work with. This calendar is the one available on the website. The website can be added to your Google calendar using the button at the bottom of the calendar on the website.

Standing Reminders:

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

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

4.17 Commissioner Group

Peter Wotherspoon, Regi Caesar, Stephen Carter

W.F. Waters Award

Congratulations to Emma Watson from Carlton Rover Unit on receiving this award recognising her contribution to Rovers. Emma's award will be presented at Rover Dinner, along with last year's recipients whose presentation was not possible due to COVID restrictions.

Adult Recognition Awards

Congratulations to all members of the Rover Section whose contribution to Rovers, or other Sections within Scouting, was recognised on World Scout Day (1 August). These awards were to be presented at Gilwell on 12 September but this event has just been postponed until 28 November, again due to uncertainties associated with COVID restrictions.

Unit Service Award

Each year, the Baden-Powell Lodge make a presentation to the Unit which has achieved the most service during the previous year. Whilst lockdowns and other restrictions have reduced the opportunities to undertake service, I am sure that Units have still achieved much in this area.

Further details regarding the award, the applicable criteria and nomination form are on the website. Nominations close with Peter on 30 November.

South West Region

Scott Manning has relinquished his appointment in the role of Region Rover Support Commissioner (South West). Discussions are underway between myself and the Region Chair (Lily) regarding a suitable replacement.

I would like to thank Scott for his contribution during his time in the position.

Adviser – Risk & Safety

Given the continuing emphasis placed on running assets and events safely, particularly in the current COVID climate, it has been decided that we should create a position dedicated to overseeing all aspects of risk and safety as they apply to the Section. The occupant of this position will work closely with all sub-committees to develop, review and implement risk management plans for all activities, conduct regular meetings for the purpose and participate in the Branch Risk Management Committee. A position description is attached to the agenda (page 4 of the minute attachment) and the position has been advertised with a closing date of 31 August. Applications and queries can be addressed to Peter.

Emails:

Pete: sc.rovers@vicrovers.com.au

Regi: regi.caesar@vicrovers.com.au

Stephen: stephen.carter@vicrovers.com.au

5 Sub-Committee Reporting

5.1 Mafeking Rover Park

Charmaine Beggs

I would like to thank the past Mafeking Rover Park (MRP) Committee and welcome the New Mafeking Committee of Management for 2021-2022.

Chairman: Charmaine Beggs

Vice Chairman: Laura Hall

Secretary: Matthew Llyod

PL Admin: **** VACANT ****

APL Admin: Chloe Gaunt

PL Logistics: Aaron Thyus

APL Logistics: Callum McDonald

PL Operations: Alex Bejsta

APL Operations: Marcus Jones

PL Planning: Izzak Kitching

APL Planning: **** VACANT ****

As we embark on this new structure we still have a few positions that may interest you. The Vacant Positions are PL of Admin and APL for Planning. The new committee structure means that you can join a patrol and assist with helping Mafeking come to life once again. These patrol positions have no set time requirements, they are open to Rovers, Ex-Rovers, Leaders and any other scouting members over 18.

If you are interested in joining the committee or a patrol please fill out the expression of interest form that can be found on our website, contact our Facebook page or the PL/APL for that patrol.

Website link: <https://www.mafekingroverpark.com/management-group/join-our-management-group/>

We successfully had our first exec meeting for the term on Monday and will hold our town hall meetings on the first Monday of every month. The town hall meetings are open for anyone and everyone to attend like previous years. Meetings Start at 7:30pm.

Meeting Title Mafeking Rover Park Committee

Join Link <https://zoom.us/j/91318743126?pwd=VnJwTlJscWZYZWVnbWRRK2N3SWlqZz09>

Audio Only 03 7018 2005
 Meeting Number 91318743126
 Passcode 387770

Over the last month we have started maintenance work at MRP including cleaning out the Main Toilet Block Cleaning Supplies room, fixed the two tractors (with a few parts still to come), completed track works from RSM Round 3 (thank you to the RSM Track Repairs Team), started fire prevention works including back burning, slashing and leaf litter clearing on roads and continued to collect firewood to chop and split. We hope to get more fire prevention work completed leading into summer, covid restrictions dependant.

Any questions or enquires can be emailed to Charmaine Beggs at: chairman@mafekingroverpark.com

5.2 Surfmoor

Danny Wallace

First things first, for those that aren't following our Facebook page – go follow it, get your regions following it. We released our dates this month on the Facebook page, Surfmoor 2022 will be held 27th – 30th January. The Facebook page is also a great source of information for all things Surfmoor.

We have also been working on the budget feedback from regions – thank you to the regions that let me know there was not a cover letter so I could send it out to you, unfortunately I didn't get in in time for the agenda last month, and the minutes hadn't come out yet. Following that combined feedback, we sent out an amended version of the budget which included the addition of the 2021 ticket sales actuals as well as expanding on the scaled summary as per the financial policy.

Sorry Bays, I was only made aware of your feedback last night, and have sent back replies to you, some of the information you provided could still potentially be included afterwards. And I will certainly pass it on for next year's committee.

We are hoping to release Tickets next week pending the results of the budget vote tonight, so that it can be up and running before Winter gathering (venturer event), so we can advertise and potentially sell some tickets there We are drafting up our merch list and designs so that will be released when its ready as well And finally, we are planning to get some rovers to Winter Gathering so that we can see how they run their event (also at Eumeralla) as well as to advertise Surfmoor and support their event.

5.3 Mudbash

Nikaiya Marr Stout

Firstly, I would like to thank the outgoing Mudbash 2021 committee for their hard dedication into trying to get the 2021 event going. So, Mudbash has had their committee elections. I would like to announce the incoming 2022 committee, along with me as Chair, we have got:

- ◆ Secretary: Em Potts
- ◆ Treasurer: Tim Gordon
- ◆ PR Manager: Julia Slater
- ◆ Motorsport Manager: Mitch Hanger
- ◆ Motorsport Assistants: Simon, Aaron, Ben
- ◆ Activities Manager: Sunny
- ◆ Power and Communications Assistant: Megan Heaney and Danny Wallace

I would like to say a massive congratulations to everyone that put their hands up to organise the 2022 event! However, we are still looking for spots to be filled! If region executives could also take this back to their regions, that would be great. Spots that need to be filled include:

- ◆ Vice Chair
- ◆ Assistant Treasurer
- ◆ Welfare Officer
- ◆ PR Assistants
- ◆ Activities Assistant

- ◆ Power and Communications Manager
- ◆ IT Manager
- ◆ Sites and Services Manager
- ◆ Sites and Services Assistant

If you are interested in joining the committee at all, please get into contact with me!

5.4 Rover Scout Motorsport (RSM) Mitchell Hanger

- ◆ Elections were held recently, and happy to say that every position has been filled and there is a full team
- ◆ Received a grant of \$10,000 for radios for communications at our race events Motorsports Australia

5.5 Bogong Rover Chalet Jesse Lang

This month has been rather quiet for the Chalet as the lockdowns have meant we haven't been able to run our ski weeks as planned. The Bogong COVID team has been quite active over the last month trying to manage these various cancellations and such, and unfortunately, Weeks 9 and 10 have had to be cancelled too. We have opened up Expressions of Interest for Weeks 11 and 12b to households to try and get them up and running if the restrictions allow when we get to that stage.

