

Ways to Turn Parents into Helpers, and Helpers into Leaders ...

This piece generated from discussions about the hardest part of successful, sustainable recruiting: [Recruiting Leaders](#). Building and keeping and replacing your Unit's Adult Leadership.

This was originally entitled **Fifty Ways to Lure a Leader** (apologies to [Paul Simon](#))

There must be fifty ways / To lure a leader ...

*You ask the whole Pack, Jack
Every woman and man, Stan
You don't need to be coy, Roy
Not just one, two or three ...
Every new one's a plus, Gus
You don't need "group discuss" much
Do a "one on one" plea, Lee
Each new helper is key*

These **Ways to Lure a Leader** are grouped into interrelated categories – you won't use them all, *use the ones you like*:

- At the center, [Create a Leadership Culture](#) – A Pack and Den Policy of Every Parent Leads – because they can Lead!
- Build that out with [Organizing: Tailor Your Local Org Chart and/or Wish List](#) (List the Jobs You Need and Want) – make it easy for parents to say “yes” to a job!
- You must message leading, and invite ... you need [Communication with Adults](#)-- about the Need to Share the Leading
- Consider [Activities as the Lure for Adults](#) (Schedule Stuff They Want To Do With Their Families – and Engage Them)
- Use [Recognition of Helpers and Leaders](#) (Show Appreciation – Build the Culture)
- [Right Size Your Jobs](#) (Slice and Dice Jobs into Bite Sized Bits that are easy to take)
- [Right Size Your Program](#) (Adjust Your Program to Make Volunteering Easier and Avoid Leader Burnout)

Plus [Other Tips](#) (to Encourage Helpers and Develop Leaders).



Create a Leadership Culture – A Pack and Den Policy of Every Parent Leads

1. **Recruiting Messaging: [You're Recruiting Families](#), not Just Youth.** Make it clear that the family is joining the Pack (and the Den) to do activities *as a family* with their Scout.
2. **It Takes a Village – Every Parent Leads.** Have and promote an “Every Parent Leads” (or “Every Parent Helps”) policy. Let families know that Cub Scouting is a family program with shared leadership, not a “drop off” program.
 - We're Building Stronger Families Through Scouting – and that means stronger parent leaders too.
 - One example of an “Every Parent Helps” policy is in [the downloads here](#).
3. **Recruit Right Away.** Don't let people believe ‘oh I'm too new to help’... everyone was new once. They *can* help.
 - Recruit for Assistant roles, or small roles, to start. Ideas about designing small roles in [Organizing](#) below.
4. **Explain What It Means to Lead – What You Expect from Parents.** Be sure the “Every Parent Leads” policy is specific. Like “if you are not active in a registered role (Cubmaster, Den Leader, Assistant, Committee), then you need to both
 - a) lead or co-lead { one? Two? } den activity/meeting for your Scout's den
 - b) plus active help on a program or event team (like Pinewood Derby, Campout, Blue & Gold Awards Banquet, Advancement Support, Membership, Fundraising, Communications, Snacks, etc.)

