

# INTERCHANGE

Vol. 30 No. 3

A MAGAZINE FOR VENTURERS &amp; ROVERS

April 2009

**VICTORIAN ROVERS were  
EXTRAORDINARY at**

**EXTRAORDINARY ROVERS  
EXTRAORDINARY CREWS on  
Saturday 21/03/2009**

## Hoadley Hide Update

You may recall that we are planning to get the Hoadley Hide back to Full Size this year - the target is 443.

- That is 400 Venturers,
- 40 Stunts and
- 2 VOCs, spread over the whole of an A3 map.

This means that those who want to relax can hike 30 km and do 20 stunts, the winners may need to hike 70km and do all the activities (including night hike).

We are well on the way to our goal!

*Now we just need the Venturers.*

Applications closed 10 days ago for the Initiative course - that was oversubscribed so the latecomers missed out.

For the Hide itself, we had about 120 more applications last Thursday than we had the same time (2 weeks before) the event last year but we haven't yet made the 400. It can still be done though you will need to send your application by express post! But call to let us know and include \$5 for express envelope to get the info back to you or arrange to collect the info.

Come and point your eyes at the skies -it's already the biggest Hide in a while; lets get the 400.

**David (Hubble) Griffiths, Phone +613 9752 6657  
Mobile +614 3852 6657**

## "All Victorians enjoying Scouting"

### Branch Newsletter – April 2009

#### New Branch Commissioners

Welcome to Lillian Beard as BC Heritage who will further promote our Scouting heritage collections and their message, and the Hon Michael Baden Powell as BC Special Duties to provide us with links into the wider community.

#### Executive Manager Update

The appointment of the Executive Manager will be made shortly after extensive interviews and you will be advised of the details of the successful applicant.

#### Bushfire Relief Fund

This fund has recently received a boost with a cheque from the ACT Chief Commissioner from fundraising by Canberra scouts of \$1826. 10th Caulfield have donated Uniforms and Bacchus Marsh a trailer both to 1st Kinglake. This complements fundraising from 1st Mt Evelyn, 1st Modewarre, 2nd Maroondah and Australian Lithuanian Groups, and many individual donations. These will be used to enable scouting members in the bushfire ravaged communities to continue to take part in our programmes when family homes and incomes have been lost and normal everyday fund raising as well as Jamboree fundraising is not possible.

#### Bushfire Relief Activities

We have over 580 members who have registered and volunteered their time to help in a variety of areas in bush fire relief, they currently consist of sorting through donations for Red Cross and the Salvation Army at Whittlesea, Noble Park or Clayton. We have also recently been asked for help from the Victorian Farmers Federation at two sites in Kilmore East and Yarra Valley.

Soon emails will be sent asking for members who can help with fencing and other clean up jobs that we are now being asked to do. It is important to remember that our members are only covered by Scout insurance on Scout property and sanctioned scout activities.

### **World Scout Dollar Day. – Saturday 1<sup>st</sup> August 2009**

At a recent meeting of the National Executive of Scouts Australia, it was agreed by all States that on World Scout Day, each Scout Member, both uniform and lay, would be asked to donate at least \$1 and this would be forwarded to the World Scout Bureau in Geneva to assist with helping Scouting projects in the African Region.

### **Leader Receptions & Networking**

Two Receptions have been arranged for recently appointed leaders to meet and network with various members of the Branch and Region based support teams, to understand the support available, and to gain a general overview of the Victorian Scout Centre. These are scheduled for Wednesday 29/04/09 at Vic. Scout centre, and Tuesday 30/06 at Western Scout Centre.

### **Info Book Updates**

The printed 2009 issue was distributed with the February Scout Magazine and a Web version is provided on [www.vicscouts.asn.au](http://www.vicscouts.asn.au). The web version will be updated quarterly in early April, July and October each year. This ongoing update should reduce long term errors being perpetuated and the volume of changes at the end of the year. Amendments will be noted via the Branch Newsletter, and a summary in the respective issues of Scout magazine

## **ANZAC DAY MARCH** **Saturday 25<sup>th</sup> April 2009**

Once again, the RSL have requested assistance from Venturers and Rovers to carry banners in the March. Those who have assisted in marches can attest the thanks and appreciation of the Veterans, so why not get involved this year! Banner Bearers, in full uniform, are required. A great opportunity to provide service to the community.

### **Anzac Day Generally**

Many Groups and formations support the ceremonies in their local area and we are prominent in assisting in the Melbourne Parade. Correct, smart uniform is required on these public occasions. It is our policy that it is the responsibility of the leader in charge of this day's activity

to specify in advance the nature of the trousers, footwear and head ware expected with the now standard blue shirt. Wearing a uniform is about uniformity and it is important for the community to see this on this occasion.

### **Their Service Our Heritage Badge**

Each year those Scouts who participate in an ANZAC Day in April or Remembrance Day in November event and show they understand the history of ANZAC & Remembrance Day, are able to be presented with a 'Their Service Our Heritage' badge. This year as for last year, the badge will be the reduced size to fit on the blue uniform. The three year cycle of over locked coloured borders will remain. Badges may be ordered by contacting Reception at Victorian Scout Centre. Pricing will be \$1.50 (including postage and GST).

Youth who help with the Melbourne ANZAC Day March will receive a complimentary badge on the day.

### **Anzac Day In Melbourne**

Members attending the Anzac Day March to assist are reminded to check in to either Bob Cater or Glenn Webster at Federation Square by 8.00 am at the latest. All members are advised to ensure they are wearing full uniform and are wearing long trousers of the appropriate colour, along with dark brown or black shoes. Multi coloured sneakers are not acceptable. Members not dressed in a fitting manner will not be permitted to carry out a role as part of the official Scout presence. This is our chance to perform a valued service and present a great image of Scouting. Let us consider the dignity of the day and respect the wishes of the RSL and returned service personnel.

### **Scout safe (risk management policy)**

Since the inception in July 2007, the Corporate Governance & Risk Management Sub Committee has prepared a Risk Management Policy. The Policy Document is currently available on the website.