5.6 W.F. Waters Lodge Todd Henderson

Unfortunately, due to the extended lockdowns we have had to cancel the remainder of our rover bookings this season. The rapidly changing restrictions have made this quite challenging and I would like to thank the Committee for their dedication and flexibility, in particular Caroline and Ben who are responsible for our bookings, along with Will for managing the refunds. Hopefully next season we are able to see more rovers up enjoying the snow and getting the most use out of the awesome facilities. Stay safe everyone!

5.7 MARB Madeline Ancill

I would like to thank my committee for their continual support over the last couple of months, especially with Covid roaring its head again.

MARB 2021 will be taking place on October 16 at the Coburg Town Hall. Please rest assured that if you are to purchase your ticket in the event does not proceed you will receive a full refund. Our pre-sale tickets close in SIX DAYS (31st of August) so please remind your units and regions remind your units to get your tickets to the night of all nights. Also please ensure that you are filling out the registrations forms as this will be a requirement to get in the door.

In the meantime, if you would like to have your say in what beverages we have at the event please click going in our event. This year we have introduced 'Pick That Friday' which was an absolute hit so keep your eye out on the next couple of weeks as we dive into more different types of beverages. This data will assist the committee in making the night of all nights, the best it can be.

If at any stage you have any questions please do not hesitate to reach out to the committee on our Facebook, Instagram or email chair@marb.com.

5.8 Rover Dinner Lerderberg

Hobsons Bay City Council have officially confirmed that VicRovers have secured Williamstown Town Hall as the venue for Rover Dinner 2021. The deposit for the venue has been paid and a confirmation letter has been received. A caterer for the event has been shortlisted and is also expected to be finalised within the next month. Tickets at \$65.00 each will be available on the Rover Store soon, so keep an eye out and get ready to purchase your tickets! All tickets are 100% refundable in the event that Rover Dinner 2021 is cancelled due to COVID-19.

5.9 Yearbook Catherine Marley

The 2019/2020 yearbook has been sent off to print, and work on the new one begins! Rachael and I will be working on the 2021 yearbook to smash it out by Rover Dinner, and for that to happen we need reports! And photos if you have them!

Chair's report: Michelle Saffin

Commissioner's report: Peter Wotherspoon

Training: Hamish Beshara
 Resources: Emily Kinross Smith
 IT: Michael Watts
 Financial Report: Jody Freeman
 Bays: Rachael Osborne
 Gippsland: Justin Porter
 Lerderderg: Hamish Beshara
 Melbourne: Tiffany Thomas
 Mt Dandenong: Gemma Park
 Murray Midlands: Bella Condello
 Plenty Valley: Catherine Marley
 South West: Lily Twyford
 Mafeking: Ben Barraclough/Matthew Barnes
 Surfmoort: Megan Rogers
 Mudbash: Lucy Hubbard
 RSM: Simon Nuccio
 Bogong: Jesse Lang
 WF Waters: Todd Henderson
 MARB: Madeline Ancill

6 Region Reporting

6.1 Bays

Rachael Osborne

Due to lockdowns, the past month in Bays has sadly been rather uneventful. We had a great turnout at our region meeting though, with only one unit unaccounted for, which was really fantastic to see. Units have been working to keep their programs interesting while stuck online again. We've had a solid amount of donations to kick off the Rover Plasma Challenge too which is great!

I also attended the Plenty Valley Region meeting this month, so thanks to Nathan for having me. I'm intending on trying to come to some more Region meetings over the next month.

6.2 Gippsland

Justin Porter

This month Gippsland have had a few events cancelled this month due to the fact We are now back in lockdown unfortunately. We are also on the lookout for a new position on our exec team which is a region fundraising and events patrol leader with the nominations for announced at the next GRRC. The exec team have been working hard to get the region running at its best and I am grateful for the hard work and dedication the team has put in. Our next meeting is on the 11th of September at 2pm via zoom. We had some representation at the Mt Dandenong youth program night which is awesome as our region needs to catch up.

6.3 Lerderderg

Wil Sumbler

Despite the challenges of our current climate, our region has remained active and resilient. We're starting to see more and more joint nights and are all very excited to see that continue.

Last week we had 4 new Rovers participate in the BPSA training day and we look forward to many more.

To combat the blues floating around at the moment, our region will be hosting a casual and laid-back trivia night this coming Saturday the 28th, we're encouraging all units within our region to attend, and even welcome others around the state, the more the merrier. We hope this will both improve morale and work as a networking opportunity.

6.4 Melbourne

Tiffanie Thomas

Melbourne has been kicking goals this month. We've got our project patrol off to a great start planning our camp for next year. We also had ALL 13 UNITS at this month's meeting which was absolutely amazing so would like to give a huge shout out to all the unit leaders and units in Melbourne region. We also had 100% of our units fill out Harrison's survey as well.

Some of our smaller units are growing in size which is great to hear. We've also filled our program officer role so I would like to welcome Amy Ashcroft to the team. We're hoping that our annual Christmas party will run and be bigger than ever covid willing. If we were in the Olympics I'd give them a gold medal.

Fun fact: The severed head of a sea slug can grow a whole new body

6.5 Mt Dandenong

Gemma Park

Apologies for not being here tonight - now would be a great time to ask Izaak really abstract questions!

We're currently trying out some new things which have been successful, which has made this current lockdown a real bummer as it's been a massive hurdle in our plans.

We're doing region gathering's a little differently, we're focusing on activities that bring the region together. After a dismal attendance of 8 to our AGM, we had 35 rovers/RAs turn up to our August meeting and improvised home-made trivia night (after the pubs were prevented from running trivia). Our upcoming gatherings are a BBQ dinner, Mini golf night and picnic, hopefully these will continue to entice people into attending. We've also started giving out raffle tickets for attendance, with up to 3 to be earned per unit in-line with our voting rules. At the end of the year, we'll raffle off a \$200 voucher to the Vicrovers store (for event tickets/merch).

New program has been a focus for us, and to address this Cairo ran a workshop for us. The information delivered was targeted to Rovers and there were heaps of practical tips on how to implement it into our units. We had incredible attendance with 36 participants across Mt Dande, Lerderderg, Bays, South West, Gippsland and NSW. If anybody is after the slides they have been posted in the FB event.

We're pretty disheartened our next gathering has to be online, we're planning to run it as just a boring old meeting (but a quick one). Anyone is welcome to join, 8pm September 1st: Meeting Number: 91923760254
Passcode: 785665

6.6 Murray Midlands

Bella Condello

Murray Midlands has had an unusual month, operating as normal for much of the region. However, a burst of COVID cases in our own Shepparton has put a halt to many activities at our Shepp Crew. On a more positive note, we've a new crew restart at Strathfieldsaye at Bendigo with six members.

6.7 Plenty Valley

Nathan Box

August has been a productive month for Plenty Valley. Our new exec had our first exec meeting at Pancake Parlour in the city, where we all got to know each other a little better and had the chance to set some exciting goals for what we want to achieve over the next year. We all had a great time and are planning to do something similar every two months where possible.

One thing we've been able to achieve already is change up how we run our 'Unit Roundups'. Previously, units in attendance at our region meetings would have the chance to share what they've been up to. Now, we're encouraging our units to fill out a google form, with basic questions about what their programs are looking like, but also asking for feedback on things we can be improving on as a region. The majority of our units participated in this, and all thought it was a positive change.

We've also started running fun activities during our region meetings. This month, we ran a simple games night over zoom, where we did a scavenger hunt and played games such as Skribbl.io and Among Us. It was a great turnout, and everyone who came for the games stayed for the normal business, which only took 45 minutes. In the coming months, I'm hoping to cut that down to 30 minutes.

Can't wait to see what we'll get up to this month.

