



Stepping Up: Succession Planning Projects



Scouts
Nottinghamshire

Taking the Leap...

Getting adult volunteers to step up to manager and supporter roles can be a challenge, but they are needed for us to function as a movement. We believe that one way to support volunteers to transition into these roles is through short term projects. This guide suggests a variety of different projects that have two aims: to support local scouting, and to help volunteers take the leap into manager and supporter roles.



Website Design

Local websites are one of the primary ways new members contact local groups and districts. This project could look at launching a new website for your district (or group), or if one already exists looking at updating it. One district receives around 100 new joining enquiries a year through their website, so this is one to look at to promote growth. Websites can be launched for less than £7 a year, so definitely a worthwhile investment.

For support with websites, contact Adam Blakey (County Webmaster - adam.blakey@notts-scouts.org.uk) or Jordan Phillips (County Trustee - jordan.phillips@notts-scouts.org.uk)

Media Development

We don't shout anywhere near enough about Scouting, so another great perception project is looking at Media. Whether this is looking at getting news out into social media or trying to get local press coverage this is another great way to promote growth of both young people and volunteers.

For support with local media, contact Lauren King (ACC Communications - lauren.king@notts-scouts.org.uk).

Activities Catalogue

Scouting works best when we have the right people with the right tools. Getting awesome tools in the hands of our volunteers is key to having a great programme. We have some great resources available across our districts, and it would be great for someone to put a list of all different options together. Some groups have full sets of fencing equipment and others have access to iPads and archery. By working together we can provide awesome programmes for our members.

For ideas, speak to others in your district and see what is available!

Grants and Fundraising

There are loads of companies and organisations that want to support young people and community groups. Groups and Districts have been given funding for a variety of things from St. George's Day to archery kit to GPS trackers. Appointing a district advisor for grants / fundraising is a great way to develop adults into manager roles as well as bringing much needed income into district and groups.

For support with grants and fundraising contact the County Treasurer via the office (office@notts-scouts.org.uk).

Adult Skill Development

There is lots of scope for informal training in Scouting, and what better way to motivate volunteers than to run a relaxing networking / skills development weekend camp? Leaders can come together and share skills in order to build a better programme for all in the district. It's also a great way to help volunteers feel valued to build in retention. A volunteer could take the lead with putting the weekend together, building a stronger community in the district.

For support with adult skill development contact David Taylor (ACC Scouting Skills - david.taylor@notts-scouts.org.uk).

Adult Recruitment

Scouting is all about providing skills for life for young people, but in order to do that we also need great adults. This project involves looking at the current volunteer recruitment resources you have in your district. How are volunteers currently contacting you? What information are they receiving? Are we supporting new volunteers in the best way?

For support with adult recruitment, contact Justin Fisher (justin.fisher@notts-scouts.org.uk) and Annette Daykin (annette.daykin@notts-scouts.org.uk) who are currently looking into adult induction at County.

Final Thoughts...

Don't rush in. Sit back and try to identify a couple of volunteers that could take on one of these projects, either on their own or as a team. Don't attempt them all at once, start with one or two and see how it develops.

We've all had times on camp convincing Young People to take the leap - with a little gentle encouragement and team support we can step out of our comfort zone. It's no different for adult volunteers. We have plenty of people across the county ready to support, you just need to take the first step.

