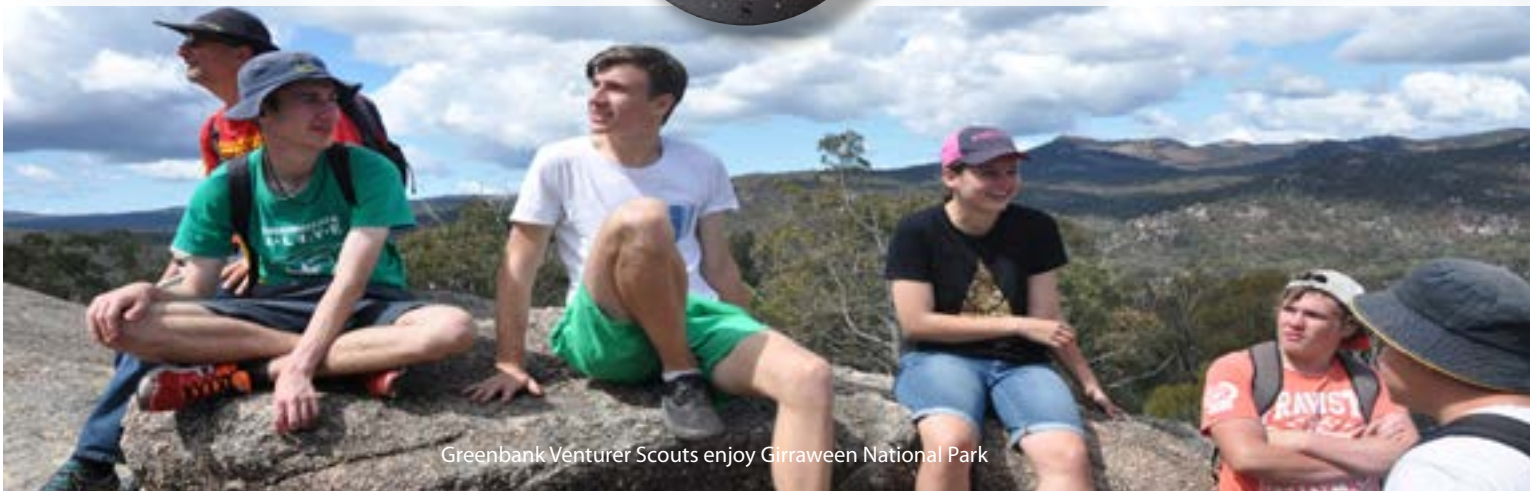




ENC^WCOMPASS



Greenbank Venturer Scouts enjoy Girraween National Park

MONTHLY ONLINE NEWSLETTER

ISSUE 79 OCTOBER 2015

EVENT BADGES

| Name of badge | Date approved | Date to be removed |
|---|-------------------|--------------------|
| Triple S badge | July 7th 2015 | October 7th 2015 |
| Join-in-Jamboree badge | July 31st 2015 | October 31st 2015 |
| Scouts in Action Month badge | August 1st 2015 | October 31st 2015 |
| World Scout Jamboree - Aust. Contingent badge | June 18th 2014 | November 13th 2015 |
| JOTA/JOTI badge | October 16th 2015 | January 16th 2016 |

This Encompass PDF file is provided as a contents page of what's online and distributed to all Adult Members in Queensland with a current email address. It is currently printed and distributed via Group Mail to Formations.

All articles are uploaded online for further reference and the new look Scouts Queensland website is tablet and mobile friendly. *Simply click on the hyperlink to read more...*

NEWS AND EVENTS

Greenbank Venturer Scout Unit Camp at Girraween

Greenbank Venturer Scout Unit organised a Unit camp to Girraween National Park near Stanthorpe during the holidays. Two cars with eleven Venturer Scouts and three Leaders arrived with the trailers packed full of gear.

Setting up camp at Castle Rock and then hiking to various locations during the days.

Learn more about their adventure online...



ONLINE REGISTRATIONS

To register for the events listed below please visit Scouts Queensland's online application system

<https://register.scoutsqld.com.au>

BRISBANE GANG SHOW (EOI)

CUBOREE 2016

REPORT CHILD PROTECTION CONCERNS AND ABUSE!

