

GROUP HEALTH NAVIGATOR

	1: Passive Management	2: Thoughtful Management	3: Proactive Management	4: Management Excellence
Mission Impact	Community engagement and representation are not considered as part of Group operations.	The Group participates in community events and recognizes underrepresented populations.	The Group regularly engages with the community and takes proactive steps to recruit from underrepresented populations.	The Group is viewed as an important local institution. Membership strongly represents community diversity.
	Program and financial business planning is limited. Membership growth is not considered.	The Group has an annual business plan which includes program objectives, a budget with fundraising goals and membership targets.	The Group has a three-year business plan where program and Volunteer support objectives drive fundraising goals. Net membership growth is regularly achieved.	The Group has five-year business plan with program and Volunteer support excellence drives budget and fundraising goals. 10% membership growth is regularly achieved.
Safety Leadership	The Group meets all Scouts Canada Policies & Procedures.	The Group meets all Scouts Canada Policies & Procedures. The Group Commissioner role models safety leadership.	The Group Commissioner role models safety leadership, especially in challenging situations.	Safety leadership is internalized by all members and is considered for every decision in and out of Scouting.
Program Quality	Programs offer fun and safe activities for youth with limited use of the Four Elements.	Programs align with the Four Elements. Youth involvement is limited.	Scouter-facilitated programs actively involve youth and align with the Four Elements.	Youth take active leadership roles in all aspects of the program with Scouters providing situationally appropriate support.
Volunteer Support	Volunteers receive limited support.	Performance management and feedback are used as intervention tools. Some key Volunteers have Scouter Development plans.	Volunteer performance is reviewed annually. Volunteers receive constructive feedback seasonally and have Scouter Development plans.	All aspects of the Volunteer Support Cycle are critical components of Group culture.
Group Capacity	Volunteers are recruited passively. Succession planning is limited.	Active recruitment is attempted when convenient. There is a succession plan for the Group Commissioner role.	Active recruitment is used to fill most roles. There are succession plans for key roles which include multiple candidates.	Active recruitment and succession planning occur constantly with careful thought given to long-term needs.
	Administrative responsibilities are exclusively completed by Section Scouters. The Group has no dedicated Group Committee Scouters.	The Group has a dedicated Commissioner and Administrator; Section Scouters continue to have some administrative responsibilities.	The Group has a dedicated Committee including a Commissioner, Administrator, Treasurer, Fundraising Coordinator, etc.	The Group Committee achieves operational excellence and includes many Scouters with dedicated and specialized roles.
Continuous Improvement	Group Health is rarely reviewed.	Group Health is reviewed annually with consideration for key stakeholders.	Group Health is reviewed each program cycle, engaging key stakeholders when necessary.	Group Health is reviewed each program cycle, always engaging key stakeholders.