



# Tamborine Mountain Scout Group



## STRATEGIC PLAN 2024 - 2029



MEMBER EXPERIENCE



PEOPLE & CULTURE



SUSTAINABILITY



OPERATIONS

Revised and Updated February 2026



## MEMBER EXPERIENCE

### Statement

#### As a Group, we provide:

High quality programs centred around young people in safe environments which are Adventurous, Fun, Challenging and Inclusive.

A personal development opportunity for Adult Members coupled with outdoor adventure and community service.

An opportunity for young people to make decisions.

Youth events at all levels that align to the Youth Program.

Brand awareness for parents, adults and the community regarding the development and growth of young people.

### Action

#### We will:

Measure Member satisfaction with our program and training.

Increase use of Scouts l Terrain. (Our online tracking system)

Empower Members to report any issues which may impact on their safety or the safety of others.

Advocate for Scouting.

Recruit adult volunteers to support the delivery of the program.



## Statement

### Our people:

Provide a safe and inclusive environment for all.

Recognise and value our volunteers.

Embrace and celebrate diversity and inclusion.

Have Child Protection and promoting safety at our core.

Reinforce and support Scouts brand in the community.

Seek out “Retention and Growth” opportunities.

Acknowledge we are all “One Team” delivering “Our Purpose” through One Program.

Develop, train, mentor and support our volunteers.

## Action

### We will:

Increase and improve reporting of safety issues or risks.

Reflect the diversity of our local community in our membership.

Actively participate in community events.

Continue to provide Vocational Education and Training (VET) Qualifications for Members via our RTO (Registered Training Organisation).

Highlight and encourage employment pathways available to Members through program participation and educational opportunities.

Encourage youth led Unit Codes of Conduct.



## SUSTAINABILITY

### Statement

#### As a Group we:

Are innovative and responsive with a strategic approach to growth and strengthening our Group.

Ensure our infrastructure allows sustainable growth and ongoing delivery of the Member experience.

Receive positive community recognition for our contribution.

Seek alternate revenue sources to maintain financial stability.

Address challenges with a particular focus on:  
The changing face of volunteering; Program delivery diversification; Adapting to community expectations; Addressing youth and adult expectations.

Maintain and record our history and share it with all Members.

### Action

#### We will:

Fill vacant roles to support program delivery.

Formulate a succession plan for key roles.

Actively participate in local community events.

Be positively recognised within the community for our work with young people and volunteers.

Ensure compliance with all lease requirements.

Our facilities and activity pursuits in the outdoors will adopt a minimal impact approach on the environment through efficient use of resources. (water, energy, waste, emissions & recycling)

Empowering young people to abide by the Australian Scout Environment Charter through the Program.

Highlighting the opportunities for Members to contribute through action around the 17 Sustainable Development Goals. (Scouts for SDG's)



## OPERATIONS

### Statement

#### We are a Group that:

Manages its assets effectively, efficiently, and in compliance with legal requirements.

Continuously improves its policies, standards and processes.

Is well governed in line with its constitution and legislation.

Adopts modern technologies to support an efficient and effective Group structure.

Adapts to change and supports transitions to any new environment.

### Action

#### We will:

Ensure compliance with all lease requirements.

Maintain our Den and surrounds to the highest standards at all times.

Seek out funding opportunities for further Den improvements and upgrades.

Seek out funding opportunities for equipment upgrades and purchases.

Introduce and maintain a Memorandum of Understanding between our Group and the Tamborine Mountain Sports Association.