

Session 1: Recruitment of Youth

Presenter/Moderator: Jason Neises, Pack 68, jaxneises@gmail.com

NOTES & KEY IDEAS:

Most useful is getting ideas from other packs.

Recruit from other area schools that closed down or Packs that fold.

Primary recruitment: Open House at school

Fliers put in neighborhood, gas station, etc

Set up Pinewood Derby track at school orientation.

Kids are best recruiters – their friends

Focus on selling to parents also. If they don't buy in, youth won't join.

If focus on outdoor activities, advertise and show that.

Pack meetings are more fun outside!

Family activity. Other siblings and parents can join in the activities. It is truly for families.

Recruitment events: make fun, bring your friends. Ex. Bike rodeos, fishing derby, etc.

Use school social media, Facebook, and other.

Show that scouts is about service. Be visible at school and do some service projects, take photos and put on social media.

Consider another public place, such as Heritage Pond, in your neighborhood to recruit people that would not come to your school or usual meeting place for recruitment.

Cover costs at recruitment/Open House: Short & informative flier with dates for all activities you know you will have and basic costs. All den meetings on one night in one place worked well. Made it easier for the parents to sign up if they have all the info up front.

Differentiate us from other youth organizations (4H, sports, etc). We include the whole family, outdoor activities.)

Look for places where public events are happening and be there with your equipment and doing something.

John Pack 51 – show kids what is further out there. Scout Troop will be there and have meeting also so you can show what the older scouts do also (future).

- Sell the volunteer opportunity to parents.

Best tools from District? Signs in yards or at school.

Open House at school – set up Pinewood Derby track & have used cars. Print out lots of photos of past events.

Timing of recruitment with popcorn. Comes up quick. Less pressure on new families.

Pack 14 – Scouting in the Square in public in East Dubuque. Help public appearances and they may remember you for later.

Pack 38 – Recruitment at school was loud and chaotic. Try having parents in another room and take kids outside and do games.

Can do Recruitment as Open House or direct meeting format.

Benefits to Open House:

- Can come in at different times
- One-to-one communication with adults
- Can give away uniforms and materials as needed
- Less stressful

P5 – signs in car pickup lanes for recruitment and in Labor Day Parade. Hand out recruitment night fliers in Farley.

Key is to get your Pack exposure during summer activities. Make sure kids are seeing fliers or announcements.

Tape notes to bookmark or lollipops. Something a little more durable.

Session 2: Committee Functions & Recruitment of Adults

Presenter/Moderator: Steven Kocourek, Pack 14, dbqtkat@yousq.net

Powerpoint – Pack Structure charts

Tips for Recruitment of Adults:

- Established leaders start out the year as the Lion leader and run the den until parent can be identified and take over.
- Natural progression for some jobs - A person is the Popcorn Kernel for one year and then moves out and the Assistant moves up. Then a new assistant is found.
- Getting a parent to start small can make it easier to get them to move up to bigger jobs and leader positions.
- Clipboard with job position to pass around at meetings
- List people currently filling the spots to help people understand who is doing what and how much
- Breakdown big job into small jobs
- Timeline speech - use as a recruiting tool
- Best to talk to parents in-person. Not by e-mail or on the phone
- Stress that other leaders are available to help and back them up

NOTES & KEY IDEAS:

Showed Family Pack Structure

Utilize Den Chiefs from Scouts BSA, use them to lead pledges, flags, knots, etc that they know well. Gives you more time to do other things and helps keep kids interested.

Get parents to start with something small and they will be more likely to jump into a larger role.

One-on-one communication is better when you are trying to convince people to help.

Stress that the leaders in your unit and at the council level are there to help them & back them up. Give them a list of your leaders and contact info. Stress that they do not need to struggle on their own.

Stress the full commitment to the leaders. Make sure they know what they are in for.

May want to consider virtual meetings for Committee Meetings if it works better for your group (rural, etc).
Very convenient.

Aaron H – some Troops are more aggressive and expect parents to take on a role and give them options.

