



**THE BHARAT SCOUTS & GUIDES
HIMACHAL PRADESH**

attractive vibrant globally visible growing responsive to trends
gender balanced self reliance
optimum use of technology value-based 2024 effective communication
challenging youth programme
competent leaders efficient management

STRATEGIC ACTION PLAN FOR 2022-24

State Headquarters:
Guide Hut, Rani Jhansi Park, The Mall,
Shimla HP-171 001

Recommended by the Team of
STATE STRATEGIC PLANNING REVIEW WORKSHOP
at STC Rewalsar, 18th-20th July, 2022

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VISION 2024



By 2024, The Bharat Scouts & Guides will be a globally visible, consistently growing, self-reliant premium youth movement that is gender balanced, vibrant and responsive to trends.

Providing young people with value-based, attractive and challenging youth programme, through competent leaders, effective communication, optimum use of technology and efficient management.

AIM



The aim of this Review workshop is to assess the progress in the implementation of State Strategic Plan formulated in May 2016, reviewed from 30th August to 1st September, 2019 and to formulate the road map of the Bharat Scouts and Guides, Himachal Pradesh for next two years i.e. 2022-23 and 2023-24.

OBJECTIVES



- ✓ To review the major strength, weaknesses, opportunity and threats (SWOT analysis) of the organization and suggest how the weaknesses and threats could be minimized and turned into opportunities and strengths for the benefit of Scouting/Guiding.
- ✓ To review the major achievements (2019-2022) against the objectives under each priority area of the plan after it was reviewed from 30th August to 1st September, 2019.
- ✓ To review Bharat Scouts and Guides vision statement towards achievement.
- ✓ To review the priority areas, objectives and action plan for the next three years term.
- ✓ To provide recommendations for effective implementation of the strategic plan.
- ✓ To recommend additional support structure and solutions on the challenges faced during implementation of the plan in order to achieve desired objectives within the time frame.

SWOT ANALYSIS

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STRENGTHS



- Government Grant in Aid
- Scout & Guide Fund at Unit (College Level) and District Level
- State Training Centre
- Recognition in Society
- Publicity through all Media
- Open Units to cater to the needs of out of School/ College young people
- Strong Organizational Setup
- Sufficient Funds at College Level & District Level
- Departmental Support
- Human resource
- Support from Professionals
- Moral support from Society
- Social Interaction
- Exchange of Cultural
- State Bye-Laws
- Increasing No. of Leader Trainers

W

WEAKNESSES



- Lack of Scouting knowledge in Group Leaders
- Not Compulsory for all the young people in the institutions
- No incentive for Adult Leaders
- Lack of transmission of Programmes to grass root level
- No accountability of trained leaders
- No formal farewell to the retiring Adult Leaders
- Lack of monitoring and unit visit by District/ State Officials
- Participants are not motivated during training
- No Action against disobedience of orders
- No specific provision/financial assistance Leaders
- Lack of identified Young Leaders
- No Whole time Professionals in District Level/ State Level/ State Training Centre
- No Training Centers in the districts
- No proper Adult advancement
- Lack of Communication between State and District
- Lack of regular weekly meetings in unit Level
- The potential of growth in Rovers and Rangers Section has not been tapped fully mainly due to unavailability of Unit Leaders

O

OPPORTUNITIES



- Corporate Support
- Recognition and Award in Scouting
- Skill/Value based development
- Weightage in interviews
- Exposure on different platform
- To learn survival skills from relevant agencies/ organizations
- Promoting Scouting in remote areas and Private Schools
- Gender Equity

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THREATS



- Parallel organizations
- Falling enrolment in Govt. Schools
- Transfer of Adult Leaders
- Young people are more interested in digital devices than social and physical activities

STRATEGIC PRIORITIES



YOUTH PROGRAMME

Ensure effective implementation and periodical evaluation of the youth programme.



COMMUNICATION

Develop an effective communication system to reach within and outside the organization through clear, precise, timely communication and making use of technology to enhance visibility of the organization.



ADULT RESOURCE MANAGEMENT

Formulate a State Adult Resource Policy in accordance with National Adult Resource Policy that will ensure efficient adult resource management at all levels, and its implementation up to Unit level by 2023.



MEMBERSHIP GROWTH

To increase overall membership at least 10% annually, focusing on reaching out to unserved segments of Society.



GOVERNANCE

To ensure transparency, responsiveness, accountability, efficiency within the organization through effective implementation of policies and rules at all levels.



FINANCIAL MANAGEMENT

To strengthen sources of income and explore new fund raising/generating areas, review and strengthen financial management system and its efficient implementation at all levels.

OBJECTIVES BASED ON STRATEGIC PRIORITIES

Youth Programme



To transmit Youth Programme at grass root level as per new APRO by 31st March, 2023.

To prepare Annual Activities/Events Plan for all sections by March every year at State Level & by April every year at District Level.

Formation of Youth Committees at District level by Dec 2022 and at state level by February 2023 as per Rules.

To take the National and Global Programmes to all the levels by 31st December 2023.

To establish Model Units at block level by 31st December 2022.

State Level President Scouts/Guides/ Rovers and Rangers certificate examination testing camp to be conducted latest by September every year at State Level.

To organize Rajya Puraskar Rally on 7th November every year preferably at Raj Bhawan.

To ensure effective implementation of Adventure Programme and continuous monitoring w.e.f. January 2023.

To introduce and search for the Outstanding Scout and Guide Award at District and State Level in the line of NHQ.

Adult Resource Management



To formulate a State Adult Resource Policy (SARP) in accordance with NARP guidelines by March 2023.

To issue warrants to each and every Adult Leaders of the state who are trained before 31st July 2022 by December 2022 and so on.

District Associations will conduct Beginners' Course for Group Leaders as per the need before 31st May every year.

To Recognize the meritorious services of Adult Leaders and a State Level Award to be presented on 7th November every year.

At least one Basic Course be conducted at District Level and one Advance Course at State Level every year.

To nominate commissioners to undergo Basic Commissioners Course at NTC Pachmarhi (MP) every year.

Governance



To Develop Standard Operating Procedures (SOP) for effective administration By March 2023.

To review the existing Policy & System to strengthen the overall set-up of the Bharat Scouts and Guides, Himachal Pradesh including infrastructure by 31st March 2023.

To purchase the parts of BSG Scouts & Guides Uniform (07 articles) only from the Scout Shop (NHQ/ SHO)/ authorized stores.

OBJECTIVES BASED ON STRATEGIC PRIORITIES

Communication



To develop a Communication Policy at State level and circulate it to all by March 2023.

To publish a Directory of State Officials/ District official/ Unit Leaders for better communication by October 2022.

To Nominate PRO/ Media coordinator at State & District Level by Sep. 2022.