### **Dinner/dance night - raise money for Zambian Scouts**

This function for Leaders, Rovers and their families and friends is on Saturday 9<sup>th</sup> May. Tickets are selling well for this dinner and entertaining night at the Malvern Town hall. The purpose is to raise money to bring disadvantaged Scouts from Zambia to the coming AJ2010. Make a table of ten or let Steve Cook (0415 821 292) know how many you have going and his team can help form a table. This is no ordinary fund-raiser. It is an ambitious and awesome project that will be fun to boot not only for you and your friends on Sat 9 May but for the Zambian kids at AJ2010!

### **26th Asia-Pacific Jamboree, Philippines, Jan. 2010**

Applications close 30 April 2009! The contingent is filling well with Scouts and Venturers and leader support. Manh-Ha, the Australian Contingent Leader, has to close applications at the end of this month to secure the group

airfares. Contact him (0411 867 923) and download the International Page from April SCOUT mag

### 11th New Zealand Venture, January 2010

The next New Zealand Venture will be held between the 1st and 10th of January 2010. This will prove an awesome experience for Venturers. Join the Australian Contingent now! Some incredible tours around the Venture are also planned – by young adults. Download the International Page from April SCOUT mag for further details or contact Gary Steinhardt, Contingent Leader, on 0418 545 325.



### General enquiries about International Scouting

For any general enquiries about the wider Scouting Community overseas and building more International Scouting locally across Victoria please contact the Branch Commissioner, International.

### The 2009 St. George's Day service.

All Scouts age groups and adult members as well as non Scouting guests are invited to the St. George's Day service on the 8<sup>th</sup> of May 2009 at St George's Anglican Church. The church is accessible via public transport route 6 tram.

### Eskimo Rolling Nights

Want an activity night with a bit of a difference for your group? First Friday of each Month the South Metro Canoe Team offer the opportunity for your group to learn Eskimo Rolling in a kayak. For more information click [here](#) for the flyer or contact Jimmy Gardner-Gaskin on [eskimorollingnights@gmail.com](mailto:eskimorollingnights@gmail.com)

### Annual Yarra Night Paddle

The night paddle is a great night out on the lower Yarra paddling from the quiet suburbs to the bright lights of Melbourne with nocturnal wildlife and great photographic opportunities. Click [here](#) for flyer or for more information contact Jimmy Gardner-Gaskin on [southmetrocanoeteam@gmail.com](mailto:southmetrocanoeteam@gmail.com) or 04110 561 159. Applications close 14 April.

### Scouts EPIRB digital frequency

In case you might own an EPIRB distress beacon, you are reminded that since 1<sup>st</sup> February 2009 only one type (the digital 406MHz) distress beacon is detected by the Cospas-Sarsat satellite system. All monitoring of 121.5MHz analogue distress signals has now ceased. You

## **INTERCHANGE - YOUR COMMUNICATION & RESOURCE SERVICE!**

- Aim:** to provide communication & resource material for Venturers & Rovers.
- Content:** the Editor reserves the right not to publish material that is contrary to or conflicts with, recognised Scouting practice.
- Contributions:** articles, photographs, reports, cartoons etc are most welcome, preferably submitted via email, but postal is acceptable.
- Postal:** INTERCHANGE, P.O. Box 774, MOUNT WAVERLEY, VICTORIA, 3149.
- Email:** [interchange@vicscouts.asn.au](mailto:interchange@vicscouts.asn.au)
- Due date:** the due date for contributions is the last day of the month preceding the monthly issue (ie 30<sup>th</sup> June for July issue); this permits inclusion of info from the BRC (4<sup>th</sup> Wednesday), VVC (1st Tuesday) and BCs' meetings (1<sup>st</sup> Wednesday); for mailing on the next Monday - which will be the 13<sup>th</sup> of the month, at the latest.
- Distribution:** it is published up to 11 times a year by the Scout Association, Victorian Branch, with copies to each Crew and Unit.
- Web Page:** you can view 2 pdf versions of each issue (one with pics/graphics, one without) on the Victorian Branch web site, at: [vicventurers.com](http://vicventurers.com) – go to the Newsletter page for back copies from 2001
- Subscriptions:** Venturers, Rovers & Leaders may subscribe by sending \$15.00 (Victorian subscriber) and \$18.00 (interstate subscribers)
- Advertising:** all general Scouting activities are promoted free of charge, but a fee may be charged for major fundraising events.
- Printer:** KWIK KOPY, 426 Burke Road, Camberwell, 3146. (W) 9889 0666 (F) 9889 4783.

***EXTRAORDINARY ROVERS  
EXTRAORDINARY CREWS  
SATURDAY 21/03/09***

*Planning, Thinking .....*

*Briefing the Facilitators*

On Mar 21 260 Rovers from around Victoria and 30 facilitators gathered at La Trobe University to find out what is an extraordinary Rover and Rover crew.

*Discussion groups*

Split into teams of 10 they discussed their best experiences of Rovering and then shared them with the wider group and started creating ideas of what Rovers could be in the future.

*More Discussion groups*

Everybody was enthused by some great stories that were shared in person and on camera.

*And more Discussion groups*

As the only "self governing" section of the movement everyone has taken on their own action plans as part of the Power of 10 philosophy.

This conference was the launch point to develop a new vision for Rovers from the ground up, starting with a blank sheet of paper, but within the context of the new Vic Scout Vision and Priorities.

The output from this conference and subsequent actions will input to the National Rover review due to start later this year. "

***All Victorians enjoying Scouting.***

*Region & Branch Commissioners*

*More Discussions*

*It was hard work,  
but most rewarding!*

**It is now up to all of us!**

## Rover Training

A variety of training is available for Rovers & Advisors that will help the individuals enjoy Rovering more and help crews run better. Over the next few months the following is on offer, we ask all RA's and group leaders to encourage their Rovers to get trained and help them with a financial subsidy where possible.

