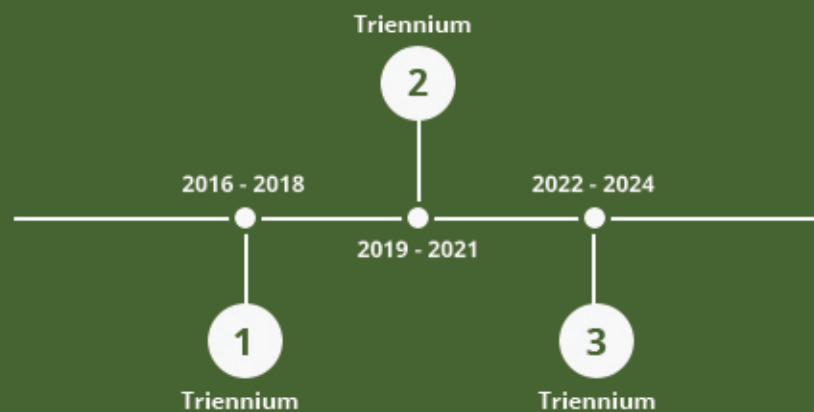


BSP Strategy Map: **VISION 2025**





EDITORIAL BOARD

BSP Strategy Map: VISION 2025

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BSP Strategy Map: **VISION 2025**

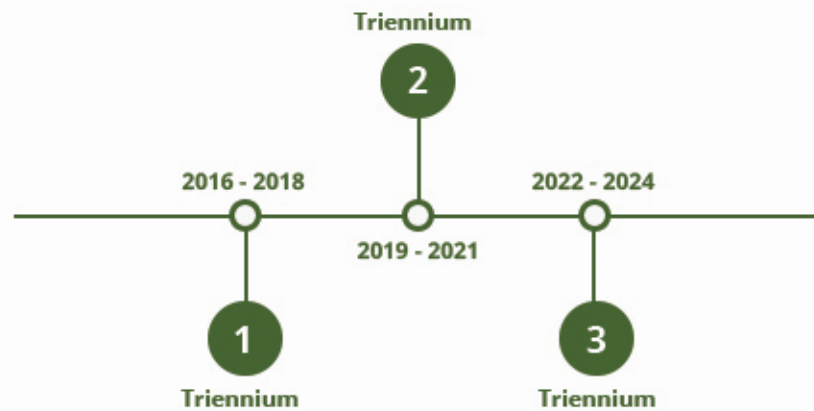


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Executive Summary

The BSP Strategy Map: Vision 2025 outlines the strategic objectives and the necessary action steps that the Boy Scouts of the Philippines will be undertaking over the course of the next ten (10) years in order to achieve its Major Final Outcome – Membership Growth. Our target for the year 2025 is at least 3.7 Million youth members. It emphasizes a comprehensive approach in pursuing reforms and covers all facets of the organization: from personnel, to resource management, to internal processes and systems and to our renewed mission and vision.

The drafting and preparation of the BSP Strategy Map: Vision 2025 started during the incumbency of Vice President Jejomar C. Binay as National President, along with the officers and members of the National Executive Board for CY 2015-2016. The Strategy Map is divided into three (3) trienniums – 2016 to 2018, 2019 to 2021 and 2022 to 2024. It puts into play the approaches that will be considered and undertaken in order to measure and align BSP's intangible assets to achieve superior performance and maximum efficiency.

Strategic Priorities are – Young People, Adults in Scouting, Resource Management, Organizational Excellence and Community Involvement. To realize our priorities, a review of the current strategies is imperative. This document addresses that.

Our overall aim is the continuous growth in our membership to more young people. We are institutionalizing reform efforts by providing a solid, rational and long-term basis for our programs, projects and activities.

Our re-crafted Vision and Mission will sustain our diverse membership – from the young people in cities and provinces, to the indigenous peoples, the underprivileged, the children in especially difficult circumstances, the differently-abled, among others. Our programs and activities are informed by tradition and inspired by a deeper understanding of the past, willed by innovation and creativity, but the rudimentary of which are our Core Values, the very foundation of our existence – the Scout Oath, the Scout Law, the Scout Motto and the Scout Slogan. We will provide our members with every opportunity for holistic growth, and an environment that involves youth participation in our decision-making processes at all levels. This is duality by single action.

This BSP Strategy Map: Vision 2025 is the future of the Boy Scouts of the Philippines – an organization that continuously reinvents itself to better serve the young people, the Scout Movement and contribute to nation building. An organized entity that evolves to adapt to the changing times, emphasizing social justice and freedom for all. And although this organization will transform significantly in the years to come, the Scout Leaders and members, shall remain truthful to the Scout Oath and Law, emphasizing integrity above all.


WENDEL E. AVISADO
President


ROGELIO S. VILLA, JR.
Acting Secretary General

Introduction

Scouting in the Philippines is now 102 years old, and the vitality of the BSP continues to depend on an energetic and dynamic interaction between the old and the new, between tradition and change, between the young people and the young at heart, between the great ideas and artifacts of the past and the new ideas and innovations that characterize the contemporary life.

