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27th
a
Interamerican
Scout Conference
Conferencia
Scout Interamericana
Panama
2018

REGIONAL PLAN 2018-2021
COMMON VISION
INDIVIDUAL COMMITMENT



SCOUTS
Construir un Mundo Mejor



REGIONAL PLAN 2018-2021
COMMON VISION
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Regional Plan 2018-20215

The Interamerican Scout Committee in its session held during the III Interamerican Scout Moot in Cusco, Peru undertook the following:

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The Regional Plan with the name "Common Vision, Individual Commitment" including the commitments was approved, it will be published as a Conference document explaining the whole process.

Before looking at the table with the objectives, achievement indicators and commitments assumed by the National Scout Organizations, the Interamerican Scout Committee and the World Scout Bureau - Interamerica Support Center, it is important to know what was the process to reach this new Regional Plan.

It was at the IX Interamerican Scout Summit, held in the beautiful city of Cusco, Peru, that the construction of the 2018-2021 regional plan began.

During the planning of the Summit, it was considered of vital importance to take advantage of the presence of the leaders of the National Scout Organizations of the Interamerican Region, obtaining their inputs to begin the construction process.

The Summit was attended by 85 people, from 24 NSOs in the Region: Argentina, Aruba, Bahamas, Bolivia, Brazil, Canada, Colombia, Costa Rica, Curaçao, Chile, Ecuador, El Salvador, United States, Honduras, Nicaragua, Mexico, Panama, Paraguay, Peru, Dominican Republic, Suriname, Uruguay and Venezuela.

Among the various activities that took place at the Summit, a Workshop was developed for the construction of the new Regional Plan. We had the support of the World Scout Bureau - Global Support Centre, through the Director of Organizational Development, David Berg, for the design of the same. It was the staff of the World Scout Bureau-Interamerica Support Centre who was responsible for its implementation during the Summit. This workshop was developed in several parts and at different times during the Summit. The first part consisted in analyzing the usefulness degree of the current regional plan 2016-2018 for the NSOs. For this, patrols were created among all the participants to allow everyone to interact between each other. Subsequently, a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis of the region was carried out, considering information on results : the GSAT evaluations; an analysis of the internal and external situation; and the evaluation of the current regional plan carried out in the first exercise. Craig Turpie, Chairperson of the World Scout Committee and Ahmad Alhendawi, Secretary General of WOSM, presented the World Triennial Plan 2017-2021 and the WOSM Service Model, respectively, which allowed contextualizing the work that was being developed. In another part of the workshop, the patrols then proposed objectives for the 2018-2021 regional plan in each of the strategic priorities. The Regional Support Centre team reviewed the objectives proposed by the patrols in order to consolidate them, for the presentation to the Summit the following day. In the final part of the workshop, the participants then assumed commitments, through the actions of their National Scout Organizations, with the proposed objectives. Ricardo Stuber, Chairperson of the Interamerican Scout

Committee, presented before the Summit the "Route from Cusco to Panama", showing the actions and the dates to reach the 27th Interamerican Scout Conference, Panama 2018, with a new regional plan to guide the actions of the Interamerican Scout Region in the triennium of 2018-2021.

Subsequently, the Regional Support Centre team made a deeper analysis to identify if the objectives that emerged from the Summit in Cusco were aligned with the World Triennial Plan 2017-2020, integrating several of the objectives into one and above all developing the Key Performance Indicators. During this phase David Berg gave his support reviewing both the written objectives and their corresponding indicators.

The Interamerican Scout Committee received the result of this work and was able to issue their comments. During its ordinary session, held in Mexico City, on March 24 and 25, this body took the following

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It was approved to send the Regional Plan draft for feedback and consultation with the NSOs, in accordance with the established roadmap.

As part of the meeting of the Interamerican Scout Committee held in Mexico City, the commitments of the ISC with the objectives proposed up to that moment were obtained.

The document with the proposal was sent to the National Scout Organizations, a response was received from several of them, some asking some questions about its content, others giving an opinion about how the following Regional Plan could be built and others doing some observations to its content. The team from the Regional Support Centre reviewed and responded to these comments.

