



ENCOMPASS



MONTHLY ONLINE NEWSLETTER

ISSUE 81 DECEMBER 2015

EVENT BADGES

Name of badge	Date approved	Date to be removed
World Scout Jamboree - Aust. Contingent badge	June 18th 2014	November 13th 2015
JOTA/JOTI badge	October 16th 2015	January 16th 2016

ONLINE REGISTRATIONS

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

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

CUBOREE 2016

YOUTH & LEADER AWARDS

Each month the Members that have achieved the highest Youth Awards for their Section are recognised in a post on the Scouts Queensland's website.

Leaders that have achieved their Woodbadge that month are also recognised in this way.

[Look here for more...](#)

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...](#)

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

CENTRAL AND COASTAL REGION NEWS

The Federal Minister Mrs Michelle Landry who is responsible for the Pioneer Valley Area presented Pioneer Valley Scout Group with an Australian Flag. Group Leader Sue Jensen and her son Cub Scout Damon Jensen met her at the local shopping centre to receive the flag.



The flag now proudly flies high at the den on Scouting nights.

Pioneer Valley Cub Scouts attended a hike on 21 November 2015 for a Grey Wolf Award. They hiked at Finch Hatton Gorge up to the Wheel of Fire and also to the Araluen Cascades. It's about 5 kilometres and was about 2.5 hours, with plenty of rest stops for Rikki!

M Wallace

Region Leader Community Relations

Central & Coastal Region

[Click here for more from the Region...](#)

INTERNATIONAL INKLINGS

- Cub Scout Pack required to link with a UK Troop
- Read the next chapter of our Scouts on SISEP
- Browse the Inklings to see what exciting International adventures are coming up
- At this time Paul Rollason and the International Branch team wish you and your families a safe and happy Christmas and New Year. Happy Scouting.

[Click here to learn more about International Inklings...](#)



CHIEF COMMISSIONER

As we begin the period prior to the Christmas holiday, I thought we should look at the importance of the selection interviews when obtaining new adults for various roles. When we have the occasion to investigate incidents with some Groups the importance of the initial interview sometimes appears to have been overlooked.

THE IMPORTANCE OF INTERVIEWING

Much of the work of the Personnel Committee/Group Leader or Group Support Committee will necessarily involve the interviewing both of prospective new adults and adults who have been involved in Scouting for varying periods of time and have a corresponding amount of experience. The technique of interviews remain the most widely used selection process throughout the business world and we rely on them in Scouting. The challenge, therefore, is for us to make sure that the interviews we conduct are as good as we can make them, and give us the correct outcome as often as possible. This means that all involved in using interviews within the Scouting framework must develop our competence in interviewing.

SUCCESSFUL INTERVIEWING

Interviews are most likely to produce successful outcomes when the interviewers ensure careful preparation and a systematic approach. Most of the interviews that will be conducted are concerned with the selection of new Leaders and the assignment, reassignment or perhaps retirement of existing Leaders, so it is possible to set down several simple guidelines which will help this process.

The overall process of selection, assignment etc., can be summarised in the following process:

- a) Confirm selection criteria
- b) Obtain referee reports
- c) Conduct interview
- d) Make overall assessment
- e) Make your recommendations

REFEREES

Often in Scouting referee reports are overlooked and we must remember that these are a key aspect of the new Leader selection process. We need to remember we are involved in selecting people who will assume positions of trust within the world's largest youth organisation. No matter how good we get at interviewing, the interview gives us input only from the person whose selection we are concerned with.

Referees should ideally be spoken to by more than one person although this will not always be possible and sometimes the Chairman or another delegated person of the Committee, will make the contact and report back. Certainly the contact with the referees should be personal rather than by letter.

Keep the questions specific. Ensure you get the information you want, rather than the information the referee is trying to give you. We are all prone to generalisations, and often draw wide-sweeping conclusions from one or two examples which may or may not be valid. You need to understand the evidence on which options are based. Document the comments clearly.

