



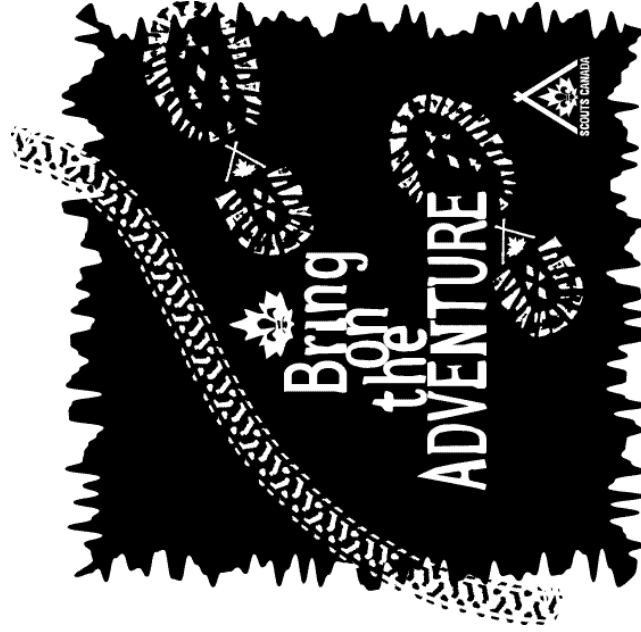
Key People in Your Group

Who	Name	Phone	E-Mail
Your Group Committee Chair			
Group Treasurer			
Group Registrar			
Group Committee Member			
Group Committee Member			
Your Group Scouter (area team member)			

Key People in Your Area

Who	Name	Phone	E-Mail
Area Commissioner			
Deputy Area Commissioner, Training			
Deputy Area Commissioner, Group Support			
Deputy Area Commissioner, Program & Member Services			
Deputy Area Commissioner, Membership			
Deputy Area Commissioner, Recognition			

Mentoring Workbook for New Scouters



Overview of the Mentoring Program

Why Mentoring:

Mentoring involves a more experienced Scouter assisting a new Scouter to develop enthusiastic and consistent program delivery so that youth receive the best program possible.

The Benefits of Mentoring:

- New Scouters benefit as they receive assistance in learning the basics of Scouting in a supportive environment;
- Mentors benefit through renewing enthusiasm for their role in our organization and gaining satisfaction in assisting a new Scouter to develop;
- Mentoring offers Scouts Canada many potential benefits, including higher level of commitment, retention of members and improved program delivery.

Mentoring Roles

The Mentor provides the tools and resources required by the new Scouter to provide a program that models the Principles of our organization.

The Matching Process

The Mentor and new Scouter will be paired by the Area Commissioner or designate.

All participants in the program should feel comfortable and free to express concerns and feelings. All feedback is valuable and should be treated as an opportunity to assess and improve the program.

If the match is not working either participant may contact their Area Commissioner to find a new match.

Training

Training of Mentors is crucial to the success of the Mentoring Program.

Introduce Yourself

May be completed by the new- Scouter and/or the Mentor, to help with planning the Mentoring Program

1. Do you have any community involvement or other experience which may help you in your position in Scouting?
2. Do you have any formal qualifications that may assist you in your Scouting position? (e.g., lifesaving, community/polytechnic courses, first aid, training, academic, etc.)
3. Scouting experience, if any.
4. Are there any activities you enjoy doing which you could share with others?
5. How do you think this mentoring program will help you?

First Meeting With Own Section

To make the first time that you meet your section as a Scouter a positive experience, it is important that you and your Mentor give some thought as to how you will be introduced and what part you will take in the meeting. If you are going to be working as a leader with existing Scouters, they will also be involved with your on-the-job training from here onwards.

You will not be expected to work unaided at this stage. The type of continuing support given to you will vary according to your needs. It could be any or a combination of the following:

- Keeping in touch as you work within your Section
- Assisting in organizing and planning weekly meetings
- Giving on-the-job training
- Arranging for you to have training from Trainers or other experienced Scouters in the same area
- Providing you with resources or information where to get them
- Meeting or contacting you to discuss your progress and needs

Welcome to the Mentoring Program

This handbook is intended for use by you as a new Scouter with Scouts Canada, while you are working through the Mentoring Program. Your Mentor will be appointed by your Area Commissioner.