One of the great features of the Boy Scouts of the Philippines is that it always has the opportunity to constantly renew itself. Each year, we have a new opportunity to take the best of our past, add all the talents and energies that our members, volunteers, lay leaders and professionals bring into the organization, and rededicate ourselves to the pursuit of developing the young people to create positive changes in their communities. This interaction between the past and the present, the young people and the pool of volunteers, lay leaders and professionals, will help lead us to a fuller understanding of our organization's purpose and to a capacity to endow all our endeavors with greater meaning.

Recognizing the need to come up with new strategies in the delivery of the programs, trainings and services of the Boy Scouts of the Philippines to the stakeholders, the Executive Committee of the National Executive Board, along with the BSP Management Staff, convened for several times in order to prepare the initial draft of the BSP Roadmap 2020 and the Strategic Performance Management Systems (SPMS) of the organization. From October until December 2015, the Management Staff of the BSP National Office, composed of National Office Directors and Executives and the Regional Scout Directors and Regional Field Scout Executives, had already submitted the BSP Strategy Map: Vision 2025 and was initially approved by the National Executive Board. During the 56th Annual National Scout Executives Conference held in Manila on December 2015, the Strategy Map was also presented to the Council Scout Executives, Officers-in-Charge and Field Scout Executives for their information and gathered additional technical inputs and strategies. On 17 February 2016, it was presented to the National Council during the 60th Annual National Council Meeting and was unanimously approved. The National Executive Board and the BSP National Office had received overwhelming response about the strategy map, and the National Council had expressed their overall support in charting the course of this great organization.

This document then, is a product of the impeccable commitment, selfless service and invaluable contribution of the great men and women of the Boy Scouts of the Philippines – the Lay Leaders, the Volunteer Leaders and the Members of the Professional Service – the unsung heroes.

The New Vision and Mission

We See BSP as the:

VISION

**Foremost in preparing the youth
to become agents of change in
communities guided by the Scout
Oath and Law.**

MISSION

**To help the youth develop values
and acquire competencies
to become responsible citizens
and capable leaders anchored on
the Scout Oath and Law.**

The New Coat of Arms: 1st Triennium, BSP Strategy Map: Vision 2025



BSP Strategy Map: Vision 2025

The Coat of Arms of the 1st Triennium (2016-2018)

*"Thou spark of life that wavest wings of gold,
Thou songless wanderer mid the songful birds,
With Nature's secrets in thy tints unrolled
Through gorgeous cipher, past the reach of words,
Yet dear to every child
In glad pursuit beguiled,
Living his unspoiled days mid flowers and flocks and herds!"*

Ode to a Butterfly

*Thomas Wentworth Higginson. Edmund Clarence Stedman, ed. (1833–1908)
An American Anthology, 1787–1900. 1900.*

Change, is at the heart of transformation. For more than a century, the Boy Scouts of the Philippines (BSP) continues to be at the forefront in the development of the young people, actively engaging and supporting them towards personal growth and endowing them to make positive changes and transformative contributions in their communities.

The beginning of the second century of the Scouting Movement in the Philippines is welcomed with a profound sense of renewal, and affirmation in spite of the challenges and difficulties and an affirmative action of the contributions of the Scouting Movement in nation building. The dawn of the new era is characterized by the re-crafted strategic direction and development plan of the organization, the BSP Roadmap: Vision 2025. The renewed vision is symbolized by a butterfly, a gleam of transformation, endurance, change, hope and life. Similar to a butterfly, the BSP identifies itself as capable of growth and transformation. It welcomes changes despite popular dissent, teaching others that growth and transformation does not have to be a traumatic experience, but a joyous one. It is always prepared to leave and go beyond the safety of its cocoon to discover a new world without fear, trusting its untested wings to fly without self-doubt. The BSP, as an organization for the young people work through many important stages to grow and to prosper, working and testing its unlimited potentials.

The antennae signify the continuing relevance of the programs of the Scouting Movement, ever sensitive to the changing call of the times, adaptive and consciously connected. It gives forth direction and determines primacies. Similarly, it carries the thematic of the Strategy Map of the Boy Scouts of the Philippines – Development Orientation and Good Governance as a medium to turn its vision into specific goals.

The wings anchor the five (5) strategic priorities that are clearly linked to the shared vision and capable of galvanizing commitment from the people in the organization – professionals, volunteers and lay leaders – Young People, Adults in Scouting, Community Involvement, Resource Management and Organizational Excellence. Each wing forms a building block for inclusive growth and stability thru mutual cooperation between the young people and the adults in Scouting. Likewise, embedded in the wings are the color symbols of the five (5) Sectional Programs of the Boy Scouts of the Philippines – light blue for KID Scouting, yellow for KAB Scouting, green for Boy Scouting, red for Senior Scouting and navy blue for Rover Scouting.