6.8 South West

Lily Twyford

Legit copy and paste from last month - not too much to report, we've had a pretty chill month with the lockdowns. We are still chugging along with a few region projects including changing bank accounts, our venturer camp planning, a new region planner and region badges! There have been some progressions as our unit badges are currently being made, and we have some exciting, updated plans for our venturer camp (with a cute logo too, soon to be published)!

Scout Moot have also released their tickets, and obviously covid is a thing but like always tickets will be refunded if the camp is cancelled and I'm sure it will be a create and definitely different rover experience!

The region's RA, Scott, has resigned. Thanks for all his work. The region is now looking for a new Region RA.

7 Other Reports

7.1 MPAC Report

N/A

7.2 Scout Moot

Scout Moot tickets are open!

Scout Moot is a competition camp for Victorian Rovers in which you will be assessed in patrols on both the quality of your campsite, as well as your performance in the activities. Scout Moot is being run by two Rovers for our Community Development badge as a means of increasing the opportunities for outdoor skill-based events in the Rover section. We hope that you enjoy the event as we take you . . . Back to Scouts!

The event will run from 22-24 October 2021 at Gilwell Park, so head on over to the link below to book in now. There are only 100 tickets available, so get in quick!

<https://www.trybooking.com/BTCXN>

We also have a few service positions available, so if you're not interested in participating but still would like to be involved, send us an email or message us on Facebook: vicrovers.scout.moot@gmail.com, or @vicrovers.scout.moot on Facebook.

8 Interstate, National and International Events and Contingents

8.1 Apple Island Moot - Tasmania

- ◆ A few people will be heading to Tasmania in December to start some planning and check out the campsite.
- ◆ Interviews for contingent leader are happening this coming week.

9 Tabled Items

9.1 Region Chairs' Response to 'Report into the Potential VRC No Confidence Motion' Hamish Beshara

This paper can be found on page 6 of the minute attachments.

THIS PAPER IS NOT TO BE VOTED ON

KEY POINTS:

- ◆ This paper is the Region Chairs' formal response to the report authored by Paul Byrnes titled 'Report into the Potential VRC No Confidence Motion.'
- ◆ Region Chairs believe that there were several contributing factors missed from the report and several vital interviewees who were not consulted in the preparation of the report that may have changed the published content. The main concerns Regions Chairs had with the content of the report are discussed.

Please send any comments or questions to Hamish Beshara.

deputy.chair@vicrovers.com.au

9.2 Adoption of Recommendation 1 Hamish Beshara

This paper can be found on page 9 of the minute attachments.

KEY POINTS:

- ◆ The report 'Report into the Potential VRC No Confidence Motion' presented a recommendation regarding the revision to VRC Standing Orders to clearly define the scope of the VRC Chair.
- ◆ This paper presents an amended version of the report's recommendation that was developed in consultation with Region Chairs and Rover Support Commissioners

Please send any comments or questions to Hamish Beshara.

deputy.chair@vicrovers.com.au

9.3 Adoption of Recommendation 2**Hamish Beshara**

This paper can be found on page 11 of the minute attachments.

KEY POINTS:

- The report 'Report into the Potential VRC No Confidence Motion' presented a recommendation regarding the revision to VRC Standing Orders to provide a mechanism to initiate a vote of no confidence in an Office Bearer position.
- This paper presents an amended version of the report's recommendation that was developed in consultation with Region Chairs and Rover Support Commissioners.

Please send any comments or questions to Hamish Beshara.

deputy.chair@vicrovers.com.au

9.4 Adoption of Recommendation 6**Hamish Beshara**

This paper can be found on page 13 of the minute attachments.

KEY POINTS:

- The report 'Report into the Potential VRC No Confidence Motion' presented a recommendation regarding addressing the appropriate amount of Region engagement required by Region Chairs.
- This paper presents an amended version of the report's recommendation that was developed in consultation with Region Chairs and Rover Support Commissioners.

Please send any comments or questions to Hamish Beshara.

deputy.chair@vicrovers.com.au

9.5 Adoption of Recommendation 7**Hamish Beshara**

This paper can be found on page 15 of the minute attachments.

KEY POINTS:

- The report 'Report into the Potential VRC No Confidence Motion' presented a recommendation regarding addressing Office Bearer loyalty.
- This paper presents an amended version of the report's recommendation that was developed in consultation with Region Chairs and Rover Support Commissioners

Please send any comments or questions to Hamish Beshara.

deputy.chair@vicrovers.com.au

10 Items for the Information of the Victorian Rover Council**10.1 Requirements for Child Safety and WHS Modules for All Adults in Scouting**

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

11 Voting Items**11.1 VRC Donation****VRC**

The survey for this item can be found here:

<https://forms.gle/2WuaRNmt5FgDws7V6>

KEY POINTS:

The VRC has \$957.78 allocated as funds to be donated outside of the Scouting movement, as a result of sales from the soft drinks at the centre. An additional \$42.22 taken from the VRC reserves could make the donatable amount \$1000.

Survey Results:

Majority of votes are for rounding up to a \$1000 donation.

ANTaR: 23.5%

Black Dog: 29.5%

Black Rainbow: 23.5%

Friends with Dignity: 23.5%

Motioned: Gippsland – Black Dog

Seconded: Melbourne

Passed.

Please send any comments or questions to chair@vicrovers.com.au

11.2 Surfmoor 2022 Budget

Surfmoor Committee – Danny Wallace

The Surfmoor 2022 Cover Letter & Budget can be found on page 17 & 19 of the minute attachment.

Motioned: Mt Dandenong

Seconded: South West

Passed.

Send any comments and questions to Danny Wallace.

chair@surfmoor.com

12 Standing Items

12.1 Unit Names and Scarves

Regions

N/A

12.2 Workplace Health & Safety Items

If you are using the VRC please ensure you check-in using the QR code on the front door, use sanitiser frequently and wash down all frequently touched surfaces before departure.

13 VRC Office Bearers 2021/2022 Nominations and Elections

13.1 Nominations

Submitted through the Google form (as 12pm, Tuesday 24th August 2021):

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

- ◆ Sunny Aguilar, Resource Officer

Nominations for positions still vacant can be submitted using the following Google Form.

<https://forms.gle/jYx4qim4RwaW8JRUa>

13.2 Elections

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

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

Election of Resource Officer:

Nomination: Sunny Aguilar

Exemption Required: Nil

Result: Passed.

The positions listed below remain empty as of the May VRC Meeting:

Election of Strategic Planning Officer:

Nomination: N/A

Exemption Required: Nil

Result: Remains empty

14 General Business

14.1 2022 New Zealand Moot

Is there any information available or a method of sending information available? Information below provided by Nick Pike:

- ◆ Applications for contingent leader closed over the weekend
- ◆ Aaron (international commissioner) will appoint a contingent leader who will then start planning the contingent
- ◆ Best place to get information once the contingent is up and running is the Facebook page: <https://www.facebook.com/AusNZMoot> (note it still has last year's branding but that will be updated once I hand it over to the new contingent leader)

14.2 Other Business

Budget feedback

- ◆ Be aware it's the committees best guess with numbers available, keep that in mind when giving feedback
- ◆ Discussions should be had before the voting night

Vaccination challenge

- ◆ If interested in helping organise this, contact Kieron
- ◆ Need to work out pros and cons of doing this challenge

