



# **Make a Difference... You Can !**

**The Scout Association of Malta**

**Mediterranean Conference Centre  
9th February 2008**

**Final report of the workshops**

## INTRODUCTION

I have been working up at IHQ for a quite a number of years now. In all my time here, whether as a volunteer helper in the early years, or now as a Commissioner, the undercurrent of “them” and “us” and grumbling amongst leaders has always been present. It is more than likely that no matter what happens in the future, it will still remain, because no matter how hard one tries, you can only hope to please a few of the people some of the time, but never all of the people, all of the time!

The dissatisfaction was not necessarily directed at the mechanism of IHQ itself, but nevertheless the feeling was noticeable.

I felt that in our centenary year, it was only fitting to give our leaders the opportunity to meet as one big family, put our cards on the table and exchange thoughts, ideas and principles. As it turned out, the Forum was the biggest forum ever held with a total of 171 leaders from the whole Association attending.

Like in all matters where a large number of people are involved, it is unlikely that consensus will reign. There are always two sides to any story, and two sides to a coin. However getting together in this Forum gave us the opportunity to listen to one another and hopefully understand where each and every one of us was coming from. On certain issues it is quite an eye-opener to see the depth of feeling and persistence that runs through. I leave it to the readers to discover these topics for themselves.

Thanks to the rotation of the workshops, ample opportunity was given for one to air one’s views on a particular topic. It is not my intention to answer or justify any of the comments made.

My idea was to bring the leaders’ views out in the open where they may be studied by one and all. Hopefully, where practical, their views may be taken into consideration and acted upon by those concerned.

My report is divided into three parts. Part 1 consists of a summary of all the Reports put together according to Topic, whilst Part 2 is the actual Report as handed in by the Rapporteurs. Part three is the welcome pack that was handed out before the seminar to all participants.

Below I have outlined general statistics of the participants Forum.

IHQ members out of which 4 have dual appointment					14
	North	South	Central	Gozo	Total
GSLs	4	3 + 1*	7 + 1*	1	15
AGSLs	3 + 1*	6	2	Nil	11
SL	10	10	19	2	41
CL	19	16	16	2	53
BL	Nil	6	5	Nil	11
VL	5	3	5	1	14
RL	2	2	7 + 1*	Nil	11
Misc					1
Total	43	46	61	6	171

\* Denotes those leaders who have a dual appointment. These were added only with IHQ members.

Participants by age	Number of Part
18 – 25yrs	48
26 – 30yrs	21
31 – 40yrs	39
41 – 50yrs	37
51 – 60yrs	18
60 +	8

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August 2008.

Please note that only one rapporteur did not hand in his report out of 18 rapporteurs.

## Topic 1

### **All adult leaders should have voting rights in a Scout Group and within the Association.**

All registered leaders should have the right to vote within the Association, this way there will be 300 opinions given and not just one from each Group (and everyone should have the possibility for leadership posts - not just at Group level (one individual felt that it should depend on the issue). The vote should be a secret vote.

At Association level things might be a bit too complicated or too heated for every Scouter, that's why there's the GSLs' Forum. Some felt that the GSLs' Forum was ineffective. GSLs' Forum should have more (much more) involvement in Association decisions.

GSLs should not have a permanent post but a term of office. All posts should have a term of office, after which the person occupying the post may or may not be changed.

It was felt that with the current situation in the General Assembly, the GSLs have the responsibility of representing the Scouters in their Groups but unfortunately this often doesn't happen and leaders are kept in the dark, while GSLs decide what's best for the Group (or what's best for them). It was noted that this normally happens with the older GSLs - this should be phased out since the Movement has taken the form of an organization run by young people for young people... and not run by oldies.

Some leaders were not aware of the existence of the General Assembly, and only got to know about it at the Seminar. At the moment, not enough leaders are exposed to the current happenings in our Association, mainly due to the lack of information passed on. It is felt that IHQ should be more open / available to everybody. This will work twofold since Leaders will be conscious of what's going on at Association level, and the "Top Brass" will also get to know their leaders better, this will in turn get new blood, fresh ideas into many ongoing projects.

This same point should apply for when the Association is represented in some Forum or Conference at international level, where the representatives (Commissioners) often vote or speak on behalf of the whole Maltese Association without us ever knowing what was going on. We should be asked what we think, then, our opinion will really be known. Section Leaders' forums/meetings should be held, i.e. more effective if RSLs/VSLs, SLs, CSLs, BSLs meetings. SK can be used to make polls on various issues since it is difficult to get everyone together.

Voting depends on the way the Group is run. It is up to the individual to inform him/herself about what is happening at Association level. For example on Scoutkeeper all information is available for you to read.

At Group level, it seems like the voting system varies depending on the Group itself. Some complained that under certain GSLs there is dictatorship whereas some others agreed that this could be better because with too many people it is impossible to take a decision. One suggestion was that anybody in the Group from the rank of Patrol Leader upwards should have a say in what is going on. Representatives from the sections (e.g. instructors) should attend meetings, not just leaders. It would be a good idea to send the Minutes to all the leaders so that everyone is informed of what is going on especially where there is a problem with leader availability for meetings

## Topic 2

**A new Troop Programme is in the making... I would like to see the following elements in it...**

The New Scout Programme is a welcome idea since most Groups use the old POR and adapt and change certain out-dated items. Some groups have their own programme taken from different sources.

The troop age should be revised since the age is quite vast and there are gaps in the education system which aren't reflected in the troop age. Age groups in other Sections have eaten away at the numbers from the Troop Sections.

It was suggested that the new system should stop using the British badges and that we should start having our own. This should stop the problem of a lack of badges at Scout Shop. Also, we should get rid of certain qualifications/ badges which aren't relevant to our country / island. Instead we should create more badges which cater for "Maltese" topics (not British stuff). The POR is too English.

Some badges are now obsolete. The Chief Scout Award is becoming irrelevant and uninteresting since its not very challenging, and just a small carry on to the Advanced. The Programme should be more relevant to Scout needs eg. weather knowledge. Some items in the requirements are also outdated and unfashionable. It was suggested to add new skills such as responsibilities:- leadership skills, health and safety, risk assessment, involvement in society.

Basic Scouting skills are essential. The NSP should be divided into sections and levels. Levels should be included in certain badges ex, beginner and instructor. The Programme can be split into modules ex. Adventure module. Ideally the following should be inserted in some form or other as relevant/useful to the needs of our youth:

- Technology
- Computers
- Creativity
- Tolerance – racism, religions etc
- Family diversity – single parents and family problems – how to face such problems
- Resistance to drugs and smoking
- Content to be neutral
- Communication – ex. presentations by members to the rest of the group

The Sections themselves (std. adv. Chief) are too long and often scouts lose track and interest in what they're doing and find their ultimate goal as something impossible to achieve (never ending)

Programmes overlap between Sections.

There is no concerted effort for a holistic solution.

Emphasis on joint activities and on activities by patrol.

Role of the Patrol Leaders.

International Dimension – existence of WOSM and why, awareness of other world groups.

Camping abroad with foreign scouts.

Scouting history of Malta.

No duplication of what is being done at school.

Emphasis on the outdoor environment and outdoor activities – this what makes it more attractive to our members - rather than any other youth organization.  
Structure of IHQ, how it works, roles of Chief Scout and Commissioners, General Assembly etc..... should be included in programme

When a Scouter is to asses a scout on a particular subject it is to be done in a very informal manner, possibly during an exercise or an activity itself. The written test format should be avoided at all costs as scouting is an out of doors way of life. We should remove the rigidity of requirements and criteria BUT at the same time ensure that the criteria are followed in all troops in the same way so that all scouts have equal opportunities. Some groups give out badges like pastizzi, whereas others make a scout work too hard for a simple requirement.

The format the new programme / manual should be in would be ideal as a printed handbook but there should also be an online version which would make it easy for the scouts to keep up-to-date. Some suggested that a basic book should be issued and then updates added to it. Others suggested that the book only outline the topics to be covered in the programme and then the proper programme to be built up through print outs/fact sheets in some sort of file. This was brought up since some topics like First Aid change constantly and therefore when there is a change the old fact sheet is to be thrown away and the new fact sheet to be included in the file.

Other suggestions:

- IHQ to be updated regularly and to be more interesting and informative
- Information on badges online is limited
- Promotion of scouting on the internet and website
- Scout Programme should make reference to scoutkeeper.net
- Regular update of the programme
- Leaders should have refresher courses
- Leaders camp – to discuss programme and related problems in the Troop
- At the end of the scout programme there should be a review of the next step i.e. venture unit and its role and dolphin award etc...
- Certain issues to be cleared, ex. abseiling - is it obsolete or not?
- Badges should be available at the Scout Shop as troop members will lose their initiative if they finish a badge and then find out it is not available.

### Topic 3

#### **Our Approach and Programme have to adapt to modern times if Scouting is to survive.**

We still look too militaristic since media portrays us mostly in church parades. This may seem to be less interesting than other activities/organisations where young children can spend their free time. Media exposure is very important, but we should raise awareness that we are not militaristic and that scouting is not just parades!

Scouting should be advertised, and the adverts should appeal to both children and parents. Parents must be made aware that Scouting is not merely a child-care (babysitting) service.

We should have more open days like the one at Ta' Qali last year. As regards image, a much better marketing strategy must be adopted by IHQ. Festa Scout at Ta' Qali was a very positive event. A separate department should be set up within IHQ to make sure that people see what scouting really is.

More money would help promote real scouting.

An involvement of parents would help raise awareness of scouting,

We should not compete with sports, rather they should be complementary

Some children see scouts as a continuation of school, and so prefer sports since they would only be playing.

Sometimes we are still too traditional. Some leaders see the approach to scouting in Malta as being different from the approach by WOSM.

What is available at the moment is too old and an improvement should be made to the old versions. Different programmes in different Sections are not able to link sections.

The Venture Programme is demanding for the actual venture members. Ventures & Rover Programs should be revised. Also, as done abroad, district based system/activities should be considered.

Involving the members to organise a meeting or a lecture can be very helpful to improve their maturity and skills. Experienced Scouters should teach and give their experience to other members that are coming up in the ranks.

The personal life of a scout can be very demanding and some cannot cope with the programme. We can make the programme less demanding to attract more people to stay in the Group.

We should adopt new technologies and concepts to revive the Scouting spirit by using technology and "hands on" methods in this way involving new ideas. It is important that the programme consists of more "hands on" activities and fewer lectures.

Scouting programmes should be revised every number of years to address new needs which may arise. It is important to involve more Groups in the creation of a NSP.

Programmes should be separated for a leader level and for a member level.

Money is a bit of a problem. We should try to get subsidies for certain services, e.g. reduced prices for entry to museums and purchase of certain equipment.

We should emphasize that we teach skills and tackle problems which are not tackled by other organisations.

Leaders' mentalities need to change according to the times - old-fashioned leaders (especially those who are in the post of a GSL) may hinder/be against new proposals set by new leaders.

The importance of having a good democratic structure within the Group was stressed.

Strengthen PLC structure – Give more empowerment to the Scouts.

There should be performance appraisals - from top to bottom (including IHQ officials). How can a person hold a position for a long period of time without changing their mentality...especially in a continuously evolving world?!

The programme should reflect the needs of our youth...teach important skills on how to survive in today's society (what was important 50 yrs or 100yrs!! ago is not necessarily relevant today). The challenge is to introduce new learning techniques for this modern society.

Life skills are to be re-enforced. The Scout Movement must adapt to the continuous changes. Due to the fact that both parents have their work commitments, it is important to teach our youths how to be independent at home and have a strong personality/character. More emphasis on communicating skills and life skills

The importance of the 'hidden curriculum' must always be kept in mind. Unfortunately, attending Scouts may lead it to become just a simple meeting place rather than an opportunity to learn. The approach must be relevant and enjoyable, mostly "learning by doing" – this is what sets us apart from other organisations (like muzew). Children can learn by giving them responsibility. A compromise must be reached however as scouts are different

Image of scouting - Scouts are sometimes seen as strange or nerds. More discipline can lead to a better image - Discipline still has a place in scouting, including drill. One person saw drill as an anachronism and out of place but the issue it was claimed is not drill itself, but smartness and the avoidance of sloppiness.

## Topic: 4

### How should the funds in a Scout Group be administered?

Ideally, each Section has its own petty cash and stationery etc managed by the Section Leader who would report to the GSL on a regular basis. However having cash readily available should not lead to wasting of materials – Sections should try to share equipment/stationery/materials so as to reduce unnecessary costs.

For Group activities, the GSL should manage the funds.

Alternately, a Group Treasurer could take care of all Sections' money, but Petty Cash should be available for every Section as well as a Bank Account. Some suggested that a leader could be responsible for the accounts of each Section (importance of delegating work among leaders) alternatively the Group has one kitty and when one Section needs a certain amount of cash it is distributed accordingly, however a Group Kitty restricts Sectional freedom.

In some Groups, no actual budget is made, however if they need to purchase/upgrade equipment they plan an activity for fund raising beforehand in order to get enough money for that particular item. In others, at the beginning of the year every Section presents a list of needs, either to the treasurer or GSL. The GSL then decides what can be afforded, then funds are divided according to each Section's needs. If something else arises during the year, it will also be funded. Budgets are important as they give a clear indication of funds needed in the coming year and can help to minimise expenses.

Fees should not be raised as a means of obtaining funds - It is not fair. There are cases where families have social problems and parents cannot afford the high prices

The financial situation should be discussed during AGMs, where parents and all members are present. If a parent asks how the funds are being spent, the GSL should be in a position to show a copy of the audited financial statements. Parents have a right to know how their money is being spent by the Group.

- Opening balance is based on subs.
- A part of the balance should be given towards the HQs (maintenance and other needs).

Top priorities, example things needed by the entire group are given more importance and therefore more cash accordingly.

Activities are paid beforehand so that they can be planned, eg, transport. This also provides a sort of insurance, because children who pay will not miss an activity because they will not be refunded.

Fund-raising activity for specific purposes – each Section fundraises for its needs. It is also possible to carry out fundraising for the entire group to collect money for things needed by the entire group. Many agreed that fundraising is not always successful due to lack of response/help from parents.

If extra money is collected for certain activities it can subsidise other activities.

Sometimes parents can help by bringing complimentary stuff for crafts – this, however, is a dangerous situation as parents may start arguing on who gives most things.

Before purchasing equipment, one should be aware of any "bargains" available on the internet (eg jamboree websites)

Ideally there shouldn't be any committees – Parent committees – to avoid big-headedness.

Groups give contribution to IHQ, IHQ gives insurance.

## Topic 5

### **Beavers to Cubs, Cubs to Scouts, Scouts to Ventures, Ventures to Rovers ... is the training scheme really progressive ? Is it working ?**

There does not seem to be a joint effort to plan a cohesive programme spanning all Sections. It should be one whole programme and each follows the other with character formation included in all the programmes. The Programmes should be reviewed periodically.

The only current problem is that there is no continuation between the other programs – Cub – Scouts – Ventures – Rovers.

The age requirements for all Sections should be studied and revised and a revision of all Programmes would be beneficial

Beavers : Character building – team work  
Simple – discipline to continue throughout the other sections.  
Good basic knowledge  
Prepare them for what is coming  
Duties, activities, camps  
Camps are to be something to look forward to in the cubs and troop  
Parents need to let go of their children  
Some sort of guidelines for beavers should be prepared in preparation for the Cub Section. The biggest problem between Beavers and Cubs is the difference in program, while the problem between Cubs and Scouts is the age difference.

Cubs : Post-mortem of cubs' programme never happened.  
Taking long to do the bronze and silver and don't manage to do the Gold so, they won't be prepared for the Troop Section.  
Cub programme in some aspects is not realistic. It is found that it is not practical to have children plan their programme.  
The cub programme is good. It is ok for its age group but has not yet been revised after five years. The activities should be revised to be more original i.e. not carried out by other organisations. The character development of the member is very difficult to maintain with a meeting just once a week and this can reflect on how the programme is carried out. Carrying out the Link Badge should be enforced and this period should be well-planned with the member attending more scout activities. Attending alternate meetings is a way to help the link badger. Transition into the Troop can be a shock (current age is still a bit too young) and children vary in maturity; Not all cubs find it a problem to proceed to the troop.

There is a problem with children who join the Section late because they do not complete the stipulated program before going up to the Troop. The programme is not flexible – it is a long programme and therefore, you cannot play around with time.

Suggestion: - when a child has almost reached the Silver stage, you could encourage him to do some work at home, especially on subjects which are also done at school, in order to complete the programme on time.

You have to try to keep contact with the parents so that they can help their children.

Transition problem: - the leaders do not know the programmes of the other Sections. If the leaders knew the programmes of the other Sections they would be able to prepare the children for what is to come. If the children are prepared, they are less likely to give up, once they advance.

Troop: The Troop Section age should change and other sections should be included in between the scouts period. The Scout Programme should not be as long as the old one. Proficiency badges should be reviewed and made more interesting. Programmes should be better presented and interesting to the member reading and using it, including the language. Language of programmes should be adapted to the age the programme is presented to.

In the troop there is the problem of the variety of ages – the kids grow up too quickly/too soon and there is a big difference in ages and behaviour of the kids within the troop. The greatest 'cultural' shock is when cubs move up to the troop and find themselves with teenage kids.

It could help to give more administrative work of the troop to the more mature and grown up boys within the actual troop so that they can help out more, feel more needed and useful and to prepare for the Ventures

Ventures: Venture Programme not focused and lacks direction

Rovers : Badges - too far-fetched  
Rovers have no realistic goals and have lack of time.

Suggestions:

It is very important that there are occasions when the whole Group meets. The group should create events where the different Sections mix

When new members join the group, before actually joining the pack or troop they are given separate meetings to inform them about scouts etc. as a sort of running in so that they get used to the system.

It would be beneficial to give some responsibility to children that way you give them something challenging to do.

Beavers and cubs meet on the same day consecutively so that Beavers who will be moving up to Cubs may attend the cubs' meeting after their meeting, so that they also get used to the Cub system.

## Topic 6

### Co-Ed scouting in Malta is a reality. What lessons have we learned from this experience?

It was agreed by all present that Co-Ed scouting should be optional

Scout Groups which originated from Boys' Schools wish to remain boys only. One Group argued that Baden Powell created Scouting for Boys and not Scouting for Girls – girls therefore should stick to Girl Guides. This argument was quickly rebutted by several members present who said that experience has shown that Groups who were once "boys only" and are now co-ed have no regrets.

The International Movement is co-ed therefore why should certain groups decide for themselves whether they should be co-ed or not? Why is it that certain leaders don't like the idea of co-ed especially if they have leaders within their Group that are female? Some suggested that the co-ed idea should be enforced by IHQ.