A Rover Advisor Seminar is on at the VRC, Highland ave, Mt Waverley on Sunday 31<sup>st</sup> May, 10 am to 3 pm, agenda to be advised soon. The Introduction to Rovers (\$25) is for all new Rover members and scheduled for:

Dates:		Location		Closes
MAY	12 Tues	Manibobar	Rosanna	5 May
JUN	6 Sat	BRC	Mudbash (Mfkg RP)	29 May
JUL	11 Sat	South Metro	Bentleigh	3 Jul
AUG	1 Sat	Geelong	GRRC Hall	24 Jul
AUG	2 Sun	Eastern	Morwell	24 Jul
SEP	16 Wed	RYVER	Heathmont	9 Sep
OCT	TBA	Murray M/land	TBC	
OCT	10 Sat	Manibobar	Rosanna	2 Oct
OCT	24 Sat	Hoadley	Braybrook	16 Oct
NOV	15 Mon	BRC	Vic Rover Centre	6 Nov

The Basic course focuses on how to run a great Crew. All Rovers need to complete a 2 day C/C ( \$50) and a 2 day Rover section( \$60) component, Benefits include:

- New programming ideas, explanation of award scheme
- How to run better Crew meetings, make things happen
- Explanation of how the organisation works at Branch , Region and events such as Surf Moot, Mudbash, MARB and Mafeking, Bogong and Baw Baw Chalet.
- Personal development in Leadership

The 2009 Basic course schedule is listed below:

Type	Dates:	Location	Closes
Common Core	JUN 5 . 6	Caringal	15 May
Common Core	JUN 5 . 6	Koolamurt	15 May
Common Core	JUL 5, 12	Braybrook	12 Jun
Common Core	AUG 1 . 2	Gilwell Park	10 Jul
Common Core	SEP 12 . 13	Northern TBA	21 Aug
Rovers	JUL 17 - 19	Warburton	26 Jun
Rovers	SEP 11 . 13	Bay Park	21 Aug
Rovers	NOV 27/29	Treetops	6 Nov

An all sections Advanced course is Sep please contact the Vic Rover Centre if you are interested.

All Introduction, Basic and Advanced training courses can be booked through a TR1 at [www.vicscouts.asn.au](http://www.vicscouts.asn.au).

Information on what's happening within Victorian Rovers is available on our web site at [www.vicrovers.com](http://www.vicrovers.com) or by phoning (03) 8543 9900 on Wed evenings.

## **Bayside Festival - 15<sup>th</sup> March 2009**

G'day all, and thank you to everyone for the effort that was made for today's Bayside festival. Our parade float looked fantastic and drew a lot of attention. The giant SCOUT letters, all the group flags flying so well in the breeze, the colorful cub and Joey shields. I am guessing we had around 40 to 50 people with us for the float.

The display at Cherri Lake carried challenges, We had limited assistance in setting up and the weather was against us. The abseiling was a hit and the games were successful when we had the leaders available to encourage youth participation.

An early pack up was called after rain closed the abseiling tower and reduced the crowd size. That said, the day was in no way a waste. As we walked in the parade, PA announcements were being made alerting people to Scouting and what our role in the community is. The large crowd who lined Queen Street and Civic Parade got to see the Scout float and were reminded that Scouting was part of the western suburbs. I saw many members of the public talking with Leaders about Scouting and hopefully we have gained some new Cubs and Scouts for the District.

Thank you to every leader present who once again showed the high quality of volunteer we have in Kariwara Scouting. Special thanks to 4th Altona, 1st Altona, 2nd Footscray and District for gear, to Margaret Presser and Colleen Moloney for support with the Kariwara castle game. Thanks to the Wightwick family for there always amazing support and skills.

A huge thanks to the District team for all the pre event work and of super special note, a hard worker we always forget to thank but worked long hours and many phone-calls getting this ready. Bob, once again, this event was possible because of your efforts

Overall, let me thank every one who put on a rain jacket and ensured that this major festival of the western suburbs had a strong representation of Scouting  
Yours in Scouting > David Wombat Lyons

## TRY DRIVING @ MUDBASH

On 7 June 2009, the Confederation of Australian Motor Sport ('CAMS') is conducting a Junior Development Program for Scouts and Venturers at Mafeking Rover Park. The program gives Scouts the opportunity to drive a motor car. This is the first year the Junior Development Program for young people has been run in conjunction with Rovers' Mudbash Open Day. Scouts can actively participate in learning how to drive a car under the instruction of an experienced observer and watch competition cars perform at Mudbash. *Jake & James McEwan*

Young people will acquire skills and develop an understanding of safety, car control and responsible vehicle management. CAMS has developed its Junior Development Program to ensure this experience takes place in a controlled and safe environment. The program is conducted externally by CAMS and written parental permission is required for people under 18 years of age to participate. The program **is not** conducted under the auspices of Scouts Australia, Victorian Branch although it is being conducted on property owned by the Scout Association. CAMS accepts all legal liability while Scouts are actively engaged in the program.

The program works on the premise that letting young drivers develop an ability to cope with a motor car prior to the civil driving licence minimum age makes them safer public road users. They will learn driving skills by combining a fun experience with proper supervision and instruction. Participants will attend a safety and experience first hand a drive in a motor car. Limited spaces are available so you will need to book your place early.

For group bookings to attend the next Come and Try Day to be held on Sunday 7 June 2009 at Mafeking Rover Park contact Simon Millar on 0409 790 752 or [simonmillar@hotmail.com](mailto:simonmillar@hotmail.com). You can download entry form from [www.vicrovers.com/rsm](http://www.vicrovers.com/rsm).

**What:** Come and Try Motor Sport at Mudbash Open Day

**Eligibility:** Boys and Girls, 12 to 17 years.

**When:** From 9am on Sunday 7 June 2009

**Duration:** 90 minutes

**Where:** Mudbash 2009 at Mafeking Rover Park

**Cost:** \$5 per person

*Simon Millar and  
Emily Kennedy*

## Of Substance

**Your DL(VS) has the latest OF SUBSTANCE issue!**

Back issues can be found on the Venturer site [vicventurers.com](http://vicventurers.com), or you can use the search facility at [ofsubstance.org.au](http://ofsubstance.org.au) to search for various topics in back issues.

