



**SCOUTS AUSTRALIA**  
**MINUTES FOR THE 507<sup>TH</sup> MEETING OF THE**  
**VICTORIAN ROVER COUNCIL**  
**HELD AT VICTORIAN ROVER CENTER**  
**WEDNESDAY, 24<sup>TH</sup> JANUARY 2023, AT 7:30PM**

<b>1</b>	<b>Welcome</b>	
<b>1.1</b>	<b>Flag Break</b>	<b>Zac Geddes</b>
<b>1.2</b>	<b>Attendance &amp; Apologies –</b> <b>Apologies –</b> Aodren Knight, Peter Wotherspoon, Kira Miles	<b>Jessica Kaplan</b>
<b>1.3</b>	<b>Acknowledgement of Country</b> Rover Scouts Victoria acknowledges 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.	
<b>1.4</b>	<b>Conflict of Interest –</b>	
<b>2</b>	<b>Congratulations, Guest Speakers, Presentations and Formal Thanks</b>	
<b>2.1</b>	<b>Good on Ya Mate</b> – Council acknowledges and thanks the exceptional contributions to Roving over the past month. <ul style="list-style-type: none"> <li>- NRC team for running an awesome NRC session over the weekend, as well as the Victorian delegation</li> <li>- All Rovers that helped at Venture24</li> <li>- Mafeking for running the Christmas Party and New Years</li> <li>- Anthony for cleaning the tables</li> <li>- Lachlan for looking after Gippsland</li> </ul>	
<b>2.2</b>	Guest Speakers & Presentations:	
<b>3</b>	<b>Items for Consent</b>	
<b>3.1</b>	<b>Minutes of the previous VRC Meeting — November</b>	<b>Zac Geddes</b>
	Amendment to remove Moist Moot announcement: "Moist Moot is 1 <sup>st</sup> to 3 <sup>rd</sup> of March! \$70 for the weekend!" from the Murray Midlands report <ul style="list-style-type: none"> <li>- Moved to Mt Dandy report – Mt Dandy, seconded Bays</li> </ul> Amendment to add people who attended online to the attendance list	
<b>3.2</b>	<b>Correspondence</b>	<b>Jessica Kaplan</b>

<b>3.3</b>	<b>VRC Financial Report</b>	<b>Jody Freeman</b>
<b>3.4</b>	<b>Decisions of the VRC Chair to be ratified</b>	<b>Zac Geddes</b>
<b>3.5</b>	<b>Notifications for the Baden-Powell Scout Award</b>	<b>Regions</b>
	<i>Anthony Lamb — Mavis Rover Unit</i>	

<b>4</b>	<b>Office Bearers Reports</b>	
<b>4.1</b>	<b>Chair</b>	<b>Zac Geddes</b>
	<p>A few updates from me this month. In general, the holiday break was a great time to reset. I've had several 1 on 1s with OBs and there are great things coming.</p> <p><b>NRC</b></p> <p>Over the weekend we had the NRC conference. Whilst I'll let Izaak give you some more proper updates, I did want to reflect on a few things. It was great to build relationships with other branches and I can well and truly say that VIC is back. We were collaborative and other branches were receptive to us. This is no small part of relationship building through the year, including some international events, last years' NRC conference, and the 2023 program conference. I look forward to seeing what comes next with the NRC. It is also worth congratulating James Warren from Evans Rover Unit in Plenty Valley Region for being appointed as the new NRC Marketing and PR officer. He has a plethora of experience and will do well. I have also re-joined the team as training and development officer for the next term. Please rest assured that that won't detract me from my roles as Chair, in fact, over the weekend I still pushed back on items, and acted as Chair 1st, NRC project officer second. If anyone has any concerns, please come and have a chat with me.</p> <p><b>Awards</b></p> <p>This will not be the first time this is mentioned, but please think about nominating your fellow Rovers for various roles. Most people's main focus would be the Rover Service Award, which is absolutely a great thing to focus on. Please use the current form on the website. Please ignore the part asking for squire details, and please include Stephen's name where applicable, not Pete's as stated in the example letter. We are creating a new form, which will be available in March as to not have two different forms circulating around. Please don't forget about the Chair's award, where Rovers can nominate other Rovers. Also other ARAs like the special service award, which Rovers are definitely more than welcome to be nominated for.</p> <p><b>Projects</b></p> <p>After doing some work over the last couple of months, we have lots of exciting things coming over the next couple of months, some of which will require your support. We will discuss as things come up, but we have lots of opportunities. If you have any specific things, you think may make great changes in the state, come have a chat. Now is the time for implementation.</p> <p><b>The Exec</b></p> <p>There has been a slight reshuffle of who gets to sit on the exec. I have made the decision to make the start plan officer for this term a part of the executive. This will mean Jess who is working on the strat plan will be better able to develop her work based on the rest of our goals and such.</p>	

Email at:

[chairman@vicrovers.com.au](mailto:chairman@vicrovers.com.au)

#### 4.2 Deputy Chair

VACANT

Email at:

[deputy.chair@vicrovers.com.au](mailto:deputy.chair@vicrovers.com.au)

#### 4.3 Assistant Chair

Aodren Knight, Cam Cerda

**Aodren:**

Welcome back everyone to a new year of Rovering.

As we all thaw out from the holidays, Surfmoort is tomorrow, and the team have taken it to the next level. Gate tickets are available if you want a last-minute option, and now is a good time to think about whether you or someone you know should join the committee for next year. It is a rewarding and valuable experience, so don't be afraid to take the plunge, or help someone give it a shot; don't be afraid to email me or chat to me at Surfmoort if you're interested.

MARB has been diving deep into work, some exciting things I can't talk about, and the feedback submitted has been looked over very carefully.

The W.F. Waters lodge still has positions available; with Winter only 5 months away, now is a very good time to get involved before the busy season.

Hope to see you all at Surfmoort; come and say hi!

**Cam:**

Have fun getting back into your meetings!

Email at:

[assistant.chair@vicrovers.com.au](mailto:assistant.chair@vicrovers.com.au)

#### 4.4 Membership Development

Nicola Dangerfield

We had VG early last month, where a few reps from Vic Rovers spent the day helping Venturers Learn more about their local units, the activities rovers get to enjoy, what rovers can do for them and a whole lot more. Massive thanks to Maddy, Sienna, Kira & Caitlin, and all the other rovers who were around for an hour or two as well. The team above was fantastic at answering really specialised questions about their events and specific functions of Vic Rover Assets and Activities.

A similar Structure will be implemented at AG, although we're hopeful the location at AG will provide a little more success at engaging & educating Venturers about the opportunities and excitement that awaits them in Rovers.

I've also had a great one on one with Zac, where we discussed how we can integrate a larger scale rover run activity into their events to entice venturers to participate with rovers and broadly talking about what grassroots rovers can do with their venturers to build better retention rates.

Email at:

<a href="mailto:membership.development@vicrovers.com.au">membership.development@vicrovers.com.au</a>	
<b>4.5 Program</b>	<b>VACANT</b>
<p>Email at:  <a href="mailto:program@vicrovers.com.au">program@vicrovers.com.au</a></p>	
<b>4.6 Strategic Plan</b>	<b>Jess Hay</b>
<p>Since the last VRC, I have continued reviewing the previous Strategic Plan. I will be reaching out to Region Chairs and Sub-Committee Chairs with some questions soon so please be on the look out for that as the information will be beneficial in assessing the current position of Rovers in Victoria and determining what priorities different areas of our Section feels there should be. I will also be conducting some grassroots surveying of Rovers at Surfmoort so I hope to get some valuable information there so please spread the word to your networks.</p> <p>In discussing the approach for creating the new Strategic Plan with the VRC Executive, it has been decided that we should form a Strategic Planning Patrol, lead by myself, to assist with diversity of views, succession planning, and subsequent implementation of the Strategic Plan. If you or any Rovers you know would be interested in this please reach out.</p> <p>Email at:  <a href="mailto:strategicplan@vicrovers.com.au">strategicplan@vicrovers.com.au</a></p>	
<b>4.7 Training</b>	<b>VACANT</b>
<p>The first Unit Management course will be on the first weekend of March. We're trying to get a registration link sorted.</p> <p>Email at:  <a href="mailto:training@vicrovers.com.au">training@vicrovers.com.au</a></p>	
<b>4.8 BPSA</b>	<b>Breanne Simmons</b>
<ul style="list-style-type: none"> <li>- One BPSA so far this year!!</li> <li>- Working on the training/info day to talk about adventurous journeys and helping people to get started with the planning, as it is a challenge for many people.</li> </ul> <p>Email at:  <a href="mailto:bpsa@vicrovers.com.au">bpsa@vicrovers.com.au</a></p>	
<b>4.9 NRC</b>	<b>Izaak Kitching</b>
<p>I would like to say a big thank you to Zac, Alex, Nicola and Stephen for coming along to the NRC conference over the weekend. VICTORIA IS BACK BABY. It was a very productive weekend with lots of discussion happening and it was great to be able to participate in discussions without the feeling of a target on our backs.</p> <p>Elections of the unfilled Project Officer roles occurred and would like to welcome Brad Thompson as Secretary and Zac Geddes as training and development officer.</p> <p>There was an expression for the position of NRC Marketing and Public Relations officer. Shayla made a ratification for James Warren to fill this position and the vote passed unanimously.</p>	

Jake Goodall submitted a final report with the findings obtained from the BPSA name change that was circling around on social media. The feedback received that majority of Rovers wanted to keep the name with a small amount wanting the name to be changed.

Recommendations were also provided for next time:

- No further investigation into this matter is suggested at this stage
- For future data collection similar to this survey we would suggest focus groups utilised along with an opt in survey
- That the NRC Marketing & Public Relations officer in consultation with the Project Officer put together a small info graphic with findings to maintain transparency with membership base.

The NRC put forward their budget for 2024, and this passed unanimously.

Brendan Watson wants to do a full review on Terrain to see if it is going to be worth National to continue to invest money into it or if they need to scrap it and look at doing something else.

- When this comes out would like as many units as possible to fill it out. They know there are a lot of issues that have come about it.

The NRC exec gave an update on the 2022-2026 action plan.

NSW put forward a paper with creating an Aboriginal name tape that can be worn on the uniform. There was a lot of discussion that occurred around this, and a number of amendments were:

- This paper was proposed the visual recognition of our First Nations people as part of our Scout Uniform.
- This is the form of a name tape that is worn alongside of the group tape.
- Hopefully will become mainstay across all sections in scouting.
- NSW will be writing a proposal paper to the NOC
- During the drafting of the paper they will consolidate with other First Nation groups from other branches to ensure there is a wide pool of consolation.

paper passed unanimously.

Ben Brice (incoming Environment and Sustainability Officer) put forward an information paper to say they will be using a carbon offset calculator to calculate the amount of carbon the NRC conference produce using NetNada. Results will be ready for the next NRC remote meeting.

Sam De Rota presented an NRC welcome pack which was his Wood Badge project for anyone new to joining the NRC as a project officer, branch chairs, delegates and observers. This is certainly going to be handy for those who have never attended an NRC meeting before.

Steph Cowling (NRC Environment and Sustainability Officer) put forward a paper for environment and sustainability guidelines for large events.

- This will consist of a set of guidelines that include a Sustainability Commitment and Sustainability checklist for Rovering events that will ensure environmental sustainability is maximised at large Rovering events (over 75 attendees)
- The guidelines are focused on the minimisation of negative environmental impacts but will also touch on social and economic factors as they overlap. These guidelines will touch on event planning, venue, food and beverages, waste management, event program, and review and reporting of the event.

- This year will be an implementation period over the next year to see if it works at events and a review will be done at next year's NRC conference.
- Will need a minimum score of 40 points to be classed as a sustainable event. If the event gets under 30 points will be classed as a net-negative environmental impact.
- Zac is planning on running through this with all the subcommittees at some point.
- This paper passed unanimously.

Tasmania put forward a paper for Rovers who have Adult Recognition Awards. As its not currently in the youth uniform standard to say where they are meant to be positioned on the shirts and on the women's shirt there just isn't enough room on the left sleeve with all the OAS progressions that fill the space. There was a big discussion on this paper with debating where they should go as the adult uniform standard states they should go on the bottom of the left sleeve. This paper was voted in favour of with majority agreeing they should go on the bottom of the right sleeve. This will be taken to the next NOC meeting.

Apple Isle Moot put forward an interim report about AIM as they have had a number of problems with doing their final report and are needing to go through the appropriate channels before it can be presented to NRC. As soon as this report comes out, I will make sure to pass this on to you all. (See Appendix 1 for the interim report)

ACT welfare for AIM with input from all contingent welfare teams put forward a welfare report for future moots to follow as the MOC team didn't have the full ability for a welfare team and as a result the contingent welfare teams had to step up and more than what they were originally mean to have done. They also found a variety of issues that also accounted for this workload to increase and therefore they have written this for future events to use so these same problems can be prevented. This report will be in the attachments.

WA and ACT put forward a paper for building a representative youth network forum:

- This forum would be available for all youth members across Australia.
- Take place over one weekend (date TBA) and the findings to be presented at the national AGM
- This paper passed with two votes against

Vic put forward a paper for attendance of remote meetings this was to clarify misinterpretation to the NRC by-laws and also to have in writing to allow the observes to attend all the remote meetings to allow more transparency with the NRC. This paper passed with three votes against and two abstained.

Email at:

[nrc.delegate@vicrovers.com.au](mailto:nrc.delegate@vicrovers.com.au)

#### 4.10 Finance

**Kieren Martin**

Over the last couple months, I've just been helping with budgets where I'm needed and whatever else pops up, I've noticed a lot of people around the table not quite being sure how to read or write a budget so I'm thinking about running some kind of information session on what you need to know so stay tuned for more on that.