The body, coupled with ten (10) stripes refer to the stakeholders, the young boys and girls to which the BSP has committed to serve. Corollarily, it denotes the ten (10) Scouting Regions as distinct pillars, supporting the programs and the thrusts of the BSP towards achieving its major final outcome on Membership Growth. Each is a part of the whole, easing tensions and understanding that change can be as natural as breathing.

Lastly, the flame which overshadows the butterfly symbolizes our burning passion, desire and commitment to serve the young people. Similar to the flame during the campfire, it keeps us warm, preparing the young boys and girls to face the challenges of the Boy Scout trail.

“Growth and Stability,” brings forth the BSP Strategy Map: Vision 2025 in its fullness, fostering the Boy Scouts of the Philippines as foremost in preparing the youth to become agents of change in communities, guided by the Scout Oath and Law.

Alignment of the BSP Strategy Map: Vision 2025

WOSM VISION 2023

By 2023 Scouting will be the world's leading educational youth movement, enabling 100 million people to be active citizens creating positive change in their communities and in the world based on shared values

Approved during the 40th World Scout Conference
August 2014, Slovenia

APR VISION 2020

By 2020, Scouting in the Asia-Pacific Region is recognized as the preferred and leading educational youth movement offering relevant program in all segments of society.

Approved during 8th APR Scout Leaders Summit
April 2014, Sri Lanka

BSP VISION 2025

By 2025, We See BSP as the: Foremost in preparing the youth to become agents of change in communities guided by the Scout Oath and Law

Approved during the
60th Annual National Council Meeting
17 February 2016, Lingayen, Pangasinan

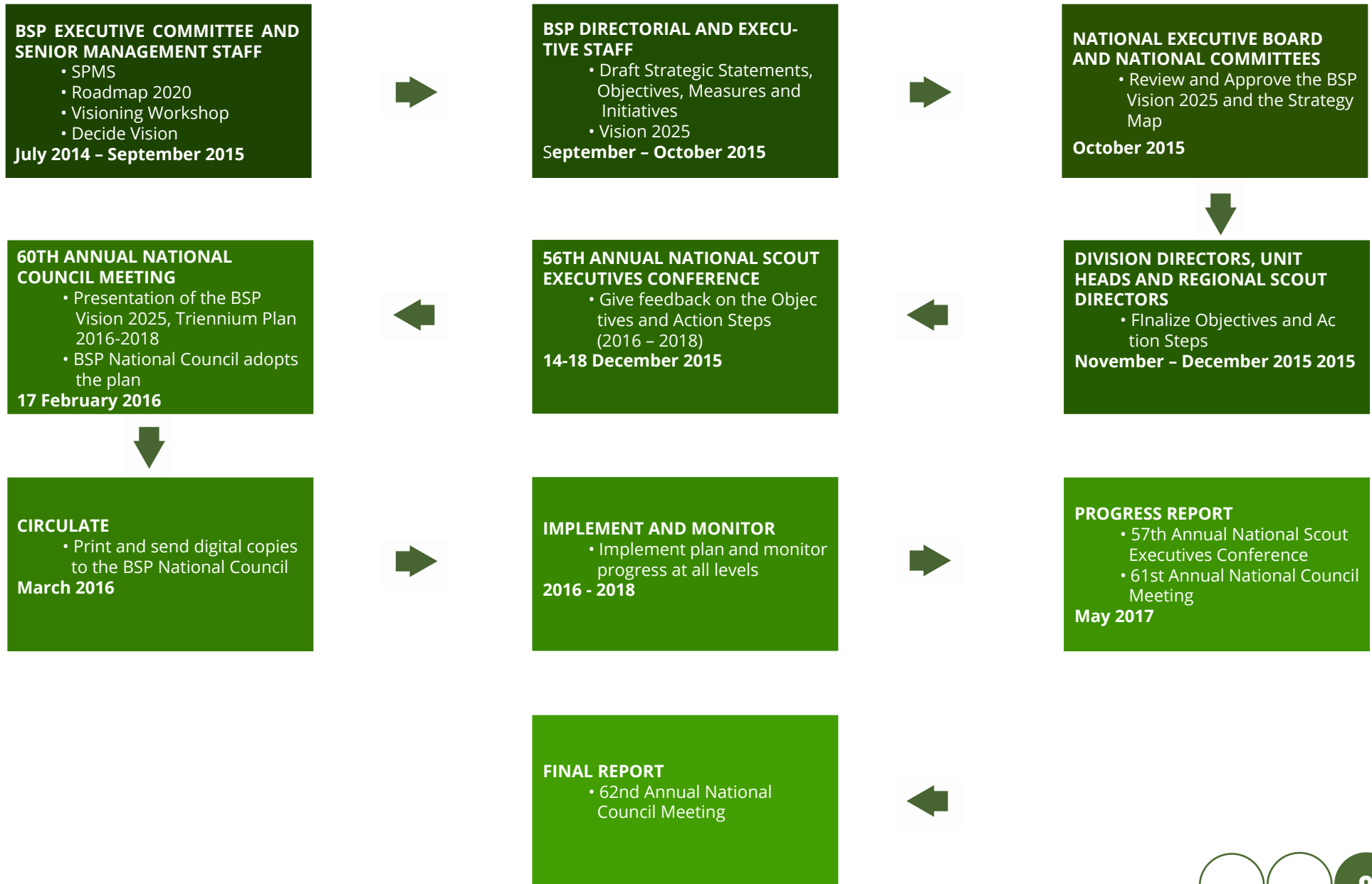
STRATEGIC PRIORITIES

- Youth Engagement
- Educational Methods
- Diversity and Inclusion
- Social Impact
- Communications and External Relations
- Governance

