Table of Contents

Page 1  Table of Contents

Pages 2 and 3  Council and District Goals

Page 4  Fall Recruitment at a Glance

Pages 5 and 6  District and Unit Job Descriptions

Pages 7 and 8  BeAScout and Online Registrations

Pages 9 and 10  District and Unit Timelines

Pages 11 and 12  Materials

Pages 13-15  Detailed Agenda and Access Contingencies

Page 16  Other Promotional Ideas

Pages 17 and 18  Welcome Back Meeting Agenda and Room Diagram

Pages 19-21  New Leaders Recruitment and Family Talent Survey
Get Out and Cub Scout

2020 FALL RETENTION AND RECRUITMENT GOALS

Council wide goal of 2500 new Cub Scouts and 500 dropped members reengaged.

- Reengage Current Members
- Retain Dropped Members
- Recruit New Members
<table>
<thead>
<tr>
<th>District</th>
<th>Cubs added June - Dec. 6 YR Average</th>
<th>Fall Goals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Iroquois</td>
<td>680</td>
<td>350</td>
</tr>
<tr>
<td>Lewis &amp; Clark</td>
<td>655</td>
<td>350</td>
</tr>
<tr>
<td>Cherokee</td>
<td>388</td>
<td>225</td>
</tr>
<tr>
<td>Dan Boone</td>
<td>366</td>
<td>225</td>
</tr>
<tr>
<td>Seneca</td>
<td>377</td>
<td>225</td>
</tr>
<tr>
<td><strong>SA II</strong></td>
<td><strong>2466</strong></td>
<td><strong>1375</strong></td>
</tr>
<tr>
<td>Audubon</td>
<td>380</td>
<td>225</td>
</tr>
<tr>
<td>Four Rivers</td>
<td>394</td>
<td>225</td>
</tr>
<tr>
<td>Lincoln Trail</td>
<td>594</td>
<td>300</td>
</tr>
<tr>
<td>Tecumseh</td>
<td>248</td>
<td>150</td>
</tr>
<tr>
<td>Wapiti</td>
<td>380</td>
<td>225</td>
</tr>
<tr>
<td><strong>SA I</strong></td>
<td><strong>1996</strong></td>
<td><strong>1125</strong></td>
</tr>
<tr>
<td>Gheens</td>
<td>97</td>
<td>50</td>
</tr>
<tr>
<td><strong>COUNCIL</strong></td>
<td><strong>4559</strong></td>
<td><strong>2500</strong></td>
</tr>
</tbody>
</table>
The Fall Recruitment at a Glance

- For our 2020 Fall Retention and Recruitment Campaign we are focusing on 3 primary objectives
  1. **The Retention of our Current Membership.** Covid 19 has disrupted the normal flow of scouting so one of the focuses this year is for every pack and troop to reengage its current membership. More details on pages 13 and 14 of this manual.
  2. **The Reengagement of Dropped Members.** Every pack and troop has members that have not been attending its meetings for whatever reason, so one of the focuses this year is to reengage those members. More details on pages 13 and 14 of this manual.
  3. **The Recruitment of New Members.** Recruitment this year will look radically different than in years past, but we will always try to reach more scouts. For more information on this year’s Fall Recruitment plan please see pages 13 and 14 of this manual.

Fall Recruitment Terminology

- **Fall Retention and Recruitment briefing** – This event will be geared to inform unit leaders of the retention and recruitment plan for 2020, display the material and answer any questions leaders may have.

- **Buzz Up** – A 3-5-minute presentation to all children getting them excited about scouting, mostly conducted at schools during the normal school day, also called a Buzz Up. This year a Buzz Up video will be available for where in person recruitment is not possible.

- **Welcome Back, Get Out and Cub Scout Night.** – This is a night dedicated for new families to join scouting, current members to be reinvigorated and dropped to be reengaged. The night is focused on completing applications and collecting payments. Unit dues are to be collected at first meeting. It is important for the unit leaders to be prepared to share with new members a calendar highlighting the first outing. We also encourage the pack to have something for the new scout to do while their parents receive the new members information.
2020 CUB SCOUT RECRUITMENT CHAIR
JOB DESCRIPTION

Description: The District Cub Recruitment Chair works closely with the Unit Cub Scout Retention and Recruitment Chairs to ensure that every pack attends the Council Fall Retention and Recruitment Training. Each Team member will help conduct Welcome Back, Get Out and Cub Scouts Meeting nights as needed.