It is a requirement of Scouts Queensland that if a volunteer, youth or young adult member, staff member or helper suspects a child has experienced harm, or is at risk of experiencing harm, that person must contact the appropriate agencies to provide support and advice.

This is not limited to Scouting related activities.

All suspicions, concerns or allegations about criminal matters or child protection matters should also be reported directly to the General Manager or Chief Commissioner on 3870 7000.

The Association will then make direct contact with the relevant authority about the matter.

Click here for Child Protection Policy and Procedures including notification procedures...

CHIEF COMMISSIONER

This month I feel it worthwhile focusing on Managing Change as currently Scouting in Queensland is faced with the possibility of enormous change in the coming few years. Leadership is about change, but what is a leader to do when faced with ubiquitous resistance? Resistance to change manifests itself in many ways, from foot-dragging and inertia to petty sabotage to outright rebellions. The best tool for leaders of change is to understand the predictable, universal sources of resistance in each situation and then strategize around them.

Managing Change

"It's not because things are difficult that we don't try, it's because we don't try that things are difficult" - Seneca

For successful change...

Success in developing people requires the outcome of several activities that have themselves succeeded. An organisation taking on the challenge of developing people needs to be aware that it's going to be following new paths, that it will probably alter some of its' practices, it will certainly have to try new things. In short, it is going to risk making "changes".

These so-called organisational changes should have two goals:

1. Improving the organisation's capacity to adapt to future changes in its environment. This means aligning itself better with changes in society, communicating the values of Scouting better, an improved strategy for recruiting, supporting and retaining adult volunteers, etc.
2. Supporting behavioural changes amongst all adult volunteers. Here, too, the aim is to focus the attention of individual adult volunteers on being effective with the things they do and the interaction they have with other members.

We have to realise that this second aim is vital. The success or failure of an organisation lies with its members. Structural or technical changes can only have a limited effect on the effectiveness of an organisation. On the face of it, there is no argument about the need to make changes to take account of the drop in our numbers. Unfortunately many of our adult volunteers are resistant to change, this is normal for most organisations. Such resistance can be explicit (resignation) or implicit (demoralisation) and its effects can be obvious or subtle. Often they combine, which increases their effect.

Why do we resist change?

We offer the following response model based on five possible causes, there can obviously be others.

Resistance by the individual

Selective attention and memory

We tend only to select the things that conform to our view of the world. We only read or listen to what matches our preconceptions and we even erase from our memory anything that could cause us to adopt new attitudes. We water down the content of a communication if it does not fit our way of thinking. All trainers recognise this mechanism as they often hear, "This is an excellent method but, unfortunately, it doesn't suit my activity". In other words, any transformation that could suddenly disturb our perception will probably be rejected.

Habit

To meet the demands of our daily environment we all develop a series of responses that appear comfortable and comforting to us. These we could call our habits. Therefore, departing from these habits means risking the unknown. This is far from comforting and naturally uncomfortable. We will certainly avoid this source of discomfort unless we can immediately be shown the benefit of the new departure for us.

Dependence

Our social nature makes us "socially" dependent beings. Individual independence is supposed to be one of the goals of people's upbringing and maturity, it manifests itself in the ability to decide and act freely. But even the most independent individuals are not totally independent of other people. At the same time, when dependence increases to the detriment of free choice, people will resist any change unless they are provided with a way to adopt and accept it themselves. Awareness of the social fabric (the position and relationships of dependence and power within an organisation) can be valuable in overcoming certain types of opposition.

Fear of the unknown

Besides the discomfort mentioned above, change is a source of genuine anxiety for some people. Since change in itself naturally brings about uncertainty, it might cause consequences that are potentially unpleasant or worse. It would be foolish to ignore these irrational reactions in any strategy that, at times, may take on the aspect of a juggernaut (large moving object needing time to change direction).

Security and regression

When faced with today's world that is for them, difficult, uncertain and even "hellish", people sometimes head off in search of "a lost paradise" represented by a past that was "happy, reassuring, perfect, etc.". Change sometimes doesn't allow people to find the old habits and reference points that they would like to hang on to.

So, whatever the cause of resistance and whatever its source, the important thing is to understand that it exists and that it can have a real, negative impact on the introduction of change. Wise leaders will try to identify the reasons for resistance to change and try to see how they can limit their effect and eliminate them where possible rather than pretend that they are only of limited importance. Otherwise they will have to devote enormous effort into getting acceptance of the changes they are proposing.