To update and redesign the website of the BSGHP by March 2023.

To publish quarterly E-Newsletter by State Headquarter starts from 1st October, 2022.

To promote the activities done at Unit /District / State Level using the power of social media, print media and electronic media w.e.f. 30th September, 2022.

Activities of all level (Unit/ District/ State) to be uploaded at www.scout.org from 30th September, 2022.

Membership Growth



To ensure overall membership growth by reaching out the left-out institutions and Universities by March, 2024.

To ensure registration of at-least 5 units of Cubs & Bulbuls in every Distt. of HP by March every year.

To start at least one new Open Unit in each District to give college pass out Rovers and Rangers an opportunity to continue scouting yearly.

To establish at least Four model units at District Level by March 2023.

To submit Annual District Censes Return by 30th June every year.

To register each and every university in the state as an independent District Association by 10th November, 2022 and make these districts self-moving by 31st March 2023.

All members of BSGHP (Youth & Adult) to be registered through OYMS by 30th Sept 2022.

State and District Membership Growth Strategy to be prepared by 31st October, 2022 & 30th November, 2022 respectively.

Financial Management



To open Scout Shops at State Level State Training Centre Rewalsar by 31st March 2023.

To raise funds by utilizing State Training Centre, Rewalsar to its fullest by opening it to the Scout-Guide fraternity from other states of The Bharat Scouts and Guides for camping and other activities round the year in vacant slots from 1st January, 2023.

Strategic Priority 1 YOUTH PROGRAMME

Ensure effective implementation and periodical evaluation of the Youth Programme.



Objective-1.1

To transmit Youth Programme at grass root level as per new APRO by 31st March, 2023.

Expected Outcome/ Results

Young People will be updated about new Boy/Girl Programme.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
1.1.1 To plan a Refresher Course for District Organising Commissioners and District Training Commissioners and issue circulars by 15th February 2023.	District Organising Commissioners and District Training Commissioners will plan to attend the workshop.	State Secretary State Organising Commissioners State Training Commissioners	
1.1.2 To conduct a Refresher Course at State Level for District Organising Commissioners and District Training Commissioners by 31st March 2023.	District Organising Commissioners and District Training Commissioners are updated about the changes in new Boy/Girl Programme.	State Organising Commissioners State Training Commissioners	New APRO-II and III, SOTs and Financial Resource
1.1.3 To plan a Refresher Course for Unit Leaders and issue circulars by 15th April, 2023.	DOCs and DTCs will further plan to replicate the Refresher Course for Unit leaders and the Unit Leaders will plan to attend workshop.	District Secretary District Organising Commissioners District Training Commissioners	
1.1.4 To organize Refreshers Courses for Unit Leaders at District Level by 30th May, 2023.	The knowledge base of Unit leaders will be updated with new inputs on Boy/Girl Programme and it will be effectively implemented at grass roots level.	District Organising Commissioners District Training Commissioners	New APRO-II and III, SOTs and Financial Resource

Objective-1.2

To prepare Annual Activities/ Events Plan for all sections by March every year at State Level & by April every year at District Level..

Expected Outcome/ Results

All activities will run smoothly in all the levels up to unit level.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
1.2.1 To issue circular to all District Associations regarding Programme Committee and Training Committee Meet by January Every Year.	District Officials will make plan for attending Programme Committee and Training Committee Meet.	State secretary Jt. State Secretary	

<p>1.2.2 To conduct Meetings by February Every Year</p>	<p>State Training Commissioners and State Organising Commissioners will present Tentative Annual Activity/ Events Plan for approval District Organising Commissioners, District Training Commissioners will prepare District Wise Activity/ Events Plan accordingly.</p>	<p>State Training Commissioners State Organising Commissioners</p>	<p>Financial Resources</p>
<p>1.2.3 To publish and circulate the Annual State Activity/ Events Plan by 31st March Every Year.</p>	<p>District Associations will get final activities plan from SHQ,</p>	<p>State Secretary Jt. State Secretary</p>	
<p>1.2.4 To publish and circulate the Annual State and District Activity/ Events Plan by 10th April Every Year.</p>	<p>The Units will be aware of the State and District Annual Activity/ Events Plan.</p>	<p>State Secretary Distt. Secretary</p>	

Objective-1.3

Formation of Youth Committees at District level by Dec 2022 and at state level by February 2023 as per Rules.

Expected Outcome/ Results

Formation youth committees at District and State Level and involvement of youths in decision making bodies at Distt. and State.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
<p>1.3.1 To form the Youth Committee at District Level as per rules of BSG by December 2022.</p>	<p>District Youth Committee is formed.</p>	<p>District Chief Commissioner District Organising Commissioners</p>	
<p>1.3.2 To form the State Youth Committee as per rules of BSG by March 2023.</p>	<p>State Youth Committee is formed</p>	<p>State Chief Commissioner Assistant State Organizing Commissioners (Rover) Assistant State Organizing Commissioners (Rover)</p>	

Objective-1.4

To take the National and Global Programmes to all the levels by 31st December 2023.

Expected Outcome/ Results

Young people are empowered to take action to contribute towards creating a better world.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
<p>1.4.1 To issue a circular to District Associations regarding implementation of National and Global Programme by 31st December 2022.</p>	<p>Information about National and Global Programmes is circulated.</p>	<p>State Secretary/ Jt. State Secretary</p>	<p>Subject Matter, Documents</p>
<p>1.4.2 To conduct a workshop for District Organising Commissioners and young leaders on WOSM & WAGGGS INITIATIVE and other National Programme in 28th February 2023.</p>	<p>The District Organising Commissioners and Young Leaders will be aware about the WOSM and WAGGGS initiatives and other National Programmes.</p>	<p>State Organising Commissioners State Training Commissioners</p>	<p>Human Resource Financial Resources</p>
<p>1.4.3 To conduct a workshop for Unit Leaders at Distt level on WOSM & WAGGGS INITIATIVE and other National Programmes by 15th April 2023.</p>	<p>The unit leaders will be aware about the WOSM and WAGGGS initiatives and other National Programmes and transmit the Programmes to Cubs, Bulbuls, Scouts, Guides, Rovers and Rangers.</p>	<p>District Training Commissioners District Organising Commissioners</p>	<p>Human Resource Financial Resources</p>
<p>1.4.4 The Unit Leaders to take the programs and initiatives of WOSM and WAGGGS to the Unit Level from 16th April, 2023 onwards.</p>	<p>The Scouts, Guides, Rovers and Rangers will have a first-hand experience of the programs and initiatives of WOSM and WAGGGS.</p>	<p>Unit Leaders</p>	<p>Human Resource Financial Resources</p>

Objective-1.5

To establish Model Units at block level by 31st December 2022.

