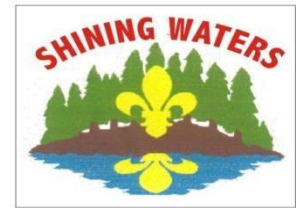




# Scouts Canada SHINING WATERS COUNCIL



## SCOUTS CANADA SHINING WATERS COUNCIL SERVICE TEAM MEETING Saturday September 22<sup>nd</sup>, 2018 10 AM – 2 PM

### Participation:

**York Headwaters (YHW):** Kit Cheng (AC) / Edna Elliston / Rosalind So

**Northern Lights (NLA):** Brenda Laird (AC) / Chuck Heron / Fran Walker

**Whispering Pines (WPA):** Alex Seaborn / Shawn Forth / Judy Hall

**Sunset (SSA):** - Len Cox

**Simcoe Phoenix (SPA):** Chris Burke (AC) / Wendy Burke (DAYC) / Rob Finlayson

**South Lake Simcoe (SLS):** Nil

**Shining Waters Council (SWC):** Dave Williams (CC, AC WPA and SSA) / Nicole Donadio (CRM & SRM SLS & WPA) / Jason Gingrich (CYC) / Kristy Carthew-Marshall (SRM SPA & NLA) / Alyssa McGinnis (SRM YHW & SSA) / Wayne Morrison (DCC MarCom) / Joseph LI (DCC Membership Growth) / Humaid Razoul (DCC Recognition) / Hans Uhr (DCC Safe Scouting) / Allan Bray (DCC Program Quality) / Barry Mitchell (Liaison International Jamborees) / Bob Martinell (Secy)

**Regrets:** Ersin Kutluoglu (AC SLS)

**PLAN: Call to Order, Welcome...CK3**

Dave W, Jason G and Nicole D welcomed everyone to the meeting and everyone introduced themselves and who they represented. Dave W noted the change in format of the meeting to allow more participant engagement. He explained the new Relationship Model and congratulated Nicole D on her appointment as Council

Relationship Manager (CRM) and as a CK3 member. Jay H continues in a new capacity as Regional Director for Central Canada which is comprised of seven Councils. Chris Burke (AC SPA) and Wendy Burke (DAYC SPA) were presented with Council neckerchiefs.

### **Review/Approval of Previous Minutes (April 21, 2018)...Secy**

Moved: Wayne M; second: Chris B. Bob M advised all present that this was the opportunity to review/question/clarify any outstanding action from the last minutes. No further discussion. Approved.

### **Safety Minute...Hans Uhr**

Our culture needs to change to think about/plan safety even it is uncomfortable. Safety affects all our membership, our accountability, etc. Some elements of society are making money by simply suing for unsafe practices. So, we need to "rethink" what and how we do things. **Only two Areas have official safety representatives; all Areas are encouraged to find their representatives who can communicate safety info.** We are focused on "compliance" with policy and applicable legislation otherwise we are jeopardizing our efforts. Of the 3570 members in the Council, 170 are still identified as "pending" which is a problem if they are participating in Scouting activities. Of 1135 Scouters, 1007 have valid PRCs or are about to expire in the coming months. **Our meeting sites need to be assessed for risks . . . do your parents know where you are if you must vacate your meeting place due to a fire or other disaster?** Dave W recapped the discussion noting that safety is involved in Volunteer Readiness and risk assessments are essential. See "DCC Safety Moment Sept 2018" and "Safety Tips" for Jul, Aug and Sept.

### **DO:**

### **2018/19 Business Plan/Roadmap...Nicole D**

The Plan/Roadmap is structured using a national framework based on the 5 Priorities for Success [Membership Growth, Safety Leadership (including Readiness), Program Quality, Volunteer Support and Group Capacity] and Popcorn/Fundraising/Revenue Development. It will be reviewed monthly by the CK3 (by adding dates, more detail, etc) in cooperation with AK3s and with the NK3. See "SWC 2018-19 Business Plan Roadmap Simplified Power Point" and "Business Plan 5 Priorities." Nicole explained each of the two "WIG" or Wildly Important Goals or Priority "Must-Win Actions" [WIG 1: Retention and recruitment of youth; WIG 2: Growth of engaged volunteers] through each action item and identified the "Annual Target", "Leading/Lagging Indicators" and "Long Term Goal" for each. Nicole then addressed each Priority for Success by

identifying "Scouts Canada Goal" and describing "Specific Actions" required/expected. Discussion ensure during each WIG and Priority for Success *inter alia*:

