

Topic:Restructuring SC

Webmaster from ScoutsCan.com - Scouting in Canada



Restructuring SC

Posted 2-26-2002 16:47

Scouts Canada is now in the process of restructuring Ontario, Quebec and Saskatchewan (Alberta has already been restructured). This restructuring will remove all Districts, and instead set up larger Areas, within each Region. Apparently, all District resources will be taken over by the Area/Region (including money). Also, each Group will have a Group Scouter appointed, that will ideally be their resource person, and contact with the Area team. This has been mandated by the Scouts Canada's Board of Governors. The aim is to remove the duplication in management, and allow more emphasis to be placed on presenting the program.

Your comments are welcome.

[This message was edited by: Webmaster on: 2-26-2002 16:46]

John Holdich [guest] from ScoutsCan.com - Scouting in Canada



Restructuring

Posted 3-4-2002 06:54

Scouting began as a value based bottom up organization where the basic building block was the patrol.

As of September 1, 2002, we will be a Top Down rule based organization.

Values are like a magnet whose energy holds us together, align us, and keep us on track.

Regulations/rules (what we are calling operating procedures) attempt to constrain and limit us.

Whenever constrained, human nature tries to escape, and human ingenuity can circumvent any set of rules created by people. Take Enron - followed all the rules but were not ethical (not guided by values).

Our organization is in a tailspin not because of the new operating model, but because of the cloak and dagger execution. As the operating procedures are implemented, they will be met with "malicious compliance" which will doom Scouts Canada to failure.

Our only hope is that out of our ashes will rise a new grass roots value based movement.

John Holditch

Chairperson [guest] from ScoutsCan.com - Scouting in Canada



My thoughts

Posted 4-9-2002 12:48

are a little uncertain as to how this is all going to work out. The district councils utilize a lot of adult volunteers, adults who spend countless hours because they believe in the scouting movement not because they are paid to do so. We are always looking for new volunteers and complaining when they are difficult to find and here we are throwing away a ton! This to me is a potential problem - but perhaps some of the district volunteers will go back to the groups as adult volunteers? I also have concerns about the district events and whether they will run as smoothly as they have always done. We are currently looking at the best method to disperse of

district assets - that should be interesting.

Just my thoughts...

Kevin White [guest] from ScoutsCan.com - Scouting in Canada



Restructuring

Posted 4-14-2002 23:31

I really would like to know the whole story. What we are being told right now has way too many holes. We are told this all happening for two reasons. One youth membership is shrinking and two the adult volunteers are disappearing. One has to ask why the youth are disappearing. Would it have to do with peer pressure. Youth groups springing up at most local churches, the lack of adult volunteers or plain and simple we are supporting way to many paid support staff making Scouts Canada too expensive. Will this restructuring help bring the costs back down? We are presently short in a lot of areas of good volunteers willing to have the criminal search which I believe is a good thing. More often we have many leaders doing multiple sections because they believe in Scouting. Now we are told to develop a group Scouter. If we could not fill the leadership positions and District positions before, then we will soon have some serious problems. I just feel we are now taking a knee jerk reaction to a problem without really knowing what the real source of the problem is.

Rob Jackson [guest] from ScoutsCan.com - Scouting in Canada



restructuring

Posted 4-16-2002 02:43

I wonder if any of the "professional scouters" at the National office is aware of the lack of trust many of us volunteer scouters have in them. The volunteer leaders at the group level seem to be being ignored in the restructuring process, and this is just not right.

We have watched the costs of membership climb while the membership declines. Does anyone out there besides me, think there might be a connection?

Why is there no communications back to the leadership level? Put a summary in the Leader Magazine or post it on the web.

It will be a sad day in Canada, if scouting dies from a lack of interest among its volunteers.

Keep me informed to keep me interested.

Chairperson [guest] from ScoutsCan.com - Scouting in Canada



Group Scouter

Posted 4-23-2002 00:12

I haven't received any guidelines information on this position at all - does anybody else know anything?

Ken [guest] from ScoutsCan.com - Scouting in Canada



ultimately membership.