- Young People
- Adults in Scouting
- Management
- Finance
- Scouting Profile

- Young People
- Adults in Scouting
- Resource Management
- Organizational Excellence
- Community Involvement

Strategic Planning Process



Themes

Our Strategy Map is centered on two (2) **Themes – Development Orientation and Good Governance**. This is where the BSP need to excel in order to sustain growth.

1. Development Orientation

Development Orientation is primarily anchored on the learning and development orientation of the program and the training pool, our technical people. This orientation is posited to be a motivational state that depends on the degree to which learning and development are relevant to the organization. We will be reframing the ways in which work and work context variables influence learning and development behavior in the Boy Scouts of the Philippines.

2. Good Governance

The other theme of our Strategy Map is Good Governance. We are moving forward towards a participatory, consensus-oriented, accountable, transparent, responsive, effective and efficient, equitable and inclusive, and an organization that strictly conforms to the standards of the law. It focuses on the efficient management of financial and human resources and development. This orientation will further improve BSP's image as a character organization, manage performance and capacitate the entire workforce of the BSP.

Under each theme, there are specific key strategic priorities that will enable us to fulfil our shared vision for the Boy Scouts of the Philippines. For Development Orientation, we have **Young People, Adults in Scouting and Community Involvement**. For Good Governance, we have **Resource Management and Organizational Excellence**.

Strategic Priorities

1. Young People

Scouting is an educational movement, and continues to be relevant in today's society, so it must keep itself abreast with the rapid changes and modernization, undergo self-examination in the light of the emerging and contingent educational philosophies and approaches, and move forward with a renewed strength in its educational engagement, thereby becoming a potent vehicle for social transformation. It gives young people the opportunity to develop their skills and acquire competencies necessary to survive in an increasingly complex and challenging world. Greater involvement in decision-making processes is imperative in providing a framework for the young people in order to attract, train and retain members.

2. Adults in Scouting

The Adults in Scouting are key actors in the delivery of quality, relevant and equitable youth program for the young people. They represent the principal component in the realization of the vision of Scouting for the future. Well-trained, well-equipped, effective, educated, self-directed, motivated, task-oriented and performance-based, intuitive and highly competitive adults are essential to the survival, stability and integrity of the Movement. As a learning organization, it is therefore imperative for the Boy Scouts of the Philippines to establish a framework for the growth and development of adults in Scouting and for each Local Council to provide sustainable capacity mechanism for its program and adult resources development.

3. Resource Management

Effective and efficient deployment and allocation of resources assures the stakeholders of the organization's financial stability and self-reliance. The benefits should not only linger at the national level, but should also redound to all the Local Councils. The handling of the finances of the organization should be transparent, accountable and efficient.

4. Organizational Excellence

The governance of the Boy Scouts of the Philippines should be transparent, accountable and efficient and clearly linked to its overall strategy, focused on achieving Membership Growth as its Major Final Outcome. Organizational Excellence raises the bar of excellence in membership development and strengthens the capacity of the Local Councils to improve communication strategies, marketing and public relations, accurately portraying Scouting's image as leaders of positive change. It also focuses on Governance, Performance Management, Risk Management and Disaster Response. To achieve this, roles and responsibilities of the personnel and the offices at all levels of the organization should be clearly defined and understood, ensuring synergy across all levels of the Boy Scouts of the Philippines.

5. Community Involvement

Every Scout is actively involved in the communities and regularly engages in community service projects and initiatives, and share their experience to inspire others. Scouting also engages the government and other sectors of the society to pursue the establishment of community-based Scouting units in order to reach out to the youth, the indigenous people, the street children, children in especially difficult circumstances, people with disabilities, and other stakeholders, actively working to welcome all individuals without distinction.

Perspectives

The entire strategy map is covered by five (5) perspectives which the BSP viewed as vital components of organizational development to attain excellence – **Social Impact, Stakeholders, Internal Processes, Learning and Growth and Financial.**

1. Social Impact

Social Impact refers to how the BSP creates positive changes in the life of its members and the communities they live in. It is how the BSP is perceived to be an effective contributor to the development of the Philippine society. We focus on the responsiveness of our programs to the needs of our members, as well as the benefits derived from the program to the community.

On Social Impact. Peace, Environment and Development Education, Image Management and Community Service and Development Projects and Community-Based Scouting will contribute towards generating a positive impact for the Boy Scouts of the Philippines, were our thrusts and programs are responsive and contingent on the needs of the communities and the benefits that will be derived from such undertakings.

