



# BARBADOS BOY SCOUTS ASSOCIATION

## DEVELOPMENT PLAN 2020-2025

My primary objective as Chief Commissioner is to make the Barbados Boy Scouts Association the leading organisation of choice of the male youth of Barbados with a sustained membership of over 3,000 members.

This objective can be achieved but not by the traditional membership drive. It will take a sustained effort over a period of time where we must first:

- Revise and modernise the way we do business,
- Revise and modernise the way we deliver the Youth Programme,
- Improve our Public Profile by presenting positive images across available media and by ensuring that Scout Headquarters is a positive reflection of our Association, and
- Put measures in place to continuously fund the programmes of the Association.

Once these measures have started, we can seriously look to attract the right youth leaders. Once these Leaders have been trained and assigned to Groups, then and only then can we plan a major recruitment drive.

After consultations with the Leaders of the three Districts, it was determined that the goals listed below must be accomplished to achieve this objective. The goals are categorised under Administration, Youth Programme & Training, Hazelwood, Finance & Support, and Recruitment.

### **ADMINISTRATION**

- Revise the Constitution by January 2021, so that it can be approved at an Extraordinary General Meeting of the National Scout Council.
- Compile and publish a handbook which clearly sets out the Policy, Organization and Rules of the Association. Handbook to be completed by January 2021 so that it can be approved with the Revised Constitution. This handbook will include:
  - Revised functions and operations of the Executive Committee and Headquarters.
  - Clear term limits for certain senior appointments.
  - Clear procedures for the appointment of a Chief Commissioner and certain senior appointments.
  - A clear Youth Protection Policy based on Regional and WOSM Guidelines while also taking into account our traditional and cultural customs.
  - A clear Complaints Policy based on Regional and WOSM Guidelines while also taking into account our traditional and cultural customs.
  - Clear procedures and guidelines for disciplining members of the Association which while maintaining a Scouting element, will include standard HR best practices.
  - A clear policy for fundraising and sponsorship including branding by sponsors.



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- Make more use of resources that are available at the Regional level including but not limited to training courses, webinars, seminars, workshops and utilizing available resource materials/personnel.
- Participate in more Regional events and encourage more of the Headquarters Team to participate.
- Re-establish the Uniform Committee and thoroughly review the current uniforms. This review will include consultations with youth and adult members of all Sections.
- Prepare for a GSAT Assessment by 2022.
- Migrate to a paperless system for Registration and Headquarters operations by 2022
- Establish a calendar of events including National and District Events.
- Relaunch the website.
- Establish a Social Media Committee to develop ways to use the current technology to enhance the Scouting Product.
- Establish a Committee to record and document the history of the Barbados Boy Scouts Association. Their Goal will be to publish the history of the Association by 2022 – the 110<sup>th</sup> Anniversary of the Association.
- Reconstitute the National Awards Committee. The Committee will review the existing National Awards and recommend any revisions. They will also develop a clear policy for the awarding of all National Awards.

### **YOUTH PROGRAMME & TRAINING**

- Establish a Youth Programme Committee and eventually a Youth Programme Commissioner. The Committee will be responsible for reviewing the Youth Programme on an ongoing basis and recommending amendments to better meet the needs of the youth at the time. The review process will include consultation with Adult Leaders and Youth Members.
- Encourage Groups, and thereby their members, to become more involved in their communities. This can be achieved by encouraging them to develop and execute ongoing projects as oppose to one-off activities conducted once or twice a year.
- Revise the National Adult Training Policy to better meet the needs of today's adults Leaders.
- Revise the Adult Training Programme. This revision will include but not limited to:
  - Shorter sessions which are more user friendly.
  - More practical sessions on actually running a unit.
  - More practical sessions on developing and executing a planned programme.
  - Online Training.
  - Equipping Leaders with the skills to teach anger management and conflict resolution.



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- Develop a programme to retrain existing Leaders on how to deliver the Youth Programme to today's youth.
- Develop a Training Programme for Administrators.

### HAZELWOOD

- Establish a schedule for maintenance of the grounds.
- Establish a schedule for maintenance of the building.
- Enclose the property.
- Develop a plan for the development of the property. The plan will include short-, medium- and long-term goals. It will not be limited by the current resources of the Association.
- Make **immediate necessary** repairs to the building. All other repairs and renovations will take place based on the development plan.
- Establish clear rules for the use of the property including set user fees.
- Place benches around the building so that there are places to sit other than the stairs.
- Acquire the necessary equipment and furniture to properly host events i.e. folding tables, folding chairs, podium/lectern and basic kitchen utensils/equipment to prepare and serve light refreshments. These items will be made available for rent.

### FINANCE & SUPPORT

- Establish a Finance Committee to develop and execute a financial plan for the Association. This Committee will have two subcommittees: Fundraising and Sponsorship.
  - The Fundraising Subcommittee will raise funds through traditional means (sales, events, property and equipment rentals). They will also use new and innovative methods like crowd funding and virtual events. All fundraising will be for a specific stated purpose.
  - The Sponsorship Sub-committee will seek sponsorship from government, commercial enterprises and NGOs to support the various programmes and activities of the Association.
- Relaunch what was known as the **Friends of Scouting** with an expanded objective. Their objective will be to support Scouting in Barbados by developing a network of person to provide financial, technical and other support to Scouting in Barbados. Initially there will be one central group expanding into multiple groups either by Districts, year-groups or support offered.
- Generate revenue though advertisements on boundary walls/fencing.
- Expand the commercial activities of the Scout Shop to supply outdoor equipment to the general public and the rental of equipment for outdoor events. This will be branded under a different business name. Consultations will be done with the BRA,



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Customs & Excise Department and any other government departments/agencies to ensure all relevant regulations are complied with and there is no conflict with the Association's Duty-Free status.

### RECRUITMENT

- Revise the way Leaders are recruited by:
  - Strategically targeting individuals.
  - Vetting all potential leaders to ensure that they are suited to the role to which they will be assigned.
  - Mainly recruiting at National and District level, where these Leaders are trained and then assigned to Groups where they are most needed. Groups will still be able to recruit Leaders, but these persons must follow the prescribed process before they take responsibility for youth members.
  - Ensure that all Youth Leaders are trained to a set level and warranted before they take responsibility for youth members.
- Once the necessary preliminary measures are put in place, plan and execute a recruitment programme to increase the number of youth members. This programme will be executed simultaneously at Group, District and National levels.

  
Trevor DeT. A. Jones  
Chief Commissioner  
Barbados Boy Scouts Association