

SCOUTS ACT

FIVE YEAR STRATEGIC PLAN: 2019–2023

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 (e.g., Scout Council, BVC, BRC).
- 1.2 Embedded youth members in Branch leadership teams.
- 1.3 Create a Senior Youth Advisory Group working with the Chief Commissioner.
- 1.4 Implement Branch Advisor roles for 16-30 year old members.

Objective 2

Support youth-led projects

- 2.1. Build from existing base: identify successful or promising youth-led projects and use them as examples 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 Ensure that there is an effective Branch Child Protection policy and supporting procedures including for Mental Health.

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 diverse and sustainable income stream.
- 4.3 Increase funding reserves for use on special programs and unexpected expenses to sustain 'lifecycle' approach to property maintenance.

Objective 5

Enhance engagement between members.

- 5.1 Enhance current and create new opportunities for connection between:
- Youth and uniformed Adults.
 - Uniformed Adults in different areas of Scouting (e.g. Section Leaders and Activity Leaders).
 - Uniformed and non-uniformed Adults in Scouting.

Objective 6

Improve governance processes and transparency.

- 6.1 Review policies, Chief Commissioner's Directives and practices.
- 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 and it's subcommittees 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.

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 Formations implementing the Youth Program consistently across the Branch, whilst taking advantage of the flexibility in the program to tailor everyone's scouting journey within their groups, and to model the Youth Program for Groups newly embarking on the program.

Objective 9

Review new Youth Program

- 9.1 Formations are-reviewed to ensure optimization of the Youth Program

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.

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.

11.2 Manage, maintain and provide access to AA and other Branch equipment.

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.

Note: The Chief Commissioner is the authorized spokesperson. The Chief Commissioner may obtain guidance from the Operations Committee and the BEC on social justice issues.

Objective 15

Grow sensibly

- 15.1 Address the waiting lists.
- 15.3 Support growth and capacity development in all Sections.

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 can consistently understand, achieve and succeed in their roles.

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 21st 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 and support volunteers to undertake external training.

Objective 18

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

- 18.1 Continuously recognise and acknowledge the achievement of adult members and paid staff through formal and informal mechanisms.
- 18.2 Provide opportunities for youth, adult members and paid staff to achieve VET qualifications through SAIT.