Our District has held its own and maybe even grown a little, but I doubt that will be the case in September.
How many parents will suffer a \$20 to \$25 hike over two years because administrators, not leaders, grab more money?

Herb Reinhart [guest] from ScoutsCan.com - Scouting in Canada



process one could download a form from a government internet site, fill it out, pay a fee (\$175) and then wait anywhere from 3 months to a year and a half or longer for government bureaucracy to get around to that specific case. All this could be done without actually talking to a human being. To suggest that this process makes a person a better leader is ludicrous. The cost and the length of this process in of itself is enough to discourage even the most dedicated volunteer. Please tell me the criteria and who is going to choose which child gets to stay in scouting and which has to leave because the Scouter to Scout ratio has been changed due to this issue. It is my understanding that there are over 40 sections in our region alone (White Pine) that potentially have to make the who gets to stay and who has to leave decision if we cannot replace these leaders. We cannot afford to loose even 1% of our experienced and dedicated leaders. Without Leaders there is no Scouting. Ask any leader how hard it is to get volunteers. Scouting has a lot to offer youth. No child should be denied the opportunity to experience our great programs because an administrator decides to erect an arbitrary, artificial barrier that blocks membership to appease and conciliate the insurance industry. We believe that a statute of limitations should be put in place. The length of which could be determined by the severity of the transgression. Interviews and personal references should also be taken into consideration. All of us were young once and we've ALL made mistakes and some of us were caught and payed for them. The majority of us have not just become better leaders, but better citizens because of these life experiences, not in spite of them. Potential new leaders have been turned away for as little as having been caught taking a candy bar two decades earlier. Some of the same Leaders whom we thanked in annual recognition ceremonies and who received awards for numerous years of service are now being told that they are no longer leader material because of something that may have happened 10, 20, 30 or more years ago. They are not administrators, they are community minded individuals, good leaders who enjoy working with the kids . These individuals are not liabilities they are assets! We do not require our own children and other youth members to be infallible. In fact we expect them to forgive and forget. To look for the best in people, to care about them because of their good points and in spite of their bad. We teach them to be tolerant and to turn the other cheek. If we are to lead by example, dare we expect any less of ourselves. To take this stand in the name of Scouting is not merely wrong, it is hypocritical. What message are we sending to our youth? I and many of my fellow leaders feel very strongly about this issue. Our objective is to not only make national aware that an injustice is being done to these dedicated, experienced and valued volunteers. But moreover the greater disservice being perpetrated on our youth. The very reason these amendments/changes were put in place. This problem will not go away. It needs to be addressed now. Before September 1st, 2002. Just as a matter of information, I thought you might find some of these statistics very interesting. They and many more are available on Solicitor General of Canada's Web site. I won't waste your time with all of them. Here are a few of the more relevant. "Pardoned offenders with no prior histories of sexual crimes also committed sex offenses." "It was estimated that 4,883 of all pardons were granted to sex offenders between 1970 and 1998." (Even with the new amendments made to the "Criminal Record Act" the aforementioned sex offenders have NOT had their pardons revoked!) "Further, it was estimated that 114 pardoned sex offenders would have recidivated sexually over the 28-year period." These statistics would suggest that having received a "PARDON" is no guarantee and that an interview process of the individuals in question by Scouts Canada would be more prudent. It would seem that the justice system that Scouts Canada depends on and puts such confidence in, is not exemplary. Very much like a volunteer. Not perfect, just human. The issue is and always will be: we can't afford to loose either good experienced nor enthusiastic potential leaders. This loss of membership reflects poorly on the organization. In an association such as Scouting which is based on caring and teaching through individual interaction I find this impersonal process appalling. The pardon as we see it is nothing more than an admission of guilt and an "I'm sorry" that certainly does not come from the heart. The simple reality is; A pardonable offense means the person in question would otherwise meet qualifiable criteria. After a PCR we give our Group Scouters and Recruiting Team the responsibility of making the final determination as to whether a volunteer applicant is suitable or not. In a screening process with interviews and reference checks that we fully support you would think that there would be equivalent human contact in the

