

## The Chartered Organization's Most Important Scouting Responsibility



# SELECTING CUB SCOUT LEADERSHIP



### Boy Scouts of America Mission Statement

It is the mission of the Boy Scouts of America to serve others by helping to instill values in young people and to prepare them to make ethical choices during their lifetime in achieving their full potential. The values we strive to instill are based on those found in the Scout Oath and Law, and the Cub Scout Promise and the Law of the Pack.

How your organization's values and the mission of the Boy Scouts of America are reflected in your pack largely depends on the pack leadership. With the support of your organization, the pack committee, Cubmaster, den leaders, and other volunteer Scouters carry out the pack program dealing directly with other adults and with Cub Scouts and Webelos Scouts. The adult leadership will influence the life of every boy in your pack.

There are many qualified prospects for Cub Scout leadership. This selection process will assure that the most qualified person is selected. The vital role of shaping the lives of youth demands nothing less!

Since the leaders will be a vital factor in the success of the pack, the chartered organization, working through the pack committee, plays a prominent role in their selection.

# The Steps for Success

New leaders must be selected when a new pack is organized, when new dens are formed, or when there is a leadership change in an existing den or pack. Following the steps below will help the chartered organization and pack committee select the best leaders for the boys of their pack. In some cases, a representative of

the council or district may be on hand to guide the chartered organization and pack committee through the selection process. This representative could be a unit organizer, a unit commissioner, a member of the district committee, or a Scouting professional.



## Step 1. Appoint the Selection Team.

The organization head or chartered organization representative appoints a selection team to select the new leader. The team includes members of the pack committee. At least one member must represent the chartered organization. Parents or others interested in the success of the unit may be included. Selection team members are recruited and a meeting is scheduled.

## Step 2. List and Appraise Prospects.

The selection team meets. It is preferred that the head of the chartered organization chair this meeting. If not, the chartered organization representative should do so.

1. Develop a prospect list. Have on hand a membership roll of the chartered organization and the names of the parents of pack or den members or prospective members. Ask each person to suggest other names. Enter the names in the spaces provided under "Guide for Selecting a Leader" in this folder.

2. Rate each prospect by placing a check mark in the appropriate box ("Yes," "No," or "Don't Know,") for each quality of leadership. Don't omit those assumed to be "too busy." That decision belongs to the candidate.
3. If there are several "Don't Knows" for any prospect, it is imperative that some discreet inquiry be made.
4. Rank the prospects as soon as all information is obtained.
5. Secure approval from the organization head to contact the preferred candidates.
6. Appoint three or four persons to call on the first prospect. At least one member of the team must be from the chartered organization.

## Step 3. Make an Appointment with the Prospect.

The chairman of the pack committee calls the first prospect for an appointment. If a member of the task force knows the prospect well, the chairman may ask this person to make the call.

The appointment usually can be made by phone. If the prospect questions the purpose of the meeting, frankly state that it is to discuss a matter of importance to the youth of the community.

Set the time and date of the meeting, preferably at the prospect's home in a family setting. Be sure it is a date convenient to the members of the visitation team.

#### Step 4. Call on the Prospect.

Members of the visitation team should meet at a convenient spot and arrive at the prospect's home as a group.

Explain the purpose of the visit and make every effort to convince the prospect to accept the position because of the opportunity for service. Honestly review the steps that have been taken, how the qualifications were reviewed, and the endorsement of all involved. The member of the chartered organization extends the invitation to serve the organization as a Cub Scout leader and pledges the organization's full support.

If the prospect cannot give a reply during the visit, a followup contact should be made within 24 hours. If the prospect declines, the process is repeated with the next candidate.

As soon as the new leader agrees to serve, an experienced Scouter delivers the *Cub Scout Fast Start Viewer's Guide* and the appropriate Fast Start videotape for the position to the new leader, and makes an appointment to review the viewer's guide and videotape with him or her.

#### Step 5. Welcome the New Leader.

The selection team members, Cubmaster, pack committee, key members of the chartered organization, den leaders, and others involved in the pack attend a "get acquainted" meeting with the new leader.

The new leader is formally registered and the application approved by the head of the chartered organization or the chartered organization representative. The new leader is briefed on the general organization of the pack, its procedures, meeting place and meeting patterns, and program plans. The leader is introduced to the other adults involved in the pack. Handbooks, records, and materials are turned over. Arrangements are made for a press release, letter to parents, an introduction of the new leader at a meeting of the chartered organization, and an introduction to the parents of the new pack meeting. Another leader accompanies the new leader to the first den or pack meeting.

#### Step 6. Attend Fast-Start Training.

An experienced Scouter follows up on the appointment made for Fast-Start training to make certain the new leader has a clear understanding of the job and knows that resources are available. For a new den leader, this is usually done by the den leader coach; for a new Webelos leader, the Webelos den leader coach. The leader is invited to the next Cub Scout leader roundtable, and arrangements are made for basic training.



# Guide for Selecting a Leader

All Cub Scout leaders must be adults 21 years of age or older (except assistant Cubmasters, assistant den leaders, and assistant Webelos leaders, who must be at least 18 years of age) and of good moral character. Men and women may serve in any position. All registered Cub Scouters shall subscribe to the declaration of principle and meet the citizenship or alternate requirements as prescribed on the official registration forms.

List the names of prospects in the vertical spaces on the right. Place a check mark in the appropriate box ("Yes," "No," or "Don't Know") for each leadership quality. Include any special qualifications the organization may require. Successful leaders have been found to have many of the following characteristics.

## Qualities of Unit Leadership

1. Accepts the Boy Scouts of America and its chartered organization ideals and principles.
2. Sets a positive example as a role model through appearance and consistent ethical behavior (fairness, honesty, trust, and respect for others).
3. Delegates tasks that permit use of adult and youth resources.
4. Advocates and enjoys seeing youth development and growth.
5. Appreciates the outdoors and enjoys the natural environment.
6. Has some experience in group activity leadership in civic service, club, lodge, or church.
7. Wins the confidence of parents, youth, and the community.
8. Listens and builds rapport with others in a counseling role.
9. Invests a definite amount of time for training and unit leadership.
10. Is an active member of the chartered organization or its affiliates.

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Don't Know				
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## Overall Evaluation