Responsibilities:


2. Recruit a District Team of 3-5 to:
   o Train, Communicate, and Promote Welcome Back, Get Out and Cub Scout Meetings.
   o Help Units with Welcome Back Meeting where needed

3. Fall Retention and Recruitment:
   • Promote Council Retention and Recruitment Training.
   • Encourage every pack to recruit a Unit Cub Retention and Recruitment Chair.
   • Promote, engage, and assist units in creating a recruitment plan that includes community and chartered organizations.
   • Encourage unit to reach all the dropped scouts.

4. Help communicate with units and their recruitment chairs and other pack leadership to facilitate recruitment, including: encouraging Unit Retention and Recruitment Chairs and other pack leadership to attend recruitment training events, identify problems and opportunities with recruitment efforts, alerting District Executive or other relevant district- and/or council level staff of potential problems and opportunities; and motivating and recognizing good work and success with pack recruitments throughout the year.

5. Ensure that all youth/adult applications and registrations/ Boys Life Fees are submitted to the council office 1-2 days after all recruitments and Sign-Up Nights.
2020 Unit Retention and Recruitment Chair
Job Description

Your key responsibilities:

- Work closely with the District Fall Retention and Recruitment Chair, District Executive, and Pack leadership to successfully conduct a Welcome Back, Get Out and Cub Scout Meeting and reach all fall goals.

- Recruit 3-5 volunteers to serve on your Welcome Back, Get Out and Cub Scout Meeting Team for your Pack. Team members consist of but not limited to: Den Organizers, Greeters, volunteers for check out and payment.

- Along with your Welcome Back, Get Out and Cub Scout Meeting Team, attend a Fall Recruitment Training.

- Promotion is the key to any recruitment, so with the assistance of your Cub Retention and Recruitment Team and Pack Leadership aggressively promote the Welcome Back, Get Out and Cub Scout Meeting to current, dropped and potential new members.

- Ensure that all youth/adult applications and registration/Boys’ Life fees are submitted to the council office 1-2 days after the Welcome Back, Get Out and Cub Scout Meeting.

- Engage current scouts in a Bring a Buddy Recruitment Campaign.

- Recruit new scouts from schools and charter organizations.

- Reengage members through phone calls.
The future to recruiting is now! Get updated and GET STARTED with BeAScout.org!!

National and local marketing efforts are driving families and in particularly interested parents and youth to BeAScout.org as a first step in finding a Scouting program. There are many reasons your unit should use it, but by far the most important reason is that I can help get more youth into our Scouting program.

All of our National and local marketing materials highlight the BeAScout.org site to new and potential families as a way for them to get connected! Please make sure your Scouting program is not looked over or out of date!

Update Your Unit’s BeAScout.org Pin!

Your unit leadership needs to designate someone to be the lead person in making sure your “BeAScout Unit Pin” is up to date and managed accordingly. This is a great role for the Unit Membership Chair. Your unit pin needs to be updated with a contact person, unit meeting times and locations, and even take the opportunity to highlight specific activities such as an Open House, Recruiting Event, or even your unit’s website!

The traffic for BeAScout.org is growing and we need every Scouting program to take notice and update your information. Don’t miss an opportunity to help us in making Scouting available to all youth and families that are interested and are searching for a unit online through this great tool. Updating your information is the first step, but managing the leads of interested families is where the real fun begins!

If you haven’t made this a part of your recruiting strategy – START TODAY!

Your unit’s Cubmaster, Scoutmaster, Crew Advisor, Committee Chair, or Charter Rep. has the ability to update and manage the pin by logging on to my.scouting.org

4 quick steps to be on your way to updating your pin:

1. Creating an account, logging on to my.scouting.org
2. Go to “Menu” at the top left of the home page and then click your unit number.
3. Click “Organization Manager” and select “unit pin”
4. Update your unit’s information

*Note please use any browser other than “Internet Explorer” Chrome or Firefox work best.

For more information about using the “Be a Scout” website to promote your unit and other best practices using BeAScout.org please visit our website and view our recent webinar/video:

https://lhcbsa.org/be-a-scout/
A convenient way for prospective Scouting families to sign up to be in your unit.