2. Stakeholders

Stakeholders refers to all those who believe in the cause and programs of Scouting, those who want to embrace Scouting as a way of life, they too, must be cared for by the organization, they too must be developed, nurtured and recognized. These are the youth, the adult volunteers, benefactors, supporters and friends of Scouting.

Two (2) focus areas were identified to benefit our stakeholders, Personal Development and Quality Training. Our Adults in Scouting Policy clearly provides the guidelines in the management of adult resources, from recruitment, appointment, personal support and training, personal recognition and assessment. This will ensure that we develop our adults to acquire the competencies needed to fulfill their tasks. We will make sure that their contributions are being acknowledged and recognized, their skills are further nurtured and developed.

3. Internal Processes

Internal Processes is one of the most important perspectives in our strategy map. This relates to the operational processes and systems that we are doing in order to ensure operational stability. The processes are being streamlined in order to maximize efficiency of the personnel and contribute to the overall growth and stability of the organization. Human resources then, is a primary factor which could directly affect effectivity.

On Internal Processes. Performance Management and Competency-Based Capability Building are areas that will further enhance, streamline and simplify office processes and procedures. The Strategic Performance Management System (SPMS), once operational, will fairly assess and evaluate human resources and maximize their efficiency. A seamless internal processes and procedures will definitely enhance frontline services and contribute to organizational growth and stability.

4. Learning and Growth

Learning and Growth focuses on the intangible assets of the organization, mainly on the internal skills and capabilities of the employees that are required to support the value-creating internal processes. It describes how people, technology, and organizational climate combine to support the overall strategy.

On Learning and Growth. Risk Management, Management Development and Scouting to More Young People will contribute to the development of the personnel, lay leaders, volunteers and professionals. We will be raising the bar of excellence in membership development to further strengthen the capacity of our Adults in Scouting – from National Local Councils on several facets.

5. Financial

Financial. The organization's financial stability and human resources will propel the BSP to successfully achieve its targets in 2025. We must adopt strategic financial and resource management policies and comprehensive development plan on utilization of properties to ensure that 80% of our corporate budget will come from these assets and become less dependent/reliant on membership fees – this will considerably support/help the finances of the Local Councils. We must establish good governance practices on accountability and transparency in the utilization and management of our resources in accordance with government rules and regulations.

On Financial. Accountability and Transparency, Optimization and Creation of Revenue Streams / Sustainability and Economic Viability will ensure the financial stability of the Boy Scouts of the Philippines and all its Local Councils.

BSP Strategy Map: Vision 2025



MISSION

To help the youth develop values and acquire competencies to become responsible citizens and capable leaders anchored on the Scout Oath and Law

CORE VALUES

Scout Oath
Scout Law
Scout Motto
Scout Slogan

THEMES Strategic Priorities

Social
Impact

Stakeholders
Focus Areas

Internal
Processes

Learning and
Growth

Financial

BSP STRATEGY MAP: VISION 2025

VISION

Foremost in preparing the youth to become agents of change in communities guided by the Scout Oath and Law

Major Final Outcome: Membership Growth

Development Orientation

Young People

Adults in
Scouting

Community
Involvement

Peace, Environment and Development Educations

Community Service and Development Projects and
Community-Based Scouting

Good Governance

Resource
Management

Organizational
Excellence

Image Management

Scout Advancement and Awards

Personal Development and Quality Training

Performance Management

Competency-Based Capability Building

Risk Management

Management Development

Scouting to More Young People

Accountability and Transparency

Optimization and Creation of Revenue Streams/
Sustainability & Economic Viability

Young People

Provide policies and guidelines that supports the Local Councils in the delivery of quality Scouting programs, projects and activities to all young people in all segments of society with the greater emphasis on the following:

- Support Local Councils in implementing WOSM World Programmes consistent with the development thrust of the BSP to ensure innovative and relevant youth-oriented educational program to attract young people and drive membership growth.
- Offer greater opportunities to young people in leadership roles and governance through youth participation and involvement in the decision-making processes, youth empowerment and personal development.
- Assist Local Councils to create more opportunities for greater involvement of young people in creating better communities through service projects related to environment education, development education and peace education through partnerships.

Objectives and Action Steps	Timetable											
	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Objective 1 Provide assistance and support to Local Councils in the implementation of quality and relevant programs for the young people.												
Action Step 1.1 Revise the BSP program thrusts of the existing Sectional Programs and include the Better World Framework and other World Programmes <i>Responsible Center:</i> <i>National Office, Regional Offices and the National Program Task Group</i>												

Objectives and Action Steps	Timetable											
	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 1.2 Publish and distribute the new reference materials of the revised program thrusts of the different Sectional Programs <i>Responsible Center:</i> <i>National Office</i>												
Action Step 1.3 Strengthen the network of locally trained Scout Leaders in the different World Programmes (Messengers of Peace, Scouts of the World Award and World Scout Environment Programme) in each Local Councils <i>Responsible Center:</i> <i>National Office, Regional Offices</i>												
Action Step 1.4 Support Local Councils in the implementation of "Keeping Scouts Safe from Harm" and "Safety and Risk Management" Programs in Scouting events at all levels. <i>Responsible Center:</i> <i>National Office, Regional Offices</i>												

