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VOLUNTEERING IN SCOUTING

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Adults in Scouting
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World Scout Bureau,
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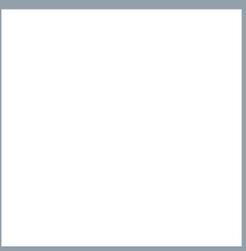
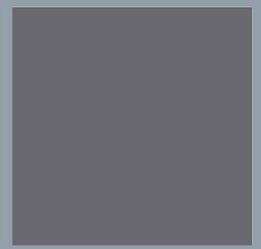
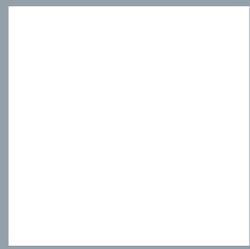
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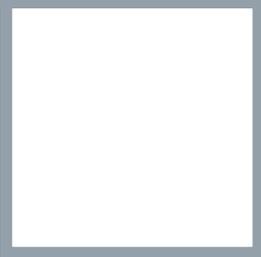
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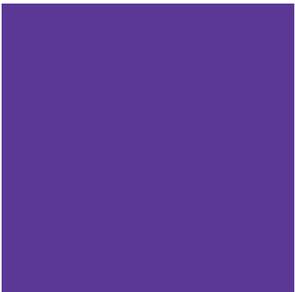
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**VOLUNTEERING
IN SCOUTING**





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FACT SHEET

The scout movement worldwide

39,288,611

Adult volunteers

1,907,363

Other adult supporters and professional staff

1,348,299

National Scout Organizations

163

* census data from 2014



Introduction

Scouting is a volunteer-based and volunteer-led participative youth Movement. For more than 100 years, Scouting has been supporting the development of young people, empowering them through a set of non-formal methods of education so that they have the opportunity to play a constructive role in society as active citizens and help to build a better world. Belonging to a global Movement, in a global world operating in 163 countries, creates a global responsibility for each Scout as well as for the whole of the Movement.

Scouting is founded on values-based principles. Through volunteering in Scouting, young people and adults can together, experience the values of community, have the opportunity to exercise their rights and responsibilities appropriately, and realise their full potential as a contributing member of society.

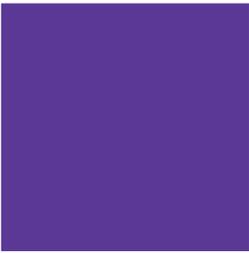
Volunteering may mean different things to different people and cultures. However, volunteering is recognised worldwide as a force for positive change and a building block of most societies.