### In the April 2009 issue

- Guest Editorial: Proof diversion works
- Research Digest — Injectable opioid clinic
- Research Digest — Homelessness and PTSD
- Research Digest — Malnutrition and detox
- Not for youth: Drugs, boomers & beyond
- Baby boomers: Actively ageing
- Illicits and ageing
- Alcohol, women and midlife
- Age-appropriate: Serving our seniors
- A model code
- Away from the courts
- Plaudits for police powers
- Grog cut's mixed blessings
- Drug testing: How it's done
- From evidence to practice: APSAD 2008
- Iran: New approach to old problem

### Survey Results

- [vicventurers.com](http://vicventurers.com) –for a Unit/Crew discussion

### National Youth Week launches *Don't Turn A Night Out Into A Nightmare* online game

The game is fun, user-friendly and utilises cutting-edge digital technology to encourage young people to understand the repercussions of binge drinking.

Players will negotiate their way through a typical Saturday night party and make important decisions about their drinking along the way. As their night evolves they will experience the direct consequences of their decisions.

The game presents players with a variety of situations where alcohol, peer pressure and unacceptable behaviour can have dangerous social and physical consequences unless responsible decisions are made.

Young people can play the *Don't Turn A Night Out Into A Nightmare* online game at [www.youthweek.com](http://www.youthweek.com)

## Victorian Rogaining Championships

*It's that time of year again!*

The Victorian Rogaining Association invites you to participate in the 12<sup>th</sup> Vic. Rogaining Championships on **Sunday June 21 2009, 10.30am to 3.30pm at Linton**

This year's Schools Championship Rogaine is a 5-hour event being held in bushland near Linton, about 2 hours west of Melbourne.

Available on request, is general info about Rogaining and advice on the preparation required for the event.

- The **2009 Schools Championships Registration Guidelines** providing further information covering event categories, and instructions for preparing, entering and paying to participate in the event.
- A copy of the **Indemnity Form** (must be signed by each participant's parent or guardian prior to the event)
- A **VRA First Aid Sheet** (which, along with a First Aid Kit must accompany each team)
- A sample **Equipment Checklist** (that can be handed out to participants in preparation for the event)
- A sample **Pre-event Checklist** (which lists the skills and equipment that each team **MUST HAVE** and which will be checked prior to them being allowed on the Rogaine).
- The **2009 Rogaining Championship Entry Form**
- The **Group Payment Form** (to be returned with your teams' entry and
- **indemnity forms** no later than June 15th)

Final event details, including the precise location, will be sent out closer to the event date to those groups who register their intention to participate. These will be available on <http://vra.rogaine.asn.au/>, 4 days prior event

Rogaining is a fabulous outdoor, team building activity. We do hope that you will join us for the Championships in Linton this June. If you have any queries, contact me via [shannan@timwebber.com](mailto:shannan@timwebber.com), or on 0408 181 411.

*Yours sincerely, Shannan Webber*  
*2009 VRA Rogaining Championships Coordinator*

### GENERAL INFORMATION ABOUT ROGAINING

Rogaining is the sport of long-distance cross-country navigation, using a map and compass, in which teams of two to five members bushwalk to visit as many checkpoints as possible in the specified time. Because teams travel at their own pace, Rogaining is suitable for people of all ages (children to the elderly) and for all levels of fitness.

The checkpoints are spread out over the map and each checkpoint is worth a different number of points. Teams plan and then follow a route that earns them the most points in the specified time (usually 6, 12 or 24-hours).

There is no restriction on which, or how many or how few checkpoints that teams visit.

Events start and finish at a Hash House where food and drink is provided for competitors. These refreshments are included in the entry fees for the event. Teams may return to the Hash House as often as they like. A safety vehicle circumnavigates the course at regular intervals.

### WHAT ARE THE RULES?

- rules can be found on website <http://vra.rogaine.asn.au>
- Team Members to stay close together so verbal contact is possible.
- All Team Members must approach to within five metres of and within sight of each checkpoint for which they are claiming points.
- At each checkpoint, a team member must sign the sheet to confirm they were there. Safety requirement.
- Teams lose 10 points for each minute (or part thereof) they are late back to the hash house after event finish.
- Teams later than 30 minutes back to the Hash House are recorded as not finishing (DNF).

### PREPARATION FOR THE 2009 CHAMPIONSHIPS

- Mon. 1<sup>st</sup> June - deadline to email your intention to enter
- Mon., 15<sup>th</sup> June - deadline for posting entry & payment
- Sun. 21<sup>st</sup> June - 2009 Vic. Rogaining Championships

### TIME

The event itself will run for 5 hours from 10.30 am to 3.30 pm. However at least one hour is required for check-in and preparation prior to the event, and another hour is required afterwards for eating, recovery, results and celebrations! Results are announced and presentations made shortly after the conclusion of the event. Groups should therefore plan to be at the Rogaine site from 9.00 am to 4.30 pm.

### COST

- There is a \$33 VRA junior membership fee per scout group, plus \$10 per individual participating.
- For teams who miss the pre-registration deadline, there is an additional \$5 late fee per team payable on the day.

### HOW TO PREPARE FOR THE ROGAINE

- Contact Shannan Webber and inform of your intention to participate in the 2009 Championships.
- Complete and return the appropriate paperwork and payment to allow your group to attend the event.
- Distribute the Equipment and F/Aid Sheets to team members so they can familiarise themselves with info.
- Use Pre-Event Checklist as a guide to required map and compass navigation skills, and to understand rules and concepts used in rogaining.
- Hold one or more training sessions where students can practice using a compass to determine direction, and also learn to identify landmarks on a topographic map

## Have a say on Global Poverty

The Australian Youth Forum (AYF) has a new discussion topic on 'Global Poverty'. You told us you want to discuss global poverty and the Millennium Development Goals through the AYF website, so visit <http://www.youth.gov.au/ayf>.

Thanks to those who contributed to the discussion topics of 'Violence and Safety', 'Contributing to Democracy' and 'Human Rights'. These boards are now closed and the Minister for Youth, Kate Ellis will be taking a look at all the ideas, views and opinions. Feedback and analysis will be made available through the AYF website.