Closing Parade: Flag Down & Rover Prayer

Meeting Closed at: 09:28 pm

**VRC MINUTE APPENDIX
AUGUST MEETING
25.8.21**

Title	Page	Agenda Item	Description
VRC Attendance.....	2	1.2	Minute Item
Position Description: Adviser – Risk and Safety.....	4	4.17	Report Item
Region Chairs’ Response to ‘ <i>Report into the Potential VRC No Confidence Motion</i> ’	6	9.1	Tabled Item
Adoption of Recommendation 1.....	9	9.2	Tabled Item
Adoption of Recommendation 2.....	11	9.3	Tabled Item
Adoption of Recommendation 6.....	13	9.4	Tabled Item
Adoption of Recommendation 7.....	15	9.5	Tabled Item
Surfmoot Cover Letter.....	17	11.2	Voting Item
Surfmoot 2022 Budget.....	19	11.2	Voting Item



**Rover
Scouts**

**VRC ATTENDANCE
481ST MEETING OF THE VRC
HELD VIA ZOOM
WEDNESDAY, 25TH AUGUST 2021, AT 7:30pm**

Committee	Role	Name	Present (✓)	Apology (✗)
Office Bearers	Chair	Kieron Younger	✓	
	Deputy Chair	Hamish Beshara	✓	
	Assistant Chair	Matthew Barnes	✓	
	Membership Development	Adam Kaplan	✓	
	Program	William Weber	✓	
	Our Program	Harrison Feldman	✓	
	Training	Catherine Marley	✓	
	NRC and BPSA	Andrew Strachan	✓	
	Secretary	Maddy Packer	✓	
	Resources	N/A		✗
	Strategic Planning	N/A		✗
	PR and Marketing	Rachael Osborne	✓	
	Visual Communications	Rachael Osborne	✓	
	IT	Michael Watts	✓	
	Finance	Cameron Phillips	✓	
	SC Rover Support	Peter Wotherspoon	✓	
	ASC Rover Support	Regi Caesar	✓	
	ASC Rover Support	Stephen Carter	✓	
	Honorary Treasurer	Jody Freeman		✗
Bays	Chair	Rachael Osborne	✓	
	Deputy Chair	Molly Hastings	✓	
	VRC Rep			✗
	Region RC	Drew Lazenby	✓	
Gippsland	Chair	Justin Porter	✓	
	Deputy Chair	Zoe Cooper	✓	
	VRC Rep			✗
	Region RC	John Ernst	✓	
Lerderberg	Chair	Wil Sumbler	✓	
	Deputy Chair	Maddy Packer	✓	
	VRC Rep	Tess Williamson Cohen Rose	✓	

Committee	Role	Name	Present (✓)	Apology (✗)
	Region RC	Scotty Harrison	✓	
Melbourne	Chair	Tiffanie Thomas	✓	
	Deputy Chair	Megan Heaney		✗
	VRC Rep	Lily	✓	
	Region RC	Greg Davies	✓	
Mt Dandenong	Chair	Gemma Park		✗
	Deputy Chair	Izaak Kitching	✓	
	VRC Rep	Megan Rogers	✓	
	Region RC	Maria Armstrong		✗
Murray Midlands	Chair	Bella Condello		✗
	Deputy Chair	Travis Elliot	✓	
	VRC Rep	Michael Hardwicke	✓	
	Region RC	Mark "Barney" Thornton	✓	
Plenty Valley	Chair	Nathan Box	✓	
	Deputy Chair	Cam Cerda		✗
	VRC Rep	Catherine Marley	✓	
	Region RC	Jeff McIlvain	✓	
South West	Chair	Lily Twyford	✓	
	Deputy Chair	Bonni McLaren	✓	
	VRC Rep			
	Region RC			✗
Mafeking	Chair	Charmaine Beggs	✓	
Surfmoot	Chair	Danny Wallace	✓	
Mudbash	Chair	Nikaiya	✓	
RSM	Chair	Mitch Hanger	✓	
Bogong	Chair	Jesse Lang	✓	
W.F. Waters	Chair	Todd Henderson		✗
MARB	Chair	Maddy Ancill	✓	
Rover Dinner	Chair	Lerderderg Region	✓	
Yearbook	Chair	Catherine Marley	✓	
Guests	OB Nominee	Sunny Aguilar	✓	
	Chief Director	Jon Willis	✓	

ROVERS VICTORIA

POSITION DESCRIPTION

Title: Adviser – Risk and Safety

Reports to: State Commissioner – Rover Support

This is a voluntary position.

Scouts Victoria is a Child Safe organisation. Scouts Victoria is inclusive of all, regardless of gender, sexuality, race, religion, or abilities and does not tolerate any form of harm, abuse or neglect.

This role will provide leadership and expertise to the various asset and event sub-committees within Rovers Victoria, to ensure all operations and events are conducted safely in accordance with the youth program, that risks are eliminated or minimised and that emergency management plans are developed as necessary and maintained in an up-to-date manner.

The role will interact directly with the various Rovers Victoria entities and will participate in the Scouts Victoria Operational Safety Leadership Committee.

Primary Responsibilities

Risk Management

- Devise and ensure the implementation of risk management systems and strategies for Rovers Victoria assets and events.
- Operate as a subject matter consultant with respect to risk management and safety.
- Provide risk management advice around high risk areas, including property, campsite and major events.

Safety Management

- Develop and maintain the safety management strategy for program delivery within Rovers Victoria.
- In consultation with the State Commissioner – Risk and Safety, develop policies and procedures to support the strategy.
- Ensure the development of documentation and resources to support Rover Scouts deliver safer activities.
- Provide input to serious incident investigations and subsequent reports/recommendations.
- Develop safety induction resources for groups and event team.

ROVERS VICTORIA

Training

- Contribute to the content and delivery of training to Rovers and Advisers about safety and risk management as appropriate, current and reflective of current industry practices.
- Develop resources for training Rover members in risk management and safety.
- Deliver risk management and safety training as appropriate.

General

- Attend other committee meetings as required.
- Other duties as directed by the State Commissioner – Rover Support.

Communication, Attitudes Skills and Knowledge Required.

Attitude

- Be enthusiastic with a strong commitment to Scouting Principles and the importance of the Scout Method in delivering the program.
- Have a commitment to responsible risk taking and building a culture of safety.
- Be inclusive in leadership style.
- Be respectful of all Rover Scouts accepting individual differences as a resource.

Skills

- Be able to lead, communicate with and motivate Rover Scouts and Advisers.
- Demonstrated experience in developing and implementing risk management, work health and safety (WHS) strategies.
- Demonstrated planning and delegation skills.

Knowledge

- Have a sound knowledge and strong commitment to the purpose, objectives and philosophy of the Scout Movement its policies and procedures and have a clear understanding of the methods that distinguish it from other youth organisations.
- Strong knowledge of best practice and industry standards in risk management and WHS.
- Understand and demonstrate the responsibilities of this role and a commitment to it.
- Have completed Leader of Adult Advanced Training or be willing to complete Leader of Adults Basic Training within 12 months of appointment and complete the Leader of Adult Advanced Training within two years of appointment.



SCOUTS VICTORIA
Victorian Rover Council
[25-8-21]

**Rover
Scouts**
VICTORIA

Item Title	Region Chairs' Response to ' <i>Report into the Potential VRC No Confidence Motion</i> '
<input checked="" type="checkbox"/> Information	
<input type="checkbox"/> Discussion	
<input type="checkbox"/> Decision	
Document Author	Hamish Beshara, VRC Deputy Chair
Strategic Alignment	This paper aligns with the Governance strategic goal, specifically the following element: <ul style="list-style-type: none"> To foster an environment of delivery on responsibilities as expected by the Rover community.
Consultation	Consultation on this paper was sought from the Region Chairs and State-Commissioner - Rover Support.
Implementation Period	This paper shall be tabled at the August 2021 VRC meeting for information.

