

White Pine Council Annual Report 2014-2015

Key 3 Report

From Pickering to Napanee and as far north as Algonquin Park, from rural and urban towns, White Pine Council has achieved great successes this past year. Youth reached milestones in their journey, while some experienced their first in-tents experience. These personal victories would never be possible without the time and talent of our scouters, leaders, sponsors and parents – Thank you!

Our council also experienced change. We are building a new Council key 3 by opening calls to recruit a youth and council commissioner. We also welcomed new area and group commissioners and many new scouters, parents and youth to our council. We also experienced the “leaky bucket” which is felt from coast to coast, losing more scouters and youth than we recruited. Therefore, we have adopted 5 key priorities to ensure our youth continue to have access to a great scouting experience, as well as grow our great Council:

Membership Growth

- Grow full time youth membership by over 10%.
- Increase the full time youth retention rate.

Scouting Safety

- All major incidents are reviewed within 30 days, and learnings are shared with others in the Areas/Council.
- 100% volunteers are ready within 90 days of application for membership

Program Quality

- 50% of Sections are demonstrating engagement with the Canadian Path by using the new Program Quality Standards and self-assessment process.

Volunteer Support

- 80% of members have received support and are satisfied with the quality and impact of the 3 support visits per Area, Group and Section.

Organizational Strength

- Every Group Committee has at least 3 dedicated non section Scouters on the Group Committee.



We have a sound plan that was designed by making evidence-based decisions, understanding your challenges and working with you as we execute it. Together parents, scouts and youth, can each play a role in achieving these 5 priorities.

Whether you recruit a friend, neighbour or colleague as a new Beaver leader in your colony, plan and promote a bring a friend night for your cub pack, or work with youth as they embark on the Canadian Path, you are making a difference. You might instead prefer joining a group committee to register youth and parents during a community registration night, plan community events, manage the budget, take care of the camping equipment or take notes at a committee meeting. Every minute and every action will make an impact.

2014-15 was a year of change for White Pine; we look forward to making 2015-16 the year of growth and positive momentum.



It starts with Scouts.

Five Priority Report

Membership Growth

Adult and youth membership numbers:

WHITE PINE COUNCIL 2014/15	Youth Membership				Adult Membership			
	13/14 Final	14/15 Final	Variance	Growth % (from 2013)	2014	2015	Variance	Growth %
Algonquinte								
18th Belleville	9	8	-1	-11%	6	3	-3	-50%
19th Belleville LDS	7	0	-7	-100%	1	0	-1	-100%
1st Bancroft	19	23	4	21%	4	6	2	50%
1st Barry's Bay	0	0	0	0%	1	0	-1	
1st Marmora	1	28	27	2700%	0	6	6	600%
1st Napanee Valley	30	34	4	13%	15	13	-2	-13%
1st Stirling			0				0	
1st Whitney	11	16	5	45%	3	3	0	0%
1st Wooler	35	39	4	11%	24	24	0	0%
2nd Sidney	30	19	-11	-36%	12	13	1	8%
Algonquinte Area Rover Crew	2		-2		2	4	2	100%
Trenton Scouting Group	19	19	0		11	7	-4	-36%
Algonquinte Area			0		10	11	1	10%
AREA TOTALS	163	186	23	14%	89	91	2	2%

Algonquinte is very focused on growth and implementing the Canadian Path this year.

New Area

Commissioner, Jason Coveney is gearing up a team that will be assisting groups in their goals and

providing training, support, resources and new opportunities. We aim to revive inactive groups in rural communities so that we can bring scouting to more youth. Algonquinte would like to deeply thank Warren Shaw for his dedication and passion in leading the area since 2011. Warren continues his exceptional service in Algonquinte as a mentor and service Scouter.



It starts with Scouts.