Objectives and Action Steps	Timetable											
	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 1.4 Monitor and evaluate the implementation of the revised BSP Program Thrust of the different Sectional Programs <i>Responsible Center:</i> <i>National Office</i>												

Objectives and Action Steps	Timetable											
Objective 2 Strengthen the role of the young people in decision-making for youth engagement, youth involvement, youth empowerment and youth participation	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 2.1 Amend the National By-Laws on the following: <ul style="list-style-type: none"> inclusion of one (1) Regional Scout Representative as member of the Regional Scout Committee; creation of the Young Adult Member Committee as a Special Committee of the National Executive Board whose members shall be composed of the different Regional Scout representatives <i>Responsible Center:</i> National Office												
Action Step 2.2 Prepare the Terms of Reference for all elected Scout Representatives at all levels <i>Responsible Center:</i> National Office												

Objectives and Action Steps	Timetable											
	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 2.3 Conduct an Orientation-Seminar and Leadership and Inter-Generational Dialogue Trainings for all elected Scout Representatives <i>Responsible Center:</i> <i>National Office and Regional Offices</i>												
Action Step 2.4 Monitor the compliance of all Scouting Regions and Local Councils to the policy <i>Responsible Center:</i> <i>National Office</i>												

Objectives and Action Steps	Timetable											
Objective 3 Provide assistance to Local Councils in creating more opportunities to young people in creating better communities through service projects related to Environment Education, Development Education and Peace Education through partnerships	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 3.1 Support Local Councils to promote and provide incentives and merits to Scouts in order to encourage more community service projects, programs and activities in their regular Unit Programs <i>Responsible Center:</i> <i>National Office and Regional Offices</i>												
Action Step 3.1 Provide avenues to Local Councils to share their best practices and benchmark service projects that creates social impact to inspire other Local Councils <i>Responsible Center:</i> <i>National Office and Regional Offices</i>												

Objectives and Action Steps	Timetable											
Objective 4 Increase the number of Scouts who will be advanced to the next higher rank annually to achieve 5% against the Scout Membership by 2025	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 4.1 Issuance of memoranda integrating the advancement requirements in all Scouting activities <i>Responsible Center:</i> <i>National Office</i>												
Action Step 4.2 Conduct an Advancement Seminar-Workshop in line with the revised program thrusts <i>Responsible Center:</i> <i>National Office and Regional Offices</i>												
Action Step 4.3 Monitor the implementation of the revised programs thrusts <i>Responsible Center:</i> <i>National Office</i>												

Adults in Scouting

This strategic priority focuses on supporting the Local Councils in the full implementation of the BSP Adults in Scouting Policy at all ranks and levels

Objectives and Action Steps	Timetable											
Objective 1 Full implementation of the BSP Adults in Scouting Policy	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 1.1 Upload downloadable copies of all new reference materials of the Adults in Scouting Policy to the official website <i>Responsible Center:</i> <i>National Office</i>												
Action Step 1.2 Review the implementation of the Adults in Scouting Policy and procedures, specifically on the awards, recognitions and qualifications of BSP Leaders and Trainers at the end of each calendar year <i>Responsible Center:</i> <i>National Office</i>												

Objectives and Action Steps	Timetable											
Objective 2 Strengthen the capacity of the Adults in Scouting in the implementation of the World Programmes	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 2.1 Review and revise all Adults in Scouting reference materials, to incorporate the changes in the Youth Program Policy <i>Responsible Center:</i> <i>National Office</i>												
Action Step 2.2 Conduct an Orientation-Seminar for Adults in Scouting about the different World Programmes <i>Responsible Center:</i> <i>National Office</i>												
Action Step 2.3 Upload and distribute all available revised and updated training and program materials, references and resources to all Scouting Regions and Local Councils <i>Responsible Center:</i> <i>National Office</i>												

Objectives and Action Steps	Timetable											
Objective 3 Increase the number of trained leaders annually	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 3.1 Formulate strategies in the recruitment and retention of quality Adults in Scouting <i>Responsible Center:</i> <i>National Office and Regional Offices</i>												
Action Step 3.2 Formulate an incentive scheme and a recognition strategy to motivate all Scouting Regions and Local Councils to ensure membership growth and higher percentage of retention <i>Responsible Center:</i> <i>National Office</i>												
Action Step 3.3 Create an Adults in Scouting database and strengthen the management system to provide accurate and updated Awards Scheme and Recognition to all Adults in Scouting <i>Responsible Center:</i> <i>National Office</i>												

Resource Management

Resource Management is focused on ensuring the financial stability and self-reliance of the Boy Scouts of the Philippines and all its Local Councils.

