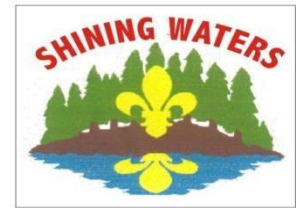




Scouts Canada SHINING WATERS COUNCIL



COUNCIL SERVICE TEAM MEETING
Hosted via Zoom Videoconferencing
by Kit Cheng, Nicole Donadio and Jason Gingrich (CK3)
Saturday January 16, 9:30 AM – 12 Noon

Number of Attendees: 74 participants, 48 Scout Groups represented.

Attendees: Annie Yuen (1st Unionville), Ashley Charriere (1st Alliston), Barry Mitchell (Program), Bernard Hong (333rd Markham), Bonny-Lynn McMullen (1st Alcona), Bosco Tang (6th Richmond Hill), Brenda Laird (SWC / 4th Orangeville), Brenda Meades (1st Barrie Foresters), Bryan Goustos (3rd Orangeville), Bryant Fung (7th Markham), Cathy Snell (1st Burks Falls), Christine Rosenthal (2nd Markham), Christopher Gregoris (1st Woodbridge), Christopher Harburn (1st Painswick), Chuck Heron (SWC), Clement Cheng (38th Richmond Hill), Consuela St. John (Program PSM), Daisy Gao (SWC), Daniel Lei (SWC), Daniel Plessis Bélair (1st Palmerston), Denise Johnston (4th Markham), Desmond Wong (Program), Doug Donald (1st Penetanguishene), Edna Elliston (8th Richmond Hill), Elizabeth ANNE Heath-Neuman (1st Ballantrae), Elwick Tang (SWC), Ernest Lo (133rd Milliken), Ersin Kutluoglu (8th Richmond Hill), Frances Walker (Recognition), Francis Cheung (333rd Markham), Gail Jackson (Recognition / 1st Bracebridge), Glenn Skitch (1st Stouffville), Gordon Shearer (1st Tottenham), Gregory Peach (SWC / 10th Barrie), Hans Uhr (SWC), Helen Carnie (2nd Markham), Jack Verbrugge (1st Gravenhurst), Jackson Kwok (SWC), James Bray (SWC / 14th Barrie), Jason Gingrich (SWC), Jennifer Theunissen (2nd Wasaga Beach), John Chin (1st Markham York Region MedVents), Judy Hall (2nd Huntsville), Katherine Faulkner (4th Midland), Kirsten Heard (1st York Regional Police), Kit Cheng (SWC), Kristy Carthew (SWC), Kyle Munro (3rd Aurora), Len Cox (1st Owen Sound), Leslie Hunt (1st Shelburne), Leslie Selby (5th Richmond Hill), Lise-Cendrine Westerhoek (1st Northridge Salvation Army), Manon Rodrigues (1st Bradford), Marlene Harris (GSC), Nicole Donadio (SWC), Paul Poirier (1st Sauble Valley), Peck Yap (SWC / 8th Markham), Purvin Wai (SWC / 8th Oak Ridges), Robert Finlayson (SWC), Robert Kennedy (2nd Aurora), Robert Martinell (SWC), Robert Pearson (Newmarket Scouting), Rosalind So (Safety), Ross Haagsma (5th Aurora), Ruth Teal-Milligan (1st Sutton West), Samil Chagpar (392nd Thornhill Muslim), Shawn Forth (Communication), Sherin Bamji (GSC), Suzanne Hussey (8th Barrie), Teresa Yeung (5th Unionville), Vic Metcalfe (SWC), Vivian Lin (5th Unionville), Wayne Morrison (SWC), and William Sung (3rd Unionville)

Absent: 100th Markham, 10th Richmond Hill, 1192nd Markham, 1st Chesley, 1st Coldwater, 1st Creemore, 1st Elmvale, 1st Everett, 1st Flesherton, 1st Hong Kong Canadian, 1st Lucknow, 1st Maple, 1st Mapleview, 1st Mildmay, 1st Mount Albert, 1st Mount Forest, 1st Nottawa, 1st Orillia, 1st Port Elgin, 1st Richmond Hill, 1st Simcoe County MedVents, 1st Simcoe Phoenix, 1st Thornhill, 1st York Region MedVents (Newmarket), 22nd Markham, 23rd Markham, 2nd Keswick, 2nd Listowel, 2nd Unionville, 2nd Washago, 3rd Bracebridge, 3rd Collingwood, 3rd Parry Sound, 4th Barrie, 5th Hanover, and 7th Milliken Mills.

Regrets: Jim Finnigan (1st Lucknow)

PLAN:

Welcome...CK3

Promptly at 9:30 Kit C welcomed everyone, wished them a Happy New year and briefly reviewed the [agenda](#) .