How is the online application accessed?
Families looking for a Scouting home can find your unit on the BeAScout website, send your unit an inquiry for more information or apply directly if your unit enables this feature.

Your unit can also pass out a direct link to the unit’s online application by using a URL or QR code provided in the Online Registration Invitation Manager tool in My.Scouting.org.

How does the unit accept new applicant in this system?
When a family fills out an online application, it is routed to the unit’s Application Manager Dashboard. From there, any member of the unit Key 3 – the top unit leader, the committee chair, or the chartered organization representative - can approve a youth application.

Chartered organization representatives can also approve adult applications. All fields on the paper application are in the digital application. Approval is just a press of the button by one of the Key 3, and if the new member paid by credit card, their information goes directly to your unit roster. If paid by cash or check, they will bring their online receipt and money to the unit and the unit will turn the receipt and money to the council in just like you do with paper applications today.

Once the council has marked the member as paid, they will show in your unit roster.
2020 DISTRICT TIMELINE

By July 28th Confirm District Goals

By July 28th Recruit, Organize and Train Welcome Back, Get Out and Cub Scout Meeting Chairs and Teams.

By July 31st 100% of units should have their BeAScout Pin updated and ready to accept online applications

By August 7th Have 50% of all Welcome Back, Get Out and Cub Scout Meetings scheduled between Sept. 1 and Oct. 16

By August 14th Have 75% of all Welcome Back, Get Out and Cub Scout Meetings scheduled between Sept. 1 and Oct. 16

By August 31st Have 100% of all Welcome Back, Get Out and Cub Scout Meetings scheduled between Sept. 1 and Oct. 16

By October 16th 100% of All Welcome Back, Get Out and Cub Scout Meetings completed

Timeline: Pre- Welcome Back, Get Out and Cub Scout Meetings Promotion and Follow-Up:
-21 Promotional request submitted, posters and yard signs distributed
-21 Ensure unit has phone numbers of all dropped members
-14 Ensure Letter and invite has been sent to all dropped members
-7 Days If recruiting from a school Digital flyer, Buzz Up Video, and Yard Signs to Charter Organization to Promote Welcome Back, Get Out and Cub Scout Meeting!
-1 to 2 days Digital or Hard Copy Distributed and Digital Bux
-1 to 2 Days Check with pack to ensure they are prepared for the Welcome Back, Get Out and Cub Scout Meeting

0 Days Welcome Back, Get Out and Cub Scout Meeting
+1 to 2 Days Turn in All Applications and $
+7 Days Youth Protection & Position Specific Training for All New Leaders!!
+7 Days New Parent and Leader Pack Orientation
+7 to 14 Days Everyone Attends 1st Meeting
WELCOME BACK GET OUT & CUB SCOUT MEETING TIMELINE

Days Prior

Proposed/Confirmed Date:_____________________

By Date

_____ -45 Days: Work with Executive and Welcome Back, Get Out and Cub Scout Meeting Chair for proposed date

_____ -40 Days: Recruit volunteers to serve as Welcome Back Get Out and Cub Scout Meeting Chair/Team members & attend training.

_____ -30 Days: Confirm and prepare to distribute Pack Calendar for the upcoming year

_____ -30 Days: Pack Leadership and Welcome Back, Get Out and Cub Scout Chair meet to assess Leadership needs

_____ -21 Days: Call all dropped members and invite them to Get Out and Cub Scout Meeting

_____ -14 Days: Have scouts distribute Bring a Buddy invitations to all potential scouts

_____ -7 Days: Digital Flyer distributed, posters, yard signs, social media promotions

0 Day

Welcome Back, Get Out and Cub Scout Meeting!

After Welcome Back, Get Out and Cub Scout Meeting

_____ +1-2 Days: Turn in all applications, registration and Boys’ Life fees to Scout Service Center

_____ +1-2 Days: With the District Fall Recruitment Chair and Executive, analyze the meeting results versus the Pack’s recruitment goal and institute a follow-up plan for additional recruiting.