Expected Outcome/ Results

Improvement in skills of Scouts/Guides.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
<p>1.5.1 To issue a circular to District Associations by 31st August, 2022 with instructions for implementation of unit meetings at the institutions and establish at least 1 unit at Block Level other than the Units of DOCs and DTCs to be the Model Units.</p>	<p>The District Associations get an official instruction to stick to the Patrol System at Unit Level.</p>	<p>State Secretary State Organising Commissioners</p>	

<p>1.5.2 To select at least 1 unit at Block Level other than the Units of DOCs and DTCs to be the Model Units and inform the SHQ regarding this by 15th September 2022.</p>	The District and the State Association will have a road map.	Unit Leaders	Human Resource
<p>1.5.3 To conduct a Refresher Course for the Unit Leaders and the Patrol Leader Workshops simultaneously of the selected Units by 15th November 2022.</p>	The Unit Leaders and Patrol Leaders are refreshed	State Organising Commissioners State Training Commissioners	Human Resource Basic equipment and material to be distributed to the Units required to run a Unit effectively
<p>1.5.4 To deliver Progressive Program as per APROs in unit meetings as per the need of unit immediately after the Refresher Course for the Unit Leaders and PL Workshop.</p>	Enhancement of skills of young people.	Unit Leaders	Human Resource, Basic equipment and material required to run a Unit effectively.
<p>1.5.5 Maintain the record of the unit meetings at unit level.</p>	Proper record of unit meetings is available at units any time.	Unit Leaders	Record book and Register.
<p>1.5.6 Report quarterly to the SHQ through District Association.</p>	The District and State are able to monitor the progress and support the units in difficulties.	Unit Leaders District Organising Commissioners State Organising Commissioners	Common Report format

Objective-1.6

State Level President Scouts/Guides/Rovers and Rangers certificate examination testing camp to be conducted latest by September every year at State Level .

Expected Outcome/ Results

Opportunity to participate in president Scouts/Guides and Rovers/Rangers certificate examination.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
<p>1.6.1 To invite applications from eligible candidates from districts and institutions prior to 31st July every year.</p>	The information of the event is circulated well in time.	State Secretary State Organising Commissioners	Guideline, Registration format

1.6.2 To scrutinize the forms on the basis of eligibility before 15th August every year.	Screening of eligible candidates is done.	State Organising Commissioners	APRO II,III and Guidelines
1.6.3 To organize the testing camps as scheduled but before 30th September every year.	Prospective Awardees are tested at State Level.	State Organising Commissioners	Financial Resources Human Resources
1.6.4 To nominate eligible candidates to NHQ by 30th October.	List of eligible candidates to appear at National Level test subject to confirmation from RHQ is ready.	State Organising Commissioners District Organising Commissioners	

Objective-1.7

To organize Rajya Puraskar Rally on 7th November every year preferably at Raj Bhawan.

Expected Outcome/ Results

Motivation and encouragement for young people to participate actively in Scout/Guide/Rover/Ranger activities.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
1.7.1 To present a proposal to the Governor office by Top State Officials to organize Rajya Puraskar Rally at Raj Bhawan before 15th October 2022.	Confirmation to host the Rajya Puraskar Rally at Raj Bhawan is acquired.	State Chief Commissioner	
1.7.2 To issue circular inviting Scout/Guides and Rover/Rangers who have passed the Rajya Puraskar Testing Examination is issued before 20th October, every year.	Eligible participants are informed about the ceremony.	State Secretary	
1.7.3 To collect the confirmation from participants attending the Rally before 31st October.	Final list of candidates to be present at the Rally is ready and shared with Raj Bhawan.	State Secretary State Organising Commissioners	
1.7.4 To conduct the Rajya Puraskar Rally on 7th November at Raj Bhawan.	Rajya Puraskar certificate are presented to the participants.	State Secretary State Organising Commissioners Officials from Raj Bhawan	Human Resource Financial Resources

Objective-1.8

To ensure effective implementation of Adventure Programme and continuous monitoring w.e.f. January 2023.

Expected Outcome/ Results

Opportunity for participants to explore nature and adventure program.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
1.8.1 To finalize the venue, route, expenses of State Level Adventure Programme and get Approval from competent authority before 30th November, 2022.	Planning is approved.	State Organising Commissioners District Organising Commissioners	Financial Resources
1.8.2 To appoint the Leader of the event and other support staff.	Event implementation is initiated.	State Secretary	
1.8.3 To issue circular to each district with finalized venue and details of the program before 15th December.	Information is circulated throughout the state.	State Secretary	
1.8.4 To conduct Adventure Program at decided Venue in the month of January 2023.	Opportunity is provided to the youth of the state for adventure program.	State Organising Commissioners District Organising Commissioners	Human Resources Financial Resources

Objective-1.9

To introduce and search for the Outstanding Scout and Guide Award at District and State Level in the line of NHQ.

Expected Outcome/ Results

Facilitation of outstanding Scouts and Guides in state and encouragement to others.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
1.9.1 To issue circular to all Districts providing the guidelines and criteria to regarding Outstanding Scout and Guide Award and invite applications from the aspirants by 31st March every year.	Information regarding this prestigious award is circulated throughout the state.	State Organising Commissioners State Secretary	Outstanding Scout and Guide Award of the BSG Guidelines

<p>1.9.2 To conduct interview of selected participants at District Level 30th May every year.</p>	<p>Nomination of eligible candidates for the State Level Selections.</p>	<p>District Chief Commissioner District Organising Commissioners</p>	<p>Human Resources Financial Resources</p>
<p>1.9.3 To make a list of participants nominated by the Districts at State Level by 20th June every year.</p>	<p>The final list of aspirants at State Level is ready for scrutiny and for preparing the schedule of the interviews.</p>	<p>State Organising Commissioners</p>	
<p>1.9.4 To conduct interviews of selected participants at State level 25th July every year.</p>	<p>Outstanding Scouts and Guides will be identified and approved for BSG outstanding scout and guide Award.</p>	<p>State Chief Commissioner State Organising Commissioners</p>	<p>Human Resources Financial Resources</p>

Strategic Priority 2 ADULT RESOURCE MANAGEMENT



To formulate a State Adult Resources Policy in accordance with National Adult Resource Policy that will ensure efficient adult resource management at all levels, and implement up to Unit level by 2023.

Objective-2.1

To formulate a State Adult Resource Policy (SARP) in accordance with NARP guidelines by March 2023.