2015 South East Queensland Campsite Survey

We invite you to get connected with our current SEQ Campsite Review. It takes approximately 15 minutes to complete. It aims to highlight campsite visitation, campsite attractions, adventure activity engagement and your views on improvements. All data is collected as part of a SEQ Campsite Audit. Please share amongst the Scout Association.

<https://www.surveymonkey.com/r/ScoutsQLDSEQCampsiteSurvey>

Thankyou in advance - Rebecca Fox - Campsite Review Consultant

I HAVE "GONE HOME"



Chris "Migaloo" Bellve

Sept 2015

SPECIAL DUTIES

Joe was an old man aged 75 years. He lived very happily and formed a beautiful family. His children grew up and moved to different cities in pursue of good career and future. He lived in a small village carrying the memories of his deceased wife. Joe had four grandchildren and they used to visit him during their holidays.

And it was the vacation time and Joe was eagerly waiting for the arrival of his grandchildren. He was preparing his home for the kids, cleaning the home, mowing the garden, rearranging the household items, buying the favourite foods, dresses for the children, etc. In the busy arrangements, he lost his favourite watch.

The watch was gifted by his dead wife when their first child was born. Joe treasured the watch and it became his sole companion after his wife's death.

He forgot the watch was missing and was happy receiving the kids at home. It was only the next day when he was about to take bath, he remembered that the watch was missing. He saw the watch last when he was arranging things in the barn. He was shocked and very upset.

His grandchildren asked him why he was so dull and asked him what troubled him.

Joe said, 'Dear children, I lost the most precious watch I have ever had and I ever got in my life. It was gifted by your Grandma and I lost it while cleaning the home! I feel like I'm missing my heart.'

Learn more about Joe and his wonderful grandchildren online...

BRANCH COUNCIL NOTICE OF MEETING

The half yearly meeting of the Branch Council for The Scout Association of Australia, Queensland Branch Inc will be held on:

THURSDAY 29 OCTOBER 2015 AT 7.00PM

Venue: Queensland Scout Centre

32 Dixon Street, Auchenflower QLD 4066

Dress: Uniform/Business Attire

RSVP: RSVP essential by Monday 26 October 2015.

You can RSVP by telephone: 3870 7000 or reception@scoutsqld.com.au

IMPORTANT REMINDER

Members who do NOT renew their Blue Cards by the expiry date are automatically suspended until the new card is applied for. These members may not wear uniform or attend scouting in any form during that period.

All members must complete the elearning BCore Child and WHS and Scouting units prior to 31 December 2015. This is an obligatory requirement to meet the various legislations and National Policy.

All Leaders are reminded of the contractual agreement they signed on the A1 when signing up which states:

I undertake to complete the basic components of the Adult Training Program (where applicable) to qualify for a Certificate of Adult Leadership within 12 months from date of membership, and to further develop my skills as a leader by availing myself of additional training opportunities, including completion of my training to Wood Badge Standard within three years of acceptance as a leader. I understand that the issue of a Certificate of Adult Membership or Certificate of Adult Leadership can be recalled at any time without reason and, in that event, I agree to return my Certificate and all Scout property within 7 days of receiving notice from the Association.

We certainly do not wish to suspend Leaders because they have not completed their training.

Leaders are those people who have completed their Advanced Level Training and received their Wood Badge. Provisional Leaders are those people who have completed Basic Level Training and hold a Certificate of Adult Leadership. Trainees are those people who have not completed Basic Level Training.

Refer to the Training Matrix to ensure you understand what activities you are allowed and not allowed to undertake.

INTERNATIONAL INKLINGS

Scouting and the United Nations

Over time, the World Organisation of the Scout Movement has developed partnerships with a number of United Nations organisations, particularly those related to young people and the environment.

Scouts Australia is pleased to promote these partnerships and is already supporting the UN with its environmental program. The UN partners can be found on the WOSM website (www.scout.org) under Partners. There are also some ideas in the Youth Program section.

You may like to consider putting your Scouting training and ideals into practice by volunteering to work for a United Nations project overseas. This could provide you with the experience of a lifetime, qualifications in Rover Scouts and the Scouts of the World Award, and perhaps great skills for your future career. It would also support the World Scouts Partnerships program.

