

What is the role of a Scout Fellowship?

Perhaps it is worth reminding ourselves what the Scout Fellowship is - an adult-only group with members from the age of 18 but no maximum age limit. It provides support in an active way to local Scouting, and volunteering opportunities to those who cannot make a regular commitment. Ideally, it should draw members from both inside and outside Scouting.

The Scout Fellowship gives occasional helpers a well-managed link to local Scouting, and a degree of involvement and recognition for their efforts. It has the potential to be one of the most dynamic volunteering opportunities available in a community, as it can accommodate the interests, skills and time available of almost anyone.

The Scout Fellowship should offer a broad spectrum of activities and they will differ from group to group. Remember, Scout Fellowships can be formed at District, County and National level to meet the needs of local Scouting.

Lead through need

The Scout Fellowships activities and support should be needs-led. This means it should balance...

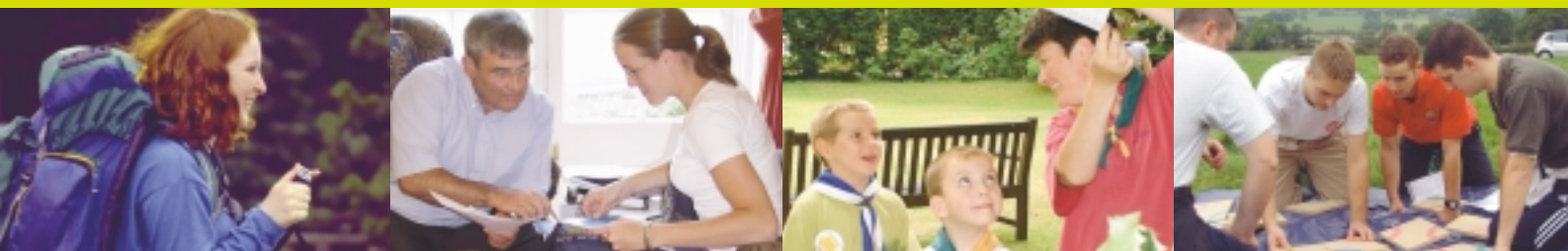
- ▶ the Leaders' need for help, developing new ways of enhancing the Programme;
- ▶ the needs of the District within which it operates, acting in accordance with the District's plans for developing Scouting;
- ▶ the needs of the individual Scout Fellowship members, honouring the level of commitment they are willing to offer, and offering them in return a 'high quality option' for their volunteering in Scouting.

The purpose of any Scout Fellowship and the activities it carries out are likely to change over time to suit changing needs of local Scouting and the Membership.



Active Support direct to you

Remit and Review



All adult groups supporting Scouting must be registered as Scout Fellowships. You are not restricted to just one per District; you can form as many Scout Fellowships as you need to meet the requirements of the area you serve. You might have a general Scout Fellowship that offers a wide variety of activities in support of your District or County, or it might be specialised and based around a single activity, such as canoeing or a local campsite. Activities taken part in, and carried out by, Scout Fellowships depend on the skills and interests of its members.

Ideally, Scout Fellowships should have intentions and plans for ways in which they can expand their areas of involvement. Discussions with members about the ways they'd like to expand their interests and skills could lead to a greater range of activities being carried out by the whole Scout Fellowship.

A guide for County/Area, District Commissioners, ACC/AAC/CA (Scout Fellowship), ADC (Scout Fellowship) and Scout Fellowship Chairs on making the Remit and Review process work for your Scout Fellowships.

www.scoutbase.org.uk/fellowship

What's a Remit?

A Remit outlines the purpose and the activities of any Fellowship. What does a particular Scout Fellowship exist to do? What kind of support does it lend to local Scouting, and how? What do you want its members to do for you over the next twelve months?

When putting together a Remit, you should consult the members of the Fellowship and the relevant Executive to find out their views of what the Remit ought to be!

Questions to ask:

- ▶ What activities would provide the most support to local Scouters?
- ▶ What tasks could the Scout Fellowship carry out that Leaders currently undertake, but don't need to?
- ▶ What activities could the Scout Fellowship be involved with that would help local Scouting to formulate and follow a development plan?
- ▶ What are the skills and interests of the existing members?
- ▶ What is the availability of existing members?

It's no use committing the Scout Fellowship to something they can't provide...

- ▶ How would members / Scout Fellowship Chair / Executive Committee like to see the Scout Fellowship operating?
- ▶ Does it need to train existing members in new skills?
- ▶ Does it need to recruit new members with different skills?
- ▶ Does it need to recruit members from different backgrounds?
- ▶ Does it need to recruit members who are available at different times?