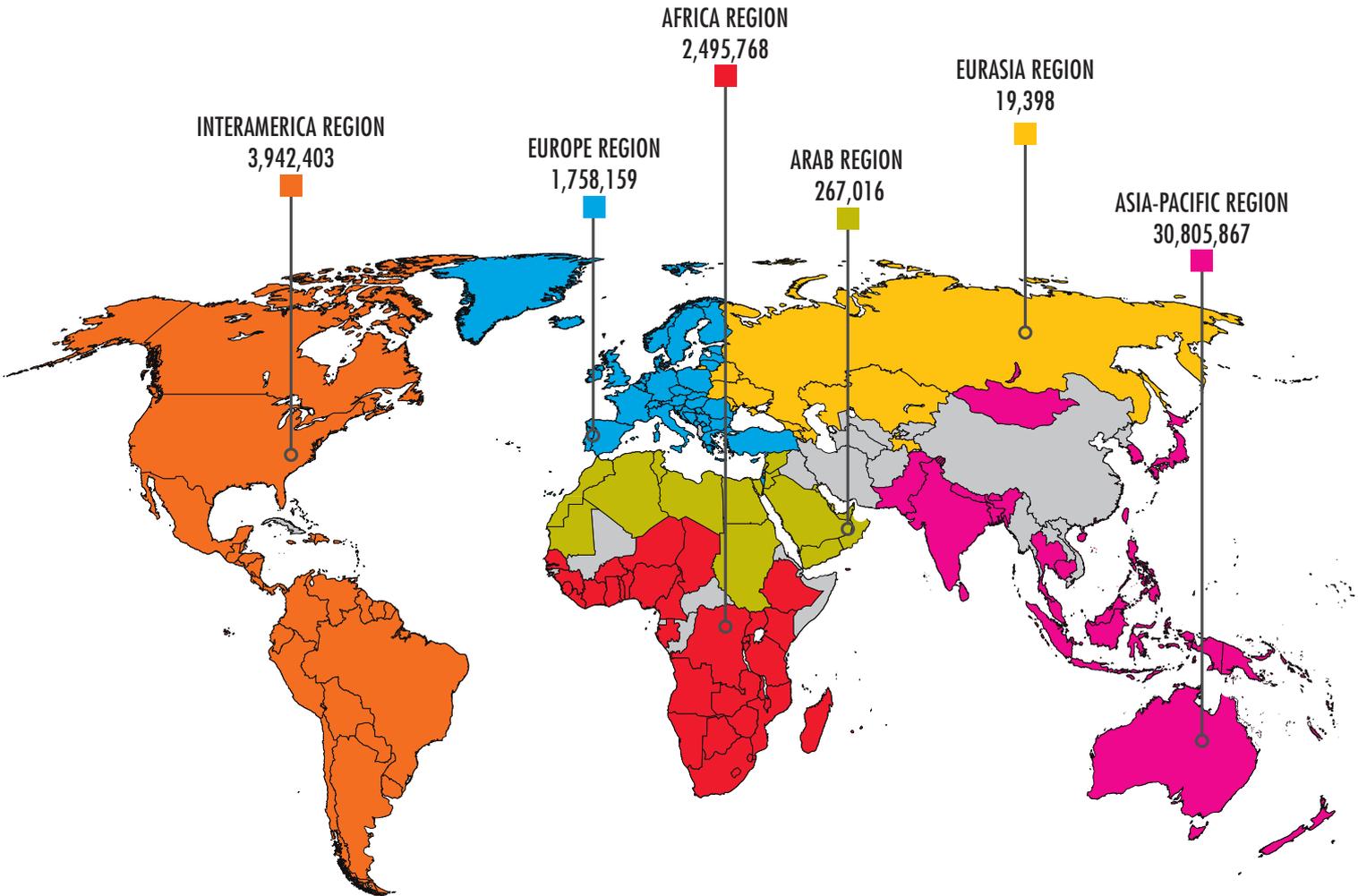
*A volunteer is someone who gives time, talents and professional expertise on a voluntary basis and without any remuneration.
(National Council Social Service, Singapore, 1977)*

*Volunteering is the effort displayed by the citizen for his society or for a particular group without expecting a material reward against these efforts whether they are personal or financial efforts.
(Arab Network of NGOs, 2001), or put succinctly and simply:*

*Volunteering is time willingly given for the common good and without financial gain.
(Volunteering Australia, 2015)*



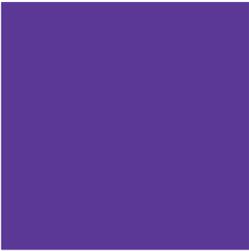
The aim of this document is to support National Scout Organizations (NSOs) exploring the concept of Volunteering involving diverse, internal and external, stakeholders and implementing strategies to develop and support Volunteering in their countries. This is a reference resource for communicating and advocating for Volunteering.





What is volunteering?

- » It is an activity undertaken by a person's own free will, where an individual makes a personal choice to commit time and energy to actions that benefit others and society as a whole.
- » It is about devoting part of one's time to a cause, a project, or an action, but it can also mean taking part in particular moments in the life of an organisation such as participating in its democratic structures, its progress and the choices that the organisation is making.
- » It encompasses a wide range of roles and implies the use and development of one's own skills and competences.
- » The activity is unpaid but can include reimbursement of expenses directly related to the voluntary activity.
- » It is often for a non-profit cause and primarily undertaken within a non-governmental organisation but it can also happen within governmental or commercial settings. It is not motivated by material or financial gain.
- » Volunteering should not be used to substitute or replace paid employment.



For Scouting's purposes, we define Volunteering as the responsibility of providing a needed service by personal commitment, without expecting reward or equivalent financial compensation, in favour of a cause and for the overall benefit of society.

IN THE CONTEXT OF SCOUTING, THE DEFINITION OF VOLUNTEERING MUST:

- » Reflect all parts of the community;
- » Be inclusive, with purpose, and allow individual growth and development;
- » Be enduring, robust and adaptive, acknowledging the dynamic nature of volunteering;
- » Be measurable, allowing the value of volunteering to be better understood;
- » Allow the World Organization of the Scout Movement to take a lead role in advocacy around policy support, infrastructure needs and the ongoing resources needed to improve volunteering at NSO level; and
- » Be usable, practical, realistic and able to be widely adopted, allowing NSOs to work constructively with the definition – both individually and collectively.



