



Our Vision

The vision for Scouting is to be and be seen as the pre-eminent youth organisation in Australia. We engage and inspire young Australians to develop confidence, resilience and leadership.

Our Goals

- A child safe environment.
- 16,000 Youth Members through the delivery of vibrant, effective and consistent youth programs.
- 800 additional Leaders through recruitment and retention
- A younger leader demographic
- Financial break even across all operations.
- Lower administrative workloads/processes through smart use of technology.
- Complete business plans (including maintenance plans) for all Scout properties.
- A positive and enabling culture, with a united team.
- Active Youth engagement - "Youth Led, Adult Supported"

Our Mission

The mission of Scouts 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.

Our Public

- Focused Parental Engagement Campaign
- Membership Growth Drive
- Strategic Marketing & PR Campaign. Align with Scouts Australia National Branding
- Government, key stakeholders & NGO Liaison Program
- Schools on-board program

Our People

- Current Youth Program Innovation
- Leader Development Program: Managing risk, succession planning, leader development, mentoring and support
- Training Opportunities for Improvement - needs analysis, process and efficiency improvement
- "One State One Team" focus
- Positive and Enabling Scouting Culture
- Further development of "Youth led, adult supported" scouting
- Focus on Group Leaders/ Leaders in charge
- Develop High Potential Member
- Create Support Groups to redevelop current workforce

Our Processes

- Systems and Process Re-engineering Dec 2018 - paperless, cashless, communications systems - decentralised ScoutLink
- Group Plan Compliance Program
- Group Audited Accounts Scheme
- Improve Support to Groups including but not limited to; Audited accounts scheme, Group Plan compliance Program
- Program Quality Management

Our Property

- All Scout Properties Business Plan Development
- Property Strategy Development

Our Money

- Innovation Programs to generate income from Scout Properties
- Corporate Sponsorship Partnerships
- Increase revenue generation from Scout Halls & Activity centres
- Finance Process Development, Re-engineering financial processes
- Government Partnership

Key

On target ● At risk ● Off target ●

INSPIRE
LEADERSHIP develop
engage resilience
CONFIDENCE



Our Public

GOAL	TARGET	WHEN	WHO	
Youth recruitment	5,000	Dec 16	RC	○
	5,200	Dec 17		○
	5,300	Dec 18		○
Leader recruitment	450	Dec 16	RC	○
	470	Jun 17		○
	500	Jun 18		○
NSW schools with a Scout Coordinator	1000	Dec 18	State Office	○
Develop working relationships with Government and NGO's	All	Dec 18	RC & State Office	○
Leaders who know and understand our marketing message	All	Dec 16	RC & State Office	○

Our People

GOAL	TARGET	WHEN	WHO	
A child safe environment including the ten elements of the Royal Commission "Creating Child Safe Institutions"	All	Ongoing	CC & State office	○
Effective management of child protection matters	All	Ongoing	CC & State office	○
Youth membership (Annual retention 67%)	14,700	Dec 16	RC	○
	15,500	Dec 17		○
	16,000	Dec 18		○
Leader membership (Annual retention 79%)	2800	Dec 16	RC	○
	3000	Dec 17		○
	3150	Dec 18		○
Leaders who have had a formal review when due	All	Dec 18	RC	○
"One State One Team" focus	All	Ongoing	CC, RC Chair GM	○
Positive & enabling culture	All	Ongoing	CC/RC Chair GM	○
Youth provided more opportunities to lead Scouting	All	Ongoing	DCC	○
Leader Development & Mentoring	All	Ongoing	CC, DCCs, RCs, DCs	○

Our Processes

GOAL	TARGET	WHEN	WHO	
Lower administrative workloads & processes through smart use of technology.	All	Dec 16	State Leadership Team	○
		Dec 17		○
		Dec 18		○
Groups that have a Group plan	All	Dec 16	RC	○
	All	Dec 17		○
	All	Dec 18		○
Groups that have returned prior years annual audited accounts	All	Jun 16	RC	○
	All	Jun 17		○
	All	Jun 18		○

Our Property

GOAL	TARGET	WHEN	WHO	
Group managed halls with full business plan	All	Dec 16	RC	○
Region managed halls campsites & activity centres with full business plan	All	Dec 16	RC	○
State managed properties & halls with full business plan	All	Dec 16	State Office	○
		Dec 17		○
		Dec 18		○
Reduce maintenance costs of State managed Activity Centre's	All	Dec 16	ACMC	○
		Dec 17		○
		Dec 18		○

Our Money

GOAL	TARGET	WHEN	WHO	
Total operational surplus	Breakeven	Mar 19	CC & GM	○
Surplus on Region Managed halls	\$4,000	Mar 17	RC	○
	\$8,000	Mar 18		○
	\$16,000	Mar 19		○
Revenue from Corporate sponsorships	\$100,000	Dec 16	Fund-raising Committee	○
	\$800,000	Dec 17		○
	\$1,000,000	Dec 18		○
Revenue from innovation programs	\$10,000	Jul 16	State Office	○
	\$20,000	Jul 17		○
	\$50,000	Jul 18		○
Surplus from camps and activity centres	Breakeven	Mar 17	ACMC & RC's	○
	Breakeven	Mar 18		○
	\$100,000	Mar 19		○

Key

On target ● At risk ● Off target ●

INSPIRE
LEADERSHIP develop
engage resilience
CONFIDENCE