The answers to these questions form an action plan that all members should be able to sign up to, and work towards achieving - this is the Scout Fellowship's recognised Remit. A small team of people may need to be formed to take responsibility for overseeing progress.

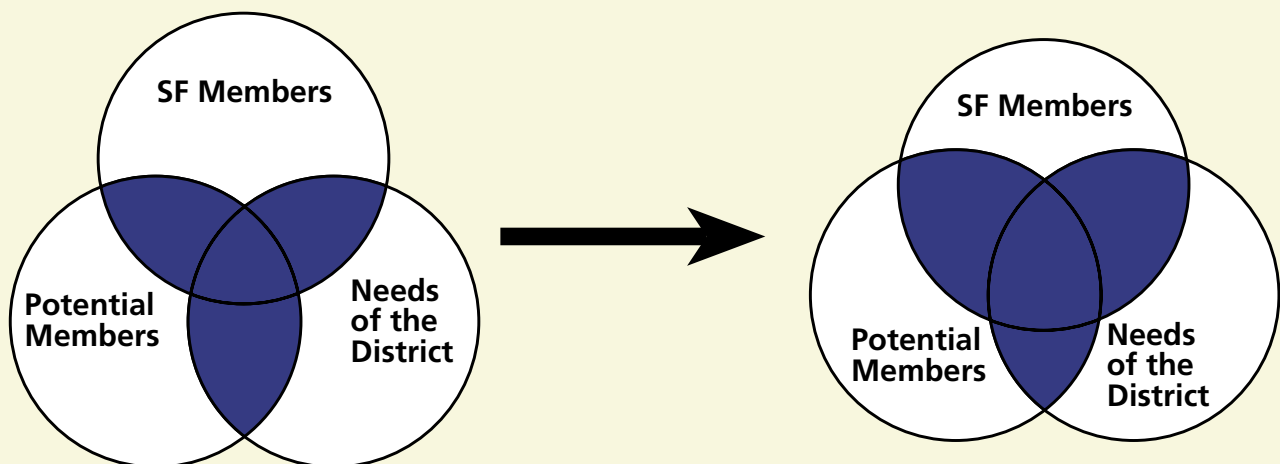
The Remit should include specific, measurable, agreed details about:

- ▶ The goals of the Scout Fellowship
- ▶ The activities the Fellowship are intending to carry out
- ▶ What the Fellowship is intending to achieve.



Scout Fellowship is about needs led active support for Scouting

Remit & Review Model



How does it work?

The idea behind the model is to allow those responsible for creating and reviewing the Remit of the Fellowship to do so in a manner that is both needs-led and which looks forward at the potential for growth of the Fellowship. The model shows the intended progression towards a greater overlap between actual SF membership activities, the needs of the District and potential SF members.

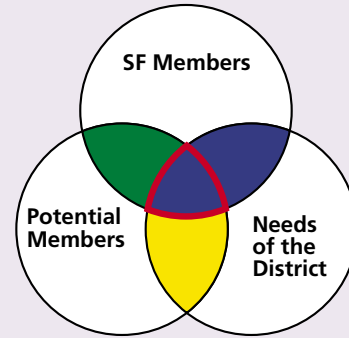
Identifying need

When looking at a new Remit, the primary focus should be on the circle representing the 'Needs of the District' (or County/Area or Group, as relevant). The needs identified will form the initial basis of the Remit. It does not matter how simple or complicated these needs are, or even if they are deemed 'unachievable' by some. This list of needs represents the 'wish list' of the District, County/Area, Group, etc.

Next we look at the circle representing the Fellowship Members. Each of the needs identified above should be looked at from the perspective of the Fellowship as it is at the moment. The current skills, knowledge, experience and availability of the current Fellowship should be carefully and realistically matched to the needs.

By doing this, a number of the identified needs can now be listed as 'achievable'. This list becomes the Remit for the Fellowship.

Remit & Review Model - Recruitment



How can this method be used to help recruit more support where it is needed?

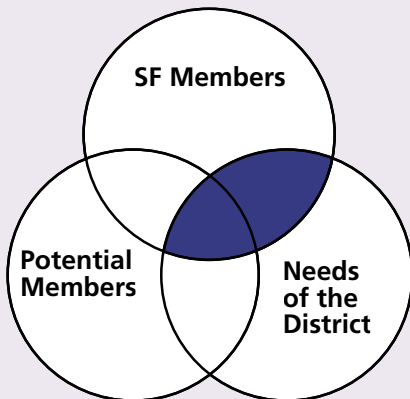
Areas to look at

The area in **blue** represents the current Remit between the Fellowship and the 'District'. These are the current needs and requirements of the 'District' that can, and are, being met by the existing Fellowship.