Email at:

[finance@vicrovers.com.au](mailto:finance@vicrovers.com.au)

<b>4.11 Secretary</b>	<b>Jessica Kaplan</b>
<p>If you have a general business item to present, please ensure you send through a short summary to me.</p> <p>Email at:  <a href="mailto:secretary@vicrovers.com.au">secretary@vicrovers.com.au</a></p>	
<b>4.12 Resources</b>	<b>Callan Brouwer</b>
<p>None submitted</p> <p>Email at:  <a href="mailto:resources@vicrovers.com.au">resources@vicrovers.com.au</a></p>	
<b>4.15 Marketing &amp; Communications</b>	<b>Sienna Brown</b>
<p>This month I have been mostly focusing on promoting Surfmoort. I put together a digital calendar for our socials that will help units with planning so hopefully you guys have seen that. I also plan to post smaller 'reminder' ones every few months. I am also working on putting together a team to assist with marketing for rovers, if you think this is something you would be interested in please email me.</p> <p>Email at:  <a href="mailto:communications@vicrovers.com.au">communications@vicrovers.com.au</a></p>	
<b>4.16 Visual Communications</b>	<b>Maddy McArthur</b>
<p>I'm currently working on updating the Rover Unit Region maps in time for AG2024 with Zac. Region chairs if you can please ensure that all of your Units' information is up to date before the end of the month that would greatly appreciated.</p> <p>Email at:  <a href="mailto:visual.communications@vicrovers.com.au">visual.communications@vicrovers.com.au</a>.</p>	
<b>4.17 IT</b>	<b>Alex Costin</b>
<p>In exciting news, the Zoom account is back up and running.</p> <p>You can contact the IT Team at <a href="mailto:it@vicrovers.com.au">it@vicrovers.com.au</a>, and the online store team at <a href="mailto:store@vicrovers.com.au">store@vicrovers.com.au</a>. Please reach out if there is anything we can assist with.</p>	
<b>4.18 Commissioner Group</b>	<b>Stephen Carter, Sarah Austin, Lachlan McDonald</b>
<p>Welcome back to 2024. Hope you all had a wonderful Christmas. Just a reminder. Have a great time at Surfmoort and good luck to the Surfmoort committee for all your hard work.</p> <p>Welcome Lachie, our new ASC — Rover Support! He will be looking at Mafeking, RSM, Mudbash, Surfmoort, and Gippsland.</p> <p>Nominations for the WF Waters award will close at midnight on the 28th of February, 2024.</p> <p>The Baden Powell rover service award has been awarded to the Lord Casey Rover Unit. Congratulations to the rover unit.</p> <p>The BPSA Government House presentation will be on the 2<sup>nd</sup> of March</p>	



**Emails:**Stephen: [stephen.carter@vicrovers.com.au](mailto:stephen.carter@vicrovers.com.au)Sarah: [sarah.austin@vicrovers.com.au](mailto:sarah.austin@vicrovers.com.au)Lachlan: [lachlan.mcdonald@vicrovers.com.au](mailto:lachlan.mcdonald@vicrovers.com.au)**5 Sub-Committee Reporting****5.1 Mafeking Rover Park****Caitlin Durant**

Thank you to everyone who attended the Mafeking Christmas Party and New Years at Mafeking. Both events ran very well and we are very grateful for the support shown by those that attended.

Our monthly meeting and working bee has been moved forward a weekend for Feb because we have a booking on the 3rd weekend. Tubes and tunes/ working bee will now be on 9th to 11th of Feb. We will do a bit of work Saturday morning, have some fun on Lake Surfmoor Saturday afternoon and then our business meeting.

We have also decided that we will be running a competition for the next 6 months. The region with the most working bee hours by July (based off the numbers in your region) will receive a free weekend for your whole region at Mafeking. This is a great chance to get a cheap region weekend away so make sure you get as many from your region along as you can! The winning region will be announced at the July VRC meeting.

**5.2 Surfmoor****Kira Miles**

- The gates open at 4pm tomorrow
- All cars need to be offsite by midnight

**5.3 Mudbash****Sienna Brown**

Apologies that I am not there in person tonight. It's been a pretty quiet last month so not much to report. I hope by now everyone has been able to look over the budget for voting tonight and has directed any questions to me. If you have any questions please email me at [chair@mudbash.com](mailto:chair@mudbash.com).

**5.4 Rover Scout Motorsport (RSM)****Lachlan Setter**

- Not much has happened
- We are looking for a new RA
- We're hoping for 2 more race events before Mudbash (they could be 1 day events)

**5.5 Bogong Rover Chalet****Catherine Kopec**

This month we have begun out bathroom renovations. We seriously need rovers to support completing this work. So far we've only had 5 Rovers (all BCMG) support the works. As this is a Rover asset, we really need Rovers to support in the maintenance, otherwise winter operations will be challenging with no bathrooms or showers!

<https://forms.gle/udxeUc9Ndqg2ET2CA?fbclid=IwAR2ngaklQaFnM8VN7T1WVdcEy9KMH6CNrEAQrFYZcdX1X7pBX7Ti08XLhyE>



On the 1st of Feb at 6am, bookings open exclusively for Vic Rovers for 1 week. <https://www.trybooking.com/events/landing/1141802> first in best dressed!

## 5.6 W.F. Waters Lodge

Paul Taylor

WINTER 2024 BOOKINGS INFO:

Rover weekends: your bookings open 12am on the morning of Friday 26th Jan (that's this week).  
Scout Groups and general public: Bookings Open on 1st Feb.

Booking Process:

- Email [Bawbawbookings@scoutsvictoria.com.au](mailto:Bawbawbookings@scoutsvictoria.com.au) when bookings open for your category with
  - your name
  - a contact phone number-
  - your scout group name
  - the number of people in your party.
  - your preferred dates (please give us at least 2)
  - your preferred lodge (bookings for WF Waters and the Scout Alpine Adventure centre are managed from the same email and system).
- Make full payment within 30 days of your booking confirmation letter.

VENTURERS - Venturer weekend this year will be over the weekend of 12th - 14th July (Final weekend of the Winter School Holidays)

EX-ROVERS - Open weekend this year will be over the weekend of 26th - 28th July

A reminder that Rover Weekends filled incredibly quickly last year, and bookings are taken on a first in, first served basis, so get in quick!

We look forward to seeing you all up at the Lodge!

Caroline and Ben  
Bookings Officers  
WF Waters Management Team

## 5.7 MARB

Michael Watts

- Working on theme
- Has been decided and passed by Branch
- Will be announced at Surfmoort by the stage
- Date and location will hopefully be announced by the next VRC

## 5.8 Yearbook

None submitted

## 5.9 Rover Dinner

Bays

Date: 26<sup>th</sup> of October**6 Region Reporting****6.1 Bays****Anthony Lamb**

It's been a pretty quiet and good break for Bays. Over the last couple of months we have had a few members helping out at events, such as Vic Gathering and Venture24. We also had Anthony complete his BPSA over the break, the first Bays BPSA on the new program.

As we start to get back into it for the new year, we have our first meeting in the next 2 weeks.

**6.2 Gippsland****Zoe Cooper**

Gippsland has taken a much-needed break from formal meetings, however we have been busy in other areas. We have had our region Christmas break up that saw all units attending, ran the Canteen at Venture24 along help from others within the state (Thank you so much to those who helped us!) and have been planning for CARB24. We have approximately 40 members attending Surfmoort this week, and considering our region has 77 members we are super excited at the turn out!

Stay tuned for our Theme Reveal at Spymoot!

**6.3 Lerderderg****Katelynn Condon**

- We have a lot of people going to Surfmoort tomorrow.
- The breakup camp went really well, there was a huge turnout from the region and surrounding people.
- We are looking forward to a lot more social meetings and events throughout the year.

**6.4 Melbourne****Harrison Feldman**

Similar to the rest of the admin world, not much business over the holiday period.

In our last Melbourne meeting we voted in the structure of our new logo. Colours and other minor changes are still subject to change. The latest version is attached (see Appendix 2).

Had a great Trivia Night as a region breakup.

Coming up we have our Rover Activity Meet (RAM), a chance for venturers or possible rovers to meet all of our units in one night and find the unit that's right for them.

We also plan on running a casino night in the near future.

Otherwise, we look forward to meeting up at Surfmoort.

**6.5 Mt Dandenong****Benjamin Ceravolo**

This past month has been a nice break for much of our region after many units being busy with Christmas trees, and other Christmas activities.

I personally had a great time at the Mafeking Christmas party, our Region's Christmas gathering was quite successful with over 40 in attendance (thanks Hatfield).

Manderson kicked off the year with their annual Burgers Challenge, which attracts a few other units from the region. Our exec had a catch up on n January, unfortunately it only had a couple in attendance.

We are looking forward to Surfmoort, with nine units in attendance. Moist Moot planning is going well, tickets available on the square store.

### 6.6 Murray Midlands

**Ben Okely**

Not much has changed for Murray Midlands over the Christmas period. We had yet another unit go into a bit of hibernation.

We had our first region Exec meeting of the year last Friday (19/1), which was good to touch base as an exec. We also had both Sarah and Lachlan in attendance to get some ideas from a state perspective in terms of how they feel the region's going and where they think as a region we need to be focusing our attention, and it was good to hear that the thoughts and concerns we had as a region were much the same at state level.

Maxine, my region secretary, has worked incredibly hard at setting up some accurate-ish contact lists for our units over the holidays, still with some gaps that we are still trying to chase, as well as set up a heap of automated templates for sending out emails and reminders. So hopefully with all these things now in place MM can start looking at its biggest challenge; member engagement and retention.

Some members of our region are looking forward to heading up to Mildura for Ryan's boot on the 27<sup>th</sup> of Jan. This event will offer me a great opportunity to continue putting faces to names and further building stronger relationships and connections.

### 6.7 Plenty Valley

**Nicola Dangerfield**

Since the last time we were here we have had a lot of movements. We are planning and organising a small Region Campsite for the upcoming Surfmoort, where smaller units or units with limited attendees can camp together and utilise shared resources.

I've taken some important steps to sort out a number of our "uncrewed rovers" which has uncovered one interesting issue around rovers attending units that are technically in recession. I've had some chats with my region team as well as Zac and Stephen about how to handle this situation and everyone has been very insightful, and hopefully we can resolve this pretty easily.

And on a different note, I also wanted to throw in how engaging and beneficial this past weekend as NRC observer has been. It's really interesting to see how the council operates on a national level, but also getting involved with other states in workshops and sharing ideas and plans for retention, development, and engagement. I've taken a lot away and hope to make some good changes in my region space that I can share with you all soon.

### 6.8 South West

**Matthew Pannan**

South West had a great end to 2023 in December, with our end-of-year camp down at Brucknell Scout Camp, Timboon. The weekend was packed, starting with a quick trip to Warrnambool, a tour around Timboon's many food and drink locales, and a cruise along the Great Ocean Road to see all eight of the Twelve Apostles – just like on the South West badge!

All our Rovers had a fantastic break over the new year, and we're looking forward to catching up at Surfmoort! Due to a lack of exec and UL attendance at Surfmoort, our first 'official' meeting will be postponed until Thursday, February 1<sup>st</sup>, however we will have a quick one at camp.

Looking forward, on the last weekend of February, we will have our first region event of the year: We're bringing back our construction camp but building rafts this time around, though we'll likely get just as wet as we did with last year's sleeping shelters!

## 7 Other Reports

### 7.1 MPAC Report (Pete's Corner)

We will work on and present an online workshop to discuss the purpose and function of MPAC to spread understanding. Dates for this will hopefully be out soon.

## 8 Interstate, National and International Events and Contingents

<b>8.1</b>	<b>Easter Moot</b>	
	Tasmania 29 <sup>th</sup> March – 1 <sup>st</sup> April 2024 <a href="https://www.tas.rovers.com.au/events">https://www.tas.rovers.com.au/events</a>	
<b>8.2</b>	<b>81<sup>st</sup> New Zealand Rover Moot</b>	
	Rotorua, New Zealand 29 <sup>th</sup> March – 1 <sup>st</sup> April 2024 <a href="https://www.facebook.com/AusNZMoot/">https://www.facebook.com/AusNZMoot/</a>	
<b>8.3</b>	<b>Governor General's Camp</b>	
	Government House, Canberra 14 <sup>th</sup> – 19 <sup>th</sup> April 2024 <a href="https://scouts.com.au/event/ggcamp2023/">https://scouts.com.au/event/ggcamp2023/</a>  Registrations close on the 30 <sup>th</sup> of November!	
<b>8.4</b>	<b>The Ettamogah Bush Dance</b>	
	Table Top Hotel, Albury <a href="https://fb.me/e/5RyoFq6ZL">https://fb.me/e/5RyoFq6ZL</a>  10 – 12 May 2024	
<b>8.5</b>	<b>7th Roverway 2024</b>	
	Norway 22 July – 1 August 2024 <a href="https://scouts.com.au/event/roverway2024/">https://scouts.com.au/event/roverway2024/</a>  \$2500 for participants + flights etc (for Rovers 22 and younger) \$2000 for IST + flights etc	

	November 21 <sup>st</sup> applications open	
<b>8.6</b>	<b>AJ2025</b>	
	Maryborough, Queensland 6 – 15 January 2025 Will need a Queensland Blue Card (their version of the WWC)	
<b>8.7</b>	<b>17<sup>th</sup> World Scout Moot 2025</b>	
	Portugal 25 July – 3 August 2025 <a href="https://scouts.com.au/event/wsm2025/">https://scouts.com.au/event/wsm2025/</a> Age cut off: be 25 at the start	
<b>8.8</b>	<b>26<sup>th</sup> World Scout Jamboree 2027</b>	
	Poland 30 July — 8 August 2027 <a href="https://www.jamboree2027.org/">https://www.jamboree2027.org/</a>	

## 9 Voting Items

### 9.1 Mudbash Budget

See Appendix 3

Seconded by Mt Dandenong  
Passed

## 10 Discussion Items

## 11 Tabled Items

### 11.1 GL Guide to Rovers

Information paper to update terminology in the GL Guide to Rovers.  
Send any questions to Zac

See Appendix 4

### 11.2 Program Officer Role

Decision paper to remove the Program Officer role and combine it with the BPSA Support Officer role.  
Send any feedback to Zac.

See Appendix 5

### 11.3 Standing Orders Update

Decision paper to update standing orders in order to bring the paperwork surrounding elections in line with current procedure, as well as clarifying the role of the Returning Officer.

