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World Organization of the Scout Movement
Organisation Mondiale du Mouvement Scout
Всемирная Организация Скаутского Движения
Organización Mundial del Movimiento Scout
المنظمة العالمية للحركة الكشفية

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To : International Commissioners

October 2009

**Toolkit for Volunteers in Scouting 2
Recruiting and retaining volunteers**

Dear International Commissioners,

In September 2007, we sent you « The Toolkit for Volunteers in Scouting » as a supporting document to strategic priority n° 5 adopted by the World Conference of Thessaloniki in 2002.

We remain convinced that strengthening the management of our volunteers is the basis to offering better Scouting to more and more young people. Growth and development of Scouting cannot be ensured if we cannot recruit volunteers and build their fidelity.

“The Toolkit for Volunteers in Scouting 2” has been created to help National Scout Organizations follow the process proposed in the previous document, to think through the concept of “volunteer management” and to develop or strengthen the strategies for recruitment, retention and development of volunteer loyalty.

You will find herewith an example of the Toolkit. On the WOSM website: www.scout.org you may either download the complete .pdf document, download the individual sections or read the document online.

1. [Recruiting & Retaining Adult Volunteers](#)
2. [Factsheets](#)
3. [Worksheets](#)

We hope that this document will be useful to you. Should you have any comments and/or suggestions, please do not hesitate to contact Saâd Zian, Director, Adult Resources and Volunteer Development at the World Scout Bureau.

Yours sincerely,

Luc Panissod
Secretary General

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