

District Operational Plan 2024–2029

Our Purpose

To actively engage and support young people in their personal development, empowering them to make a positive contribution to society.

Our Vision (by 2029)

Every young person in Crosby & District Scouts will feel part of a **connected, inclusive, and sustainable Scouting community** that offers **aspirational opportunities for learning and adventure**. The communities in which we Scout — including Crosby, Waterloo, Thornton, the wider Merseyside area, and Llansannan — will **know, value, and positively associate** with Crosby & District Scouts.

Strategic Priorities

- Volunteering Culture: Embed a positive volunteering culture where volunteers feel free to choose the role that suits them and adapt their role as their circumstances change
- Adult Growth: Retain adult volunteers through strong support networks and attract new volunteers by increasing community awareness of who we are, where we operate, and the opportunities to get involved
- Youth Growth: Grow smaller sections and maintain at least 12 members in every youth section in the District
- Inclusion: Strengthen accessibility and ensure Scouting is open and welcoming to all
- District Identity: Foster a strong District identity and bring groups together through a rolling programme of District events
- Adventure: Ensure every section (except Squirrels, ages 4–6) has at least one nights-away experience annually
- Sustainability: Strengthen the financial and environmental sustainability of our properties with a focus on sustainable energy initiatives

Review Date:

Winter Term Crosby & District Scouts Trustee Board Meeting 2025

Year-by-Year Actions

Year 1 (2024–25) – Assess & Understand

- Assessment: Visit all District groups to understand membership, volunteer capacity, and operational challenges
 - Volunteers: Review roles and responsibilities, identify gaps, and set up support networks with nearby Districts to cover critical vacancies
 - Youth Growth: Assess sections with low membership and identify opportunities for targeted support
 - Sustainability: Review energy usage and costs at Llansannan Adventure Centre and District Headquarters
 - Community & Identity: Begin building relationships with local communities and raise awareness of Crosby & District Scouts
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Year 2 (2025–26) – Rebuild & Recruit

- Volunteers: Launch targeted recruitment campaigns; promote flexible and short-term roles. Develop volunteers to fill key District vacancies
 - Youth Growth: Rebuild smaller sections through local outreach initiatives
 - Sustainability: Begin sustainable energy initiatives, such as installing solar panels at Llansannan Adventure Centre
 - Adventure & Programme: Form a dedicated Programme Team and develop a rolling programme of District events
 - Community & Identity: Increase visibility in local communities and highlight volunteer opportunities
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Year 3 (2026–27) – Expand & Engage

- Volunteers: Implement retention programmes, including peer support, mentoring, and recognition events

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- Youth Growth: Reduce waiting lists for Squirrels and support growth in smaller sections
 - Inclusion: Launch pilot projects to engage underrepresented groups and underserved communities
 - Sustainability & Education: Integrate environmental education into programmes using lessons from solar initiatives
 - Adventure & Programme: Ensure all sections (except Squirrels) participate in at least one nights-away experience and increase participation in District-wide activities
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Year 4 (2027–28) – Sustain & Celebrate

- Volunteers: Continue retention initiatives; review volunteer engagement and succession planning
 - Youth Growth: Assess feasibility of launching additional sections or new Explorer units
 - Inclusion: Roll out the “Scouts for All” inclusion campaign and evaluate impact
 - Sustainability: Demonstrate energy savings from the solar project and reinvest into programme resources
 - Celebration & Identity: Host a District Celebration Event to highlight achievements and progress
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Year 5 (2028–29) – Consolidate & Innovate

- Volunteers: Consolidate volunteer capacity and celebrate long-term contributors
- Youth Growth: Ensure all sections meet minimum membership targets
- Programme Quality: Refine adventure programmes using feedback from previous years
- Sustainability: Expand renewable energy initiatives and green practices across District operations
- Community Engagement: Strengthen community partnerships and raise awareness of District successes

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