The six steps to recruitment is a tried and tested method in Scouting

On the model, the area in blue below represents this Remit:



Use this planning tool to help you develop the Remit of your Scout Fellowships. The Remit could cover the next twelve months or a lesser period of time - it is really up to you.

So what about the other areas?

The area in **green** represents those activities, skills, knowledge and experiences shared by the current membership of the Fellowship and non-members in the local area. These are interests and skills that are currently not required to fulfil needs of the 'District' but may still form important parts of the Fellowship's calendar, such as social activities.

This area represents an area of potential for recruitment to the Fellowship.

The area in **yellow** represents those needs of the 'District' currently not being met by the Fellowship, but which could be met by others in the local area. These other people could be interest and/or specialist groups, members of the Movement not in the Fellowship, or members of the public with the skills, knowledge, etc., required.

This area represents an area of potential for recruitment to the District.

The area in **blue** that is bordered in **red** represents the needs of the 'District' currently being met through the Remit by the current members of the Fellowship, but

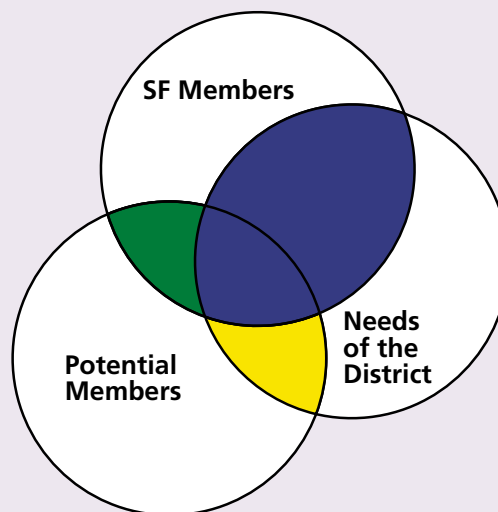
which could also be met by others in the local area. Again these could be others outside the Fellowship

This area represents an area of potential for recruitment to the District and the Fellowship.

So how do you use these areas to recruit?

The green area shows the local Fellowship that there are people in their area with similar interests and skills who may be valuable additions to the Fellowship. These people may have a shared interest in the various social activities that the Fellowship undertake, or it could be that they share the skills and interests that current members of the Fellowship have.

The yellow area could imply several different things for the District (County/Area, etc.). The identified needs could mean that the District should turn its attention to recruiting specific Leaders and/or helpers, or to recruiting people with specific skills into the existing Fellowship to help them to fulfil those needs, recruiting a new Fellowship formed specifically to fulfil those needs.



As you can see, there will always be needs within the District that the Fellowship cannot fulfil and the 'District' will have to either let these needs go unfulfilled or look elsewhere. There will also always be members of the Fellowship who will not meet the identified needs of the District.



The role of ADC (SF) is to develop and support local Scout Fellowships

The blue area bordered in red shows that there are people in the local area who share skills, knowledge and interests with current Fellowship members fulfilling the District's needs. These people could help to meet these needs for a wider portion of the 'District' or in a more productive way.

Now that you have identified the types of people that you would like to recruit, and the ways in which you would be able to deploy them, you can apply this information to 6-Step plan to Recruitment.

As the Fellowship and District get more used to the way in which they use the Remit and Review Model to make the Fellowship a productive and active support mechanism for the 'District' (and as they get used to the way they use the Model to look at the recruitment potential of both the Fellowship and the District), the Model will change to look more like this:

These people may be those who perform activities to support and promote the Fellowship itself, both in its support roles and its social activities. There will certainly always be potential members who are not currently in the Fellowship.

However, the area in blue that represents the Remit between the 'District' and the Fellowship will grow as the Fellowship becomes more and more productive in providing active support that is both required and appreciated by the 'District'.

What if my current Scout Fellowship cannot meet the needs of the District?

There is nothing to stop you setting up another Scout Fellowship to recruit different people to meet your needs. With more than one Scout Fellowship in the District, it is important and necessary to appoint an ADC (SF) to co-ordinate their work and support their development. Follow the 6-step recruitment process to start the ball rolling; there are helpful hints and ideas in *Active Support: a complete guide to the Scout Fellowship* on how to set up a new Scout Fellowship.

Review

So, we have an agreed Remit with the responsible Commissioner and we now need to review this Remit, to see what has happened and how well we have done. As with all plans, the Remit should be reviewed on a regular basis, to see whether it has been achieved, to discuss the reasons why not if not, and to agree an updated plan.