Kit C noted that all the meeting materials and pertinent reading materials are located on the Council website here: [Shining Waters: Council Meetings January 16, 2021](#) .

Kit explained how the videoconference would proceed primarily using the slide deck here: [SWC CST Meeting Council key 3 Updates - 202101](#) . **If anyone had questions** throughout the meeting, the "chat" feature on Zoom could be used or go to the website Slido.com [slide 7], Event #SWC0116 and ask there. The most popular questions would be answered first during the meeting while others would be answered during the "Recap Session / Parking Lot Items" or in writing following the meeting. **See the Council website Jan 16 Council meeting link above for any updates: "Meeting Q&A – 202101"**

Moment of Reflection – Gone Home...CK3

Kit paused for a few moments to remember two active Scouters who passed since our last Council meeting; Elwood "Addie" Addison, 1st Burk's Falls and Phil Stevens, 1st Alliston (personal details available on request from the Secretary).

Minutes Approval (October 17, 2020) & Action Items Reviewed...Bob M

Several points remained from October 17 most of which were addressed by Nicole D secretarially and are inserted here (the minutes deemed approved by consensus as updated below):

- **DO: Breakout Session Recap**
 - Vic M and Team ("Outdoors"): . . .
 - **"Liability Insurance"**. "An update will be issued specifically what SC requires" for insurance during Outside activities – a number voiced concerns over liability. **Action: Nicole D. Response (Nicole D)**: Email sent to GSSs for distribution to GCs December 1, 2020.
 - Vic M and Team ("Inclusivity"): . . .
 - **"No One Left Behind"**. "Parents were not fully aware of NOLB when registering youth." A notification to parents before filling out the registration was suggested. It was identified "to be investigated and an update posted on the Council website." **Action: Nicole D. Response (Nicole D)**: The following link has been sent to Vic M and Les S: [How to register or renew a youth participant](#) [Secretarial Note: **For all GCs**: The link to NOLB for your parents is: [No One Left Behind](#) and scroll down to "MEMBERSHIP SUBSIDIES (REGISTRATION FEES) - How to Apply".
 - Daisy G and Team: . . .
 - **"Annual Group/Financial Reports"**. There was a need for a reminder to Groups for the Nov 30 deadline. **Action: Nicole D. Response (Nicole D)**: E-mail went to all GSS and RMs October 19, 2020.
 - Greg P and Team ("Morale and Engagement"): . . .
 - **"Group charter stickers"**. Are they available? **Action: Nicole D. Response Nicole D.** According to John Parks of COSC's Member Services in Oshawa, **"the Annual Charter stickers are no longer produced and sent to the groups."** (by e-mail Jan 16).
- **REVIEW: Parking Lot**
 - **"Group Registration – Setting Fees"** (Chuck H) – Certain Scout Groups within the Council had still not set their value for Group fees for SY 2021. **Action: Chuck H. Response (Chuck H)**. Affected Groups were sent at least two reminders in some cases including offers of support.

Safety Moments...Hans U

- **Volunteer Readiness.** All are reminded that all active Scouters need to remain compliant; eg, PRC which can be done online (myBackCheck.com) after the initial PRC.
- **Social Platform.** Be aware of social platforms being used and the information being inputted especially using correspondence apps such as Messenger. Personal

info can be recorded, stolen, etc so, do your research. Contact Hans U if you require assistance: uhr.hans@gmail.com .

General Updates...Kit C [See Slide Presentation: [SWC CST Meeting Council Key 3 Updates - 202101](#)]

- **Council Perspectives**... Kit C [Slides 8-18]
 - Kit outlined the Council's perspectives how we might be perceiving/reacting to the current pandemic circumstances and our youth – and offered some advice/comments on the way ahead.
 - He reviewed three questions at [SWC CST Meeting Council Key 3 Updates - 202101](#), slides 11-14 noting (from BP quotes) that:
 - **The most worth-while thing is to try to put happiness into the lives of others.**
 - **A Scout smiles and whistles under all circumstances.**
 - **Success in training the [youth] depends largely on the [Scouter's] own personal example.**
 - In summary to all Scouters [slide 15]:
 - Stay Positive
 - Think Future – Don't try to compare ourselves with the past (and this relates to many of our Council's decisions)
 - Youth NEED Scouting – Youth NEED Us!
 - Food for Thought: Who are the Real Heroes (Answer – all of you, who stay during the challenge)
 - No "Ivory Tower" talk – All Council Leadership Team Members are either Section/Group Scouters or have extensive Education Experience (Master Degree+)
 - Tips [slide 16]:
 - Recognize Youth + Scouters
 - Constant Communication
 - Recognize things are not the same (and be up front with parents, youths, and Scouters)
 - At this moment, our Retention may not be comparable to past years – but not all youth are "truly lost" - people will come back and new people will join (just like the Q2 Stock Market Example)
 - It's ALL about people
 - Questions (from running list on Slido.com):
 - **Registration and change to Scouting Year (SY) 2021**...Kit C –
 - The change to move to a new SY based on the calendar year was made at National Council before March 2020.