_____ +1-2 Days: All new Cub Scout parents are given a welcome call from Den Leader

_____ +7 Days: All New leaders complete Youth Protection Training and submit certificate with application.

_____ +7-10 Days: Conduct Den Meeting(s) & work with new Cub Scouts to obtain Bobcat Rank.

_____ +7-10 Days: Pack Committee confirms all New Leaders’ completed Job Specific online or registered for course.

_____ +14-21 Days: All New Leaders should have completed Leader Specific Training

_____ +20-30 Days: All New Cub Scouts are recognized with their Bobcat Badge and advancement paperwork submitted to Council Office.

_____ +30 days: Hold pack meeting and award the Bobcat badges to new members.

_____ +30-40 days: Conduct Outdoor activity with new members.

-
Materials for Fall Reengage, Retain, Recruit Meetings

Managing your resources
- Keep a weekly count on your inventory.
- You will need to collect items for back up so have this as part of your plan.
- If you are running short you need to discuss with your Field Director right away.
- Do not help yourself to anyone else's materials!!!

Material Available in Office:
- Youth Applications
- Adult Applications
- Pens
- Digital Parent Guides
- Receipt books
- Report Envelopes
- Den Rosters (carbon form)
- Tote Bags
- Training Rosters

Each Pack Will Receive
- 1 Hard Copy flyer and Digital Flyer Option
- 2 Posters
- 2 Yard Signs
Online Resources found at: www.lhcbsa.org

(click on Resources and then on Cub Recruitment or search Cub Recruitment)

Local Council Resources:

- PDF of Parent Guide
- Digital Flyers
- Posters
- Fall Recruitment Power Point
- Fall Recruitment Guidebook
- Fall Cub Scout Recruitment Chair Job Description
- School Night Agenda
- Den Roster
- Social Media Templates for online advertising
- Letter Templates for Current and Dropped Members correspondence

Additional Resources:

- Selecting Quality Leaders brochure
- Financial Assistance Form
- Family Talent Survey
- Invite a Buddy Post Card
- Scout Shop Coupons & Uniform Cost List

Cub Scout Leader Resources:

- Lion Leader
- Tiger Leader
- Wolf Leader
- Bear Leader
- Webelos Leader

Additional Resources are available at:

www.scouting.org:
http://www.scouting.org/scoutsource/Membership/Youth_Recruitment.aspx
Detailed 2020 Fall Retention and Recruitment Plan

Welcome Back, Get Out and Cub Scout Meeting

• This year we are encouraging all packs to conduct a Welcome Back, Get Out and Cub Scout Meeting during the month of September. This meeting will serve as platform for Packs and Troops to reengage current and dropped members as well as recruit new scouts into the units.

• The council will reimburse units for Ice Cream, pizza or any other expense related to the Welcome Back, Get Out and Cub Scout Meeting up to a maximum of $25 for units with 49 scouts and less, $35 for units with 50-75 scouts and $45 for units with 75-100 scouts.

Reengage Current Members

• We understand the 2020 has been a difficult year for Scouting. Due to Covid 19 many packs and troops have not been able to meet regularly and many of the activities that were planned were not able to be executed. Keeping that in mind we are encouraging all packs and troops to use the Welcome Back, Get Out and Cub Scout Meeting as an opportunity to reengage with its current members.

• Do something fun like Dutch Oven Cooking, Have A Cookout, do some wood working, play games or team building activities. Scouts have been locked up for months and this will serve as an avenue to Get Out and Scout.

• Council will send hard copy invitations to your current members as well as email.

• Please take this opportunity to share your upcoming plans for your pack or troop at this meeting.

• The program will be also be available to Scouts BSA Units.

Reengage Dropped Members

• Every Unit has members who may not currently be attending unit meetings for whatever reason and the Welcome Back, Get Out and Cub Scout Meeting can serve as an opportunity to reengage with these dropped members, especially during this era of Covid 19.

• The council will supply every unit with the name and phone numbers of all dropped members. The unit is encouraged to reach out to each of these members and invite them to attend the Welcome Back, Get Out and Cub Scout Meeting.

• The council will send an email invitation to your current dropped members for the Welcome Back, Get Out and Cub Scout Meeting.

• Again, this meeting should be fun!!