Expected Outcome/ Results

State Adult resource policy (SARP) will be available for implementation.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
2.1.1 To conduct a workshop with BSGHP Key Leaders together with selected District Officials to draft the SARP by 25th March 2023.	Draft will be available of adult resource policy	State Secretary Jt. State Secretary State Training Commissioners	Human Resources Financial Resource APRARP NARP
2.1.2 To finalize the draft of the State Adult Resource Policy and submit to the State Executive Committee for approval by 30th May 2023.	Draft policy and tools will be available	State Secretary Jt. State Secretary State Training Commissioners	Human Resources
2.1.3 To circulate the SARP after final amendments recommended by the State Executive Committee, approved by State Council the SARP will be Circulated by 31st July 2023 for implementation	SARP will be available and implemented at all levels.	State Secretary Jt. State Secretary	Human Resources

Objective-2.2

To issue warrants to each and every Adult Leaders of the state who are trained before 31st July 2022 by December 2022 and so on.

Expected Outcome/ Results

Each and every Adult Leader will have a valid Warrant of Appointment.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
2.2.1 To circulate online application form for Warrant of Appointment to the adult leaders by 15th August 2022.	Online application form is available to all the Adult Leaders to apply for his/her warrant.	State Training Commissioners District Training Commissioners	Online Forms tool/ software

<p>2.2.2 To issue Warrants of Appointment after proper verification of data by first week of every next month.</p>	<p>Digital Warrant of Appointment are issued to the applicants on regular basis. Apart from this a Database of adult leaders is available at State Level.</p>	<p>State Training Commissioners District Training Commissioners</p>	
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Objective-2.3

District Associations will conduct Beginners' Course for Group Leaders as per the need before 31st May every year.

Expected Outcome/ Results
HOI /Group leaders motivated to start New Units.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
<p>2.3.1 To issue circular by District Associations for Beginners' Course by 15th April every year.</p>	<p>District Association will update about Beginners' Course.</p>	<p>State Secretary State Training Commissioners</p>	
<p>2.3.2 To conduct Beginners' Courses at District Level in May and November every year.</p>	<p>Interested Young People/ Teachers join Scouting/ Guiding and open new units.</p>	<p>District Training Commissioners</p>	<p>Financial Resources Booklets of Beginners Course</p>
<p>2.3.3 To submit the report to the State Training Commissioner by 15th June every year.</p>	<p>Proper data will be available at SHQ</p>	<p>District Training Commissioners</p>	

Objective-2.4

To Recognize the meritorious services of Adult Leaders and a State Level Award to be presented on 7th November every year.

Expected Outcome/ Results
Adult leaders are honored for their dedicated services and others are encouraged to follow the path.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
<p>2.4.1 To issue a circular by 15th May, every year to the District Associations to nominate the eligible Adult Leaders for various awards.</p>	<p>District Associations are informed to nominate suitable Adult Leaders for various awards.</p>	<p>State Secretary</p>	

<p>2.4.2 The District Chief Commissioner to recommend suitable Adult Leaders for the awards by 31st July every year.</p>	<p>List of probable awardees is prepared at State Level.</p>	<p>District Chief Commissioner District Commissioners District Secretary</p>	
<p>2.4.3 To finalize the List of Awardees by State Chief Commissioner/the State Award Committee by 31st August.</p>	<p>The awardees are selected and intimated through District Chief Commissioner to be present at Award Ceremony.</p>	<p>State Chief Commissioner State Award Committee State Secretary</p>	
<p>2.4.4 To present the awards during the Rajya Puraskaar Rally at Raj Bhawan on 7th November every year.</p>	<p>The Adult Leaders are motivated for future and suitable names for the National Awards are recommenced.</p>	<p>State Chief Commissioner State Commissioners State Secretary</p>	<p>Awards and Certificates</p>

Objective-2.5

At least one Basic Course be conducted at District Level and one Advance Course at State Level every year.

Expected Outcome/ Results

Enhancement of Adult Resource and a pool of Trained Leaders is available at unit level.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
<p>2.5.1 a To invite Beginners Course Qualified Unit Leaders to undergo the Basic Course at District Level by 15th April every year</p> <p>2.5.1 b To invite Basic Course Qualified Unit Leaders to undergo the Advanced Course at State Level by 15th April every year</p>	<p>A list of the participants of Basic Course/ Advance Course is ready for preparations accordingly.</p>	<p>District Training Commissioners</p> <p>State Training Commissioner</p>	<p>Human Resources Training Material</p>
<p>2.5.2 To send a letter to the State Training Commissioner of respective wing for Certificate of Recognition and Authorization to conduct the courses at least 20 days before the proposed start date of Course.</p>	<p>Authorization is taken from the State Training Commissioners.</p>	<p>District Training Commissioners State Training Commissioner</p>	<p>Human Resources Financial Resources</p>

<p>2.5.3 To conduct the Basic Course/ Advanced Course as per scheme of training of BSG after receiving the Certificate of Recognition and Authorization.</p>	<p>Basic trained Adult Leaders are prepared to take young people to next level.</p>	<p>District Training Commissioners State Training Commissioner</p>	
<p>2.5.4 To submit the Report of Training Courses to the State Training Commissioner of respective wing on the last day of the Camp</p>	<p>Report is submitted to the State Training Commissioner of respective wing.</p>	<p>Leader of the Course</p>	

Objective-2.6

To nominate commissioners to undergo Basic Commissioners Course at NTC Pachmarhi (MP) every year.

Expected Outcome/ Results

Core value of Scouting Guiding is imparted to the Commissioners.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
<p>2.6.1 To finalize the schedule of training in consultation with NTC by 31st March every year.</p>	<p>The dates for the Course are finalized.</p>	<p>State Chief Commissioner State Training Commissioners</p>	<p>Schedule of event of NTC Pachmarhi, MP</p>
<p>2.6.2 Nomination of Commissioners by State Secretary to attend the Commissioners Course by 30th May every year.</p>	<p>The Commissioners are informed about the schedule of the Course.</p>	<p>State Chief Commissioner State Secretary</p>	
<p>2.6.3 To issue official deputation letter is to all the concerned and their head of the institutions/ offices at least a month before the start of the Course.</p>	<p>The Commissioners are prepared to undergo the Course.</p>	<p>State Secretary</p>	

Strategic Priority 3 GOVERNANCE



To ensure transparency, responsiveness, accountability, efficiency within the organization through effective implementation of policies and rules at all levels.

Objective-3.1

To Develop Standard Operating Procedures (SOPs) for effective administration by March 2023.