KEY POINTS

- This paper is the Region Chairs' formal response to the report authored by Paul Byrnes titled '*Report into the Potential VRC No Confidence Motion*.'
- Region Chairs believe that there were several contributing factors missed from the report and several vital interviewees who were not consulted in the preparation of the report that may have changed the published content. The main concerns Regions Chairs had with the content of the report are discussed.

BACKGROUND

- The report '*Report into the Potential VRC No Confidence Motion*' as commissioned at request of the Region Chairs to provide insight into the issues created by the process leading up to and attempted vote of no confidence of past VRC Chair, Michelle Saffin.
- The report was received at the June 2021 VRC meeting. Region Chairs thank Paul for his work in preparing this report, however, would like to correct some inaccuracies that were presented.

ACTION REQUESTED

It is recommended that the Victorian Rover Council:

- Accept the paper for information.



Region Chairs' Response to 'Report into the Potential VRC No Confidence Motion'

This paper is the Region Chairs' formal response to the report authored by Paul Byrnes titled 'Report into the Potential VRC No Confidence Motion' (hereafter 'the report'). The report was commissioned at request of the Region Chairs to provide insight into the issues created by the process leading up to and attempted vote of no confidence of past VRC Chair, Michelle Saffin.

The Region Chairs thank Paul for his work in preparing this report and recognise it was a difficult task to collate all the of evidence required to make informed recommendations for the VRC to implement. However, the Region Chairs believe that there were several contributing factors missed from the report and several vital interviewees who were not consulted in the preparation of the report that may have changed the published content. The main concerns Regions Chairs had with the content of the report are discussed below.

(1) Michelle's Involvement in the February Region Chairs' Meeting

The report was critical of several Region Chairs stating that they were "frustrated that Michelle came to the [February] Region Chairs meeting because it forced the Regions to have empathy for...her position." Michelle's attendance at the meeting was unknown to the Region Chairs prior to her sitting down at the table, which was detrimental to the discussions that followed as several Chairs felt that could not speak openly without upsetting Michelle, who many considered a friend prior to the events leading up to the proposed vote of no confidence. The Region Chairs are of the opinion that this was particularly manipulative as they were prevented from discussing the opinions of each Region without the individual in question being present.

The Region Chairs would like to emphasise that Michelle's attendance at this meeting, where she was emotional, prevented open discussion, and made several Region Chairs empathetic towards her, was not productive where an objective decision on how to respond to the several issues regarding her behaviour was required.

(2) Region Chairs Communication with Michelle

Region Chairs were judged for not communicating their concerns about Michelle's behaviour and performance in her role with her directly. The Region Chairs would like to clarify that Michelle specified a reporting structure at the beginning of her tenure as VRC Chair, with Region Chairs to voice their issues with the VRC Deputy Chair, who would then consult with the VRC Chair. The Region Chairs should not be criticised for voicing their concerns with the Deputy Chair, especially considering their concerns were regarding Michelle's behaviour and performance in her role. Many Region Chairs did not feel comfortable raising issues with Michelle given her recent behaviour, so the Deputy Chair was the most senior person available to handle these concerns.



Additionally, the Deputy Chair was unfairly criticised for consulting Peter Wotherspoon about these concerns rather than addressing them directly with Michelle. The Region Chairs would like to clarify that Peter, as State Commissioner - Rover Support, is meant to be available for support where required, and Kieron's discussions with him rather than Michelle should not have been addressed in the report.

(3) Hearsay

The report cites "without...relying on hearsay, it is difficult to make any reflections on [Michelle's treatment of people during meetings]." The Region Chairs consider this an unfair comment as much of the report relied on anecdotal evidence. This comment serves no purpose other than to discredit the observations provided by the Region Chairs when interviewed.

(4) Involvement in Policy

Several Region Chairs were concerned about Michelle's influence in policy direction and her undeclared conflict of interest regarding the Active Rover Policy. The Region Chairs would like to clarify that several facts were known to them that were not discussed in the report that warranted their concerns. The report neglects to identify these concerns as a valid reason to initiate a vote of no confidence discussion, which was one of many issues of contention that sparked the conversation.

The report comments that "the seriousness of the decision to remove a sitting Chair needs to be reflected upon." The Region Chairs were aware of the implication behind this decision and would like to stress that it was only considered after trying other options first and in consultation with commissioners and concerned members of the Office Bearers team. The decision to initiate a vote of no confidence was not uninformed.

It is recognised that the most practicable process in initiating a vote of no confidence is not defined in policy. The Region Chairs support the recommendation in the report calling for the VRC Standing Orders to be revised, albeit with minor word changes.

(5) Consultation with Regions

The Region Chairs would like to correct the report where it states Kieron, as VRC Deputy Chair, instructed the Region Chairs to discuss the intricacies of the concerns with Michelle with their Region membership to inform their voting choice at the vote of no confidence. Kieron remained neutral throughout the entire process and often refused to comment save for consulting with commissioners for support. The Region Chairs decided to collectively consult their Regions, admittedly without deciding a uniform method in doing so, which resulted in much unnecessary unrest. The Region Chairs did their best to communicate the issues as best as they saw fit, including Michelle's merits as a leader as well as the several concerns. In principle, the Region Chairs support the reports recommendation regarding appropriate Region engagement.



SCOUTS VICTORIA
Victorian Rover Council
[25-8-21]

Item Title	Adoption of Recommendation 1 Presented in <i>Report into the Potential VRC No Confidence Motion</i>
<input type="checkbox"/>	Information
<input type="checkbox"/>	Discussion
<input checked="" type="checkbox"/>	Decision
Document Author	Hamish Beshara, VRC Deputy Chair
Strategic Alignment	<p>This paper aligns with the Governance strategic goal, specifically the following elements:</p> <ul style="list-style-type: none"> To increase accessibility of Rover governance structures, to ensure both the decision-making process and decisions made are understood by Rovers; and To foster an environment of delivery on responsibilities as expected by the Rover community.
Consultation	Consultation on this paper was sought from the Region Chairs and State-Commissioner - Rover Support.
Implementation Period	This paper shall be tabled at the August 2021 VRC meeting for discussion and voted on at the September 2021 VRC meeting. Recommendations presented in this paper shall be implemented by the end of the 2021 calendar year.

KEY POINTS

- The report '*Report into the Potential VRC No Confidence Motion*' presented a recommendation regarding the revision to VRC Standing Orders to clearly define the scope of the VRC Chair.
- This paper presents an amended version of the report's recommendation that was developed in consultation with Region Chairs and Rover Support Commissioners.

BACKGROUND

- The report '*Report into the Potential VRC No Confidence Motion*' as commissioned at request of the Region Chairs to provide insight into the issues created by the process leading up to and attempted vote of no confidence of past VRC Chair, Michelle Saffin.
- The following recommendation was presented in the report:
(1) Scope of the Chair
The scope of the responsibilities of the VRC Chair in the VRC Standing Orders should be expanded to identify the Chair as the leader of the section and as such imbued with authority to lead the section where they see fit. Naturally changes in policy or major decisions should continue to be either decided or ratified by a meeting of the VRC, but it should be clearly identified in policy that the Chair is not only allowed to form and influence policy, but it is their direct responsibility.
- The action requested below supports the principle of this recommendation and has been amended after consultation with Region Chairs and Rover Support Commissioners.

