



NSW Branch Rover Council

Scouts Australia – NSW Branch

Level 1, Quad 3, 102 Bennelong Parkway
Sydney Olympic Park NSW 2127



Strategic Plan 2016 – 2020

To be reviewed Annually by the incoming BRC Executive

NSW Branch Rover Council

Strategic Plan 2016 – 2020

RECRUITMENT AND RETENTION

Outcome: Higher levels of Rover Membership commensurate with our relative size compared to other States and our previous levels

Directive Indicator	1 Year Goal	3 Year Goal	5 Year Goal	Responsibility
Increase Rover Membership across the State	Arrest the Decline in Rover Membership and reach at least 775 Rovers	Reach Rover Membership of 1,000 by 31 December 2018	Reach Rover Membership of 1,200 by 31 December 2020	Executive Officer (Recruitment and Retention)
Increase Number of Rover Crews	Avoid the closure of any Rover Crews	Ensure that sufficient Rover Crews are opened to allow targeted Membership Growth	Ensure that sufficient Rover Crews are opened to allow targeted Membership Growth, particularly outside the Metro area	Vice Chairman Executive Officer (Recruitment and Retention)
Increase Rover Crews and Membership in Rural Areas	Support the new Greater West Crew and provide a report to the BRC and NRC	Transition the Greater West Crew to BAU and work to open additional Rural Crews	Have two Rural Rover Crews in addition to the Greater West Crew	Assistant Commissioner Executive Officer (Recruitment and Retention)
Improve Retention of Venturers	Achieve 15% Retention of Venturers	Achieve 20% Retention of Venturers	Achieve 25% Retention of Venturers	Executive Officer (Recruitment and Retention) Executive Officer (Communications)

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TRAINING

Outcome: Increased engagement with available training programs, increased completion rates for BPS/APS and more relevant training programs

Directive Indicator	1 Year Goal	3 Year Goal	5 Year Goal	Responsibility
Introduce a face-to-face Intro to Rovers Course	Develop a consistent curriculum to be delivered across the State	All Regions to be running the face-to-face Intro to Rovers Course and conducting a Review of content/delivery	Implementation of improvements from a Review of the Course	Executive Officer (Training)
Simplification of Training Forms and Paperwork	All Rovers to complete a YA1 Form to fulfil training pre-requisites (WWCC, Police Check, CoC, etc.)	Utilisation of a single unified form for Training Applications, ScoutLink to automatically recognise completion	Utilisation of a single unified form for Training Applications, ScoutLink to automatically recognise completion	Secretary Executive Officer (Training)
Increased completion of the BPS Course	Make 'Training Pathways' information pack available online to all Rovers to guide applicants	All Crew Leaders to have completed the BPS	25% of Rovers to have completed the BPS	Executive Officer (Training)
Increased completion of the APS Course	Engage with Rovers who have completed the BPS Course to allow at least one APS Course to run each year	All Region Chairman and BRC Chairman to have completed the APS Course	10% of Rovers to hold the Rover Wood Badge with two APS Courses run each year	Chairman Executive Officer (Training)
Rovers to organise and run Training for Rovers	Identify Candidates to undertake formal Assessor and Course Leader Training	Rovers to organise and run all BPS Courses	Rovers to organise and run all APS Courses	Executive Officer (Training)

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PROGRAM

Outcome: Rovers undertake an engaging, inspiring and motivating Program implemented by Crews through the Scout Method and SPICES

Directive Indicator	1 Year Goal	3 Year Goal	5 Year Goal	Responsibility
Crews running high quality programs with a variety of learning opportunities	Make resources available online covering 1,000 SPICES Activities	All Crews running a Program with the majority of nights using the Scout Method and SPICES	All Crews have the capability to develop and implement their own Programs in line with the Scout Method and SPICES	Chairman Vice Chairman Executive Officer (Program)
Engagement with the Youth Program Review	Implement a dedicated Executive Officer (Program)	Collaborate with Regions so that Crews implement the recommendations from YPR	All Crews actively utilise the Plan, Do, Review cycle to continuously improve their Program	Chairman Executive Officer (Program)
Moots run using the Scout Method and SPICES	Develop resources for Moot Committee's to assist them in creating a Moot Program that develops and educates Rovers	Moots are run using the Scout Method and SPICES as the overarching guide	All Moot Chiefs have completed the BPS Course and run Moots using the Scout Method and SPICES that develop and educate	Executive Officer (Activities) Executive Officer (Program)
Increased Engagement and Awarding of the BPSA	Review and Develop the BPSA Info Night for delivery in all Regions by the BPSA Support Team	10 Rovers to achieve the BPSA every year	25 Rovers to achieve the BPSA every year	Assistant Commissioner BPSA Support Team Executive Officer (Program) Executive Officer (Activities)
Participation in National and International Moots	150 Rovers at 'The Moot' 50 Rovers at WSM 2017	250 Registered Rovers for the 2020 Moot in ACT	300 Rovers at the 2020 Moot	Moot Contingent Leader Executive Officer (Activities)