See Appendix 6

<b>11.4 VRC Eligibility Requirements</b>
<p>Paper to assist in creating clearer understanding surrounding eligibility around elections, and smoother run elections.</p> <p>Please note that age exemptions will not be considered.</p> <p>Please also note that if no one eligible goes for a role, nominations will be open for an extra month, at which time if there are still no eligible nominees then a non-eligible individual may be considered.</p> <p>See Appendix 7</p>
<b>11.5 Budget for Unit Management Courses</b>
<p>Different courses will cost different amounts (eg. The one run at VRC will have cheaper venue hire), but the aim is to average it out over the year.</p> <p>Email questions to Zac by Sunday the 11<sup>th</sup> of Feb.</p> <p>See Appendix 8</p>

<b>12 Standing Items</b>	
<b>12.1 Unit Names and Scarves</b>	<b>Regions</b>
<b>12.2 Workplace Health &amp; Safety Items</b>	
<p>Seek online access or do not attend meetings if you are sick. If anything in or of the Rover Centre isn't working as it should, please email <a href="mailto:resources@vicrovers.com.au">resources@vicrovers.com.au</a> immediately with a brief report. Remember to wash your hands often with soap and water.</p>	
<b>12.3 WWCC/e-Learning Reminders</b>	
<p><b>Cannot show up to Surfmoort with out of date modules!!</b></p> <p>Details of members with outstanding membership requirements are sent to Unit Leaders and Region Teams every month. Please ensure these are actioned in a timely manner. If you'd like an ad-hoc report please contact Jeff.</p> <p>WWC compliance: 88% Training compliance: 92.51%</p>	
<b>12.4 Operoo</b>	
<p>Any event you run should be registered with Operoo. Contact the State Operoo team @ <a href="mailto:Operoo@scoutsvictoria.com.au">Operoo@scoutsvictoria.com.au</a> to inform them of your event, they will help you with the process around that.</p> <p>Please make sure your profiles are up-to-date, especially with going to events.</p>	
<b>12.5 ScOUT &amp; ABOUT</b>	
<p>Register your event through the link here. Anything from Working Bees to weekend camps. <a href="https://myrecord.scoutsvictoria.com.au/memberportal/scouting-activity/vic">https://myrecord.scoutsvictoria.com.au/memberportal/scouting-activity/vic</a></p>	
<b>12.6 Terrain</b>	

If you would like snapshots of your region's data please email

[Harrison.Feldman@scoutsvictoria.com.au](mailto:Harrison.Feldman@scoutsvictoria.com.au)

### 12.3 Active Rover Policy

Cam is working on making a sheet to sign with the requirements

You can find a summary sheet and optional approval form for this policy at

<https://www.vicrovers.com.au/resources/policies>

## 13 General Business

### 13.1 Away meeting

Idea of a meeting not held at VRC, realistically held on a weekend  
 MM are hosting the first one, hopefully for the April meeting  
 27-28<sup>th</sup>, free on the calendar (although Star Trek Survival camp is that weekend and it's the best opportunity for a 4 day camp)  
 Always used to have them once or twice a year, makes it more fair for the country regions  
 Idea: Maybe not at an event, but to visit an asset and doing some service?  
 Conference-style with learning modules  
 - Idea: can bring in new people to see what VRC does and is like?  
 Idea: two per year, one around assets, one around regional Victoria

More info to come soon

### 13.2 Mean Girls fundraiser

31<sup>st</sup> of January, 7pm at Melbourne Central  
 Tickets are \$24.50  
 There will be QR codes to sell tickets at Surfmoort  
 Run by Djerriwarrh  
 See Appendix 9 for the flyer

**Closing Parade: Flag Down**  
**Meeting Closed at 08:54 pm**



**VRC AGENDA  
APPENDICES  
JANUARY MEETING  
24.01.24**

Title	Page	Agenda Item	Description
Attendance.....	2	1.2	Welcome
Apple Isle Moot Interim Report.....	5	4.9	OB Reports
Melbourne Region Logo.....	16	6.4	Region Reports
Mudbash Budget.....	17	9.1	Voting Item
GL Guide to Rovers.....	24	11.1	Tabled Item
Program Officer Role.....	34	11.2	Tabled Item
Standing Orders Update.....	36	11.3	Tabled Item
VRC Eligibility Requirements.....	39	11.4	Tabled Item
Budget for Unit Management Courses.....	41	11.5	Tabled Item
Mean Girls Fundraiser Flyer.....	45	13.2	General Business



**VRC ATTENDANCE**  
**507<sup>TH</sup> MEETING OF THE VRC**  
**HELD AT THE VICTORIAN ROVER CENTER**  
**WEDNESDAY, 24<sup>TH</sup> JANUARY 2024, AT 7:30PM**

Committee	Role	Name	Present (✓)	Apology (X)
Office Bearers	Chair	Zac Geddes	✓	
	Deputy Chair	-		
	Assistant Chair	Cam Cerda	✓	
		Aodren Knight		X
	Strategic Plan	Jess Hay	✓	
	Secretary	Jessica Kaplan	✓	
	Membership Development	Nicola Dangerfield	✓	
	Program	-		
	Training	-		
	BPSA	Breanne Simmons	✓	
	NRC Delegate	Izaak Kitching	✓	
	Resources	Callan Brouwer		
	Marketing & Communications	Sienna Brown	✓	
	Visual Communications	Maddy McArthur		
	IT	Alex Costin	✓	
	Finance	Kieren Martin	✓	
	SC Rover Support	Stephen Carter	✓	
	ASC Rover Support	Sarah Austin	✓	
		Lachlan McDonald	✓	
	Honorary Treasurer	Jody Freeman		
Bays	Chair	Anthony Lamb	✓	

Committee	Role	Name	Present (✓)	Apology (x)
	Deputy Chair	Lizzie Honeybone		
	Region RC	Drew Lazenby	✓	
Gippsland	Chair	Zoe Cooper	✓	
	Deputy Chair	Carlin Graham	✓	
	Secretary	Meg McGregor		
	VRC Rep	Thomas Sibley		
Lerderderg	Chair	Katie Condon		
	VRC Rep	Eleyne Ferguson	✓	
	Region RC	Scotty Harrison	✓	
Melbourne	Chair	Harrison Feldman	✓	
	Deputy Chair	Thomas Whitehead	✓	
	Region RC	Greg Davies		
Mt Dandenong	Chair	Ben Ceravolo	✓	
	Deputy Chair	Brittany Oakley	✓	
	Region RC	Maria Armstrong	✓	
Murray Midlands	Chair	Ben Okely	✓	
	VRC Rep	Georgie Martin	✓	
	Region RC	Mark "Barney" Thornton	✓	
Plenty Valley	Chair	Nicola Dangerfield	✓	
	VRC Rep	Cam Cerda	✓	
	Treasurer	Christian Miller Grinzi	✓	
	Region RC	Jeff Mcllvain		
South West	Chair	Matthew Pannan		
	Deputy Chair	David Pattinson		
	Region RC	Craig Miller (Asst.)		
Mafeking	Chair	Caitlin Durant	✓	
Surfmoot	Chair	Kira Miles		x

Committee	Role	Name	Present (✓)	Apology (x)
<b>Mudbash</b>	Chair	Sienna Brown	✓	
	Treasurer	Megan Barth	✓	
	Rover Advisor	Ross Armstrong		
<b>RSM</b>	Chair	Lachie Setter	✓	
	Secretary	Alana Kynoch	✓	
	Rover Advisor	Lachlan McDonald		
<b>Bogong</b>	Chair	Catherine Kopec	✓	
<b>W.F. Waters</b>	Caretaker	Paul Taylor	✓	
<b>MARB</b>	Chair	Michael Watts		
	Deputy Chair	Bonnie Jensen		
<b>Rover Dinner</b>	Chair	Bays	✓	
<b>Guests</b>	MPAC	Peter Wotherspoon		x

## Apple Isle Moot 2023 - Welfare Report

This document collates key events and recommendations in the context of Welfare at Apple Isle Moot 2023. As the initially identified Medical/Welfare Director role became Medical/First Aid, there was no single formal MOC role focused on Welfare (it remained a sub-responsibility of Admin). As a result, these notes have been compiled by the ACT Contingent Welfare Officers, coordinating on behalf of other contingent welfare teams at AIM.

We would like to acknowledge the support and effort both pre-moot and at moot of Phoebe Shires, Narelle Ball, Owen Holloway and others in the MOC and broader Moot Team. These individuals were responsive to concerns from the Contingent Welfare Officers in many of the areas below. Without their flexibility and willingness to work to find solutions, the outcomes in many of the areas below are likely to have been worse.

### Systemic Welfare

There are many items at a major event which impact individuals at varying levels. These can, either singularly or in conjunction with others, result in Welfare Teams being asked for help.

This section includes items generally not under the Welfare Teams responsibility or control, but do affect the level and amount of Welfare incidents which occur.

#### Hydration

Due to treated/potable water points being sparse, people weren't drinking much water, leading to dehydration. First day had untreated river water at campsite.

There was an additional treated/potable water point added after expeditions with a trailer at the camping area, adding to the original singular water point, one tap near catering. These were not widely advertised as potable/drinking water so many Rovers continued to avoid them.

**Recommendation: If on a mixed potable/non-potable site, drinking water should be clearly signposted.**

**Recommendation: Multiple drinking water points should be across the site and highly accessible**

#### Nutrition

There was a lack of balanced diet, minimal fruit available, and one night with a baked potato focus was definitely not good overall. When food is not great, people eat less and drink more alcohol as a whole. There were multiple nights with the mess running out of vegetable/salad options before everyone got those options.

There was a lack of balance for dietaries - our vegetarian/halal/kosher participants missed out on protein at most meals, and when they didn't have a veg option those people were missing both protein and veg which isn't ideal.

**Recommendation: If meals are likely to be missed due to transport delays have an assigned person to put aside food for those late which meets their dietary requirements.**

**Recommendation: Ensure catering teams for Moots understand the dietary needs of participants (likely higher than at youth section events).**

## **Communications infrastructure**

We understand that there was a significant loss of site infrastructure due to theft before the event. We acknowledge that some of these recommendations had been planned to be covered before that event and that the MOC provided the best alternatives they could on tight timeframes. We are raising these issues primarily to show their impact on Welfare so it can be considered in future events.

There was no site wide communications system (such as speakers / announcement systems). This caused various issues for the welfare team as there was no mass announcement system or ability to call particular people / CMTs to relay issues. Alternative communications approach of a group chat was greatly hindered due to the majority of attendees not having reception in large parts of the camp, reducing the ability to inform the correct Contingent Team about support required.

This was exacerbated with the majority of issues not arising in the main area, more often than not they originate at the campsite. People go to rest there and realise they're worsening. Drunk folks end up there, not near catering. These campsite areas were the ones without reception.

With the lack of communication it meant people either had to walk to the main area in crisis, send someone to try and find help or in some cases, simply give up and try to sleep it off when unsafe to do so.

**Recommendation: there should be a means of communication with first aid / welfare / sites from the campsite. Eg. A radio in the camp area. If possible a person with a radio on 24h rotation.**

## **Sexual Health & Consent**

There was some messaging around consent which was well received and excellent to see. Some contingents reinforced this with specific briefings.

Moots often have free condoms available (or at least some to buy) to mitigate STDs and unplanned pregnancies. There was no ability to buy / be given condoms onsite, despite these being requested at multiple locations such as the merch tent, first aid and welfare.

**Recommendation: Continue to have messaging around consent at National Moots.**

**Recommendation: Have condoms onsite; either to be given out or bought.**

## **OLEMS - Application and Management System**

OLEMS was used throughout the event however there were 2 key issues which were caused by OLEMS which were passed to Welfare after participants were affected:

1. Preferred name and gender was not the default when scanning in/out of site and food lines. This resulted in gender diverse Scouts consistently being deadnamed and misgendered whenever they scanned in.
2. Due to the categories in OLEMS some dietaries and medical needs were not given to the correct areas (e.g. Non-medical dietaries)

There should be an assessment if, during the event, responding Welfare Team should be able to access OLEMS to check for relevant information. For AIM, Welfare was entirely based off

information provided, either by the Rover or someone who knew them. This can result in incorrect information being provided by helpful bystanders, particularly if the Rover is non-verbal at the time.

**Recommendation: The event management system uses the participants preferred name for general activities with legal name being used for activities which require it (eg. Flights)**

**Recommendation: The event management system allows for the capture of preferred/identifying gender including non-binary options.**

**Recommendation: The event management system uses the current best practice for medical and dietary data capture and reporting.**

**Recommendation: Assess if Welfare should be provided access to the medical information of those presenting in crisis.**

### **Financial**

The last minute increase to fees cause significant stress to individuals due to the short time frame coupled with the time of year already being expensive. The prices should have a review and be locked in (including any final price rises) at a minimum of late September. The volatile nature of the COVID-19 pandemic and inflation, particularly in Tasmania, at the time is acknowledged.

### **Alcohol**

There is a tension at Moots between the bar/alcohol as a budget necessity to make profit, and the risks associated with excessive alcohol consumption in a camp environment. There is an increasing participant awareness of alcohol involvement in welfare issues, from mental health to sexual assault - let alone medical issues and physical injuries.

Scheduling of alcohol sales at times did not appear to consider the rest of the moot scheduling, for example 0400 bar close followed by 0700 activity buses on day 1. There is also concern where late night/early morning alcohol consumption means participants are still impaired when commencing activities the following day, including semi-adventurous activities requiring physical coordination.

Care needs to be taken to ensure compliance with RSA requirements, including sobriety of those serving. The "drinking steins" approach, containing 2 cans each, coupled with cans over 1 standard drink in strength, makes tracking participant drunkenness levels more complex. This was compounded by the alcohol lines, with many rovers cycling through the bar line eg buy drink and join the end of line to finish by the time you get back to the front.

**Recommendation: Consider overall Moot schedule when determining bar close times.**

**Recommendation: Ensuring that the event provided drinking steins are appropriately sized.**

### **Transport**

Contingent teams were often responsible for recovering participants from hospital transfers done by the medical team. As this was not pre-communicated as a requirement, some contingent teams were not prepared for this (eg not all contingent teams had access to dedicated transport).

**Recommendation: Transport available for Welfare such as a car - Organised by contingents or MOC as appropriate and clearly communicated.**



## Welfare Spaces

Welfare Spaces have two distinct purposes; to provide a space which can de-escalate a welfare issue before it becomes critical in a self-managed way, and to provide a space with welfare leaders who can manage critical welfare issues which have arisen. These both involve having an area where all Rovers understand they can seek help without judgment and having a space which is seen as accessible and welcoming.

Some points for ideal Moot Welfare Spaces are described below, in three separate components. We suggest a Staffed Space and Safe Reporting Area should be physically close to each other, whilst having both visual and sound separation. A Quiet/Chill out zone can be located elsewhere nearby for participants to self-manage.

### 1. Staffed Mental health first aid space

This space should be separate from general/ physical first aid space however located nearby. It should have good environmental management (eg. rain, heat, sound), and relative privacy.

### 2. Safe reporting area

Safe Reporting Area nearby staffed MHFA space. As covered by major events such as Jamborees having a safe, quiet, comfortable and discrete space is essential when reporting incidents.

The need for this space was shown in an incident during Moot; while the participant decided not to formally report to Scouts or the Police there was at least one disclosure of sexual assault during the Moot which was exceptionally difficult to manage without a discrete space. With the report being interrupted multiple times by people walking over for a chat or to see what's wrong. It is better to have the space and not need it then to need it and not have it.

### 3. Quiet zone / Chill out zone / Sensory space.

Participant feedback indicates that chill out space was expected, and extremely appreciated and well fit out (see below). Some suggestions for consideration

- Physical Accessibility - both for those with physical disabilities, injured and those requiring mobility aids
- Visibility - the general Quiet Zone / Chillout / Sensory space should be visible and welcoming, the mental health first aid space should be more discreet yet still advertised
- Distance - should be near the activities space both for visibility and being seen as welcoming
- Barriers - both for traffic management and for comfort
- Opening hours - there was an expectation that the quiet space would be open at night so there was a comfortable space away from the bar area. Due to lighting this wasn't feasible at AIM, however future moots should consider this.

What to include:

- Central location
- Good coverage of calming activities/tools for some of the neurodiverse participants who came past. This should be continued for the next time and people in the space who have a working knowledge of this area of welfare.
- Lighting at night would be good, participants from multiple contingents asked Welfare team members if it was still running after dark. There wasn't really a comfy space to chill away from the arena.