- Under WIG 1, the need for Scouters' Clubs but also an equivalent for/incorporation of youth through an active AYN to be mainstream for the Council (CYC wants more socially-oriented Scouters' Clubs;

- maintaining GYCs for those Groups who have them even those below 14 years with a gradual emphasis towards interested youth undertaking WB 1 training, etc to assume Scouter roles thereby minimizing the youth-adult gap (NB, Council Registrar must be advised to over-ride individual's Myscouts file when youth is less than 14 years).

- youth should be encouraged to assist junior sections; in YHW, dedicated Scouters and the AYN assist with organizing Area events [**CYC to verify this function in SLS**]. AYN is not GYCs only – it is for all senior section members. Troop Leaders should be supported to become Scouters. **Dave W agreed a monthly report to identify vacant/non-vacant leadership role positions across the Council would assist CK3/AK3 management [Action CK3]**. WPA GYCs are "sounding boards". **CYC to follow-up with WPA AYC.**

- Under WIG 2, a **Yearly Volunteer Conference** for volunteer retention and engagement was identified for **March 23, 2019 tentatively at the Mono Community Centre**. To note that Leathem Centre is unavailable this Fall due to vandalism.

- Membership Growth, increase youth numbers through standard summer camps similar to those of GTC and using existing Groups where possible to expand with seasoned Group Committees especially in more populated centres. **SRMs to monitor whether new Groups are necessary**. Groups should be recognized for retention and good program instead of simply "growth". **For use of the "Summer Activity Grant", we should be focussing on "100% growth", not "100% retention" [Action: CK3 to review metric; discuss with NK3]**.

- Safety Leadership, the loss of Leathem Centre was noted for the YHW hosted WB1 Residential, Oct 12-14. **Organizers now looking for marquis tents, etc [Action: Nicole D and Allysa M]**.

- Program Quality, **an incentive program was proposed to increase use of the PQS/PQA such as a flag patch/badge/crest [Action: CK3]**. Increased media involvement to market Group success is encouraged through SNAPD (paper and online versions). **CRM/SRMs can assist with local media contacts**. Allan B proposed a site/location as **a repository for Group success stories based on PQAs to reflect**

**program successes which should influence growth. CYC suggested a "Success Minute" at meetings similar to "Safety Minute" [Action: CK3].**

- Volunteer Support, a stronger "L&D" network was needed to establish an awesome volunteer experience . . . a series of "indabas" [*in-da-bas*] or consultation or conferences or even, seminars or workshops are seen as the path to invite Scouters to better learn skills. CK3 will split themselves up each with two Areas for "listening visits".
- Group Capacity concept is changing; a Group needs an Administrator to demonstrate success. Further details to be identified by National.

**Lunch Break** – Thanks to the Wendat Gilwell Club and specifically, Judi (and Fred) C, Colin H and Suzanne H.

**Popcorn...CK3, Dave W**

As SWC is without a Popcorn Coordinator, the CK3 will manage the campaign this year. See "Popcorn Brief 2018" presentation. All Areas now have popcorn kits for individual member fundraising. Dave W identified some of the new aspects of this year's campaign including new packaging. There is also a one-time \$50 credit for Groups participating in this year's campaign applied by Trails End as an acknowledgement from the problems encountered last year with the supplier. There is also a 20% discount coupon towards a one-time Group purchase from the Scout Shop for popcorn prizes. Prizes are geared towards youth adventure. Return to the Group is generally 45% of the gross sales. **There is a Sellers' Club again this year with \$650 as the threshold. It was decided that all sellers attaining \$650 should receive recognition rather than the top sellers [Action CK3].** Oct 26 is the deadline for entering orders. The Aurora depot is 90 Dunning while Barrie's remains to be confirmed. Tentative depot delivery date is Nov 9-10 [but is to be confirmed].