ACTION REQUESTED

It is recommended that the Victorian Rover Council:

- Update the VRC Standing Orders to identify the VRC Chair as the leader of the section, and as such imbued with authority to lead the section. It should be clearly identified in policy that the Chair is

a role that requires neutrality and should not be creating and influencing policy as a primary function of the role. Changes in policy or major decisions should continue to be either decided or ratified by a meeting of the VRC.

IMPLEMENTATION PLAN

Lead	VRC Office Bearers
Assists	Rover Support Commissioners
Cost	Nil
Risks	Nil
Milestones	Aug 2021 - Paper tabled at VRC Sep 2021 - Paper voted on at VRC and assigned to appropriate VRC Office Bearer for implementation. Dec 2021 - Deadline for recommendation to be adopted by VRC.
Outcomes	Clearer definition of role responsibilities and improved Rover governance.



SCOUTS VICTORIA
Victorian Rover Council
[25-8-21]

Item Title	Adoption of Recommendation 2 Presented in <i>Report into the Potential VRC No Confidence Motion</i>
<input type="checkbox"/>	Information
<input type="checkbox"/>	Discussion
<input checked="" type="checkbox"/>	Decision
Document Author	Hamish Beshara, VRC Deputy Chair
Strategic Alignment	<p>This paper aligns with the Governance strategic goal, specifically the following elements:</p> <ul style="list-style-type: none"> To increase accessibility of Rover governance structures, to ensure both the decision-making process and decisions made are understood by Rovers; and To foster an environment of delivery on responsibilities as expected by the Rover community.
Consultation	Consultation on this paper was sought from the Region Chairs and State-Commissioner - Rover Support.
Implementation Period	This paper shall be tabled at the August 2021 VRC meeting for discussion and voted on at the September 2021 VRC meeting. Recommendations presented in this paper shall be implemented by the end of the 2021 calendar year.

KEY POINTS

- The report '*Report into the Potential VRC No Confidence Motion*' presented a recommendation regarding the revision to VRC Standing Orders to provide a mechanism to initiate a vote of no confidence in an Office Bearer position.
- This paper presents an amended version of the report's recommendation that was developed in consultation with Region Chairs and Rover Support Commissioners.

BACKGROUND

- The report '*Report into the Potential VRC No Confidence Motion*' as commissioned at request of the Region Chairs to provide insight into the issues created by the process leading up to and attempted vote of no confidence of past VRC Chair, Michelle Saffin.
- The following recommendation was presented in the report:
(2) Motion of No Confidence
The VRC Standing Orders should be updated to institute a mechanism for a motion of no confidence. This mechanism should require a meeting of the Region Chairs to discuss the matters at hand prior to the Motion being brought to the table and the Chair should be given a reasonable period of time to respond to accusations, and where appropriate, a reasonable period of time to change behaviour. The VRC should explore whether they would require a majority or a two-thirds majority to pass a motion of no confidence.
- The action requested below supports the principle of this recommendation and has been amended after consultation with Region Chairs and Rover Support Commissioners.

ACTION REQUESTED

It is recommended that the Victorian Rover Council:

- Update the VRC Standing to create a formal process to allow a vote of no confidence. This should include:
 - A special Region Chairs meeting of to discuss issues with VRC leadership prior to the motion being brought to the VRC table,
 - A reasonable period for the Office Bearer to respond to accusations, and
 - Allow a reasonable period to change behaviour or performance.
- The VRC should explore:
 - Whether a majority or a two-thirds majority to pass a vote of no confidence is required, and
 - If the process should allow for a censure motion as an alternative to a vote of no confidence.

IMPLEMENTATION PLAN

Lead	VRC Office Bearers
Assists	Rover Support Commissioners
Cost	Nil
Risks	Nil
Milestones	Aug 2021 - Paper tabled at VRC Sep 2021 - Paper voted on at VRC and assigned to appropriate VRC Office Bearer for implementation. Dec 2021 - Deadline for recommendation to be adopted by VRC.
Outcomes	Clearer definition of role responsibilities and improved Rover governance.



SCOUTS VICTORIA
Victorian Rover Council
[25-8-21]

Item Title	Adoption of Recommendation 6 Presented in <i>Report into the Potential VRC No Confidence Motion</i>
<input type="checkbox"/>	Information
<input type="checkbox"/>	Discussion
<input checked="" type="checkbox"/>	Decision
Document Author	Hamish Beshara, VRC Deputy Chair
Strategic Alignment	<p>This paper aligns with the Governance strategic goal, specifically the following elements:</p> <ul style="list-style-type: none"> To increase accessibility of Rover governance structures, to ensure both the decision-making process and decisions made are understood by Rovers; and To foster an environment of delivery on responsibilities as expected by the Rover community.
Consultation	Consultation on this paper was sought from the Region Chairs and State-Commissioner - Rover Support.
Implementation Period	This paper shall be tabled at the August 2021 VRC meeting for discussion and voted on at the September 2021 VRC meeting. Recommendations presented in this paper shall be implemented by the end of the 2021 calendar year.

KEY POINTS

- The report '*Report into the Potential VRC No Confidence Motion*' presented a recommendation regarding addressing the appropriate amount of Region engagement required by Region Chairs.
- This paper presents an amended version of the report's recommendation that was developed in consultation with Region Chairs and Rover Support Commissioners.

BACKGROUND

- The report '*Report into the Potential VRC No Confidence Motion*' as commissioned at request of the Region Chairs to provide insight into the issues created by the process leading up to and attempted vote of no confidence of past VRC Chair, Michelle Saffin.
- The following recommendation was presented in the report:
(6) Appropriate Region Engagement
Though it is proper and appropriate to ensure that Region Chairs are representing their Regions to the best of their ability, it is a basic principle in representative governance that informed decision making does not always include seeking direct input from constituents. There is merit to ensuring maximum engagement from Region Chairs, but there should be a respect for the principles of representative democracy and where extensive prior knowledge or understanding of the minutia of an issue is required, the Region Chairs feel empowered and take on the responsibility of making decisions.
- The action requested below supports the principle of this recommendation and has been amended after consultation with Region Chairs and Rover Support Commissioners.

ACTION REQUESTED

It is recommended that the Victorian Rover Council:

- Require Region Rover Councils to amend position descriptions for the Region Chair role in their respective constitutions and/or policy manuals to reflect the below sentiment.
- While consulting members of the Region prior to making decisions on behalf of them is a core principle of the Region Chair position, it is recognised that this may not always be possible. Informed decision making does not always require seeking direct input from constituents, although is recommended where reasonably practicable.

IMPLEMENTATION PLAN

Lead	VRC Office Bearers
Assists	Rover Support Commissioners
Cost	Nil
Risks	Nil
Milestones	Aug 2021 - Paper tabled at VRC Sep 2021 - Paper voted on at VRC and assigned to Region Chairs for implementation. Dec 2021 - Deadline for recommendation to be adopted by Region Rover Councils.
Outcomes	Clearer definition of role responsibilities and improved Rover governance.



SCOUTS VICTORIA
Victorian Rover Council
[25-8-21]

Item Title	Adoption of Recommendation 7 Presented in <i>Report into the Potential VRC No Confidence Motion</i>
<input type="checkbox"/>	Information
<input type="checkbox"/>	Discussion
<input checked="" type="checkbox"/>	Decision
Document Author	Hamish Beshara, VRC Deputy Chair
Strategic Alignment	<p>This paper aligns with the Governance strategic goal, specifically the following elements:</p> <ul style="list-style-type: none"> • To increase accessibility of Rover governance structures, to ensure both the decision-making process and decisions made are understood by Rovers; and • To foster an environment of delivery on responsibilities as expected by the Rover community.
Consultation	Consultation on this paper was sought from the Region Chairs and State-Commissioner - Rover Support.
Implementation Period	This paper shall be tabled at the August 2021 VRC meeting for discussion and voted on at the September 2021 VRC meeting. Recommendations presented in this paper shall be implemented by the end of the 2021 calendar year.