- Multiple seating options which are flexible to allow for individuals, groups and lounging/sleeping.
- Drinking water in the space
- Blow up couches very popular as they were fun and different.

**Recommendation: The three welfare spaces are implemented at the next Moot and then a formal review done of the spaces.**

Feedback on the Chillout Zone (doubling as staffed welfare where possible) is below. For context, as at 1 December (less than a month before the moot) there was no space planned and no resources or staffing allocated. Despite this constraint, with the support of Phoebe and Owen, we (Ayla and Calista with support from other contingent welfare including SA) were able to set up an effective quiet zone for the onsite phase of moot.

**Participant feedback sent to Welfare Team members;**

*“Tent was fantastic and so were the people running it with good advice. It was great to have a space that was welcoming to everyone and was calming to those who wanted a break from everything else.”*

*“ Being able to keep the tent open 24 hours and having the tent almost run itself was great for anyone who needed a space at any time.”*

*“Having it close to first aid was also appreciated as there is often overlap between first aid and welfare issues.”*

*“It was kinda difficult to find, as it was still being set up after most people were done exploring the site, but the rainbow flag and scarves brought people along to see what it was about. It was clearly visible from the dining area so everyone on site could find it. Having the tent in a quiet area was good as it felt like a separate space to be away from the campsite and louder activities. It could have been clearer that it was a welfare tent rather than a rainbow tent, but that’s difficult to do from a distance”*

*“ The toys and activities were good in regards to variety and accessibility. The seating was also appreciated as it was comfortable and the site as a whole was lacking in comfortable seating””*

*“Welfare tent was really great!! Provided a chill space which was quieter where people could destress. Probably just needed to be made more known where it was and what it was.”*

*“just wanted to say a big thank you for making our experience at moot as enjoyable as possible. I would also like to thank you for setting up the chill zone, as I felt there were multiple instances where I needed a quiet space due to large crowds and my anxiety”*

**Recommendation: A Quiet/Chillout Zone is included in site planning with budget for sensory activities and needs.**

## Welfare Personnel

### Identification & Visibility

There should be a clearly visible way to identify Welfare Team members. Would be good for all of us to have an identifying patch or vest (Such as the QLD Welfare Team wore).

**Recommendation: Some sort of identifying marker for Welfare Team**

## Training

Suggested training requirements for Welfare team (both from Contingents and IST)

- Mental health first aid
- Basic first aid
- Have current experience with the Rover Section
- Basic Leader Training

**Recommendation: MOC assess what requirements they have of a welfare team member and advertise them early to ensure time to obtain them.**

## Responsibilities for Welfare within MOC

The AIM medical/welfare lead re-styled the role as medical/first aid only throughout successive iterations of structure leading to no formal responsibility for participant welfare within MOC – eventually disclosed to contingents on December 1st. This caused substantial risk which converted to actual experience.

In the absence of Medical Director maintaining Welfare responsibility, an ad-hoc organisation of Moot Welfare, coordinated by a Contingent Welfare Officer was formed. This coordination also included the establishment of onsite quiet space on top of the coordination of Contingent Welfare Offices. This impromptu Moot Welfare Team ended up covering multiple incidents which were likely to escalate without this coordination. This team was able to avert the potential reputational risk to scouting, as participants experiencing the initial stages of mental health crises who were turned away from first aid.

A definition/ role description of welfare would be good coupled with reporting lines. There was a lot of confusion between what needed to go to welfare/ contingent leader/ contingent advisor /medical/ MOT. The written contingent welfare officer description was not applicable in the absence of a moot-coordinated welfare team.

Welfare personnel from contingents **must not** be allocated other onsite roles eg admin, catering, shop, activities, check in. Having welfare team members with additional roles resulted in contingent welfare support not being readily available on multiple occasions, and some contingent welfare officers not being aware of their participants status (e.g. hospital transfers, needing support at quiet space etc.)

Coalition of contingent welfare made things more smooth for smaller teams (able to take breaks, contingent members knew where to go). This is a good idea in future however must be coordinated from initial phases by MOC member with welfare responsibility, written into position descriptions and not undermined by reallocation of staff.

Having welfare support available for expeditions. From what I could tell it was just the expedition leaders and they had plenty on their plate already.

**Recommendation: Moots must have a MOC member with specific responsibility for welfare and the welfare team.**

**Recommendation: MOC Welfare should organise pre-moot communications with contingent welfare teams along with Moot Team welfare staff**

## Scheduling

Welfare teams often work on extremely few hours of sleep and they can't be on all the time, need enough team members to take a break

Also ensuring there is always someone available from contingent at all time when participants were awake- be it welfare or CL (this made the last night very difficult with the largest contingent having no contingent team or welfare awake – coverage by their BRC chair was appreciated and when woken, contingent welfare were excellent).

**Recommendation: the following items which should be considered when creating the Welfare Team structure;**

- **Numbers/ ratio – bigger contingents need bigger teams**
- **Rover age participant welfare officers vs 26+ (or non-participant)**
- **International contingents when they're back- and how their welfare support should work.**

## MOC Welfare

MOC roles are highly stressful and deserving of formalised support. This should be someone across the event, understanding of major events and not having another major role within MOC. This could be an Advisor role, separate to the Event Advisor role.

**Recommendation: MOCs consider a Welfare-for-MOC role embedded into MOC, similar to Contingent Welfare. This role may be separate to the MOC team member responsible for Welfare.**

## Contingent Welfare

As above, delegated responsibilities to contingent welfare versus MOC-level welfare need to be considered well before Moot. It was beneficial to have some communication with other welfare officers before Moot, however this was through ad hoc personal connections and not centrally organised due to the restyling of the Medical Director role.

Would be good to have two diverse welfare officers per contingent (for larger contingents), as well as some trusted rovers who could refer issues to us. Staff level vs participant peer-support.

## Pre-Moot systems access

Contingent welfare officers must receive access to key participant information on similar timeline to contingent leaders in order to effectively understand support needs and put strategies in place at the peer, contingent, and moot levels. This responsibility is largely on contingent leaders. At least one large contingent did not do this, against advice.

## Contingent Welfare Briefings

The role of contingent welfare starts well before Moot. Pre-moot participant welfare briefings by a number of contingents (including SA, QLD, ACT, VIC and likely others) were critical to supporting participant readiness. Suggested topics include:

- sexual health and consent
- hygiene
- fatigue
- drugs and alcohol

- specific support needs
- personal first aid

Other specific support needs should be assessed by the Contingent Welfare Team before the event.

- medical
- dietary
- trans and gender diverse Rovers
- neurodiversity

Some suggested general items which Welfare should be across / imbue in their contingent

- Escalation procedure for contingent
- How to survive a moot 101 (hygiene /sun safety /rest etc)
- Peer support and personal responsibility. More communication with rovers to ensure that they were looking after each other like adults should rather than leaning on contingent welfare for minor things that a mate could've sorted. More messaging would have meant more mindfulness about that.
- Welfare and First Aid support procedure.
- Transport and hospital recovery
- Communication for hospital accompaniment

**Recommendation: A Contingent Welfare Officer must attend moot with the contingent. The role cannot be pre-moot only.**

**Recommendation: Role Descriptions for Contingent Welfare Officers and MOC/MOT Welfare Team to be circulated pre-event.**

**Recommendation: Make it cemented in Moot requirements for Contingents for Welfare Teams, not just single positions**

## Interactions with First Aid and Medical

This became a key friction point during AIM which was largely due to a lack of delineation of responsibilities.

*"I signed up to help with welfare. At a jamboree that is separate to providing medical support. Far too often I felt like a first aider instead of someone there for their overall welfare. This was simply due to people not knowing how to fast access first aid, especially from the campsite and especially on NYE/NYD. The rejection by the medical/first aid team of Rover Scouts requiring "lower level" first aid exacerbated this."*

There needs to be clear expectations and understandings of who is responsible for what. It was quite difficult to manage any emergent medical issues from the contingents location (eg covid/gastro cases) due to the distance we were ferrying meals back and forth on foot, and facilities and resources were not available for quarantining. (Eg disposable cutlery or separate wash up areas, separate toilets, shade in contingent areas for quarantined participants etc). Would suggest in future that members requiring quarantine or ongoing medical monitoring be managed or at least facilitated by the moot team, due to our baggage restrictions we just did not have the resources to do it effectively.

**First aid response to welfare/ mental health issues**

One specific incident occurred involving a neurodiverse participant in marked mental health distress being turned away from the first aid/medical space with no handover, follow-up or triage despite assurances from the medical director prior to the moot that all first aid staff were appropriately trained to manage mental health issues if required. This participant was sent to the at the time non-existent welfare space. Distress increased to participant becoming non-verbal. Participant's contingent leader and subsequently contingent welfare officer were unable to manage. In absence of adhoc support from another contingent's welfare, substantial risk to participant with likelihood of further escalation.

Additionally there were at least 2 reported incidents where Rovers attending First Aid overheard the Medical manager making disparaging remarks regarding gender diverse people to those who had just identified themselves as such. This resulted in the concern that they would be treated badly being spread through the contingents and being brought to Welfares attention. Welfare then volunteered to attend First Aid with any gender diverse Rovers who would like support. This is not acceptable behaviour by any member of Scouting. Whilst again the Contingent Welfare Officers were able to step up to support, this stretched resources even more thinly and created risk of rovers requiring medical attention not being comfortable to attend first aid for assessment and treatment.

**Recommendation: First aid staff recommended to have training/awareness to provide appropriate and respectful support to:**

- neurodiverse rovers
- rovers with disabilities
- gender diverse rovers

**Recommendation: MOC Team to manage / facilitate the care of quarantine patients. Including food, water, testing and other requirements.**

**Disclosure and management of medical information causing welfare issues**

- Identity of first covid case was known to all Moot team on site and referred to as "Covid [Firstname]", leading to significant distress and feelings of isolation
- Additionally testing results were also public displayed leading to some individuals being shunned as it was perceived to potentially get COVID they had done something wrong.

**Recommendation: do not put identifying details of participants being treated for or being tested for disease/illness in public locations.**

**Recommendation: maintain dignity, privacy, and respect for patients in isolation to reduce distress.**

**Incident reporting and communications**

Need an incident reporting system that works across MOT and Welfare specific to the event with export capabilities to each branch's own incident systems. Far too often we were left in the dark on issues that were arising and contingents had to rely on participants to contact us directly about it. The establishment of the contingent welfare officers Facebook chat became the main form of information transfer between Welfare Team members.

Additionally there was not a welfare specific reporting requirement so each contingent managed it in their own way. This meant MOC did not have a detailed overview of welfare during or after the event. The group of contingent welfare teams were discussing issues on an as-needed basis with Phoebe Shires during the event which was relatively successful.

## **Hospital transfer communications**

There was a lack of communication with Contingents when participants were transferred from Medical to Hospital. Welfare Officers unofficially took on a role to see who was being transferred and try to inform members of their CMT. Participants may have been transferred offsite by medical without being checked out through the OLEMS system. Not knowing that members of the contingent were on/offsite and with no way to check caused additional stress both for CMTs and those who felt abandoned at the hospital and unable to contact their CMT due to lack of reception onsite.

## **Emergency plans (including outbreak) and communication thereof.**

The event covid plan was circulated to contingents in the final days before the moot, and did not include detail in the "outbreak" section. The response plan to covid varied multiple times and appeared to be "made up as we went along" in some cases.

The medical director's initial plan to locate positive Covid cases 800m from first aid, with no shade or water, adjacent to major thoroughfares, and surrounded by bright orange cones was detrimental to both physical and mental wellbeing of participants requiring isolation. Additionally, there was no communication system from the location to first aid, with no radio and insufficient internet in the absence of cellular phone signal.

When dealing with people who are suddenly sick, having a set procedure helps with their mental health. Also single isolation plans should have mental health as a consideration.

Well-being considerations for medical isolation patients must be a part of the risk assessment when planning isolation protocols and areas.

**Recommendation: general gastro, covid, flu, other plans need to be fully written, approved, circulated to contingents and MOT in reasonable time before the event and available on-site.**

## **Hierarchy of decisions (medical vs welfare)**

Communication of First aid thresholds. Refusal by team to treat first aid needs with participants turned away if not deemed to be sufficiently 'medical'. Approach unsatisfactory given lack of prior (pre-Moot) expectation sitting with contingents. If pre-arranged, contingent teams could include First aid supplies/responsibility similar to jamboree unit level First aid.

*"In the complete absence of communication of expectations it was difficult to know what to handle ourselves or elsewhere. There's also the matter of liability and reporting. We did let our contingent know to bring those items but realistically some rovers are not particularly good with self care."*

*"As soon as we stood up contingent first aid the issues stopped for us - but that said, if that expectation mismatch were able to identified early on next time, in future it could be beneficial to communicate it immediately to contingent leaders in order to fill the gap?"*

There was insufficient first aid staffing on final night, which also led to a contingent welfare officer covering the first aid/medical cabin on their own. Only 2 first aiders on past 12pm on the final night of a national event with hundreds of participants is asking for trouble.