## Young Social Pioneers Australia.

FYA is searching for the 2009 Young Social Pioneers of Australia. If you're an aspiring young leader, who is up to something great, let us know about your work. You could gain a place on our one year program, which offers an environment to further develop your skills and learning. You'll have access to professional mentors, training, and networks, plus an exciting opportunity to gain recognition for your valuable work.

- Applications open 1 April to 26 June 2009
- 18-29 years old
- Actively working on an idea for a minimum six months
- Available for finalist weekend 25-26 July 2009 and the first retreat 27 August - 4 September 2009

Areas of work

- Education
- Health
- Performing/visual arts
- Science & technology
- Wellbeing
- Environment
- Human rights
- Politics
- Social justice

For further information and to apply visit [www.youngsocialpioneers.org.au](http://www.youngsocialpioneers.org.au).

## Nominations Open

### 7<sup>th</sup> Australian National L'ship Camp

NLC is the premier leadership training program for young Australians. Each year it brings together up to 200 students (14-18 years old) from across the nation.

The focus of NLC is to develop, challenge and encourage Australia's young people to be leaders who actualise their own potential and use their gifts and energies to serve others and make a difference in their school, families and local communities.

NLC is officially endorsed by the Australian Government's Department of Education, Employment and Workplace Relations. It receives no government funding however and is maintained through the generous support of businesses and individuals who see the value of investing in next generation of leaders in our country.

Rising Generations, a not-for-profit specialist student leadership training organisation, is excited to be hosting NLC again this year at the beautiful Collaroy Conference Centre, Collaroy Beach, NSW (approximately 45 minutes North of Sydney) from the 23 – 26 July 2009.

Rising Generations places a strong emphasis on mentoring by providing a highly skilled and experienced leadership team to co-ordinate the camp. Supervised transport will be provided to and from the facility for both interstate and local delegates who require transport from Central Railway Station and Sydney Domestic Airport.

We would love to see your school represented at NLC 2009 and would encourage you to nominate students from your school who are in Years 9-12. Nominations should be reserved for students who you personally believe would benefit from this exciting program and who have demonstrated leadership potential.

Please visit our website [www.risinggenerations.org.au](http://www.risinggenerations.org.au) for an information pack and registration materials. Registrations close Friday, 26 June 2009.

## Australian L'ship Foundation Understanding Generation Y *Mark McCrindle*

Our research shows the biggest divide facing our society is not a gender divide, racial divide, income or technology divide but it is the generational divide. For those of us involved in engaging young people it must be remembered that the gap between us and them is constantly growing: school students are always aged 5-18 but we are getting older, so we must work harder to understand them and so remain relevant.

Description	Born	Age	Million	(%)
Seniors	Before 1925	77+	0.94	5%
Builders	1926–1945	57 – 76	2.75	15%
Boomers	1946–1964	38 – 56	4.75	25%
Gen X	1965–1981	21 – 37	4.83	26%
Gen Y	1982–2000	2 – 20	5	28%
Gen Z	2001+	<20	25	1%

*(Figures from the ABS Census)*

- Generation X has been synonymous with young people since the name coined by Douglas Coupland in 1991
- However many Xers are now in their 30's and when it comes to school students we are talking about Gen Y.

### Why are they different to other generations?

Obviously the age or life-stage of this generation makes them unique to other cohorts. Being young they have different priorities to older generations. They generally have no financial commitments, thus over 70% of their income is spent arbitrarily, with the majority going on entertainment, travel, and food. They have different recreational pursuits to other generations with their top 3

spare time activities being: “go to a party” (74%); “listen to the radio” (74%); and “go to a movie” (72%).

The point is that people operate in different ways because of their age. However age is not the sole reason for generational behaviours otherwise teenagers today would be indistinguishable from teenagers of a generation ago. Yet this is clearly not the case, and it is because life-stage is just one of three broad factors that differentiate the generations.

#### **Conditions:**

The current economic, social, and political conditions which we all live under actually further divide the generations. The same conditions act upon people of different ages in different ways. Take text messaging on mobile phones as an example: the technology is available to all, however 74% of messages are sent by Generation Y's and so they are developing the new text language (eg “CU L8R” for “see you later”).

#### **Experiences:**

Experiences that occur during the formative childhood and teenage years also create and define differences between the generations. These social markers create the paradigms through which the world is viewed and decisions are made. Baby Boomers were influenced by the advent of the TV, Rock and Roll, the Cold War, Vietnam War, the threat of nuclear war, and the decimal currency. Xers saw in the Personal Computer, AIDS, single parent families, the growth in multiculturalism, and the downsizing of companies. Generation Y's have lived through the age of the internet, cable television, globalisation, September 11, and environmentalism. Such shared experiences during one's youth unite and shape a generation. There is an ancient saying that bears much truth: “People resemble their times more than they resemble their parents”.

#### **What most influences Generation Y?**

**Peers:** While the Builders' Generation are most influenced by authority figures and Boomers make decisions based on data and facts, post-modern youth are more likely to make a decision based on the influence of their own peers. Our research has further confirmed that the biggest factor determining the choice a teenager will make is the experiences of their core group of 3 to 8 friends. Rather than making independent decisions based on core values, they live in a culture encouraging them to embrace community values, and to reach consensus.

**Pragmatism:** It is understandable that young people today are less idealistic than generations past due in part to the media and pop culture that fills their life. The most popular song of the 1940's was Bing Crosby's “White Christmas” (1942), for the 50's it was “Rock around the Clock” (Bill Haley and his Comets, 1955), and the 60's it was the Beatles' “I want to hold your hand” (1963). A quick listen to the music of choice for Generation Y reveals what different times they live in. Much is made of

the dark lyrics of Eminem and Marilyn Manson, but these are just public examples of the popular and pervasive genre. The influence of music is second only to the influence of TV and movies in Gen Y culture. George Barna has found that when teenagers were asked, “What/who has a lot of influence on your thinking and behaviour?” one quarter of the influence on their lives is

**from TV and movies** Australian teenagers are now spending more time watching TV today compared to four years ago, up from 2 hours 16 minutes per day to 2 hours and 20 minutes, a growth of 3.6%. In addition to the growing Internet and video games use, they are now approaching 4 hours screen time per day

At the same time Generation Y are increasingly worried by an array of factors from youth unemployment rates and increasing housing costs, to body image and crime rates. The result is that they have an increasingly short-term focus. Our research shows that their top life expectation is to complete their education (94%) with not too many plans after this.

