



HELP!!!

My pack needs more youth
and adult leaders!!

How Do We Recruit
and Register
Cub Scouts and Adults



What if we told you that we could teach you how to get all the parent help that you need without you having to threaten, coerce, or lock the doors to get leaders? Would you believe us? Read on to find out how...

The Wrong Way to Recruit New Leaders...

Have you ever heard, "If you won't be a leader then your son can't join"? Is that true? Does a parent have to be a leader for their son to join? Of course not. Or... let's shut those doors and no one is leaving until someone volunteers to be a den leader. Have you heard that one?

If you have been victim to any of these techniques, we're sorry. Your first experience should have been more positive than that. If you are currently using one of these techniques, we ask that you set them aside and try a new approach.

When those techniques are used, many of our potential members and their parents leave that meeting upset. When they get home, some make a phone call and who do you think they call? You got it...the Scout Office. Or they tell a District Executive that their child was not allowed to join because they could not be a leader. Our response is...that's not true. Or, worst of all, they call no one, yet tell everyone that will listen that Boy Scouts is not welcoming so do not join. This makes Scouting look rather un-organized and un-friendly.

The Right Way to Recruit New Leaders...

Now let's talk about how you can recruit all the leadership you need without being the bad guy. First, divide the group into dens. Have the youth sitting right beside their parents. Do NOT send the youth away and talk to the parents alone. When you have them in their den, walk up to them, be enthusiastic and say,

"Welcome to Pack _____! You and your child will be part of (lion, tiger, wolf, bear, webelos, or AOL) Den _____ and we are glad that you're joining us. As you've heard, we have a lot of fun and parents, you will be surprised to see how Scouting will positively affect your child. Cub Scouting is a family program and all of us here tonight are volunteers. We ask that each family participate in one of the committees that help our Pack do the great things you've heard about. Here is a sheet outlining all the committees and their time commitments."

(Distribute parent help sheet and briefly outline what the committees do. The Den Leader and Assistant Den Leader positions should be the first ones listed. See sample attached.)

"From your den we need to have a Den Leader and an Assistant. Everyone else should sign up for one of the committees. I don't know your schedule or how busy each of you are, so I'll let you discuss who wants to do what. I'll be happy to answer any questions you have."

(Appoint someone in the group to lead the discussion and notify you when they're done.)

This is the most important part...

At that point, stop talking and walk away. Let them discuss this between themselves. Don't oversell.

What Happens Next?

Now one of two things will happen. First, they will discuss who can be the Den Leader and the Assistant. Typically, one person will say, "I guess I could be the Den Leader if someone will help." Everyone else will take a committee assignment and you're done.

The second thing that could happen is that no one will step up to be the leader. They'll say, "We've decided that we don't have time to do it," and they won't join.

The Difference is Small but Important

Did you hear the magic words? In recruiting the old way, who was making the decision on whether they could join? That's right, we were. We said they had to be a leader or shut the doors and wouldn't let them leave.

In this technique, who is making the decision on joining? They are. So now when they leave mad and call the Scout Office and we ask them what happened they'd have to tell us that they decided they did not have time. We realize it's a small difference, but it's an important one.

Still Skeptical?

Still don't believe. Here is an example...last fall we recruited 300 Tiger Cubs and 500 Cub Scouts. What is the major difference between those two numbers? How many parents volunteered with the Tiger Cubs? That's right, 300. How many volunteered with the Cub Scouts? Considering the average den size of 8, about 62.

Why do we get more leaders in Tigers? Answer, because it's required. Do you remember what you are supposed to say when you circle the dens up? **"Welcome to our Pack and we're glad you're here. We are a family program and expect every family to help with a committee."** The problem has been that we've been expecting too little. Don't short sell the program. Don't just ask for a den leader. Each pack has many volunteer needs. Ask each family to help in the capacity they are able.

Will this technique work in every situation? Maybe not.

Will it work in a lot of them? Yes.

I know that each of you can come up with specific instances or individuals that this may not work. Remember, if you do have a parent that is unwilling to be involved, it is likely that their son really needs Scouting? So, keep that in mind as well.

Why Have the Youth Sit Beside Their Parents?

We're often asked about why the youth need to be sitting beside their parents. Here is our answer; we will never feel guilty about asking someone to be involved with his or her child. When they are sitting in their groups trying to decide who is going to do what, there is no bigger influence than little "Angel or Angelica" tugging on the parent's sleeve saying, "PLEASE, I really want to join!" So, before they say no to you, they have to say no to their child.

A couple pieces of advice

1. For this technique to work you must develop a list of committees for parents to be involved with. Include everything from the Blue & Gold banquet, Pinewood Derby, Popcorn Sales, First Aid Sales, Day Camp, and anything else your pack needs help with. List them on a sheet of paper with brief job descriptions and time commitments.