5. **Connect Positions to People's Passions.** Fill jobs based on what people prefer to do, not what *you* need to fill.
 - You may have a “gaping hole” at Popcorn Kernal, but if you talk someone who doesn’t like organizing or sales into that job, they will either not do it well or not at all. Or get embarrassed and leave the Pack.
 - Cultivate leadership in people by finding something that they’ll love to do.
6. **Don't Throw Your Wolf Leader to the Wolves.** Go with her to training & train the whole team by bringing along more parents who can help that den leader. Showing up with her shows that “this is a team effort”.
 - FYI, there’s some information in Scouting training that won’t apply to your Pack because All Scouting is Local.
 - *If you do training as a team event, you’ll have better results, because your team can collaborate about “how we do it” or “how we **will** do it” right at and after the training program.*
7. **Turn Joining Leadership into Joining The Team: It Takes Two (Me And You).** Many folks fear “leading all alone”. And for good reason: too often if someone “steps up” everyone else “steps back” and lets the leader do it all.
 - Recruit a “team”, like Den Co-Leaders ... a pair of friends or spouses can be a team of leaders.
8. **It Takes Two (Deep).** Let people know about the rule – two registered leaders present for each activity – and let them know that means every den will need more than two registered for when one of the registered can’t make it.
9. **Benefits of Leading.** And don’t be just “about the rule” but be sure parents know *why* it is important to participate.
 - Scouting is a family program, a parental support program, teaching life skills, to *prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.*
 - Leadership training like Youth Protection is valuable for protecting a parents biggest investment: their kids!
10. **Make Leading Fun – Have Social Time for Leaders.** Make some unit parent events just fun + social time to bond with no work ... a reward for leaders, and a lure for parents. All work and no play makes ... a dull Scout leader.
11. **Use Mentors – Use Good Role Models.** The person who did something successfully last time can often give advice to those who follow, and be an inspiration by helping a new leader.
 - This is another reason to “use term limits” as described in [Organizing](#) below: run it year one, mentor year two.
 - This is another reason to keep Troop Leaders connected to your Pack – those current Troop Leaders who are former Pack and Den Leaders can help continue a culture of helpful leadership and mentoring.
 - Registration in “multiple” units is free in Scouting – no extra charge to be a registered leader in a second unit.
12. **100 Points Policy?** Some Packs use (and a 2022 Cub Chat chatter promotes) using a “100 Point Plan” as a goal or expectation of parent participation. For example, Cubmaster or Den Leader is 100 points, but smaller roles – including bite sized bits of jobs described in [Organizing](#) below can be combined to hit the total.
 - One example of a “100 Points Policy” is in [the downloads here](#). Download and edit for **your** needs.
13. **Got Committee People Who Need a Job? Make “Succession Planning” a Committee assignment** – with the Chair.
 - Maybe this Committee Lead can organize the “Big Job” recruiting [process for Selecting Cub Scout Leadership](#).
14. **Hold People to Obligations.** Circle back to those who haven’t helped to remind them of your policy of “Every Parent Leads” ... they may have a good excuse or maybe they thought you didn’t mean it. Mean It!

More tips on how to create a Leadership Culture are below in [Recognition of Helpers and Leaders](#) (Show Appreciation).

Organizing: Tailor Your Local Org Chart and/or Wish List (List the Jobs You Need and Want)

15. **Unit Job Chart or “Help Wanted” – List Ways to Help.** Yes, you’ve got to list the big leader jobs (Cubmaster, Den Leaders at each rank/den), but show space for Assistants – *advertise being Den Co-Leaders!* – and **give parents a chance to help on “teams”** (sounds more fun than “committees”) that support events and functions like Campouts, Pinewood Derby, Fundraising (popcorn/camp cards), Banquet/Court of Honor, Advancement, Paperwork, Snacks.
 - A Pack Leadership & Volunteer Roles Chart is in [the downloads on this page](#).
 - You can download it, tailor to your Pack Program, and share.
16. **Break Down the Job into Parts.** Whether ongoing like Den Leader or event specific like Derby, carve up small roles.
 - No Leader has the full “tool kit” or “bandwidth” to do it all – get help where you can or need to be successful.