**Preference:** For previous generations, the modernism mindset ruled and so people grew up believing that technology was good and to be trusted, medicine could overcome any problems humanity faced, and together we could create a great future. However in these postmodern times, technology is often not trusted let alone held up as the answer. AIDS and other pandemics continue to defy the experts, and the scientific method has given way to virtual reality. The concept of absolute and inherent truth has been banished as truth is deemed to be relative to one's own background and understanding. The culture today asserts that any philosophy, religion, or practice is as valid as any other as long as it doesn't hurt anyone else, and it is tolerant of the beliefs of others.

#### **What are their values?**

By understanding what today's youth most value, we can determine how to most effectively engage them. The core values of the Builders and Boomers generations included solid values such as a strong work ethic, respect for authority, loyalty and commitment, financial conservatism, long-term planning, and delayed gratification. Of course many chose to reject these values however they were still culturally dominant. The values in vogue today are drastically different:

#### **Relational Connection:**

Gen Y is seeking after more than just friendships. They want community: to be understood, accepted, respected, and included. Our research shows that while they spend most of their spare time with their peers, they often fail to experience real unconditional love, and connection when with them. Above all else, Australian teens wish for “a happy relationship” and “a loving family”

A stereotype is that this generation has no loyalty however they do demonstrate strong loyalty to their friends. They work hard to live up to what their peers

expect of them, and their self-esteem often rests on how well regarded they are in their group or sub-culture.

### **Bigger Meaning:**

This generation has observed their parents get the rewards of hard work: houses, cars, and material wealth. Gen Y has benefited from this being the most materially endowed, and entertained generation of teenagers ever. Yet they have seen the costs of their parents' success in terms of broken marriages, absentee parenting, and an epidemic of stress related illnesses. For their part Gen Y have been left disillusioned with the materialism they have enjoyed and boredom remains a big problem for them (57% state that "never being bored" is of highest importance to them

Therefore they are looking for more than just continuing the consumerism experiment. Indeed when deciding to accept a job, salary ranks sixth in order of importance after training, management style, work flexibility, staff activities, and non-financial rewards.

The young people of this generation do not live to work-but rather they work to live. A job merely provides the income to do what they want to do. They are on a search for fun, for quality friendships, for a fulfilling purpose, and for spiritual meaning (1 in 3 claim to regularly take part in a religious service of some sort). There are more voices than ever trying to win over a cause-seeking generation. Whether it is environmentalism, social issues, human rights, or volunteering, young people are getting increasingly involved.

### **Trusted Guidance:**

Our research shows that the third strongest felt need Australian teenagers have is for guidance or direction in their life that is trustworthy. There is much advice on offer but not much of it is believed by this sceptical generation, and rightly so. By the age of 18, the average young person has viewed over 500,000 TV commercials, in addition to countless Internet, radio, and outdoor ads, much of which is pure hype. Like the sign outside the Pharmacist reading "Ears pierced, while you wait", or the supermarket aisle sign "Stock up and save. Limit of 1 per customer", this generation is hammered with hype and has the hype radar up screening out most messages. However if our client has a message worth delivering, and they are authentic in their motives and style, it is possible to have a great impact. This generation wants guidance in the form of a navigator, not a street directory. Our society is full of proverbial street directories, which show the way to financial, relationship, or life success. However most Gen Y's are unsure of where they are now, let alone where they are going, and so they are seeking specific direction from someone who knows them, their situation, and has even travelled that way themselves. They are looking for real life role models and mentors who not only know the way, but also go the way, and can show the way.

### **HOW CAN WE BETTER COMMUNICATE WITH THEM?**

The traditional talk and chalk won't work with this generation. Our communication style is structured, yet they want freedom. We stress learning, they like experiencing. We react, they relate. We focus on the individual, while they are socially driven. Here are four essentials to consider when engaging with youth today:

#### **REAL:**

Not only must our communication style be credible, but we must be also. They don't expect us to know all about their lifestyle, nor do they want us to embrace their culture.

They are simply seeking understanding, and respect. If our communication has a hidden agenda, or we are less than transparent, it will be seen. This generation can sniff a phoney from a long distance.

#### **RAW:**

Today's youth have access to the most advanced technology, movie special effects, and video games with which we can never compete. But the good news is that they are not impacted by slick presentations. They don't want a rehearsed talk, or a manufactured spiel. The more spontaneous and interactive we are in the classroom, the less intimidated, and more open they will be.

#### **RELEVANT:**

Obviously what we are communicating has to fall within their area of interest. But the style, as well as the content of our message must be relevant to a generation who are visually educated and entertained. There is no point in giving music to a friend on a cassette tape if they only have a CD player, or on CD if they only use MP3. Similarly we must research in the most appropriate format for those we are reaching. So in understanding the communication styles of our target cohort we will be better equipped to reach them.

#### **RELATIONAL:**

There is an old and true saying in education circles: "They don't care how much you know until they know how much you care!" Communicating to this generation requires openness, vulnerability, and genuine interest in those we are trying to teach, and above all else, understanding. The more relaxed the environment, and the more socially conducive to discussions; the better will be the quality of the learning.

#### **A FINAL WORD:**

Whether we are involved in educating youth, or in a leadership role, a quality outcome is dependent on our understanding of them. Once we have a foundational grasp of their characteristics, communication styles, and social attitudes.

## Redkite scholarship for young people

Redkite's *Dare to Dream* 2009 Scholarship Program has been launched for youth aged 16-21 with a current or past cancer diagnosis to pursue their area of interest such as academic study, dance, drama, music and sport.