Expected Outcome/ Results

Availability of SOP for better Governance at all Levels.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
3.1.1 To constitute a Standard Operating Procedures Draft Committee at State Level by 30th September, 2022.	A committee with clear vision is constituted.	State Chief Commissioner	
3.1.2 To frame SOPs for all the different office procedures, ✓ Applications of Rajya Puraskar, Rashtrapati Scouts & Guides Rovers & Rangers, Golden Arrow etc. ✓ Training Courses, Events, ✓ Accounts, Administration, Budget, Maintenance of Records and assets at SHQ/ District Association by 31st December 2022.	Draft SOPs are available for approval by concerned authority.	State Chief Commissioner State Treasurer State Secretary	Office Manual of Govt. of HP, SOPs of National Headquarters, The BSG
3.1.3 To get approval of SOPs from the concerned authority by 31st March, 2023.	Standardize Working System is developed at all the Levels of BSGHP	State Chief Commissioner State Secretary	Draft SOP

Objective-3.2

To review the existing Policy & System to strengthen the overall set-up of the Bharat Scouts and Guides, Himachal Pradesh including infrastructure by 31st March 2023.

Expected Outcome/ Results

Present set up /Status/infrastructure of Himachal Pradesh State BS&G is evaluated

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
3.2.1 To form a Task Force amongst the Members of State Executive Committee/ District Executive Committee to review the Policy and Systems by 15th November 2022.	Formation of a task force at State & District Level	State Treasurer State Secretary Distt. Secretary	Existing Policy and System

<p>3.2.2 The task force to submit the suggestions and recommendations to the State Executive Committee in the very 1st Meetings for approval and further appraise to the 1st State Council after this workshop.</p>	<p>Final Documents available for implementation</p>	<p>State Treasurer State Secretary Distt. Secretary</p>	
<p>3.2.3 To renovate and furnish the Guide Hut at Shimla with modern facilities and State Training Centre, Rewalsar by 31st March 2023.</p>	<p>Improved working environment and increased income.</p>	<p>State Treasurer State Secretary Distt. Secretary</p>	<p>Financial Resources</p>

* The District Association will also take Action Steps 3.2.1 to 3.2.3 at District Level to review the existing Policy & System at district level and will get ready at least 1 room as District Headquarter in the premises of the office of the DDHE.

Objective-3.3

To purchase the parts of BSG Scouts & Guides Uniform (07 articles) only from the Scout Shop (NHQ/ SHO)/ authorized stores.

Expected Outcome/ Results

Use of authentic material form authorized store.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
<p>3.3.1 To circulate instructions to all District Associations to procure / purchase the component items of BSG Uniform from authorized dealers only. In the absence of any authorized outlet/ stores/ counters in the State, the entire uniform material be directly procured from NHQ store by 31st August 2022.</p>	<p>Instructions are available at District Association level.</p>	<p>State Secretary</p>	<p>Details of Supply Service Department of NHQ Details of Stores authorized by the BSGHP</p>
<p>3.3.2 To pass the instruction to all units under their jurisdiction of District Associations to follow the same by 10th September, 2022.</p>	<p>Instructions further passed to all units.</p>	<p>District Secretary</p>	<p>Details of Supply Service Department of NHQ Details of Stores authorized by the BSGHP</p>
<p>3.3.3 Units to purchase of uniform articles on need-based basis as per Financial Rules from now on.</p>	<p>Genuine Equipment and material are available at Unit level</p>	<p>Group Leader Unit Leader</p>	<p>Details of Supply Service Department of NHQ Details of Stores authorized by the BSGHP</p>

Strategic Priority 4 COMMUNICATION



Develop an effective communication system to reach within and outside the organization through clear, precise, timely communication and making use of technology to enhance visibility of the organization.

Objective-4.1

To develop a Communication Policy at State level and circulate it to all by March 2023.

Expected Outcome/ Results

A comprehensive Communication Policy will be available to help in the coordination and information among State and Distt.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
4.1.1 To formulate a Communication & IT Committee at State Level to form Communication Policy by 20th November 2022.	A proposed draft policy will be available.	State Chief Commissioner State Secretary	Communication Policy of the BSG NHQ and some other Organisations Human Resources
4.1.2 To get the policy approved by State Chief Commissioner by 15th December 2022.	Communication Policy will be available at State level.	State Secretary	
4.1.3 To circulate/ provide the Communication Policy to all Districts by 31st December 2022.	State Headquarter and Districts will follow the Communication policy.	State Secretary District Secretary	

Objective-4.2

To publish a Directory of State Officials/ District official/ Unit Leaders for better communication by October 2022.

Expected Outcome/ Results

Availability of directory at all level

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
4.2.1 To circulate a format seeking contact and other details of the District Officials and Unit Leaders to the District by 15th August 2022.	SHQ develops an online Performa to collect the required information and circulates it to the Adult Leaders through whatsapp/ email etc.	State Secretary District Secretary	Online form creating tool/ software
4.2.2 The information received from Districts will be compiled and given the shape of Directory by 20th October, 2022.	A Directory is made available.	State Secretary State Commissioner (Headquarters) - Communication	Technical Persons to compile the data in a Directory format

4.2.3 Publish the Directory in Public Domain By 31st October 2022.	The Directory is available to everyone	State Secretary, District Secretary, State Commissioner (Headquarters)	The Directory
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Objective-4.3

To Nominate PRO/ Media coordinator at State & District Level by Sep. 2022.

Expected Outcome/ Results

PRO will be appointed at State/ District Level for better communication between National, State and District Association.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
4.3.1 State Chief Commissioner to appoint Public Relation Officer on Volunteer Basis by 31st August 2022.	A PRO is in position at State Level	State Chief Commissioner	
4.3.2 To issue a letter to the District Chief Commissioners by 25th August to appoint a District Public Relation Officer on Volunteer basis by 15th September, 2022.	A PRO is in position at District Level	State Secretary	
4.3.3 PRO/ Media Coordinator to start functioning at State/ District Level from 1st October 2022.	A boost to communication and Publication at all levels	State PRO District PROs	Finance (Computer/Laptop Internet connection and other media electronic tools etc.)

Objective-4.4

To update and redesign the website of the BSGHP by March 2023.

Expected Outcome/ Results

An updated website to be available with all the relevant information.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
4.4.1 To issue a request letter by 20th August to the Service Provider to re-design the website as per the requirements by 30th November.	2-3 new Templates are ready to be chosen from	State Chief Commissioner	Finance
4.4.2 The SHQ to provide the matter/ content to upload on the website by 10th December 2022	The service provider will be ready to start designing and uploading the content on website	State Headquarters	Matter to be uploaded

4.4.3 To get ready the redesigned website for trial and review before launch by 25th December 2022.	The website is available for launch after the intended changes	State Secretary State PRO - Communication	Redesigned website
4.4.4 To launch the updated and redesigned website on 1st January, 2023	The website is in public domain with all relevant information pertaining to the Bharat Scouts and Guides, Himachal Pradesh	State Chief Commissioner	Approved website

Objective-4.5

To publish quarterly E-Newsletter by State Headquarter starts from 1st October, 2022.