The United Nations Volunteers website is www.unv.org.

Please let Graeme Fordham, National Project Commissioner - Partnerships, know if you are considering volunteering partnerships@scouts.com.au.

Learn more about the amazing International Scouting opportunities online...

END OF YEAR CLOSURE

Scouts Queensland would like to advise that the Branch Support Office and the Scout Supply Centre will close at lunchtime on **THURSDAY 24 DECEMBER 2015**.

Please note that there will be minimal support services available from Monday 4 January 2016 with the full Branch Support Office services resuming from **MONDAY 11 JANUARY 2016**.

For all emergencies and reportable incidents please phone 3870 7000 and press 9.

UPDATES TO QUEENSLAND BRANCH SCOUTING INSTRUCTIONS

Please find below new updates to Queensland Branch Scouting Instructions (QBSI).

1. QBSI Cover, Content and Register of Amendments (version number, content and register updates to reflect this update to Queensland Branch Scouting Instructions)
2. QBSI 1.4 Region (QBSI 1.4.10 – amended to bring it in line with QBSI 3.6.1)
3. QBSI 2.16 Major Activities (New chapter)
4. QBSI 2.17 Pioneering (New chapter)
5. QBSI 3.1 Blue Cards (QBSI 3.1.2.5 – new section on Parents; QBSI 3.1.2.6 – new section on International Leaders)
6. QBSI 7.4 Restricted Activities (QBSI 7.4.1 – paragraph (c) added in relation to hang gliding, white water rafting, parachuting, parasailing and parascending)
7. QBSI 7.7 Commercially Run Activities (QBSI 7.7.4 – recommend re-read, QBSI 7.7.5 – recommend re-read, QBSI 7.7.6 – recommend re-read)
8. QBSI 7.13 Propeller Guards Policy (New chapter)
9. References to Executive Manager have been amended to read General Manager throughout all the updated QBSIs.

The Queensland Branch website will be updated to reflect these changes. Please make sure you update your QBSI USB with the updated chapters.

The complete Queensland Branch Scouting Instructions (QBSI) document (PDF, Adobe Acrobat Reader or similar required) will be available on the website to download in the next few days. This complete Queensland Branch Scouting Instructions (QBSI) document is intended to assist members with search ability and ease of reference when accessing QBSI. This document is re-released with every update to Queensland Branch Scouting Instructions (QBSI).

NEWS AND EVENTS



Skillorama

This years Skillorama we had 1300 youth members and adults attend. The theme was Farm and Country. There were many varied and well constructed bases for the Joey Scout and Cub Scouts made by the Scout and Venturer Sections. There were milking cows, whirly gigs, ride the pig or barrel, sponge throwing at scarecrows, looking for chickens in a haystack, grow your own plants, horseshoe throwing, lasso the horse and many more activities. A great time was had by both the youth members and adults. With Woodford taking out the Best Effort and Narangba runners up. There has to go a big BRAVO to Region Commissioner Nera North Coast and Country, Irma Howell, and support staff for making this Skillorama a brilliant send off for the Region Commissioner. Many Thanks for all of your hard work and dedication to the Youth members and Leaders in all of the work, advice, guidance and fun that you have given in not only Skillorama but throughout the Region and Scouting. BRAVO Kestrel.



Redlands Redfest

At our local Redlands Redfest fundraiser distributing strawberry samples to the public and directing them to the closest stall, Cub Scouts and Joey Scouts also had time to explore and play on some of the stalls.

The Cub Scouts even gained skills by handing out samples, talking to new people, accepting rejection and directing to closest of two stalls. The most popular with them was the SES display where they made a house safe after a storm blew a palm tree on the roof. The youth got to wear a hat and SES vest, chain saw the tree off the roof. They then had to cover the roof with a trap and tiedown to sandbags using knots, we showed either a reefknot or sheet bend. While other knots are used by the SES crew.

Your local SES is available to either visit you at your den or for you to visit their site. The education officer may be able to set up a interactive display for your Group. The web site has some work sheets and colouring pages that may support your program or visit.