KEY POINTS

- The report '*Report into the Potential VRC No Confidence Motion*' presented a recommendation regarding addressing Office Bearer loyalty.
- This paper presents an amended version of the report's recommendation that was developed in consultation with Region Chairs and Rover Support Commissioners.

BACKGROUND

- The report '*Report into the Potential VRC No Confidence Motion*' as commissioned at request of the Region Chairs to provide insight into the issues created by the process leading up to and attempted vote of no confidence of past VRC Chair, Michelle Saffin.
- The following recommendation was presented in the report:
(7) Office Bearer Loyalty
Office Bearers should be made aware that they are a member of a team that reports to the VRC Chair and to the VRC at large. They should be supporting the Chair in their endeavours and where they are unhappy, they should utilise the appropriate channels. Direct contact to Region Chairs without addressing the Chair regarding the concerns prior is undermining and grandstanding.
- The action requested below supports the principle of this recommendation and has been amended after consultation with Region Chairs and Rover Support Commissioners.

ACTION REQUESTED

It is recommended that the Victorian Rover Council:

- Formalise the expectation that VRC Office Bearers operate as one cohesive team in the VRC Standing Orders and that Region Chairs should be consulted on matters appropriate to their role with endorsement from the VRC Executive.

- Address the appropriate procedure to follow if an Office Bearer is unhappy of VRC leadership when Office Bearers are elected.

IMPLEMENTATION PLAN

Lead	VRC Office Bearers
Assists	Rover Support Commissioners
Cost	Nil
Risks	Nil
Milestones	Aug 2021 - Paper tabled at VRC Sep 2021 - Paper voted on at VRC and assigned to appropriate VRC Office Bearer for implementation. Dec 2021 - Deadline for recommendation to be adopted by VRC.
Outcomes	Clearer definition of role responsibilities and improved Rover governance.

Surfmoot Budget Cover Letter 2022

This budget, as many would know was a challenge this year, as there was so much that was an unknown, with COVID and lockdowns looming around, all we could do was write this and hope that everything would be back to normal by the time that we get to the event.

With the public Holiday falling on the Wednesday, it created a tricky situation as to how long to run for we settled on 4 days, Thursday to Sunday, and wanted to keep the price as low as viable to encourage more people to attend. So as will be seen in the budget we've made cuts in some area to reduce the ticket price where we can.

Income

Tickets

This year it will be a 4 day event Thursday - Sunday

Due to the extra day, the ticket price had to increase originally we had it set to above \$100, but strove to keep it below \$100 we tried as low as \$80 but couldn't get the figures to work out.

So with a bit of work we came up with:

Presold \$90

New Rover (18yo) \$45 to keep it consistent as half a full ticket

Service \$45

Committee \$45

With overall ticket sales of 465 people, an increase on last year (397) as we'll hopefully be able to run a full event.

General Store

Merchandise has been kept the same as last year

The Line item "Ice" appears in both income and expenditure with the same figure, as this is a service that is needed to keep Attendees food cold and reduce the risk of an intoxicated/tired rover leaving site to purchase ice.

Committee Payments

Both of these line items appear in both income and expenditure with the same figures, as the committee members pay for it, there is no profit or loss, but it is money moving through the accounts and thus needs to be reflected here.

Expenses

Administration

This hasn't changed

Entertainment

We've kept entertainment the same so as to keep the ticket price low, only shuffled the amounts on the truck as longer hire, and lower miscellaneous.

Treasurer

This hasn't changed as they're fixed costs that don't change

Activities

We haven't changed this as not much was spent last year due to COVID situation, so we'd like to be able to run more activities than we got to last year

Works and services

We've kept toilets and pump outs in there, as we were lucky enough to get those included in our campsite fee last year, but no guarantee this year, so needs to be left in there
General supplies have been reduced to closer reflect what is needed
Otherwise the rest is unchanged

Power and Comms

This looks different to previous years, as previously we had PA and radios as a single line item, but have used the actuals to split those into their respective line items
Otherwise like many departments, overall reduced to keep ticket prices low

PR & marketing

Unchanged, as this expenditure can vary based on number of participants attending

General store

Ice and freezer – necessary to ensure rovers can keep their food cold in summer, without the need for rovers to be leaving site, this is cancelled out in the income section as this is a service, and does not need to make a profit, but preferably break even
Merchandise will be presold via the store, so as not to be stuck with merch we can't sell.
Committee merchandise will be cancelled out in the income section where it also includes the same amount for income

Venue

Venue Hire is a variable figure as it will change dependent on how many participants we have on top of the building/site hire, so this figure is estimated based on previous years, along with our budgeted number of attendees
Our VRC Levy has been reduced by \$1000 from previous years
Committee catering, again will be cancelled out from the income line

If you have any feedback please email it chair@surfmoot.com as soon as possible so that we can explain further, or revise it if necessary.