Be sure that at the top of the list are the Den Leader and Assistant Den Leader positions. Make sure you have a place on the form for them to fill out their name and phone number. You'll need enough copies for all parents. This is what you hand them when you are trying to organize the den.

2. You can also use the 100 Point sheet provided at the end of this document to help you get started. You can add the brief job descriptions and time commitments your unit desires.
2. As those sheets come back, and it is time for a committee to get together, **CALL THEM!** Make sure that you keep your end of the bargain and get them involved.

We hope you will try this method. We truly believe you will see positive results.



Example of How to organize Your Room for This Type of Recruitment Method

- I. "Circle Up" by prospective Dens
 - a. Divide by grades: K, 1st, 2nd, 3rd, 4th & 5th
 - b. 6 to 8 boys per circle (Den)
 - Identify any returning leaders; if possible limit returning Den Leaders to eight boys only
 - c. Sit in circle, facing each other, boys and parents' side by side
- II. Explain leader "needs"
 - a. Explain leadership positions and what is expected from a brief job description sheet
 - b. Review trainings available
- III. Appoint temporary chairman for each group
 - a. Chairman's job is to obtain a Den Leader, Assistant Den Leader, Committee Members, and parent helpers from the group in circle
- IV. Turn groups over to temporary Chairman
 - a. Tell Chairman to raise hand when leadership is secured
 - b. Walk away and leave them alone
- V. When Pack level leadership is needed
 - a. Cubmaster, Assistant Cubmaster and/or Committee Chairman, meet with returning leaders and recruit as needed
- VI. Supply registration application forms as needed to each group
 - a. Have parents fill out boys' applications
 - b. Explain fees and encourage Scout Life subscriptions
 - c. Fees are to be turned in to new Den Leader or pack treasurer
 - d. Front cover of application goes to parent and boy
 - e. Den Leader or Cubmaster keeps last copy of boy's application
 - f. All new leader's complete adult applications
- VII. New leaders recruited
 - a. Ask new leaders to remain with you
 - b. Dismiss other parents and boys
 - c. With new leaders:
 1. Give each training dates and encourage to attend (form in Cub Scout School Night packet)
 2. Tell date and place of New Pack Leaders Meeting
 3. Collect all fees and applications (Place in envelope with attendance sheets and turn in at District Headquarters)

Things to remember:

- a. Don't talk too much
- b. Parents and boys should be divided into groups within 15 minutes
- c. Don't let Den Leaders explain their jobs - you get all problems and no successes. New leaders will learn essentials of their job at training

100 POINT ADULT PARTICIPATION FORM

For over 75 years parents have made Cub Scouting an enriching experience for our youth. The Cub Scouting program has strengthened families, provided adventure and diversity, created fellowship, and instilled ideals in our youth. By volunteering for 100 points, you will help ensure that we can provide the best Cub Scout program for your child. Thank you for your support!

POINTS & POSITION DESCRIPTION

- 100 ___ DEN LEADER OR ASSISTANT: Run weekly den meetings, complete on-line training, attend monthly committee meeting, and monthly pack meetings.
- 100 ___ TITLED COMMITTEE PERSON: Perform titled job, complete on-line training, attend monthly committee meeting, and monthly pack meeting.
___ treasurer ___ secretary ___ advancement ___ outdoors ___ activities
- 80 ___ COMMITTEE MEMBER AT LARGE: Serve on at least one pack sub-committee, complete on-line training, attend monthly pack meetings, and at least four monthly committee meetings.
- 60 ___ DAY CAMP LEADER: June or July one week. Attend day camp training, register, and supervise eight youth through one week of activities during the day or evening.
- 40 ___ BLUE & GOLD BANQUET COMMITTEE: February. Annual pack celebration dinner.
- 40 ___ ROUNDTABLE: Attend monthly district roundtable and share information with the pack leadership and parents.
- 40 ___ PINEWOOD DERBY COMMITTEE: 1st quarter of the year.
- 40 ___ POPCORN SALES COMMITTEE: August through November.
- 20 ___ FIRST AID KIT SALES COMMITTEE: August through November.
- 20 ___ FOOD SERVICE: Serve food or concessions at dinners or events.
- 20 ___ BOOTH & EXHIBITS: Volunteer two hours in a booth at a back to school or open house activity.
- 20 ___ SPORTING EVENTS: Volunteer to organize and supervise a pack athletic competition.
- 20 ___ DRIVER: Provide transportation to selective non meeting events during the year.

PARENT SIGNATURE _____ DATE _____

PHONE _____ EMAIL _____

TOTAL POINTS _____ SCOUT'S NAME _____