Leaders must be people that want to do it. If you volunteer someone to do something they don't want to they are not likely to follow through on the commitment (cancel meetings, not responsive, etc)

Lists of responsibilities for leader positions.

Don't joke about "voluntold".

If someone has great idea about doing something, ask if they can help out with that.

Scout Oath and Law – make sure parents know this.

Session 3: Effective Communication within the Unit

Presenter/Moderator: Danielle Friedlein, Pack 38, drfriedlein@gmail.com

Handouts:

1. Scoutbook Quick Guide (12pp)

NOTES & KEY IDEAS:

Timeline is key to guiding planning. Have dates and times even if not all the details up front.

4 important keys:

1. Be organized
2. Communication: Spell everything out. Don't assume parents know what is going on. Assume everyone is a new parent when communicate. Very unwelcoming if you feel like you are the only one who doesn't know what is going on. Date, time, place, how to dress, what to bring, etc. Some parents have multiple kids in multiple activities and may forget.
3. Don't constantly send messages. Mail 2-3 weeks before next pack meeting. Reminder 2-3 days ahead. Uses Scoutbook for these messages.
4. Encourage open communication with all families. Encourage parents to come talk to you or a den leader if questions. Recognize everyone makes mistakes.

Forms of communication: Do what works for your group.

Email, text, social, verbal, Scoutbook calendar & automated reminders.

Den Leaders – communicate as needed. Danielle sends monthly reminders to them about advancement deadlines.

Sometimes you need to know what works best with individuals.

Make it known how your Pack is going to send the info up front and stick to it.

Too many modes of communication can be confusing.

Facebook page should be closed (limit to only approved members in Pack). Cannot use kids names on these. Don't use public social media to announce where kids will be. Only use it as after the fact for photos, etc for safety reasons.

Keep one point to one email- millennials receive better. Put main message in content line.

Session 4: Meeting Planning/Program Ideas, Games, Activities

Presenter/Moderator: Graham Dahler for Nettie Elliott, Pack 5, Sftblcoach@hotmail.com

NOTES & KEY IDEAS:

Brainstorm with your den and committee, or do google searches on who you can contact to help with adventures:

Critter Care(Bear) – Dubuque Regional Humane Society

Forensics(Bear) – UW Platteville forensics department

Tiger: Safe and Smart(Tiger) – Local Fire Dept

Council Fire(Wolf) – Local food pantry (you don't always have to contact the police/fire dept for someone who helps the community)

Animal Kingdom(Lion) – Sheriff deputy with K-9

Engineering(Webelos/AOL) – a dad taught over Zoom

Utilize preview adventures – Protect Yourself and Yo-yo

Ready Set Grow(Lion) Grow Something(Wolf) – botanical gardens, Steve's Ace

Games Tigers Play(Tiger) – Relay games in the snow

Hikes – choose different places to go, don't always go to the same place (list attached)

List of adventures being cancelled:

<https://scoutingwire.org/keeping-the-cub-scout-adventure-program-relevant-for-todays-families/>

Know your agenda

Have agendas to hand out at each meeting – helps adults be able to help and keeps kids on task.

Do flag ceremony at each meeting – include Scout Oath and Scout Law & maybe Leave No Trace. Helps them learn this so that they are ready when it comes time to cross to Scouts BSA.

Utilize preview adventures – Protect yourself (some of these may become permanent)

Think outside the box.

Give kids few options and let them pick where you are going.

Winter hikes are just as beneficial as fall & spring. Try night hike, choose a full moon night and try without flashlight. Swiss Valley offers night hikes.

Den Meetings:

- Use den duties chart with every meeting, e.g. assign setup group, cleanup, other tasks. Keeps order and gives parents time to check agenda and sign in.
- Can also do this with flag ceremony and assign parts of the flag corp to each scout.
- Games – always have something planned or backup.
- Scout Oath & Law as part of games
- Try to create stations when large groups. Engage parent to run the stations so you can lead the meeting.
- Have materials all ready for the meeting (cut, organized, etc) unless it is part of the activity.

Hikes – see list in packet

Snacks – healthy is good. Use different family or scout bring each time. More important for younger scouts. Lions & Tigers both have to prepare a healthy snack for requirements, so incorporate those in meetings.