Expected Outcome/ Results

The activities and other information of BSGHP reach to all level.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
4.5.1 The SHQ to inform the districts about the E-Newsletter and to request the reports by 5th of July, October, January and April every year.	The activities/ actions are available with State Headquarters.	State Secretary	The e-reports from Districts
4.5.2 The IT person in-charge to compile the reports in the form of an E-Newsletter by 10th of July, October, January and April and acquire necessary approval from competent authority to publish.	The e-Newsletter is ready for final approval from Communication Committee	IT person in-charge Communication Committee	
4.5.3 The E-Newsletter will be published and circulated by e-mails and social media on every 15th of July, October, January and April.	The e-Newsletter is published	State Secretary State PRO	

Objective-4.6

To promote the activities done at Unit /District / State Level using the power of social media, print media and electronic media w.e.f. 30th September, 2022

Expected Outcome/ Results

Activities will be exposed Globally. Visibility and Promotion of activities of scout Guide movement.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
<p>4.6.1 To direct Units and Districts to open social media accounts, upload stories supported by photos and videos using special #tags and share the link of the social media stories with the SHQ Media Manager from September 30, 2022.</p>	<p>Activities of Scout Guide movement are visible.</p>	<p>District Media co-ordinator District Public Relation Officer</p>	

Objective-4.7

Activities of all level (Unit/ District/ State) to be uploaded at www.scout.org from 30th September, 2022

Expected Outcome/ Results

Activities are on global platform for each and everyone.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
<p>4.7.1 To conduct a workshop for District Coordinators on 'How to upload your Stories on www.scout.org' at State Level by 15th September, 2022</p>	<p>District Coordinators are refreshed and receives a hand on experience of new portal.</p>	<p>State Coordinator- WOSM Initiatives</p>	<p>Finance Resources Resource Persons from NHQ</p>
<p>4.7.2 To replicate the workshop by District Coordinators with Unit Leaders 25th September, 2022</p>	<p>Unit Leaders are refreshed and receives a hand on experience of new portal.</p>	<p>District Coordinator- WOSM Initiatives</p>	<p>Finance Resources Resource Persons from SHQ</p>
<p>4.7.3 To start uploading the stories supported by Photos & videos of Various events on www.scout.org as and when conducted at all levels.</p>	<p>The actions of Units are globally visible.</p>	<p>Unit Leaders or Incharge Youth from the Unit</p>	

Strategic Priority 5 MEMBERSHIP GROWTH



To increase overall membership at least 10% annually, focusing on reaching out to un-served segments of Society.

Objective-5.1

To ensure overall membership growth by reaching out the left-out institutions and Universities by March, 2024.

Expected Outcome/ Results

The Left-out schools and Private Schools are registered with the BSGHP

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
5.1.1 To ask the District Chief Commissioner regarding information about Registered and Un-registered institutions by 15th July, every year.	A data of registered and un-registered institutions is available at SHQ for further action.	State Secretary	
5.1.2 To arrange a meeting between the State Chief Commissioner and District Chief Commissioners regarding 100% registration of left-out institutions by 31st July every year.	The left-out institutions are registered with BSGHP	State Secretary	
5.1.2 To conduct Beginners' Course (if no trained Scouter/ Guider is available in the left-out Government / Private institutions by 31st March every year.	Unit Leaders are there in each and every institution.	District Secretaries District Training Commissioners	

Objective-5.2

To ensure registration of at-least 5 units of Cubs & Bulbuls in every Distt. of HP by March every year

Expected Outcome/ Results

At least 50 Units of Cubs & Bulbuls will start functioning in State each year

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
5.2.1 To arrange a meeting between State Chief Commissioner-cum-Director, Higher Education and Director, Elementary Education before 30th September 2022	Director, Elementary Education is briefed and convinced to start Cub and Bulbul Units in primary Schools of the State to provide extra learning opportunity for the kids	State Chief Commissioner State Secretary	SHQ Staff A presentation regarding Scouting especially about Cubs and Bulbul Section

<p>5.2.2 To issue a circular to Deputy Directors of Higher Education and Deputy Directors of Elementary Education signed jointly by the Director of Higher Education and Director of Elementary Education to start Cub and Bulbul units in the primary schools by 15th October, 2022</p>	<p>The Cub Packs & Bulbul Flocks are functional in the state.</p>	<p>District Chief Commissioners, District Secretaries, District Organising Commissioners</p>	
<p>5.2.3 To issue a circular to depute at least 1 male and 1 female interested teacher from Government Centre Primary Schools and Public Schools of the district to undergo the BEGINNERS' COURSE by 30th November, 2022</p>	<p>The teachers are ready to undergo the BEGINNERS' COURSE</p>	<p>Deputy Director of Elementary Education District Secretaries,</p>	<p>HWB holder in Cub/ Bulbul Section District Training Commissioners</p>
<p>5.2.4 To conduct the BEGINNERS' COURSE at District Level by 20th December, 2022</p>	<p>The Units in the left-out primary schools till now are registered with BSG and membership is increased automatically</p>	<p>District Training Commissioners District Organising Commissioners</p>	<p>Finance to organize trainings Trained HWB in Cub and bulbul section</p>

* The SHQ and the DHQ will keep in touch with the Department of Elementary Education and will keep the movement growing at Primary School Level.

Objective-5.3

To start at least one new Open Unit in each District to give college pass out Rovers and Rangers an opportunity to continue scouting yearly.

Expected Outcome/ Results

At least 10 Open Units will be registered annually in the State every year

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
<p>5.3.1 To trace and contact pass out Scouts/ Guides/ Rovers/ Rangers and to motivate them to start an Open Unit by March every year</p>	<p>The pass out Rovers/ Rangers/ Scouts and Guides find an opportunity to continue Scouting/ Guiding</p>	<p>District Organising Commissioners</p>	
<p>5.3.2 To register new Open Units and already running Open Units as per the guidelines by May every year</p>	<p>At least 1 new Open Unit per District is functional every year</p>	<p>District Organising Commissioners</p>	

Objective-5.4

To establish at least Four model unit at District Level by March 2023

Expected Outcome/ Results

The quality of Scouting/ Guiding are improved at district level.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
5.4.1 To direct District Organising Commissioners and District Training Commissioners to establish of modal units in their respective institutions by 31st August, 2022	A roadmap is ready to run a Model Unit	District Chief Commissioners	Basic equipment and material to run a Unit Expenditure to be borne out of Distt S/G fund if sufficient funds are not available in concerned schools
5.4.2 To run Model Units in the institutions regularly on weekly basis by 30th September, 2022	Model units start functioning	District Organising Commissioners District Training Commissioners	Human Resource, Programme, Infrastructure
5.4.3 To invite selected Unit Leaders from the district a block of the district to visit the Model unit by 15th December, 2022	The selected unit leaders will have a firsthand experience of a Model Unit	District Training Commissioners District Organising Commissioners	Financial Resource
5.4.4 To replicate the idea of a model unit in the units of visiting unit leaders	More and more model units are functional there in the district.	Unit Leaders District Organising Commissioners	Financial resource Expenditure to be borne out of Distt S/G fund if sufficient funds are not available in concerned schools

Objective-5.5

To submit Annual District Censes Return by 30th June every year.