**Recommendation: clear expectations of what is covered by Medical / First Aid and what should be covered by Contingents during planning & clearly communicate this to CMTs**



**Recommendation: late night coverage of First Aid and Welfare to match the activity levels which happen at a Moot.**



Mudbash 2023										Scaled Summary					
ITEM NO.	Budget 2024				Variance	Actuals 2023			Budget 2023			Budget for 2023			
		\$	Qty	Total		\$	Qty	Total	\$	Qty	Total	Scenarios	Breakeven (507 Tickets)	+10% Tickets (605)	+20% Tickets (660)
1.0	<b>Income</b>														
	<b>Tickets</b>														
1.1	Presold	\$ 85.00	550	\$ 46,750.00		\$ 65.00	523	\$ 33,995.00							
1.2	Gate	\$ 105.00	0	\$ -	0%	\$ 95.00	26	\$ 2,470.00							
1.3	18 Year Old Ticket	\$ 50.00	35	\$ 1,750.00	10%	\$ 45.00	35	\$ 1,575.00							
1.4	Service	\$ 35.00	45	\$ 1,575.00	16%	\$ 30.00	44	\$ 1,320.00							
1.5	Short Stay Tickets	\$ 40.00	25	\$ 1,000.00	27%	\$ 35.00	21	\$ 735.00							
1.6	Committee Tickets	\$ -	45	\$ -	0%	\$ -	43	\$ -							
1.7	Gate Cash Tickets	\$ 105.00	0	\$ -	0%	\$ 95.00	1	\$ 95.00							
	<b>Total</b>		<b>700</b>	<b>\$ 51,075.00</b>	<b>21%</b>		<b>693</b>	<b>\$ 40,095.00</b>							
2.0	<b>Merchandise</b>														
2.1	Jumpers (Event)	\$ 60.00	240	\$ 14,400.00	17%	\$ 50.00	239	\$ 11,950.00							
2.2	Badges (Event)	\$ 6.00	356	\$ 2,136.00	17%	\$ 5.00	356	\$ 1,780.00							
2.3	Stubby Cooler (Event)	\$ 12.00	150	\$ 1,800.00	-31%	\$ 10.00	235	\$ 2,350.00							
2.4	Air Freshener (Corporate)	\$ 5.00	200	\$ 1,000.00	-108%	\$ 10.00	208	\$ 2,080.00							
2.5	Stickers 2023 (Event)	\$ 5.00	170	\$ 850.00	-1%	\$ 5.00	172	\$ 860.00							
2.6	Stickers Corp	\$ 5.00	30	\$ 150.00	-13%	\$ 5.00	34	\$ 170.00							
2.7	Bucket Hats	\$ 20.00	15	\$ 300.00	7%	\$ 20.00	14	\$ 280.00							
2.8	Beanies	\$ 20.00	20	\$ 400.00	5%	\$ 20.00	19	\$ 380.00							
2.9	Can Slings	\$ 30.00	125	\$ 3,750.00	0%	\$ 30.00	125	\$ 3,750.00							
2.10	CanVan Merch Sales - Prior Years	\$ 305.00	1	\$ 305.00	0%	\$ 305.00	1	\$ 305.00							
	<b>Total</b>		<b>946</b>	<b>\$ 19,336.00</b>	<b>-24%</b>		<b>1402</b>	<b>\$ 23,905.00</b>							
3.0	<b>Committee payments</b>														
3.1	Committee Jackets	\$ 50.00	45	\$ 2,250.00	-54%	\$ 105.00	33	\$ 3,465.00							
3.2	Committee Workshirts	\$ -	0	\$ -	0%	\$ -	0	\$ -							
3.3	Committee Catering	\$ -	0	\$ -	0%	\$ -	0	\$ -							
	<b>Total</b>		<b>0</b>	<b>\$ 2,250.00</b>	<b>-54%</b>		<b>0</b>	<b>\$ 3,465.00</b>							
4.0	<b>Driver Fees</b>														
4.1	Timely team Entry Fees	\$ 75.00	30	\$ 2,250.00	27%	\$ 50.00	33	\$ 1,650.00							
4.2	Class 3 per head	\$ 10.00	10	\$ 100.00	0%	\$ -	0	\$ -							
4.3	Team Entry Fee + Late Fee	\$ 120.00	0	\$ -	0%	\$ -	0	\$ -							
	<b>Total</b>		<b>40</b>	<b>\$ 2,350.00</b>	<b>30%</b>		<b>33</b>	<b>\$ 1,650.00</b>							
5.0	<b>Sponsorship</b>														
5.1	Platinum	\$ 1,000.00	0	\$ -	0%	\$ 1,000.00	1	\$ 1,000.00							
5.2	Gold	\$ 800.00	0	\$ -	0%	\$ 400.00	2	\$ 800.00							
5.3	Silver	\$ 600.00	0	\$ -	0%	\$ -	0	\$ -							
5.4	Bronze	\$ 400.00	0	\$ -	0%	\$ -	0	\$ -							
5.5	Supporter	\$ 50.00	0	\$ -	0%	\$ -	0	\$ -							
5.6	Classifieds	\$ 20.00	0	\$ -	0%	\$ -	0	\$ -							
	<b>Total</b>		<b>0</b>	<b>\$ -</b>	<b>0%</b>		<b>3</b>	<b>\$ 1,800.00</b>							
6.0	<b>Loans &amp; Misc</b>														
6.1	Unexplained income from 2022	\$ -	0	\$ -	0%	\$ -	0	\$ -							
6.2	Tenders (Bar, Canteen, Pub Tour)	\$ 700.00	1	\$ 700.00	100%	\$ -	0	\$ -							
6.3	Float	\$ 1,000.00	1	\$ 1,000.00	100%	\$ -	0	\$ -							
	<b>Total</b>		<b>2</b>	<b>\$ 1,700.00</b>	<b>100%</b>		<b>0</b>	<b>\$ -</b>							
	<b>Total Income</b>			<b>\$ 82,466.00</b>				<b>\$ 71,010.00</b>							
7.0	<b>Expenses</b>														
7.1	<b>Administration</b>														
7.1	Admin supplies (Printers & Printing)	\$ 400.00	1	\$ 400.00	-2%	\$ 408.49	1	\$ 408.49							
7.2	Wristbands	\$ 200.00	1	\$ 200.00	-5%	\$ 210.26	1	\$ 210.26							
	<b>Total</b>		<b>2</b>	<b>\$ 600.00</b>	<b>-3%</b>		<b>2</b>	<b>\$ 618.75</b>							
8.0	<b>Chairperson</b>														
8.1	Damages	\$ 2,000.00	1	\$ 2,000.00	15%	\$ 1,691.97	1	\$ 1,691.97							
8.2	Vice Chairpersons Committee Dinner	\$ 8.00	45	\$ 360.00	51%	\$ 176.11	1	\$ 176.11							
8.3	RA Costs	\$ 50.00	1	\$ 50.00	0%	\$ 50.00	1	\$ 50.00							
	<b>Total</b>		<b>47</b>	<b>\$ 2,410.00</b>	<b>20%</b>		<b>3</b>	<b>\$ 1,918.08</b>							
9.0	<b>Entertainment</b>														
9.1	Bands/DJ's (two live bands & two DJ's)	\$ 2,800.00	1	\$ 2,800.00	50%	\$ 1,407.50	1	\$ 1,407.50							
9.2	Generator and Generator Fuel	\$ 2,050.00	1	\$ 2,050.00	50%	\$ 1,016.40	1	\$ 1,016.40							
9.3	Truck Stage Hire and Fuel	\$ 1,700.00	1	\$ 1,700.00	22%	\$ 1,321.46	1	\$ 1,321.46							
9.4	Band and Tech Crew Rider (food, soft drink, alcohol)	\$ 800.00	1	\$ 800.00	38%	\$ 493.80	1	\$ 493.80							
9.5	Stage (truck used for stage)	\$ -	1	\$ -	0%	\$ -	0	\$ -							
9.6	Lighting	\$ 1,800.00	1	\$ 1,800.00	-89%	\$ 3,400.00	1	\$ 3,400.00							
9.7	Audio	\$ 4,000.00	1	\$ 4,000.00	45%	\$ 2,200.00	1	\$ 2,200.00							
9.8	Various	\$ -	0	\$ -	0%	\$ -	0	\$ -							
	<b>Total</b>		<b>7</b>	<b>\$ 13,150.00</b>	<b>25%</b>		<b>6</b>	<b>\$ 9,839.16</b>							
10.0	<b>Treasurer</b>														
10.1	Insurance	\$ 1,000.00	1	\$ 1,000.00	100%	\$ -	0	\$ -							
10.2	VRC Ticketing (Square site fee's)	\$ 1,814.25	1	\$ 1,814.25	16%	\$ 1,520.53	1	\$ 1,520.53							
10.3	Xero Fees	\$ 50.00	12	\$ 600.00	20%	\$ 40.23	12	\$ 482.76							
10.4	Audit Fee	\$ 400.00	1	\$ 400.00	100%	\$ -	0	\$ -							
10.5	Refund Fees*	\$ 50.00	1	\$ 50.00	53%	\$ 23.43	1	\$ 23.43							
	<b>Total</b>		<b>16</b>	<b>\$ 3,864.25</b>	<b>48%</b>		<b>14</b>	<b>\$ 2,026.72</b>							
11.0	<b>Activities</b>														
11.1	General Onsite Activities	\$ 3,000.00	1	\$ 3,000.00	-12%	\$ 3,358.53	1	\$ 3,358.53							
11.2	Travelling Activities Use	\$ 475.00	1	\$ 475.00		\$ -	0	\$ -							
	<b>Total</b>		<b>2</b>	<b>\$ 3,475.00</b>	<b>3%</b>		<b>1</b>	<b>\$ 3,358.53</b>							
12.0	<b>Works and Services</b>														
12.1	Toilet Portables	\$ 2,890.00	1	\$ 2,890.00	3%	\$ 2,790.00	1	\$ 2,790.00							
12.2	Portable Showers (Gender Neutral)	\$ 880.00	1	\$ 880.00		\$ -	0	\$ -							
12.3	Toilet Pumpout	\$ 2,277.00	1	\$ 2,277.00	56%	\$ 1,000.00	1	\$ 1,000.00							
12.4	Toilet Paper	\$ 269.25	1	\$ 269.25		\$ -	0	\$ -							
12.5	General Supplies	\$ 415.00	1	\$ 415.00	-141%	\$ 1,000.03	1	\$ 1,000.03							
12.6	Q Store 2023 fee	\$ 485.00	1	\$ 485.00	-46%	\$ 708.00	1	\$ 708.00							
12.7	Bins (awaiting bins bill)	\$ 600.00	1	\$ 600.00		\$ -	0	\$ -							
	<b>Total</b>		<b>7</b>	<b>\$ 7,816.25</b>	<b>30%</b>		<b>4</b>	<b>\$ 5,498.03</b>							
13.0	<b>Events</b>														
13.1	Trophies (Includes Motorsport & X-Games)	\$ 350.00	1	\$ 350.00	44%	\$ 196.80	1	\$ 196.80							
13.2	4X4 Service Team 2023	\$ 550.00	1	\$ 550.00	18%	\$ 450.00	1	\$ 450.00							
13.3	Cattle Tags	\$ 150.00	1	\$ 150.00	32%	\$ 102.50	1	\$ 102.50							
13.4	Rally Clocks	\$ 150.00	1	\$ 150.00	100%	\$ -	0	\$ -							
13.5	Per Team Permit	\$ 65.00	30	\$ 1,950.00	86%	\$ 275.00	1	\$ 275.00							
13.6	Event Permit	\$ 320.00	1	\$ 320.00	14%	\$ 275.00	1	\$ 275.00							
	<b>Total</b>		<b>35</b>	<b>\$ 3,470.00</b>	<b>63%</b>		<b>5</b>	<b>\$ 1,299.30</b>							
14.0	<b>Power and Comms</b>														
14.1	Cherry Picker	\$ 550.00	1	\$ 550											

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**MUDBASH**

**MAFEKING - THE RACING STATE**

2024

Budget Cover Letter

7 – 10 June

Mafeking Rover Park

# Introduction

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Mudbash is an annual motorsport event run by the Rover Scout section of Scouts Australia. Held at Mafeking Rover Park in Caveat on the King's Birthday weekend in June, it is the largest Rover Scout event in Australia with over 1500 participants and visitors annually. Mudbash puts the best aspects of Rover Scouting together. Among the weekend's activities are adventurous expeditions, competitive on-site activities, scouting camp craft, exciting nightlife entertainment, and of course motorsport!

Expectations of up to 700 people will camp on site for the weekend, although over recent years this number has been around the 600-800 mark. The Sunday of the event weekend is "Open Day", which is designed for members of the public and other scouts to be on site.

Mudbash is run annually at Mafeking Rover Park, which is owned and operated by Rover Scouts Victoria. The property is 319 acres in size and is in Caveat. The site is a rural/recreational property with several buildings, open grass areas and thick scrub in areas.

We have tried to keep the cost of the tickets reasonable while also considering the ever-increasing rates of inflation (General CPI Increases approx. 5-6% over the last two years) that affects the expenses of running the event. The ticket prices have risen to reflect and accommodate both the increasing consumer costs and the removal of the Rover Levy that was taken into account the previous year.

We have many capital works projects that we plan to undertake to get the park up to an operational standard to continue the use of Mafeking Rover Park for Mudbash and external hirers. These projects are listed in the budget breakdown below, however, to enable most of them to be completed it will require additional revenue (e.g. Sponsorship) not outlined in this year's budget.

# Budget Breakdown

**\*Please see budget item number for financial explanation**

1.1	We have increased the cost of our presold ticket by 31% due to keeping our ticket price in line with other major events as well as the increased cost of event related expenditures. The 31% increase also accounts for us not being able to increase our ticket price previously due to the rover levy even though in the first budget, we budgeted for \$75 which is the allowable 10% increase. See general note in introduction about cost of inflation that needs to be accounted for. This is inclusive of any store fee charged on card payments (2.2%) made on the Victorian Rover Scout Store which is a total of approx. \$1.90 per transaction.
1.2	We have removed budgeting for Gate tickets as per Financial Management Document requirements - lowest ticket price
1.3	We have budgeted for the same number of tickets as last year however due to some confusion in the marketing last year - we plan to better market the event to 18 yrs olds as we have already changed the name of the ticket and increased PR to the venturer section. We have also increased this ticket by \$5 to help cover some costs we have incurred due to rising costs.
1.4	We have also increased this ticket by \$5 to help keep this in line with the increase to pre-sold ticket.
1.5	This was poorly promoted last year and we plan to push the promotion of this ticket to be more inclusive of those who cannot attend mudbash for the whole weekend - Great for Uni Students or people working over the long weekend. We have also increased this ticket by \$5 to help cover some costs we have occurred due to rising costs.
1.6	We have adjusted the quantity to reflect current committee members and vacant positions.
2.0	Underestimation of merchandise sales.
3.1	We are subsidising committee jackets this year as they usually cost more than a ticket to Mudbash itself. They help participant's locate committee members, keep committee members dry in the harsh winter environment and are a tradition well loved by committee members.
4.1	We believe there will be a decrease in race teams in the next year. Due to the Motorsport Australia permit cost structure changing, we have had to increase racing entries from \$50 to \$75. As a beneficial result of this, this will also increase our ability to run a wider range of Motorsport events.
5.0	We are not budgeting for sponsorship this year as it is an unknown amount of income, as well as in line with the Financial Management Document.
7.1	Printers and printing is covered under admin supplies as we had issues last year with the provided printer, leading to a last minute purchase of extra ink cartridges.
7.2	We are budgeting \$200 to reflect 2023 actuals. We also plan to use corporate logo in the future which allows for reusing for future events.
8.1	Insurance costs and excess have gone up, so we had to self-insure for an item in 2023 (costing less than \$2000). Budgeting for \$2000 allows us to self-insure damages if required, without having to pay excess.
8.2	Due to the increase in committee members, we have adjusted the price to based on the quantity of committee members for a reasonably priced meal along with taking the cost of food into account. We will aim to do this as cost effective as possible.

