





Flagstaff Hill Scout Group – 2023 to 2026

Goal	With a focus on	Achieved by
 <p>Member Experience</p>	<ul style="list-style-type: none"> Retention of youth and adults Training support for new Adults Upskilling adults Engaging and exciting program 	<ul style="list-style-type: none"> Developing plans for growth and retention Monitoring and supporting adult development Providing training opportunities both formal and informal Encourage program outcomes for all youth members
 <p>People & Culture</p>	<ul style="list-style-type: none"> Develop and implement processes to support us Recognise our members Youth Numbers Leader and Adult Support numbers 	<ul style="list-style-type: none"> Documenting key processes and having them available Refining and developing our processes Recognising achievements Develop opportunities for involvement and support to be provided
 <p>Sustainable Operations</p>	<ul style="list-style-type: none"> Refine and enhance processes Grants and development Financial management Property and assets 	<ul style="list-style-type: none"> Seek opportunities for funding that supplement our fees Strengthening our systems and processes Redeveloping our facilities Enhancing our facilities
 <p>Community Impact</p>	<ul style="list-style-type: none"> Community impact of Scouting Partnerships 	<ul style="list-style-type: none"> Creating and maintaining community connections Being visible in the community Engaging with those who can advocate for Scouts

We will PROMISE TO DO OUR BEST to ensure an awesome program for our young people

We will CARE FOR OTHERS and welcome everyone who lives by the Promise and Law

We will DO WHAT IS RIGHT to make being a member easier, more satisfying and provide the tools, knowledge and support to succeed

We will FACE CHALLENGES WITH COURAGE

We will USE RESOURCES WISELY by making our processes easier and ensuring access to tools and resources when needed

We will BE RESPECTFUL of each other and of what we all do, make it easier to find and receive help and get the job done



Member Experience

Member Experience

Recruitment, Retention, training, upskilling, program opportunities

Challenge	We will	Which means we can	Expected results
Leader recruitment	Develop a plan for recruiting Leaders	Work together to increase leader numbers	Strengthen leadership depth across all Units
Recruiting youth members	Develop a plan for how we recruit and welcome new youth members	Maintain our current numbers in line with capacity	Strengthened onboarding process Streamlined processes
Committee membership	Work on a plan for encouraging committee membership	Increase our support and capacity	Increase in number of committee members Increase in capacity of committee
Retention of youth members	Work on a Group wide view of membership and develop strategies to increase longevity of membership	Encourage longer term membership	Increase in member retention Increased longevity of youth membership
Leader retention	Ensure Leaders are supported in whatever way possible	Encourage them to stay	Increase in overall retention and service length of leaders
Youth voice	Ensure a regular and active Group Unit council operates	Listen to the opinions of our youth members	Increased involvement by youth members Great ideas



People & Culture

People & Culture

Developing processes, recognising members, youth and adult numbers

Challenge	We will	Which means we can	Expected results
Develop our information and guidance for Leaders and Adults	Share information across our Group	Continue to develop our leader / helper resources	Updated leader resources from Scout Group
Ensure key processes and responsibilities are documented	Identify key processes and document them	Ensure everyone has access to the information they need	Increased satisfaction and knowledge
Encouraging social interactions of families	Conduct activities that allow families to get involved with the group either as Units or as a Group	Increase family participation	Increased family engagement



Sustainable Operations

Sustainable Operations

Refining support areas, grants and development, financial, property and asset management

Challenge	We will	Which means we can	Expected results
Management of the resources and equipment the Group has in the Q-Store	Have a quartermaster and team	Manage the Qstore	Dedicated resource to manage our camping equipment
Ensuring we act responsibly in our environment	Ensure our activities are environmentally friendly and responsible	Promote this and build on Scouting values	Increased environmental awareness and focus
Updated and useful facilities	Redevelopment of our hall facilities	Use and hire out updated facilities	Increased safety for our members Increased opportunities for hires
Pursuing grants to help support growth and development	Monitor grant and funding opportunities and apply where possible	Use our resources wisely and invest in new equipment and facilities	Active applications for grants are ongoing Resources are purchased when grants are won
Have a documented maintenance schedule and engage appropriate resources to manage	Develop a maintenance framework that involves internal and external resources	Keep our hall and facilities operational	A hall maintenance schedule An active maintenance program
Ensure financial systems are efficient and easy to utilise	Continue to utilise online systems to support out financial reporting and management	Spend less time on this key function and be aware of our financial position	Implement ReckonOne after transitioning from Xero More streamlined work for the Treasurer and Committee



Community Impact

Community Impact

Community connections and partnerships

Challenge	We will	Which means we can	Expected results
Visibility in the local community	Create a plan to be visible in the community	Increase our profile and opportunities to grow our Scouting family	Increased awareness in the community
Involvement in the local community	Develop and implement strategies to involve the Group and members in the local community	Increase our profile	Increased awareness in the community
Sponsorship and support	Develop a sponsorship and engagement plan	Increase our sponsorship and funding opportunities	Allow us to increase opportunities where we may receive funding or sponsors for the group
Engagement with levels of government	Actively engage with local, state and federal government representatives to advocate Scouting	Increase our profile and opportunities	Successful receive grants, other funding and recognition