

Step 1

The Troop Committee Meets

The chairman calls a meeting of the troop committee and asks a commissioner, as well as selected parents of boys (both active and prospective members), to take part. He does this in person or by phone. Then personal follow up to be sure of a well-attended meeting.

At this meeting, the group reviews the Scoutmaster's job and the qualities he must have to do his job well.

To help the group visualize a Scoutmaster, his job is described as follows: "The Scoutmaster's job is to work with and through elected boy leaders and responsible adults, individually and in groups, to make the Boy Scout program available to boys."

A copy of this leaflet is given to each person in the group in advance. All turn to the Qualities of a Good Scoutmaster listed on the reverse side. The commissioner may be the best person to lead discussion of these qualities, provided he/she has had experience recruiting leaders.

Step 2

List and Appraise Prospects

The chairman leads a "brainstorming" session to produce names of prospective Scoutmasters, preferably members of the organization. To assist in this process, it would be helpful to have on hand a membership roll of the chartered organization and the names of fathers of troop members or prospective members. Ask each person to suggest other names.

Each person writes the names of those he recommends under "Guide for Selecting a Scoutmaster." He carefully appraises his recommendations by placing checks in the squares below the names. All leaflets are returned to the chairman.

Arrange the prospects in order of preference. List the best prospect first, regardless of whether you think he will accept. Do not say "No" for any prospect. Let the prospect make his own decision.

Step 3

Appoint Subcommittee to Secure the New Scoutmaster

The chairman appoints a subcommittee of three or four persons (a majority of whom are members of the troop committee) to carry out the next step. They should be members who have influence with prospects, who know the Scoutmaster's job, and who have ability to sell a prospect on the chance to work with boys.

Step 4

Make Appointment With the Prospect

As soon as possible, a member of the subcommittee makes an appointment to meet with the top prospect on the list. If the prospect questions the purpose of the meeting, frankly state that it is to discuss a matter important to the youth of the community.

Set the time and date of the meeting, preferably in the evening at the prospect's home with his wife present. Be certain it is a date when at least three members of the subcommittee can be present. If for some reason three cannot be present, set a new date for the meeting.

Step 5

Call On the Prospect

The subcommittee members call on the prospect and make every effort to convince him that he should accept the Scoutmaster position because of the opportunity for service. They tell him he is the choice of the group and promise him their support if he accepts.

If the subcommittee members succeed with this prospect, their recruiting job is done. Otherwise, they make an appointment with and call on the next prospect on the list, and so on until a Scoutmaster is secured.

When the Scoutmaster is secured, he is registered at once.

Step 6

Introductions

If the new Scoutmaster was not an assistant Scoutmaster or troop committee member, the selection subcommittee arranges to bring him to the next meeting of the troop committee and the next meeting of the patrol leaders' council of an established troop. In case he was an assistant or member of the committee, the subcommittee should arrange for a proper introduction at the next meetings of the two groups. If you are organizing a new troop, invite the new Scoutmaster to join the group responsible for the next organizational steps.

Arrangements should be made as soon as possible to make the Scoutmaster training program available to the new Scoutmaster.

The new Scoutmaster should be introduced to the Scouts' parents at the first court of honor, parents' night, or other similar event.

Selecting a Scoutmaster Is an Important Job!

You are selecting a man who will head your troop. He will influence the life of every boy in it. His talents should include the ability to work through others—the troop committee, assistant Scoutmasters, parents, and troop leaders.

This job calls for the best man available who can match the objective you seek for boys—good character and physical fitness in a framework of team play, exemplifying positive citizenship.

This man is not just any man or the first one who comes to mind. He's the man you would select as the leader of your boy.

Here Is a Tested Plan to Help You Do the Job

This time-tested plan has produced good Scoutmasters for troops where it has been carefully followed.

It is simple and has a nationwide application regardless of conditions.

It has proved equally successful in recruiting other troop leaders such as assistant Scoutmasters.

However, and it bears repetition, this plan produces a Scoutmaster only when it is followed exactly. Omit a step and a prospective Scoutmaster may be sacrificed.

Men Are Available to Help You Do the Job

Your organization's head and your Scouting coordinator should be called upon for advice and help. Your Scouting coordinator should attend the meeting outlined in the first step.

Another resource is your unit or district commissioner, who can assist you in an advisory way, as outlined in step 1.

Your district committee has a continuing interest in your troop. It will have contacts and methods that may be of assistance to you.

Regardless of help available, keep in mind that the responsibility for the recruiting of a Scoutmaster belongs to the troop committee!

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