It was argued that when Groups are co-ed, many prejudices are overcome and both sexes compliment each other, especially if mixed from Beaver/Cub age - members became more competitive and worked harder. The social level of children that come from co-ed Groups changes both physically and mentally - the kids are more confident and integrate better.

Groups should not decide to turn co-ed for the wrong reasons, i.e. to increase number of members as this could lead to a decrease in standards. Yes,

A query raised was - what happens in a co-ed group if no female leader is available to attend a certain activity? Should the activity be cancelled or should only the boys be allowed to attend? Many felt that IHQ should try to help out if there is a lack of leaders, especially female, in that it could make a call for leaders from other groups who perhaps have a lot of leaders.

If there are no leaders that are female, how can a Group be co-ed? Female leaders could be parents. They do not have to be appointed from the IHQ.

Some groups are adamant of not becoming co-ed for now, the reason being that there are too many problems associated with this, especially during camp when there is a lack of females, equipment, facilities - toilets for men and toilets for woman

There is the difficulty of some leaders trying to convince other leaders within the same Group to turn co-ed, especially if the leaders that are in favour of co-ed are in the minority.

The majority agreed that Groups should first introduce girls to the Cub Section and then keep on going from there. Most agreed that it is not a good idea to introduce girls to the troop section at the very beginning since usually most of the kids end up leaving. Good way of introducing girls into groups is to have an activity where you invite the sisters of the members.

Is there a set of rules or regulations that a group has to abide with before going co-ed? If so what are they? Can there be a half day seminar dedicated to Groups that might wish to go co-ed in the future, but are hesitant to do so?

Majority felt that ultimately it should remain an option whether a Group is co-ed or not – depending on availability of leaders since outdoor activities require female leaders where a group is Co-Ed. It should never be imposed on Groups.

Parents see Co-Ed as very positive since it encourages socialising. For example in Church schools at primary level, there are only girls and it doesn't create an ideal situation. Some groups of Girl Guides tried to turn Co-Ed but were not successful.

A leader from St Aloysius said that when they camp and there are females present, they enjoy it more because females are more organised, hard-working and efficient. Female input is important.

Leaders from Victoria Group said they wish to be Co-Ed but maybe because of a conservative attitude have never considered it and they have a problem with female leaders as well.

Hamrun Group commented that they don't feel the need to be Co-Ed because there are Girl Guides in Hamrun with whom they organise a lot of Joint Activities. In fact a suggestion was that more joint activities should be organised by Groups who are not Co-Ed.

It was emphasized that female leaders should be present for camping/outdoor activities in Groups that are Co-Ed however this rule should be more relaxed when it comes to Venture/Rover Sections since females are a minority and the members would be of an age where they are more independent, responsible and can be accountable for their actions. A suggestion put forward was that when there are no female leaders available for a particular activity, these could come from other Sections within the same Group.

The leaders said that no consultation from outside was sought as to whether their Group should be Co-Ed or not, but a decision was taken between them.

The conclusion was that Co-Ed is healthy for scouting – only one young man said that Co-Ed doesn't promote the scouting image well.

Should we ask the members opinion whether a Group should change from single sex to Co-ed, or is it a decision to be taken only by the leaders? Most Co-ed Groups said it was a joint decision.

Does Co-ed system work? Problems that have risen from Co-ed were solved along the way:

- Clothes – girls with short tops or with no sleeves – not suitable for scouting therefore not be worn, not even by boys
- During the night – separate tents, night watch
- Swimwear – this was thoroughly discussed. The issue of helping the children to face the reality of life arose – at the beach members are seeing girls with 2 piece swimsuit so why girls scouts are not allowed to such?
- Co-ed groups should have co-ed patrols
- Everything should be Co-ed except toilets and sleeping

It is important that co-ed groups have female leaders in the Cub and Troop Section. On the other hand although it is preferable that the Venture Unit have a female leader it should not be obligatory.

During a journey should members be mixed? Yes but troop must have supervision (Ventures should be allowed to go even without supervision)

Isn't there Girl Guides for girls? Girl guides not so adventurous. Scout have better skills and programme? – Not all agreed stating that the Guides have improved

Reaction of parents to Co-ed? - Good feedback – socializing, sisters can join in

Should co-ed initially take place in cub section or in the whole group immediately?  
Depends on the number of female leaders.

## Topic 7

### Is the current leader training system adequate? What would you change?

Courses should be divided according to the skills of the individual - those who have already been scouts and newcomers. This would reduce the possibility that some courses would be uninteresting for those who already know the basics of a topic. There was a difference of opinion about whether those with a previous scouting background should be made to attend basic sessions - those with a scouting background disagreed as it would be a waste of time whilst those without a scouting background said they should, as all stood to benefit from the shared experiences of others.

Re-fresher courses/updates to wood badge holders should be introduced.

People delivering the session must be competent. Not only should they know the subject but they must be able to keep the audience interested in the subject. Delivery is important.

Courses can include more working group sessions rather than just a delivery by the spokespersons. These can be divided according to the Sections. After a day's work or other school commitments, it is not very interesting to attend a course where you are just sitting down and listening. This makes the session quite useless and little is achieved. More interesting methods should be introduced. Rather than just talks, leadership courses should include more hands-on practice, say, during a camp or other activity. Leaders should be assessed during hands-on practice. This can also be done internally within the Group.

When planning courses, it would be good to cater for young people and avoid organising courses during University/other institutes' Test Week. As much as possible courses should be made more relevant and convenient to young people.

Leader's roles and responsibilities are to be clear and training for such roles should be provided. Rather than age, the maturity of the person concerned should be considered. Proper screening is important.

Course contents should be revised and changed according to the needs of the situation. Updates, especially with regards to legal matters are important.

Course lengths (from one topic to another) must be reduced. This would allow a shorter period for the leaders to complete their core skills, and also allow more time for refresher/updated courses to be introduced.

The new system is much better organised, however it was felt that some speakers were not keeping their topic relevant to the scouting picture required. It was felt that the speakers were not properly briefed in advance.

Periodic training such as a scouting skills refresher camp was seen as a positive influence, and should be held relatively frequently (e.g. twice a year). Of benefit too would be the mixing with other leaders from other Groups.

Some felt that training sessions would be much better in one go, e.g. a weekend camp, rather than drawn out over a long time. Some recalled that the camps held in the past, were much more fun and active

Training should be specific to Sections, however, not a prerequisite to be in charge of a particular section, i.e. a troop leader can change Section to say Unit even though without training for ventures, as can do that training later.

To increase convenience, multiple courses should be held in a year with the dates known in advance, so that one can choose a convenient batch of lectures.

Support from IHQ regarding training as required should be more forthcoming. An example was brought of having attended the leadership courses numerous years ago, and then having a dyslexic child enter the group does not mean that the leader is trained about dyslexia. Needs to be able to go to IHQ and obtain any further help as required.

## Topic 8

### How should youth members be involved in the decision-making process at Association Level? Should they have some form of representation at IHQ?

Many people agreed that

- there are many elderly people at IHQ level, so there is a huge difference in outlook between the young members and these individuals - it causes a lack of communication between IHQ and the Groups.
- IHQ is on a totally different level and it seems that it is only there for courses
- there is good communication between Groups and in the Group itself, however communication between IHQ and Groups is sadly lacking and in some cases non-existent
- The Chief Commissioner...many said that they only see him on special occasions (example - this seminar, Scouting Sunrise). Most kids and youths do not even know who the Chief Commissioner is!!! This should not be. They suggested that maybe he could visit each Group annually! This would make him seem a bit more approachable.
- The only face from IHQ that they see is that of the Training Department.
- Many asked about the Scout Commissioner and the Cub commissioner!!!
- The question raised was, if the Chief Commissioner is never seen, how can youths/members speak or be represented at IHQ. Many were wondering if enough communication existed between the Chief Commissioner and the District Commissioners.
- Scoutkeeper.net, a very good idea!!!
- PL's, Ventures and Rovers should be given more importance by IHQ. They should be able to represent themselves. From venture age upwards, members should have voting rights
- IHQ has all the opinions of all the groups through their representative - the GSL. However before decisions are taken information is not relayed downwards towards the actual members. All discussions are channelled through GSL. This sometimes does not reflect the opinion of the Group but of the individual. Today was a good opportunity to express our opinions
- Sometimes youngsters are given the chance to express their opinion (such as occasions like today) but most of the time this falls on deaf ears and is ignored with the exception of certain issues
- There is a clear distinction between the old and the young. Should we form two Associations to cater for the age difference?
- It is not about age but about character. Youngsters around all tables expressed an opinion that they want more of a leadership role
- A concern about the lack of manpower at IHQ arose – it is always the same people at IHQ who work on all the projects.

It was felt that there definitely should be an age limit for different posts at IHQ! They kept on saying that the younger the better. The older ones should be there as a point of reference due to their experience, however the running of the Association should be left up to the youths/younger adult leaders. There is a lot of energy and a lot of goodwill. Youngsters have brains; maybe they lack experience but are able to give a valuable contribution nonetheless.

We speak of IHQ as if it were the great divine, but forget that the Association is us and whilst youngsters are enthusiastic, most times they cannot afford the time for

commitment unlike older people. Youngsters have studies and university etc which they should give priority to.  
We should have a quota on the time a leader at any level should serve.  
Leadership requires a lot of time and should be left for elders

## Topic 9

### What is the real image that the general public has of Scout in Malta? How should we change it?

The image of scouting is as follows:

#### Scouts

- discipline children and build character
- participate in parades – only
- Do-gooders
- Go camping
- Outdoor people
- Not cool – nerdy
- Military-like

Marching is anachronistic. No more marching – we are a youth organisation. Some felt that marching gives you discipline whilst an equal number felt that it did not. Marching can be done at a meeting, it was not necessary to parade it. Marching has been removed from many scout programmes overseas. Image should be through normal, day-to-day things, like hiking, camping etc. Unfortunately the media covers only parades in the majority of cases. No one mentions the amount of team building skills we offer youngsters, the non formal education and character formation. The Media only knows us through formal events and attends these only if important public personalities are in attendance.

It would be helpful if the Association had a permanent slot in the Sunday paper Festa Scout style of activities in the form of open days is an image we should give the general public - the basic aim of scouting should be made known to them. We should organise large scale events with good PR as an alternatives to parades and these would be accessible to the general public

Invest in a more efficient PRO and gain more exposure in the media

Should have environment lovers' image.

Some claimed that Scouts is like a babysitting agency whilst one argued that it was not necessarily the case in their Group where Beavers were concerned. Where groups think that this is the case they should make their concerns known.

It is hard to get support from the parents, and many parents did not know what was going on. Some parents don't really care that much - as long as the kids are out of the way and "safe" then everyone is happy. A monthly newsletter issued by the Group to update parents was recommended and organizing of a form of Parents' Day might also be effective. Parents as well as the kids are our biggest PR tool, although children are not always capable of exposing the real values of scouting.

it is only the few parents who actually stop and ask about the programme or the progress of their kids. The majority are just the drop off / pick up parents

AGMs are not very effective.

Image doesn't need to be changed – it needs to be enhanced. A younger image is needed (it is a youth organisation).

With respect to Local Councils and other Associations, although helping these institutions gives us opportunities, we should not be exploited by them.

Scouting Sunrise was a disaster with respect to public image because of how we walked – like a flock of sheep or goats.

The internet is a powerful tool for public image – using a blog or Facebook group.

Promotion of Scouting should be:

- Through Local Councils
- Through the Local School
- By word of mouth

Before using the media we should know how to portray our image. Scouting means doing things hands on. We should portray ourselves as giving a helping hand in the community - which not everybody can do. In the Cub Programme there is a section re Community Service and individual Groups should take the initiative to organise something in their District (e.g. North or South District) for the public to see.

District Commissioners should organise more activities on a District level – different activities about different aspects of scouting on an average of 4 times a year. Groups nowadays are working on their own initiative. The situation should be assessed after these District/National activities are organized.

Feedback from individual groups should be given to IHQ to inform about what's going on.

Whoever is responsible of IHQ Bulletin should make it a point to include contributions from Groups regularly.

Scouting is still alive today because of the variety the programme offers the public. Everyone has a place in scouting - some are good at one thing while others are good at others. Scouting offers opportunities in all these sectors. We must project our real aim as scouts: what exactly is scouts? The image we project is vital. Our uniform distinguishes us from other youth organizations which are copying our programme, (football clubs and muzew take their kids on hikes or days out too nowadays). We must keep in mind though what we are really after - quantity or quality?

## Topic 10

### Should a leader's appointment be for a fixed period of time or should it last a lifetime?

Every Scouter with a rank of Section Leader or higher should have a fixed term of office in this way they could prove their worth (although one argued that no-one should have a fixed term of office). Terms of office improve the quality and performance of a leader since a person does his best to keep his appointment and gives others incentive and something to look forward to.

Term of office is also positive because if there is bureaucracy it will end with the term of office. After five years in a position, your leadership skills would only just be emerging.

You should make room for others to work but one shouldn't be made to leave just because one's time was up.

GSLs that retain their position for a very long time don't allow younger leaders to develop their skills and take on more responsibility.

Re-elections are important and healthy.

Once your term of office is up you shouldn't just leave a group – but stay and help in another role.

It is important that if someone has a problem with a GSL, they should take it up with the DC.

Should be backed by IHQ.

A GSL should be assessed on a regular basis.

Everyone should be assessed on a regular basis, from the Chief Scout down to junior leaders.

Leaders should be able to help other groups. Conflicts between Groups makes "helping others" difficult.

It was agreed that a leader's appointment should be revised after 4 years; re-election – to give others a chance or else to refresh ideas

A term of office might also be beneficial for the Section or the entire Group.

A leader should not be stuck to one Section, or else one should be given the opportunity to go over all programmes whilst remaining with a Section but gaining knowledge to be a leader with other Sections.

There might be a problem with leaders changing Section as it may take longer for both leader and children to adapt to the change.

A Term of Office encourages new leaders but having older and experienced leaders encourages continuity.

GSL needs to have a modern outlook

Having a rotary term of office prepares people for the post of GSL.

The GSL can help to unite the group although unfortunately some GSLs tend to create an empire out of their Group.

There still exist some groups with a military frame-of-mind.

If the members are given the right to vote and choose their leaders they will choose leaders they like, regardless of the leader's abilities.

Anyone over 18 should be given the right to vote.

Kids should be involved in decision making – they could give their opinion. If an opinion is refused, they should be given an explanation as to why their idea was refused – a 2-way system.

To show a relationship link, not only in younger kids but at all levels.

A decision-taking committee should inform back for confirmation of delivery of ideas.

If a term of office is renewed there has to be a consultative process – preferably anonymous.

There shouldn't be appointment by seniority - there could well be someone who is more worthy of a post than someone who has been there for a longer time.

How possible is it for leaders of a group to de-nominate a GSL and replace him? Would you risk keeping the same GSL with the risk of losing a whole group, or a group closing down because of a GSL?

You should not accept an appointment if you feel that you are not fit for such a role.

Unfortunately there are some GSL's that do not deliver their duties as they should – they are egocentric; they see only what is good for them not for the whole Group.

IHQ could decide the maximum age for a GSL, for the benefit of the Groups.

IHQ can also investigate problems (leaders drain) within a Group which may be related to relations between leaders and/or the GSL.

It was agreed that although it is sometimes hard to recruit leaders, these should still be given a term of license. At the end of each term, leaders should be "tested" (by means of some appraisal) to ensure that they are up to date and not going astray.

With regards to moving between Groups, everybody present agreed that if the need arises, one is duty-bound to assist in other Groups. On the other hand though, very few would be ready to leave their Group since they are faithful to it and wouldn't want to leave this "family". Likewise leaders in a Group wouldn't be ready to accept anybody from another Group and this could create an uncomfortable situation for all concerned. IHQ should have more staff ready to fill in any necessary vacancies in Groups - this could be IHQ Staff or else younger leaders (auxiliaries) chosen from neighbouring Scout Groups. Regarding Leaders rotating between Sections, some people who DID serve in more than one Section said that this is in fact quite healthy because you get a better understanding of what the cub / scout is going through. The majority though insisted that this doesn't help as each Section requires specific procedures and training.

The idea of "Ma zarmax torri biex tibni iehor" gives a good idea of what was being said with regards to moving leaders from one Section to replace or fill in vacancies in another Section.

## Topic 11

### **Should a Scouters' Meeting have a consultative or a decisive role in the running of a Scout Group? Is it the same for a Council Meeting?**

All leaders must attend a Scouters' Meeting and not just Section Leaders

The discussion should be consultative and must be held in a civilised manner (especially when a large group of leaders is in attendance). In the event that a conclusion is far from being reached the GSL must try to find the middle ground for all opinions in the best interest of the group.

A never-ending discussion should be finalised by the GSL.

The GSL must be open to opinions and finally the GSL should decide upon majority or what he believes to be the correct solution (but with a plausible reason) and Scouters should present a balanced argument so as to facilitate the GSL's decision

If no decision is reached, a vote should be taken. It is important that the GSL possesses the right leadership skills. Democracy must be respected.

Meeting regularly depends on the resources and requirements of the Group.

Only appointed Scouters can vote during a Scouters Meeting. The Scouters Meeting plays a decisive role however the final decision rests with the GSL. Power and responsibilities must be shared and explained better in the P.O.R. (which needs to be revised!!)

The P.O.R. should give guidelines for Section Meetings, Council Members meetings etc. These would include roles and responsibilities for each person. As mentioned previously, a thorough update/ revision of the P.O.R. is needed.

Council Meetings must not lead to final decisions as to the way forward for the Group. It is the Scouters' Meeting that has the final say on what is best for the Group.

Young Leaders/Prospective Leaders should be given the opportunity to attend Section/ Scouters' Meetings.

Section Leaders Meetings are held, then the issues brought up at these meeting are presented by the Section Leader in the Scouters Meeting.

GSL, AGSL and Section Leaders should attend the Scouters Meeting.

It is only the "appointed" Scouter that can be present at the Scouters Meeting unless special circumstances exist.

Council members should not be present during the Scouters Meeting but in special circumstances may be called upon to discuss major issues like group premises, annual camp and annual parades etc.

The Council should not interfere with the business of a Scouters' Meeting.

Council should only be involved in activity decisions but not necessarily be present at activities.

Council members should just help where they are needed – they should not get involved in scout activities or decisions.

Some groups find it difficult to keep Council members separate from the Scouters' Meeting or other activities and other find it is impossible to work without the Council Members.

Ideally, there shouldn't even be a Council, or else they should not be involved in scouting topics.

If there is a Council they should be given a briefing about their specific role

Irrelevant of age it is very hard to introduce new ideas

## Topic 12

### It is hard to recruit adult volunteers into scouting because .....

The various commitments youth and adults alike have nowadays are a drawback for leadership in scouting - the major problem is a lack of time.