Then the staff of the World Scout Bureau - Interamerica Support Centre undertook the task of elaborating their commitments with the Regional Plan 2018-2021 to present them to the Committee in a document containing the objectives and their respective KPIs, as well as the commitments of the NSOs, the Interamerican Scout Committee and the Regional Office.

The document thus presented to the Interamerican Scout Committee in Cusco, Peru was approved and is now presented as Document 5 of the 27th Interamerican Scout Conference, Panama 2018, thus fulfilling what the Regional Constitution establishes and what the ISC agreed.

The document is structured in the following strategic priorities: Youth Programme, Adults in Scouting, Events, Diversity and Inclusion, Communications, Good Governance, Youth Participation and Growth.

The way in which this plan arose was through a **Common Vision** that was generated during the IX Interamerican Scout Summit, where we all could see a new horizon in our Region that will lead us to grow in quantity and quality, however this vision cannot be crystallized in results if the **Individual Commitment** with the established objectives is not assumed. Each and every one of us who are part of the Interamerican Scout Region must get ownership with this Regional Plan, we must see in it the aim for a region where Scouting generates a positive impact, a region where everyone assumes responsibility for make things happen.

	REGIONAL PLAN OBJECTIVES	KPI's	NSOs COMMITMENTS	ISC COMMITMENTS	REGIONAL OFFICE COMMITMENTS
YOUTH PROGRAMME	1. Increase quality of the Youth Programme emphasizing the SDGs and Spiritual Development	1.1. At least 21 NSOs have an updated National Youth Programme Policy, aligned with the World and Regional Policies.	1. Review National Youth Programmes and integrate SDGs through actions and specific programs.	1. Increase participation in the workgroups related to Youth Programme and the Youth Programme Network, and supporting processes that are defined within these.	1. Provide consulting services to NSOs on topics related to the Youth Programme.
		1.2 At least 9 NSOs develop an Educational proposal using the updated version of Macpro/Rap.	2. Review and continuously update the Youth Programme and actively participate in the Youth Programme Network	2. Ensure the terms of reference of the Better World workgroup including constant contact with the NSOs regarding SDGs.	2. Offer training in Youth Programme to national teams.
		1.3 At least 10 NSOs implement an updated Youth Programme, in accordance with the World and Regional Policies, which includes the topics of Spiritual Development and SGDs.	3. Carry out specific activities for the strengthening and/or inclusion of spirituality in the Youth Programme.	3. Ensure NSOs governing organs understand the importance of having an updated Youth Programme (educational proposal) which includes spiritual development and SDGs.	3. Offer support to elaborate educational tools and materials.
		1.4 At least 9 NSOs increase quality in Youth Programme.			4. Establish quality management mechanisms for the Youth Programme.

	REGIONAL PLAN OBJECTIVES	KPI's	NSOs COMMITMENTS	ISC COMMITMENTS	REGIONAL OFFICE COMMITMENTS
ADULTS IN SCOUTING	2. Implement Risk Management mechanisms in accordance with the Safe from Harm World Policy.	2.1 At least 7 NSOs have a National Safe from Harm Policy aligned with World Policy.	1. Establish risk management policies and procedures.	1. Motivate NSOs to adopt the World SfH Policy, making problems visible in order for NSOs to prioritize Risk Management.	1. Provide consulting services in Risk Management to NSOs with emphasis on the Global "Safe from Harm" Policy.
		2.2 At least 17 NSOs have Risk Management Plans, review and update them periodically.	2. Implement actions to keep members Safe from Harm.	2. Provide support with implementation of the Risk Mitigation Policy (Starting with the preparation of the Risk Registry).	2. Provide Risk Management trainings.
				3. Implement risk management mechanisms across all regional activities.	3. Provide online "SfH" courses for all regional activities.
	3. Implement National Adults in Scouting Management Models emphasizing the Adult Life Cycle as proposed in the Global and Regional Policies of Adults in Scouting	3.1 At least 26 NSOs have a National Adults in Scouting Policy aligned with World and Regional Policies.	1. Take actions to implement the adult management system according to the current maturity level.	1. Guide the efforts of the Bureau in the implementation of National Adult Management Models.	1. Offer training to create and implement the Adults in Scouting Policy.
		3.2 At least 10 NSOs implement a National Adults in Scouting Management Model based in the Adults in Scouting Management System aligned to the World and Regional Policies.			2. Develop supporting material for the implementation of an Adult Management System.
		3.3 At least 9 NSOs increase quality in their Adults in Scouting management model.	2. Develop and implement national recognition systems.	2. Ensure that NSOs governing organs understand the importance of having an updated Adult Management System.	3. Provide consulting services to NSOs to implement the Adult Management System.
				4. Establish quality management mechanisms for Adults in Scouting.	

