

[REF-ToR-2023/CRWG]

Terms of Reference (ToR)

SAM Constitution Review Working Group

Type	Working Group comprised of Volunteers
Reporting	National Scout Council
Duration	3 months

1. Background and Purpose:

The Scout Association of Maldives (hereafter “the Association”) is registered in the Government of Maldives and a Non-Governmental Organization under the Associations Act (1/2003). Scouting’s mission is to contribute to the education of young people through a value system based on the Scout Promise and Law. Through Scouting, we are building a better world where people are self-fulfilled as individuals and play a constructive role in society. The purpose of the Scout Movement is to contribute to the development of young people in achieving their full physical, intellectual, emotional, social, and spiritual potentials as individuals, as responsible citizens, and as members of their local, national, and international communities.

The Association is an entirely volunteer-supported organization with a membership of over 13,000 which most members are young people under the age of 18. The association ensures delivery of educational opportunities to its youth members supported by adult volunteers within scout groups. Currently, there are over 100 scout groups registered with the Association - most of which are based in schools and few in community-setting.

The organs of the Association include the National Scout Assembly, National Scout Council, Scout Executive Committee, Scout Youth Council, Scout Fund, Compliance / Disciplinary Committee and Committees of the National Scout Council. The Governance body of the Association is the National Scout Assembly which elects the National Scout Council led by the President of the Association and the Management body of the Association is the Scout Executive Committee led by Chief Commissioner. The management comprises of the Chief Commissioner, Deputy Chief Commissioners and National Commissioners. Management is supported by the National Headquarters (Staff), Headquarter Commissioners (including Atoll Commissioners).

The Association recognizes the need for a comprehensive review of its current Constitution to ensure its alignment with contemporary principles, legal requirements, and the evolving needs of the organization. To facilitate this process, a Constitution Review Working Group (CRWG) is being established guided through this ToR, with th primary task of carrying out a thorough review, engaging stakeholders through consultative and participatory processes, leading to the proposal of amendments to the current Constitution of the Scout Association of Maldives.

2. Objectives and key tasks:

The primary objectives of the CRWG are as follows:

Conduct a Thorough Review:	<ol style="list-style-type: none"> 1. Conduct an in-depth review the existing Constitution, identifying any ambiguities, gaps, weakness (issues currently faced in implementing governance mechanism) or inconsistencies. 2. Evaluate the effectiveness of current governance structures and provisions.
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	3. Review the current Constitution of the Association against the 'Guidance on preparing a National Scout Organizations Constitution' published the World Scout Bureau.
Engage in Stakeholder Consultations:	4. Conduct consultations with various stakeholders, including scout leaders, members, parents, and external partners / experts. 5. Collect feedback through surveys, meetings, and targeted interviews to ensure a comprehensive understanding of diverse perspectives.
Propose Amendments:	6. Develop proposed amendments that address identified issues and align with the principles and values of scouting. 7. If required, engage in discussion with the WOSM Constitutions Committee. 8. Ensure the proposed amendments adhere to legal and regulatory requirements governing non-profit organizations in the Maldives and that prescribed by WOSM.

3. Composition:

The CRWG will compose of 5 – 7 members.

An open call will be made inviting interested Volunteers of Association to apply for the CRWG. Interested candidates should submit their applications via the application form (attached at the end of the ToR). The selection of Volunteers for this working group will be carried out based on the following competencies by the National Scout Council.

Understanding of Scouting Principles:	Demonstrated commitment to and understanding of the principles and values of scouting.
Legal and Governance Expertise:	Familiarity with legal and governance structures, particularly those applicable to non-profit organizations in the Maldives.
Constitutional Knowledge:	Experience in constitutional and legal matters, with a good understanding in drafting or amending organizational constitutions, regulations etc.
Communication and Facilitation Skills:	Strong interpersonal and communication skills to effectively engage with diverse stakeholders, facilitate discussions, and present findings.
Analytical and Critical Thinking:	Ability to critically analyse complex issues, identify potential gaps, and propose well-reasoned solutions.
Collaboration and Teamwork:	Proven ability to work collaboratively within a team, respecting diverse perspectives and fostering a cooperative working environment.
Time Management:	Strong organizational and time management skills to meet established timelines and deliverables.

Active scout leaders and volunteers under the age of 30 are strongly encouraged to apply.

4. Timeline

The CRWG will operate over a period of three to three months, commencing in January 2023. A detailed timeline with milestones for each phase of the project will be established during the initial meeting.

5. liaison and Support:

On behalf of the Association, a Member of the National Scout Council will be appointed to the CRWG who shall act as liaison and focal point between the CRWG and the National Scout Council. The Association shall provide administrative support to the CRWG, ensured by the Chief Commissioner. The

Association shall provide any necessary information, and resources to the to the CRWG to fulfil its objectives.

6. Reporting

The CRWG will provide regular updates and progress reports to the National Scout Council. A final report, including the process carried out along with the findings, and a final draft of the proposed amendments to the Constitution should be submitted at the conclusion of the assignment.

Interested Volunteers are requested to submit the following online application form on or before 18th January 2024. Active scout leaders and volunteers under the age of 30 are strongly encouraged to apply.

Application Link >> <https://link.scout.mv/constitution-review> <<

For queries and clarifications please reach out to:

Maeed Zahir, Chief Commissioner on 7873692 or via chief.commissioner@scout.mv

The following ToR was approved by the National Scout Council of the Scout Association of Maldives on 27th December 2023.