MUTUAL OBLIGATIONS

In accordance with Policy and Rules a formal agreement is established between the Association and the new recruit at the sign up. The Mutual Agreement defines the relationship between the parties and recognises that both parties are accepting certain responsibilities. This needs to be explained clearly including the Leader training requirements (e-learning and face to face training) for all Leaders.

Once the application for appointment (A1) and Blue Card applications are completed this will lead to their appointment and membership of the Association once the suitability checks are confirmed.

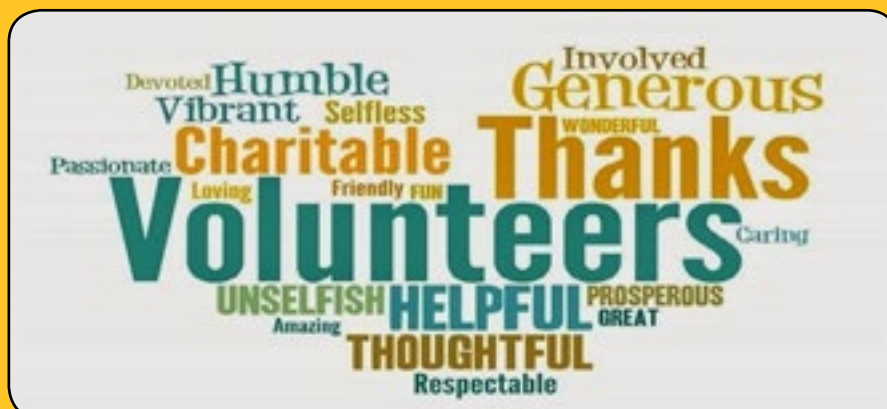
JAMBOREE

Many of you will be heading to Sydney after Christmas for AJ2016. I will be attending for the final few days and hope to catch up with as many young Queenslanders as possible and of course those wonderful volunteers who have given up their holidays to attend.

CHRISTMAS/NEW YEAR

Christmas will be celebrated in many parts of the world on December 25th. The Eastern churches, the Ethiopian Orthodox church, Russian Orthodox church and the Armenian church celebrate Christmas on January 6th or 7th. No doubt there will be many rituals, parties and celebrations at this time of year. Maybe even Santa Claus / Father Christmas / Saint Nicholas will visit you and your family. Please stay safe over the Christmas/New Year period and have a Merry Christmas and a Happy New Year.

Thank you for all you have done volunteering for Scouting over the past year, the picture below describes your wonderful contribution...



JOEY SCOUTS

25 YEAR JOEY SCOUT CELEBRATION

D'Agular Range District has been busy participating in the 25 Year Celebrations of the Joey Scout Section. With rolling storm clouds, loud thunder, bright lightning and winds blowing, the Joey Scouts, Leaders and Parents enjoyed the fun, excitement, warmth and fellowship while participating in the activities. Mrs Jenny Colvin, Joey Scout Leader at Caboolture Scout Group and her team spent many hours organising this wonderful event.

Mrs Sarah Medway as an original Caboolture Joey Scout (October 1990), along with the youngest Joey Scout, Aiden Jenkins had fun cutting the cake and distributing the pieces to everyone close by.



[Click here to learn more about the fun at Joey Scouts...](#)

SCOUTS

Well another year seems to have flown by. I hope that your Troops have kept you so busy that you have a similar feeling. As it happens every three years Scouting doesn't stop over Christmas but ramps up instead. Early in January 1300 Scouts and Leaders from Qld will be swarming into local airports to make their way to Cataract Park for AJ2016. The Contingent team have been working towards this day for the last two years and it's fantastic to see it drawing so close. A weekend of packing, a few sleeps and we'll be off!

Scouter Skills Day

Scouter Skills days will be running 4 times next year. The location will move around and there will be variety in the program so make sure you at least come to one to see what you can get out of it. If you enjoy it then come to them all. While it's aimed at skills for the Scout Section they are skills that can be utilised by any Leader. Check the Branch Calendar for dates.

Who knows, with a little knowledge your Scouts could be knotting their own Christmas decorations.