WHITE PINE COUNCIL 2014/15	Youth Membership				Adult Membership			
Kawartha Waterways	13/14 Final	14/15 Final	Variance	Growth % (from 2013)	2014	2015	Variance	Growth %
13th Peterborough	22	16	-6	-27%	8	8	0	0%
14th Peterborough	18	13	-5	-28%	10	8	-2	-20%
15th Peterborough	23	19	-4	-17%	9	6	-3	-33%
19th Peterborough	48	38	-10	-20%	19	19	0	0%
1st Bridgenorth	47	38	-9	-19%	14	11	-3	-21%
1st Hastings	26	18	-8	-30%	11	12	1	9%
1st Havelock	26	33	7	27%	13	12	-1	-7%
1st Lakefield	50	27	-23	-46%	12	12	0	0%
20th Peterborough	22	8	-14	-63%	15	15	0	0%
27th Peterborough	21	14	-7	-33%	6	2	-4	-66%
2nd Peterborough	31	31	0	0%	19	20	1	5%
32nd Peterborough	1	6	5	500%	2	3	1	50%
33rd Peterborough	27	26	-1	-3%	10	10	0	0%
4th Peterborough	45	39	-6	-13%	17	13	-4	-23%
Brownsea Base			0		10	10	0	0%
Kawartha Waterways Area			0		7	6	-1	-14%
AREA TOTALS	407	326	-81	-20%	187	175	-12	-6%

Kawartha Waterways, led by Area Commissioner, Scott Anderson, is in the process of building a dynamic service team and has great plans to unite Scouting and the community. With public events, neighbourhood service and every section planning fun adventures, they are destined to grow and thrive. This Scouting area has deep, historic roots in the organization and strives to engage experienced scouters with their energetic youth and make an impact on the Kawarthas.

WHITE PINE COUNCIL 2014/15	Youth Membership				Adult Membership			
Lakeshore Ridge	13/14 Final	14/15 Final	Variance	Growth % (from 2013)	2014	2015	Variance	Growth %
11th Bowmanville LDS	16	18	2	12%	6	7	1	16%
1st Baltimore	38	41	3	8%	10	9	-1	-10%
1st Enniskillen	27	36	9	33%	14	15	1	7%
1st Newcastle	57	51	-6	-10%	14	12	-2	-14%
1st Port Hope	35	24	-11	-31%	11	10	-1	-9%
3rd Bowmanville	47	58	11	23%	14	20	6	42%
4th Bowmanville	38	41	3	8%	10	10	0	0%
6th Cobourg Trinity	9	0	-9	-100%	9	0	-9	-100%
9th Bowmanville	53	53	0	0%	12	12	0	0%
Lakeshore Ridge Area			0		5	7	2	40%
AREA TOTALS	320	322	2	1%	105	102	-3	-3%

Lakeshore Ridge is currently rebuilding its leadership team, and a Nominating Committee continues the search for a new Area Commissioner. From here, Lakeshore Ridge has plans to build a strong and supportive Service Team, which can focus on the growth that will make this area thrive. Through Community exposure and promotion, the Area will focus on Adult Recruitment and Screening, followed by growing capacity for the Youth and offering exceptional, active programs.



WHITE PINE COUNCIL 2014/15	Youth Membership				Adult Membership			
	13/14 Final	14/15 Final	Variance	Growth % (from 2013)	2014	2015	Variance	Growth %
Oshawa								
10th Oshawa	5	0	-5	-100%	10	0	-10	-100%
13th Oshawa	40	41	1	2%	12	11	-1	-8%
18th Oshawa	58	66	8	14%	23	20	-3	-13%
1st DC/UOIT	2	5	3	150%	3		-3	
1st Oshawa	30	38	8	27%	9	9	0	0%
21st Oshawa	74	70	-4	-5%	27	18	-9	-33%
27th Oshawa	31	27	-4	-13%	9	6	-3	-33%
28th Oshawa	10	10	0	0%	15	6	-9	-60%
30th Oshawa	45	35	-10	-22%	16	14	-2	-12%
33rd Oshawa	38	30	-8	-21%	16	13	-3	-19%
36th Oshawa	42	48	6	14%	16	14	-2	-12%
7th Oshawa	30	35	5	17%	19	16	-3	-16%
Oshawa Area			0		12	8	-4	-33%
AREA TOTALS	405	405	0	0%	187	135	-52	-28%