<http://www.emergency.qld.gov.au/ses/support-us/kids-page.html>

JOTA-JOTI

The largest Scouting event in the world. In 2014 over 1.3 million Scouts participated across 157 countries. The event is held the third weekend of October; for 2015 the Jamboree takes place on 16th, 17th and 18th October. <http://jotajoti.info/>

ScoutLink

Are you planning to take part in JOTAJOTI? Don't forget to visit ScoutLink first to familiarise yourself with us and to meet our team! <http://www.scoutlink.org/>



NEWS AND EVENTS

Badgers Wood Campsite

Have you visited this awesome campsite??

Badgers Wood is just a five minute walk to the Noosa River where you can swim, canoe, sail, fish, picnic or play at Pirates Park.

You can see photos of this great site by visiting our facebook page: Noosa Sea Scouts Badgers Wood Campsite for contacts

<http://noosaseascouts.com.au/> or bookings@noosaseascouts.com.au

Book your camp now!!



Bribie Island Scout Den

Bribie Island Scout Group is situated on nearly two acres of bushland making this the perfect spot for large groups of campers. Modern Den that can sleep 40 people and has good facilities.

Large covered area for those days where protection from sun and rain is required. Camp fire area with firewood.

Nearby activities include:

- 500m to waterfront (Pumicestone Passage)
- Hike through National Park
- Canoeing/swimming

For more information phone Andrew 0428 786 485 or email

bookings@bribie.ozscouts.com



September was a great month - Gill Hall Region Development and Support Officer

A Basic course for Leader of Adults, Cub Scout Leaders, Scout Leaders and Venturer Scout Leaders was held in Longreach with Leaders attending from Emerald, Winton, Cloncurry and Longreach. The two hour drive home for Tim from Cloncurry and the three from Winton would have been a trial driving west directly into the sun and then Tim keeping a look out for Kangaroos, Emu's and pigs as he drove another 4 hours in the dark – something they try not to normally do "out west". They are always telling me "make sure you are off the road before dark".

All agreed that the course was worthwhile and appreciated the other trainers Melita and Karl who flew up from Brisbane, as they got to meet Leaders from other Scout Groups in Western And Central Queensland Region, but could also see the value in heading to the coast to complete Advanced training where they would be able to network with many more Leaders. For many of these they are looking at 9-12 hours driving to get to the course. Flying is not always an option unless they come to Brisbane.



I was lucky enough to be able to run a Venturer Scout Leadership course in Longreach as well. These were an amazing group of young people who had a lot of fun and got the most out of the course.

During the formal dinner the oven blew up so they calmly worked out whose houses they could go to and bundled up armfuls of chopped up food, pots, utensils and still managed to pull off a very successful lunch which the Guest Speaker enjoyed immensely.

Learn more about Gill's exciting Scouting activities this month online...



JOEY SCOUTS

Promise Challenge Application Form

Have you seen the amended Promise Challenge application form which is located on our Queensland Scout website. If you haven't, have a look below to see the new format available. It is important we ensure each criteria is achieved, and I believe a Joey Scout Leader will now be able to easily record when the Joey Scout completes each of the criteria's.

For lesser experienced Joey Scout Leaders the form sets out much clearer the criteria and provides examples of what is expected. If there is something on the form you are not sure off, ask another Joey Scout Leader or your Personal Leader Adviser to assist. The old Promise Challenge application form is no longer available and all future applications will need to be on the new form.

Please ensure you complete the comments area providing a brief summary of how the Joey Scout went about completing each of the criteria.

[Click here for the new form](#)

[Read more about Joey Scout online....](#)

ROVER SCOUTS

August and September have brought with them much celebration and acknowledgement of the hard-working Rovers. On August 1, the Rover Service Award recipient were released as part of the Adult Recognition awards. A huge congratulations to the following recipients for 2015: Christopher Drew, Benjamin Digweed, Christopher Gardner, Bradley Smith and Xavier Musson.

In August we also ran an exciting Envirovent at BP Park for Venturers and Rovers in line with Scouts in Action Month 2015 – Scouts in the Environment. Unfortunately, we didn't quite capture the engagement of Venturer Scouts quite in the way that we had hoped.

It has led us to question how we can best get in touch with our audience. A survey was conducted by the Branch Youth Council at Nighthawk which reflected that youth engage mostly through social media and emails.

In order for us to understand where we're reaching people, we're offering a prize to anyone that is reading this article. Please email chair@qldrovers.org.au to claim your prize. Note, we're looking for genuine engagement, so don't let the secret get out!