Redkite, a leading Australian charity that supports children and young people with cancer and their families, awards 31 scholarships to young people to encourage them to reach their full potential. In addition to the national scholarship, there are six x \$2000 State and Regional Scholarships, 12 x \$1000 High Commendation Awards, and 12 x \$500 Encouragements Awards.

The 2009 Redkite Scholarship Program is being made possible through the support of Merrill Lynch.

So if you are a young person who has had a cancer diagnosis and would like to apply or if you would like to nominate someone, please visit [www.redkite.org.au](http://www.redkite.org.au) for more information or contact Leigh Kurth on 1300 722 644 or email [lkurth@redkite.org.au](mailto:lkurth@redkite.org.au).

Applications are open until **18<sup>th</sup> May, 2009**.

### [www.childwise.net](http://www.childwise.net)

Child Wise is Australia's leading child protection charity working in Australia, Asia and the Pacific to prevent child abuse. Our programs seek to prevent child abuse by providing greater awareness and understanding; as well as providing the tools and strategies for individuals, organisations and communities to address these issues.

## National Youth Week 2010?

**National Youth Week 2009 has been and gone – now is the time to plan your actions for 2010 NYW!**  
Check March Interchange for heaps of 2009 ideas – still relevant for 2010 but could be improved.

### How can you be a part of it?

- 1) NATIONAL TALENT COMPETITIONS - NOW OPEN
- 2) WIN FREE STUFF COMPETITIONS ARE OPEN
- 3) YOUTHINK DISCUSSION BOARDS NOW OPEN!
- 4) DON'T TURN A NIGHT OUT INTO A NIGHTMARE
- 5) LOOK AFTER YOURSELF AND YOUR MATES
- 6) THE BUTTERFLY FOUNDATION

[nationalyouthweek@deewr.gov.au](mailto:nationalyouthweek@deewr.gov.au)

## SIR VINCENT FAIRFAX INTERNATIONAL STUDY FUND

Deadline for submissions has been extended  
EXPRESSIONS OF INTEREST ARE SOUGHT FROM MEMBERS (18 TO 30 YEARS OF AGE) WILLING TO UNDERTAKE A RESEARCH PROJECT TO INVESTIGATE OVERSEAS TRENDS AND BEST PRACTICES FOR YOUNG ADULTS IN LEADERSHIP ROLES, AND TO IDENTIFY SUCCESSFUL TRAINING PROGRAMS THAT SUPPORT DEVELOPMENT OF YOUNG LEADERS.

### The following is an outline of this Project:

The Scout Association of Australia (Scouts Australia) has recently completed research both internally and externally on membership of Scouts Australia. The area of young adults in leadership positions as well as young leader training was identified as being crucial to the growth of Scouts Australia.

One focus of this project could be to determine how National Scout Organisations which are run and organised by young adults operate and function and, in so doing, to identify the various advantages and disadvantages, strengths and weaknesses of such a model.

In addition the project could also embrace a review of any programs that assist with the transition from youth member to young adult leaders similar to the concept utilised in the United Kingdom.

Expressions of interest are sought from qualified adult members who are interested in undertaking a research project to identify best practice and trends in these areas from overseas. Funds of up to \$20,000.00 are available to investigate these issues. It is expected that research could occur over a four to six week period and may include travel to identified areas, both within and outside Australia.

It is expected that a final report is presented, being one which can be published. It should identify current practices and outline recommendations for practice that can be considered by both the Operations Committee and the National Executive Committee. A plan of action that addresses these issues should also be provided.

It should be noted that the funding for the project may be used for economy level transport; accommodation; meals; relevant taxes; travel costs and administrative costs related to the project. Personal expenditure is not covered by the grant.

### Applicants should:

- Develop a proposal of up to 3 pages outlining purpose, sources of review, methodology, research plan, expected outcomes, recommendations and report design. Budget details are also required.

- Provide a current curriculum vitae including three referees; one must be a Scouting referee and another which can support the applicant's ability to produce the report in a professional and timely manner.
- **Forward proposals to the National Chief Executive by 29 May 2009.**

The successful applicant will be expected to commence the project in 2009 with the final project report being completed within a twelve week period.

Further details are available from Richard Miller, National Chief Executive, at:  
The Scout Association of Australia  
Scouts Australia House, Suite 1, 8 Help Street  
Chatswood NSW 2067. [nce@scouts.com.au](mailto:nce@scouts.com.au)

## Risk Transfer Risk Avoidance Risk Management" 'POLICY PAPER' 2008

### RISK TRANSFER

#### BACKGROUND

*"Risk avoidance can occur inappropriately because of an attitude of risk aversion (failure to accept any risk, or worse, not recognising risks at all). Inappropriate risk avoidance can increase the significance of other risks. Risk aversion results in:*

- decisions to avoid or ignore risks regardless of the information available and potential costs incurred in treating those risks;*
- failure to treat risk;*
- leaving critical choices and/or decisions up to other parties;*
- deferring decisions that Scouts Australia cannot avoid; or*
- selecting an option because it represents a potential lower risk regardless of the benefits."*...

*Scouts Australia National Risk Management System  
(3.3 Risk Treatment) 2003*

#### DISCUSSION

With the introduction of 'formal' Risk Management (RM) policies and procedures across Australia by organisations across the sectors, a potential arises where 'because it is written' managers of risk may tend to play-it-safe rather than simply apply their well-developed management skills.

Whilst Scouts Australia, its Branches and Sections have always acted with due diligence, prudence and caution in the delivery of programs for young people, we ought perhaps, remind ourselves (at each level of the

organisation) not to seek to remove the very risk that may translate to challenge, perceived 'danger' and even fun. Often, (not always of course) it is these very aspects of our activity, exercise or adventure that attracts young people to the movement.

In part, this reminder is timely on two counts:

The recent television exposure regarding the 'wrapping' of our youth in 'cotton wool'. Recent media reports of a 'fear' epidemic threatening to stifle the development and independence of children due to over-protective parents ... Dick Smith has acknowledged Scouts Australia for their role in encouraging parents not to 'cotton wool kids' ...