When the adults / prospective volunteers see the responsibilities involved in being a Scouter they are often put off and don't bother to get involved or laden with such burdens

Scouting should be made attractive for adults - such as Rover Scouting which would give more incentive for an adult to join the Movement

In most groups the best bet at recruiting adult helpers (volunteers) are the parents. Involving parents though, could bring its disadvantages as the parents could show preference towards their child, or on the other hand the child gets treated the opposite suffering mistreatment from the parent

In many cases, scouting is treated as a babysitting service by the parents and they are not very interested in what is going on in the Group - which is disheartening for the leaders

The Association should strive to attract young leaders to our groups by advertising it (in a 'cool' way – enough with the parades). Let us show everybody what scouting in Malta REALLY is!

It is a fact that most Venture scouts in a Unit quit scouting because they find it to be "UNCOOL" and prefer different lifestyles (normally linked to Paceville and all the trappings). In addition Venture age is the time when study becomes very demanding restricting time for Scouting. This is unfortunate because the Venture age is the best formative age to mould a person into a leader

Another initiative which the Association should work on is to make deals with the Education Department, so that students can join Scouting for certain placements / work phase / extra credits etc. Degree Plus, a university initiative which sends students out of the classroom environment, already has something similar ... but the Scout Association (the largest youth organisation in Malta) is not in their list.

Responsibility might intimidate some people; however they may get more involved if they are approached to help. In this way they could get a taste of what being a leader is all about

Ventures and Rovers should be included as leaders; however the responsibility of Ventures should be limited as they are still quite young. Also, they should not be forced to become leaders as this might make them quit

A decision by a leader to take a break should be respected

Efforts should be recognised – it gives motivation a boost

No payment should be expected or made - we are volunteers and the satisfaction of seeing the children enjoying themselves is a reward in itself although the commitment can make it seem like scouting is a second job

The Association should employ certain people as Administrative Staff (not as leaders), e.g. people to manage the campsite (if no volunteers are found)

It is good that certain credits at university help leaders, e.g. credits are given for following the St. John Ambulance First Aid course.

Better PR might encourage people to become leaders

Adults should be presented with the level of commitment upfront. When responsibilities increase, adults find it hard to cope for various reasons - work; hectic lifestyle; lack of required level of commitment

Ideally Leaders should come from within the Group and the Group should work hard to retain members

We should be very selective about choosing Leaders. Should we ask for a Police conduct certificate?  
IHQ can make use of full time Leaders.

## Topic 13

### **Leaders have a hard job, no compensation and very little recognition. How should leaders be recognised for their efforts?**

It was firstly unanimously agreed that appreciation from scouts (and their parents) is enough (self-achievement), and that's what keeps us going.

Recognition by IHQ - and IHQ being aware of their leaders. Why is it that only Leaders who help at IHQ level are rewarded and given recognition by IHQ? Some cannot afford to help out because of work commitments, but still work hard for their Group. It takes too long for Leaders to get recognition from IHQ - Leaders should receive appreciation before being in service for 10 years. Leaders get demotivated when they are not recognized by IHQ - a Thank you certificate will do. It was unanimously agreed that though not the prime motivation, these rewards provide a very gratifying sense of seeing personal achievement in a tangible form.

Leaders are not aware of what awards exist and how these may be received. Awards should not be distributed after a length of time. Information regarding these awards is not being distributed, the GSL should make more of an effort to inform the leaders, and IHQ should also be up-to-date with their information.

There should not be discrimination against older leaders - there should be a mix of ages working with children – all have qualities to offer

All leaders within a Section should work hard and the load should not fall simply on the Section Leader although the Section Leader should be able to pinpoint other leaders strengths and weakness and help the leaders in the Section learn the ropes

The GSL should recognise the efforts of each activity, and mutual respect towards the leaders should be forthcoming from the GSL as well as Section Leaders

It would be appreciated if the GSL also recognises the hard work carried out by the leaders of a Group – nothing grand, maybe a small gift at the end of a long camp

Attending a Scouters Meeting also gives one recognition for the position held and allows one to express oneself (and not just the Section Leader), although leaders who are not recognised by IHQ cannot attend Scouters Meetings.

Every leader should have the right to a vote

It would be good to be recognised for our efforts by:

- Exemptions from tax especially when buying equipment, and we are exempted from surcharge on bills since we are a voluntary organisation
- The Association passes on feedback to the authorities concerned to inform them when a specific group is to carry out repairs/maintenance on premises - so that it could be donated for free.
- Money is not being shared equally among all Groups. Some Groups get a lot and others get nothing. Leaders lie to each other not to show what they have got. A specific group received LM15,000 which is not fair on other Groups. IHQ should inform each Group about important and useful schemes that one can apply to for money or deductions

Parents are getting the impression that leaders are there like baby sitters for their children and they do not care about supporting fund-raising and other activities that the Group organizes for them. This discourages us to keep going.

The best reward is when a child comes over to a leader and says thank you for the particular activity organized.

Leaders should be exempted from paying for an activity - cultural visits, camp fee, renting a bicycle etc – it should be either the Group or IHQ who should pay  
Course fees should be revised as not all can afford those prices, other commented that Training/event costs are not too much of an issue - the money must come from somewhere.

It was suggested that the Training Schemes be subsidised by the EU or WOSM funds

Fact that to be active in scout group requires some work input helps eliminate those who want a kažin

A suggestion was made that one should try and lobby for the introduction of a scheme, similar to the one implemented in the last budget (where parents whose children go to a recognised rugby club are entitled to a VAT refund). This could be aimed at the leaders, parents or the Scout Group itself (like surcharge exemption).

## Topic 14

### **Should all posts and commissions within IHQ have a term of office? How should they be appointed?**

Elections should decide appointments of Commissioners and all appointed leaders should be eligible to apply for the posts following a call for applications - this can be seen as an incentive for Scouters to complete their woodbadge/training, by allowing them to participate in the IHQ mechanism.

The disadvantage when it comes to voting is that the leaders don't know each other enough to form an opinion - it doesn't help that when IHQ organises something, only a relatively small number of leaders attend.

All leaders should be eligible to vote (except for new leaders as they are unaware of the systems in place). GSLs only have this right.

Terms should be determined and set to something like three years – although even five years is not sufficient time to gain momentum in a position like a Commissionership. The Commissioner should have clear objectives and his work should be evaluated annually by the Chief Commissioner.

More information should be available on the actual roles of these posts

Times change and change is important therefore new blood every couple of years would be beneficial for new ideas.

A person need not necessarily be removed from his position but can be re-elected for another term.

Another suggestion was that Commissioners should be appointed as a team and then they decide between themselves who takes care of what. There should be a system where commissioners work together.

If there are two candidates for a particular post and one of them is not elected, then he shouldn't be given another position.

It is not good that a person has a dual appointment in Scouting as it is impossible to be efficient in both roles. If one is a District Commissioner it is difficult to hold another appointment as the role of DC is very demanding.

Active membership would also be a requirement to be able to participate in a vote.

Problem is that Scouters generally feel that they belong to a Group before belonging to the Association.

Issue was raised that the voting could lead to unnecessary lobbying and canvassing.

Problem of having larger scout groups voting en masse and therefore having very partisan voting - countering this point, it was argued that larger groups would mean that there is a larger mix of ideas and therefore votes would be different

Commissioners should mix and mingle better with Groups to get to know the Groups, as well as the young members getting to know the commissioners better (unanimously agreed).

IHQ should be more attractive to younger Scouters, so as to attract younger Commissioners.

Idea of having a committee to oversee Commissioner's functions would be too bureaucratic however receiving feedback from the Groups should be more forthcoming about IHQ matters.

Woodbadge holders or appointed leaders should vote in Commissioners, depending on title of Commissioner, e.g. Commissioner for Scouts should be elected from leaders within Troop Sections and likewise for the Commissioner for Cubs.

There is a lack of information on how often a Commissioner is replaced and on how this person is chosen

Any position within IHQ should be appraised for performance but whoever is in charge should stick to the policies of the Association – everybody has to be accountable – regardless of position.

People from IHQ, like Commissioners, etc should involve themselves more in activities of the various Sections within all the Groups – sometimes they go to the Groups themselves and not only the members go to IHQ.

Many agreed that voting should be on the basis of 1 Group – 1 Vote. The GSL responsible for a particular Group should appoint persons from individual Sections to vote according to the post to be elected.

Leaders felt that Groups do not have their voice heard in the Association.

GSLs should be present for meetings with commissioners to give feedback about their Groups.

At the GSLs Forum attendance is low and it is not effective because of this lack of participants.

A query was put forward:- Are Groups heard when it comes to IHQ decisions?

A case in point was mentioned where 4 activities were being organised by IHQ – 2 to be taken care of by the Training Department and another 2 by the District Commissioner. Information was sent out to GSLs so that activities could be planned but only 7 GSLs attended out of 39.

We don't take stock of the responsibility we have towards the children. Scouting is an informal system of education and objectives should be clear from IHQ.

Scouting wasn't created for awards. Everybody should be given a chance to show his worth but everybody has to be accountable.

Voting should be anonymous and feedback should be given from DC to GSL then to the Group. A question was raised whether DC's decision should be final and unanimous.

There was a suggestion that there should be 4 DCs – one each for Finance, Training, International and a Chief Commissioner.

Finally it was emphasized that voices from individual Groups should be heard more and a General Assembly decides on certain matters of importance.

The DCs should reflect the Groups' decisions.

## Topic 15

### What kind of support should IHQ provide to the leaders of the Association?

1. Should Commissioners help solve some of the disputes which occur in our groups or should they remain impartial?
  - There was general agreement that it is good to have a fresh unbiased mind in a dispute.
  - At Group Level, a commissioner may not be of a great help – it would be better to refer to the DC to solve the dispute. On the other hand if the dispute is on a Sectional level it would be good for the commissioner of that section to help solve the problem.
  - The respective DC should first try to solve problems incurred, however if he/she remains unsuccessful then it will be taken up further. District meetings are important and one should not be 'shy' to voice out the problems his group is encountering. Section leaders should also attend district meeting to pass on information.

Commissioners seem to be out of reach and there is lack of communication between groups and commissioners

- Some felt that Commissioner seemed only to form part of IHQ and were cut off from the rest of the Groups
  - Commissioners should visit Groups from time to time and give feedback
  - It is important that group members have the time and opportunity to talk to the Commissioners and gain feedback
  - The South District groups are very happy that their district DC carries out frequent visits and holds meetings with their groups. Other DCs should follow his example. This way groups can give out their feedback and may improve their performance.
  - IHQ should organize activities where leaders from all over Malta can get together and meet with the commissioners.
  - IHQ and Commissioners should be more reachable and friendly
2. Should IHQ give financial support to new Groups that are struggling to survive? Where should this money come from?
    - Government should give financial support to the scouts in the same way as it gives support to football nurseries
    - The association should give advise and support to the group.
    - IHQ should have sponsors to give the scouts financial support
    - A point mentioned was that when a financial problem occurred, the District agreed to pitch in to help pay rent bill
    - Financial support should be given in order to buy equipment and not for band equipment.
    - Support may not only be financial but can also take the form of borrowing IHQ'S equipment – IHQ may have some resources which are not used efficiently for example - Ghajn Tuffieha Campsite – with such resources IHQ may help new groups to survive
  3. Should IHQ promote Scouting at a national level? How? Are there enough national activities being organized?
    - More scouting promotion should take place - both on a national level as well as on a district level

- More activities such as Festa Scout should be organized – where scouts from all over Malta can meet and outsiders can see the benefits of scouting
  - The issue here is not how many activities are held on a national level but how many scout groups attend these events. Usually its always the same ones. A leader pointed out that the SAM should go to these groups if they don't turn up especially for information sessions.
  - Through the internet and all possible medias - one leader commented that he had actually joined scouts through an ad in the paper
  - Promotion of scouts in Malta
  - More Joint activities should be encouraged
  - This seminar was great – such activities should be organized more often
  - Activities for leaders should also be organized frequently
4. What other resources do Groups need?
- Refresher courses for leaders and for wood badge holders and workshops specialising in particular lectures
  - Courses for new leaders who have never been a scout – courses relating to scouting skills, for example knotting, pioneering, first aid
  - More training should be available – does not need to be obligatory or official
  - At present training courses are mostly based on leadership skills – they should include other skills – more scouting skills.
  - Information sessions on laws that can effect our groups ex. NGO law, data protection etc.
  - There are few trainers therefore courses are not frequent for example for those trainees who did the Pathfinder this January they have to wait for 1 year in order to do the next level.
  - Training Advisors are taking very long to approve the Joint Activity reports in order for the leaders to be appointed.
  - Leaders were complaining that because the training courses are taking long to recommence, leaders are taking long to be appointed – therefore if an accident should happen such leaders are not covered by IHQ as they are not appointed leaders. So should such leaders not take care of the members? Wouldn't it be better if they leave rather than taking on such great responsibility and risk?
  - Pool of expertise – the SAM will have a list of experts and leaders that are available to help in other groups if necessary. This list will be made available to all scout groups. What they meant by experts is people that have expertise in ex. Accountancy, lawyers, proficient in certain lectures etc. so when groups need help about certain issues that may arise they will know whom to contact.
  - Assurance – an Association that backs its leaders
  - Insurance policy – to cover groups and also information of what we are currently insured for
5. Should IHQ be open every day?
- There is no need
  - BUT Commissioners and other people related to IHQ should be more reachable i.e. can easily be reached through emails and telephone. Furthermore they should keep in contact with the groups.

## Topic 16

### If I were Chief Commissioner, the first three things I would do are ....

When this topic was opened, one asked what is the role of the Chief Commissioner (CC) exactly, and a leader present said he's like the CEO of a company, so maybe one could highlight this in future communications.

- a. amend POR – consultation with Groups and Association – two way communication;
- b. build a dynamic team around the CC – a structure that provides two way communication
- c. make the Association more accessible
- d. Change the website
- e. Have the campsite maintained and looked after
- f. Scout Council – should be composed of leaders who have expertise in today's modern world since they interact more with kids
- g. ensure that all groups follow POR, programmes etc
- h. Annual Parade – make it more effective not just marching so that people see us but it will be something that is appealing to the audience
- i. choose a PRO that is more effective
- j. vacant posts should be filled immediately – if no one shows interest the CC should head-hunt for these people – maybe if the call is outlined, leaders would at least re-assess themselves if they're fit for the call or not
- k. attend Group's activities (meetings, hikes etc) not only AGMs and interact with the leaders and members
- l. people who have expertise or free time on their hands should be used appropriately. This point referred to the pensioners for example – if they're available all day, maybe one could use them to keep IHQ open all day. Not to give advice but to help in the running of the place.
- m. All GSLs should attend meetings held at IHQ without fail. If they are unable to attend, then they should send a representative so leaders within that Group will be aware of what is going on
- n. The Constitution should be amended so that only one person heads the Association and not two. With two Chiefs, factions are created and then rivalry.
- o. The Chief Commissioner should be voted in by all.
- p. Create a new start for grading, because its not a question of the amount of medals you carry
- q. One who joins scouting late in life should still be allowed to have a say, but should not be allowed to change the system whilst still green
- r. Leaders feel that they have no voice and their wishes are not being carried out
- s. Group HQs should open on a Sunday too
- t. I would constantly advertise in the media promoting scouting activities and to clarify the aims of the Association
- u. As leaders we are continuously giving our young members feedback, however as leaders we receive none
- v. Ideally as chief commissioner the role should be clearer and know the Groups up close
- w. The Association's website is very important – it should have current and relevant information

## Topic 17

### If we are a youth organization, what should the maximum age be for members in our scouting programmes?

- a. constitution should be changed to remove the full potential power of a GSL - these should have a term of office, hence a chance would be given to other youth members who aspire to be a Section Leader, GSL etc.
  - b. when appointments are renewed, the Association should evaluate these
- Should there be a maximum age limit for members (not leaders)? One gains experience in scouting regardless of the age. There should not be a maximum age for one to be a member, however when one is aging, instead of retaining a leadership post an older leader should be given an advisory role – this point was emphasised all along
  - Should there be a maximum age limit for certain leadership posts? It was not the maximum age limit that was discussed but rather the maturity and energy as a Section Leader. For example one cannot have a 50 year old dealing with cubs but someone who is younger say age 30 needs to be more approachable.

At any age people can always give something back to scouting

The age of the GSL is a problem in a group and the GSL tends to stay there for a long time and might hinder the development of the Scout Group. The Scout Group should be run by the youth itself although experience is vital in a Group Leader

Communication between Section Leaders is important

The Group should be run by the leaders and not by the GSL

An assessment on all leaders should be carried out

The Group should send different members from different Sections to attend leaders meetings

Change of leadership and Section should be of great help

Official age limit from IHQ should be in place

Leaders should have the opportunity to stand up and have a say about change of position

Every 5 years there should be a change in all Sections. The Movement would benefit from change

Guidelines should be in place for all leaders of all Sections

A review of the Groups and for all the leaders in that Group should be held, possibly on an annual basis

A secret voting system should be in place to select different leaders for different sections

Helpers should have a say in the group as another leader

## Topic 18

### The Ghajn Tuffieha Campsite. Is it a blessing or a curse?

Very unhygienic area, there is dust every where

The area is not well maintained

Each District should be given the responsibility to take care of a plot and keep it up to standard as Groups are not taking care of what we already have

A team responsible for the area needs to be allocated made up of persons paid to observe the area on a 24-hour basis.

It was suggest that the Association should make a call for University Students to volunteer to spend some time on the upkeep of the area – extra credit would be their incentive.

A contractor must be allocated and he will take care of everything - maintenance, cleaning etc.

Is it a scout campsite? Foreigners and the general public can easily gain access to the area without any difficulties

There is nothing wrong if the place is rented to other people but at least they have a specific area only for them and they should not be allowed to pitch up a tent wherever they like.

There is no fixed fee - 75c, LM1 and even LM1.25. What is the exact fee? We must charge the general public a greater price since they are camping in a scout area

Problems in the drainage system, water supply and even electricity system.

The area someday was up to standard but now it is too abandoned that now we have to start from scratch

Association must dedicate some money which each group pays to maintain the area properly.

Only one person should be responsible for the keys and access should be restricted - "hmar taghna u ma nirkbux wara"

A person said that when he went camping there he had an electricity problem. When he called to ask where the circuits were the person he communicated with replied that he did not know.

If we do not manage to get a group of Scouters to look after the Campsite then we risk losing it for ever.

The area is unsafe especially with cubs since there is no Gate outside. Everyone can gain access, even during the night. Some people go over to sleep for a night or two and then go back home early so that s/he does not have to pay.

If half of the area is maintained by the private sector we will gain: Better prices, better drainage systems, water and electric supply and more attractive area. One commented that a field with a tap was in a better condition than the Ghajn Tuffieha campsite.

Very difficult to hammer pegs into the ground as there was not enough soil and no shade at all in the summer.