9.1	Due to feedback received from event attendants, we have increased our budget to cater for two bands as well as two DJ's.
9.2	Increase in generator, transport costs and rising fuel has led a marked increase
9.3	Increase in truck stage hire, transport costs and rising fuel has led a marked increase
9.4	Rider is higher due to having two bands.
9.6	Decreased this to save money as we had more than we needed last year.
9.7	The suppliers have changed their pricing model, we can no longer submit a budget, we now have to submit what we need and receive a 50% discount.
10.1	Miscommunication from previous event meant Insurance was not taken out and was not expended and has only gone 20% to account for inflation
10.2	We make sure we cover any store fee charged on card payments (2.2%) made on the Victorian Rover Scout Store which is a total of approx. \$1.90 per transaction.
11.2	This is to assist with better communication to participants based off poor feedback we received due to the Mafeking PA system not meeting expectations. It is also going to be utilised as another activity's facility, to engage participants who do not engage with the motorsport aspect of Mudbash.
12.2	Due to participant feedback from the 2023 event, a need to include more gender-neutral shower and toilet facilities is required for the safety and inclusion of our participants. This was also not brought to the attention of last years' team until the day of the event; therefore, we are budgeting for this. Overall, there are only 10 showers onsite for 750 participants, so having more unisex/ gender neutral shower locations arounds will benefit all participants.
12.3	Now includes 2 pump outs to ensure cleanliness of toilets throughout the entire weekend - based off quality of toilet facilities and feedback from participants from the previous event.
12.5	Quite a few leftover from last year has allowed us to purchase less
12.7	Was not captured in the last budget or actuals, Invoice came in after the totals were produced
13.1	In the past, trophies have been donated to Mudbash, we have increased this cost to cover for prizes/ event trophies for as we cannot guarantee we will be donated prizes/ motorsport trophies as per previous events.
13.2	Bill didn't arrive prior to actuals being produced was \$450, Service team has increased fee, due to added overheads e.g. fuel
13.6	Due to the Motorsport Australia permit cost structure increasing, we have tried to reflect this change in increasing team entry prices to help cover majority of the cost of the permit. The changes in the motorsport cost structure additionally allow us to also benefit from having more motorsport racing styles which will help differentiate Mudbash from other racing events.
14.1	Managed to get this donated last year, so no actual was spent. This cannot be guaranteed again
14.2	Main arena PA hire has not been budgeted for previously, this has now been added in case in cannot be sourced under entertainment or as a donation
14.3	Volume of radios needed to be increased as last year we didn't cater for enough of the committee and service units
14.4	Connections cabling and accessories for safe connection of cabling etc
15.1	We were undercharged in 2023 due to printing company error - have made budget the same as last years to cover printing of 600 8pp programs for hand out to participants upon entry and open day guests!
15.3	This is to cover all physical printing costs that may include physical marketing material such as flyers, posters, sponsorship booklets, park signage and maps. As Mudbash



	attends all major venturer events, we have also budget for printing costs of any signage and physical promotional material that may be handed out to venturers at these events.
16.0	Merchandise cost differentials are difficult to reconcile as the bundle prices are not well captured, all items are set to a minimum 20% markup to ensure they make a profit for the event
17.1	Committee will preorder their catering at no cost to the event
17.2	<p>We have budgeted to make improvements to Mafeking that will support the future running and use of Mafeking for Mudbash, considering that capital improvements have not been completed annually over the past few years. Income we get from sponsorships and any money we do not spend in other areas are going to feed into capital works as much as possible.</p> <p>PROJECT 1: TOILET SAFETY UPGRADES: This project entails important updates to the toilet blocks to make sure there are cubical locks on either side of the bathroom doors in case of an emergency. This also includes upgrading the disability bathroom as it is in a poorly state and needs major refurbishment. These upgrades also may cover general maintenance required on the toilet blocks to make sure they are up to standard sanitary requirements to meet participant expectations at next year's event.</p> <p>PROJECT 2: NETWORK UPGRADES Replacement of the key parts of the network that's required to run Mudbash, this includes but is not limited to providing internet to hq, the snack shack, open day traders, first aid and the fish bowl, have a separate Wi-Fi network to run the ticketing system at front gate (this will also facilitate having the ticketing server in the server room), allowing internet access to activities at key locations to facilitate things like movies or stem activities.</p> <p>PROJECT 3: COMMANDO COURSE: Another planned capital works project is to reburnish and update the Commando course. Currently, the course is overgrown, out-dated, and rundown making it not safe for use for participants. This project works in conjunction with our track maintenance project to cut in a new Hill Climb track which will also double as a service road to access the Commando Course. As this activity is used annually by Mudbash, this will be beneficial towards the event and any other future events hosted by Mafeking Rover Park by improving the permanent infrastructure.</p> <p>PROJECT 4: KITCHEN AND FOOD HANDLING CERTIFICATION Aims to get the kitchen in the main hall complainant with commercially kitchen standards.</p> <p>PROJECT 5: FRONT GATE REBUILD Safety improvements to front steps and for access.</p> <p>PROJECT 6: PERMANENT SPEAKERS Install permanent PA speakers around main arena and into the campsites. Will thus improve main arena entertainment which was the main feedback from both motorsport and general participants from the previous Mudbash and support clear communication to the campsites and participants over the weekend of mudbash and future events held at the park.</p>
17.5	This has been adjusted to reflect a cost per head of committee members rather than an arbitrary value to ensure that all committee members can be provided with an appropriate level of welfare. E.g. Water, snacks etc.
17.6	With concerns this the previous rover led First aid team; we will be looking into hiring the State scout first aid team based on their current quotes of \$2 per head on site.
18.1	The 78% increase can be justified by investing into maintaining the racetracks/ service roads that have had serious corrosion due to the lack of upkeep due to multiple reasons including weather, working bee attendance, the pandemic and more recently the Mafeking Rover Park tractor being unfunctional for almost a year. This budget also includes funds to resurrect a new Hill Climb which was one of Mudbash's major motorsport events which was unable to run last event due to the track being unsafe due to major erosion due to weather. This will now take more than just people power but

heavy machinery to fix. However, will be utilised for future events due to it being a staple motorsport track. We are in discussion with Mafeking Rover Park about the track also doubling as a service road to the commando course.
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**\*Please note that the 2023 budget is not presented as line items have changed therefore breaking the sheet, so we have just included the totals – please see previous 2023 budget for a further breakdown of costs.**

## Closing Statement

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Based on concerns raised by participants via event feedback from the 2023 event, the committee are aiming to improve the event for those who aren't participating in the racing during the day. We believe that our budget reflects this well as we try to utilise the money that our participants contribute to add back into both the event and the wider Victorian roving community at large by way of supporting Mafeking Rover Park.

Due to unforeseen circumstances inclusive of the COVID-19 pandemic, Mudbash has unfortunately been unable to complete numerous capital works projects over the last few years. Due to this, the 2024 budget has included what we believe is a reasonable and justified capital works budget to inject funds back into the park and roving, and to ensure that the facilities of the park are up to safety and legal compliance standards by the time of the 2024 event.

The committee have already liaised with Mafeking Rover Park on what capital works projects are required to effectively host Mudbash for the 2024 event. If these projects cannot be considered into the budget, the Mudbash committee may have to review alternative venues for the 2024 event thus affecting both participant and VRC expectations, and potentially puts the future of Mafeking Rover Park at risk.



**SCOUTS VICTORIA**  
Victorian Rover Council  
19<sup>th</sup> January 2024

**Rover  
Scouts**  
VICTORIA

<b>Item Title</b>	<i>Update to GLs Guide to Rovers</i>	
X	<b>Information</b>	
	<b>Discussion</b>	
	<b>Decision</b>	
<b>Document Author</b>	<i>Regi Caesar, Zac Geddes</i>	
<b>Strategic Alignment</b>	<i>Governance – To review and address the structures of Victorian Rovers, to ensure section remains relevant and up to date.</i>	
<b>Consultation</b>	<i>Table</i>	
<b>Implementation Period</b>	<i>This will be actioned on the website and such.</i>	

#### KEY POINTS

- *This document has not been updated to reflect the new system and is outdated.*
- *Replacement of words Crew to Unit, Advisor to Adviser, removal of two-tiered system references etc...*
- *This is merely for information that this document has been updated.*

#### BACKGROUND

- *Documents need the new logo and updates to reflect the new program.*

#### IMPLEMENTATION PLAN – delete table if this is for information or a progress report

<b>Lead</b>	<i>Zac Geddes</i>
<b>Assists</b>	<i>Jessica Kaplan</i>
<b>Cost</b>	<i>N/A</i>
<b>Risks</b>	<i>No Risks</i>
<b>Milestones</b>	<i>Presented to the VRC table in January. This can receive feedback from regions if they choose.</i>
<b>Outcomes</b>	<i>Improved documents for use.</i>



# ROVER SCOUTS VICTORIA

152 Forster Rd,  
Mount Waverley VIC 3149  
[www.vicrovers.com.au](http://www.vicrovers.com.au)

## Introduction

Rovers is a unique section within the wider Scouting movement. As young adults, they present their own set of opportunities and challenges. They are hardworking, invested, engaged and supportive members of their Unit and community. As much as other youth, they have the propensity to be opinionated, occasionally unreliable and passionate about what they care about. If they are properly engaged and treated like the young adults that they are, there is no limit to their capacity to better your Group, their peers, and the movement as a whole.

All levels of Rovers are self-governing, from the smallest Victorian Unit to the Chairman of the National Rover Council. Rovers set their own program, strategy, and objectives within the framework of the wider association. As the senior section of the movement, they are just another step on the journey, but as young adults, they have a monumental amount to give to your group and the community!

## What is a Rover?

Like any other section, Rovers have their own language, acronyms and terms that can be uninterpretable to the uninformed. Here's a snapshot of the Roving journey.

Rovers start at 18, due to the classification of adults in the movement and the swathe of activities that the autonomy and opportunities that that age brings. A Venturer wanting to move into Rovers is encouraged to engage with more than just the local Unit in order to find the one that best suits their needs. Uniquely, Rover Units tend to organise themselves along common interests, whether it be racing cars, doing adventurous activities such as skiing or hiking, performing in the Scout shows or in their dedication to service.

Once a Rover Unit has gotten to know the potential new member, they become part of the Unit.

The age range for Rovers is 18 to 25. On the sad day when a Rover turns 26, they leave Rovers. This is called being 'booted' and often there is a ceremony for the Rover that is attended by many individuals who helped the Rover throughout their Scouting journey. They are commonly provided with a 'boot' as a reminder of their years in Roving.

These are some key terms to help you understand a Rover's journey:

## What is a Rover Unit?



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A group of Rovers could accurately be described as a rabble of Rovers or when in the right mood and large numbers, an avalanche of Rovers. Though the way they organise themselves is in a Unit. Much like a other sections, it comprises of all the Rovers in the group who meet together, but uniquely, they often come from a wide collection of groups in the local area and even much further away.

A Rover Unit is self-governing, they elect one of their members as Unit Leader and other members as part of the Unit Executive. Though elected, the Unit Leader is the equal as any other leader in your group and should, where possible, attend the Group Council along with the Unit's Rover Adviser.

The Rover Adviser (often referred to as an RA) is elected by the Unit as a member of the Unit and is an integral part of the Unit's makeup and decision process. They are there to provide advice and support the Unit as a whole and the individuals of the Unit. Once the Unit has elected their RA, the Group Leader then completes the necessary paperwork and appoints the RA. Get to know your Rover Unit, invite them to group events and make them feel welcome and ask to visit one of their average nights. Don't let the first time you reach out to your Unit be when you have a problem or need their help!

## **What do Rovers and Units do?**

Rovers, as their age and transport capabilities allow, have an almost unlimited range of activities to choose from. These range from weekly Unit meetings through to World Moots, though much of the best Roving happens at inter Unit, region, and state-run events.

In Victoria, we are blessed with some awesome Statewide events, including:

Mudbash – Held on the June Queen's Birthday Weekend

Surfmoot – Held on Australia Day weekend

MARB – Metropolitan Area Rover Ball

Rover Dinner – Annual formal Dinner for Victorian Rovers held in October.

These events attract hundreds of Rovers from around Victoria and even from other states. They are run by Rovers, with Subcommittees working on these events for the entire year prior and provide multiple opportunities for development and project management of those who help out.

## **How do I start a Rover Unit?**

So you want to have a Rover Unit in your group? First, you need to have a decent number of



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Rover aged people to start a Unit, ideally at least 10. We've learnt as a section that a new Unit with not much more than half a dozen members is likely to fold within 6 months.

Second, it's best to have strong feeder units in the local area to provide sustainability for your Unit and its growth. Where possible, these would not be Units already identified with a local Unit. That being said, if the local Venturers aren't going to the local Unit, then the Unit is not presenting what those Venturers want and we prefer they stay in the movement, regardless of what Unit they attend.

Third, the approval of the Region Rover Community is the deciding factor as to the establishment of the Unit. The Region Rover Community decides whether the establishment is in the best interests of the Region. A new Unit cannot start without the approval of the Region Rover Community. The Region Rover Community will appoint another Unit in the Region to act as sponsor Unit to your new Unit. The Region Adviser (Region Rover Support Commissioner), will act as the Adviser to your new Unit. Don't go and find the RA for your new Unit, that's for them to decide! Though helping them with the process of finding someone would likely be appreciated.

All this comes from the Victorian Rover Council's "New Unit Starter Guide", which can be found at [vicrovers.com.au/.....](http://vicrovers.com.au/.....)

## **So the Rover Adviser is the Leader?**

Often Rover Advisers get misunderstood as the 'leader' of the section, and in charge of the Unit. This couldn't be farther from the truth! The RA is elected to the Unit like any other member, so they get to choose who they want. The RA also needs to complete training, like any other Rover. The RA is a full member, except they can't vote. Their title is indicative of their status. They are there to advise and support the Unit, the Unit Leader in particular, who is responsible for the Unit and the Unit's first point of contact. All other RAs beyond a group level are selected and recommended by Rovers and appointed by the State Commissioner – Rover Support, whether it is at a Region, State or Subcommittee level.

## **Why Won't the Rovers be Leaders?**

Rovers is a development section for young people, providing opportunities for members to transition to leaders once they've finished a full and complete Rover program. Being a youth section leader is not a core part of the Rover program, however individual Rovers may decide it is a form of service they would like to deliver to the movement.

The Rover section is not your source of leaders for the group, and it is not uncommon for



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Rovers at your local group to be leaders elsewhere. That being said, it doesn't hurt to ask the Unit and see if you could even entice them to develop a duty roster of Rovers to lend a hand if you're having some real struggles. Remember, in asking for help, as in all things to do with Rovers, treat them like adults and show them the respect you would any other adult member of the movement and you will be surprised at how receptive they may be!

## **Fees and Rovers**

Each group sets its own fees above the minimum state fees. Rovers are largely self-funded, and most are students or very early in their careers with little or no steady income.

When setting the fee it is important to remember the financial limitations Rovers work under and what access to group equipment the Unit has. This can get more complicated when a Unit is fed by multiple groups. A good place to go regarding the setting of fees for Rovers is your Region Rover Commissioner as they know what other Units and Groups do in regards to fees and your district management team where either other group leaders and/or the District Commissioner can advise you.

Lastly, but definitely not least, ask to be invited to your Unit's next business meeting to discuss fees with the Unit and outline how fee structures are decided upon. In most cases you will be able to arrive at an acceptable position on fees for your Rovers. Just remember if they are a registered leader in your group or elsewhere, they do not pay fees!