- Certainly true for event leaders: “run the Pinewood Derby” doesn’t mean “do it all”. It means organize teams. Have a Car Cutting Team, some Design/Painting advisors, a “Check In” team, a “Pit Crew” for running the track and race, an “Awards Team” for race awards and design awards, maybe Concessions, Driver’s License, more?
 - A Den Leader might break out regular roles where she needs help (or has help) like communications (reminders by text/email/phone/etc. of upcoming meetings), advancement detail (who did what + how to catch up if you missed a meeting), advancement bling (buying loops/pins), snacks, doing crafts, doing outdoor nature stuff (if you’re afraid of spiders or snakes, find an outdoor helper who isn’t), leading games. [More ideas here.](#)
 - Share the “lead” of Adventures by having [parents lead an Adventure](#) that fits their interest. More next ...
17. **Share Adventure Resources to Make It Easy to Lead.** If you ask a parent to “lead this Adventure”, don’t just say “it’s in your child’s handbook – look it up”. Help them out! We have plans – you need to share them with parents!
- Share [the Adventure Resource page](#) for the Adventure with plans and videos and other ideas. Maybe more helpful are [the Assembled Den Meeting Plans found here](#) and the [Den Meeting Plans for “mixed grade dens”](#).
 - Print the *Assembled* plan and walk the parent/leader through the plan and discuss *how* to lead. They can do it!
18. **Share Event Plans + Ideas for “Next Time”.** If you’ve done something before (campout, Pinewood Derby, Blue + Gold Awards Banquet, etc.), hand down the plan. Write up “lessons learned” about what worked and what didn’t.
- Don’t limit events to “how we did last year”. Be open to new ideas so this year’s parent leader can do it better!
19. **Unit Job Chart – Show Open Roles.** List only people *really doing the job*, not just “holding the title”.
- You want people to see the real needs of the Unit ... if you’re a Cubmaster doing 3, 4 or 11 jobs on the chart right now because nobody else signed up, leave that blank (but do the work) until you get a volunteer.
 - Always show space for assistants, so that the list always shows a new way to join a team.
20. **Collect Assistants until you have a Leader.** For big jobs that are hard to fill, accept anyone who says “no, but I’ll be the ‘assistant’ – I just can’t be the one in charge” ... every helper helps fill the team.
- If you have enough “helpers” – if you have a big team – someone can step up to be the leader or co-leaders.
21. **Recruiting Assistants? Get Den Volunteers.** For big Pack events (Banquet, Pinewood Derby, Popcorn, Campouts) having “den volunteers” can help. It doesn’t sound as daunting – and it helps fill an event team.
- That will allow one of the team to step up and say “OK, I’ll run it with the help of all the den volunteers”.
22. **Term Limits / Exit Strategy / Waiting in the Wings.** Make it clear a job is for *this* program year, and someone new needs to step up *next* year. If people think “I’m signing up to be the den leader *forever*” they will say “no”.
- Welcome the volunteer who says “I’ll assist this year and learn the ropes, and lead it next year”.
 - Having a clear term helps families stay with the program – sometimes if a Leader must step back they think they need to pull the family out of the program completely because they stepped down. Don’t let them think that.
23. **Doing Too Much? Resign Early (and Just Assist).** Yes, quit, but announce you’ll be the assistant to the next person ... this doesn’t mean that “you’re gone”, it means you’re there to give “on the job” training and support.
- Maybe require all fifth grade parents who are Pack Leaders (and who will cross over) to just be “assistants” to parents of younger Scouts who will be there longer.
24. **Unit Job Chart – Show “Available Volunteers” (Those Who Haven’t Volunteered).** After asking a bunch, list those “not signed up and not exempt” so that (hopefully) those parents see “I’ve got to find a role”. It’s a good idea to exempt spouses of key leaders like Cubmaster and Den Leader, and special circumstances (e.g., health, deployment).
25. **Feedback.** Ask your volunteers how it’s going, and if something isn’t right, try to fix it before they leave.
- You don’t just organize one time – you’ll do it in reaction to what’s happening now!

More tips on Organizing are below in [Right Size Your Jobs](#) and [Right Size Your Program](#) because those are key ways to organize your Pack and Dens towards success.

Communication with Adults-- About the Need to Share the Leading

26. **Sign Up Sheets.** Give people the chance to sign up at events ... and make your Unit Job Signup Chart public.
- Include the “small job” roles that you identify in [Organizing](#) above.