- There is a large retention drop between sections and starting the SY in January should improve better linking between sections for those youth who are uncertain thereby improving retention.
 - Unfortunately, the first new SY is implemented during a pandemic; National is committed to reviewing this SY.
 - The logistical issues of joining only for 4 months is noted – discuss with your respective GSS/RM
- **Pro-rated SY 2021 registration fees**...Kit – Reduced fees for youth joining later than Jan 1 are not likely and not currently being considered.
- **Our Next Step** ... Nicole D [Slides 19-23]
 - **Scouter Development Opportunities** – Upcoming Workshops [slide 19]
 - ScoutED. January 30 and February 20 – for Scouters in year 1 completing their WB1 for the Canadian Path.
 - Scouting Orientation and Intro for Applicant Scouters. February 9 – for Scouters working through screening and training requirements.
 - Emergency Response Plans for Adventure Application Forms. Likely mid-to-late February.
 - **Retention and Recruitment Resources** [slide 20]
 - Retention. Template letters being made available (soon) for Groups to use to send to parents – your GSS and RM can work with you in using this resource.
 - Recruitment Resources. Includes toolkit and pre-crafted social media messages and images found here [Brand Centre: Recruitment](#). If you want assistance using Facebook ads, please speak to your GSS or RM or to Nicole directly.
 - Volunteer Recruitment Resources. New artwork available (we will include in an email to everyone).
 - **Comparing Scouting vs Other Virtual and At-Home Youth Programs** [slide 21]
 - Scouts - \$230 (base fee) = annual membership
 - “Techykids” Coding Program - \$165/month
 - “The STEAM Project” - \$159/8 weeks (Minecraft course)
 - Town of Bradford “Crafty Kits” - \$20-\$50 per kit (no facilitation)
 - Scouting remains excellent value for money even if virtually delivered
 - **Scout Coffee Recap** [slide 22]
 - Shining Waters Council sold \$12,150.99 in Scout Coffee this fall, with \$4,252.89 going back to Scout Groups! [Secretarial Note: See [SWC Weekly Round-Up for January 17th, 2020](#) for further details]
 - **Spring (Upcoming) Fundraising Update** [slide 23 - Details to come]

- Scout Seeds: February 1-March 31
- Scout Popcorn: April 1-May 30
- **Program Update** ... Consuela S [See [Program Updates - Scout Week, Scout Ed, Activity Finder, and more](#)]
 - **Activity Finder** [slide 2]: Lots of “trail card”-like ideas for activities/adventures any season, anywhere.
 - The Great Canadian Scouting Adventure [slide 3] is underway: See details [SWC Weekly Round-Up for January 17th, 2020](#).
 - **ScoutCon BC-Yukon** [Jan 23, 12-5:30 PM EST, slide 4]: See “Weekly Round-Up” above for details.
 - **ScoutEd** [slide 5]: See “Weekly Round-Up” above and “[Our Next Step](#)” above.
 - **Virtual ScoutWeek** [slide 6]: February 21-27, 2021. Something for everyone! Plan is currently being drafted – more details to be announced. Interested in volunteering to organize ScoutWeek (or any other programming)? Contact Consuela: consuela.stjohn@scouts.ca.
 - **Scouters’ Mug-Up** [slide 7]: January 29, 7 PM EST and again at 9 PM EST. For all Scouters interested.
- **Communication Updates** ... Wayne M [Communications Functional Team]
 - There are 46 on the “Team”; headed by Communications Commissioner Ella Misfeldt; Beth Leonienco-Burke is the Communications Coordinator.
 - The “team” issues “The Woggle” amongst other nationally released materials and is working on a new “New Scouter Welcome Book”.
 - Week Jan 18, work starts on a national strategy for communications.
 - If any questions regarding needs that can’t be found at the [Brand Centre](#) or a graphic you need or you have a suggestion, contact cft@scouts.ca. See also [Communications Functional Team](#).
 - A video creation standard is now available.
 - Wish to volunteer your skills with graphics, web design, story-teller, translator, etc? Contact cft@scouts.ca.

Breakout Session (60 minutes) led by Relationship Manager (GSS/SRM) ... Kit C

- **Briefing** ... Jason G [slide 26]
 - Noting the potential burnout from Zoom meetings, “teamwork makes dreams work” so:
 - How can we partner with neighbouring groups or any groups in our Council to provide programming consistently?
 - What do we need to get there?