Objectives and Action Steps	Timetable											
	2016				2017				2018			
Objective 1 To manage the corporate assets in order to contribute 61% to the total Corporate Operating Budget	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 1.1 Credit Management												
Action Step 1.2 Monitor and further study the operations of income generating properties to identify and improve their weak aspects and introduce improvements of the physical status of the facilities to encourage patronage.												
Action Step 1.3 Enhance the marketing strategies												
Action Step 1.4 Engage and develop partnership with potential and reliable investors through Joint Venture Agreements												

	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 1.5 Identify and invest idle funds												
Action Step 1.6 Review of existing lease agreements and profit-sharing schemes to determine their current contribution margin versus their potential, the duration of the existing agreements, and explore possible re-negotiation												

Objectives and Action Steps	Timetable											
Objective 2 Formulate effective tools in addressing transparency and accountability on the resources of the organization	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 2.1 Preparation and presentation of general purpose Financial Statements (FS) for use of both internal and external stakeholders												
Action Step 2.2 Establish guidelines, procedures, system controls on the collection and accounting of all funds and resources generated by the organization												
Action Step 2.3 Publication of bids for the awarding of lease on identified properties												
Action Step 2.4 Reduction of expenses as part of control measures												

Organizational Excellence

Organization Excellence raises the bar of excellence in membership development and strengthens the capacity of the Local Councils to improve communication strategies, marketing and public relations. It also focuses on Governance, Performance Management, Risk Management and Disaster Response.

Objectives and Action Steps	Timetable											
	2016				2017				2018			
Objective 1 To increase the general membership by 5% annually	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 1.1 Establish a partnership with the Department of Education and the Department of Interior and Local Government to forge a Memorandum of Agreement for the organization of Scouting Units												
Action Step 1.2 Publish promotional materials on membership recruitment and retention												

Objectives and Action Steps	Timetable											
Objective 2 To develop competencies, adopt systems and improve services	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 2.1 Institutionalize the BSP Strategic Performance Management System (BSP-SPMS)												
Action Step 2.2 Provide competency-based human resource development program												
Action Step 2.3 Formulate, post and comply with the provision of the BSP Citizen's Charter to further strengthen and improve the services to the stakeholders												

Objectives and Action Steps	Timetable											
Objective 3 To ensure compliance with pertinent government laws, rules and regulations	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 3.1 Maintain and enhance reliable system of internal control												
Action Step 3.2 Provide updated government guidelines and policies to the different operating units of the BSP												

Objective 4 To effectively manage the image of the organization through promotion, publicity, issue management and effective communications	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 4.1 Conduct workshops to empower Local Councils on how to promote Scouting effectively using materials such as posters, brochures, videos, teasers, etc.												
Action Step 4.2 Formulate guidelines in order to assist the Local Councils in establishing media teams that will publicize Scouting events												
Action Step 4.3 Develop an Issue and Crisis Management Plan and Guidelines												
Action Step 4.4 Maintain and develop a comprehensive and updated website that will serve both as an internal and external communications tool												

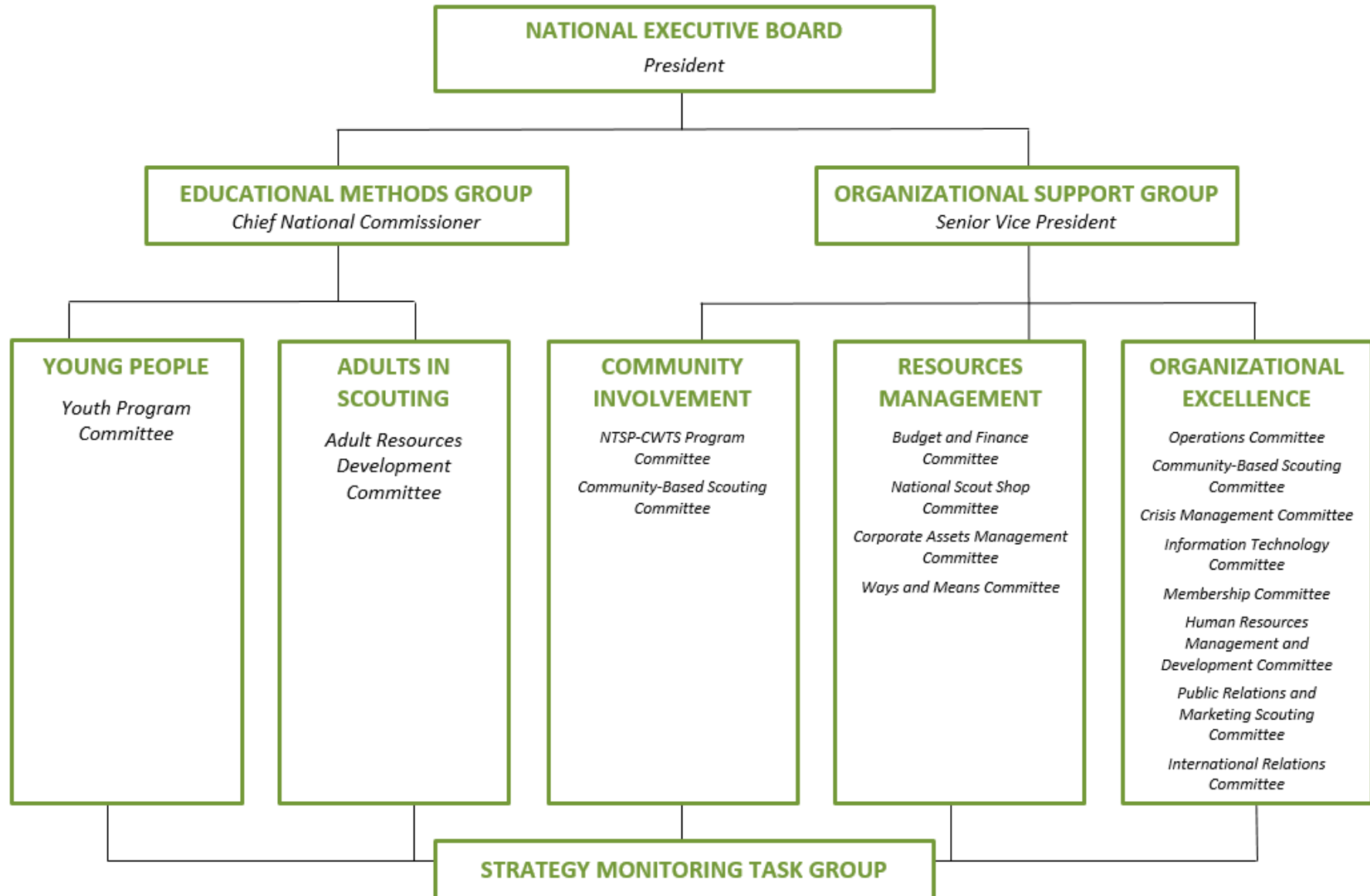
Objectives and Action Steps	Timetable											
Objective 5 To effectively manage risks that may affect the achievement of organizational goals	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Action Step 5.1 Operationalize the Risk Management Committee and organize a Risk Management Task Group												
Action Step 5.2 Establish and implement a comprehensive Risk Management Policy												

