

# SCOUTS ACT

## FIVE YEAR STRATEGIC PLAN: 2019–2023

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### MISSION

Scouts ACT will deliver Scouting in the Australian Capital Territory true to the goals, mission and purpose expressed by Scouts Australia:

*The Mission of Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society.*

*As an organization, Scouting aims to be relevant and respected, recognized and valued for our role in contributing to the development of young people as responsible citizens.*

### PRINCIPLES AND GOALS

#### ● YOUTH AT THE CENTRE

Scouts ACT embraces youth-leading, adult-supporting Scouting.

#### ● ORGANISATIONAL STRENGTH

Scouts ACT is a sustainable, respected, well-governed and well-operated organisation.

#### ● A RELEVANT, QUALITY PROGRAM

Scouts ACT develops youth and adult members' skills, knowledge and experience in a program that responds to the capability and interests of members. The program is fun, engaging and challenging.

#### ● INCLUSIVE GROWTH

Scouts ACT leaves no one behind. We provide the opportunity for youth and adults to join and support Scouts.

#### ● PREPARED VOLUNTEERS

Scouts ACT is an organization that is respectful, rewarding to belong to, easy to operate within, and that delivers the mission. We recognize and celebrate the contribution of our volunteers.

# YOUTH AT THE CENTRE

We embrace youth-leading, adult-supporting scouting. We support youth and adult members to access activities, experiences and training.

## Objective 1

Create formal youth engagement processes and appropriate, real youth positions.

- 1.1 Support existing sectional youth leadership bodies (eg, Scout Council, BRC).
- 1.2 Embed youth members in Branch executive teams.
- 1.3 Create a Senior Youth Advisory Group working with the Chief Commissioner.
- 1.4 Implement Branch Advisor roles for 16-27 year old members.

## Objective 2

Support youth-led projects

- 2.1. Build from existing base: identify successful or promising youth-led projects occurring at Group level, and use them as demonstration cases to promote mainstream acceptance and practical adoption of the youth-leading model.
- 2.2. Recognise and fund youth-led projects.

## Objective 3

Ensure young people *are safe, and feel safe*.

- 3.1 Action the recommendations of the Scouts Australia ChildWise report.

# ORGANISATIONAL STRENGTH

We are a sustainable, respected, well-governed and well-operated organisation.

## Objective 4

**Deepen and diversify the financial resources of Scouts ACT.**

- 4.1 Develop additional and more flexible sources of income.
- 4.2 Increase total income.
- 4.3 Increase funding reserves for use on special programs and unexpected expenses.

## Objective 5

**Enhance engagement between members.**

- 5.1 Enhance current and create new opportunities for connection between:
  - uniformed adults in different areas of Scouting;
  - non-line uniformed adults and youth members; and
  - uniformed and non-uniformed adults in Scouting.

## Objective 6

**Improve governance processes and transparency.**

- 6.1 Review policies, Chief Commissioner's Directives and practices regularly.
- 6.2 Consult with members on issues likely to impact on the governance and operations of Scouting in the ACT.
- 6.3 Improve record keeping for BEC subcommittees and Branch Operations Committee meetings.

## Objective 7

**Improve communication across all levels and areas of the Branch.**

- 7.1 Provide regular information to members on governance issues and BEC decisions.
- 7.2 Distribute to all members a regular update on activities carried out by the Branch.
- 7.3 Review communication effectiveness and engagement.

# A RELEVANT, QUALITY PROGRAM

We develop youth and adult members' skills, knowledge and experience in a program that responds to the capability and interests of members. The program is fun, engaging and challenging.

## Objective 8

**Implement Youth Program as per plan and timetable already in place.**

- 8.1 Support all Pioneer Groups to deliver the Youth Program within their groups, and to model the Youth Program for Groups newly embarking on the program.
- 8.2 Support all Groups to implement the new Youth Program into their Scouting.

## Objective 9

**Review new Youth Program**

- 9.1 Conduct Group-by-Group check-in and provide support to optimise the new program.
- 9.2 Ensure Groups are implementing the Youth Program consistently across the Branch, whilst taking advantage of the flexibility in the program to tailor everyone's scouting journey.

## Objective 10

**Broaden the reach of Adventurous Activity and other Branch teams**

- 10.1 Support all Groups to access at least four Adventurous and other Branch Activity teams per year.

## Objective 11

**Provide places to go and things to do that are appropriate (on mission), easily accessible and affordable.**

- 11.1 Create online resources for Leaders to support their involvement in Scouting. (Lists of suitable bushwalks, camping sites, adventurous activity providers, and other reference material).
- 11.2 Manage, maintain and provide access to Branch equipment for the maximum benefit of members.

## Objective 12

Provide places to meet that are safe, attractive, easily accessible and affordable.

- 12.1 Implement a management plan for halls and meeting places.
- 12.2 Develop options for the appropriate use of unused halls.
- 12.3 Find meeting places for proposed new Groups in areas of high and emerging demand.

# INCLUSIVE GROWTH

We leave no one behind. We provide the opportunity for youth and adults to join and support Scouts.

## Objective 13

**Build a membership profile that mirrors the diversity of the community more closely.**

- 13.1 Attract and support the membership of youth from diverse backgrounds.
- 13.2 Attract and support the membership of adults from diverse backgrounds.

## Objective 14

**Be relevant to our members and our community. Take a stance on social justice issues which impact on our members.**

- 14.1 Act upon appropriate opportunities and invitations to provide commentary or advocacy on social justice issues.
- 14.2 Actively seek to be represented on youth representative committees within the ACT using our Branch Advisors or other youth members.

Note: The Chief Commissioner is the authorized spokesperson. The CC will obtain guidance from the Operations Committee and the BEC, as appropriate, to determine the position to be taken on social justice issues.

## Objective 15

**Grow sensibly**

- 15.1 Address the waiting lists: satisfy unmet demand for Joeys and Cubs.
- 15.2 Retain youth as they become eligible to transition between sections.
- 15.3 Support growth and capacity development in all Sections.
- 15.4 Grow membership.

# PREPARED VOLUNTEERS

We are an organisation that is respectful, rewarding to belong to, easy to operate within, and that delivers on the mission. We recognise and celebrate the contribution of our volunteers.

## Objective 16

**Protect and nurture morale amongst adults. We are *One Team*.**

- 16.1 Improve systems and processes so that adults in Scouting (uniformed and non-uniformed) can consistently understand, achieve and succeed in their roles.
- 16.2 Share the stories of adult volunteer endeavours and success.

## Objective 17

**Ensure training is relevant, timely, up-to-date, accessible, continuous, desirable, enjoyable.**

- 17.1 Encourage an appetite for learning amongst adults in Scouting.
- 17.2 Deliver training that teaches and respects the core principles of Scouting whilst displaying flexibility and adaptation to 21<sup>st</sup> century modes of work, family life and volunteering.
- 17.3 Enhance Group support team capacity through appropriate training of non-uniformed members.
- 17.4 Require adult volunteers to complete all compulsory training relevant to their roles, and actively encourage volunteers to undertake outreach training.

## Objective 18

**Ensure volunteers and staff are recognised, and feel recognised, for their contribution to Scouting.**

- 18.1 Continuously recognise and acknowledge adult service and achievement through formal and informal mechanisms.
- 18.2 Provide opportunities for youth and adult members to achieve SAIT Units of Competency.