

Special Discussion Topic – New 5-year Plan

The previous 5-year plan 'Looking Outwards' ends this year.

Many of the objectives in that plan were achieved – to increase the awareness of what Scouting can offer today in order that we can:

- Broaden the appeal of Scouting to young people – make it 'fashionable'
- Help adults to understand better our values and the opportunities we provide
- Enhance the support we receive from the community, businesses and other organisations.



The action plan covered four main areas:

Accessibility. Support. Education. Promotion and Publicity.

One unexpected outcome of the plan was the continuous growth in numbers and Sections over the 5-year period which has resulted in the need to re-address the management of the Group in this enlarged form and the resources needed for the next five years. The new plan must ensure that we can meet realistic objectives. It was decided to carry out a brainstorming session at the meeting to highlight aspects that members felt were critical to our future. A list of pre-prepared suggested topics from Ian was pasted on a flipchart as a starter:

HQ Management	Leaders Wish List	Facilities/Equipment
Service crew	Group Development Team	Educating Adults
Communications	Transport Management	Sponsorship

The session was intended to form the basis for a solid plan to be prepared for discussion and approval at the next meeting. The main points arising from the session can be summarised as follows:

1. Wish list

- The wish list requires a co-ordinator (previously Jo Hawley) if it is to be effective.
- Suggested that a twice yearly review might be beneficial but consensus was that the list must be dynamic and regularly reviewed and actioned. Important that leaders wishes do not disappear into a 'black hole'.
- Allocate roles/responsibility/ownership for individual wish list items or types of work (electrical/carpentry/plumbing/general DIY etc.)
- Set budget for maintenance so that work can be freely and rapidly actioned especially for smaller jobs.

Thoughts to be considered:

1. A member of the GDT should be responsible for each area (transport/HQ/Equipment/General equipment/Other)
2. This person will then determine the validity of each request and the ensure progress is made
3. What size budget is sensible from both a delivery and financial perspective
4. This same process is valid for damage reporting as well as new wishes

Update Jan 2013

Our web site has been updated to reflect the decision to give responsibility for different areas to a GDT member. Will be demonstrated at the next GDT meeting.

Suggest we spend time working out a sensible budget for each area.

2. Service Crew

There was much discussion on how to involve helpers for this important function. This might be achieved by enhanced communication with parents and others. Also active sponsorship of projects to make them more tangible. Also to make people feel they have some 'ownership' of the task and that they are 'endorsing' the work by their efforts.

Thoughts to be considered:

1. Do we need a prepared list of work items from which to solicit support
2. Should we try to formalise the Service Crew or just operate on an ad hoc basis
3. We need to separate work from sponsorship of projects
4. I would ideally like to be able to use this team for support to camps / activities / events as well as basic HQ type work – is this being too optimistic

3. Group Development team

- Greater visibility would enable us to involve more people in the team's work
- Define roles/tasks/responsibilities
- Succession planning was seen as a vital component of our plan to ensure that we have continuity in our support network and also bring fresh faces and ideas into the team.

Thoughts to be considered:

1. What roles must we have
2. What roles do we need to have
3. What roles would we like to have
4. Do we need a larger team with specific and general responsibilities or do we maintain a more focussed team on the main areas of responsibility

4. Growth

As with the previous plan, there should not be a focus on further growth in numbers as this is not a problem area (except the current problems of rapid growth on facilities and leadership). Organic growth is taking place with significant waiting lists as a result of the success of the Group in the last 5 years. We have not actively promoted growth.

However, we must be aware of the possibility of additional growth and whether we restrict numbers or review needs for additional resources to accommodate growth. Is there a practical or optimum size which we should not exceed? The effect/benefits of the second hall will be an important component.

5. Communications

Areas to enable enhanced communications:

Media; Website; The Woggle; Schools – junior and senior; Adult 'education' – what Scouting is today; Communication beyond our local boundaries

Thoughts to be considered:

1. Do we want to establish leaflet / posters across the schools
2. What about regularly used locations such as the Library, Dentist, Doctors etc
3. Should we distribute the woggle to a wider audience – as above in 2
4. Is there a sensible change of tack to what I report in the Islander or Phil's contribution via the Trader?

6. Financial Plan

Need to progress a 3-year financial plan especially as the turnover of the Group is now very

significant. Tony King's involvement will be of value in this exercise.

7. Transport management

This is becoming an important function as we increase the size of our trailer fleet. It needs active management especially on servicing and maintenance. The improved website for hiring transport is helpful but transport must be in good condition at all times. Transport fund now provides funds for immediate maintenance costs.

Thoughts to be considered:

1. It is probably time to review the scope of this role.
2. To consider are Bookings / Service & Maintenance of the Trailers, do we need to have a different approach to the different trailers
3. How do we establish any ongoing requirements
4. What about other aspects such as MIDAS or Trailer training

8. Logo and Slogan

Ian Hawke suggested that we call the plan 'Pathway to Adventure' and that Graham Chapman could be asked to prepare a logo for the plan.

Members were asked to consider the major points raised and to give any feedback. Also to highlight any other possible considerations that they feel may be critical for the next five years. The topic will be reviewed and hopefully finalised at the next meeting.