

THE FOUR WEEK CHALLENGE

WEEK 1 – COME ALONG AND SEE WHAT WE GET UP TO

Make sure you are prepared and ready to meet the new volunteer, invite them along before the Section start time so they have chance to familiarise themselves with the venue and the programme as well as meet the team. You should be prepared to involve the new volunteer in the activities but don't expect them to run anything yet.

WEEK 2 – START TO HELP OUT

Building on week one, hopefully the new volunteer is starting to feel part of the Team. Make an effort to involve them in the activities and let them lead on small tasks (Maybe running an activity base or game). At the end of this week ask them to come prepared to run something next week.

WEEK 3 – GET A LITTLE MORE INVOLVED (MAYBE EVEN RUN AN ACTIVITY?)

Hopefully your new volunteer is now becoming part of the team. Involve them in everything happening in the evening and encourage them to take the lead on an activity which hopefully they have planned and organised (Possibly with your help).

WEEK 4 – BY NOW, YOU'LL KNOW IF SCOUTING IS FOR YOU

During week 4- set time aside during meeting with adults to find out how they have found it, if they enjoyed it, feedback for if it's repeated in future, if they would be interested in helping again and how? On this evening the new volunteer should be registered on Compass and their PVG disclosure check application completed if this has not already been completed. Some kind of thank you should be given to the new volunteer on week four regardless of whether or not the wish to continue volunteering with the group.

WHAT NEXT?

So, the 4 Week Challenge is complete and your new volunteer has agreed to continue volunteering. This is just the beginning of an adult's journey into Scouting. It is really important that we put just as much effort into the welcome and induction of new adults as we did into the 4 Week Challenge. Depending on the role the new volunteer has applied for, the [correct appointment process](#) should be followed this will usually mean making an appointment with the appointments advisory committee. It is also good practice to find a mentor for the new adult who can guide and support them through the first few months. Getting Started training is a priority and can be provided through the local Training Advisor.