It would be beneficial if tools necessary for maintenance of the area were available so that when groups camped there they would not need to carry them themselves.

What is being done with the money made – what is it being used for?

Each bollard has its own meter - some people wash their cars from those bollards.

Everyone should pay for what he consumes

It was suggested that the campsite be divided into two areas: part for scouters only and another area for the general public

Outsiders do not understand the scout programme and sometimes campers create obstacles for us to stop

Toilets: there is good system but we have to take care of it, frequent maintenance

Each group could be made responsible of a particular system or something such as drainage system and then IHQ should pay the group.

There should be a call for application by tender to contractors to look after the area and although things would be in the hands of professionals, these might charge high fees for our children

Some form of structure is needed and should be created.

Bad impression is given to outsiders

We have a jewel and we should have come up with a plan 8 years ago. But some thing/someone is holding us back. This is obvious cause in 8 years something should have been done

Ghajn Tuffieha needs On-Site Administration, possibly with a full-timer or part-time workers

Ex -Scouters could give a hand especially retired Scouters

Access for people suffering disability is not easy and facilities are not good.

Too many captains on one ship.

People, who will be taking care of it, should not be involved in any other committee and there should be an incentive for people who work there

## Topic 19

### **I don't go to IHQ or communicate with Commissioners because .....**

The association has to be careful on who to recruit, since the opinions of certain people tend to leave a 'bad' effect on IHQ. One comment was that IHQ and groups are distant and something should be done to remedy this situation. One cannot forget that the people who run IHQ were once also part of a Groups.

For some it was not an issue that IHQ officials were not available to those who wanted advice as communication was good although some felt that Commissioners should make it a point to attend group activities during the year so as to maintain a closer relationship with Leaders/members. This would introduce two-way communication and would also serve to check what Groups had to offer, as well as ensure that IHQ policies were being followed.

It was also felt that Groups should be obliged to keep IHQ informed of any changes in Section Leaders so as to avoid unnecessary inconveniences for Commissioners who may be sending out mail to the wrong people.

Some felt thought that Commissioners should adopt an 'open door' policy to enable better communication between the different levels of the Association. Some present stated that whenever they had corresponded/contacted Commissioners they received little or no reply.

When asked whether any would like to fill a post of Commissioner one day, a member resent commented that he had been offered the position once but preferred to stay in his group since there was a lack of leaders. One suggested that if the chosen person need to fulfil his duties within a group, IHQ could offer that one assists in the position.

When asked about the present Commissioners capabilities, the replies were positive – it was also evident that having younger commissioners brought about some changes and new initiatives into the Association.

One major question that was raised was as to why some Commissioner posts are left vacant for quite a number of years?

The post of Commissioner is seen as the next logical step for a Leader who has reached a certain age or who has served for a number of years as a Leader. The IHQ should give all ideas consideration and feedback, both positive and negative. Lack of such feedback may make Leaders feel as if they do not count within the Association.

One member said that the above problems could be caused by the lack of staff at IHQ and also perhaps a fear of change to the system. Another member felt that many problems were caused by pique between the top leadership of the Association.

## Topic 20

### Should we change our Scout uniform?

The uniform is:

- a bit old-fashioned – colour very typical to war time we should have bright colours as the colour of the uniform is extremely dull and we look like trees - many agreed on this. Green/orange/yellow suggested
- only practical for parades, not comfortable for other activities
- part of who we are, what makes us scouts
- extremely impracticable
- expensive and only used on three occasions in a year – the Annual Parade, Our Lady of Sorrows procession and Founders Day
- not a uniform for youths – it should be more casual and more comfortable
- so that everyone is smart and the same. Its' function is uniformity

In the past the uniform consisted of shorts and short sleeved shirts. It was comfortable and it was worn for all activities. Some argued that we cannot put all the activities we attend to into one hat. It is not appropriate to attend certain activities in uniform.

There is limited use of the uniform

If we don't wear a uniform it will only be the scarf that identifies us for who we are

No use to wear the uniform with loads of badges for just one occasion

In day to day life we always have to wear something different for every different occasion

Trousers are hated by most of the girls because they are not comfortable for women - they are tailored for men and with the skirt they freeze in winter because the material is thin and they are only wearing tights. To make matters worse they are not available off the shelf from the Scout Shop and one must wait a couple of days unless they buy a mans' fit pair of trousers. What is the possibility that these be made to measure?

Combat trousers instead would be more acceptable

We should have one uniform for all occasions

Cheaper prices, since there might be siblings

Groups should help out those who can't afford to buy the uniform

All Sections (including the leaders) should have the same uniform. This will work out cheaper as those who join in at a late stage in each section will have to buy two within a short period of time.

Ranks and Sections to be recognized by epaulettes and badges

Uniforms should be purchased by the Group and returned when/if the member leaves

There have been cases where people have had to leave because of money problems

There should be a jacket – but it's more expensive

Shirt material is too thin (some said that thicker material is available)

Uniform should remain

Sea Scouts uniform is attractive and smarter

Uniform signifies discipline

Many suggested that an activity uniform for all should be introduced - some agreed, some did not. The majority wanted to maintain the uniqueness of the group (It's fun swapping t-shirts and colours)

The shirt is liked by many

They kept saying: how come other foreign places use one uniform for all activities: to pick up rubbish, to go to parades, to go on expeditions etc.

Parents look at buying the uniform as a waste of money since it only worn during parades which we might have 10 a year!

Uniform is very expensive, in fact most people are now going elsewhere to buy material where they know that they will find a similar shirt for only Lm2. This might be the reason for the wonderful rainbow of brown that one sees during parades.

Due to the expense that one goes into when buying a uniform, there are many groups that end up buying uniforms for some children because the parents cannot afford it. Many agreed that a one quick fix for everything does not exist and that the uniform should stay as it is.

Black trousers were suggested by many as these could be worn outside of scouts. Many agreed that a uniform gives us an identity and it is something that we should be proud of. A group should not decide about the uniform but an anonymous decision should be reached from IHQ.

With our uniform we can show off how presentable our Association is - this is exactly it. The meaning of scouting is the Annual Parade and the marching. Marching should be removed from our organization. Marching is military and the Annual Parade is just a chance for a bunch of show offs to walk out and exercise the "piki" they have with other groups.

Marching is just smart walking. Showing people we are smart and decent people  
Discipline is not military

Scouting has an image of the annual parade only. Scouting is not parades. Scouting is care for the environment, care for fellow members, education and the various activities which the programme offers throughout the year.

The Association is clearly divided into two - those who want to change the uniform vs. those who want to keep it the same

We are scouts who thrive in adventurous activities and this is who we are. We should not mask what we are by tight fit uniforms made for marching because marching is just a small fraction of scouting.

Is it appropriate that when we meet the President we wear a casual uniform? One mentioned that when he was in England representing the scouts he met the Queen in khaki trousers and the scout shirt.

The uniform should be a cross between smart and comfortable uniform

Older members expect the uniform and uniformity but the youngsters demand change -  
- other countries have gone down the drain with progress

There has already been an issue with caps and berets in the past - we started off with the uniform being a universal thing so everyone would be the same, then certain groups decided to wear different coloured trousers (black) therefore we are not uniform anymore

We are debating formal uniform which is given importance during the Annual Parade and a whole year of programme for youths.

Members who are not dressed well are not scouts.

Is the uniform such a dishonour?

# Rapporteurs Reports

## Rapporteurs Reports

### **Topic 1 All Adults leaders should have voting rights in a Scout Group and within the Association – Do you agree?**

#### **Session A – Andre Brincat**

#### **Topic 1 – Voting Rights**

All registered leaders should have the right to vote within the Association, this way there will be 300 opinions given and not just 1 from each group.

At the moment, not enough leaders are exposed to the current happenings in our Association, mainly due to the lack of information given. It is felt that IHQ should be more open / available to everybody. This will work twofold since Leaders will be conscious of what's going on at an association level, and the "Top Brass" will also get to know their leaders better, this will in turn get new blood, fresh ideas in many ongoing projects.

It is also felt that with the current situation in the General Assembly, the GSLs have the responsibility of representing the Scouters in their Groups but unfortunately this often doesn't happen and leaders are kept in the dark, while GSLs decide what's best for the Group (or what's best for them). It was noted that this normally happens with the older aged GSLs, this should be phased out since the movement has taken the form of an organization run by young people for young people... and not run by oldies.

This same point should apply for when the Association is represented in some forum or conference at an international level, where the representatives (commissioners) often vote or speak on behalf of the whole Maltese Association without us ever knowing what was going on. We should be asked what we think, then, our opinion will be really known.

On a group level, it seems like the voting system varies depending on the group itself. Some complained that under certain GSLs there is dictatorship whereas some others agreed that this could be better because with too many people its impossible to take a decision. One suggestion was that anybody in the group from the rank of Patrol Leader upwards should have a say in whats going on.

#### **Topic 1 – Session E Robert Facciol**

- Every registered leader should have the right to vote – the vote however should be a secret vote
- Not just GSLs should vote, and everyone should have the possibility for leadership posts (not just at group level)
- All posts should have a term, after which the person occupying the post may or may not be changed
- Representatives from the sections (e.g. instructors) should attend meetings, not just leaders. It would be a good idea to send the minutes to all the leaders so that everyone is informed of what is going on.
- There is a problem with leader availability for meetings
- Some leaders did not even know of the existence of the General Assembly, and only got to know about it today

<b>Rapporteur sheet</b>	<b>Anthony Debono</b>		
<b>Session:</b>	<b>B</b>	<b>Topic:</b>	<b>1</b>
<b>Point</b>			<b>Count</b>
ALL Scouters should have a vote in the Group			2
In the association level things might be a bit too complicated or too heated for every scouter that's why there's the GSLs forum			1
Important that every scouter has a vote within the association			1
it depends on the issue			1
GSLs shouldn't have a permanent post but a term of office			2
GSL forum is ineffective			1
GSLs forum should have more (much more) involvement in association decisions			1
*No one knew about the general assembly			
Voting depends on the way the group is run			1
it is up to individuals to inform themselves about what is happening on an Association level. For example on Scout keeper all info is available for you to read it			2
Section Leaders' forums/meetings should be held- ie more effective RSLs/VSLs/SLs/CSLs/BSLs meetings			2
SK can be used to make polls on various issues since it's difficult to get everyone together			1

## **Topic 2 A new scout programme is in the making...I would like to see the following elements in it.....**

**Session D – Andre Brincat**

**Topic 2 - NSP**

The new scout program is a welcome idea since most groups are already using some form of “home-made” prog. based on the original.

The troop age should be revised since the age is quite vast and there are gaps in the education system which aren't reflected in the troop age.

It was suggested that the new system should stop using the British badges and that we should start having our own. This should stop the problem of lack of badges at scout shop. Also, we should also get rid of certain qualifications/ badges which aren't relevant for our country / island. Instead we should create more badges which cater for “Maltese” topics (not British stuff) The Chief scout award is becoming irrelevant, uninteresting since it's not very challenging, and just a small followup of the Advanced. Some items in the requirements are also outdated and “fuori moda”. It was suggested to add new skills such as responsibilities:- leadership skills, health and safety, risk assessment, involvement in society..

The sections themselves (std. adv. Chief) are too long and often scouts lose track and interest in what they're doing and find their ultimate goal as something impossible to reach (never ending) When a scouter is to assess a scout on a particular subject it is to be done in a very informal manner, possibly during an exercise or an activity itself. The written test format should be avoided at all costs as scouting is an out of doors way of life. We should remove the rigidity of requirements and criteria BUT at the same time ensure that the criteria are followed in all troops in the same way so that all scouts have equal opportunities. Some groups give out badges like pastizzi, whereas others make a scout work too hard for a simple requirement.

The format the new programme / manual should be in would be ideal as a printed handbook but there should also be an online version which would make it easy for the scouts to keep up to date.

**Session – F Claude Calleja**

**Topic – 2**

- Programmes overlap between sections.
- No concerted effort in a holistic solution.
- Age groups have eaten from the Troop sections.
- Programme should be more applicable to Scout needs ex. Weather knowledge.
- Scouting skills. This should be divided into sections and levels.
- Levels should be included in certain badges ex beginner and instructor.
- Programme can be split in modules ex Adventure module.
- Basic skills are essential.

**Topic 2      Session C      Maryliz Baldacchino**

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- Emphasis on joint activities
- Emphasis on activities by patrol
- Role of the Patrol Leaders
- International Dimension – existence of WOSM and why, awareness of other world groups
- Camping abroad with foreign scouts
- Scouting history of Malta

- No duplication of what is being done at school
  - Emphasis on the outdoor environment and outdoor activities – this what makes it more attractive to our members - rather than any other youth organization
  - Structure of IHQ, how it works roles of chief scouts and commissioners, general assembly etc... should be include in programme
1. Does your troop follow the current Scout Programme or do you have an amended version which you made yourself?
    - Most groups use the old POR and adapt and change certain out dated items.
    - Some groups have their own programme which was taken from different sources.
  
  2. Which parts of the Programme do you feel are obsolete?
    - Some badges are now obsolete
    - Old POR too much based in England
  
  3. Which parts should remain?
    - Traditional scouting skills
  
  4. What elements are missing for today's kids?
    - Technology
    - Computers
    - Creativity
    - Tolerance – racism, religions etc
    - Family diversity – single parents and family problems – how to face such problems
    - Resistance to drugs and smoking
    - Content to be neutral
    - Communication – eg presentations by members to the rest of the group
  
  5. What format would you like the new programme to be in?
    - Everyone agreed for it to be available on the internet so that members can download it.
    - Although everyone agreed that their must be some sort of hardcopy eg a book their was a level of discussion as to the format of the hardcopy as regarding updates of the programme. Some suggested that a basic book should be issued and then updates are added to it. Others suggested for the book to only outline the topics to be covered in the programme and then the proper program to be built up through print outs/fact sheets in some sort of file. This was brought up since some topics like first Aid change constantly and therefore when there is a change the old fact sheet is to be thrown away and the new fact sheet to be included in the file.
    - The format of CD was also well acknowledged.

Other suggestions:

- IHQ to be updated regularly and to be more interesting and informative
- Information on badges online is limited
- Promotion of scouting in the internet and website
- Scout programme should make reference to scoutkeeper.net
- Regular update of the program
- Leaders should have refreshers courses
- Leaders camp – to discuss program and related problems in the troop

- At the end of the scout programme there should be a review of the next step ie. venture unit and its role and dolphin award etc...
- Certain issues to be cleared eg abseiling is obsolete or not?
- Badges should be available at the scout shop as troop members will lose their initiative if they finish a badge and then find out it is not available.

## **Topic 3 - Our approach and programme have to adapt to modern times if Scouting is to survive. Do you agree?**

### **Topic 3 – Session D Robert Facciol**

- We still look too militaristic since media portrays us mostly in church parades
- We should have more open days like the one at Ta Qali last year
- We should not compete with sports, rather they should be complementary
- Some children see scouts as a continuation of school, and so prefer sports since they would only be playing
- Sometimes we are still too traditional
- Some leaders see the approach to scouting in Malta as being different from the approach by WOSM
- We should adopt new technologies and concepts to revive the Scouting spirit
- Scouting programs should be revised every certain period of years to address new needs which may arise
- Money is a bit of a problem
- We should try to get subsidies for certain services, e.g. reduced prices for entry to museums and purchase of certain equipment.
- Media exposure is very important, we should raise awareness that we are not militaristic and that scouting is not just parades! Scouting should be advertised, and the adverts should appeal to both children and parents
- We should emphasise to give skills and to tackle problems which are not tackled by other organisations.

### **Rapporteur: Chris Balzia Session: A (Time: 10.45 – 11.15) Topic: 3**

- ✓ Leaders' mentality need to change according to time. At times, old-minded leaders (especially those who are in the post of a GSL) may hinder/be against new proposals set by new leaders.
- ✓ The importance to have a good democratic structure within the group.
- ✓ Strengthen PLC structure – Give more empowerment to the Scouts.
- ✓ The Scout Association has the image of parades only – marching, bands etc. This may seem to be less interesting than other activities/organisations were young children can spend their time. It is important to show (media-wise) what scouting activities really are rather than only parades.
- ✓ Performance appraisals- From Top to Bottom (including IHQ officials). How can a person hold a position for a long period of time without changing their mentality...especially in a continuous evolving world?!
- ✓ The program must reflect the needs of the youth...a way how to survive in today's society is not like what was important 50 yrs (or 100yrs!!) ago. Life skills are to be re-enforced.
- ✓ The Scout movement must adapt to the continuous changes. Due to the fact that both parents have their work commitments, it is important to teach our youths how to be independent at home and have a strong personality/character.

- ✓ The importance of the 'hidden curriculum' must always be kept in mind.
- ✓ Unfortunately, attending the scouts may lead it to become just a simple meeting place rather than to learn.
- ✓ Challenge to introduce new learning techniques for this modern society
- ✓ Ventures & Rovers programs are to be revised. Also, as done abroad, district based system/activities are to be considered.

### **Session C – Topic 3 Edward Sciberras**

- Scouting is still relevant today, because it offers different ideas from other organisations e.g. tal-mużew.
- It is our methods and programmes which must change to be made relevant to the times, e.g. discos were held at the jamboree
- It must be made sure that parents are aware of what scouting is really about (and not just babysitting service).
- The approach must be relevant and enjoyable, mostly by "learning by doing".
  - A compromise must be reached however as scouts are different
    - And so more emphasis on individual, on communicating skills and life skills
- Image of scouting
  - Scouts are sometimes seen as strange or nerds.
  - More discipline can lead to a better image??
    - Discipline still has a place in scouting, including drill
      - Only one person saw drill as an anachronism and out of place
      - Issue it was claimed, is not drill itself but smartness and the avoidance of sloppiness.
  - As regards image, a much better marketing strategy must be adopted by IHQ.
    - E.g. Festa Scout at Ta'Qali was a very positive event
    - A separate department should be set up within IHQ to make sure that people see what scouting really is.
    - More money would help promote real scouting.
    - An involvement of parents would help raise awareness of scouting.

### **Topic 3 – Session E – time 13:45 – 14:15**

**Pierre Sant**

- Different programs in different section are not able to link sections
- What is available at the moment is too old and an improvement should be done to the old versions
- Venture program is demanding for the actual venture members
- A personal life of a scout can be very demanding and they can not cope with the program.
- We can make the program less demanding to attract more ppl to stay in the group
- From the scout section the program should be more of a guideline.
- Children can learn by giving them responsibility
- Avoid activities that can be done at home
- Wording of programs should be different to reflect today's life
- More joint activity should be in place and included in the program.
- Involving technology and using 'hands on' has to work hand in hand in order to involve the

new ideas.