Benefits of volunteering

Volunteering is often described as providing a “triple benefit”, as it presents a positive effect on:

- The organisation;
- The individual volunteer; and
- The wider community.

To achieve its Mission, Scouting depends on - and continually needs - competent adults who are prepared to volunteer their services and give of their time, energy, enthusiasm and commitment to contribute to the development and quality of our Movement. While there is a wide array of factors behind each volunteer’s personal motivation, the fundamental reason as to why adults volunteer in Scouting is that they believe in Scouting as a Movement that can benefit each young person and encourage them to contribute to “creating a better World”.

In line with the “triple benefit” principle, volunteering through Scouting has been shown to directly affect and positively influence the individual personal development of volunteers. It enables the volunteer to develop core competences in leadership, and other life skills that will empower them in their daily lives; foster intercultural and intergenerational cooperation, dialogue and learning; strengthen the sense of identity and belonging to a community; and increase the opportunities to experience participation in decision-making. Many of these skills and competences are externally valued as they meet the needs of employers from the public, private and voluntary sector.

When it comes to young people, because they are in a developmental phase of their life, the personal benefits to volunteers is amplified. The development of specific transferrable skills, such as working in teams, problem solving and communication; the attainment of other technical or practical skills and a real increase in confidence and self-esteem² are some of the real benefits.

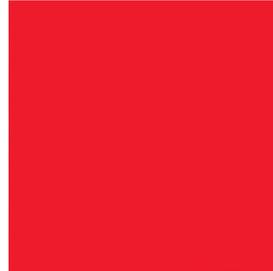
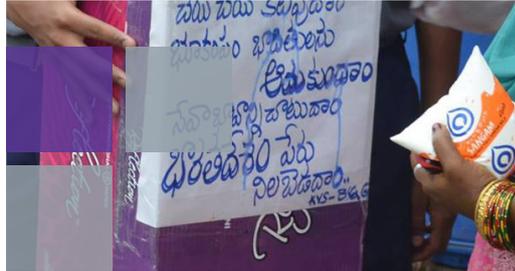
Volunteering as a young person is a real personal development opportunity and influences the development of skills and behaviours directly relevant to employability. It is often cited that because a young person or older person for that matter, looking for employment is, or was, a Scout, it increases their chances and employment potential.

The wider community also benefits from Scouting's volunteers. This is reflected in a practical manner through the economic value of volunteers based on individual commitment in time and encompassing training and education activities as well as the administration and management of the Association's structures and other support activities performed³. More importantly, volunteering contributes to the socialisation of young people and adults (building social capital), supports them to become active citizens willing to make a difference and contributes to the development of shared values and attitudes (e.g. social solidarity, social inclusion, and mutual understanding) that strongly support the advancement and form the cornerstone of a cohesive society.



² Boy Scouts of America (United States of America) in a survey targeting adult volunteers concluded that the majority agreed that volunteering in Scouting increases their participation in community service activities. An overwhelming majority (90%) felt that volunteering for the Boy Scouts has helped them become a better citizen.

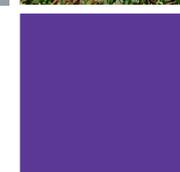
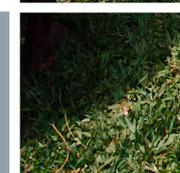
³ Corpo Nacional de Escutas (Portugal) assessed the economic value of their volunteers. The full time equivalent (FTE) and the value per worker / hour, was used to calculate the value of volunteer work. The calculation took into account the training and education activities for young people (the main function of the CNE, which is being carried out exclusively by volunteers) as well as the administration and management of the various CNE structures and other support activities. The total estimate indicates a value of nearly EUR 48,000,000 only on a year of work of CNE leaders. This is similarly reflected in other countries where Scouting is active.

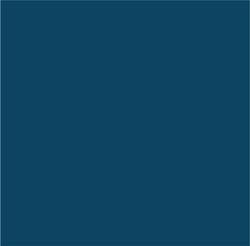
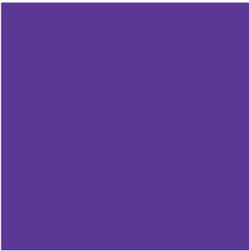


Volunteering's impact on society

Volunteering in Scouting can play a key role in community and societal life. Scouting volunteer activities bring together people who might not otherwise have contact with one another, or ordinarily, have minimal contact with others.