Oshawa Area, led by the dynamic team of Area Commissioner Mike Hurley and Area Youth

Commissioner Erica Shaw, is thriving and ready to take the next steps to growth. The Service Team's unique approach to motivating Sections and Groups with clear growth targets and to run outstanding programs based on the Canadian Path will impact the community as whole. This is an exciting time for Scouting in Oshawa.



It starts with Scouts.

WHITE PINE COUNCIL 2014/15	Youth Membership				Adult Membership			
	13/14 Final	14/15 Final	Variance	Growth % (from 2013)	2014	2015	Variance	Growth %
Owasco								
16th Ajax	53	9	-44	-83%	18	9	-9	-50%
1st Ajax	8	10	2	25%	3	5	2	67%
1st Claremont	20	27	7	35%	10	11	1	10%
1st Greenwood	18	9	-9	-50%	5	4	-1	-20%
1st Pickering	37	24	-13	-35%	23	15	-8	-35%
1st Uxbridge	48	39	-9	-19%	22	18	-4	-18%
1st West Shore	28	28	0	0%	8	11	3	37%
2nd Pickering	28		-28	-100%	7		-7	-100%
3rd Ajax	21	27	6	28%	6	6	0	0
4th Ajax	21	13	-8	-38%	10	7	-3	-30%
4th Pickering	11	19	8	72%	10	6	-4	-40%
5th Pickering	35	33	-2	-6%	12	10	-2	-17%
6th Pickering	64	56	-8	-12%	17	16	-1	-6%
7th Ajax	5		-5	-100%	6		-6	-100%
7th Pickering	65	50	-15	-23%	20	17	-3	-15%
8th Ajax	65	76	11	17%	17	18	1	6%
8th Pickering	44	38	-6	-14%	9	10	1	11%
9th Pickering	50	45	-5	-10%	18	15	-3	-17%
Owasco Area			0		14	14	0	0%
AREA TOTALS	621	503	-118	-19%	235	192	-43	-18%

Owasco Area is looking forward to a year of community outreach and events to grow awareness of their exceptional programs within the local community. Under the guidance of Area Commissioner Doreen Hume-McKenna, the Area is focusing on adult and youth recruitment and growth within groups, as well as offering support to Groups they implement the Canadian Path. This is an exciting year for the Owasco Team as they look to build relationships within the Community and find new ways to bring programs to more youth.



WHITE PINE COUNCIL 2014/15	Youth Membership				Adult Membership			
	13/14 Final	14/15 Final	Variance	Growth % (from 2013)	2014	2015	Variance	Growth %
Trillium Highlands								
1st Bobcaygeon	25	2	-23	-92%	8	2	-6	-75%
1st Cannington	47	39	-8	-17%	15	11	-4	-27%
1st Coboconk			0			1	1	
1st Dunsford	9		-9	-100%	3	1	-2	-67%
1st Fenelon Falls	30	29	-1	-3%	13	7	-6	-46%
1st Lindsay	17		-17	-100%	11	0	-11	-100%
1st Minden	13	18	5	38%	2	2	0	0%
1st Omemee	42	32	-10	-24%	15	11	-4	-27%
6th Lindsay	42	63	21	50%	14	20	6	43%
Trillium Highlands Area					2	3	1	50%
AREA TOTALS	225	183	-42	-19%	89	59	-30	-34%

Trillium Highlands, under the guidance of new Area Commissioner, Mitch Hawkins, is off to a great, new start. Currently they are reaching out and engaging their rural communities to re-start Scouting where the organization was once strong. The area is in the process of building their service team so that Scouters, youth and group committees, can experience the support and networking from knowledgeable peers, that creates the potential for growth and success.

