

C U B  S C O U T S

# Selecting Cub Scout Leadership

The Chartered Organization's Most Important Scouting Responsibility



BOY SCOUTS OF AMERICA



Your organization's values and the mission of the Boy Scouts of America are reflected through your pack's leadership. The organization supports the pack committee, Cubmaster, den leaders, and other volunteer Scouters as they carry out the program dealing directly with other adults and with Cub Scouts and Webelos Scouts. The adult leadership will influence the life of every boy and family in your pack. Since the leaders play a vital role in the success of the pack, the chartered organization, working through the pack committee, has a prominent role in their selection.

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

## 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.

### 1. Chartered Organization

Encourage the chartered organization representative to help identify and recruit prospective volunteers for the pack. The representative should also look objectively for prospective leaders during the volunteer selection process.

- Develop a prospect list. Have on hand the chartered organization's membership roll with the names of parents in the pack and den members or prospective members identified. Ask each person to suggest additional names. Then enter the names in the spaces provided under "Guide for Selecting a Leader" in this folder.
- 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 people that you might assume are too busy—that decision belongs to the candidate.
- If there are several "Don't Knows" for any prospect, it is very important that a discreet inquiry be made.
- Rank the prospects in order of preference as soon as all information is obtained. Once this overall evaluation is finished, secure approval from the organization head to contact the preferred candidates.
- Appoint a team of three or four people to call on the first prospect. At least one person in this team must be from the chartered organization and, ideally, one of them should already know the prospective leader.

### 2. Personal Visit

The personal visit is the best way to recruit the leaders selected by your pack committee because it gives the visitors an opportunity to get acquainted with the family and perhaps even interest a spouse in Cub Scouting at the same time. Personal contact is always the best method for encouraging potential leadership.

### 3. Tell It Like It Is

Explain the responsibilities of the position. Share with the prospect why the pack committee has selected him or her for the position. Be honest about how much time is involved, the meetings that the leader is expected to attend, how the program is financed, and the resources available to help the leader with the position. This helps to prevent any misunderstandings later on.

### 4. Value of Leadership

Emphasize that leadership in Cub Scouting is a worthwhile, satisfying role and an opportunity to help boys grow. Explain what the benefits are for the prospect as well as for the program. Talk about your own commitment to Cub Scouting.



## 5. Training

Let the prospect know that training is available and that leaders are expected to attend. Also emphasize that Cub Scouting is a team effort and that other pack leaders, especially the pack trainer and unit commissioner, are willing to help.

## 6. Recruit for One Year at a Time

Let all prospects know that they are being asked to serve in a specific one-year time frame. This practice allows them to move on gracefully after one year if they so wish; it also gives the Cubmaster and pack committee a chance to tactfully release leaders who are not adequately fulfilling their responsibilities. Often, you will end up wanting to enlist a leader for additional years, but do so one year at a time.

## 7. Allow Some Time

Give the prospect a few days to make their decision and discuss it with family members, but set a definite time when you will expect a response. This deadline suggests the seriousness of the commitment and lets the prospect know that the decision is important to the pack. It also allows you to move on to your next prospect quickly if the answer is no.

## 8. Don't Pressure

Let prospects know that they are free to say no. A leader who joins under pressure might not be the right person.

# SELECTING LEADERS

Most leaders are involved in the pack because their sons are members. It is almost inevitable that when their sons graduate from the pack, many leaders will too. This process will leave gaps in the pack leadership, making recruitment necessary.

The first responsibility of the pack committee is to select the best person available for Cubmaster and provide that person with one or more assistants. Each den should have a den leader as well as an assistant den leader, who should be trained and ready to step in when a vacancy occurs.

When looking for people to fill leadership roles, always emphasize selecting more than recruiting. Cub Scouts deserve the best program possible, and they will receive it from qualified and enthusiastic leaders. These leaders should be selected because of their qualifications and not merely recruited because no one else would do the task.

When searching for leaders, make sure to look not only among parents of boys in the pack, but other adults as well. Many times a former leader, a member of the National Eagle Scout Association, or a member of the chartered organization may be willing to help. Grandparents or other relatives can make good leaders too. Many Cub Scout leaders don't have sons, and many senior citizens and retirees would be glad to help. Consider all possibilities.

Within your pack, former Tiger partners are an excellent source of leadership because they are already familiar with the benefits that Cub Scouting has to offer boys and their families.

Before actual recruitment, it's important that the chartered organization approve the candidate. If the potential leader has already completed an adult leader application and has taken Youth Protection training, the pack committee should also check references provided on the application before making personal contact. The chartered organization must give final approval on the selection of all leaders.

Packs don't need to wait for a rally night to evaluate potential leadership. Consider parents of boys who are potential Cub Scouts and approach them to be leaders before you hold your rally night. Let them know that you have selected them for the special qualities they have to offer boys through Cub Scouting.

Having leadership already in place when you conduct the rally night for Cub Scouting will serve to increase your membership. If additional leaders are needed after a successful rally night, pack leadership should determine the best candidates to serve.

Names of potential candidates should then be submitted to the pack committee and chartered organization for approval.



## GUIDE FOR SELECTING A LEADER

All Cub Scout leaders must be of good moral character and adults 21 years of age or older—except assistant Cubmasters, assistant den leaders, and assistant Webelos den leaders, who must be at least 18 years of age. Men and women may serve in any position. All registered Cub Scout leaders 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 your organization may require. In the overall evaluation, rank the prospects in order of preference as soon as all information is obtained. Successful leaders have been found to have many of the following characteristics.

## QUALITIES OF UNIT LEADERSHIP

		Name	Name	Name
Accepts the ideals and principles of the Boy Scouts of America and its chartered organization.	Yes			
	No			
	Don't Know			
Sets a positive example as a role model through appearance and consistent ethical behavior (fairness, honesty, trust, and respect for others).	Yes			
	No			
	Don't Know			
Has the ability to delegate tasks that permit use of adult and youth resources.	Yes			
	No			
	Don't Know			
Advocates and enjoys seeing youth development and growth.	Yes			
	No			
	Don't Know			
Appreciates the outdoors and enjoys the natural environment.	Yes			
	No			
	Don't Know			
Has some experience in group activity leadership in club, lodge, or religious organizations.	Yes			
	No			
	Don't Know			
Wins the confidence of parents, youth, and the community.	Yes			
	No			
	Don't Know			
Listens and builds rapport with others in a counseling role.	Yes			
	No			
	Don't Know			
Is willing to invest a definite amount of time for training and unit leadership.	Yes			
	No			
	Don't Know			