Expected Outcome/ Results

State Census will be submitted well in time to NHQ.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
5.5.1 To renew Charter and Affiliation of the Group by 31st May every year	Timely registered unit are ready to grab the opportunity to participate in various programs of BSG	Group Lead	
5.5.2 To submit Annual District Censes Return and the details of fee deposited in the account of the State Chief Commissioner in prescribed format by 25th June every year	The data of the registered and un-registered institutes will be available for ready reference at Distt. Level	District Secretaries, Distt Coordinator for Membership Growth	

5.5.3 To submit the Annual State Censes Return to NHQ by 31st July every year	SHQ will be have State census for timely submission to NHQ	State Secretary State Coordinator for Membership Growth	
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Objective-5.6

To register each and every university in the state as an independent District Association by 10th November, 2022 and make these districts self-moving by 31st March 2023

Expected Outcome/ Results

Scouting Guiding to be extended to the University level

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
5.6.1 To issue a detailed letter to the University of recognition as Scouting District by 15th September 2022	Universities are ready with the details of persons to be trained to hold various positions at District Level and with basic infrastructure required.	State Secretary, State Coordinator for Universities	
5.6.2 To visit the Universities and help them to establish as a Scouting District and get registered under BSG by 10th November, 2022	A University District is established	State Secretary, State Coordinator for Universities	Presentations regarding Scouting especially Rovering and Rangering, District Setup and Who is who at District Level
5.6.3 To coordinate with the Coordinator from University and to Organize Beginners' Course and Basic Course for the Adult Leaders by 30th November 2022	Unit Leaders are trained to start the Units at University Level and in the Colleges under it.	State Training Commissioners	
5.6.4 To help the trained Unit Leaders in providing program for Rovers and Rangers at Unit Level and further	Skills are developed among the Rovers and Rangers	Registrar/ Dean of Studies State Coordinator for Universities Unit Leaders	

Objective-5.7

All members of BSGHP (Youth & Adult) to be registered through OYMS by 30th Sept 2022.

Expected Outcome/ Results

Accurate membership is available Online and every member of State is having their UID

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
5.7.1 To circulate an online form to the registered units by District Membership Growth Coordinator by 20th August 2022	Primary data is available for further action	District Growth Coordinator	
5.7.2 To create Groups in OYMS Portal by 10th September, 2022	Groups are created and user id and password is shared on official email ID of the group to further register the members on OYMS Portal	District Growth Coordinator	
5.7.3 To conduct an online/ offline workshop to train Unit Incharge to get used to OYMS by 15th	Group members are registered on OYMS Portal	District Growth Coordinator	
5.7.4 To create Adult Leader Profile of each Adult Leader of the Group by 20th September, 2022	Adult Leader will get User ID with password in their individual mail.	Group Leader	
5.7.5 To register young members of the Group on OYMS Portal by 30th September, 2022	All members of the Unit are registered in OYMS Portal and have their UID-Unique Identification	Adult Leader-in-charge for OYMS	Admission record from Institution

Objective-5.8

State and District Membership Growth Strategy to be prepared by 31st October, 2022 & 30th November, 2022 respectively

Expected Outcome/ Results

Quantitative increase in the State Census

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
5.8.1 To constitute a committee to frame State Membership Growth Strategy in line with National Membership Growth Strategy by 30th August 2022	A committee with a clear vision for Membership Growth is constituted.	State Chief Commissioner State Secretary State Coordinator for Membership Growth State Organising Commissioners	National Membership Growth Strategy

<p>5.8.2 To formulate State Membership Growth Strategy in line with National Membership Growth Strategy by 30th September, 2022 and get it approved by 31st October, 2022</p>	<p>Draft of State Membership Growth Strategy is ready to be shared with the districts is ready and finalized Strategy is ready to be implemented</p>	<p>State Coordinator for Membership Growth</p>	
<p>5.8.3 To constitute a committee to frame District Membership Growth Strategy in line with State Membership Growth Strategy by 30th September, 2022</p>	<p>A committee at district level with a clear vision for Membership Growth is constituted.</p>	<p>District Chief Commissioner District Secretary</p>	
<p>5.8.4 To formulate District Membership Growth Strategy in line with State Membership Growth Strategy by 20th October, 2022 and get it approved by 30th November, 2022</p>	<p>Finalized District Membership Growth Strategy is ready to be implemented.</p>	<p>District Coordinator for Membership Growth Group Leader Adult Leader</p>	

Strategic Priority 6 FINANCIAL MANAGEMENT



To strengthen sources of income and explore new fund raising/ generating areas, review and strengthen Financial Management System and its efficient implementation at all levels.

Objective-6.1

To open Scout Shops at State Level State Training Centre Rewalsar by 31st March 2023

Expected Outcome/ Results

The authentic equipment and material related to scouting will be available in HP and BSGHP will make profits

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
6.1.1 To prepare and submit a proposal to open State Scout Shop at STC, Rewalsar before the Finance Committee latest by 15th September, 2022	Proposal is ready to be approved by the Finance Committee	State Organising Commissioners State Training Commissioners	
6.1.2 To submit the proposal approved by the Finance Committee to open State Scout Shop at STC, Rewalsar before the first State Executive Committee Meeting to be held after the approval	The State Executive Committee approves the proposal	State Secretary	
6.1.3 To appoint the Scout Shop Manager/ In-charge as soon as the proposal is approved by the State Executive Committee	Scout-Shop Manager/ In-Charge is appointed and his job profile is given to him/ her	State Chief Commissioner	Human Resources
6.1.4 To sign an agreement with the Scout Shop India (NHQ) regarding discounts and incentives by 15th January, 2023	The margin of profit etc. is fixed	State Secretary State Treasurer	
6.1.5 To install the counters and shelves for the Scout Shop by 28th February, 2023	The Scout Shop will be ready to run	Scout-Shop Manager, STC In charge	Finance
6.1.6 Procurement of equipment and material related to scouting from Scout Shop India (NHQ) by 15th March 2023 so the Scout Shop is Open by 01st April 2023	The equipment and material related to scouting will be available for sale	Scout-Shop Manager	Finance

Objective-6.2

To raise funds by utilizing State Training Centre, Rewalsar to its fullest by opening it to the Scouts/ Guides/ Rovers/ Rangers/ Adult Leaders from other states of The Bharat Scouts and Guides for camping and other activities round the year in vacant slots from 1st January, 2023

Expected Outcome/ Results

Healthy environment will be available for scouts and guides of other states on nominal charges and The BSGHP will be able to raise funds.