2022- some Adventures will be eliminated based on low usage. Can earn them this year yet. Check the list online (insert link fr Graham).

If families don't come, provide the agenda and what they missed. If you can send them materials to do on their own, great. Or, consider having a makeup meeting later in the year.

Allow 5-10 minutes for show & tell at end of meeting for scouts to show what they did at home for other advancements. Helps kids keep up and makes families more engaged.

Need list of requirements to send to families – easy place
<https://www.boyscouttrail.com/cub-scouts/cub-scouts.asp>

Oct 16 Cub O Ree – Swiss Valley Park – Rockets!! Big time event! MARK YOUR CALENDARS!

Sarah covered council activities handouts

Session 5: Succession Planning (leaders)

Presenter/Moderator: Graham Dahler, Pack 5, GDahler@bankers-ins.com

Handout: Leadership & Mentor Timeline.xls

NOTES & KEY IDEAS:

Use Talent Survey in recruitment packet from Sarah for signup night. Make sure parents fill out and pass on to Cubmaster or Committee to use parents as resources.

Always pick your replacement early or key in on people that may be good.

Look at how families function, who runs calendar, who is planner, etc. Get to know your parents. Engage them in activities.

Socialize after meetings helps get to know people.

Sample Leadership Recruitment and Mentorship Timeline handout in packet.

Consider mentoring someone in a leadership position for a year ahead of them taking over.

Sign-up night – ask if any scouting experience. Usually more apt to want the scouting experience to go well.

Help keep leadership consistent and strong.

If parent is vested, the scout is more likely to stay in it.

Work with new parent leaders to help them understand their role and position requirements. Maybe your role is too large and you don't want them to do all the same things if you were handling multiple roles. Have them take on only partial role while you help them with other parts for awhile.

Offer support to new leaders after you back out.

Ex. 2 Popcorn Kernels. Asst will have younger scouts and will work with the Popcorn Kernel for at least a year. Then, asst steps up to be Popcorn Kernel and you get a new asst.

Session 6: Pack Finances

Presenter/Moderator: Neil Dodgen, Dellaykee, neildodgen@gmail.com

Handouts:

1. Planning Your Annual Pack Budget
2. Pack-budget-worksheet-January-2021

NOTES & KEY IDEAS:

Fundraising – Units not allowed to solicit gifts of money.

Scout accounts – can choose to use or not, but the money must be allocated towards to youth's reasonable expenses, solely for scouting purpose.

Unit Bank accounts need to have 2 unrelated authorized users.

Can have an account at scout office for dues or registration.

Unit committee is responsible for funds.

Be sure to share unit budget and finance status with parents and leaders, keep them informed and involved the unit's financial policies.

OPEN FORUM NOTES:

Timeline speech to recruit parents as volunteers – performed w/volunteers

- Use sparingly when you absolutely need to recruit leaders
- Use long paper or something you can tear
- Use scouts whenever possible to ask life milestone questions (funny and more applicable to parents to see phases in their own kids)
- Work from ends of age/timeline to end where the kids are now with age 6-12 or 15

Yellow River State Forest

Osborne Center – sledding

Fish Hatchery – Elkader, Manchester, Decorah

Kickapoo Valley Reservation & Nature Center – SW Wisconsin

- Indian caves and burial site

George With State Park

Hickory Hills

Heery Woods, Clarksville

Blackhawk County Wildlife Rehab

Big Woods Lake – Cedar Falls, offers canoe rentals

Slip and slide

Rockford Iowa – fossil gorge

Central Lake Park – Anamosa, can call ahead and use canoes. Primitive campsites, large.

Create a book of common activities & how you normally accomplish them.

Stop, Start, Continue for all types of activities.

Games for Cubs? Scouting Trail online. Can sort by large or small groups.

Obstacle courses are big.

Carnival – bring cardboard, make games there

Steal the Bacon – divide kids, give them a number

Minute to Win It – Google that

Use Google Form and ask family to fill out organizing special events, RSVP, add details and make it required to register. Forms.google.com