• Please take this opportunity to share your plans for your upcoming pack or troop at this meeting.
Detailed 2020 Fall Retention and Recruitment Plan

Recruit New Members

- Each scout will receive 5 invitations to pass out to friends they are targeting to become members of their pack.
- Each scout that Brings a Buddy and the new scout will both receive an exclusive “I Brought a Buddy Patch”. Only paid applications will receive the patches. To receive the patches unit leaders will need to submit a Welcome Back Party Report Sheet indicating how many patches are needed with the applications and names of scouts.
- The program will be also be available to Scouts BSA Units.
- A template for online and hard copy invitations will be provided in case the unit needs more invitations.
- Where possible a digital flyer, Buzz Up Video Yard Signs and Posters should be distributed at the school, charter organization, as well as placed on social media.
- A Geo Fence will be placed around the chartering Organization, school or other location for up to 21 days prior to the sign-up night to alert all parents in the area of the upcoming Sign Up.
- Units need to ensure that someone is present at the chartering organization if the date is moved to accommodate any new scouts that may show up.
- Welcome Back Meeting information needs to be submitted at least 3 weeks before the meeting night for Geo fencing information to be entered.
2020 LHC Fall Cub Scout Recruitment & Promotion School Access Contingency Planning

A. **Students at School - No in-person Buzz Up or Recruitment Night allowed – school will distribute materials**

<table>
<thead>
<tr>
<th>School/Student Promotion</th>
<th>Chartered Org Promotion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buzz Up Video &amp; Virtual flyer emailed &amp; Robo Calls</td>
<td>Newsletter/Bulletin &amp; Social Media</td>
</tr>
<tr>
<td>Flyer(s) distributed (Hard Copy)</td>
<td>Flyer(s) distributed (Hard Copy)</td>
</tr>
<tr>
<td>GeoFencing</td>
<td>Buzz Up Video and Virtual Flyer emailed</td>
</tr>
<tr>
<td>Posters</td>
<td>GeoFencing</td>
</tr>
<tr>
<td>Yard signs</td>
<td>Posters</td>
</tr>
<tr>
<td>School/PTO Social Media Pages</td>
<td>Yard Signs</td>
</tr>
</tbody>
</table>

**Additional Promotion:**
- Pack Leaders/Parents Social Media (Facebook/Instagram)
- Pack Leaders/Parents Email Video/Virtual Flyer to their network (friends/family/coworkers/neighbors)
- Pack/Council: Neighborhood Application & Neighborhood Associations Newsletters and/or Websites
- Pack/Council: Community promotion: Newspaper/signage/flyers/posters & Direct mail

B. **Students at School - No in-person Buzz Up, Recruitment Night, or ability to distribute (hard copy) materials**

<table>
<thead>
<tr>
<th>School/Student Promotion</th>
<th>Chartered Org Promotion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buzz Up Video &amp; Virtual flyer emailed &amp; Robo Calls</td>
<td>Newsletter/Bulletin &amp; Social Media</td>
</tr>
<tr>
<td>GeoFencing</td>
<td>Flyer(s) distributed (Hard Copy)</td>
</tr>
<tr>
<td>Yard Signs</td>
<td>Buzz Up Video and Virtual Flyer emailed</td>
</tr>
<tr>
<td>School/PTO Social Media Pages</td>
<td>GeoFencing</td>
</tr>
<tr>
<td>-</td>
<td>Posters</td>
</tr>
<tr>
<td>-</td>
<td>Yard Signs</td>
</tr>
</tbody>
</table>

**Additional Promotion:**
- Pack Leaders/Parents Social Media (Facebook/Instagram)
- Pack Leaders/Parents Email Video/Virtual Flyer to their network (friends/family/coworkers/neighbors)
- Neighborhood Application & Neighborhood Associations Newsletters and/or Websites
- Community promotion: Newspaper/signage/flyers/posters & Direct mail

C. **Students not at school (Virtual/NTI) During Fall — school willing to distribute virtually. (Same as “B” above)**

D. **NO School Access (No in person or digital access)**

<table>
<thead>
<tr>
<th>Chartered Org Promotion</th>
<th>School/Student Promotion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Newsletter/Bulletin</td>
<td>GeoFencing</td>
</tr>
<tr>
<td>Flyer(s) distributed (Hard Copy)</td>
<td></td>
</tr>
<tr>
<td>Buzz Up Video and Virtual Flyer emailed</td>
<td></td>
</tr>
<tr>
<td>GeoFencing</td>
<td></td>
</tr>
<tr>
<td>Posters</td>
<td></td>
</tr>
<tr>
<td>Yard Signs</td>
<td></td>
</tr>
</tbody>
</table>