WHITE PINE COUNCIL 2014/15	Youth Membership				Adult Membership			
	13/14 Final	14/15 Final	Variance	Growth % (from 2013)	2014	2015	Variance	Growth %
Whitby								
11th Whitby	60	71	11	18%	18	25	7	39%
12th Whitby	39	50	11	28%	11	13	2	18%
13th Whitby	68	59	-9	-13%	20	17	-3	-15%
1st Ashburn	10	10	0	0%	6	5	-1	-17%
1st Brooklin	35	43	8	23%	12	13	1	8%
1st Durham MedVents	26	32	6	23%	9	13	4	44%
1st Port Perry	120	90	-30	-25%	35	34	-1	-3%
1st Whitby	34	42	8	23%	14	15	1	7%
2nd Brooklin	49	56	7	14%	19	23	4	21%
4th Whitby	28	26	-2	-7%	14	11	-3	-21%
5th Whitby	31	28	-3	-9%	12	11	-1	-8%
7th Whitby	45	24	-21	-47%	19	9	-10	-52%
9th Whitby	50	46	-4	-8%	20	17	-3	-15%
Whitby Area			0		13	8	-5	-38%
AREA TOTALS	595	577		-3%	224	220	-4	-2%

Whitby very recently welcomed the new Area Commissioner, Brian Wick. Over the next weeks and months, Brian will be working with Service Scouters to build a team that will offer meaningful support to each Group based on their individual needs and growth targets.

Under the leadership of Area Youth Commissioner Michelle Mokedanz, the Area is looking to implement new and exciting networking events to bring all groups together and unite the Area and the Whitby Community.



White Pine Council has begun a new scouting season with great changes and positive forward energy. With so many of our areas in the process of establishing new leadership, service teams and new groups, we are a Council of growth. Together, we have a target of over 4400 members strong in 2015/16 year, this includes youth and Scouters.

To reach our goal, the White Pine Scouting Community will unite skills, resources, ideas, and our teams of Commissioners, Scouters and staff. We will bring our organization back to groups and towns where it was once strong but is now absent, we will “Bring a friend”, reach out to the community, proudly show our colors at neighbourhood events, raise funds and have fun with creative program. It will be quite a year.

Through the next few months we will track progress and keep in touch with all volunteers so that we can provide the best tools for great program, ideal support, happy youth and bringing the adventure of scouting to more corners of our council.

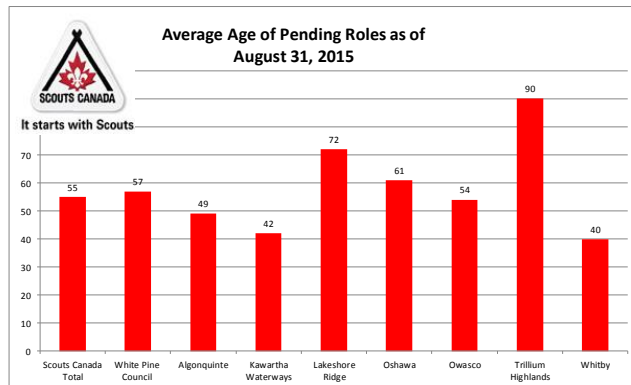
Safety

Readiness

Pending Primary Scouter Roles

It starts with Scouts SCOUTS CANADA	Number of Pending Individuals	Average Age of Pending Roles
Council		
Scouts Canada Total	1,971	55
White Pine Council	80	57
Algonquinte	12	49
Kawartha Waterways	2	42
Lakeshore Ridge	16	72
Oshawa	11	61
Owasco	20	54
Trillium Highlands	5	90
Whitby	14	40