- Involving more groups to create the scouts program is very important
- It is important that in the program there are a lot of 'hands on' and fewer lectures.
- Involving the members to organise a meeting or a lecture can be very helpful in the child maturity and skill
- Experience Scouters should teach and give there experience to other members that are coming up
- Programs should be separated for a leader level and for a member level

## Topic 4 – How should the funds in a Scout Group be administered?

Rapporteur sheet		Anthony Debono		
Session:	A	Topic:	4	
Point				Count
Financial Accounts should be audited				2
Present accounts at AGM				4
Independent Auditing				2
All money should be kept at bank				1
Sections should have individual accounts				2
Most money comes from sectional subs, fundraisers etc.				2
A Group 'Kitty' restricts sectional freedom				1
Although sections should have their own allotted funds they should be kept by the group				1
All funds are 'Group funds' but are kept by sections for use				2
Large sums of money to be spent by a section must be approved by scouters' meeting				2
support must be given by Group funds to sections				1
Funds are not just for premises and equipment but for the kids too! Money should be made readily available for 'here and now' things				5
Should help kids who can't afford certain activities (or even uniform)				6
Funds should be collected every month from the sections and kept in a 'Group' bank account				1
Cheques should be signed by at least 2				7
Council is designed to apply budgets suggested by Scouters' meeting				2
scouters' meetings should be regular				1
Budgets should come from people close to the kids				3
Too much red tape limits progress				1
Training: leaders should at least know basic book keeping				2
having a national 'system' for booking keeping would be good but would be difficult to get started				1

**Rapporteur: Antonella Sant Session: D Topic 4**

### Points:

- Keep up records for each section for the income and outcome of funds i.e. Cubs, scouts, etc
- Petty Cash every section
- A leader will be responsible from the accounts of each section- importance of delegating work among leaders
- Each section has a bank account and a petty cash
- No budget is planned but aiming for something and before we plan an activity for fund raising to get the money for the aimed object
- Fees are not raised for fund raising – It is not fair

- Many social problems in families that many parents cannot afford high prices
- The financial situation is discussed during AGM where parents and all members are present. If a parent asks where the funds are being spend – the leader will show her a copy of the statement.

**Rapporteur: - Joanna Ellul**

**Session: - B**

**Topic: - 4**

- Each section keeps its own funds with book keeping – and the section leader manages the cash.
- Opening balance is based on subs.
- There is part of the balance given for HQ (maintenance and other needs).
- Alternatively, the Group has one kitty and when one section needs a certain amount it is divided accordingly.
- Also, a treasurer could take care of all sections and their money.
- For Group activities, the GSL manages the funds.
- Other Alternative, at the beginning of the year every section presents a list of needs, either to treasurer, or GSL and then funds are divided according to each sections needs. If something else arises during the year, it will also be funded.
- Each sections hands out a budget then GSL decides what can be afforded.
- Top priorities, example things needed by the entire group are given more importance and therefore more cash accordingly.
- Activities are paid beforehand so that they can be planned, ex, transport. This also provides a sort of insurance, because children who pay will now miss activity because they will not be refunded.
- Fund-raising activity for specific purposes – each section fundraises for its needs.
- It is also possible to carry out fundraising for the entire group to collect money for things needed by the entire group.
- If extra money is collected form certain activities it can subsidise other activities.
- Sometimes parents can help by bringing complimentary stuff for crafts – this, however, is a dangerous situation as parents may start arguing on who gives most things.
- Ideally there shouldn't be any committees – -Parent committees – to avoid big-headedness.
- Groups give contribution to IHQ, IHQ gives insurance.

**Rapporteur: Sandra Micallef Session: F Topic: 4**

- It was agreed by all present that Group funds should always be audited
- Budgets are important as they give a clear indication of funds needed in the coming year and can help to minimise expenses.
- Parents have the right to know how their money is being spent by the group.
- Ideally, each section has its own petty cash and stationery, etc and that they report to the GSL on a regular basis.
- However, having cash readily available should not lead to wasting of materials – sections should try to share equipment/stationery/materials so as to reduce unnecessary costs.

- Many agreed that fundraising is not always successful due to lack of response/help from parents.
- Before making purchases of equipment, one should be aware of any 'bargains' available on the Internet (eg Jamboree websites).

## **Topic 5 - Beavers to Cubs; Cubs to Scouts; Scouts to Ventures; Ventures to Rovers.....is the training scheme really progressive? Is it working?**

**Rapporteur: Alexia Vassallo**

**Session : E**

**Topic : 5**

Beavers : Character building – team work

Simple – discipline to control. Through other sections.

Good basic knowledge

Prepare them for what is coming

Duties, activities, camps

Cubs are to be something to look forward to in the cubs and troop

Parents need to let go of their children

Cubs : Postmortem of cubs' programme never happened.

Taking long to do the bronze and silver and don't manage to do the Gold so, they won't be prepared for the troop section.

Rovers : Badges - Too far fetched

Misc : big age gap in all sections eg 7 – 11, 11 – 14/15

To do a revision of all prog

**Session – C Claude Calleja**

**Topic – 5**

- No joint effort to plan a cohesive programme spanning all sections.
- One whole programme.
- Programme should be reviewed periodically.
- Cub programme in some aspects are not realistic. It is found that it is not practicable to have children plan their programme.
- Rovers have no realistic goals and have lack of time.
- Venture and Rover programmes lack direction.
- Venture programmes not focused.

**Rapporteur: - Joanna Ellul**

**Session: - A**

**Topic: - 5**

- New cub program is ok for its age group. The only current problem is that there is no continuation between the other programs – Cub – Scouts – Ventures – Rovers.
- The Cub scout program is very nice, however it is popular belief that children should be a bit older when they go up to scouts (current age is still a bit too young)
- Children of the same age vary in maturity; therefore, not all of them find it a problem to proceed to the troop.
- There needs to be a link badge which is well planned so that the transition is as smooth as possible,
- There is a problem with children who join later, because they do not make it in time to finish the stipulated program before going up to the troop.
- The program is not flexible – it is a long program and therefore, you cannot play around with time.
- Suggestion: - when a child has almost reached the Silver stage, you could encourage him to do some work at home, especially on subjects which are also done at school, in order to complete the program in time.

- You have to try to keep contact with the parents so that they can help their children.
- Transition problem: - the leaders do not know the programs of the other sections. If the leaders knew the programs of the other sections they would be able to prepare the children for what is to come. If the children are prepared, they are less likely to give up, once they advance.
- In the troop there is the problem of the variety of ages – the kids grow up too quickly/too soon and there is a big difference in ages and behaviour of the kids within the troop. The greatest 'cultural' shock is when cubs move up to the troop and find themselves with teenage boys.
- It could help to give more administrative work of the troop to the more mature and grown up boys within the actual troop so that they can help out more, feel more needed and useful and to prepare for the Ventures.
- Certain groups are spreading the link badge over 6 months where the children spend one week with the cubs and one week with the scouts, as a transition period, to give them time to get used to the scouts.
- When new members join the group, before actually joining the pack or troop they are given separate meetings to inform them about when scouts is etc. as a sort of running in so that they get used to the system.
- Beavers and cubs meet on the same day consecutively so that Beavers who will be moving up to Cubs may attend the cubs' meeting after their meeting, so that they also get used to the Cub system.
- The biggest problem between Beavers and Cubs is the difference in program, while the problem between Cubs and Scouts is the age difference.
- It would be beneficiary to give some responsibility to children of an organised character, to give them something challenging to do.

#### **Topic 5 – Session F – Time – 14:15 – 14:45 Pierre Sant**

- The cub program is good but is not yet revised after 5 yrs. They should be changed with more original activities that are not done with other organisation
- The member development is very difficult to keep it going with a once a week meeting and this can reflect on how the program is done.
- A different program for each section should be different and they do not follow from one to another.
- Character formation should be included in the programs.
- The link badge should be more enforced and should attend more to scout activities.
- Alternate meeting is a way to help the link badge
- The age of the troop transition can be a shock.
- The age gap of the sections should be studied and revised in all sections imp
- It is very important that there will be occasions where the whole group meet all together
- The group should create events where the different section mix up so that they can decrease the gap between sections
- Some sort of guidelines for beavers should be prepared in preparation for the cub section
- The troop section age should change and other sections should be included in between the scouts period.
- The scout program should not be as long as the old one.
- Proficiency badges should be reviewed and made more interesting
- Programmes should be better presented and interesting to the member reading and using it, including Language.
- Language of programs should be adapted to the age the program is presented to.

## Topic 6 – Co-ed scouting in Malta is a reality. What lessons have we learnt from this experience?

### Topic 6 Session E Maryliz Baldacchino

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- Coed should remain optional
- Why?
- Related problems of imposing Coed
  1. enough female leaders?
  2. Equipment?
  3. facilities? Toilets for men and toilets for woman
  4. Do the premises allow such changes for Coed?
  5. Is it a question of increasing the number of people on the waiting list?
- Should we ask the members whether to become Coed or is it a decision to be taken only by the leaders? Most Coed groups said it was a joint decision.
- Does Coed system work?
  1. Yes, members became more competitive between themselves thus produce out higher quality output and work harder
  2. Helps members face the reality of life - socializing, reduce shyness towards the opposite sex
- Problems that have risen from Coed
  1. Solved along the way
  2. Clothes – girls with short tops or with no sleeves – not suitable for scouting therefore not be worn, not even by boys
  3. During the night – separate tents, night watch
  4. Swimwear – this was thoroughly discussed. The issue of helping the children to face the reality of life arose – at the beach members are seeing girls with 2 piece swimsuit so why girls scouts are not allowed to such?
- Coed groups should have Coed patrols
- Everything should be Coed except toilets and sleeping
- It is important that Coed groups have female leaders in the cub and troop section. On the other hand although it is preferable that the venture unit have a female leader it should not be obligatory.
- During a journey should members be mixed? Yes but troop must have supervision (Ventures should be allowed to go even without supervision)
- Isn't there Girl Guides for girls?
  1. Girl guides not so adventurous
  2. Scout have better skills and program? – not really true guides have improved
- Reaction of parents to Coed
  1. Good feedback – socializing, sisters can join in
- Should Coed initially take place in cub section or in the whole group immediately?
  1. Depends on the number of female leaders
- Why do non Coed group have female leaders? – female input is important
- Some non Coed groups said that they would like to become Coed but their premises won't allow it.

**Rapporteur: Naomi Attard**

**Session: A**

**Topic: 6**

Main Points:

- The international movement is coed so how and why should certain groups decided if they should be coed or not?
- Why is it that certain leaders in the group don't like the idea of coed especially if they have leaders that are girls?
- If there are no leaders that are girls, how can a group be coed?
- Some groups are adamant of not going coed for now. Reason being too many problems are associated with this.
- Women leaders can be parents. They do not have to be appointed from the IHQ.
- Children have more fun when a group is coed due to different opinions.
- Children that are coed find it easy to integrate with other groups.
- There is the difficulty of some leaders trying to convince other leaders in the same group to go coed, especially if the leaders that are in favor of coed are in the minority.
- They suggested that the coed idea should be enforced from the IHQ.
- They said that the level of children that are coed changes physically and mentally. The kids are more confident.
- Majority agree that groups should first introduce girls to the cubs section first and then keep on going from there. Most agreed that it is not a good idea to introduce girls to the troop section at the very beginning since usually most of the kids end up leaving.
- Main problems arise during campings when lack of females are present.
- Is there a set of rules or regulations that a group has to abide with before going coed? If so what are they? Can there be a half day seminar dedicated to groups that might need to go coed in the future but are hesitant to do so?
- Good ideas to introduce girls into groups is to do an activity where you invite the sisters of the boys members.

**Rapporteur: Ruth Farrugia**

**Session: B**

**Topic: 6**

**Pg: 1**

Leaders were discussing between them whether Girl Guides form part of the Scouting Movement or not. Some agreed and some disagreed saying that Girl Guides are more oriented towards community service and girls' skills.

Re CoEd groups, majority said it should remain an option – depending on availability of leaders since outdoor activities require female leaders where group is CoEd. It should never be imposed on groups whether they should be CoEd or not.

Parents see CoEd as very positive since it encourages socialising. For example in Church schools at primary level, there are only girls and it doesn't create an ideal situation. Some groups of Girl Guides tried to turn CoEd but were not successful.

In this workshop the participating Groups which were not CoEd were Sliema, St Aloysius, Hamrun and Victoria.

Leader from St Aloysius said that when they camp and there are girls present, they enjoy it more because girls are more organised, hard-working and efficient.

Leaders from Victoria Group said they wish to be CoEd but maybe because of a conservative attitude have never considered it and they have a problem with female leaders as well.

Hamrun Group commented that they don't feel the need to be CoEd because there are Girl Guides in Hamrun with whom they organise a lot of Joint Activities. In fact a suggestion was that more joint activities should be organised by groups who are not CoEd.

It was emphasized that female leaders should be present for camping/outdoor activities that are CoEd however this rule should be more relaxed when it comes to Ventures/Rovers Sections since girls are a minority and the members would be of an age where they are more responsible and be accountable for their actions and more independent. There was also a suggestion at this point that when there are no female leaders available for a particular activity, these should come from other Sections within the same Group.

The leaders said that no consultation from outside was sought as to whether their Group should be CoEd or not, but a decision was taken between them.

The conclusion was that CoEd is healthy for scouting – only a young man from the Sliema Group said that CoEd doesn't promote well the scouting image.

Groups who are not CoEd agree with mixed groups and when I asked them whether they ever considered being CoEd they replied that there are mixed feelings in the Group.

**Rapporteur: Sandra Micallef Session: D Topic: 6**

- It was agreed by all present that Co-Ed scouting should be optional
- Scout Groups originated from Boys' Schools (eg St Aloysius) wish to remain boys only
- One boys only group argued that Baden Powell created Scouting for Boys and not Scouting for Girls – girls should stick to girl guides
- This argument was quickly rebutted by several members present who said that experience showed that groups who were once boys only but are now co-ed have no regrets for their decision to take in girls into their group.
- Another question raised was that in a co-ed group, if no female leader is available to attend a certain activity, should the activity be cancelled or else only the boys allowed to attend?
- It was argued that when groups are co-ed, many prejudices are overcome and both sexes compliment each other, especially if mixed from Beaver/Cub age.
- However, groups should not decide to turn co-ed for the wrong reasons, ie, to increase number of members as this could lead to a decrease in standards.
- On closing, many felt that IHQ should try to help out if there is a lack of leaders, especially female, in the sense that it could make a call for leaders from other groups who perhaps have a lot of leaders.

## **Topic 7 - Is the current leader training system adequate? What would you change?**

**Rapporteur: Chris Balzia    Session: D (Time: 13.15 – 13.45)    Topic: 7**

- ✓ Courses are to be divided, depending on the skills of the individual (as regards those who have already been scouts) and newcomers.
- ✓ This will reduce the possibility that some courses will be un-interesting to those who already know the basics of such topic.
- ✓ Re-fresh/updates to wood badge holders are to be introduced.
- ✓ People delivering the session must be competent not only on the subject but must be able to keep the audience interested on the subject. Good delivery.
- ✓ Courses can include more workgroup seminars, rather than just delivery from spokespersons. These can be divided according to the sections the leaders are in.
- ✓ It must also be noted that after a day's work, or other school commitments, it is not very interesting to attend for a course in which you are just sitting down and listening. This makes the session quite useless and little is gained. More interesting methods are to be introduced.
- ✓ Also, when planning courses, it is good to avoid organising courses during University/other educational institutes Test Week.
- ✓ Leader's roles and responsibilities are to be cleared and training for such roles are to be provided. Rather than just age, maturity of the person is to be considered. Proper screening is important.
- ✓ Course contents are to be revised and changed according to the needs of the situation.
- ✓ Updates, especially where law matters are concerned are important.
- ✓ Rather than just talks, leader courses are to include more hands on practice, say, during a camp or other activity.
- ✓ Leaders are to be assessed during hands on practice. This can also be done internally within the group.
- ✓ Course lengths (from one topic to another) must be reduced. This will allow a shorter period for the leaders to finish off their core skills, and also allow more time for re-fresh/updated courses to be introduced.

### **Session B – Topic 7 Edward Sciberras**

- The new system is much better organised.
- However it was felt that some speakers were not keeping their topic relevant to the scouting picture required. It was felt that the speakers were not properly briefed in advance.
- A divide was raised about whether those with previous scouting background should be made to attend basic sessions, with those with a scouting background saying no (it would be a waste of time) whereas the others without a scouting background say yes, as we would all learn something through the others' experiences.

- Periodic training such as a scouting skills refresher camp was seen as a positive influence, and should be held relatively frequently (e.g. twice a year). Importance was the fact of mixing with other groups.
- It was unanimously felt that training sessions would be much better in one go, e.g. a weekend camp, rather than drawn out over a long time.
  - It was stressed that this training should be more hands-on, rather than talks. Some present recalled training camps held in the past, which were much more fun and active.
- Training should be specific to sections, however, not a prerequisite to be in charge of a particular section, i.e. a troop leader can change section to say Unit even though without training for ventures, as can do that training later.
- Young people should be catered for better, e.g. courses should not start in the middle of exams. It should be made more relevant and convenient to young people. (this was unanimously agreed)
  - To increase convenience, multiple courses need to be done in a year with the dates known in advance, such that one can choose a convenient batch of lectures.
- Support from IHQ regarding training when needed should be more forthcoming. An example was brought of having attended the leadership courses numerous years ago, and then having a dyslexic child enter the group does not mean that the leader is trained about dyslexia. Needs to be able to go to IHQ and obtain any further help as required.

## **Topic 8 – How should our youth members be involved in the decision-making process at Association level? Should they have some form of representation at IHQ?**

**Session – A Claude Calleja**

**Topic – 8**

- Work; Lack of commitment; Hectic life; Working life.
- Adults should be presented with the list of commitments upfront.
- Responsibilities increase and adults find it hard.
- Leaders should come from within and the group should work to retain members.
- It is a voluntary organisation and leaders shouldn't get paid. If so, scouting becomes a secondary job.
- We should be very selective about choosing Leaders. Should we ask for a Police conduct?
- IHQ can make use of full time leaders.

**Session D Mark Borg**

**Topic 8**

1. opinions which are carried are always healthy
2. children are not represented at IHQ level
3. information is not relayed downwards towards the actual members
4. I agree that as from venture age upwards members should have voting rights
5. IHQ has all the opinions of all the groups (represented by the GSL) before taking a decision
6. the same people at IHQ work on all the projects. Its always the same few who want to stick their nose into everything
7. there is a problem with communication between groups
8. there should be more voices of the youngsters heard
9. sometimes youngsters are given the chance to express their opinion (such as occasions as today) but most of the time this falls on deaf ears and is ignored
10. except for certain issues, all discussions are channeled through GSL. This sometimes does not reflect the opinion of the group but of the individual
11. today was a good opportunity to express our opinions
12. there is a clear distinction between the old and the young. Should we form two associations based on age difference?
13. it is not about age but about character
14. youngsters around all tables expressed an opinion that they want more of a leadership role
15. there is a lot of energy and a lot of will, however youngsters also have a brain . maybe not as much experience but a valuable contribution nonetheless
16. we speak of IHQ as if it were the great divine, the association is us
17. youngsters do not afford the time for commitment unlike elder people. Leadership requires a lot of time and should be left for elders. Youngsters have studies and university etc which they should give priority to
18. we should have a quota on the time a leader at any level should serve.