In recognizing that many new Scouters will have previous experience working with youth, you and your Mentor may decide to omit or shorten some sections of this Program which are already familiar to you.

Your Mentor is an experienced Scouter who is available to work with you during your first few months as a new Scouter.

Who	Name	Phone	E-Mail
Your Mentor			
Your Group Scouter			
Your Area Commissioner			

Mentoring Program

First meeting

- New Scouter and Mentor meet
- New Scouter mentoring handbook explained
- “Introduce Yourself” (see page 11)
- Follow-up of *First Steps* - answer any questions, review program materials

Second meeting

- Review job descriptions, uniform and insignia
- Adult training and development opportunities
- Plan a visit to another section (observe Scouting in action).
- Answer any questions.

Visit(s) to Section(s)

- Observe a section in action and participate in the activities.

On-the-job training

- New Scouter is supported in his/her role until he/she has acquired sufficient skills and resources to work independently. This support may be required for a week or two, or one month or six months depending on their experiences.

Further Training

- Mentor accompanies new Scouter to *Basic Program Planning and Delivery* sessions workshops or Scouting Conferences

Area Meeting (What To Expect)

You represent all the members of your section at an Area meeting, which is held approximately once per month. It is a chance for all Scouters to get together and find out what is going on in Scouting.

You are a part of the decision-making process. Feel free to express your opinions and ask questions which will enable your Council to make informed decisions.

Your Commissioner may require you to bring a section report.

Some of the topics that may be included in these meetings include:

- Training
- Coming Events
- Sharing program Ideas
- Planning area activities
- Fund Raising
- Group Reports

**What To Look For
(New Scouter visits another Section to observe)**

What happens when the youth first arrive at the meeting place?	
How do the Scouters get the youths' attention?	
How do Scouters keep control?	
How does the meeting start?	
How are responsibilities shared?	
How is the program for the meeting divided?	
How long does an activity last?	
Is there variety in the program?	
What evidence is there that the youth have played a part in choosing the program?	
What books and records are kept?	
Are the youth happy and having fun?	
How do the Scouters and the youth relate to each other?	
How are other people or resources used?	
What was the interaction between Scouters and parents?	
In what ways are the youth encouraged to put the Promise and Law into action?	
How does the meeting end?	
Any other observations?	

Initial Meeting (Between New Scouter and Mentor)

This meeting is an opportunity for your Mentor to find out about your skills and previous experience, and to agree on which parts of the Mentoring Program will be appropriate.

The "Introduce Yourself" page at the back of this booklet could be filled in at this meeting or you may want to do it later.

The Mentoring Program, may be completed in any order. It is likely that your prior learning has already covered some parts of it and these do not need to be repeated.

Your Mentor will care about you, respect your opinions and prior knowledge, and involve you in your own learning.

At this meeting, your mentor will briefly explain some of the terminology of Scouts Canada.

The *First Steps* booklet has been given to you. This is a good time to ask any questions that arose from this manual.

Second Meeting (Between New Scouter and Mentor)

The timing of this meeting will be something that is discussed between you and your Mentor. If you are fairly experienced in Scouting and wish to start the Mentoring Program at once, you may wish to continue straight after the initial meeting.

The objective of this second meeting is to give you some more specific information about being a Scouter, and to plan which section or sections you would like to visit.

It is also an opportunity for you to discuss any thoughts and questions you may have from the last meeting.

The four objectives of this meeting are:

- Explanation of your job description
- Your uniform choices and insignia
- Adult training and development opportunities
- Plan a visit to a section

Visit to a Section Meeting

Your Mentor may take you to visit a section meeting. It will be arranged so that you can arrive early, meet the Scouters and observe the beginning of the meeting. The details of the planned visit should be recorded in the table below as a reminder for both you and your Mentor.

During the meeting, your Mentor will stay with you as much as possible. Do ask questions about anything that you wish to know more about. Your Mentor will help you relate the “What to Look For” questions on page 8 to the program. When the meeting is over, you will spend some time discussing your observations.

Section to be visited	
Date/time of visit	
Location	
Name(s) of Scouter(s)	
Phone contact	