27. **Sign Up Online.** Some people are more comfortable online ... use your resources. Signup Genius is transparent and will show “who signed up” right away. There are more tools – use one you like!
28. **Talent Survey.** Ask what people can do. A [Cub Scout Parent Skill Survey is found in the downloads here](#) and at the end of [each of the Assembled Bobcat Den Meeting Plans](#).
 - Make it a brag sheet ... *“this is what I like to do”* and *“this is what I want to do more when I get time”*.
 - Or *“this is what I used to do before I had kids!”* Turn those interests into ways those parents can support the kids in the Pack. *“You like doing this, can you help the Den doing that?”*
29. **Get to Know Parents.** Survey or not, talk and listen, and let parents open up about themselves, jobs, interests. Ask what they like to do, used to do, fun places they’ve been, sports, hobbies ... favorite books, apps, whatever!
 - Be Facebook friends, and you can find out a lot about people ...
30. **One on One Ask.** Once you know a person, make a one on one pitch for a job ... if you ask a group, or even two people (even spouses), each thinks *“oh, you were really asking her, not me”* or *“someone else will do it”*.
31. **Ask in Person.** For a critical job, it’s easy to say “no” by email, text, phone, ghosting ... harder if you’re in person.
 - For big jobs that are hard to fill, get a group of respected stakeholders to help with the “in person” ask.
 - Maybe take the prospect out for coffee or lunch.
32. **Specific Ask / Small Ask.** Make sure your request is specific ... give them a request they can say “yes” to by being really specific about the job details. Show that they can take it and succeed.
33. **Find the Right Ways to Make a “Group” Ask.** At some point you will have to do a “Group Ask”, and the “ask” is different depending on whether you have few leaders or lots of leaders and just need backup.
 - Some Den Leader Recruiting Scripts are [in the downloads on this page](#).
 - Download and tailor that to your local Pack and Dens and the existing leaders and mentors you might have.
34. **Be Prepared Pledge Card.** Take some jobs and put them out there for signup on a “pledge card” ... as one way to gather interest ... just put the jobs that might gather people in, or that you need the most right now.
 - An example of a Troop Pledge Card is [in the downloads on this page](#) and could be adapted to a Pack
35. **The Lifetime Demo.** Whether yardstick or adding machine tape, show how little time is left to make a difference in a young person’s life ... we get them from about age 6, and by age 11 or so they will be too independent ...
 - An example of this is the “Yardstick Timeline Pack Family Recruiting Script” [in the downloads on this page](#).
36. **Visualize the Present.** As part of a Pack Orientation, in a room around the parents, tape up an image of each parent – simplest is a sheet of paper with name and hand outline, but you could have full body outline too.
 - As they get the Unit Job Chart or “Help Wanted” List, encourage them to write on their sheet their role(s).
 - Congratulate those who volunteer, and focus on everyone else to do the same and sign up for *something*.
37. **Visualize the Future.** If you have a leadership transition coming, show everyone what the future holds:
 - At a Pack Event, have the leaders step forward. Then show who is gone next year by having them step back.
 - Let parents see that they need to step up and take their places.
38. **Play Support Jobs Trading Cards.** Have cards naming Pack and Den jobs, enough for everyone in attendance -- big jobs and small jobs – have multiples of some.
 - Hand out cards to every parent and say “this is your job, but you have 15 minutes to trade with someone else so that everyone finds a job they like”.
 - A set of Pack Leadership & Volunteer Role Cards can be found [in the downloads on this page](#).
39. **Play “Cards on the Cubmaster”.** If you think your group won’t play that game and share nicely, show them how it plays out if you cover up the Cubmaster with job cards or dump on the den leader in the same way.
 - Take those cards naming Pack and Den jobs – call out each one – hand them to the Cubmaster.
 - Get dramatic about it: with each card, add *“I guess this is another job the Cubmaster has to do for you”*.
 - Bottom line: it’s not fair to cover up the Cubmaster or dump on the den leader. We need to share the jobs.

40. **Juggling Jobs.** A fun variation on “Cards on the Cubmaster” to show what it’s like if the Cubmaster has every role.
 - Toss balloons to the Cubmaster for each Unit Role and see how long it takes for the Cubmaster to drop the ball.
 - Throw in some wild cards like “taking care of ill parent” or “big project – longer hours at work”.
41. **Too Many Hats.** Ha Ha, we always talk about leaders wearing many hats. It’s funny – until it’s not.
 - Like Juggling Jobs ... get party hats with the Job Cards on the hat, and try putting the hats all on one person.
 - Share the hats until every parent in the room has a hat and a job.
42. **Job Lottery.** Just to make it clear that everyone helps, pack a job, then pull a name to assign to the job.
 - P.S., this is not a way to actually *fill* jobs, but to make it clear someone’s gotta do it.
43. **Don’t Give People an “Out” by Limiting How Many Leaders Need to Step Up.** Yes, your *goal* may be “we need one registered leader for every 5 Scouts” – but *don’t make that your message*.
 - Why? Everyone will think “*great, 80% of us don’t have to help ... let someone else step up*”.
 - Stay on message that *every* parent helps so that nobody has that “easy out”.
44. **Adult Peer to Peer Cards.** OK, if youth “peer to peer” cards are good for recruiting, why not “Parent to Parent” cards used to invite parents to help lead.
45. **Use a Non-Uniform Method.** At recruiting events or parent planning meetings, maybe don’t wear a uniform. The message received might be “*you uniform guys are the leaders*” and “*us regular clothes guys aren’t leaders*”.
 - Show that there is no difference between current leaders and future leaders, that we’re all the same.
 - And that once they register they can put on their Scout shorts two legs at a time by jumping in just like us!
46. **Use a Uniform Method – The Shirt Off Your Back “Fashion Show”.** Be sure your wardrobe can do this and sizes are compatible, but if you get a potential volunteer, offer to help so much that you’ll give “the shirt off your back”.
 - Then do it, putting the shirt on the new volunteer to “try it on for size” ... fashion runway applause should result!
47. **What’s More Important than your Kid?** Gather the parents around a table in a room away from the Scouts at an event. Ask everyone to place their wallet on the table. Then, ask them to move to another room (or outside).
 - When they reach for their wallet, say, “*Oh, no, leave that here!*”
 - When you get a few quizzical looks respond with, “*You didn’t pick up your kid(s) when you left the other room; are they less important than your wallet?*”