The social framework and structure of our society can only be strengthened and enhanced by practices that bridge our socio-economic divides. There is value within Scouting's social capital, which combines community life, participation in Scouting as a volunteer, engagement in wider activities such as community affairs, and informal sociability and social trust.





The social impact of volunteering in Scouting can be put into four specific aspects:

- » Volunteering in Scouting can strengthen social connections.
- » Assist in building stronger, safe, and more cohesive communities.
- » Enhance local and community engagement.
- » Delivering 'services' through its programmes that provide on-going personal, group and community benefit.





How do we support volunteering in scouting?

Accepting the benefits and the overall social impact of volunteering for Scouting, World Scouting renews its commitment and unique approach towards creating a supportive environment for volunteers



BELONGING

First, as a global Movement, which is based on the founding principle of belonging to a worldwide family. We establish this position on volunteering in consideration of the individual need to expand their awareness and understanding of their communities and the world, to value their own and each other's culture, and to rise to the challenge of coordinating efforts and working through differences to achieve common good. This approach provides the tone for a common culture and the exchange of frameworks with limitless possibilities for volunteering all over the world.

TRAINING AND SUPPORT

Second, we believe that volunteers are more effective and gain more, both personally and professionally, if they are properly trained, skilled and equipped. Additionally, on-going and continuous personal development is also seen as critical while volunteering in Scouting.

This commitment to the training and support of each volunteer increases opportunities to provide better programmes and support to young people during their work with them. This commitment is one of the unique features of Scouting worldwide and is reflected in Scouting's approach to supporting volunteers. Collaboration with partners (non-profits organisations, commercial and state industry and enterprise) is a key action to support that mission.

SKILLS, EXPERIENCES AND COMPETENCIES

Third, we are committed to providing volunteers with the opportunities to acquire competencies and skills that have a transformational effect on themselves and on their communities. In addition to providing each volunteer with the competencies to perform a certain role within the organisation, Scouting is committed to supporting their personal development, acquisition of transferable skills in different contexts (e.g. workplace, other organisations) and increase of overall engagement in the community.

At the same time, we are conscious of the relevance of learning and acquiring of skills and competencies by volunteers in Scouting, on other spheres of their lives and we actively support the recognition of the experience and expertise they gain while volunteering.⁴

EFFECTIVE MANAGEMENT OF VOLUNTEERS

Fourth, volunteers have the right to expect to be well managed whilst in their role. They expect to be effectively led and supported regardless of their role or position in Scouting. According to the spirit and philosophy of Scouting, this management is also performed mainly by other volunteers in management roles. Each volunteer needs to have a clearly defined and agreed role, enforced by a mutually signed 'agreement' linked to a position description that is appropriate to the role, and act in conformity with an appropriate Code of Conduct.

ADULTS IN SCOUTING LIFE CYCLE

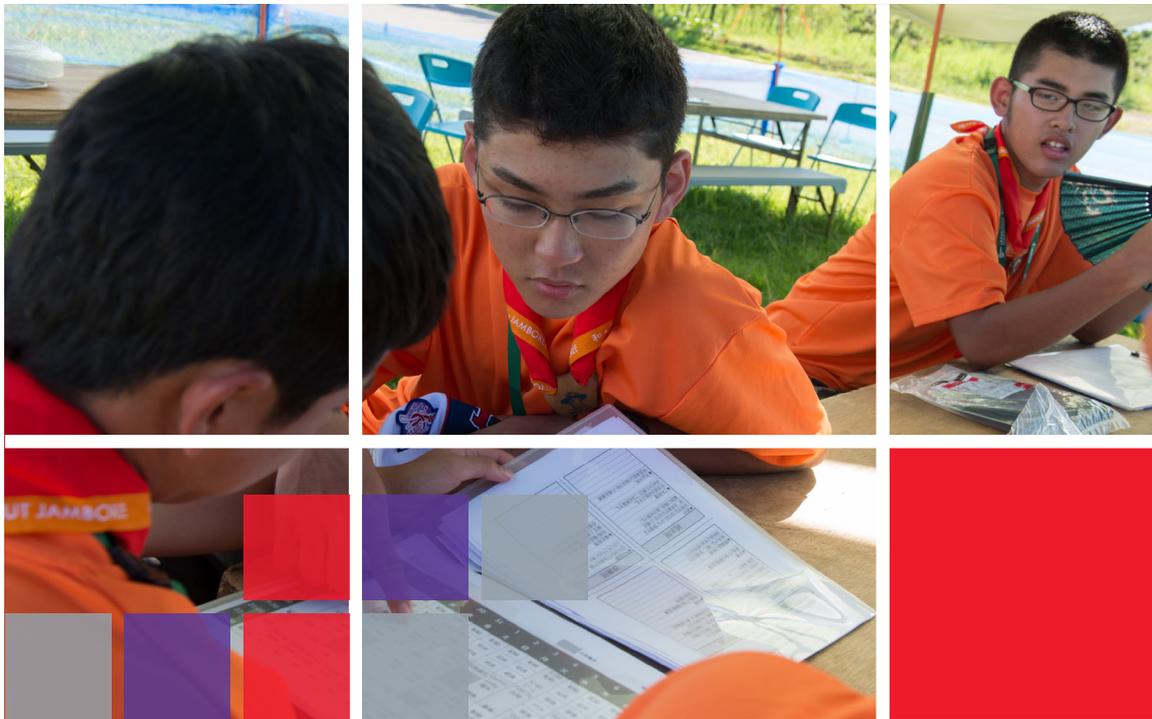
Lastly, the World Adults in Scouting Policy⁵ detailing the Life Cycle approach for the management of adults in Scouting, sets the fundamental principles of our approach to volunteering.