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## **Rovers and Alcohol...**

Rovers are adults. With adulthood comes important decision making. One such decision that is often made by people between the ages of 18 and 26 is to drink and sometimes they decide to drink a bit too much. However, a Unit is responsible for its members, and an environment that has many people watching out for each other while drinking is a comparably safe environment for young people to explore alcohol.

The Unit and the wider Rover community have some basic expectations and exert a certain amount of peer pressure upon their members to meet what is considered acceptable behaviour. When a member of a Unit misbehaves in general, but particularly when under the influence of alcohol, the Unit as a whole is held responsible for the individual's behaviour. The Unit may be fined for damage that has occurred or have substantial disciplinary action taken against them by the Victorian Rover Council that may result in being banned from attending further events.

Victorian Rovers have a comprehensive set of guidelines covering alcohol and its use at events or activities which can be found under resources and guidelines on the VicRovers website.

## **Rover Governance**

Rovers are remarkably well organised for any group of young adults. From the Unit and Region to the State and National level, Rovers elect their own representatives and provide their own governance. Though each of our Scout sections have a level of youth involvement in the planning and programming of the section, once they get to the Rover section, there is complete control over the program, policies and direction.

### **Group, Multi Group and District Units**

As the Core formation of Rovers, all Rovers, regardless of what other position they may hold, must be a current member of a Unit. A Unit is usually attached to a group, though it's not unusual for a Unit to have connections with several groups or even with a particular District.

### **Region Rover Community**

Groups of Units within the same Region come together as a Region Rover Community. It is good to note here that Rovers don't govern at the district level and District Leaders are encouraged to engage with the Region Rover Community if they have any issues with the Rovers in their District.





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The Region Rover Community normally meets monthly, and is made up of the delegates of the member Units, their RAs, the Region Rover Executive and the Region Commissioner for Rovers. The Region Executive are elected from the Rovers of the Region by the Units in the Region. The Region Executive normally consists of a Chairman, Secretary, Treasurer and other positions as they see fit.

The Region Chair is the most senior Rover in the Region and should be involved in the region level meetings as would any other senior section leader in the region and should be your first contact for the Region.

The Region also has its own Region Rover Adviser, also known as the Region Commissioner Rover Support. The Region Adviser is responsible for supporting the Region Executive, any Unit without an RA and the Rover Advisers of the Units in the Region.

## **State**

Rovers at a state level are similarly elected and represent the Rovers of the state. The governing body for Victorian Rover is the Victorian Rover Council (VRC), which is comprised of representatives of the 8 Rover Region Communities and has elected Office Bearers responsible for the management and promotion of Victorian Rovers. The Chair of the VRC is responsible for leading and representing Victorian Rovers and they sit on the Chief Commissioner's State Leadership Team with the Assistant State Commissioners.

The VRC has its own set of Rover Advisers, led by the State Commissioner for Rover Support and two Assistant State Commissioners for Rover Support. These Advisers are appointed by the VRC and the number of them may change depending on the needs of the State's Rovers.

## **Sub-Committees**

Victorian Rovers run a number of state wide events and manage 3 properties across Victoria. Their administration is conducted by VRC Sub-Committees that are made up of Rovers.

The properties are significant assets to Victorian Roving and Scouting in general both in times of size and value. They require ongoing maintenance, management and promotion, which is all managed by current Rovers with some support from past Rovers. The assets include:

Mafeking Rover Park

Mt Baw Baw W.F. Waters Ski Lodge

Bogong Chalet



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The other Sub-committees manage State wide events and motor-sport:

Surfmoot

Mudbash

MARB

Rover Scout Motorsport (RSM) – Responsible for managing the relationship between Victorian Rovers and CAMS, overseeing the five racing events on the Rover Calendar (Mudbash being the premier event) and ensuring track and car safety.

Each Sub-committee has its own Adviser, which are selected in conjunction with the VRC.

## **National**

Rovers at a National level organise themselves through the National Rover Council which is made up of delegates from each State. They elect a Chair, Vice Chair, Secretary, National Rover Training Officer and a National Rover Adviser to support the NRC. The Chair of the NRC sits on the National Executive Council of Scouts Australia.

## **Awards and Badges of Rovers**

The Rovers award system is based around the peak award the Baden Powell Scout Award (BPSA).

Victorian Rovers award the Service award, known in Victoria as the W.F. Waters award, to Rovers and those who help with the Rover section for exemplary and sustained service to the Rover section. This award is a nationally recognised service award and is the most respected accolade that can be granted by the Rovers. If a Rover or RA in your group receives the award, you should make a special effort to recognise this achievement, even attending the annual Rover Dinner in October where the award is presented.

The award's badge is a red and white rope and the medallion is the scout symbol within a red circle with a red and white ribbon. The badge and medallion can be worn by recipients after leaving Rovers.

In Victoria, Rovers can also receive the State Commissioners award, which a Rover can be nominated for for exceptional effort to benefit the Unit or Scouting in general. They can be nominated by Region Commissioners, District Commissioners, Group leaders, Leaders within the Scout Group or anyone else in Scouting outside the Rover section. To nominate a Rover for this award, contact the State Commissioner – Rover Support.



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## **Rover Training and the Rover Wood badge**

As adults in the movement, Rovers are entitled to obtain a Wood badge through completion of the same levels of training as any other Leader. The Rover Wood badge is very similar in content to the Leader of Adults Wood badge that all Group Leaders, District Leaders and Commissioners are required to complete. The training requirements for completing the Wood badge are the same as for any other adult.

For Rovers, training is expected to be completed to a certain degree when in positions of authority including for Region Chairs, Subcommittee chairs and VRC Office Bearers. The Wood badge is expected to have been achieved for the positions of VRC Chairman and Training Officer. When put in the context of responsibility for the governance of the section and management of extensive assets, its understandable why there is an emphasis on achieving the Wood badge.

## **Where to go for more help**

This is just a brief overview of the section. There are individuals with decades of knowledge on all things Rover and others who spend an inordinate amount of time giving service to Roving each week. For all your questions, your Unit Leader should be your first point of contact, followed by the RA.

If you need more information or information beyond what the Unit can provide, the Chair of the Region Rover Community or the Region RA is a good option. Contact details for your Region Chair can be found on the VicRovers website under the Regions tab. The Region RA's information is provided in the Scouts Victoria Info Book.

If you need to get in contact with the Victorian Rover Council, the relevant Office Bearer's details can be found on the Vicrovers website under the Contacts tab.

For information on our assets visit their respective websites:

[Bogongroverchalet.org.au](http://Bogongroverchalet.org.au)

[Mafekingroverpark.com](http://Mafekingroverpark.com)

[www.vicrovers.com.au/bawbaw](http://www.vicrovers.com.au/bawbaw)

## **Life After Rovers**

For many Rovers, it feels like there is no life after Rovers, especially those that have been in the movement since they were 6. When a Rover turns 26 they are automatically transferred



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to the Rover formation of the ASF and will remain there until the end of that census year and will be removed from your group's extranet records.

Prior to them turning 26 and being booted, it is worth your time to approach the Rover and offer them a position in your group if you think they would be a good fit. Many Rovers involved in Rover governance are well placed to take up positions of adult leadership at any level of the association, some Rovers take on appointments as District Commissioners or even Assistant Chief Commissioners post their Roving careers.

Guide adapted from original document by Tony Nathan in 2015.



**SCOUTS VICTORIA**  
 Victorian Rover Council  
 24.01.24



<b>Item Title</b>	<i>Program Officer role</i>
<input type="checkbox"/>	<b>Information</b>
<input type="checkbox"/>	<b>Discussion</b>
<input checked="" type="checkbox"/>	<b>Decision</b>
<b>Document Author</b>	<i>Zac Geddes, VRC Chair</i>
<b>Strategic Alignment</b>	<i>Governance</i>
<b>Consultation</b>	<i>Breanne Simmons – BPSA Support Officer, previous Program Officers</i>
<b>Implementation Period</b>	<i>Actions to take affect by the new VRC period (July 1)</i>

**KEY POINTS**

- *This paper aims to dissolve the program officer role, and placing some duties with the BPSA Support Officer.*
- *Further review of the BPSA support officer is due with the new achievement pathways.*
- *There is scope to have multiple BPSA officers to facilitate different aspects of the role, or undergo specific duties.*
- *Duty statement for BPSA listed on website currently is out of date, as it the statement was updated in 2023.*

**BACKGROUND**

- *Since at least 2019, no one has completed a full term as program officer.*
- *Those that have held the term felt the role lacked a lot of structure or direction, or lacked a lot of purpose*

**ACTION REQUESTED**

It is recommended that the Victorian Rover Council:

- *Dissolve the role of Program Officer*
- *Accept the updates to BPSA Support Officer attached*

**IMPLEMENTATION PLAN**

<b>Lead</b>	<i>VRC Exec</i>
<b>Assists</b>	<i>Breanne Simmons, BPSA Support officer</i>
<b>Cost</b>	<i>N/A</i>
<b>Risks</b>	<i>Overloading the BPSA Support Officer with duties. It would be encouraged to accept multiple nominees if there is scope, or create a project patrol if there is appetite.</i>
<b>Milestones</b>	
<b>Outcomes</b>	<i>A more streamlined VRC structure, creating more meaningful roles at VRC</i>

**AMENDMENTS**

## **BPSA SUPPORT OFFICER**

### **ELIGIBILITY**

1. The position of VRC BPSA Support Officer is a one-year appointment and shall only be open to current invested Rovers.
2. Nominees for the position must be experienced in how the Achievement Pathways work in a Rover specific context.
3. Nominees must have completed the Training Requirements for the relevant position.

### **DUTIES AND RESPONSIBILITIES**

1. The BPSA Support Officer is responsible for supporting Victorian Rovers in achieving their BPSA.
2. A point of contact for any questions related to the Achievement Pathways
3. Promote the BPSA Award to Victorian Rovers.
4. As needed, organise any training or information sessions relating to the BPSA
5. Be a point of contact for queries relating to the BPSA.
6. Promote additional awards such as Landcare, Their Service - Our Heritage, and the Earth Tribe badges.
7. Promote broader program opportunities to enhance unit life.
8. Attend VRC and VRC Office Bearer meetings producing relevant agenda items, reports, etc.
9. Produce an Annual Report by 30th June detailing the work done over the previous twelve months.



**SCOUTS VICTORIA**  
Victorian Rover Council  
**24.01.24**

**Rover  
Scouts**  
VICTORIA

<b>Item Title</b>	<i>Standing Orders Updates</i>	
	<b>Information</b>	
	<b>Discussion</b>	
X	<b>Decision</b>	
<b>Document Author</b>	<i>Zac Geddes, VRC Chair</i>	
<b>Strategic Alignment</b>	<i>Governance</i>	
<b>Consultation</b>	<i>VRC Exec</i>	
<b>Implementation Period</b>	<i>Tabled in Jan, Voting in Feb. Applicable to any further elections.</i>	

#### KEY POINTS

- *Proposed changes are primarily around updating the standing orders to reflect what we actually do*
- *The only change that isn't how we currently operate is around duties of the returning officer*

#### BACKGROUND

- *The last several elections have not been conducted as set in the standing orders.*
- *This paper aim to bring our standing order in line with our conduct.*

#### ACTION REQUESTED

It is recommended that the Victorian Rover Council:

- *Adopt the proposed standing orders updates attached*

#### IMPLEMENTATION PLAN –

<b>Lead</b>	<i>Jessica Kaplan – Updating the physical document.</i>
<b>Assists</b>	<i>VRC IT team updating the website with the new document</i>
<b>Cost</b>	<i>N/A</i>
<b>Risks</b>	<i>N/A</i>
<b>Milestones</b>	<i>Milestone would be the implementation for the next election</i>
<b>Outcomes</b>	<i>VRC elections would operate smoother and in line with our own policies.</i>

#### AMENDMENTS

#### 1.4 Election of Victorian Rover Council Office Bearers:

- 1.4.1 All Victorian Rovers are eligible to nominate or be nominated as candidates ~~and must be eligible to remain so for the entirety of their term.~~ as long as they meet the eligibility requirements. The specific requirements for each Office Bearer position shall be outlined in the respective position descriptions.
- 1.4.2 The election of Office Bearers shall be conducted annually at the May meeting of the VRC, with the successful candidates assuming office as of the 1st of July of that year. All non-appointed Office Bearer positions will be open for election with the incumbent Office Bearers continuing on in their role until 30th of June. During the period between the election and assumption of office of the elected Office Bearer, an effective handover shall be conducted between the incumbent and elected Office Bearer.
- 1.4.3 Nominations for VRC Office Bearer positions shall be open at the March VRC meeting and close ~~at the conclusion of the April VRC meeting~~ as specified by the returning officer, at most a week prior to May VRC meeting, except for the positions as outlined below. Following receipt of nominations, ~~the Returning Officer VRC Secretary~~ shall notify each candidate's Unit Leader of the nomination, ~~or other appropriate person if Unit Leader is not available, or is the person nominating for the role.~~ The Returning Officer may ask the VRC secretary for assistance in this duty.
  - 1.4.3.1 Where no nominations are accepted or received for a position by the ~~conclusion of the April VRC meeting,~~ date specified by the Returning Officer the position shall remain open up until the election of said position.
  - 1.4.3.2 Nominations for the VRC Chair will open at the March VRC meeting and close ~~at the conclusion of the April VRC meeting~~ as specified by the returning officer, at most a week prior to April VRC meeting. All nominations must be accepted or declined by ~~the conclusion of the April VRC meeting,~~ by the date specified by the returning officer. Where there are two or more candidates for the position of Chair, an election shall be held at the April VRC meeting.
  - 1.4.3.3 Nominations for the position of VRC Training Officer will open at the March VRC meeting and close at the May meeting of the Rover Training Support Team. ~~The Returning Officer shall advise the Rover Training Support team of any nominations, and if they meet eligibility criteria.~~ The Rover Training Support Team will nominate a candidate to be confirmed by a vote of the VRC at the May meeting.
  - 1.4.3.4 Following receipt of nominations, the nominated Rover shall notify their Unit Council of the nomination. The Unit Council will advise the State Commissioner - Rover Support that the nominee meets all the requirements to be a member of the Unit and that their nomination is endorsed. This confirmation should occur no later than two weeks after the nominee's appointment. Should a person who was previously endorsed not satisfy this endorsement at a later stage, the Unit Council should notify the relevant Rover Adviser accordingly.
- 1.4.4 Voting procedures shall be as following:
  - 1.4.4.1 Rovers nominated for a position at a meeting they are not present at must have accepted the nomination in writing.
  - 1.4.4.2 Where the Chairman of the VRC meeting where elections are being held is not seeking re-election as an Office Bearer, they may choose to act as Returning Officer. Otherwise the State Commissioner – Rover Support or Assistant State Commissioner – Rover Support will take the Chair and act as Returning Officer.
  - 1.4.4.3 Voting shall be by secret ballot and where there are three or more candidates, instant runoff preferential voting will be used.
  - 1.4.4.4 Quorum



- 1.4.4.4.1 The quorum for VRC is 66%. Votes cannot occur if attendance is below this and all voting items should remain on the table or be withdrawn by the author. If abstain votes bring the total number of votes counted below the quorum, the voting item should remain on the table or be withdrawn by the author.
- 1.4.4.4.2 In this scenario, Victorian Rover Council delegates who aggregate 16 (2 per Region), will be used as a practical example. If, from the 16 potential votes, 6 are recorded as abstentions (for whatever reason including a pre-existing, or perceived, conflict of Interest), 4 are "NO" votes and the balance (6) are recorded as "YES" the motion would be carried. In this Instance, the "ABSTAIN" votes are not counted and the potential maximum number of votes would be 10. Six "YES" votes would be a majority and, as Indicated above, the motion would pass
- 1.4.5 Where a casual vacancy exists, a candidate will be nominated by the ~~Office-Bearer group~~ **Chair of the VRC** with a confirmation vote to be held at the next VRC meeting. In the event of a casual vacancy for the position of Training Officer, the Rover Training Support Team will nominate a replacement candidate.