**Rapporteur: Naomi Attard**

**Session: E**

**Topic: 8**

- Many people agreed that there is alack of communication between IHQ and groups.

- Many agreed that there are many elderly at IHQ so there is a huge difference between the young members that we have nowadays and this people. Because of this age gap youths find it hard to communicate at IHQ.
- Many agreed that IHQ is on a totally different level, a level of their own. It is only there for courses according to many.
- Many agreed that there is good communication between groups and in the group however communication between IHQ and groups is lacking a lot. Some even said non existent.
- The chief commissioner...many said that they only see him during special activities example this seminar, scouting sunrise. Most kids and youths do not even know who the chief commissioner is!!! This should not be, they suggested that maybe he can do a visit to each group once every year! This would make him seem a bit more approachable.
- Many agreed that the only face from the IHQ that they see is that of the training department.
- Most were asking about Troop commissioner, Cub commissioner!!!
- The question raised was, if the chief commissioner is never seen, how can they expect youths/members to speak or be represented in the IHQ.
- Many are wondering if there is enough communication between the district commissioners and the chief commissioner.
- Scoutkeeper.net, a very good idea!!!
- PL's ventures, Rovers should be given more importance from the IHQ. They should be able to represent themselves at the IHQ.
- A concern about the lack of manpower at the IHQ arose.
- There definitely should be an age limit for different posts in the IHQ! They kept on saying that the younger the better. The older ones should be there for reference yes due to the amount of experience, however the running should be coming from the youths/younger adult leaders.

## Topic 9 – what is the real image tha the general public has of Scouting in Malta? How should we change it?

<b>Rapporteur sheet</b>	<b>Anthony Debono</b>		
<b>Session:</b>	<b>F</b>	<b>Topic:</b>	<b>9</b>
<b>Point</b>			<b>Count</b>
The image of scouting is as follows:			
Scouts do parades- only			3
Do-gooders			2
go camping			1
Outdoor people			1
Not cool - nerdy			1
Military-like			2
Marching is anachronistic			2
No more marching we are a youth organisation			4
marching gives you discipline			2
Marching does not give you discipline			2
Marching can be done at a meeting, no need to parade it			2
Marching has been removed from many Scout programmes overseas			3
Image should be through normal, day-to-day things:			
Hiking, Camping etc.			1
festa Scout style of activities- Open day			2
invest in a more efficient PRO			1
Be in the media more			1
Basic aim of scouting should be made known to the public			1
should have environment lovers image			1
Scouts is like a babysitting agency			2
Not so much with our Beavers			1
Difficult to get support from our parents			3
Parents don't know what's going on			1
AGMs are not so effective			1
image doesn't need to be changed it needs to be enhanced			1
a younger image is needed (it is a YOUTH organisation)			2
with respect to local councils & other associations: we should help them but nopt be exploited			4
Helping these institutions gives us opportunities			2
Scouting Sunrise was a disaster with respect to public image, because of how we walked like a merhla moghoz			1
the internet is a powerful tool for public image: using a blog or facebook group			2

**Rapporteur: Mark Borg**

**Session A**

**Topic 9**

1. the function of scout groups is there to discipline children (x 2)
2. we are a babysitting association where parents dump their kids
3. we are there to discipline but also to build character
4. society doesn't know our real function as an association
5. society views us in perspective to our traditional background i.e. parades and camping
6. no one mentions the amount of team building skills we offer youngsters, the non formal education and character formation (x4)
7. we need more PR for the association such as open days for the general public
8. there is PR at group level and at IHQ level: two examples are community work done by single groups in their community such as church parades, community service etc vs. that done by IHQ such as Festa Scout and Scouting Sunrise
9. when we organize activities at IHQ level promotion is only done internally(within the association). We should reach out and try to attract the broader public
10. just as in point 5 we have a stereotype: we are scouts therefore we are the ones who go camping and we are the ones who march. These are our sole functions.
11. we should organise alternatives to parades. Large scale events with good PR accessible to the general public, to attract more membership (x 3)
12. the biggest PR can only be done by the parents and the children themselves (x 2)
13. children not always are capable of exposing the real values of scouting. Parents also don't care that much. As long as kids are out of the way and "safe" then everyone is happy. Referral to point 2
14. it is only the few parents who actually stop and ask about the programme or the progress of their kids. The majority are just the drop off / pick up parents.
15. we have other problems like outside factors working against us
16. the image we give of ourselves is vital . our uniform distinguishes us
17. a lot of other youth organizations are copying our programme, (football clubs and muzew take their kids on hikes or days out)
18. we must project our real aim as scouts: what is scouts? We should give the image of bringing up good individuals
19. with all this PR what are we after: quantity or quality?
20. we cannot just watch a videoclip as we were shown and expect scouting to be just that
21. in our group we prefer doing fewer activities which leave more impact on our members
22. we should not just show the glamour of adverts but also the hard work which scouting involves
23. scouting is still alive today because of the variety the programme offers to the public. Everyone has a place in scouting. Some are good at one thing while others in other things. Scouting offers opportunities in all these sectors

**RAPPORTEUR: RUTH FARRUGIA**

**SESSION: E**

**TOPIC: 9**

Unfortunately the media covers only parades in the majority of cases. The media only knows us through formal things or comes if there are big heads. What should WE DO? Organise more national activities like Festa Scouts. Church Parades are OK but not enough.

Promotion of Scouting should be:

- Through Local Councils
- Through the Local School
- By word of mouth

Before using the media we should know how to portray our image. Scouting means hands on and we should portray ourselves as giving hands on help which not everybody can do.

For example in the Cubs' Programme there is a section re Community Service and individual groups should take the initiative to organise something in their District (e.g. North or South District) for the public to see.

District Commissioners should organise more activities on a District level – different activities on different aspects of scouting on an average of 4 times a year. Groups nowadays are working on their own initiative.

Situation should be assessed after these District/National activities are organized. Feedback from individual groups should be given to IHQ to see what's going on.

Whoever is responsible of IHQ Bulletin should make it a point that Groups contribute something regularly.

What about newspaper coverage?  
IHQ should have a slot on a Sunday paper, for example.

What about how the parents see the Group?  
If the Group feels that it is serving as a babysitter, it should take a stand and make it known. How should parents be involved? Attend meetings with cubs? The majority said no but a monthly newsletter issued by the Group to update parents was recommended. The organizing of a form of Parents' Day was also mentioned.

Unfortunately in this day and age because of the time factor, nobody has enough time to go into certain detail – the idea is there to do certain things but time is always against us.

## Topic 10 - Should a leader's appointment be fixed for a period of time or should it last a lifetime?

Session B – Andre Brincat

Topic 10 – Leader's Appointment

It was agreed that although it is sometimes hard to recruit leaders, these should still be given a term of license. At the end of each term leaders should be "tested" (by means of some appraisal) to ensure that they are up to date and not going astray. This would be best implemented on people who have started scouting as leaders straight away or on those leaders who are getting old and have been around way too much.

With regards to moving between Groups, everybody present agreed that if the need arises one is duty-bound to assist in other groups. But on the other hand very few would be ready to leave their group since they are faithful to it and wouldn't want to leave this "family". Likewise leaders in a group wouldn't be ready to accept anybody from another group. and this would make it an uncomfortable situation for both parts.

Therefore IHQ should have more staff ready to fill in any necessary vacancies in Groups. This could be IHQ Staff or else younger leaders (auxiliaries) chosen from neighbouring scout groups. Leaders rotating between sections: some people who DID serve in more than one section said that this is in fact quite healthy because you get a better idea of what the cub / scout is living. The majority though insisted that this doesn't help as each section requires specific procedures and training.

The idea of "Ma zarmax torri biex tibni iehor" gives a good idea of what was being said with regards moving leaders from a section to replace or fill in vacancies.

Rapporteur sheet		Anthony Debono		
Session:	E	Topic:	10	
Point				Count
Every Scouter with rank of section leader or higher should have a fixed term of office				5
No one should have a fixed term of office				1
After 5 years in a position your leadership skills will only just be coming out				1
You should make place for others to work but not leave just because your time is up				1
GSLs that last a very long time don't give chance to other, younger leaders to develop their skills and take on more responsibility				3
Reelections are important and healthy				4
Terms of office improve the quality and performance of a leader since a person does his best to keep his appointment				1
Once your term of office is up you shouldn't just leave a group but stay and help in another role				1
It is important that if someone has a problem with a GSL they take it up with the DC				1
GSL Should be assessed on a regular basis				2
Everyone should be assessed on a regular basis from chief Scout				3

down to junior leaders	
mostly GSLs are the ones who need a term of office	2
Every leader needs a term of office	5
Should be back by IHQ	2
Leaders should be able to help other groups	3
Conflicts between groups makes 'helping others' difficult	3

**Rapporteur: - Joanna Ellul**

**Session: - C**

**Topic: - 10**

- It was agreed that a leader should be revised after 4 years; re-election – to give others a chance or else to refresh ideas – Term of office.
- This term of office might also be beneficial for the section or entire group.
- There might be a problem with leaders changing section as it may take longer for both leader and children to adapt to the change.
- A leader should not be stuck to one section, or else he should be given the opportunity to go over all programs while remaining with one section but allowing the knowledge to be a leader for other sections.
- Possibility to have a term of office so as to offer new challenges to leaders; something to look forward to.
- Kids might also find it a problem to change leader as they take long to get accustomed to change.
- Term of office may encourage new leaders, but older leaders help continuity.
- Term of office is also positive because if there is bureaucracy it will end with the term of office.
- GSL needs to have modern revised ideas.
- Having a rotary term of office prepares people for the post of GSL.
- The GSL can help to unite the group.
- Unfortunately, GSL's tend to create an empire out of the group.
- There still exist some groups with a military frame-of-mind.
- If the members are given the right to vote and choose leaders they will choose leaders they like regardless of the leader's abilities.
- Over 18's should be given the right to vote.
- Kids should be involved in decision making – give opinions. If an opinion is refused, they should be given feed-back as to why their idea was refused – a 2-way system. To show a relationship link, not only in younger kids but at all levels. A decision -making committee should inform back for confirmation of delivery of ideas.
- Leaders at all levels have to prove their worth within their term of office.
- If a term of office is renewed there has to be a consultative process – preferably anonymous.
- There shouldn't be appointment by seniority (by length of time). There can be someone who is more worthy of a post than someone who has been there for a longer time.
- How possible is it for leaders of a group to de-nominate a GSL and replace him? Would you risk keeping the same GSL with the risk of losing a whole group, or a group closing down because of a GSL?

- A young leader may be for the benefit of the group.
- You can not accept a term if you feel that you are not fit.
- Unfortunately there are some GSL's that do not deliver their duties as they should.
- Some GSL's are egocentric; they see only what is good for them not for the whole group.
- IHQ could decide the maximum age for a GSL, for the benefit of the groups.
- IHQ can also investigate problems (leaders drain) within a group which may be related to relations between leaders and/or the GSL.

## **Topic 11 – Should a scouter’s Meeting have a consultative or decisive role in the running of a Scout Group? Is it the same for a Council Meeting?**

**Rapporteur: Chris Balzia Session: C (Time: 11.45 – 12.15) Topic: 11**

- ✓ Scouters’ Meeting: All leaders must attend, not just section leaders.  
The discussion must be held in a civilised way (especially for large group of leaders). In the case that a conclusion is far from being reached the GSL must try to find a mid-way through both opinions. If no decision is yet taken, a vote is to be taken. Also, the GSL must see that this is to be done in the best interest of the group.
- ✓ It is important that the GSL possesses the right leadership skills. Democracy must be respected.
- ✓ Meeting regularity depends on the resources and needs of the group.
- ✓ GSL – At times he has to take the final decision. Power responsibilities must be shared and explained better in the P.O.R., of which needs to be revised!!
- ✓ The P.O.R. must have guidelines for section meetings, council members and meetings etc. These will include roles and responsibilities for each person. As mentioned previously, a thorough update/ revision of the P.O.R. is needed.
- ✓ Council – Meetings must not lead to final decisions as regards to the way forward for the group. It is the Scouters’ Meeting that has the final decision on what is good/needs for the group.
- ✓ Young leaders/Prospective leaders are to be given a chance to attend Section/Scouters’ meetings.

**Rapporteur: - Joanna Ellul Session: - D Topic: - 11**

- Council should not interfere with the Scouters’ Meeting.
- Council should be involved in activity decisions but not necessarily be present at activities.
- Council members should just help where they are needed – they should not get involved in scout activities or decisions.
- It is difficult to keep Council members separate from the Scouters’ meeting or other activities.
- Sometimes it is impossible to work without the Council members.
- Ideally, there shouldn’t even be a council, or else they should not be involved in scouting topics.
- If there is a council they should be given a briefing about their specific role
- Scouters’ meeting, who should be present? – All appointed leaders, possible a representative of the Patrol council.
- The Scouters’ meeting should be consultative but ultimately the decision lies within the GSL.
- However, the GSL has the power to go against a majority decision or consultation.
- There should be a consultative vote by the Scouters’ meeting. Finally, the GSL should decide upon majority or what he believes is better, but with a plausible reason,

- A never-ending discussion should be finalised by the GSL.
- Scouters should present a balanced argument so as to facilitate the GSL's decision.
- On the other hand the GSL must be open to opinions.
- Irrelevant of age, new ideas are very difficultly being included.

**Rapporteur: Naomi Attard**

**Session: B**

**Topic: 11**

- Section leaders meetings are done than the issues in these meeting are presented by the Section Leader in the Scouters meeting.
- GSL, AGSL and section leaders should be in the scouters meeting.
- It is only the appointed scouter in the association that can be present at the scouters meeting unless there is a special circumstance.
- Only appointed scouters can vote during a scouters meeting. Scouters meeting has a decisive role however the last saying is the GSL's.
- Sometimes when there are huge number of people present in the scouters meeting there are many arguments and lack of communication.
- Council members are not present during the scouters meeting but are called upon in special circumstances to discuss mayor issue like group premises, annual camp and annual parades etc.

## **Topic 12 - It is hard to recruit adult volunteers into scouting because....**

### **Session C – Andre Brincat**

### **Topic 12 Adult Volunteers**

The various commitments youth and adults have nowadays are a drawback for leadership in scouting the major one is time.

When the adults / prospective volunteers sees the responsibilities which are involved in being a scouter they are often scared and don't bother to get involved or laden with such burdens.

A way should found to make scouting attractive for adults, such as Rover Scouting which would give more incentive for an adult outsider to join

In most groups the best catchment area for adult helpers (volunteers) are the parents. Involving parents though, could bring its disadvantages as the parents could show some preference towards their son/daughter which should never be allowed to take place. Some other times the son or daughter gets treated the opposite and also suffers mistreatment from the parent.

Another feeling about parents is that in most cases they don't care about what's going on in their son's scout group and often use us as a babysitter service. This also disheartens current leaders. The association should strive more to attract young leaders in our groups by advertising it (in a 'cool' way – enough with the shitty nerdy parades only image we give of ourselves). Lets show everybody what scouting in Malta REALLY is!

It is a fact that most Venture scouts in a Unit quit scouting because they find it to be "NOT COOL" and prefer other ways of life, which are normally linked to Paceville and all the nice things linked to it. This isn't good, because the Venture age is the best moment where a person can start forming as a leader.

Another initiative which the association should work upon is to make deals with the education department, so that students can join in scouting for certain placements / work phase / extra credits etc. Degree Plus, a university initiative which sends student out of the classroom environment, already has something similar.. but the scout association (the largest youth organisation in Malta jekk joghbok) is not in their list.

### **Topic 12 – Session F**

### **Robert Facciol**

- Responsibility might intimidate some people
- People should first have a taste of what being a leader means
- People get more involved when they are approached to help, so parents should be invited to attend certain activities to give a helping hand
- Ventures and Rovers should be included as leaders; however the responsibility to Ventures should be limited as they are still quite young. Also, they should not be forced to be leaders as this might lose you members
- A decision by a leader to take a break should be respected
- Efforts should be recognised since they provide a boost to motivation
- No payment should be made: we are volunteers and the satisfaction of seeing the children enjoying themselves is payment enough
- The Association should employ certain people as administrative staff (not as leaders), e.g. people to manage the campsite (if no volunteers are found)
- Young leaders are sometimes seen as being a bit uncool by their peers who are not scouts. Some are astonished that at 21 you are still a scout.
- At Venture and Rover age, school becomes more demanding, so the time for scouting starts decreasing

- It is good that certain credits at university help leaders, e.g. credits are given for following the St. John Ambulance First Aid course.
- We should have advertising to encourage people to become leaders – we should have better public relations

## **Topic 13 – Leaders have a hard job, no compensation and very little recognition. How should leaders be recognized for their efforts?**

**Rapporteur: Antonella Sant**

**Session: B**

**Topic 13**

### **Points:**

- On a government level – He gave us what we pray for
- We are exempted from tax especially when buying equipment, and we are exempted from surcharge on bills since we are a voluntary organisation
- The association passes on feedback to the authorities concerned to inform them when a specific group is going to arrange his premises, so that it could be donated for free.
- The money are not being shared equally among all groups. Who takes a lot and who takes nothing. Leaders lie to each other not to show what they have got. A specific group took LM15,000 which is not fair on others who does not take anything.
- IHQ will inform each group about important and useful schemes that one can use for money to be deducted
- Parents are getting the impression that leaders are there like baby sitters for their children. Do not care about fund raising and other activities that the group organizes for them. These give us lack of encouragement to keep going.
- The leaders are taking too long to get recognized from IHQ
- Leaders appreciation before the 10 years service. Leaders are getting unmotivated when they are not recognized not even from IHQ. 10 years are too long. A Thank you certificate will do.
- The best satisfaction is when a child came over on a leader and say thank you for the particular activity organized by the leader.
- The leaders are exempted from paying if an activity requires so such as cultural visits, renting a bicycle etc. either the group or IHQ will pay
- Course fees are revised since not all can afford those prices.

