













Venturer Unit Opportunity Matrix

Version 1.0 - July 2018






This is an assessment tool which can be used by Venturer units and their executives in New Zealand to identify as a unit what they are doing well, what opportunities they have to improve in areas, and what success may look like in that area. It is not to be used to give a score or compare yourself to other units, but provide some guidance to how you can progress as a unit, and have even more fun in the process.






Feel free to use this every term or annually, with the goal to improve gradually (no unit is going to be Unicorns overnight).

The Basics					
	Ok	Good	Awesome	Super-boss	Unicorns
Members Invested	The unit has at least 5 invested members	The unit has at least 8 invested members	The unit has at least 12 invested members	The unit has at least 18 invested members	The unit has at least 25 invested members
Active Members	The unit has 50% of members attending every week	The unit has 60% of members attending every week	The unit has 70% of members attending every week	The unit has 80% of members attending every week	The unit has 90% of members attending every week
Code of Conduct	The Venturers have agreed on a code of conduct for the unit	The Venturers have created and agreed on a code of conduct within the last 12 months			
Youth Led Activities	50% or more of nights are run and planned by Venturers	60% or more of nights are run and planned by Venturers	75% or more of nights are run and planned by Venturers	90% or more of nights are run and planned by Venturers	100% of nights are run and planned by Venturers
Youth Led Unit	The Venturers work with the leaders to fulfil the unit executive duties (such as membership records, accounts etc)	The Venturers have a leadership team (e.g. Exec) that fulfils executive operation of the unit	The Venturers have a youth-elected leadership team that fulfils executive operation of the unit	The Venturers have a youth-elected leadership team that fulfils executive operation of the unit and represents the unit at Group level	

Programme					
	Ok	Good	Awesome	Super-boss	Unicorns
Award Scheme Uptake	All Venturers know that the award scheme exists	All Venturers know that the award scheme exists and understand how it works	40% of Venturers who have been in the unit more than 2 years have their Bronze Venturer Award	80% of Venturers who have been in the unit more than 2 years have their Bronze Venturer Award	100% of Venturers who have been in the unit more than 1 year have their Bronze Venturer Award
Award Scheme Modules	All Venturers have completed at least four modules (one module per term) in the last 12 months.	All Venturers have completed at least eight modules (2 modules per term) in the last 12 months	All Venturers have completed at least 10 modules (2.5 per term) in the last 12 months	All Venturers have completed at least 12 modules (3 per term) in the last 12 months	All Venturers have completed at least 16 modules (4 per term) in the last 12 months
Programme Ownership	There is a term programme and all Venturers feel that they can contribute to programme if they want to	There is a Venturer-created term programme which all Venturers feel they can contribute to	There is a Venturer-created term programme that all Venturers were able to contribute to the running of in some way	In the last 12 months, all Venturers have planned and run at least one activity of their Venturer-created programme	In the last 12 months, all Venturers have planned and run at least two activities of their Venturer-created programme
Programme Balance (SPICES)	There has been at least one activity in the last year focusing on each of the key development areas (social, physical,	There have been at least two activities in the last year, focusing on each of the key development areas	There have been at least two activities in the last year, focusing on each of the key development areas,	There have been at least two activities in the last year focusing on each of the key development areas,	There have been at least three activities in the last year focusing on each of the key development areas,

	intellectual, character, emotional, spiritual)		with this being discussed when setting the programme	with this being discussed when setting the programme, and the Venturers are aware of these activities in a development context	with this being discussed when setting the programme, and the Venturers are aware of these activities in a development context
Module Participation	On nights that award scheme modules are being run, at least 20% of the unit shows up and actively participates	On nights that award scheme modules are being run, at least 40% of the unit shows up and actively participates	On nights that award scheme modules are being run, at least 60% of the unit shows up and actively participates	On nights that award scheme modules are being run, at least 80% of the unit shows up and actively participates	On nights that award scheme modules are being run, 100% of the unit shows up and actively participates
Reviews	The unit reviews their programme after every term to make adjustments for next term	The unit reviews their programme after every term and has debriefs with their leaders when activities don't go to plan	The unit reviews their programme after every term and has debriefs on all of their activities with the leaders	The unit reviews all activities in some fashion identifying what went well and what didn't	The Venturers lead a discussion reviewing each activity, identifying what went well, areas of improvement, and setting a plan to improve those areas.
Service			The unit has completed at least 1 community service project in the last year	The unit has completed at least 2 community service based nights or projects in the last year	The unit has completed at least 3 community service based nights or projects in the last year
Fun	The unit has at least one night per term dedication purely to having fun!	The unit makes sure at least 30% of the programme is fun	The unit makes sure at least 50% is fun activities	The unit makes sure all activities are fun except modules which are difficult to do so	The unit makes sure all activities, including modules, are done in a fun and/or creative fashion

Growth					
	Ok	Good	Awesome	Super-boss	Unicorns
Engagement	The unit has a plan and completes communications with Venturers, Parents, Leaders, and the Scout Group	The communication plan includes local Scout Troops and Rover Crews	The communication plan includes local schools and youth groups	In addition to the communications plan, the unit has received recognition for an event or activity documented in a local/national publication or website	In addition to the communications plan, the unit has received recognition for an event or activity per term documented in a local/national publication or website
Recruitment	The unit has run at least 1 Venturers Explained session with Scouts in the last 2 years	The unit has run at least 1 Venturers Explained session with Scouts in the last year	The unit has run at least 1 Venturers Explained with Scouts in the last year, including inviting some non-scouts	In addition, the unit has a growth plan to ensure Venturer unit's membership stays at a reasonable level	In addition to the previous, the unit has shown consistent growth over the past 3 years

Scouting Community					
	Ok	Good	Awesome	Super-boss	Unicorns
Working with Other Units	The unit has invited at least one other unit in your zone to at least 1 event (night, weekend activity, or camp) in the last year	The unit has invited at least one other unit in your zone to at least 2 events (night, weekend activity, or camp) in the last year	The unit has invited at least two other units to at least 2 events (night, weekend activity, or camp) in the last year	The unit has invited at least half of the nearby units to at least 2 events (night, weekend activity, or camp) in the last year	The unit has invited at all of the nearby units (e.g zone) to at least 3 events (night, weekend activity, or camp) in the last year
National Opportunities	All Venturers in the unit are aware of at least 3 national events that they could take part in	All Venturers in the unit are aware of Venture, Jamboree YST, and all of the scout schools	All Venturers are aware of previously mentioned national activities, and the possibility of being on National Council		
Branching Out	At least 20% of the unit have been to one or more zone or regional events in the past 12 months	At least 40% of the unit have been to one or more zone or regional events in the past 12 months	At least 60% of the unit have been to one or more zone or regional events in the past 12 months	At least 80% of the unit have been to one or more zone or regional events in the past 12 months	All members of the unit have been to one or more zone or regional events in the past 12 months
Working with Other Sections		The unit has run at least 1 night in the last year with another section in your zone	The unit has run at least 2 nights in the last year with another section in your zone	The unit has run at least 3 nights in the last year with another section in your zone	The unit has run at least 4 nights in the last year with another section in your zone