Community Involvement

This strategic priority focused on Community-Based Scouting, Community Service Projects and on establishing linkages and partnerships with Local Government Units (LGUs) and Non-Government Organizations (NGOs).

Objectives and Action Steps	Timetable											
	2016				2017				2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Objective 1 Increase the number of registered Community-Based Scouting units in all Local Councils by 1.5% annually												
Action Step 1.1 Publish promotional materials												
Action Step 1.2 Conduct seminars, workshops and trainings to promote community-based Scouting programs to Local Government Units, Non-Government Organizations and Civic Organizations, and other interest groups												
Action Step 1.3 Create a database of all registered community-based Scouting units and maintain a record of best practices in order to evaluate the feasibility and effectivity of the program as an alternative to school-based Scouting units												

Support Structure



The BSP Leadership: National Executive Board, CY 2016-2017



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Senior Vice President
ANTONIO H. CERILLES

Vice President for Luzon
REINALDO A. BAUTISTA, JR.

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Chief National Commissioner
CEDRICK G. TRAIN

International Commissioner
DALE B. CORVERA

Acting Secretary General
ROGELIO S. VILLA, JR.



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PEDRO D. DESTURA
JORGE L. BANAL
DANILO C. ASIATEN

2015-2018

DALE B. CORVERA
DEL R. DE GUZMAN
JOSE MARI G. PELAEZ
ARTURO V. UMBAC

2016-2019

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North Eastern Luzon Region
REINALDO A. BAUTISTA, JR.

Central Luzon Region
HARMES S. SEMBRANO

National Capital Region
DEL R. DE GUZMAN

Southern Tagalog Region
DIOSDADO M. SAN ANTONIO

Bicol Region
RAMON FIEL G. ABCEDE

Western Visayas Region
MA. GEMMA M. LEDESMA

Eastern Visayas Region
JULIETA A. JERUTA

Western Mindanao Region
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Eastern Mindanao Region
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LEONOR M. BRIONES

President, Girl Scouts of the Philippines
SUSAN R. LOCSIN



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Regional Scout Representative for Visayas

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Regional Scout Representative for Mindanao

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2016-2017**

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HARMES S. SEMBRANO

Deputy Chief National Commissioner for Visayas

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Deputy International Commissioner

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Deputy National Program Commissioner

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National Training Commissioner

LEONIDES T. SON

Deputy National Training Commissioner

PETER MARC D. MAGSALIN

**National Commissioner for
Community-Based Scouting**

BERNANDO G. DE LEON

BSP Strategy Monitoring Task Group



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Chairperson, Human Resources Management and Development Committee
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Chairperson, Public Relations and Marketing Scouting Committee
JORGE L. BANAL

Chairperson, International Relations Committee
DALE B. CORVERA

Chairperson, Operations Committee
ANTONIO H. CERILLES

BSP Strategy Monitoring Task Group Secretariat



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Acting Secretary General

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NCR

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Internal Auditor