### **Session E – Topic 13 Edward Sciberras**

- It was firstly unanimously agreed that appreciation from scouts is enough (self-achievement), and that's what keeps us on.
- Training/event costs are not too much of an issue, as money must come from somewhere.
  - It was suggested, why not subsidise the training schemes from EU or WOSM funds?
- Fact that to be active in scout group requires some work input helps eliminate those who want a kažin.
- However as some compensation it is fair to expect that e.g. camp fee is waived, as leaders are spending own money and time.
- A good point which was raised is that, similar to the scheme implemented by the last budget (where parents whose children go to a recognised rugby club are entitled to a VAT refund), a similar scheme may be implemented, either towards the leaders or the parents. Or the scheme may be towards the scout group (e.g. surcharge exemption)

- As regards medals and badges, it was unanimously agreed that though not the prime motivation, these rewards provide a very gratifying sense of seeing personal achievement in a tangible form.

**Rapporteur: Josefa Sant**

**Session: C**

**Topic: 13**

- L-Grazzi nehodha mit-tfal.
- Nigu rikkonoxxi mil-IHQ u ikunu jafu bil-leaders tal-grupp.
- M'ghandux ikun hemm discriminzjoni kontra leaders kbar fl-eta u jghidulhom li m'humiex tajbin mat-tfal. Ghandu ikun hemm tahlit ta leaders fis-sections ta kull eta tista taghti l-frott taghha.
- Li l-leaders ikunu jahdmu f-teamwork u iqassmu x-xoghol bejniethom u mhux Akela biss. Imma huwa importanti li Akela tara l-weaknesses u l-strengths ta kull leader u tqassam x-xoghol accordingly, ghax hekk qed taghti cans li l-leaders lohra jitghallmu u ikollhom listess opportunita li kellha hi.
- Ghalfejn min jghin fl-IHQ jigu ippremjati u min ma nistax joaffordja anke minhabba x-xoghol li jaghmel imam jaghti hinu fil-grupp biss qatt ma jigi ippremjat mil-IHQ.??
- L-premju huwa s-sodisfazzjon.
- R-rispett mil-genituri huwa ta importanza kbira.
- L-G.S.L ghandu ukoll japprezza lil leaders billi anke wara kamp jew xi attivita fejn tinvolvi hafna xoghol mil-leaders etc, ikun hemm rigal zghir bhala ringrazzjament.
- Huwa importanti li kull leader jattendi fl-iscouters meeting ghax dak huwa r-recognition tal-leader li jesprimi ruhu u mhux Akela biss.
- Hemm leaders li m'humiex recognised ma IHQ u ghalhekk ma jistawx jattendu scouters meetings.
- L-fiducja hija important hafna kemm mil-GSL, Akela u anke mil-IHQ.
- Ma nafux x'tip ta awards jeziztu ghal leaders u kif jinaghtaw. L-awards mgandhomx jinaghtaw wara tul kbir tas-snin imma aktar frekwenti.
- L-informazzjoni ta l-appointments ta l-awards ma tantx qeda tasal. Irrid ikun hemm aktar komunikazzjoni mil-GSL biex iwassal l-informazzjoni lil leaders. Anke IHQ ghandhom ukoll ikunu up to date f'dan r-rigward.
- L-GSL ghandu jirrikonoxxi kull attivita min kullhadd
- Kulhadd ghandu dritt ghal votazzjoni bhala leader.

## **Topic 14 – Should all posts and commissions within IHQ have a term of office? How should they be appointed?**

### **Session A - Topic 14 Edward Sciberras**

- Terms should be determined and set to something like three years
- Elections should decide appointments of Commissioners
  - Who should vote?
    - All appointed leaders, and these should also be eligible to apply for the posts following a call for applications.
    - This can be seen as an incentive for scouters to complete their woodbadge/training, by allowing them to participate in IHQ workings.
    - Active membership would also be a requirement to be able to participate.
    - Problem is that scouters generally feel as part of a group before part of the association.
  - Issue was raised that the voting could lead to unnecessary lobbying and canvassing.
  - Problem of having larger scout groups voting en masse and therefore having very partisan voting.
  - Countering the above point it was argued that larger groups would mean that there are a larger amount of ideas and therefore votes would be different
- Commissioners should mix and mingle better with groups to get to know the groups, as well as scouts knowing the commissioners better (unanimously agreed).
- IHQ should be more attractive to younger scouters, so as to attract younger commissioners.
- Idea of having a committee to oversee commissioner's functioning would be too bureaucratic but rather, feedback from the groups should be more forthcoming about IHQ matters.

**Rapporteur: Ruth Farrugia**

**Session : D**

**Topic : 14**

Yes, Commissioners should have a term of office and it was unanimous that it shouldn't be more than 4 years. The Commissioner should have clear objectives and his work should be evaluated annually. After the 1<sup>st</sup> year, he should obviously be given a chance because it would be too early to evaluate his work.

Any position within the Association and outside of it should have new blood every couple of years for new ideas. A person need not necessarily be changed from his position but can obviously be re-elected for another term.

Who should vote for the Commissioner? Woodbadge holders or appointed leaders depending on title of commissioner, e.g. Commissioner for Troop should be elected from leaders within Troop Sections.

If there are two candidates for a particular post and one of them is not elected, then he shouldn't be given another position.

The disadvantage when it comes to voting is that the leaders don't know each other enough to form an opinion. Another setback is that when IHQ organises something, only a relatively small number of leaders attend.

Another suggestion was that commissioners should be appointed as a team and then they decide between them who takes care of what. There should be a system where commissioners work together.

People from IHQ, like commissioners, etc should involve themselves more in activities of the various Sections within all the Groups – sometimes they go to the Groups themselves not only members go to IHQ.

Moreover a Commissioner should set a group of goals and at the end of a period (ex. 1 year) he should review situation with Chief Commissioner.

All agreed that voting should be on the basis of 1 Group – 1 Vote and the GSL responsible for a particular Group should appoint persons from individual sections to vote according to the post to be elected.

Any position within IHQ should be appraised for its performance but whoever is in charge should stick to the policies of the Association – everybody has to be accountable – any post.

We don't take stock of the responsibility we have towards the children. Scouting is an informal system of education and objectives should be clear from IHQ. Scouting wasn't created for awards. Everybody should be given a chance to show his worth but everybody has to be accountable.

Leaders felt that Groups do not have their voice heard in the Association. GSLs should be present for meeting with commissioners to give feedback about their Groups. At GSLs forum there is no attendance and it is not effective because of this lack of attendance. A query was put forward:- Are Groups heard when it comes to IHQ decisions?

A case in point was mentioned where 4 activities were being organised by IHQ – 2 to be taken care of by the Training Department and another 2 by the District Commissioner. Information was sent out to GSLs so that activities could be planned but only 7 GSLs attended out of 39.

Voting should be anonymous and feedback should be given from DC to GSL then to the Group. A question was raised whether DC's decision should be final and unanimous. There was a suggestion that there should be 4 DCs – one each for Finance, Training, International and a Chief Commissioner.

Finally it was emphasized that voices from individual Groups should be heard more and a General Assembly decides on certain matters of importance. The DCs should reflect the Groups' decisions.

**Rapporteur: Josefa Sant**

**Session: F**

**Topic: 14**

**Question:** Il-Pozizzjonijiet u l-kummissjonijiet kollha fl-IHQ ghandhom ikollhom tul ta kariga? Kif ghandhom jigu nominati?

- Li ikollhom tmiem tal-pozizzjoni taghhom ghax tkun aktar ahjar ghal organizzazzjoni ta kulhadd japplika l-ideajat tieghu.
- L-leaders ghandhom jivvutaw ukoll imam mhux l-godda ghax ma ikunux jafu s-sistema. Anke l-G.S.Ls ghandhom dan d-dritt.
- Persuna li jkollha zewg karigi fl-iscouts mhix tajba ghax ma ikunx efficjenti fiz-zewg karigi.
- Ghandha tohrog circulari ghal kariga tal-Cub Commissioner u jivvutaw l-cubs leaders ghax l-iktar li tinteresshom.

- Meta tkun District Commissioner diffiċli biex ikollok kariga oħra għax din diga impenjattiva.
- Hemm nuqqas ta' informazzjoni fuq kull kemm ibidlu l-kariga u anke min jivvutalhom biex jilhqqu fil-kariga.
- Li tinbidel wara 5 snin hija f'it għax bħala kariga jehtieg aktar zmien biex tiffunzjona. Għalkemm jekk ikun hemm min jikwalifika għal kariga għandu jinbidel għaliex l-assocazzjoni ikollha bzonn ta' ideat u tibdil u din tghin biex l-assocjazzjoni tkun dejjem hajjau attiva.
- Hemm bzonn iktar informazzjoni tar-rwol ta' dawn l-karigi hekk importanti.

## Topic 15 - What kind of support should IHQ provide to the leaders of the Association?

Topic 15 Session F

Maryliz Baldacchino

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1. Should Commissioners help solve some of the disputes which occur in our groups or should they remain impartial?
  - There was agreed that it is good to have a fresh mind who is not biased in a dispute.
  - On a group level, commissioner may not be of a great help. It is better for the DC to help solve the dispute
  - On the other hand if the dispute is on a section level it is good for the commissioner of that section to help solve the problem.

Commissioners seem to be out of reach and there is lack of communication between groups and commissioners

- Il-Commissioners qisshom jaghmlu parti mill-IHQ biss u maqtughin mill-kumpliment tal-gruppi.
- Commissioners should make visits to the groups from time to time and give out their feedback.
- Ex during the scout challenge a certain group was very happy that Kenneth had the time to talk to them and gat their feedback.
- Ex South groups are very happy that the south district DC makes frequent visits and meetings with their groups. Other DCs should follow his steps. This way groups can give out their feedback and may improve their performance.
- IHQ should organize oftenly activities where leaders from all over Malta meet together with the commissioners.
- IHQ and Commissioners should be more reachable and friendly

2. Should IHQ GIVE financial support to new Groups that are struggling to survive? Where should this money come from?
  - Government should give financial support to the scouts as it gives to football nurseries
  - IHQ should have sponsors to give the scouts financial support
  - Financial support should be given in order to buy equipment, and not for the band equipment.
  - Support may not only be financial but can also take the form of borrowing IHQ'S equipment – IHQ may have some resources which are not used efficiently for ex Ghajn Tuffieha Campsite – with such resources IHQ may help new groups to survive
  -
3. Should IHQ promote Scouting at a national level? How?, Ae their enough national activities being organized?
  - More scouting promotion should take place both on a national level as well as on a district level
  - More activities such as Festa scouts should be organized – where scouts from allover Malta can meet and outsiders can see the fruit of scouting
  - Through the internet and all possible medias
  - Promotion of scouts in Malta
  - More Joint activities to be encouraged
  - This seminar was great – such activities should be organized more often
  - Activities for leaders should also be organized frequently

4. What other resources do Groups need?
  - Refresher courses for leaders
  - Courses for new leaders who have never been a scout – course relating to scouting skills eg knotting, pioneering, first aid
  - More training should be available – does not need to be obligatory or official
  - Present training courses are mostly based on leadership skills – they should include other skills – more scouting skills.
  - There are few trainers therefore courses are not frequent.
  - Eg For those who did the pathfinder this January have to wait for 1 year in order to do the next level. (Jilhq jinsew xi Knu ghamlu fil-pathfinder)
  - Training advisors are taking very long to approve the joint activity reports in order for the leaders to be appointed.
  - Leaders where complaining that because the training courses are taking long to recommence, leaders are taking long to be appointed – therefore if an accident should happen such leaders are not covered by IHQ as they are not appointed. So such leaders should not take care of the members? Wouldn't it be better if they leave rather than taking on such great responsibility and risk?
5. Should IHQ be open every day?
  - There is no need
  - BUT Commissioners and other people related to IHQ should be more reachable ie can easily be reached through emails and telephone. Furthermore they should keep in contact with the groups.

**Yanika Spiteri**

**Session A Topic 15**

What kind of support should IHQ provide to the Leaders of the Association ?

- a. Assurance – association that backs the leaders
  - b. Pool of expertise – the SAM will have a list of experts and leaders that are available to help in other groups if necessary. This list will be made available to all scout groups. What they meant by experts is people that have expertise in ex. Accountancy, lawyers, proficient in certain lectures etc. so when groups need help about certain issues that may arise they will know whom to contact.
  - c. Refresher courses for wood badge holders and workshops specialising in particular lectures
  - d. Information sessions on laws that can effect our groups ex. NGO law, data protection etc.
  - e. Insurance policy – to cover groups and also information of what we are currently insured for
  - f. District meetings are important and one should not be 'shy' to voice out the problems his group is encountering. Section leaders should also attend district meeting to pass on information.
  - g. On an ending note, one said " A leader is born to be one"
- Should Commissioners help solve some of the disputes which occur in our Groups or should they remain impartial? The respective DC should first try to solve problems incurred, however if he/she remains unsuccessful then it will be taken up further
  - Should IHQ give financial support to new Groups that are struggling to survive? The association should give advise and support to the group. Where should this money come from? (we didn't go into this – however a leaders mentioned that when a problem occurred the district agreed to pitch in to help pay rent bill)
  - Should IHQ promote Scouting at a national level? How? Whilst taking note of another session, one leader commented that he had actually joined scouts through an ad in the paper

- Are there enough national activities being organised? The issue here is not how many activities is done on a national level but how many scout groups attend this event, usually its always the same ones. A leader pointed out that the SAM should go to this groups if they don't turn up especially for information sessions.
- What other resources do Groups need?
- Should IHQ be open every day? *See further down in my comments because someone brought it up* **161**

## Topic 16 - If I was the Chief Commissioner, the three things I would do are....

Rapporteur: Josefa Sant

Session: B

Topic: 16

- Il-G.S.Ls ghandhom jattendu ghal laqgħat tagħhom bilfors jew jekk ma jistawx jibatu rappreżentat mil-grupp biex ikunu jafu x'inhu jigri.
- Kieku kont Chief Commissioner indur l-gruppi u anke jilagħab mat-tfal biex ikunu jafu min inhu.
- Kieku nirrangaw s-sistema tal-konstituzzjoni li mhux zewg persuni imexxu imma wiehed biss. Zewg Chiefs' jinholqu l-klikek u jibdeu l-bsaten fir-roti u jaqzbu għal xulxin. Jahsbu li Chief Scout jinqata u ikun hemm wiehed biss (one head).
- Chief Commissioner irrid jitla min kulhadd.
- Nibdeu bidu għid għal brading għax mhux kemm ikollok medali jott.
- Min jidhol tard fl-iscouts għandu xorta ikollu 'say' imam ma jistax ibiddel s-sistema meta għandu jithol.
- S-say tal-leaders ihossu li mhux qed tigi imwetqa imam qeda għal xejn.
- Kieku l-Head quarters ta kull grupp għandu jifah l-Hadd ukoll.
- Kieku kont Chief Commissioner nagħmel riklam fuq l-media ta x-nagħmlu fl-iscouts u xinhu x-xogħol ta l-iscouts biex tkun aktar cara man-nies l-ghan ta din l-organizzazzjoni.
- Bhala leader dejjem tagħti l-feedback lit-tfal etc pero lil leader m'hemmx min itiha l-feedback.
- Irrid ikun aktar car x'inhu r-rwol ta Chief Commissioner u ikun jaf l-gruppi aktar mil-vicin.
- L-home page ta internet hija ta importanza kbira. Tajjeb li ikun hemm informazzjoni kollha għax min irrid jersaq lejn l-organizzjoni għandu informazzjoni necessarja.

Yanika Spiteri

Session D Topic 16

When this topic was opened, one asked what is the role of the Chief Commissioner (CC) exactly, and a leader present said he's like the CEO of a company, so maybe one could highlight this in future communication.

- a. amend POR – consultation with groups and association – two way communication;
- b. build a dynamic team around the CC – a structure that provides two way communication
- c. make the association more accessible
- d. change website
- e. have campsite taken care of
- f. scout council – should be composed of leaders who have expertise in today's modern world since they interact more with kids
- g. ensure that all groups follow POR, programmes etc
- h. annual parade – make it more effective not just marching so that people see us but something that will appeal to the audience
- i. choose a PRO that is more effective (this links to the subject I previously)
- j. vacant post should be filled immediately – if no one shows interest the CC should seek for these people – maybe if the call is outlined, leaders would at least re assess themselves if they're fit for the call or not
- k. attend group's activities (meetings, hikes etc) not only agms
- l. people who have expertise or free time on their hand should be used appropriately. This point was being referred to the pensioners for example – if they're available all day, maybe one could use them to keep IHQ open all day. Not to give advise but to help in the running.

## Topic 17 - If we are a youth organisation, what should the maximum age for members in our scouting programmes be?

Topic 17      Session B time 11:15 – 11:45

Pierre Sant

- The age of the GSL is a problem in a group and the GSL tend to stay there for a long time
- A GSL of a certain age can be of a problem in the development of the scout group
- The scout group should be run by the youth itself.
- Experience is a vital importance in a group Leader.
- Communication between section leaders is important.
- The group should be run by the leaders and not by the GSL
- Assessment on all leaders should be in place
- The group should send different member from different sections to attended leaders meetings
- A change in the position and in different sections should be of great help
- Official age limit form lhq should be in place.
- The leaders should stand up to have and speak about change of position.
- Every 5 years there should be a change in all sections.
- A change should help a lot in the improvement of the movement
- Guidelines should be in place for all leaders of all sections.
- A review of the groups and for the leaders of that group should be in place maybe every year
- A secret voting system should be in place to select different leaders for different section
- Helpers should have a say in the group as another leader

Yanika Spiteri

Session E Topic 17

- a. constitution should be changed to remove the full potential power of a GSL and these would have a term of office hence a chance would be given to other youth members who aspire to be a section leader, GSL etc.
  - b. when appointments are renewed, the association should evaluate
- Should there be a maximum age limit for members (not leaders)? people gain experience in scouting and one should not have a max age to be a member, however instead of being a leader, they should be given an advisory role – this point was emphasises all along the way. *(on a personal note here I'd say I was impressed by the outcome however the members present were all over 30 there were no youths)*
  - Should there be a maximum age limit for certain leadership posts? It was the max age that was discussed but rather the maturity and energy as a section leader. For example one cannot have a 50 year old dealing with cubs but someone who is younger say by the age of 30 only to be more approachable. At any age people can always give something back to scouting
  - How does this affect the quality of our programmes?
  - Does this have an effect on youth involvement?
  - Is it wise to make age restrictions of we have trouble recruiting members, or will it have a positive effect?
  - In Belgium, on your 27<sup>th</sup> birthday, your membership as a youth member or Leader expires and you are expected to leave. What are your comments?