	REGIONAL PLAN OBJECTIVES	KPI's	NSOs COMMITMENTS	ISC COMMITMENTS	REGIONAL OFFICE COMMITMENTS
EVENTS	4.Promote National Educational Methods events including elements from global and regional events.	4.1 At least 9 NSOs incorporate elements from World and Regional events in their National Educational Methods events.	1. Carry out national education congresses.	1. Carry out necessary actions to have key elements of the 2023 Strategy included in the regional educational events.	1. Elaborate and spread information that helps NSOs to use elements and good practices of world and regional events in their national events.
			2. Increase participation in regional and world events.	2. Ensure all committee members are present in the induction meeting.	2. Provide consulting services to NSOs who are hosting regional events.
				3. Identify how the World Education Congress can benefit the Region.	3. Offer training to carry out national events with world and regional elements.
	5.Generate spaces for the management and exchange of good practices between the different levels of the Region.	5.1. The Region has an management mechanism of Good Practices.	1. Actively participate in the regional networks.	1. Continue supporting the work in the regional networks to enable the exchange of Good Practices. Facilitate the generation of other spaces for the same purpose.	1. Establish mechanisms to allow identification, registration and exchange of good practices in the Region.
		5.2 At least 21 NSOs participate in the good practices management mechanism.	2. Share good practices and successful experiences.	2. Work with NSOs on how "to tell their stories" better.	2. Maintain Regional Networks active for training, identification, registration and exchange of good practices.

	REGIONAL PLAN OBJECTIVES	KPI's	NSOs COMMITMENTS	ISC COMMITMENTS	REGIONAL OFFICE COMMITMENTS
DIVERSITY & INCLUSION AND YOUTH ENGAGEMENT	6.Strengthen Diversity and Inclusion theme, emphasizing gender equality and intercultural dialogue	6.1 At least 7 NSOs have a National Diversity and Inclusion Policy aligned with the Regional Policy.	1. Execute actions to promote gender equity at all levels of NSOs.	1. Make sure that the D&I Policy is taken into account when creating Subcommittees and/or Working Groups. Spread D&I policy.	1. Provide consulting services to NSOs in subjects of Diversity and Inclusion.
		6.2 At least 18 NSOs implement actions in accordance with the Diversity and Inclusion Policy and Guide, emphasizing gender equality and intercultural dialogue.	2. Elaborate national policies of diversity and inclusion.	2. Promote gender equity in the Regional Committee and in the Networks.	2. Offer training opportunities and experience exchange in Diversity and Inclusion.
			3. Implement national policies of diversity and inclusion.	3. Guarantee gender balance in working groups.	3. Develop materials related to Diversity and Inclusion.
	7.Increase the quality of Youth Engagement	7.1. At least 11 NSOs have an updated National Youth Involvement Policy, in accordance with the World and Regional Policies.	1. Create National Youth Engagement policies.	1. Integrate young people into working groups, continue to support the participation of young people in the ISC as Youth Advisors and encourage new mechanisms for the participation of young people in the decision-making bodies of the region.	1. Provide consulting services to NSOs in Youth Engagement.
		7.2. At least 26 NSOs have implemented one of the Youth Involvement platforms linked to the Regional Youth Involvement Policy.			2. Develop supporting material in Youth Engagement.
		7.3. At least 11 NSOs incorporate young people into their governing bodies and executives at the national level.	2. Carry out actions to follow up and implement the youth engagement concept.	2. Add Youth Advisors in the Executive Committee, 1/2 term each one.	3. Offer training opportunities in Youth Engagement including support to the execution of ILT.
		7.4 At least 9 NSOs increase the quality of their youth engagement.			4. Establish quality management mechanisms for Youth Engagement.
	8.Promote growth in the NSOs of the Region, considering the membership goal expressed in Vision 2023, taking account issues such as inclusion, diversity and gender equality.	8.1. 35 NSOs have implemented National Growth Plans aligned with Vision 2023, taking into account issues such as inclusion, diversity and gender equality.	1. Generate alliances to develop projects focused on vulnerable population with related organizations.	1. Promote diversity, inclusion and gender equity in the specific objectives in the national strategies of the NSOs and the growth goals according to Vision 2023.	1. Provide consulting services to NSOs in growth issues.
				2. Include growth in the new terms of reference and in the key focuses for the committee for the new triennium.	