**Learning and Development...CK3, Jason G**

The DCC L & D role is critical to SWC. Need to address how to improve the volunteer experience. The "roll out" of the WB2 program has not been implemented in SWC. WB2 is competency-based and past experience counts. There may be many mentors ("Support Scouters") as long as they are registered volunteers with WB1. Resource people may be used to verify competency. See "September CSTM Learning and Development True and False." AK3s are asked to reach out to potential mentors competent in CP. There is no abbreviated version to the CP WB1 (15 components – takes about a day to complete). **CK3 are actively looking for a DCC L&D.** Several proposals were discussed how best to identify a Scouter in the near future.

## **Parking Lot...All**

**Area Badges.** Are being standardized across Canada (rectangular). Concerns were voiced over those Areas who have incorporated their Group badges into their Area badge and wondered about continued availability at the Scout Shop.

-CC's note for WPA: Those Groups using the combined Area/Group badge may continue to issue them until the stock is exhausted.

**Thanks Button.** Hans noted once again that certain "**Thanks**" letters are still not getting through to recipients. Apparently the DCC Recognition receives everything but as Humaid had departed, this could not be confirmed. **Unfortunately there is still no acknowledgement or receipt back to the originator [Action CK3/DCC Recog].**

**WJs.** Barry M stated **WJ 2023 (Korea) should now be on the minds of all youth** and families who may consider going to start fundraising; ie, those who turn 14 years before July 20, 2023 and no older than 18 on the same date [**this means those who are currently 9 years old (Cub "Trackers") who turn 10 before July 20, 2019**]. Canada is in good shape for WJ19 in the US. There are 450 youth and about 750 total numbers with Scouters including International Service Team. There is also the **possibility for local Scout Groups to host part of about 4800 international Scouts coming to various locations across Canada for 3-1/2 days after WJ19.** Contact Barry if interested. This may fit the Success Programming Initiative (Business Plan) so, **Council to coordinate Groups wishing to host [Action CK3].** A Cub CJ in 2020 is in process – details to follow.

**WPA.** Shawn expressed concern in the long term for sustaining support for existing Groups. The AC role remains vacant. **CYC wishes to visit WPA [Action: CK3/Jason].**

**Charl'Bro Camp.** Camp Chair has stepped down. Not able to maintain compliance; camp remains closed to use for now.

-CCs Note: Since this meeting the CK3 met with SSA and developed a contingency plan to ensure current bookings can proceed. An additional camp committee is scheduled for later in October where with CK3 support we will develop a more sustainable plan to keep Charl'Bro operating.

**DCC Reviews.** Hans proposed a formal **face-to-face interview with CK3** on an annual basis with DCCs to ensure direction and guidance for their roles [**Action: CK3**].

**Part-time Scouters in myscouts.** Due to the number of Scouters being displayed in certain sections caused by part-timers, **myscouts gives perception that certain**

**sections can take many more members.** Uncertain anyone has requested this enhancement through the Helpdesk, **CK3 will discuss with NK3 [Action: CK3].**

**Prioritization of new members whose parents agree to become Scouters.** Kit reiterated his request from last year about the myscouts enhancement that permits this prioritization. Alyssa M stated from a recent Scouting Relationship Representative Town Hall teleconference that this proposal was addressed by the SC IT Working Group and indicated it should be in place Spring 2019.

## **Reports**

Please see the attached DCC and Area Reports for September 2018.

**Communique...**Wayne M.

There will be a Council communiqué issued soon . . .

## **REVIEW...CK3**

Jason is eager to be as successful as possible and excited to make a difference. He asked all to contact him for assistance wherever they believe he can help. He CK3 will be meeting via teleconference with the NK3 and will discuss the pertinent bolded points noted.

## **Adjournment...CK3**

The meeting ended at 2:06 PM.

**Next Council meeting (including all DCCs and DACs): Saturday, November 24, 10 AM, Grace United Church, Memorial Hall, 350 Grove Street East, Barrie**