**Additional Promotion:**
- Pack Leaders/Parents Social Media (Facebook/Instagram)
- Pack Leaders/Parents Email Video/Virtual Flyer to their network (friends/family/coworkers/neighbors)
- Neighborhood Application & Neighborhood Associations Newsletters and/or Websites
- Community promotion: Newspaper/signage/flyers/posters
Getting the Word Out For Recruitment:

PROMOTE! PROMOTE! PROMOTE! (Helpful Ideas)

Council Responsibility

- Buzz Up Video—Video advertisement designed to inform scouts and parents of some of the highlights that Scouts has to offer.

- Posters/Flyers/Yard Signs (provided by LHC) placed in school, businesses, community centers, churches, etc. (your Charter Organization).

- Geofencing

- Bring A Buddy invitations

Pack Responsibility

- Pack leadership places Welcome Back, Get Out and Cub Scout Meeting on social media pages, Facebook, Instagram, Neighborhood app.

- Pack leadership sends virtual flyer and Buzz up video to family, friends, coworkers and neighbors

- Den Leaders request Scouts wear uniforms to school on the day of Buzz Up and Sign Up Night. This can work virtually also.

- Within two weeks of Welcome Back, Get Out and Cub Scout Meeting, put messages on the marquee at schools, businesses, subdivisions, and churches. (your Charter Organization).

- Cubmaster has Cub Scout do the school/PTA flag ceremony prior to School Night/Recruitment. This works virtually also.

- Cub Scout Pack has a booth at the school open house.

- Public Address (PA) announcement in school on day of Buzz Up. This works virtually also.

- Within two weeks prior to Welcome Back, Get Out and Cub Scout Meeting, articles are placed in the local newspaper, subdivision newsletters, as well as school and church newsletters.

- Banners or signs on well-traveled roads the week of recruitment.
Stations for Welcome Back, Get Out and Cub Scout Meeting.

- To protect the Scouts, volunteers and parents please be aware and follow all state, CDC and charter organization guidelines for Covid 19
  - Adhere to all social distancing guidelines by placing markers on the floor 6 feet apart
  - Always wear face mask
  - Place hand sanitizer in easy to access locations in the Charter Organization

1. Introduction Station
   - Have some leadership from the pack present to introduce themselves
   - Discuss Date, time and location of meetings
   - Inform attendees on the flow of the event

2. Sign Up and Fee Collections Station
   - Distribute applications- Have tables available for adults to fill out youth and adult apps.
   - Have the online application option available for adults
   - Have parents fill out the Parent Talent Survey

3. Calendar and Schedule of Events Station
   - Have calendar to present to attendees on upcoming events
   - Inform parents of cost, transportation and volunteer needs.
   - Product sales can also be discussed at this table
   - Distribute the resource link to all parents on the LHC Website.

4. Leadership Station
   - Come to the meeting with vacant leadership roles in mind
   - Remember to start new volunteers off with small roles and cultivate them into larger ones. Some new parents will come with previous scouting experience and will make excellent Den Leaders. Be sure to ask all adults about their history in scouting.
   - If someone is recruited be prepared to give them the link to Youth Protection and Job Specific training.

5. Activity Area
   - Be sure to make this area fun and interactive. Have 2 or 3 different areas for the scouts to participate.
   - Teach them to tie a Square Knot
   - Play Bean Bag Toss (Corn Hole)
   - Do a brief craft with them
   - Try to do something they can take home with them
Welcome Back, Get Out and Cub Scout Meeting Room Diagram

Introduction Station

Sign Up/Fee Collection Station

Calendar and Events Station

Leadership Station

Activity Area

Activity 1

Activity 2

Activity 3
**Recruitment Notes and Hints**

- Have your returning members and leaders present to assist with set up, meet new members as they arrive, and/or assist in providing an activity for new Scouts to participate.

- Know what is needed in the Pack, that is...what Dens need leaders, Committee members, etc. Only organize new Dens when needed.

- The children are already sold on joining and attended the meeting to join. However, parents may have more questions before they volunteer. Explain to them the benefits of being a volunteer. Prepare your presentation carefully.