	REGIONAL PLAN OBJECTIVES	KPI's	NSOs COMMITMENTS	ISC COMMITMENTS	REGIONAL OFFICE COMMITMENTS
COMMUNICATIONS	9.Implement the Regional Communications Strategy linked to the Communications and Strategic Engagements Global Strategy, emphasizing internal communication between the different levels of the Organization (World, Regional, and National).	9.1. At least 12 NSOs participate in the Regional Communications Campaigns.	1. Elaborate national communications strategies that are aligned to the regional and world communications strategy.	1. Support the implementation of the Regional Communications strategy.	1. Coordinate the implementation and execute the actions of the Regional Communications Strategy 2019-2021
		9.2 The Region has a Communications Strategy aligned to the World Strategy.			2. Execute regional campaigns to support Regional Plan 2018-2021 and the Regional Communications Strategy 2019-2021.
		9.3. At least 9 NSOs have a National Communications Plan according to the Global and Regional Strategy.	2. Reinforce or restructure national communications teams and infrastructure for their proper operation.	2. Let NSOs recognize committee members as assets.	3. Offer communications training opportunities.
		9.4. At least 9 NSOs increase the quality of the internal communication area between the different levels of the Organization (World, Regional and National).			4. Provide consulting services in the Communication are to NSOs.
GOOD GOVERNANCE	10.Implement the Global Support Cycle	10.1. 27 NSOs have been evaluated through WOSM Global Support Assessment or GSAT Third party assessment.	1. Carry out GSAT evaluation in any one of its modalities.	1. Focus the efforts taken by the office to ensure compliance of minimum standards of GSAT in all the NSOs of the region.	1. Provide consulting services to NSOs for the implementation of Global Support Cycle and the application of GSAT in each modality.
		10.2. 27 NSOs evaluated through the GSAT in their WOSM assessment or GSAT audit modalities, have action plans to improve their performance.	2. Draft and execute action plans generated after GSAT evaluations.	2. Ensure all NSOs have a healthy and active governance allowing their continuity.	2. Offer training opportunities in Global Support Cycle and GSAT to NSOs.
	11.Increase the quality of the Institutional Development of the NSOs of the Region with an emphasis on Strategic Planning, Governance and Financial Development	11.1. At least 18 NSOs have Strategic Plans aligned to the World and Regional Plans	1. Periodically supervise and review the organizational and administrative processes.	1. Support efforts from the office to increase quality in Institutional Development.	3. Execute the regional strategy for GSAT implementation emphasizing action plans and their follow-up.
		11.2. At least 21 NSOs apply the Governance Model of the WOSM accord with the Institutional Development Regional Policy	2. Train national boards and executive bodies in good governance.		1. Offer training opportunities in strategic planning, good governance and financial development.
	11.3. At least 18 NSOs have a Financial Development Plan	3. Elaborate and implement strategic and financial plans.		2. Provide consulting services to NSOs about: Strategic Planning, Good Governance and Financial Development.	
	11.4. At least 9 NSOs increase the quality of their Institutional Development			3. Establish quality management mechanisms in Organizational Development.	