*It is imperative that young people be allowed to take risks. From my experience, responsible risk taking is an important part of growing up ...*

*My risk taking started in Scouts at the age of eight and has continued ever since. Scouting has been a major contribution to any success I've had over the years ...*

and,

A recent (and perhaps growing trend?) example in SA where a particular activity has been halted across all levels of the Branch primarily due to concerns over an accident in another Branch in 2002. The new Branch coordinator of the activity has determined that conducting the activity in the Branch is considered so 'dangerous' that it cannot be undertaken at any level without a re-write of the Branch Safety Standards and Procedures for the activity. In fairness, there is also a Branch training deficit which has contributed to the Branch inability to support the activity, notwithstanding, banning the activity was far easier than allocating resources to manage the situation.

### RISK AVOIDANCE

This thinking, especially in light of the above television exposure of the issue - if widespread in Scouting - is quite dangerous for our organisation. Of course, at the National level we ought always defer to the 'decision makers' at the operational level. They are appointed to make these 'judgement-calls' and take the responsibility for them. At the same time, we perhaps need to be vigilant in a strategic sense that our *raison d'être* is not adversely affected by an emerging culture of risk-aversion.

Therefore, Scouts Australia is keen to promote an overarching policy that encourages the 'management' of risk rather than the avoidance of it.

We know as 'risk managers' that cancelling an activity is the last-case-scenario and ought only be considered when all other options have been explored and found not to have mitigated the risk to acceptable levels. The determination of what is an 'acceptable level' is the key.

Many of our activities carry residual risk which simply cannot be transferred (in an insurance cover sense) or avoided. We would of course trust that on every occasion, that the negative consequences of potential mishap are minimised through good planning and treatment. This ethos remains no matter who is actually conducting an activity for us (on our behalf or under contract). We know too, that an element 'risk' can be the very attraction to our organisation that is so readily embraced by potential members. It may be the reason why they give Scouts a try, or join Scouts rather than the Guides, become 'nippers', police cadets and so on.

It is important that the same philosophy in conducting our activities carries through to external service providers and contracted services. Whereas it remains our responsibility to ensure (as best as possible) that any external provider used is well qualified, maintains their own risk mitigation procedures, and, carries their own (and adequate) insurance cover, we should also be satisfied that they present the challenge to our participants that we require to meet our objectives for them.

This paper is intended to highlight the fact that risk ought to be managed at the lowest level possible. The National body of Scouting wishes to promote an organisational atmosphere of 'risk acceptance' and reinforces – in very positive terms – for all operational managers, trainers and event planners that a measure of risk is indeed acceptable and that really, notwithstanding all the written systems, policies and 'risk registers' that we may have developed over the last five years at higher levels within the organisation, this National view of risk acceptance has not changed since 1907.

**The key is to 'manage' the risk, not to avoid it, or, just as damaging, to minimise it to the point where the activity is no longer challenging or interesting.**

Each Branch of Scouting in Australia maintains its own suite of Risk Management policy and procedures, and these all exist under the umbrella of a published National Risk Management System.

Notwithstanding these excellent systems, event managers and Leaders at all levels are encouraged to ensure that the Scout activities that are designed to challenge, stimulate and self-fulfil continue to achieve those aims. This is as vitally important to our organisation as ensuring our 'charges' are safe.

*It's OK to take some risk.*

National Executive Committee June 2008

## **Risk Acceptance**

# VENTURERS

## *Once upon a time.....*

There was lots of paperwork for everybody to do, for almost every facet of all badge work in Venturing.

Wanted to do an activity for a level 1 badge? - Ask the Unit Council

Finished the Activity, written the report, been passed? - Had to tell the Unit Council., get approval.

Level 1 badges complete? - Told the DVC

Wanted to do an activity for a level 2 badge? - Had to ask approval of both the Unit Council AND the District Council

Finished the activity, got the examiners approval, written the report, told the Unit council? Had to be approved by the DVC.

*Nope. No longer so complicated!*

**FOR VENTURER AWARD** :- The Unit Council decides if you can do the Section of the badge or the whole badge you wish to do. They know you best and what you should be able to do

Do it (Approved examiners system still applies). Take it to Unit council – passed

Tell the DVL (copy of UC minutes will do)

**FOR QS AWARD.** – same deal. Same process! When finished, send to the DV,L for sign off.

Catch is, if the DL,V does not like it, it can be sent back to be done again (or those parts that are considered inadequate! So for QS, get approval to proceed from the DV,L (and the DVC ( if there is one)). Do the badge, and put the completion to the DV,L.

Finished

lease note that most of the reporting inherent in the individual badges under the diamonds system is no longer required. And while a folio and/or a log would be good, for your CV and personal bragging rights, it is no longer a requirement.

For Certificate II process, that is in next months edition.

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**The latest Vic Venturer news can be found on the website [vicventurers.com](http://vicventurers.com) - check the Calendar page for the latest calendar of courses, events etc and the Newsletters page for current and previous issues of Interchange**

**Hard copies were mailed with February Interchange - also on web at [vicventurers.com](http://vicventurers.com)**

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### Are you in the info loop?

Venturer Web & Resources - [www.vicventurers.com](http://www.vicventurers.com)  
 Vic Venturer E News - [venturer.news@vicscouts.asn.au](mailto:venturer.news@vicscouts.asn.au)  
 National E News? - [www.scouts.com.au/register.asp](http://www.scouts.com.au/register.asp)  
 Nat Youth E News? - [scoutsnyc.com.au/newsletter](http://scoutsnyc.com.au/newsletter)

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Does everyone in your CRUNIT have an opportunity to See/Read INTERCHANGE each month?

Why not suggest they check this list off as they pass it on.

UNIT CHAIRMAN	CREW LEADER
VENTURER LEADER	ROVER ADVISER
SECRETARY	SECRETARY
TREASURER	TREASURER
---	---
---	---
GROUP LEADER	GROUP LEADER
FINALLY, THE UNIT LIBRARY	FINALLY, THE CREW LIBRARY

***VICTORIAN ROVERS were  
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At  
EXTRAORDINARY ROVERS =  
EXTRAORDINARY CREWS***

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