



# Best Practices

## Engage Parents to Become Leaders

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# Scouting's Organizing Principle #1

**Scouting is a volunteer driven membership movement**

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# Movement

**A group of people joining together  
for a common cause**



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# Scouting's Organizing Principle #2

## Partnership with Community Organizations

(Refer to Annual Charter Agreement)

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# Call to Service

If you or someone else in your unit have unique skills in;

- Leadership
- Fundraising
- Training
- Event planning

and have an interest at another level beyond the unit, please let this presenter know or contact your local district executive.

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# State of the Unit

**Talk about how your unit is doing** (2 minutes)

- **Is it growing**
- **Share some calendar highlights**
- **Is it financially sound**

**What do you do best** (5 minutes)

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# Time to begin your module

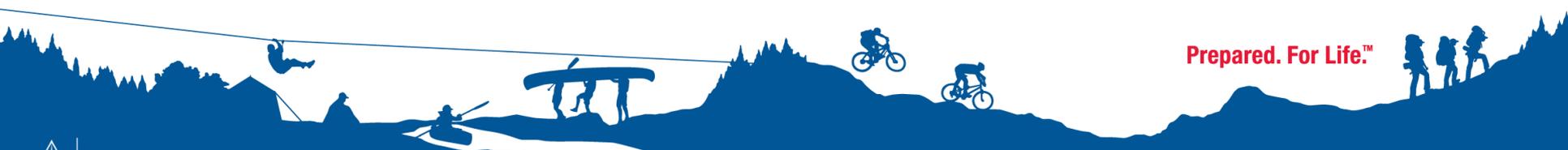


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# Engage Parents to Become Leaders



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# How will this help my Pack?

- Provide tools for your Cub Scout Pack to obtain "new" leaders.
  - Find new leaders now
  - Making it easier to find more leaders in the future

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## Step 1 – Identify the needs

**First things first – Identify the needs for your pack.**

- **Den leader(s).** Leads the den at weekly den and monthly pack meetings. Attends the monthly pack committee meeting.
- **Cubmaster.** Helps plan and carry out the pack program with the help of the pack committee. Emcees the monthly pack meeting and attends the pack committee meeting.
- **Committee chairman.** Presides at all pack committee meetings. Helps recruit adult leaders and attends the monthly pack meeting and pack committee meeting.

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## Identify the needs (continued)

- **Advancement chairman.** Maintains advancement records for the pack. Orders and obtains all badges and insignia. Attends the monthly pack meeting and pack committee meeting.
- **Secretary/treasurer.** Keeps all records for the pack, including pack bank account, financial records, etc. Attends the monthly pack meeting and pack committee meeting.
- **Pack trainer.** Coordinates Fast Start training for adults. Promotes leader training and roundtable meeting attendance. Attends the monthly pack meeting and pack committee meeting.

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## Step 2 – Identify the right prospect

- Often in Scouting we walk in front of a crowd and say “we have this important job to be done, who wants to do it?” and we wait for someone to raise their hand.
- There are two problems with this approach.
  - First, everyone stares at their feet because they don’t want to be “it” and the role goes unfilled.
  - Second, the wrong person accepts the job and it doesn’t get done or it gets done poorly.

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## Step 2 – Identify the right prospect

- Start by looking at what the position needs. Do they need to be good with kids? Is it more important to be organized or fun? Are there specific skills that are needed?
- After you have a good idea of what is needed. Look around at your leaders and see who comes to some of the meetings or events and might have those qualities.
- Then figure out who the right person or people are to go ask them.

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## Step 3 – Be prepared

- It is best to be prepared so you have the best chance to be successful.
- Have a job description, be clear on what you expect them to do and the responsibilities are. This will help make them successful and save your other leaders frustration from misunderstanding roles.
- Set up support. Find other leaders that will help make them successful. Have a list of upcoming trainings if it applies. Give books or resources that will make the job easier.

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## Step 4 – Recruit

- **Have the right person approach the prospect to set a meeting time that is clear from other distractions.**
  - Five minutes before or after the meeting may be convenient for everyone but it doesn't give the opportunity to communicate as effectively as you possible.
- **Let the person know that they are the top person for the job and they have the skills to help the boys and leaders the most.**
- **Share the need, real responsibilities and the support structures that are in place.**
- **Ask for their support.**

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## Step 5 – Support

- After someone takes a new job help them to be successful.
- Training helps people understand their roles better and shares resources to make their job easier.
- Committee meetings are a great way for leaders to support each other.
- Roundtables are a great place to get information but an even better place to meet other leaders who are doing what you are.

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# Create a culture of volunteering

- When you do your fall or spring recruitments and you have new parents come to sign up their youth make sure they understand that by signing their son up they will be expected to take a leadership role in the pack of some kind.
- Provide a leader form for them to fill out with one major responsibility; Cubmaster, committee chair, den leader, committee member, asst. den leader or check four minor areas they would be willing to help with; pinewood derby, blue and gold, summer camp, etc....

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# Create a culture of volunteering

- When everyone fills out a form to volunteer when they are first introduced to Scouting they understand from the beginning the need.
- It also helps some parents to step up to a higher level because they know they will have to do something anyway.
- It provides a list of candidates for a lot of the short term needs of the pack like pinewood derby.
- It gives people a chance at leadership starting with a smaller role.

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# Cultivate the new leaders

- When you have a new parent help with an activity or small event you engage them. If you give them the tools to be successful, then often they will enjoy the opportunity.
- This will make it easier to ask them to take on a larger role in the pack the next time there is a need.
- Many hands make light work.

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# Training Resources

- **Adult Leadership**
  - <https://myscouting.scouting.org>
- **Roundtables**
  - Scheduled with District
- **Leader Specific Training**
  - Scheduled through District and Council

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# Online Resources

- <http://www.crossroadsbsa.org/>
  - Crossroads of America Council Website
  - Links to District sites
  - Council & District Calendars
- <http://www.scouting.org/>
  - BSA National Website
  - Visit and explore often
- <http://www.usscouts.org/>
  - By Volunteers for Volunteers
  - Covers topic A-Z

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# Who can Help?

- **First contact should *always* be your Unit Commissioner**
- **District Commissioner and staff**
- **District Executives**
- **Council Support Staff**
- **Other leaders in your unit**
- **Parents!!**
- **Community leaders and organizations**

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## What does success look like.....

- **Have we taken the Journey to Excellence. Use this tool to measure how successful the Pack truly is.**
- **A good goal is to have a Cubmaster and a committee with at least three members. All dens have leaders. The entire committee has completed This Is Scouting, Fast Start training, and Youth Protection training or, if new, complete within three months of joining. Den or pack meetings started no later than October.**
- **Are you having fun too?**

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