

# **The Bharat Scouts and Guides Membership Growth Facilitators Terms of Reference**

## **Introduction of Membership Growth Project:**

With the supervision of APR and support of WOSM the Bharat Scouts and Guides has set a great vision under the Membership Growth Project which will help in building internal capacity in moving forward towards the plan of extending Scouting to over 4.5 million young people by 2023 and 6 million Scouts by 2025.

## **Purpose of Membership Growth Facilitator:**

Although BSG is one of the largest membership NSO under WOSM, still we have enormous potential for membership growth in India. The total Population of the Young People in India is 257,641,834 and present Scout Membership is 3,581,332. Still there are over 254 million untapped available young people who need to be attracted to Scouting. India is vast country and we have divided the total 52 Scouting states in partitions like 8 Focus States, 16 Railway States, Eastern Region States, Western Region States, Central region States, North-East Region States, Southern Region States, and Northern Region States.

In order to achieve the mission and for the smooth running of this project we need to start from the root level. That's why the role of Membership Growth Facilitator came into picture who will look after this project work from the local/district level. Membership Growth Facilitator is a voluntary position, responsible for conducting the Beginners course (physically/virtually), introducing Scouting in local Schools/Colleges/Universities with the support of local coordinators, build-up new Cub/Scout/Rover leaders, support them to register their units and follow-up on their smooth running of units.

## **Who can be the Membership Growth Facilitator?**

A person who is an active and experienced member of scouting with minimum scouting qualification of HWB/ALT/LT under their district organization having graduation and having good computer knowledge and presentation skills can hold the position of Membership Growth Facilitator by the recommendation of the State Headquarter approved by NSO.

## **Qualifications for Membership Growth Facilitator:**

There are certain scouting and educational qualifications must be required for Membership Growth Facilitator-

1. Scouting qualification must be HWB/ALT/LT
2. Preferably a graduate (in any discipline)

## **Competencies of Growth Facilitator:**

The person must have some minimum competencies for the position of Membership Growth Facilitator like-

1. Possess good relationship and presentation skills
2. Ability to communicate in local language, Hindi and English
3. Having basic knowledge in Computer skills
4. Ability to develop and implement project and preparation of reports
5. An active member of District Association and experience in Scouting/Guiding
6. It will be good if a full-time professional will be appointed.

### **Responsibilities of Membership Growth Facilitator:**

Membership Growth Facilitator is a person who helps a group of people to work together better, understand their common objectives and plan how to achieve these objectives.

The major responsibilities are-

1. Analyze the organization's current situation in the area of membership at local level.
2. Implement the state growth strategy towards planned membership growth.
3. Introduce Scouting in local Schools/Colleges/Universities with the support of local coordinators
4. Conduct the Beginners course (physically/virtually)
5. Make sure to build-up new Cub/Scout/Rover leaders who can run their units smoothly.
6. Help the newly leaders to register their units under District Association.
7. Coordinate with State Growth Coordinator and Local growth Coordinator for the implementation of the organization's growth strategy.
8. Analyze the scope of membership growth, formation of new units and also monitoring the running units.
9. Prepare periodic reports on membership growth and submit to relevant authorities.
10. Attend necessary trainings, development activities that would be helpful in efficient undertakings of the role.

### **Reporting of Membership Growth Facilitator:**

The Membership Growth Facilitator has to take care of the activities with the help of Local Growth Coordinator, coordinate with the State Growth Coordinator and the National Membership Growth Cell and prepare the periodic progress reports and communicate to the National Membership Growth Cell timely.

1. Report to National Membership Growth Cell through State Growth Coordinator.