[Click here for more Scout information...](#)

CUB SCOUTS

"Look well, Oh wolves, Look well"

WOW; another year of Scouting all but done. I know from what I have heard about, seen, and been involved in, it's been a busy year of Cub Scouting (and Scouting in general) for so many; I am sure the Leaders are looking forward to a well-earned break. I know from experience, many will use the 'quiet time' to start thinking about next year's program with their teams; but what a year ahead!

2016 will be a busy and exciting year to be a Cub Scout Leader, and Cub Scout, celebrating **100 YEARS OF CUB SCOUTS**, plus the 4th Queensland Cuboree and that 'normal array' of exciting and challenging Cub Scout activities that always seems to be present. However, as 2015 closes, I would like to take this opportunity to sincerely thank all Cub Scout Leaders and their support teams for all the great work, time, dedication, and fun you have yet again put into providing Scouting to the Cub Scouts of Queensland; you are helping the youth to grow and develop into responsible citizens while having fun doing it. Also, please pass on my thanks to the Cub Scouts for their efforts and willingness to 'Do their Best'. I hope you all have the opportunity to have a great break and come back to your Packs refreshed and ready for another big year of Cub Scouting in 2016.

RUMBLE IN THE JUNGLE - CUBOREE 2016

Don't forget to print off those **CUBOREE 2016** applications and get them signed and mailed into Branch Headquarters for acceptance. If you are still to commence your application, time is running out, please go to the online application for CUBOREE 2016 and apply without delay? Visit the CUBOREE web page at <http://cuboree.scoutsqld.com.au> to get all the latest information about CUBOREE 2016 and to read about application requirements.

[Click here to see more of the Cub Scout adventures...](#)

ROVERS

A huge congratulations to the Hinkler Rover Crew of Kepnock Scout Group. This month the Hinkler Rovers put together an incredibly successful Central Queensland Christmas Moot at Wyper Park. With approximately 60 attendees at the Bundaberg property for the weekend, fun was had as the rovers tried to escape the apocalypse. It's a fantastic thing to see these events run with such success. For more events like this, check out our upcoming events!

UPCOMING EVENTS:

SURFMOOT 2016 – 85 Years Young!

Hosted by VIC Rovers – 22-26 January 2016 – Victoria

Open to all current Rovers 18+

<https://www.facebook.com/events/1136048149745270/>

QARM

Queensland Aquatic Rover Moot 29-31 January – Dunethin Rock

ROVENTURE SEQ 2016

4-6 March 2016 – BP Park, Samford

Open to all current Venturers and Rovers – Keep your eyes on the facebook page for all of the application details.

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

QLD MOOT

25-28 March 2016 – Guanaba Campsite

[Click here for more Rovers News](#)

SPECIAL DUTIES

The end of the year is drawing near and we are all beginning to think about Christmas and what we as a family are going to do this year. There is always a certain amount of stress that we put ourselves through, so I thought I would share this story with you again to help you focus on the important things at this time of year.

There was once a man who did not believe in either the virgin birth of Christ or the spiritual meaning behind it, and was sceptical even about God. He and his family lived in a farm community. His wife was a devout believer and diligently raised her children in the faith. He sometimes gave her a hard time about her belief and mocked her religious observances.

"It's all nonsense -- why would God lower himself and become a human like us? It's such a ridiculous story," he said.

One snowy day, she and the children left for church while he stayed home. After they had departed, the winds grew stronger and the snow turned into a blinding snowstorm. He sat down to relax before the fire for the evening.

Then he heard a loud thump, something hitting against the window... And, still another thump. He looked outside but could not see anything. So he ventured outside for a better view. In the field near his house he saw, of all the strangest things, a flock of geese. They were apparently flying to look for a warmer area down south, but they had been caught in the snowstorm. The storm had become too blinding and violent for the geese to fly or see their way. They were stranded on his farm, with no food or shelter, unable to do more than flutter their wings and fly in aimless circles. He had compassion for them and wanted to help them. He thought to himself, the barn would be a great place for them to stay. It is warm and safe; surely they could spend the night and wait out the storm. So he opened the barn doors for them.