**SCOUTS VICTORIA**  
Victorian Rover Council  
24.01.24

**Rover  
Scouts**  
VICTORIA

<b>Item Title</b>	<i>VRC Eligibility Requirements</i>	
<b>1</b>	<b>Information</b>	
	<b>Discussion</b>	
<b>X</b>	<b>Decision</b>	
<b>Document Author</b>	<i>Zac Geddes, VRC Chair</i>	
<b>Strategic Alignment</b>	<i>Governance</i>	
<b>Consultation</b>	<i>VRC Exec</i>	
<b>Implementation Period</b>	<i>Table in Jan, for voting in Feb. All to take place before nominations for VRC Office Bearers open in March.</i>	

#### KEY POINTS

- *Seeking to review eligibility criteria for positions as set by the VRC.*
  - *This includes confirming timelines for eligibility, and updating eligibility for current terminology and expectations*
- *These eligibility requirements are to set some expectations for the next three years.*
- *This isn't seeking to make changes in the policy book as yet, as we are looking to see how these expectations go before codifying them. These expectations are to be reviewed before adapting to the policy book and standing orders.*
- *Where the policy book or standing orders say something different from this paper, this paper will take precedence*

#### BACKGROUND

- *The last few VRC elections there have been robust discussion about the eligibility criteria of certain roles, and whether exemptions should be granted*
- *In 2022, multiple age exemptions were granted for Rovers who turn 26 whilst serving their term.*
- *In 2023, there was different opinions about what the training requirements for roles were and the associated deadlines those requirements were to be met by.*

#### ACTION REQUESTED

It is recommended that the Victorian Rover Council adopt the following recommendations for the next three years.

- *Training*
  - *Training requirements for the 2024/2025 election period to substitute Scouting Essentials to be completed in place of where Rover Basic training was expected, and substitute Scouting Leadership where Rover Advanced training was expected*
  - *Training requirement for the 2025/2026 election period is the same as the above, but the nominee can have completed a Rover Unit Management course in lieu of Scouting*

Essentials, and a Rover Personal Development course in lieu of a Scouting Leadership course.

- Training requirements for the 2026/2027 election cycle is to only use the Unit Management and Personal Development courses in place of Rover Basic training and Rover Advanced training respectively.
- Nominees shall meet these training requirements by the time of the election
- Service
  - For roles that stipulate that the nominee must have completed 12 months service to the VRC, this needs to have been completed by the time of the incumbent officer would take up office i.e. July 1.
- Age
  - A Rover must be under the age of 26 for their entire duration of their term. No exemptions will be granted based on age.
- Election particulars
  - Nominees that do not meet the eligibility requirements set out in the duty statements, or this paper, will not have their nomination accepted.
  - When there is a no accepted nominations by the time of the election, nominations will be open for an additional month, where another round of elections will take place at the June VRC meeting, or May in the case of the election for the VRC Chair. If there are nominees that do not meet the eligibility requirements, their nomination may be accepted if the following conditions are met
    - The nominee is able to demonstrate how them not meeting the eligibility requirements won't be a hinderance to the position. This should be done in an election speech.
    - There are no other accepted nominations that meet all eligibility requirements
- These requirements are to be reviewed January 2025

**IMPLEMENTATION PLAN –**

<b>Lead</b>	Zac Geddes
<b>Assists</b>	The next returning officer, likely Stephen Carter
<b>Cost</b>	N/A
<b>Risks</b>	N/A
<b>Milestones</b>	Tabled in Jan, Voted in Feb.  Applicable for future elections.
<b>Outcomes</b>	Clearer understanding on eligibility around elections, and smoother ran elections.



## Rover Training Support Team Unit Management Courses Budget 2024

### Introduction

For many years, the Victorian Rover Council has budgeted a line item for Training expenses in its annual budget. Over the years, these funds have been used to fund YOU Day, TASC, the VicRovers Induction, and the Rover Advisor's Seminar among other events, as well as funding the Rover Training Team and the capital improvement of the Victorian Rover Centre as a training facility. During this time, the delivery of Rover Scout training has been funded through Scouts Victoria Adult Training & Development (AT&D) – with the generous support of the Victorian Scout Foundation.

Following the introduction of One Program, the AT&D program has been standardised for Leaders across all Sections and the Rover Training Support Team is no longer able to use Rover-specific Wood badge Training to deliver the skills and knowledge that Rovers need to run their Section.

To solve this problem, the Rover Training Support Team is developing training courses to support the effective operation of Rovers Victoria and for the personal development of Victorian Rovers. Together these courses will combine to fulfill the 30-hour Leadership and/or Personal Development Course requirement for Rovers to achieve the Baden-Powell Scout Award.

The budget presented is for the Unit Management Courses only, as we are focused on running the first course at the Rover Centre in March. There will be a second submission in the coming months to outline the costs and income required to deliver the Personal Development course once it has been developed. Going forward, we intend to submit one budget for all scheduled courses across the year for ratification by VRC.

### Unit Management Courses 2024

2-3<sup>rd</sup> March, Non-Residential at Victorian Rover Centre

17-19<sup>th</sup> May, Residential at Clifford Park

9-11<sup>th</sup> August, Residential at Rowallan

11-13<sup>th</sup> October, Residential at Mafeking Rover Park

### Proposed dates and venues for Personal Development (Not included in this budget)

29-30<sup>th</sup> June, Non-Residential at Heathmont Scout Centre

## 23-24<sup>th</sup> November Residential at Treetops

The Rover Training Support Team support the VRC Training Officer to facilitate training for Rovers. It is a group of Rovers, Rover Advisors, and AT&D team members who have gained or are gaining their Wood Badge and have shown aptitude for presenting Rover training.

Attendance at these courses will be a minimum of 12 participants to make each course viable, both financially and for the effort required by trainers to give up their time to run the course. In this budget, a full course has a maximum enrolment of 24, but we have some flexibility on that number – it depends on the facility.

Both Course dates and cut-off dates for enrolments will be advertised well in advance, and where there is demand for courses in remote locations or specially requested dates, requests will be assessed on a case-by-case basis.

## Budget Breakdown

### Income

All income for this budget is via payment from individual Rovers, and costs have been kept to a minimum, with trainers providing both course content and basic catering for each of the weekends to keep costs to a minimum.

This budget is based on an average price per head, making the costs consistent across all courses regardless of campsite and even whether they are residential or non-residential.

### Tickets

Enrolment and payment for the courses will be through Extranet, allowing for each course participation in and completion of the course to be included on each Rover's membership record with Scouts Victoria.

A minimum of four course team members are required per course, as they are providing catering for each course as well as participant support when not presenting.

The standard minimum number of participants to run a course is 12, but this will need to be assessed for each course based on the costs of venue hire. Courses will not run if it is not financially viable, and participants will be moved to the next available course that suits them.

### Expenditure

The expenses for each course are mostly accommodation and food, with a small amount allocated for administrative costs.

### Accommodation

Accommodation will be in bunkhouse-style sleeping quarters, with a hall area for course presentations, and kitchen facilities at each venue.

### Catering

Catering is set at a minimum for each course to keep the costs down, food will be basic camp-style cooking. To keep costs down, the course team will provide catering that is as dietary requirement-inclusive as possible, with participants expected to assist with setup and cleaning utilising the Patrol System.

### Administration

Administrative costs are for presentation supplies (particularly at venues without accessible Wi-Fi) and certificates of attainment for each participant.

Facilities are varied to provide access to as many Rovers as possible and further demand for remote location courses will be assessed on a case-by-case basis.

## Scaled Summary

The scaled summary shows that we will need to assess each course based on the venue for the viability of the course based on minimum numbers. The minimum is 12 participants in most cases for each venue and a maximum of 24 participants is standard.

## Closing Statement

The Rover Training Support Team have worked hard to make sure that the cost for the Unit Management and Personal Development courses is fair and provides value for money to participating Rovers. Our team has already spent many hours putting together our course curriculum to engage and empower Rover Scouts, and we will be giving up time and effort to train and feed Rover Scouts to this end.

During the period 2012-2021, approximately 400 individual Rovers from Victoria, NSW, ACT, SA, NT, and Tasmania attended 28 Rover Training courses run by our team. Allowing for participants who returned to do the Rover Advanced course, an average of 75 people per year attended our courses – although there were often outliers with May Madness 2014 alone seeing 100 participants across three courses on-site at Gilwell Park.

We anticipate similar demand for our new training program over the coming years.

Rover Unit Management Course Budget 2024				
	budget (upcoming event)			Variance
<b>Income</b>				
<b>Tickets</b>	\$	Qty	Total	%
Participant Ticket (minimum 24 per course to run)	\$ 100.00	96	\$ 9,600.00	0%
Course Team Tickets (4 per course)	\$ -	16	\$ -	0%
<b>Total</b>		<b>112</b>	<b>\$ 9,600.00</b>	
<b>Total Income</b>			<b>\$ 9,600.00</b>	
<b>Expenses</b>				
<b>Administration</b>	\$	Qty	Total	%
Admin supplies (including certificates)	\$ 150.00	4	\$ 600.00	0%
Supplies	\$ 50.00	4	\$ 200.00	0%
<b>Total</b>		<b>4</b>	<b>\$ 800.00</b>	
<b>Catering</b>	\$	Qty	Total	%
Catering \$50 p/h (28 per course)	\$ 50.00	112	\$ 5,600.00	0%
<b>Total</b>		<b>0</b>	<b>\$ 5,600.00</b>	
<b>Venue</b>	\$	Qty	Total	%
Venue Hire - VRC (non residential)	\$ -		\$ -	0%
Venue Hire - Clifford Park \$20p/h x 1 nights	\$ 20.00	28	\$ 560.00	0%
Venue Hire - Clifford Park Hall Hire	\$ 285.00	1	\$ 285.00	0%
Venue Hire - Rowallan \$30p/h x 1 nights	\$ 30.00	28	\$ 840.00	0%
Venue Hire - Rowallan Hall Hire	\$ -	1	\$ -	0%
Venue Hire - Mafeking \$6.25p/h x 2 nights	\$ 12.50	28	\$ 350.00	0%
Venue Hire - Mafeking Hall hire per night	\$ 150.00	2	\$ 300.00	0%
<b>Total</b>	<b>\$ 497.50</b>	<b>88</b>	<b>\$ 2,335.00</b>	
<b>Total Expenses</b>			<b>\$ 8,735.00</b>	
<b>Total Income</b>			<b>\$ 9,600.00</b>	
<b>Total Expense</b>			<b>\$ 8,735.00</b>	
<b>Final Net Result</b>			<b>\$ 865.00</b>	

Scaled Summary									
Budget for (year of event)									
	25% attendance			50% attendance		75% attendance		100% attendance	
Income	\$	Qty	Total	Qty	Total	Qty	Total	Qty	Total
Participant Ticket	\$ 100.00	24	\$ 2,400.00	48	\$ 4,800.00	72	\$ 7,200.00	96	\$ 9,600.00
<b>Total Tickets Sales</b>		<b>24</b>	<b>\$ 2,400.00</b>	<b>48</b>	<b>\$ 4,800.00</b>	<b>72</b>	<b>\$ 7,200.00</b>	<b>96</b>	<b>\$ 9,600.00</b>
Expenses	\$	Qty	Total	Qty	Total	Qty	Total	Qty	Total
Administration	\$ 200.00	4	\$ 800.00	4	\$ 800.00	4	\$ 800.00	4	\$ 800.00
Catering	\$ 50.00	24	\$ 1,200.00	48	\$ 2,400.00	72	\$ 3,600.00	96	\$ 4,800.00
Venue		Qty	Total	Qty	Total	Qty	Total	Qty	Total
Venue Hire		24	\$ 583.75	48	\$ 1,167.50	72	\$ 1,751.25	96	\$ 2,335.00
		Total	\$ 2,583.75	Total	\$ 4,367.50	Total	\$ 6,151.25	Total	\$ 7,935.00
		approx	-\$183.75	approx	\$432.50	approx	\$1,048.75	approx	\$1,665.00



Unit Management - VRC course Mar 24						
	Actuals (upcoming event)			Variance	budget (upcoming event)	
<b>Income</b>						
<b>Tickets</b>	\$	Qty	Total	%	\$	Qty Total
Participant Ticket (minimum 12 per course to run)				0%	\$ 100.00	72 \$ 7,200.00
Course Team Tickets (4 per course)				0%	\$ 55.00	4 \$ 220.00
<b>total income from Tickets</b>		<b>0</b>	<b>\$ -</b>		<b>76</b>	<b>\$ 7,420.00</b>
<b>Total Income</b>			<b>\$ -</b>			<b>\$ 7,420.00</b>
<b>Expenses</b>						
<b>Catering</b>	\$	Qty	Total	%	\$	Qty Total
Participant catering				0%		\$ 1,000.00
Committee catering				0%		\$ 1,000.00
<b>total income for Committee payments</b>		<b>0</b>	<b>\$ -</b>		<b>0</b>	<b>\$ 1,000.00</b>
<b>Administration</b>	\$	Qty	Total	%	\$	Qty Total
Admin supplies				0%		\$ 150.00
Committee Supplies				0%		\$ 100.00
<b>total Expense for Administration</b>		<b>0</b>	<b>\$ -</b>		<b>0</b>	<b>\$ 250.00</b>
<b>Total</b>		<b>0</b>	<b>0</b>		<b>76</b>	<b>\$8,670.00</b>
<b>Total Expenses</b>			<b>\$ -</b>			<b>\$ 10,920.00</b>
<b>Total Income</b>			<b>\$ -</b>			<b>\$ 7,420.00</b>
<b>Total Expense</b>			<b>\$ -</b>			<b>\$ 10,920.00</b>
<b>Final Net Result</b>			<b>\$ -</b>			<b>-\$ 3,500.00</b>

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