aforementioned pardoning process. Do we not owe these selfless individuals at least that much? We feel that these men and women volunteers should not be held to a higher standard than what we expect of our teachers, clergy, police or military services etc. The professions that are paid to serve and protect us! Maybe it's more about rewarding many years of dedicated service as opposed to fixating on a single mistake made in the distant past. Loyalty and trust are words we should look at. They were important to B.P. Perhaps some of us have also forgotten the term "Scout's Honour, " and what it meant. Myself and many of Scoutings rank and file implore you to amend this unjust clause. Please do it... because it is right! Anxiously awaiting your response. Yours in Scouting Herb Reinhart Troop Scouter (Skip) 1st Lakefield Sea Scouts - Peterborough District - White Pine Region

Alberta Leader [guest] from ScoutsCan.com - Scouting in Canada



Restructuring

Posted 7-19-2002 05:30

Take it from me, you guys have it luckier than Alberta. We did not have all of the information that you have access to. We were told near the end of the season two years ago that changes were on the horizon for the following year. No details, just that they would be eliminating the middle man. We had no clue, we thought it would be the high-priced help up on the ladder. It turned out to be our Districts, who were the center to our little universes. Having to deal with such a large Area with no local support (because of the lack of information and job descriptions, we didn't obtain any of the famed "Group Scouter" positions) it is hard to get your points heard. Too many changes too fast. Of course there will be wrinkle, but take advantage of your advance notice and information. It really doesn't seem to be that bad when you get down to it, but it is the transition that gets you. Fight for the ADC positions, ideally, the Group Scouters should be section specific to better use their acquired skills. Someone knowledgeable in all groups is hard to come by.

Keep your heads up because it is the die-hard Scouters that will prevail...ask questions, speak out, be heard and let them know what they do wrong or right.

Judie [guest] from ScoutsCan.com - Scouting in Canada



Cost of Scout membership

Posted 8-22-2002 02:18

What is the cost of other Regions? Ontario "White Pine Region" is now asking \$78.00 per scout per year Come Sept. 2002. How does your areas cope with a \$32.00 increase in an area that doesn't even have a IGA within 62km.

Ken [guest] from ScoutsCan.com - Scouting in Canada



restructuring

Posted 8-28-2002 01:41

My group just set its fees last night. This year the Great North Region is charging \$70 plus a \$5 camp fee for \$75. We had been led to believe it would be more than that, but it's still more than we charged last year and doesn't include anything for our group.

As this is the third consecutive annual increase in the five to 10 per cent range, the group committee decided not to charge anything this year. We'll watch our spending closer, put increased emphasis on fundraising and thank our generous sponsor, the local legion, for their unflinching support.

And when parents ask where the money goes, we'll point at the region and when they ask what they get from the region, we'll shrug our shoulders and say we don't know.

webmaster from ScoutsCan.com - Scouting in Canada



Re: Restructuring

Posted 9-1-2002 15:38

Atironta Region is now charging \$82.00 per youth. This is up \$20 from last year.

Atironta Region is now charging \$82.00 per youth. This is up \$20 from last year.

Chairperson [guest] from ScoutsCan.com - Scouting in Canada



Fees

Posted 9-5-2002 14:42

Tri Shores Region is charging \$75.00 this year. I would be interested in hearing opinions on this fee increase...

ve3hha from ScoutsCan.com - Scouting in Canada



Restructuring

Posted 9-17-2002 16:40

I would just like to add my two cents. I have just read Herb Reinhart's message and I think it should be required reading for everyone of the staff at H.Q. in Ottawa. I wonder if any of them ever look at a site like this? I wonder how long ago it is since any of them tried to run a Section meeting and recruit volunteers.

Maybe the staff in Ottawa should be looking for new jobs outside Scouting, because their present policies are going to see the demise of Scouting.