Thankyou,
Danny Wallace
Surfmoot Chair 2022

Blank Budget													
	Budget 2022			Variance	Actuals 2021		Budget 2021			Actuals 2020			
Income													
Tickets	\$	Qty	Total	%	\$	Qty	Total	\$	Qty	Total	\$	Qty	Total
Presold	\$ 90.00	400	\$ 36,000.00	12%	\$ 389	31,800.00	\$ 80.00	475	\$ 38,000.00			\$ 21,845.00	
Gate			\$ -	0%			\$ -					\$ 12,430.00	
New Rover	\$ 45.00	15	\$ 675.00	100%	15		\$ 40.00	15	\$ 600.00			\$ 510.00	
Service	\$ 45.00	30	\$ 1,350.00	100%	62		\$ 40.00	30	\$ 1,200.00			\$ 3,364.22	
Committee Tickets	\$ 45.00	20	\$ 900.00	100%			\$ 40.00	20	\$ 800.00			\$ -	
Total		465	\$ 38,925.00		466	\$ 31,800.00		540	\$ 40,600.00		0	\$ 38,149.22	
General Store	\$	Qty	Total	%	\$	Qty	Total	\$	Qty	Total	\$	Qty	Total
Merchandise			\$ 1,000.00	-2%		\$ 1,015.00			\$ 1,000.00			\$ 2,994.90	
Ice			\$ 750.00	86%		\$ 101.50			\$ 400.00			\$ 750.00	
Total		0	\$ 1,750.00		0	\$ 1,116.50		0	\$ 1,400.00		0	\$ 3,744.90	
Committee payments	\$	Qty	Total	%	\$	Qty	Total	\$	Qty	Total	\$	Qty	Total
Committee Merchandise			\$ 1,000.00	100%		\$ -	\$ 55.00	30	\$ 1,650.00			\$ 1,477.00	
Committee catering			\$ 2,000.00	25%		\$ 1,505.00	\$ -	0	\$ -			\$ -	
Total		0	\$ 3,000.00		0	\$ 1,505.00		30	\$ 1,650.00		0	\$ 1,477.00	
Total Income			\$ 43,675.00			\$ 34,421.50			\$ 43,650.00			\$ 43,371.12	
Expenses													
Administration	\$	Qty	Total	%	\$	Qty	Total	\$	Qty	Total	\$	Qty	Total
Admin supplies			\$ 150.00	100%		\$ -			\$ 150.00			\$ 4.50	
Committee Supplies			\$ 100.00	-100%		\$ 200.00			\$ 100.00			\$ 602.25	
Total		0	\$ 250.00		0	\$ 200.00		0	\$ 250.00		0	\$ 606.75	
Entertainment	\$	Qty	Total	%	\$	Qty	Total	\$	Qty	Total	\$	Qty	Total
Bands/DJ's			\$ 2,200.00	27%		\$ 1,603.70			\$ 2,200.00			\$ 2,200.00	
Stage			\$ 1,000.00	80%		\$ 203.89			\$ 1,000.00			\$ -	
Lighting			\$ 1,500.00	21%		\$ 1,181.82			\$ 1,500.00			\$ 2,045.45	
Audio			\$ 1,400.00	-5%		\$ 1,469.06			\$ 1,400.00			\$ 1,363.64	
Truck			\$ 800.00	-57%		\$ 1,254.44			\$ 600.00			\$ -	
Misc			\$ 600.00	2%		\$ 585.94			\$ 800.00			\$ 916.08	
Total		0	\$ 7,500.00		0	\$ 6,298.85		0	\$ 7,500.00		0	\$ 6,525.17	
Treasurer	\$	Qty	Total	%	\$	Qty	Total	\$	Qty	Total	\$	Qty	Total
Insurance			\$ 900.00	1%		\$ 894.00			\$ 900.00			\$ 890.00	
VRC Ticketing			\$ -	0%		\$ -			\$ -			\$ 81.03	
Webpage			\$ -	0%		\$ -			\$ -			\$ -	
Accounting Fees			\$ 360.00	0%		\$ 360.00			\$ 360.00			\$ 355.27	
Audit Fee			\$ 60.00	100%		\$ -			\$ 60.00			\$ -	
Total		0	\$ 1,320.00		0	\$ 1,254.00		0	\$ 1,320.00		0	\$ 1,326.30	
Activities	\$	Qty	Total	%	\$	Qty	Total	\$	Qty	Total	\$	Qty	Total
Offsite			\$ 1,000.00	60%		\$ 400.00			\$ 1,000.00			\$ 613.00	
Onsite			\$ 500.00	-8%		\$ 538.18			\$ 500.00			\$ 693.08	
Buses			\$ 350.00	27%		\$ 256.36			\$ 350.00			\$ -	
Total		0	\$ 1,850.00		0	\$ 1,194.54		0	\$ 1,850.00		0	\$ 1,306.08	
Works and Services	\$	Qty	Total	%	\$	Qty	Total	\$	Qty	Total	\$	Qty	Total
Toilets and pumpouts			\$ 2,000.00	100%		\$ -			\$ 2,000.00			\$ 1,305.88	
General Supplies			\$ 1,000.00	-24%		\$ 1,237.93			\$ 3,600.00			\$ 132.00	
Bins			\$ 800.00	-34%		\$ 1,074.55			\$ 800.00			\$ 709.09	
Site Vehicles			\$ 250.00	100%		\$ -			\$ 250.00			\$ -	
Total		0	\$ 4,050.00		0	\$ 2,312.48		0	\$ 6,650.00		0	\$ 2,146.97	
Power and Comms	\$	Qty	Total	%	\$	Qty	Total	\$	Qty	Total	\$	Qty	Total
Cherry Picker			\$ -	0%		\$ -			\$ -			\$ -	
PA Hire			\$ 700.00	6%		\$ 660.00			\$ 3,000.00			\$ 3,000.00	
Radios			\$ 1,500.00	7%		\$ 1,402.00			\$ -			\$ -	
Fuel			\$ 500.00	1%		\$ 495.51			\$ 500.00			\$ 249.45	
Generators			\$ 1,000.00	7%		\$ 927.27			\$ 1,000.00			\$ 164.00	
Total		0	\$ 3,700.00		0	\$ 3,484.78		0	\$ 4,500.00		0	\$ 3,413.45	
PR & Marketing	\$	Qty	Total	%	\$	Qty	Total	\$	Qty	Total	\$	Qty	Total
Programs			\$ -	0%		\$ -			\$ -			\$ -	
Promotional Items			\$ 400.00	58%		\$ 169.62			\$ 400.00			\$ 300.00	
Total		0	\$ 400.00		0	\$ 169.62		0	\$ 400.00		0	\$ 300.00	
General Store	\$	Qty	Total	%	\$	Qty	Total	\$	Qty	Total	\$	Qty	Total
Ice and Freezer			\$ 750.00	36%		\$ 477.27			\$ 750.00			\$ 780.00	
Merchandise			\$ 1,000.00	43%		\$ 569.14			\$ 1,000.00			\$ 2,931.51	
Committee Merchandise			\$ 1,000.00	100%		\$ -			\$ 1,650.00			\$ 1,464.60	
Total		0	\$ 2,750.00		0	\$ 1,046.41		0	\$ 3,400.00		0	\$ 5,176.11	
Venue	\$	Qty	Total	%	\$	Qty	Total	\$	Qty	Total	\$	Qty	Total
Venue Hire			\$ 12,300.00	66%		\$ 4,135.00			\$ 8,145.00			\$ 8,691.00	
Security			\$ -	0%		\$ -			\$ -			\$ -	
VRC			\$ 5,000.00	-20%		\$ 6,000.00			\$ 6,000.00			\$ 6,000.00	
Committee Catering			\$ 2,000.00	33%		\$ 1,338.55			\$ -			\$ -	
Total		0	\$ 19,300.00		0	\$ 11,473.55		0	\$ 14,145.00		0	\$ 14,691.00	
Total Expenses			\$ 41,120.00			\$ 27,434.23			\$ 40,015.00			\$ 35,491.83	

Scaled Summary									
Budget for 2022									
Income	\$	Qty	Total	\$	Qty	Total	\$	Qty	Total
Tickets - participants	\$ 90.00	400	\$ 36,000.00	\$ 90.00	350	\$ 31,500.00	\$ 90.00	300	\$ 27,000.00
Tickets - Service/Reduced	\$ 45.00	65	\$ 2,925.00	\$ 45.00	65	\$ 2,925.00	\$ 45.00	65	\$ 2,925.00
General Store			\$ 1,750.00			\$ 1,500.00			\$ 1,250.00
Committee payments			\$ 3,000.00			\$ 3,000.00			\$ 3,000.00
Total Tickets Sales		465	\$ 43,675.00		415	\$ 38,925.00		365	\$ 34,175.00
Expenses	\$	Qty	Total	\$	Qty	Total	\$	Qty	Total
Administration			\$ 250.00			\$ 250.00			\$ 250.00
Entertainment			\$ 7,500.00			\$ 7,500.00			\$ 7,500.00
Treasurer			\$ 1,320.00			\$ 1,320.00			\$ 1,320.00
Activities			\$ 1,850.00			\$ 1,850.00			\$ 1,850.00
Works and servises			\$ 4,050.00			\$ 4,050.00			\$ 4,050.00
Power and Comms			\$ 3,700.00			\$ 3,700.00			\$ 3,700.00
General Store			\$ 2,750.00			\$ 2,750.00			\$ 2,750.00
PR & Marketing			\$ 400.00			\$ 400.00			\$ 400.00
Venue			\$ 19,300.00			\$ 18,300.00			\$ 17,300.00
		Total	\$ 41,120.00		Total	\$ 40,120.00		Total	\$ 39,120.00
			\$2,555.00			-\$1,195.00			-\$4,945.00

*Previously included with above