



Organizing & Registering Cub Scouts and Adults

How to get all the Adult Leadership
your pack needs!



What if we told you that we could teach you how to get all of 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 they make a phone call and who do you think they call? You got it...the Scout Office. They will tell a District Executive that their son was not allowed to join because they could not be a leader. Our response has to be...that's not true. This makes Scouting look rather un-organized.

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 of all, divide the group into dens. Have the boys sitting right beside their parents. Do not send the boys 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 son will be part of (wolf, bear, webeles) 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 son. 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 of 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 or not 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 us? Here is an example...last fall we recruited 3,200 Tiger Cubs and 2,700 Cub Scouts. Other than 500, what is the difference between those two? How many parents volunteered with the Tiger Cubs? That's right, 3,200. How many volunteered with the Cub Scouts? Considering the average den size of 8, about 338.

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 out.

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 Boys Sit With Their Parents?

We're often asked about why have the boys sit there with 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 "Johnny" 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 son.

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 and Gold banquet, Pinewood Derby, Popcorn 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. (see sample attached)

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.



Organizing and Registering New Cub Scouts and Adults Agenda

- I. "Circle Up" by prospective Dens
 - a. Divide by grades: 1st, 2nd, 3rd, 4th & 5th
 - b. 6 to 8 boys per circle (Den)
 - Identify any returning leaders; 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 job description sheet (see page 8 & 9 of the Cub Scout Parents Orientation Guide)
 - 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. Bring adult registration applications when leadership is chosen
 - c. 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 Boys' 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 leaders 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

Volunteer Opportunities in Pack XYZ

Cub Scouting is a great opportunity for your son to grow in character, self-esteem and citizenship while having fun. This program also offers an opportunity for parents to spend time with their sons in a fun, family-centered program.

For this program to be successful, all parents need to help out, even for just one meeting.

Listed below are the current volunteer needs for our pack, a brief description and time commitment.

There is a volunteer opportunity to fit every schedule!

Name: _____ Phone #: _____

I can help with the following positions:

Please ✓	Position / Committee	# Needed	Description	Time
<input type="checkbox"/>	Den Leader *	1	Serve as the leader for 5-8 boys and conduct weekly den meetings and 1 den outing each month	1-2 hour per week
<input type="checkbox"/>	Asst. Den Leader *	1 or 2	Help the den leader with weekly den meetings and field trips	1-2 hour per week
<input type="checkbox"/>	Pack Committee Member	3	Participate in monthly Pack Committee meetings and help plan and execute the Pack program.	2 hours per month
<input type="checkbox"/>	Blue & Gold Committee	4	Help organize and run the Blue & Gold Banquet February 15	5 hours
<input type="checkbox"/>	Pack Meeting Committee	2	Help with set up and take down of monthly pack meetings.	1 hour per month
<input type="checkbox"/>	Pinewood Derby Committee	4	Help organize and run the Pinewood Derby race on March 15	5 hours
<input type="checkbox"/>	Rain Gutter Regatta Committee	4	Help organize and run the Rain Gutter Regatta May 22	5 hours
<input type="checkbox"/>	Day Camp Helper	10	Attend Day Camp June 15-19 with your son and help supervise other Scouts from our pack. Part-time help is okay.	8 am - 4 pm June 15-19
<input type="checkbox"/>	Popcorn Committee	3	Help coordinate our Pack's Popcorn fundraiser September 13 through November 22.	10 hours

* Needed positions to start a new den