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SERVICE

Outcome: The Rover Section is seen as the ultimate goal for all Youth Members through to delivery of outstanding and consistent Service to our internal and external Community

Directive Indicator	1 Year Goal	3 Year Goal	5 Year Goal	Responsibility
Moot Service Projects	Develop resources to assist Moot Chiefs in designing and implementing a Service Project in their Moot	All NSW Branch Moots run a Service Project	All Moots in NSW (Region and Branch) run a Service Project	Executive Officer (Service) Executive Officer (Activities)
Active Service within Crews	All Crews report Service activities in their RRC Crew Report and BRC Delegates will provide a quarterly summary to BRC	Every Crew conducts a Service Activity at least once every quarter	Every Crew conducts at least one major Service Project outside of Scouts NSW each year	Executive Officer (Service) Executive Officer (Program) BRC Delegates
Effective Branch Service Project that delivers results for both parties	Review the current Branch Service Project (H4H) to identify whether it is still suitable today	A Branch Service Project that allows Rovers to participate anywhere in the State	A Branch Service Project that has high levels of engagement with our Members and projects a positive image in our Community	Executive Officer (Service)

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GOVERNANCE AND FINANCE

Outcome: The Role and Functions of the BRC will be understood by all Rovers in NSW and the BRC will not be totally reliant on Levies to fund its operations

Directive Indicator	1 Year Goal	3 Year Goal	5 Year Goal	Responsibility
All Rovers understand the Role and Function of the BRC	Develop Resources for distribution to RRCs and Crews explaining the Role and Function of the BRC	Attendance and Engagement with BRC 50% higher than 2016 levels	Attendance and Engagement with BRC 100% higher than 2016 levels	Chairman Vice Chairman
All Rovers are aware of the BRC and who represents them	Visit each RRC at least once per year and develop a plan to implement a Newsletter for distribution to all Rovers	Visit each RRC at least twice per year and distribute a BRC Newsletter each Quarter	Visit each RRC at least twice per year and distribute a BRC Newsletter each Quarter	Chairman Vice Chairman Executive Officer (Communications)
Alternative Income Sources	Present a proposal to the NSW Chief Commissioners Council to lobby for funding on a per-member basis from our Membership Fees	BRC Levies represent less than 50% of their 2016 level (not including NRC Components)	BRC Levies represent less than 25% of their 2016 level (not including NRC Components)	Chairman Vice Chairman Treasurer
Rover Development Fund	Business Case for the formal establishment of a NSW Rover Development Fund	Income of \$2,500 per year directed to the NSW RDF	Income of \$5,000 per year directed to the NSW RDF	Treasurer
Income Producing Assets	Request the Assets Committee to develop a plan for acquiring and using suitable assets to fund the operations of the BRC	Non Fees/Levies (ie. BRC Levies and Membership Fees) funding represents at least 25% of the BRC's income	Non Fees/Levies (ie. BRC Levies and Membership Fees) funding represents at least 50% of the BRC's income	Treasurer Assets Committee

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MARKETING AND COMMUNICATIONS

Outcome: Rovers are seen as the Premier Youth Section in Scouts NSW with a positive image in the Community and high levels of engagement with our Members

Directive Indicator	1 Year Goal	3 Year Goal	5 Year Goal	Responsibility
Develop Marketing Resources for Rover Crews to use for engaging and recruiting in their local communities	Develop basic resources such as flyers in consultation with Scouts NSW staff to ensure material adheres to state and national standards	Develop additional resources to support Crews including New Member packs, business sponsorship and for engaging with Venturers	Conduct a review of all marketing resources to ensure they remain current and relevant to our audience	Executive Officer (Communications) Executive Officer (Recruitment and Retention)
Effective Communication of the work the BRC is undertaking to Members	Develop a plan to implement a Newsletter for distribution to all Rovers	Distribute a BRC Newsletter each Quarter	Distribute a BRC Newsletter each Quarter	Chairman Vice Chairman Executive Officer (Communications)
Visibility within other Scouting Sections	Liaise with State Commissioners to develop strategies to improve the dissemination of the positive work Rovers do in Scouting	Successful implementation of strategies as agreed with the State Commissioners for each Section	Conduct a review of other Scouting Sections to identify any areas where Rovers are still not viewed positively	Chairman Executive Officer (Communications) Executive Officer (Recruitment and Retention)