White Pine Council Readiness Report - Primary Roles - Aug. 2015		Volunteer Ready	
	Total Scouters		
Active Scouters	1,060	1,013	95.6%
Pending Scouters	80	5	6.3%



Incidents Reported

- 23 Minor incidents in 2014-2015
- 3 Major incidents in 2014-2015



Program Quality

Program Quality Award totals:

WHITE PINE COUNCIL 2014/15	PQA 2013/14	PQA 2014/15
Algonquinte	0	0
Kawartha Waterways	1	0
Lakeshore Ridge	3	0
Oshawa	5	0
Owasco	3	0
Trillium Highlands	0	0
Whitby	6	5

Report by Jessie Gillis

Over the 2014-2015 scouting year there were many new changes introduced into White Pine Council with respect to the Canadian Path and a consistent Program Quality across all of the groups. As one of the core elements of scouting and arguably the most important program quality was focused on from two fronts. Content of the program itself and the delivery of the program from the many hard working volunteers across the council. On the topic of content Scouts Canada has released an updated program called the Canadian Path in which the core program is simplified into 4 main areas. Plan, Do Review, Adventure, SPICES and Youth Led makeup these 4 areas. My team has been hard at work travelling across the council and helping get the council ready for the deployment of the path! While on the topic of delivery myself and the entire training team have been hard at work ensuring all volunteers have access to a high quality of training that can properly teach them how to deliver an effective quality program that the youth will enjoy. My team has been working with beta groups on the Canadian Path on both content and delivery. In the 2015-2016 scouting year Phase 1 will start in which groups will start to transition to this new program and new method of delivery. As groups are successful in implementing the path myself and my team will start working with more groups until all groups have been transitioned. So what are you waiting for! Join us on the Canadian Path as we launch the next great chapter in Canadian Scouting. Working together as one Scouts Canada, we will not only revitalize our Scouting programs, we will revitalize Scouting in Canada.

This year White Pine Council Groups embark on this new journey. It's going to be something special. So join us on the Canadian Path!



Organizational Strength

Non section leader numbers from Capacity Report:

WHITE PINE COUNCIL 2014/15	Group Scouters with No Section Role
Algonquinte	18
Kawartha Waterways	52
Lakeshore Ridge	13
Oshawa	17
Owasco	21
Trillium Highlands	9
Whitby	50

Report by Debbie Corneal and Nancy Fischer

The vision of Scouts Canada to be a vibrant, sustainable and safe organization, recognized as a leader in the development of young people is supported by the new Strategic Plan presented in March 2014. To make this vision a reality, there must be enough depth and resilience in the organization to get the job done. Scouts Canada selected three pillars to support this plan: YOUTH: Building a program that is more relevant to young people than it has ever been. STAFF AND VOLUNTEERS: Ensuring our Staff and Volunteers have the support they need to deliver our mission. ORGANIZATIONAL STRENGTH: Ensuring we have the kind of organization that is strong, vibrant and capable of delivering our mission for the next 100 years.

White Pine Council recognized Organization Strength is the key pillar in Scouts Canada strategic plan for quality programming. Many Scouters wear multiple hats which can overload volunteers and impact both the quality of the program and volunteer satisfaction. Council focused on the struggle to ensure that there are sufficient non-section Scouters to support Groups and Areas. These non-sectional Scouters would assume service/support and administration duties, leaving the Section Scouters to deliver Quality Programs resulting in growth by retention and recruitment.

White Pine Council consists of 81 groups. We have 22 groups which have reached this goal of at least 3 non-sectional Scouters per group committee. Two of our 7 Areas have non-sectional Scouters working in their organizational committees. Congratulations to Whitby Area who has achieved 69% of their Groups with 3+ non-section Scouters and has 9 Area non-section Scouters.