- Too many handouts and materials will only confuse potential volunteers. Literature samples may be helpful to show them what is available.

- It confuses parents (future volunteers) to talk about district, council, roundtables, OA and other Scouting terminology. Their weekly Den meeting is the most important meeting.

- We are looking to Conduct the Welcome Back meeting within a 2-hour span. Please inform parents they can arrive anytime within the 2-hour window.
Recruiting New Leaders – Helpful Reminders

- Finding the best leaders for your Pack is done as a combination of selecting who to ask, and asking them. Use the Welcome Back, Get Out and Cub Scout Meeting to get to know the new parents.

- **Which leadership roles need to be filled?** Does your Pack have enough leaders??

- **Use the Parent Talent Survey** (on next page) to gather information about their hobbies, interests, profession, and any scouting background.

- **Greet everyone** as they come in. Ask them their names, what they do, were they a Scout?

- When making your presentation, and talking about volunteers, look for people who are making eye contact, sitting forward, nodding in agreement. *Body language is important.*

- **Don’t force it.** Sometimes the right person needs a little help/time to say yes. It’s better to meet with the right person one on one after the meeting.

- **Make it a big deal** when someone agrees to volunteer, once you have their application send an email to the Pack letting them know about the new Volunteer. Publicly recognize them and introduce them to the Pack immediately after they agree to serve (bring the app and the YPT certificate to the Pack’s first meeting so the CC & CR can approve it).

- **Be sure to mention that everyone starts new – full training is also available- and “Den & Pack Meeting Resources” are available online.**
FAMILY TALENT SURVEY SHEET

Each parent or adult family member should fill out a separate sheet and turn it in at this meeting.

Welcome to the Cub Scout family of our pack. As explained to you, Cub Scouting is for parents as well as boys. We have a fine group of families who have indicated a willingness to help, according to their abilities. We invite you to add your talents and interests so that the best possible program can be developed for your boy and his friends.

Den leaders are always busy with den activities. Our pack leaders and committee members know you have some talent that will help in the operation of our pack. Although your help may not be on a full-time basis, whatever you can do will be appreciated. In making this survey, your pack committee wants to uncover ways you can enjoy giving assistance. Please answer the following as completely as possible:

1. My hobbies are: 

2. I can play and/or teach these sports: 

3. My job, business, or profession would be of interest to Cub Scouts: 

4. I am willing to help my boy and the pack as: pack committee member, Cub Scout den leader or assistant, Assistant Cubmaster, Webelos den leader or assistant, Cubmaster, Pack trainer.

5. My Scouting experience: Cub Scout Boy Scout Girl Scout attained 

6. I can help in these areas (please check applicable boxes for all ranks):

   General Activities Special Program Assistance
   - Carpentry
   - Computer skills
   - I have an SUV or van or truck.
   - Swimming/watertight safety
   - Drawing/art
   - I have a workshop.
   - Games
   - Radio/electricity
   - I have family camping gear.
   - Nature
   - Dramatics/skits
   - I can make contacts for special trips and activities.
   - Sports
   - Cooking/banquets
   - I have access to a cottage or camping property or a boat.
   - Outdoor activities
   - Sewing
   - Crafts
   - Transportation
   - I can help Webelos Scouts with Boy Scout skills.
   - Music/songs
   - Hiking
   - I can give other help.
   - Citizenship/flag etiquette
   - Other
   - Bookkeeping

Tiger Activity Areas
- Nutrition/health
- Magic
- Biking
- Astronomy
- First aid

Wolf Activity
- Knots
- Sign language
- Coin collecting
- Physics
- Math/codes
- Collections
- Dinosaurs
- Compass use
- Health
- Gardening

Areas Bear Activity
- Pocketknives/wood carving
- Camping
- Carnival games
- Citizenship/flag etiquette
- Fishing
- American Indian culture
- Forensics
- Physics
- Marbles
- Robotics

Areas Webelos Activity Areas
- Outdoor cooking
- First aid
- Camping
- General science
- Disabilities awareness
- Survival skills
- Engineering
- Home repair
- Game design
- Plant life

Name ___________________________ Home or cell phone ___________________________
Street address ___________________________ Business phone ___________________________
E-mail address ___________________________ City, State ___________________________ ZIP

21