

INFORMATION EXCHANGE

Presented by the Adult Resources Service
World Scout Bureau
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Information Exchange

After a good start with 7 issues before the Bangkok Conference and one after, the publication was suspended due to lack of resources both human and financial.

We have now decided to revive it although in a simpler and shorter form. We would like to have a regular circulation through Scoutpak and to share ideas on activities related to the Adult Resources Policy - such as a meeting of the World Adult Resources Committee as reported in this issue - or on experiences at various levels (national, regional, world) in implementing the Policy.

Should any subject be of particular interest to you or any question arise, please do not hesitate to contact Adult Resources at the World Scout Bureau, Geneva.

World Adult Resources Committee

The World Adult Resources Committee was created, to succeed the World Training Committee, as part of the Adult Resources Policy adopted by the 33rd World Scout Conference, in Bangkok in 1993.

Indeed with the adoption of a policy which has been designed to encompass all aspects of the management of Adult Resources it had been felt that the existing structure had to be adapted to the new situation. As a result of this, the World Training Committee ceased to exist and was replaced by a new World Adult Resources Committee.

At the time, Jocelyne GENDRIN was appointed by the World Committee to chair the new committee and members were recruited immediately. Throughout the first triennium, between the 33rd and 34th World Scout Conferences, the committee met four times and was actively involved in promoting the policy and working

on the most difficult aspects of the life cycle of an adult in Scouting. In fact, the life cycle now appears to be an essential element, at least as regards the individual dimension of the management of adult resources, and has brought in many new ideas and practices such as:

- pro-active recruitment for a job,
- the negotiation and conclusion of a mutual agreement between individual adults and a Scout Association,
- the concept of a set term of office for all functions in Scouting.

Last but not least, during the same period, the committee has been actively involved in the preparation of tools to help associations implement the policy.

At the conclusion of the triennium, after the Oslo Conference, new members were recruited to form a new committee to serve a three year term, until the end of the 35th World Scout Conference in Durban.

This committee, which is now chaired by Christos LYGEROS, from Greece, is composed of five members only (including the chairman). All have been recruited on the basis of their personal experience in and expertise on the management of adult resources.

World Adult Resources Committee sets objectives for its term of office (1997 - 1999)

At its meeting in Kandersteg (June 1997) the committee agreed on the following objectives to be reached by 1999 (35th World Scout Conference):

1. To present a policy document on Equal opportunities for Adults in Scouting
2. To support the implementation of the Adult Resources Policy with

the publication of documents to be used by national associations:

- remaining two sections of the Management Handbook
- Adult Resources Handbook
- Information Exchange
- audio-visual outline and support material for use at Regional Conferences and by national associations

3. To evaluate progress since 1993 and report to the World Conference
4. To increase cooperation with and involvement of executives in charge of adult resources at regional level
5. To report on the impact of the study on "The educational impact of Scouting (three case studies on adolescence)" on the provision

(continue overleaf)

The World Adult Resources Committee
(1996 - 1999)

Chairman:

Christos LYGEROS (Greece)

Members:

Kirsty BROWN (Australia)

Mahmoud OMAR (Egypt)

John D. de GUZMAN
(Philippines)

Maimu NÖMMIK (Estonia)

Ex officio members:

Jocelyne GENDRIN, Chairman
of Educational Methods Group
Mustapha SALEM, Chairman of
the World Programme
Committee

Jacques MOREILLON,
Secretary General of WOSM

Secretary:

Philippe PIJOLLET, Director of
Adult Resources WSB

of training and support to adult leaders.

Each item on the list will be developed further as a separate article in this issue of Information Exchange or in the next one.

A policy document on Equal opportunities for adults in Scouting

Since 1993, three Conference resolutions have been adopted which relate to the role and place of men and women, boys and girls in Scouting as an educational Movement which is open to all, males and females alike. This of course applies to the Movement's youth membership but also to its adult resources.

A task force has been appointed, under the chairmanship of Jocelyne GENDRIN, Vice chairman of the World Scout Committee to prepare a position paper on "Males and Females in Scouting", to be presented to the World Scout Conference in Durban. Based on this paper, the World Adult Resources Committee is also preparing a "policy statement" on Equal Opportunities for all male and female adults in Scouting throughout the adult support system of WOSM.

This task force which already met once quickly came up with a series of preliminary comments:

- The fact remains that, although open to all in principle, Scouting still is, to a large extent, a male dominated organisation.
- Of course there is no question that any imposition will be made on National Scout Organizations in cultures where males and females don't mix. Coeducation is a way of offering an educational programme. It can only be a goal for those that haven't achieved it and are willing to do so in an environment where it is possible.
- Indeed, in any society in which a fair degree of equality has already been achieved and where the relationship between males and females is based on equal partnership and shared responsibility, coeducation will be the best educational vehicle for young people to experience mutual respect, understanding and tolerance.

- Obviously in such a situation, the same concept applies at all levels in the association which must be seen practising what it preaches.

The task is huge because historically Scouting, a boy's movement, has been exclusively influenced by a "male culture" and - again whenever appropriate - the question is not one of "admitting girls into the Movement" but of operating a Movement for both males and females and fulfilling a Mission which is the same for both and meaningful for both.

With such a huge task at hand, a lot remains to be done. However, these are the kind of ideas that must be discussed, the kind of questions that must be answered, if we - as a Movement - want to move in this direction, towards equal partnership.

Management Handbook

The production started in 1988 with 10 issues of Management Info which were later included as a first section in the Management Handbook. Each of the ten subjects presented in Management Info was then to be developed into a full section of the Management Handbook. This has been done for eight sections which were published and circulated between 1990 and 1994. However, two sections are still to be produced: Section 7 on "The Management of Adult Resources" and section 10 on "Marketing the Association". During its last meeting in June, the World Adult Resources Committee expressed its view that completing the Management Handbook should be considered a priority and decided that the two missing sections be published by the end of 1997.

Adult Resources Handbook

Following the adoption of the Adult Resources Policy by the World Scout Conference, the International Training Handbook as it had been published from 1985 was no longer relevant. Indeed many of its sections are still useful - and will remain so - for the provision of support and training to adults in Scouting but with the introduction of a broad concept of "Adult Resources" that need to be recruited, supported and trained, and

managed effectively it now falls short of our ambitions.

After Bangkok the committee had considered the possibility of keeping most of it as section 2 (Training) of a new handbook, with policy documents grouped as section 1 and the Management Handbook used as section 3 (Management).

However, further consideration of the issue has shown that the idea was not suitable because:

- items in the existing International Training Handbook were not written with the present policy in mind. Therefore, they are not approached in an integrated way.
- the Management Handbook does not deal specifically with the management of adult resources and should therefore remain as a separate publication on General Management.

As a result the decision was made to publish a completely new handbook setting the end of January 1999 as a deadline for the publication of the last sections.

Adult Resources Handbook: contents	
The new handbook, to be published between January 1998 and January 1999 will comprise 9 sections:	
Section 100	Introduction, contents, historical background
Section 200	General framework and Policy documents
Section 300	Adult resources management structures, bodies and functions
Section 400	The acquisition of adult resources
Section 500	The provision of training and support
Section 600	Evaluation and follow-up
Section 700	Working with adults
Section 800	Useful techniques and methods
Section 900	Glossaries
Of course, each section will comprise several items on specific subjects.	

(to be continued)