White Pine Council's Organizational Strength has been increased by hiring a second Area Support Manager (ASM.) Council has sponsored Playbook (Service) trainings and a Woodbadge 2 Service Scouter course. These new programs help build organizational strength with more and better equipped Service Scouters. During Area and Group service visits Commissioners are encouraged to recruit non-section Scouters ensuring their Section Scouters can focus on delivering an adventurous quality program that leads our Youth along the Canadian Path.



Service Quality

Your Council key 3 is dedicated to ensuring each scouter has the tools, skills and resources to provide an amazing scouting experience to the youth of today and tomorrow. We are committed to ensuring that each colony, pack, troop, company, crew, group and area committee is serviced at a minimum 3 times per year, and that the service received is valuable to each and every one of them, of high quality, and responds to the questions and needs they have as well as the challenges and opportunities they are facing.

We have designed a trimester service model to effectively deliver that high quality service to the areas that is valuable to them. Our team, including members of the Council key 3 and Council deputy commissioners, have built a plan-do-review cycle for each trimester. The cycle includes:

1. **Plan:** We, Council Key 3, Deputy Commissioners and Area Support Managers, will analyze the metrics tracked against each of the 5 priorities for each area, group and section and work together to deploy Council service teams that will be created based on area needs.
2. **Do:** The Council service teams will then work with area teams and provide them with the necessary resources and best practices, and collaborate with them to design an action plan, all in an effort to provide service that is valuable to them.
3. **Review:** The Key 3, Council Deputy Commissioners and Area Key 3s will meet at the end of the cycle to review progress and feedback.

We will repeat the cycle three times annually. The trimester includes:

1. **Fall Trimester:** The Council team will meet with each Area Key 3 face to face in their area.
4. **Winter Trimester:** The Council team will coordinate a conference call with each Area forum including Group commissioners.
5. **Spring Trimester:** The Council team will host each area key 3 over a weekend to work with them one-on-one and facilitate inter-area collaboration to share best practices.

The summer months will be a time to review the previous year, and plan for the upcoming year, including recruiting section scouters as well group and area committee members.

This is the Council commitment to servicing. Although this structure will ensure your Council team works with the areas 3 times per year to align and synchronize our efforts, and listen to the grassroots, we are also committed to responding to your needs and helping you solve difficult challenges year-round. We will also open communication lines across Council to regularly review this service model to ensure the service model is providing value to you, specifically, what you perceive as value.



National Scouts Canada Recognition: Report by Diana Gould

Scouters of White Pine Council have done a phenomenal job during the 2014-15 Scouting years. Parents, youth and other Scouters have been busy pressing the "Thanks" button on scouts.ca to commend these Scouters. This has resulted in 34.4% of the individual White Pine Council Scouters receiving Outstanding Service Awards, again surpassing Scouts Canada's National target. White Pine Council continues to improve upon its past record recognition performance. Congratulations!

Long Service Awards were presented to 101 WPC Scouters in 2014-15 totalling a mind-boggling 1570 years of service to Scouting! White Pine Council has awesome, dedicated Scouters! WPC Scouters received 256 National Outstanding Service Awards, including six Silver Acorns / Bar to the Silver Acorns and one Gold Medal of Gallantry. This comes to a grand total of 1175 Awards and Commendations presented to White Pine Council Scouters in 2014-15!

Congratulations to the five well-deserving WPC youth members who received the Medal of the Maple in 2014-15. White Pine Council is proud of your accomplishments.

I am pleased to help facilitate the recognition of our wonderful White Pine Council Scouters and youth. I cannot do this alone. I'd like to thank the Assistant Area Commissioners of Honours & Awards in our seven Areas and their Area teams. These folks promote recognition and timely & appropriate presentation of awards within their own Area.

I'd also like to thank Jenevie Austin at the Central Ontario Service Centre for Scouts Canada. Jen does a fabulous job of preparing all awards and commendations in record time for White Pine Council. Thank you, Jen!

Congratulations to all recipients of recognition in White Pine Council. Thank you all for your dedicated service that continues to drive our organization.