These guidelines clarify our approach to the acquisition, training, personal development, and management of a wide range of adult volunteers and supporters necessary for accomplishing the Mission of the Scout Movement. By implementing a holistic, systematic and flexible approach to adult resources management, we believe we can:

- Improve the effectiveness, commitment and motivation of our volunteers;
- Produce better programmes for young people;
- Be a more effective and efficient Movement; and
- Increase our capacity for growth and development.

⁴Scouting Gelderland (The Netherlands) has developed a portfolio based model for validating informal learning gained during voluntary activity for Scouting groups. Accessed at: <http://goo.gl/H5C4IG> on January 15, 2016.

⁵World Adults in Scouting Policy. Assessed at: <https://www.scout.org/node/5026> on December 10, 2015.



What can National Scout Organizations do?

The complexity, uncertainty and continuous change in the world bring about on-going challenges to the management of adult volunteers in Scouting.

The commitment of World Scouting to adapt structures, innovate, allocate resources and implement the principles of Learning Organisations is a cornerstone for our approach.

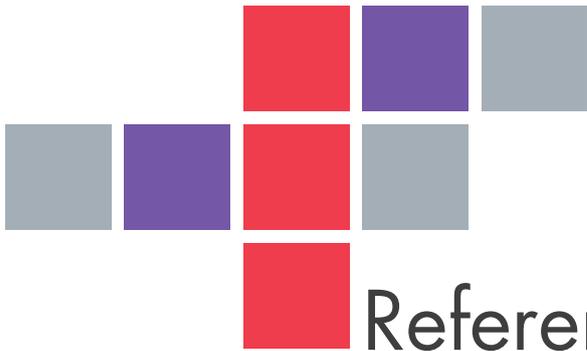


NATIONAL SCOUT ORGANIZATIONS ARE ENCOURAGED TO:

1. Create a positive and supportive environment for volunteers by improving the quality of experiences provided to both young people and adults.
2. Develop policies and practices based on a rigorous understanding of volunteering and related matters.
3. Enhance systems and processes to ensure better management and leadership of adult volunteers.
4. Develop and ensure recognition for the skills and competences of volunteers and the activities they undertake.
5. Foster collaboration with private and state partners to achieve organisational objectives.
6. Collaborate with governments and other stakeholders in order to reduce the legal barriers for volunteering and increase its protection under law.
7. Explore different models for volunteer involvement (e.g. short-term, temporary, virtual, international, youth volunteering, and 'alumni' networks).
8. Reach out to minority communities in their countries and seek to engage different profiles of volunteers, especially those who are socially excluded.
9. Review and monitor revised/improved volunteer practices to ensure ongoing engagement with volunteers.

All of the ways that an NSO can engage, support and develop volunteers are aspects of what is described as 'volunteer best practices' and 'good volunteer management'. While we base our Scouting practices with volunteers aligned to the World Adults in Scouting Policy,

having a united approach towards best practice volunteer management ensures consistency and allows for a Movement like Scouting to grow and develop its most important asset – the volunteers.



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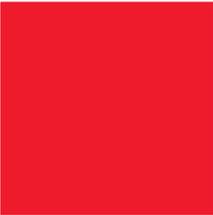
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