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20 October 2021

The Right Role for the Right Leader

Dear all,

We're getting ready to return to a post-pandemic world.

Once we head back to our Scout Halls and our Activity Centres, life starts moving very quickly, and there's barely time to reflect on where we're going, how we're doing, and how we can keep our Scout Groups thriving and growing for our youth and adult members alike.

Now is a good time to pause and reflect, and adopt our Plan>Do>Review approach.

For many adults, volunteering is a huge part of our lives. It's our way of helping others selflessly, and witnessing first-hand the joy as a young person achieves a life goal. We also get to learn new skills and make friends with people we'd otherwise never meet.

Each one of us will have a different experience at Scouts. We know there will be highs and lows. But if we're in the right role, which fits our personal skills and abilities, the highs will always prevail.

Are you in the best role for you?

We'll be running our annual Membership Experience survey shortly, and each year we hear that the overwhelming majority of members are really happy with their involvement in Scouts. You feel positive about the value Scouts can deliver, the changes we've made to our program and the way we operate, and you are really proud to tell others you volunteer with Scouts.

Interestingly, almost all of the frustrations are about other adults.

Some of you tell us about poor communication by individuals holding leadership roles, who want to run their Group, Unit or Fellowship on their own personal terms, disregarding other perspectives. Too often, these issues linger, and never get resolved, prompting wonderful adults to leave us, feeling disappointed their skills were never used effectively.

We've all had time during lockdown to reflect about what matters in our volunteering lives. Now is your chance to change your role or those of your team and put the right people in the right role. Let's set every single one of our Scout Groups, Activity Centres and support groups on the right path.

Now is the time for constructive and honest conversations. Talk to your Group Leader, your Group's Chair, your Region Commissioner, or a State Commissioner in your local area. We are all here to help and we are all keen to encourage more people to stay and to join our organisation.

Who are we looking for?

We're seeking more adults who are caring, positive and wonderful role models. Individuals who are willing to open their minds to learn something new. Adults who are mature and can comfortably ask for feedback, then listen and act on what they hear.

We're looking for adults who understand the value of a standard Program, a shared Brand and continuous learning. Individuals who are inclusive, collaborative team-players, who understand the enormous benefits of diversity.

When we appoint a new Unit or Group Leader, we look for people who have the potential to be leaders in their local communities, building strong links to schools, politicians, media and local businesses to help profile Scouting and the benefits it brings.

When we appoint a State Commissioner or a Committee member, we look for people who bring professional experience from a career in finance, change management, strategy, marketing or corporate affairs.

The most successful volunteers are those who know what they're good at, know when it's time to let someone else step forward, and who balance their volunteering with everything else in their life.

We're here to help

This is your moment to think about what you love about Scouts and find the right role that will give you the most enjoyment and fulfillment as a volunteer.

Please take the time to reflect on how you're going. Are you an influencer? Are you a listener? Are you confident about the Youth Program or are you too nostalgic to embrace change? Do you love working with young people or are you better at working with adults? Talk to someone about what you need. Ask someone you trust what they think. With every honest conversation, we move closer towards an organisation where teamwork and cooperation thrive long into the future.

And don't forget, it's the perfect time to find new volunteers. There are so many adults looking to get outside, meet new friends and develop practical skills, and have experiences they'd never imagined. The Leader Build recruitment program has been relaunched and over a hundred groups have attended training webinars. You can find out more [here](#).

This is your chance to give another adult and another young person the chance to shine.

Together, we'll set Scouts NSW up for long-term success.

Yours in Scouting,

Neville Tomkins OAM JP
Chief Commissioner
Scouts Australia (NSW Branch)

To contact the Chief Commissioner, please email chief.commissioner@nsw.scouts.com.au.

*Scouts NSW acknowledges the traditional custodians of country throughout NSW.
We pay our respects to elders past, present and emerging.*

Youth Safety in Scouting

Scouts Australia NSW is committed to operating as a youth safe organisation and implementing youth safe policies and practices in accordance with the elements of a child safe institution outlined by the Royal Commission into Institutional Responses to Child Sexual Abuse report entitled Creating Child Safe Institutions.

Remember

All suspicions, concerns or allegations about criminal matters or child protection matters should be reported directly to the Chief Commissioner, the Deputy Chief Commissioner (Youth Safety, Compliance and Support), the CEO or the Child Protection Officer at the NSW State Office. To make a report use the [online youth protection form](#), call 02 9735 9000 or email youthprotection@nsw.scouts.com.au.

Imminent Danger

If someone is in danger NOW, the matter should be reported directly to NSW Police on 000. Where a report is made to the Police, you must also subsequently notify Scouts NSW State Office.

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