- What support do we require from our RM or GSS to help facilitate the development of our partnerships and continue to offer Scouting to our communities?

- **Possible topics:**

- Value of Scouting
- Inter-Group Networking & Resource Sharing Opportunities
- Success Stories
- How can we be more inclusive?
- Any topics as Groups see fit

DO:

Breakout Session Recap Session...Kit C

- #2 – Kristy C & Team:

- Discussion was a good mental health check as we all try to keep youth and Scouters engaged
- Within the Groups participating, half are actively programming
- Linking across sections is highly encouraged
- Must continue to engage with those who remain “wait and see”

Note: Remainder of Breakout Room spokespersons limited themselves to anything differently discussed . . .

- #1 - Daisy G & Team:

- Mug-ups remain a useful tool amongst Scouters
- Looking for how best to disseminate info while looking for lots of info; need rating system while finding an appropriate delivery system

- #4 – Allan, Daniel, Jackson, Purvin:

- Need to continue to encourage activity amongst the leadership
- Intergroup networking is underway but there are concerns that some sections/Groups would lose youth while those where youth are not participating, suggest Scouters assist/join other sections/Groups
- A survey to Groups to identify which sections are using Zoom activities and have outside Scouters join to become familiarized how to conduct activities

- #5 – Mark, Marlene, Sherin:

- Reviewed efforts of various Groups including Venturers and Rovers; eg, HAM radio

- Don't wait for those who are not participating – get on with those who are participating
- Many Groups have identified Scouts Canada (SC) shipping costs from Ottawa as a major issue now that the SC stores are closed; eg, standard-sized boxes requiring \$12 shipping regardless of how small the items are versus only a few dollars in the past. Kit suggested doing group/bulk purchases periodically and coordinate local pick-up to reduce costs. Also, call Customer Support to discuss shipping and identify cheaper options.

REVIEW

Parking Lot...CK3

- **Q&As** (Kit) – The Zoom “chat” questions and those from Slido.com will be saved and replied if not replied during this meeting.
- **Any options for youth to join in September 2021 at a reduced fee?** SC will no doubt assess alternative options.
- **Registration – Use of Group Billing Codes (GBC)**. It is possible for Groups to accept registration fees eg, cash, cheque, etc directly from families through the use of GBCs and then the Group pays Scouts Canada within 30 days. Groups may apply for a GBC from the Central Ontario Service Centre using the info here: [Group Billing Codes](#)
- **Can GCs be sent the Council meeting minutes?** All GCs are made aware by e-mail once the minutes are approved and posted on the Council website. This takes about 1-2 weeks. [Secretarial Note: Throughout calendar year 2020, the minutes were posted latest six days after the meeting. Due to the high amount of memory required of the presentation slides, supporting and pre-reading materials, only links are provided in the minutes rather than as attachments]
- **Live Premiere of the Muslim Scout Fellowship Virtual Campfire, Saturday, Jan 16, 5:30 PM** (Council Facebook page). All were reminded: [MSF Canada - Virtual Campfire 2020](#)
- **Group/section meetings – any day of the week!** Nicole reminded everyone (especially during virtual-only) that meetings can happen any day of the week/over several days of the week including at times we would not consider previously. By spreading the meetings into smaller groups, the youth have more facetime.
- **International Scouting Events Update**. Please see the update here: [International Scouting Events Update](#).
- **Newsletter: The Woggle – Winter 2021**. Please see the Winter newsletter here: [The Woggle - Winter 2021](#).

- **Commissioner Handbook for Recognition and Associated Files**. Please see this up-to-date handbook and supporting documents to recognize your Scouters/youth: [Commissioner Handbook for Recognition and Associated Files](#)

Adjournment...CK3 . . . There being no further points, the formal portion of the meeting was adjourned at approximately 11:50 AM. Jason, Kit and Nicole thanked everyone for participating. Those who wished to remain online were welcome to discuss any issues. Except for several informal discussions, the meeting ended.

Next Council Service Team meeting – tentatively likely Saturday, April 24 via Zoom videoconferencing.

Weblinks

- Council Website: <https://www.scouts.ca/SWC>
- Council Facebook Discussion Forum: <https://www.facebook.com/groups/shiningwaters/>
- Police Record Checks for Shining Waters Council Info Sheet for COVID-19: https://www.scouts.ca/assets/uploads/councils/shiningwaters/council_meetings/2020-06-13/Police%20Record%20Checks%20for%20Shining%20Waters%20Council%20during%20COVID-19.pdf
- Pre-reading materials for this meeting: <https://www.scouts.ca/councils/central/shining-waters/council-meetings.html>