He waited, watching them, hoping they would notice the open barn and go inside. Nevertheless, they did not notice the barn or realize what it could mean for them. He moved closer toward them to get their attention, but they just moved away from him out of fear.

He went into the house and came back with some bread, broke it up, and made a bread trail to the barn. They still did not catch on.

Starting to get frustrated, he went over and tried to shoo them toward the barn. They panicked and scattered into every direction except toward the barn. Nothing he did could get them to go into the barn where there was warmth, safety, and shelter. Feeling totally frustrated, he exclaimed, "Why don't they follow me? Can't they see this is the only place where they can survive the storm? How can I possibly get them into the one place to save them?"

He thought for a moment and realized that they just would not follow a human. He said to himself, "How can I possibly save them? The only way would be for me to become like those geese. If only I could become like one of them. Then I could save them. They would follow me and I would lead them to safety."

At that moment, he stopped and considered what he had said. The words reverberated in his mind: If only I could become like one of them, then I could save them. Then, at last, he understood God's heart towards mankind... and he fell on his knees in the snow.

Have a great Christmas with your family and friends and a refreshing break.

Iain Furby - Deputy Chief Commissioner Special Duties

CHIEF COMMISSIONER'S OFFICE NEWS

2016 ADULT RECOGNITION AWARDS

Please note that information in relation to the 2016 Adult Recognition Awards will be released in mid-January 2016.

A memorandum from the Chief Commissioner, nomination forms and listings of eligible members will be emailed directly to Group Leaders, District Commissioners and Region Commissioners.

Please ensure that you give consideration to the Adult Members and Supporters that you may want to nominate for their Good Service so that you are prepared when the information is released.

EXPRESSIONS OF INTEREST - REGION COMMISSIONER (KENNEDY REGION)

Region Commissioner (Kennedy) Ernie Bunt has advised that he will finish his term as Region Commissioner as at March 31st 2016. I am currently negotiating another role for him in the Region to commence from April 1st 2016.

As a result Expressions of Interest are called for from suitably qualified Adults in Scouting to apply for the position of Region Commissioner (Kennedy Region). This position reports directly to the Chief Commissioner.

Applicants must apply in writing no later than close of business on January 18th 2016 to Linn Pihl by emailing ccea@scoutsqld.com.au. The duty statement is available by request from Linn.

QBSI Updates

Please note the following items have been updated on the [website](http://www.scoutsqld.com.au):

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 3.4 Program (QBSI 3.4.1 – amended to highlight skills training courses that require Leaders to hold a Certificate of Adult Leadership)
3. QBSI 5.3 Property (QBSI 5.3.5 – amended to detail the percentage split when a Scout property is sold)

MESSAGE FROM CHIEF COMMISSIONER

URGENT REMINDER

TO ALL MEMBERS WHO JOINED SCOUTS AUSTRALIA BEFORE 31 DECEMBER 2014

National Policy states it is mandatory for all Members (including Secretaries, Treasurers, Chairmen and Rovers) to undertake BCore Child and WHS and Scouting e-learning modules by 31 December 2015. If you have not completed these modules this gives you just a few weeks to complete these modules. Unfortunately, if this does not happen your membership will be suspended until such time that this is completed.

Members who join after 1 January 2016 will have until 30 June 2016 to complete these two modules as part of their Basic Level Training or membership will need to be suspended until such time that the Basic Level Training is complete.

ENVIRONMENTAL EDUCATION

The New calendar for 2016 is coming out. It is going to be a great year of environment based activities being run next year so check them out and add them to your group calendar. There are activities for all sections and even some for the adults. Hop onto the [scoutsqld](http://scoutsqld.com.au) website and find us under Program Environment team Activities. Or see the link below <https://scoutsqld.com.au/environment-team-activities/>

NOTICE OF END OF YEAR CLOSURE

Both the Branch Support Office and the Scout Supply Centre will close lunchtime **THURSDAY 24 DECEMBER 2015** for the end of year break. Please note that there will be minimal support services available from Monday 4 January 2016.

The full Branch Support Office services resume **MONDAY 11 JANUARY 2016**. For all emergencies and reportable incidents please phone 3870 7000 and press 9.