[Learn more about Rovers online...](#)

BRANCH SUPPORT OFFICE

| Business Address: | Office Hours: |
|---|---|
| 32 Dixon Street, Auchenflower Qld 4066 | Monday 8.30am – 4.00pm Tuesday 8.30am – 5.00pm |
| Postal Address: | Wednesday 8.30am – 5.00pm Thursday 8.30am – 5.00pm |
| PO Box 520, Toowong Qld 4066 | Friday 8.30am – 5.00pm |
| Phone: 07 3870 7000 | |
| Fax: 07 3870 4960 | |

CUB SCOUTS

And The Winner is...

100 Years of Cub Scouts National Badge Design Competition

The National Competition received 350 entries from across all States; Queensland Cub Scouts accounted for 76 of those entries, well-done Queenslanders.

The National Winner was this design by a Tasmanian Cub Scout; note, this is the design as submitted but it may be slightly modified as it is adapted to a badge for production.



The Queensland State Winner (which was in the final for the National winner) was submitted by Richard Greenwood, 9 years of age, from Bribie Island Cub Scout Pack (D'Aguilar Range District, Near North Coast and Country Region).

[To understand the winners' design concepts and to learn more about Cub Scouts click here...](#)

VENTURER SCOUTS

For future Encompass Articles, I will only be submitting one if there is something that needs to be discussed or clarified. I understand that your time is valuable and recognise that if there isn't anything to discuss or clarify then I am only wasting your time. In this month's issue, I will be discussing Queensland Venture 2016, Venturer Scout Training for 2016, Youth Helper Course 2015 and A Venturer Scout Survey on Retention.

Queensland Venture 2016

The 6th Queensland Venture is confirmed with dates, 2 - 9 July 2016 and a location for the base camp as Seeonee Park, Rockhampton.

Queensland Venture is a branch run event that runs in the June/July school holidays every three years. The camp consists of an expedition phase and a venture phase and the options that are available for the 6th Queensland Venture will accommodate the interests of all Venturer Scouts and Leaders in Queensland. The Expeditions Director is currently planning a variety of expeditions in the Capricorn Coast area.

[Learn more about QV2016 and the Venturer Scouts Section online...](#)

YOUTH PROGRAM

Youth Program Review Consultations

Leaders, Youth, Parents- Have you had a chance to have your say about what Scouting in Australia should look like in the next three decades? Now there is another opportunity.

Over the next three months each of us has the opportunity to respond to issues relating the Youth Program Review (YPR). Meetings are being held in each Region as well as Skype-style meetings planned for November and December. This is to promote this stage of the Review to ensure we develop the best possible youth program for our future youth members.

Some of the Review teams have been looking closely at evolving the Australian Scout Promise and Law and Duty to God, to create more inclusiveness and unity in our fantastic Movement. We want to keep the foundations of its meaning, but using more contemporary language, we intend to ensure that all young Australians would be comfortable making our Promise and living by our Law.

We want all our Members, aged from 6 years, to understand and make our Promise, rather than the modified versions we currently offer to the younger sections. One Promise for all Members is our goal.

Specifically your feedback is needed regarding the future wording for our Promise and Law and what duty to God means in Australia.

Download the full reports and leave your feedback: Scouts Australia Youth Program Review "The YPR"
ypr.scouts.com.au/promiselaw

Peter Blatch OAM

Deputy Chief Commissioner

[To find out the dates and times of your nearest Youth Program Review Consultation Sessions click here...](#)

Make sure you have your say!

SCOUT SUPPLY CENTRE

| Business Address: | Office Hours: |
|---|--|
| 32 Dixon Street, Auchenflower Qld 4066 | Monday 9.00am – 4.00pm Tuesday to Friday 9.00am – 5.00pm |
| Postal Address: | Saturday 9.00am – 1.00pm |
| PO Box 520, Toowong Qld 4066 | Closed on Saturday during School Holidays and all Public Holidays |
| Phone: 07 3721 5724 | |
| Fax: 07 3870 4960 | |

DEADLINE FOR NEXT ISSUE

30 October 2015

Submit your articles to
encompass@scoutsqld.com.au

If you would like us to add your loved one to the "Gone Home" column, please forward their details encompass@scoutsqld.com.au