SELECTING CUB SCOUT LEADERSHIP

THE CHARTERED ORGANIZATION'S MOST IMPORTANT SCOUTING RESPONSIBILITY

Your organization's values and the mission of the Boy Scouts of America are reflected through your pack's 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 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!

BOY SCOUTS OF AMERICA®

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. APPOINT THE LEADERSHIP SELECTION TEAM.

The organization head or chartered organization representative appoints a team to select the new leaders. The team may include at least one representative from the chartered organization, members of the pack committee, parents, or others interested in the success of the pack. Selection team members are recruited and a meeting is scheduled.

2. LIST AND APPRAISE PROSPECTS.

It is preferred that the head of the chartered organization chair the meeting of the leadership selection team. 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 additional 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 people 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. In the overall evaluation, rank the prospects in order of preference as soon as all information is obtained.
5. Secure approval from the organization head to contact the preferred candidates.
6. Appoint three or four people to call on the first prospect. At least one member of the team must be from the chartered organization.

3. MAKE AN APPOINTMENT WITH THE PROSPECT.

The chairman of the selection team 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.

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 follow-up contact should be made within 24 hours. If the prospect declines, the process is repeated with the next candidate.

5. WELCOME 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 leadership 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 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 of the new leader to the parents at the pack meeting. Another leader accompanies the new leader to the first den or pack meeting.

6. FAST START TRAINING.

As soon as the new leader agrees to serve and completes the Adult Registration application, a member of the pack provides to the new leader the Cub Scout Fast Start Viewer's Guide and the appropriate Fast Start videotape for the position.

An experienced Scouter follows up 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 den 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 den 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 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	Name
1.	Accepts the ideals and principles of the Boy Scouts of America and its chartered organization.	Yes				
		No				
		Don't Know				
2.	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				
3.	Has the ability to delegate tasks that permit use of adult and youth resources.	Yes				
		No				
		Don't Know				
4.	Advocates and enjoys seeing youth development and growth.	Yes				
		No				
		Don't Know				
5.	Appreciates the outdoors and enjoys the natural environment.	Yes				
		No				
		Don't Know				
6.	Has some experience in group activity leadership in club, lodge, or religious organizations.	Yes				
		No				
		Don't Know				
7.	Wins the confidence of parents, youth, and the community.	Yes				
		No				
		Don't Know				
8.	Listens and builds rapport with others in a counseling role.	Yes				
		No				
		Don't Know				
9.	Is willing to invest a definite amount of time for training and unit leadership.	Yes				
		No				
		Don't Know				
10.	Is an active member of the chartered organization or its affiliates.	Yes				
		No				
		Don't Know				
	Overall Evaluation					