## Topic 18 – The Ghajn Tuffieha Campsite – is it a blessing or a curse?

Rapporteur: Alexia Vassallo

Session : C

Topic : 18

- Structure needed.
- To be divided in sections and each district to take care of it.
- Each district to have a duty to handle – eg. Maintenance – North
- Committee to handle it
- Contractors to – might have high fees for out children
  - Things would be in the hands of professionals
- Bad impression is given to outsiders from the association
- We have a jewel and we should have come up with a plan 8 years ago. But something/someone is holding us back. This is obvious cause in 8 years something must have been done already.
- Full – timer , part-time workers
- On site administration.
- Ex - scouters could give a hand especially the elderly.
- No excess for disabilities
- Facilities are not good.
- Incentive to people who works there
- Too many captains on one ship.
- Groups are not taking care of what we already have.
- People, who will be taking care of it, should not be involved in any other committee.

Rapporteur: Antonella Sant

Session: F

### Points:

- Very unhygienic area- Dust every where
- The area is not well maintained
- Each district is given the responsibility to take care 6 pitches from the area. And keep it up to standard.
- A team who is responsible from the area needs to be allocated – the person will be a full timer, paid and work on shifts so that the area is observed 24 hours daily.
- We can ask for volunteers such as university creditors to spend some time for the keep up of the area.
- A contractor must be allocated and he will take care of everything, maintenance, cleaning etc.
- Is it a scout campsite? Foreign people can easily excess the area without any difficulties
- There is nothing wrong if the place is rented to other people but at least they have a specific area only for them and not pitch where ever they like.
- There is no fixed fee. 75c, LM1 and even LM1.25. which is the exact fee? We must charge foreign people a greater price since they are camping in a scout area
- Problems in drainage system, water supply and even electricity system.
- The area someday was up to standard but now it is too abandoned that now we have to start from the very scratch
- Association must dedicate some money which each group pays to maintain the area properly.
- Only a person is responsible for the keys not everyone has excess even foreign people. “hmar taghna u ma nirkbux wara”
- A person said that when he went camping there he had an electricity problem. When he called to ask where the circuits are he answered that he does not know.

- If there is not going to be a group of scouters that is going to take care of this area we are going to lose it for ever.
- Unsafe place especially with cubs since there is no Gate outside. Everyone can come in even during the night
- People come over to sleep for a night or two and then go back home early so that s/he does not pay for.
- If half of the area is maintained from a private sector we will gain: Better prices, better drainage systems, water and electric supply and more attractive area.
- “Ghalqa b'vit qeghda ahjar mill- camp site ta' Ghajn Tuffieha”
- Very difficult to put on pegs, not enough soil and no shadow at all for summer.
- Providing useful tools that are needed to maintain the area so that when groups need to camp there they do not need to bring with them the necessary tools.
- The money paid from those who make use of the area, where are they being used for?
- Each cabinet has its own meter. Some people also come over there to wash their cars.
- Everyone has to pay for what he has used
- It is divided into two parts: part for scouters only and the other part for foreign people
- Outsiders do not understand the scout program and some times they do obstacles for us to stop
- Toilets: there is good system but we have to take care of it, frequent maintenance
- Each group is responsible to arrange a particular system or something such as drainage system and the IHQ will pay the group.
- Calls for application on tenders for contractors to look after the area

If we are not going to do something now we are going to lose it for ever!

## **Topic 19 – I do not go to IHQ or communicate with Commissioners because.....**

**Rapporteur: Sandra Micallef Session: C Topic: 19**

- Many of those present stated that whenever they had corresponded/contacted Commissioners they received little or no reply.
- There seems to be too much 'distance' between Leaders/Commissioners
- This could be a misconception on the part of the Leaders
- Commissioners should adopt an 'open door' policy to enable better communication between the different levels of the Association
- It was felt that Commissioners should make it a point to attend group activities during the year so as to maintain a closer relationship with Leaders/members.
- On the other hand, groups should be obliged to keep IHQ informed of any changes in Section Leaders so as to avoid unnecessary inconveniences for Commissioners who may be sending out mail to the wrong people.
- One major question that was raised was as to why some Commissioner posts are left vacant for quite a number of years?
- The post of Commissioner is seen as the next logical step for a Leader who has reached a certain age or who has served for a number of years as a Leader.
- The IHQ should give all ideas its consideration and feedback, both positive and negative.
- Lack of such feedback may make Leaders feel as if they do not count within the Association
- One member said that the above problems could be caused by the lack of staff at IHQ and also perhaps a fear of change to the system.
- Another member felt that many problems were caused by pique between the top leadership of the Association.

**Yanika Spiteri Session F Topic 19**

(had only 4 people here!!)

- a. The association has to be careful who to recruit, since the opinions of certain people tend to leave a 'bad' effect on IHQ.
- b. One comment I heard was that IHQ and groups are distant and something should be don't to remedy this situation. One cannot forget that the people that run IHQ were also a part of our groups one day.

- I do not go to IHQ because I find no one to communicate with....they opposed to this because they can communicate
- I think that the Commissioners should come to our Group instead of us going to IHQ yes commissioners should come and visit groups this would introduce two way communication and also check on what groups have to offer and if they are following policies etc
- Would you like to fill in the post of a Commissioner one day? Why? A member present said that he was offered but preferred to stay in his group since there was a lack of leaders. to this effect one suggested that if the chosen person need to fulfill his duties in group, IHQ can offer him to assist in the position

Do have think that the present Commissioners have the capabilities to retain their posts? Yes they do and one can notice that the younger age of these commissioners have brought some change and initiative to the association.

## Topic 20 – Should we change our Scout Uniform?

Rapporteur: Alexia Vassallo

Session: F

Topic: 20

- It's a bit old – colour very typical to war time we should have bright colours
- It's only practical for parades, not comfortable for other activities.
- It's part of who we are, what makes scouts.
- If we don't have a uniform there is nothing to be recognized except the scarf, not really good to signify us.
- No use to wear the uniform with loads of badges for just one occasion.
- In day to day life we always have to wear something different for every different occasion.
- Trousers not comfortable for women, they are like men's. There is a possibility to be made to measure.
- Combat trousers instead
- We should have one uniform for all occasions.
- Cheaper prices, since there might be siblings.
- Groups can help out those who can't afford.
- All sections including the leaders should have the same uniform. This will be cheaper as who joins in at a late in each section will have to buy in a short period of time. Ranks and sections to be recognized by epaulettes and badges
- Uniforms to be bought by the group and returned when the member leaves.
- People had to leave cause of money problem.
- To have a jacket – but it's more expensive
- Shirts are thin.
- But thicker material is available.
- Uniform should remain.
- Sea Scouts uniform is attractive and smarter.
- Uniform signifies discipline.
- Activity uniform should be all the same. Some agree some don't – It's fun swapping t-shirts and colours

Session C Mark Borg

Topic 20

1. what really bothers you about the uniform? It should represent the youth. We look like trees. Uniforms are expensive, and only used three times a year for St. George's Day, Our Lady of Sorrows and Founder's Day. (x2)
2. we should have a uniform for youths which is more casual and more comfortable
3. the uniform is a uniform. Its function is uniformity. So that everyone is smart and the same (x 2)
4. the uniform must be more hard wearing (x4)
5. if it's the colour which is the issue and we change colour we just be changing from brown to another colour
6. our uniform gives the impression of soldiers with military discipline
7. we should have working trousers which are easier to wear, more comfortable, practical and tougher (x 6)
8. the uniform should not be worn to work in. we should have a uniform for formal activities (x 4)
9. uniform was with shorts and short sleeves. It was comfortable but it was worn for all activities.
10. change in times has nothing to do with our will to change uniform

11. the uniform is a uniform and must never be changed or removed (x 2)
12. we cannot put all the activities we attend to into one hat. Some activities are not appropriate for attending to in uniform.
13. expense: is it affordable? Additional uniforms would mean a financial burden (x2)
14. the uniform should be the same throughout all ranks. Members are asked to buy so many different uniforms especially since children grow so fast. One uniform would exclude the extra expense when a member changes section.
15. we should have uniforms which are specific to sexes, with regards to fit not different specs
16. with our uniform we can show off how presentable our association is
17. this is exactly it. The meaning of scouting is St. George's day and the marching. Marching should be removed from our organization. Marching is military and St. George's Day is just a chance for a bunch of show offs to walk out and exercise the "piki" they have with other groups. (x4)
18. discipline is not military
19. scouting has an image of the annual parade only
20. marching is just smart walking. Showing people we are smart and decent people
21. the association is clearly divided into two. Those who want to change the uniform vs. those who want to keep it the same (x30)
22. scouting is not parades. Scouting is care for the environment, care for fellow members, education and the various activities which the yearly programme offers throughout the year.
23. so when we meet the president, do you think a casual uniform is appropriate? (x3)
24. it should be a cross breed of a smart and comfortable uniform (x 3)
25. when I was with the scouts in England we met the queen in khaki trousers and our scout shirt. We are scouts who thrive in adventurous activities and this is who we are. We should not mask what we are by tight fit uniforms made for marching because marching is just a small fraction of scouting.
26. other countries have gone down the drain with progress
27. older members expect the uniform and uniformity but the youngsters demand change (x2)
28. there has already been an issue with caps and berets in the past
29. we started off with the uniform being a universal thing so everyone would be the same then certain groups wear different trousers which have different colour (black) therefore we are not uniform (x6)
30. we are debating formal uniform which you give importance to during St. George's Day parade and a whole year of programme for youths (x3)
31. members who are not dressed up well are not scouts. Is the uniform such a dishonour?

**Rapporteur: Naomi Attard**

**Session: F**

**Topic: 20**

- The uniform is according to most people, antika, taz zmien tal gwerra ☺
- It is only practicable for parades only and definitely not for outdoor or other activities.
- There is limited use of the uniform.
- Many suggested that another uniform for other activities should be introduced however then again the majority wanted to maintain the uniqueness of the group.
- The trousers are not comfortable at all, combat trousers were suggested. Trousers are hated by most of the girls!!
- The Qmis is liked by many.
- They kept saying: how come other foreign places use one uniform for all activities: to pick up rubbish, to go to parades, to go on expeditions etc.
- Color of the uniform is extremely dull, many agreed on this. Green/orange/yellow suggested.
- As an example they took the sea scouts whose uniform they like more.

- Parents look at buying the uniform as a waste of money since it only worn during parades which we might have 10 a year!
- Main point aroused was the point that the uniform is extremely impracticable,
- Uniform is very expensive, in fact most people are now going elsewhere to buy material where they know that they will find a similar qmis for Lm2. This might be the reason for the wonderful rainbow of brown that one sees during parades.
- Due to the expense that one goes into when buying a uniform, there are many groups that end up buying uniforms for some children because the parents cannot afford it.
- Many agreed that a one quick fix for everything does not exist.
- Girls and women complained re the impracticability of trousers again. Saying that during winter they freeze with the skirt and skin colored tights. They do not buy the trousers because they say that they have a men's cut. Also many women agreed that you will need to wait a number of days to get a girls' cut trousers from scout shop while guys trousers are available there and then.
- Some agreed that the uniform should stay as it is.
- Black trousers were suggested by many as these can be worn outside of scouts.
- The idea that there should be a one uniform for all was suggested by many. This means that from beavers to leaders, the uniform is the same. Children and leaders can be distinguished through epaulettes and badges.
- Many agreed that a uniform gives us an identity and it is something that we should be proud of. A group should not decide about the uniform but an anonymous decision should be reached from IHQ.



# **Make a Difference... You Can !**

The Scout Association of Malta

**Mediterranean Conference Centre  
9th February 2008**



# Make a Difference... You Can !

9th February 2008  
The Scout Association of Malta

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## **Make a Difference... You Can !**

9th February 2008  
The Scout Association of Malta

### **Introduction**

Scouting in Malta celebrates 100 years of existence this year. As Scout Leaders we need to look ahead to ensure that scouting remains attractive for our young members, as well as for the leaders who help deliver the programme.

The Scout Association of Malta has organised today's seminar with this ideal in mind. It is not our wish that you merely sit back passively and nod – you are participants, we want your input!

We would like to listen to your ideas as to how we can make scouting more relevant to the aspirations of today's young people. We would like you to express your views on whether the existing scouting structures and processes can be changed to become more effective. We are interested in your suggestions on how adult leaders can be better motivated to contribute further to the mission of scouting. We would also like you to tell us if you think certain scouting policies are acting as a barrier for young people who would like to join the Movement.

As leaders, each and every one of us has experiences gained from working with our youths and has formed opinions based on these experiences. In the pages that follow you will find the Programme for today's seminar. The workshop sessions will be your opportunity to express your views. We want to know what you think – let us hear what you have to say about issues that affect your performance and delivery of the youth programme.

While we would like to augur a healthy discussion, we urge you to air your views freely and confidently in order to ensure the ultimate success of this seminar. Please go through the following pages and familiarise yourself with the contents of the sessions and topics to avoid running out of time later on.

### **The Organising Team**



## Make a Difference... You Can !

9th February 2008

The Scout Association of Malta

### Programme

- 08:15 Doors Open for Registration
- 08:50 Participants to be Seated
- 08:55 Intro Video
- 09:00 Welcome Speech by Chief Scout
- 09:05 Welcome Speech by Chief Commissioner
- 09:10 Welcome Speech by The Hon. Minister of Education
- 09:15 Introduction - Why Are we Here? - Leslie Bonnici
- 09:25 Presentation – What our Members Think
- 09:35 A European Perspective – European Scout Region
- 09:45 A Maltese Scout Abroad – Adam Kuymizakis
- 10:00 Introduction of Topics and Seminar Logistics
- 10:20 Coffee Break
- 10:45 Workshops Session 1 (3x30m)
- 12:15 Lunch Break
- 13:15 Workshops Session 2 (3x30m)
- 14:45 Coffee Break
- 15:15 Seminar Conclusions and Recommendations - Leslie Bonnici
- 15:45 Lottery and Closing Video
- 16:00 Seminar Closes





## Make a Difference... You Can !

9th February 2008  
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### List of Topics

#### Ref Topic

- 1 All adult leaders should have voting rights in a Scout Group and within the Association. Do you agree?
- 2 A new troop programme is in the making... I would like to see the following elements in it....
- 3 Our approach and programme have to adapt to modern times if Scouting is to survive. Do you agree?
- 4 How should the funds in a Scout Group be administered?
- 5 Beavers to Cubs, Cubs to Scouts, Scouts to Ventures, Ventures to Rovers ... is the training scheme really progressive? Is it working?
- 6 CoEd scouting in Malta is a reality. What lessons have we learned from this experience?
- 7 Is the current leader training system adequate? What would you change?
- 8 How should our youth members be involved in the decision-making process at Association Level? Should they have some form of representation at IHQ?
- 9 What is the real image that the general public has of Scouting in Malta? How should we change it?
- 10 Should a leader's appointment be for a fixed period of time or should it last a lifetime?
- 11 Should a Scouters' Meeting have a consultative or a decisive role in the running of a Scout Group? Is it the same for a Council Meeting?
- 12 It is hard to recruit adult volunteers into scouting because...
- 13 Leaders have a hard job, no compensation and very little recognition. How should leaders be recognised for their efforts?
- 14 Should all posts and commissions within IHQ have a term of office? How should they be appointed?
- 15 What kind of support should IHQ provide to the leaders of the Association?
- 16 If I were Chief Commissioner, the first three things I would do are .....
- 17 If we are a youth organisation, what should the maximum age be for members in our scouting programmes?
- 18 The Ghajn Tuffieha Campsite. Is it a blessing or a curse?
- 19 I don't go to IHQ or communicate with Commissioners because .....
- 20 Should we change our Scout Uniform?
- 21 One topic that should have been discussed at this seminar is .....



# Make a Difference... You Can !

9th February 2008  
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## Workshops

There are two sets of workshops – one between 10:45 and 12:15 and another between 13:15 and 14:45. Each set of workshops will consist of three 30-minute sessions. During each session there will be ten tables at which a different topic will be discussed during that particular session. Only a maximum of 18 participants per session will be allowed.

Instructions to participants: Choose one topic you would like to discuss for each session.

## Session Distribution

	<b>Session A</b> 10:45-11:15	<b>Session B</b> 11:15-11:45	<b>Session C</b> 11:45-12:15	<b>Session D</b> 13:15-13:45	<b>Session E</b> 13:45-14:15	<b>Session F</b> 14:15-14:45
<b>Table 1</b>	Topic 1	Topic 7	Topic 10	Topic 11	Topic 8	Topic 12
<b>Table 2</b>	Topic 2	Topic 1	Topic 12	Topic 7	Topic 10	Topic 14
<b>Table 3</b>	Topic 3	Topic 8	Topic 2	Topic 1	Topic 13	Topic 15
<b>Table 4</b>	Topic 4	Topic 10	Topic 11	Topic 2	Topic 1	Topic 9
<b>Table 5</b>	Topic 5	Topic 4	Topic 3	Topic 8	Topic 7	Topic 2
<b>Table 6</b>	Topic 6	Topic 11	Topic 13	Topic 3	Topic 9	Topic 18
<b>Table 7</b>	Topic 9	Topic 6	Topic 5	Topic 4	Topic 3	Topic 19
<b>Table 8</b>	Topic 12	Topic 13	Topic 20	Topic 14	Topic 5	Topic 4
<b>Table 9</b>	Topic 14	Topic 16	Topic 18	Topic 6	Topic 17	Topic 5
<b>Table 10</b>	Topic 15	Topic 17	Topic 19	Topic 16	Topic 6	Topic 20

***Topic 21 will be available throughout the seminar by means of a suggestion box.***



## Make a Difference... You Can !

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The Scout Association of Malta

### Feedback Form

Please give us your feedback about the seminar:  
*Jekk jogħġbok għidlina x'taħseb fuq s-seminar:*

					
Do you think that the seminar was needed? <i>Taħseb li kien hemm bżonnu dan is-seminar ?</i>					
Were the topics chosen relevant to your needs? <i>Is-sugġetti li ġew ittrattati kienu rilevanti għalik?</i>					
What did you think of the format of the workshops? <i>X' taħseb fuq kif saru il-workshops?</i>					
Did the moderators do a good job during the sessions? <i>Taħseb li min mexxa d-diskussjonijiet mexxa sewwa?</i>					
What did you think of the venue? <i>Għoġbok il-post fejn sar?</i>					
What did you think of the coffee breaks and lunch? <i>X'taħseb fuq l-ikel waqt il-breaks u f'nofsinhar?</i>					
Was the fee reasonable? <i>Taħseb li l-prezz ta' l-attivitá kien raġonevoli?</i>					
Should an event on these lines take place regularly? <i>Għandhom isiru iżjed attivitajiet bħal dawn?</i>					
Was attending the seminar worth the time and effort? <i>Issa li attendejt, taħseb li kienet ħela ta' ħin?</i>					
Did the seminar raise any questions which you would like to tackle in your Section / Group/ the Association? <i>Waqt is-seminar tqajjmu xi kwistjonijiet li tixtieq tara progress fuqhom fis-Sezzjoni/Grupp/Assocjazzjoni tiegħek ?</i>					

Comments and Suggestions :  
*Kummenti u Suġġerimenti :*