

“No plan, no progress!”

Every week everyone in the Scout Group is working hard to deliver a great programme. However, none of the team are getting younger, the needs of the village have changed, and we are almost certainly the smallest Group in the District.

The Group needs to look ahead and think about where it is going.

This document hopes to start a conversation about where we all think we should be going so that the Group is thriving in 1, 5, and 10 years time.

If we can agree this, we can start putting plans in place, and working towards it.

Pre-cursor: We have achieved lots of ad-hoc things in the last 18 months, and it is worth remembering these as a starting point for the sort of things we need to get on top of managing:

Woodworm treated, Toilets decorated, Floor (half) varnished, Outdoors pressure washed, Indoor storage cleared and junk disposed, Main stores tidied, Lighting fixed (inside and out), New tables, Most payments now by bank, New website, All personal records moved onto OSM, Fire compliance improved, Roof and wall repairs (hut and store), Cleared damaging vegetation from vicarage, Various awards earned, ... and of course many weekly meetings and events.

Programme

Facilities

People

Management

Communication

During 2020-2021

Ensure everyone has access to at least one night away, and one adventurous activity every year
At least one youth recruitment activity per year
Minor purchases for improved programme: Allocate each section budget (pro rata'd)
Produce a 5-year plan for equipment improvement to drive grants
At least one joint-Section activity (above St Georges or Remembrance)
Timely programme sharing to GSL and members
Sections and Hut Management to get on top of risk assessments

Get fundamentals fixed: Lighting, Basic decorating, and watertight
Be seeking to obtain at least one grant per year for building or activity improvement
Outdoor equipment: <u>maintenance only</u> . No major equipment purchases (we are not using it)
New outdoor barbecue Patio re-laid
Annual maintenance day
Clear problem reporting process to GSL / Chair
Hut cleaning plan

Get everyone's appointments sorted out
Ensure everyone on the Exec has the opportunity to deliver something each year
Get a Young Leader at Cubs
Reinstate annual Leader & Exec social event
Parent rota in Cubs
Sort out Hardship fund
Centralise waiting list
Ideas for how we engage Young People in Group Leadership

Produce a 10-year budget plan (What is needed and why)
Get on top of GDPR
Check insurance (building, equipment and adults)
Easy visibility of subs and event payments for all Sections.
Maximise income. Resolve debtors. Emergency fund-raising event.
Maximise income from Gift Aid and similar 'easy' funds
Centralised joining list incl. Prompt new members for adult recruitment
Proactively seek grant applications
Clarity on Section budgets

Clarity on adult vacancies and roles with all families (jobs boards, etc.)
Annual "management" communication with parents (achievements, needs) A short and friendly annual report that people might read
At least one piece of PR coverage per year
Regular sharing and occasional meetings
Decide and communicate Welfare fund
Set expectations around our financial challenges (prepare expectations for a subs increase)

By end of 2022

Ensure everyone has opportunity to achieve the top awards
2-3 regular yearly Group events covering Community and cross-section

Indoor equipment upgrade plans. e.g. Replacement chairs
Outdoor equipment replacement and renewal plan agreed
10 year modernisation plans: Car drop-off options? Disabled access? Security?

Improve access to skilled instructors (extra Leader courses)
Get adults in all Sections doing a regular review
One new adult in every section

Money set aside for 1 year of funds, and small pots for building repairs
Look to increase hut usage and income (NOT playgroup)
Plan for a subs increase to match inflation (if not done in 2021)
Run 1-2 (maximum) focused fundraising events per year

Engage in a community event that has measurable awareness
An engaging and friendly AGM with reasonable attendance
Good awareness of Scouting in the village (parish council, etc.)

By end of 2025

Good retention within all Sections
All sections running at capacity (18/20 max. in our small hut)
1+ "wow" event per year

Replace heating Resolve dampness problems
Replace roof?! (Or at least be fund-raising for it)

Be on the road to developing a renewed Exec and team of Section Leaders for 2030
YP represented on Leadership team

Move accounts electronic
Recruit a GSL to lead the Group forwards
Money set aside for major building repairs (circa £5k?)

Active Group support throughout families, and communications which convey this message. Everyone aware that quality Scouting needs support (financial and time) from the majority