Keith Wells,
Troop Scouter, 1st Buckhorn, Ontario

Donald [guest] from ScoutsCan.com - Scouting in Canada



Restructuring changes with Scouts Canada

Posted 9-30-2002 03:46

Hello all you fellow scouters. I am entering my third and final year with Scouts Canada. Because of the changes this year it has made it impossible for me to recruit leaders which has made it impossible for me to make my leader ratios. The decision makers are not listening to me but why should they I am just a leader in a community of about 400 people. I urge all Groups to have share with their parents and community members all of the changes and have a survey completed then we need to forward every one of them to National and tell them what we want. Because of these changes I am leaving Scouts Canada and joining the Baden Powell Scouts Association which makes their decisions from group up not national down (with a few exceptions) but will allow me not to have to worry about maintaining unrealistic leadership ratios. Maybe that's what Scouts Canada needs is to have the groups close with the following farewell address "START LISTENING TO YOUR LEADERS THE PARENTS AND SPONSORS OR WE GO ELSE WHERE TO PROVIDE SCOUTING TO OUR COMMUNITIES" Maybe then will Scouts Canada ask the local groups to offer change. If you want to challenge Scouts Canada with me email me.

Rick Merriam [guest] from ScoutsCan.com - Scouting in Canada



Restructuring, etc,etc,etc...

Posted 11-11-2002 17:10

Re: restructuring; It could be ok, IF it's done right... but I don't trust the weasles at national ("The Corporation"), or Region ("The Council") to do it right. The National weasles think this is a company, and want to run it as such: it's a NON- PROFIT, VOLUNTEER movement. The problem is that the Scouting people let the business people take over, and the scouting people On High have been corrupted, and became the Weasles we know today. The business people should be accountable to the Scouting people.
Is it too late to take our MOVEMENT back from the Corporate Weasles?

Donald [guest] from ScoutsCan.com - Scouting in Canada



Yes it is to late in order to regain the not for profit staus that it was intended to be Scouts Canada needs be be hit with a major loss of regestered members requiring it to terminate the payd staff at regional , provincial, and National councils then after that it may be able to continue to grow again if not it may need restart from scratch.

piedro [guest] from ScoutsCan.com - Scouting in Canada



Expected bankrupt of Scouts Canada / From 617e Ste Rose



Posted 1-16-2003 00:01

Looking to the last Annual Statements show clearly that Scouts Canada will declared Bankrupt by August 31 2003. Their spending is out of control and they dont seems to care. Our Group is in Québec and our Group in operation for 39 Years. A nice Group , well organised and with an exeptional structure and Volunteers of high quality and with money in the Bank account. To add on, extremely well equiped . Our Provincial makes huges efforts to take back into line their financial situation and this was made with the help of all Groups. Results : Fees goes up from \$45 to \$70 but situation in under control and a restructuration plan for the future has been put in place. Despite all new by Laws, new here, new there , we have to realise that we are all Volunteers and we cannot support more . Our Area has been advise that our Group is looking to closed and a meeting is set tomorrow with them. The main reason is based on the actual financial situation of the National. Their Héritage will cost a lot of money to any future youth or Leaders . We are talking about a lot of Money (\$30 to \$40 per registration) plus insurance cost plus.. plus. Leaders, Parents , cant support more and refused to pay for such a poor administration.

Pierre

mickey [guest] from ScoutsCan.com - Scouting in Canada



Restructuring



Posted 3-6-2003 19:33

I have got to tell you that I am not in favor of the current restructuring. Our new (area) is now so large that it take osme memebtrs one and a half hours to get to the meetings, and often more tiem is needed. Our area has 8 groups, four from one area and four from another. In one of the original four groups, there are three groups that do not even speak to each other and they are in the same city! How do you watn four more outside groups coming in to feel about that? How can you effectivly communicate with everyone without offending anyone? As for a shortage of volunteers, you will always have this problem, but you need to actively go out and get more leaders and committee members, not jsut sit there and expect potential volunteers to know that you are looking for more help. I have been in Scouting for twnty years and every time that Provincial or National restructure things, we (the leaders and Group committees) have to change the way we do things....I am wondering why, when things are going well, do they feel the need to come in, change things, promise they will be there to help and then disappear just as fast as they appeared?

We need to actively go out and get more youth interested in the programs, which means that the program offered has to entice the youth back...

It is not an easy job, but something that we signed up to do when we signed on the dooted line to give 2 hours a week....

Yours in Scouting

Mike