ACTION STEPS	EXPECTED OUTCOME/RESULTS	WHO (KEY PERSON)	RESOURCES REQUIRED
<p>6.2.1 To constitute a Task Group to find out the immediate needs and long-term requirements of the State Training Centre, Rewalsar by 31st August, 2022</p>	<p>A Task Group is constituted.</p>	<p>State Chief Commissioner State Treasurer State Secretary</p>	
<p>6.2.2 To issue Office Orders to the members of the Task Group to visit the STC, Rewalsar to find out the immediate needs and long-term requirements by 15th September, 2022</p>	<p>The shortcomings and basic requirements of the STC, Rewalsar is listed.</p>	<p>State Secretary</p>	
<p>6.2.3 To submit the immediate needs and long-term requirements of the STC, Rewalsar along with Budget to the State Chief Commissioner by 25th September, 2022</p>	<p>A detailed report along with the budget needed to make the STC, Rewalsar fully functional without outside procurement is submitted.</p>	<p>State Chief Commissioner</p>	
<p>6.2.4 To purchase the equipment and material, basic amenities like curtains etc., furniture as per plan of STC. Invite the technical persons to start fixing the broken sanitary work, windows and doors etc., fix not-functioning electric wiring, water supply etc. by 15th October, 2022 and to complete the repair and maintenance by 15th November, 2022.</p>	<p>Purchase, procurement and repair orders are made.</p>	<p>State Chief Commissioner State Treasurer</p>	<p>Financial Resources Human Resources</p>
<p>6.2.5 To make a small video highlighting the amenities available for camping and hiking available at STC Rewalsar by 30th November, 2022. A digital Broacher is also to be designed to support the video with some more details.</p>	<p>Publicity material is available for a pan-country publicity of this beautiful Training Centre.</p>	<p>The STC Task Group State Secretary</p>	<p>Professional Photographer and Videographer.</p>

<p>6.2.6 To publicize the STC Rewalsar by-</p> <ul style="list-style-type: none"> ✓ Writing an e-mail to all the State Associations of the Bharat Scouts and Guides, India ✓ Publishing the content on our official website ✓ Providing the content to the NHQ with a request to upload it on their website section – Our Centers ✓ Using social media by 15th December, 2022 	<p>The beauty and amenities of the Centre gets wide publicity.</p>	<p>The STC Task Group</p>	
<p>6.2.7 To cater the needs of the Scouts/ Guides/ Rovers/ Rangers/ Adult Leaders from all over the nation from 1st January, 2022</p>	<p>The STC is self-reliant to not only maintain itself but also to generate funds for the State Association</p>	<p>State Secretary State Treasurer Estate Manager</p>	<p>Professional Photographer and Videographer.</p>

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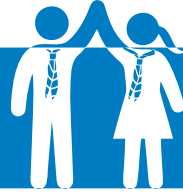
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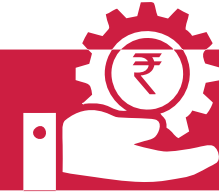
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RECOMMENDATIONS

The Recommendation Committee of the **State Strategic Planning Review Workshop-2022** has the pleasure in recommending the following salient points for the kind perusal and necessary action for effective implementation of the strategic plan to achieve the **VISION 2024** of **The Bharat Scouts and Guides** in its review year 2022 in The Bharat Scouts and Guides, Himachal Pradesh.

1. Appointment of whole timer or part timer staff at State Training Center Rewalsar, Mandi (H.P)

- i) Estate Manager -1
- ii) Warden cum Quarter Master -1
- iii) Clerk -1
- iv) Cook -1
- v) Peon-cum-Chowkidar-cum-Mali -2
- vi) Sweeper -1

While recruiting the above said posts, preference should be given to the Rovers/ Rangers/ Young Adult Leaders from the State at STC/ SHQ bearing adequate academic qualification and desired professional skills.

- 2. Adult leaders to be suitably awarded for their meritorious services to the movement by Medal of Merit, Bar to the Medal of Merit, Long service Decoration.
- 3. Attractive content, related to scouting activities/ scouting literature should be uploaded on different social medias in order to encourage young people. (Professionals should be hired if needed)
- 4. In order to commence Youth Program, experts from NHQ/ NTC/ other States should be invited as Resource Persons for better outcomes.
- 5. District Training Centers should be established in every district, if not possible then joint District Training Centers may be considered as an alternative.
- 6. To conduct Adventure Programs for Youth in the State, well equipped Adventure Centers should be developed in the State. Support from the National Adventure Institute may be sought for this.
- 7. If any Scout/Guide/Rover/Ranger of the State is selected for international event the expenditure will be borne as detailed as under:
 - State Headquarters -50%
 - District Headquarter/ College -40%
 - Individual -10%

If any Scout/Guide/Rover/Ranger of the State is attending a program at National Level, Registration Fee and TA/ DA should be paid to him/ her in accordance with the rules of the BSGHP by the College/ District/ SHQ.

- 8. If any Adult Leader of the State is selected/ nominated by the State for any international event, the expenditure should be borne as detailed as under:
 - State Headquarters -50%
 - District Headquarter/ College -30%
 - Individual -20%

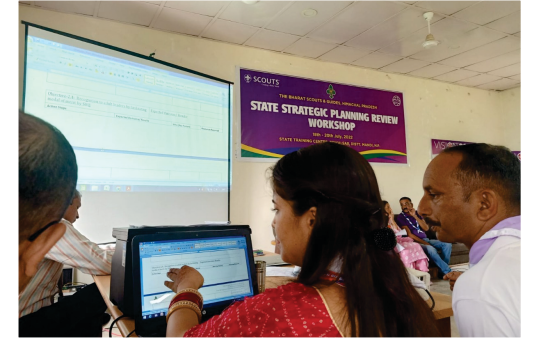
Or the State Chief Commissioner may use his/ her discretionary powers for allotment of funds

- 9. A scout shop to be established at SHQ/ STC to supply authorized material to cater the needs of the members of BSGHP.
- 10. State Training Center should be well equipped with all the training and testing material. There should be a well-equipped Library in the Training Center.
- 11. There should be a separate Conference Hall at the State Training Center.

RECOMMENDATION COMMITTEE



S. No.	DESIGNATION	NAME	DISTRICT
1	Chairperson	Sh. Pankaj Gupta	Mandi
2	Co-Chairperson	Smt. Renuka Gupta	Kangra
3	Scribe	Ms. Nikita Sharma	Shimla
4	Member	Sh. Vishal Arvind	Hamirpur
5	Member	Smt. Shanti Devi	Kullu



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BsghpForce