Don't worry about reviews! We all take part in a similar process every day of our lives - "Did I shop at the right place? Could I have got a better bargain by going somewhere else?" The benefits of a review for the Scout Fellowship are that everyone gets involved and hopefully, motivated. Importantly, it helps us plan for the future.

Who?

The same people who set it up in the first place should do the process of reviewing a Remit as a joint activity, so that will be the responsible Commissioner for the District, Group, etc. and people representing the Fellowship's interests; i.e. the ADC, Chairman, etc. - that could be small

Was the need met?

If so:

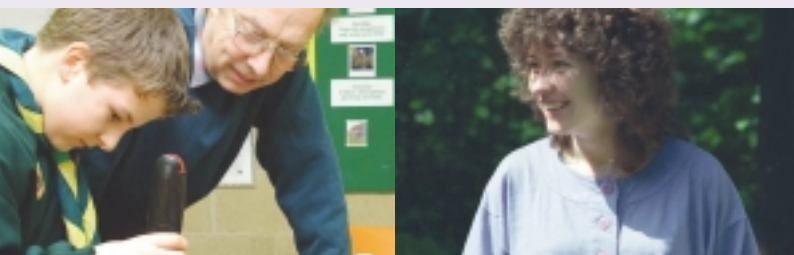
- ▶ Well done! Make sure that thanks are passed, as appropriate, to the Fellowship.
- ▶ Is the need on-going and should it pass to the new Remit?
- ▶ Has the need changed at all and does the activity need to be adapted?

If not:

- ▶ Was the need identified correctly?
- ▶ Were the skills, knowledge, experience and availability of the Fellowship identified correctly?
- ▶ Why else was the need not met?

Once all of the points on the existing Remit have been looked at and the outcomes determined, the model should be looked at again. The 'Fellowship' and 'District' circle should be examined again to see if they have changed.

In the case of the 'Fellowship' circle, perhaps the members of the Fellowship have changed. Have new members with different skills or knowledge joined, or have members left that stop the Fellowship from being able to fulfil a point on the Remit.



Review is not simply an assessment or performance appraisal

groups of people with the shared vision of ensuring that the Fellowship becomes the most successful and productive it can be.

Why?

Among the many tasks that Commissioners have to carry out, why is reviewing the Scout Fellowship Remit so important?

Reviewing the Remit is extremely important, ensuring that the Fellowship keeps the focus and drive that it gained through having a Remit. The members of the Fellowship need to know that they have achieved something and that their efforts are appreciated. The District (County/Area, Group, etc.) to which the Fellowship is attached have to feel that the Fellowship is at least addressing, if not meeting, their needs.

How?

It is important that everyone feels involved in the review, and that it is not seen as an 'assessment' or 'performance appraisal'. When looking at an existing Remit during a review, each specific point on the Remit should be looked at separately.

In the case of the 'District' circle, maybe the needs of the District have changed. Is there a new activity or function of support that is required, or has one of the needs currently being met become unnecessary?

Once all this has been done, the results will form the new Remit and the whole process begins once again.

How often?

The Remit should be reviewed at least annually, or at intervals agreed with the Scout Fellowship.

Further help and information

Supporting Information

To help you further in carrying out your reviews, the following information is available from the Scout Information Centre or www.scoutbase.org.uk.

Active Support (The Scout Fellowship File)

- 2.11 Agreeing the Remit
- 2.12 Skills Directory
- 2.14 Healthcheck - running a Scout Fellowship

Supporting pro-forma

Identifying needs

Use this sheet to list the on-going needs of your District and Groups. Also list the needs which are not currently being met, or those which can support your development plans. This forms the basis for discussions with the Scout Fellowship to develop their Remit. Then prioritise them, and set some target dates for completion.

	Need	Priority	Completion date
On-going need of the District			
On-going needs of Groups			
What needs do you have in your District which are not being met?			
What Group needs are you aware of which are not being met?			

Review Process - Summary

Remit carried out by

Scout Fellowship

Date

Remit for previous year.

1 Was our Remit achieved? Yes/No

2 Was the Remit achieved the way it was planned? Yes/No

3 Was the planned Remit achievable? Yes/No

4 What went well?

4a Why?

5 What difficulties were there?

5a Why?

6 What could be done better?

7 Do we need to plan further ahead?

8 Did we make the best use of the experience available in the SF? Yes/No

Remit for the next period (remember, it should be needs-led and a date should be set)

a) Main Tasks/Goals

When

I)

II)

III)

IV)

b) What support or training is needed, and from whom, to achieve our goals?

c) Are any other actions required?

Date of next review

Review agreed

Date