Activities as the Lure for Adults (Schedule Stuff They Want To Do With Their Families)

48. **Use Your Calendar of Fun Activities as a Lure!** When you share your Calendar of Fun Activities you’ll get interest and reaction from some parents – take advantage of that parent interest to find out how they can be lured to lead.
49. **Have a Calendar of Fun Activities, but Ask for More Ideas Too!** You’ve set a Calendar of Fun Activities – great!
 - Don’t fail to ask for ideas for more fun activities. If someone has an idea for a good new unit activity ... go for it.
 - “*We’ve never done that before*” isn’t a good reason not to do something new and fun ... If it’s fun for kids, fun for families, and safe, it’s Cub Scouting. If you add new events, you might also add new leaders.
50. **Over-Schedule Fun Activities.** The more you *aim* to do, the more families might aim to make it work.
 - If doing things as a Pack of Families is valuable, then you can really make your Pack successful.
 - Put it on the list ... when somebody steps up to go, maybe you’ll have a leader for that event or more.
51. **I Know What Guys Want.** Most dads do something or did something before kids. Do (did) they golf, bowl, tailgate, fish, run, hoop, tennis, ski ... find what they do, and make it part of **your** program.
52. **Know What Moms and Girls Like Too.** Find out what your moms do too, or want to do, or did before kids ... there may be great activities. Even in a “boy only” Pack, activities that include sister siblings may work out for everyone.
53. **Joint Venture.** If you have Girl Scout Troops and other youth groups in your community, see if there are activities that you can do together. It would be a shame if you thought “*we don’t have enough people do to [this activity]*” and they thought “*we don’t have enough people do to [this activity]*” and it turns out “*[this activity]*” would have worked if you just did it together ... so, why not? All Scouting is Local, and use your resources!

54. **Fun Activities Can be the “Gateway” to Advancement Leaders.** When doing a fun activity like a back to school pool event, at some point some new parent will ask: *“Is there a badge for this?”* Your answer: *“why yes there is”*.
- If you’re prepared at a Swimming event, you’ll have copies of *Assembled Plans* for the [Swimming Adventures](#) ... and you’ll enlist that parent to help teach the kids. Fishing? [We’ve got plans](#). Bike Ride? [Yes](#). And [More](#).
55. **Make Sports Work For Scouting.** Don’t let “we can’t do Cub Scouts – we have Sports Practice” keep families away.
- A Den could build a calendar around the sports practice and game calendar.
 - Maybe “mini meetings” (with snacks!) after practice or games? Recruit the whole team!
56. **Trophy Turnabout is Fair Play.** The Parent who is excited about something is more likely to help! The parent asking about Pinewood might start as your car cutter or workshop leader or run the “outlaw” adult derby.
57. **OK, We’re Not Doing This Activity This Year.** Here’s a game for an organizing meeting or orientation session as you seek volunteers – not for when youth are around (it can be traumatic to them).
- Seek signups on a sheet passed around or posted on a wall for parent volunteers to organize and help with key fun events like Pinewood Derby. Announce the need to sign up.
 - After giving it enough time and turning to other business, if no signups are on the sheet ... crumple and toss the sheet saying *“I guess we don’t care enough to put this event on, so we won’t have a Pinewood Derby this year”*.
 - This is sort of extreme, but it can get a message across.
 - No volunteer leaders, no Cub Scout Activities. We all need to help.
58. **Cancel an Activity – That Will Show Everyone!** Seriously. If you cancel, and people ask why ... let them know *“well, we could have done that and we asked for a leader, but – sadly – nobody volunteered – could you lead next time?”*
- It’s good to have an “easy” activity – like a “Scout Night” Braves game – that fails due to a lack of an organizer.
 - It makes people step up so that the next activity does not fall through.
 - This is a benefit of “over-planning” the calendar with lots of activities. Some can be sacrificed for that message.

Recognition of Helpers and Leaders (Show Appreciation)

59. **Recognize.** Make a great big huge loud deal about any parent who steps up and helps.
- If done well, not only will other parents notice, but the Scout will push his parent for more recognition.
60. **Inauguration Ceremony.** As part of that, have a formal “Inauguration” of your new registered leaders.
- Present them with their patch of leadership, give them a certificate, make a great big huge loud deal about it.
61. **Recognize, II.** Did we mention that you want to make a big huge deal about “thank you” for *everyone* who helps??
- Even if you are recognizing with just applause or a free bauble from some work conference you attended or some overstock patches from the Program Center (ask, they have them!), make it a great big huge loud deal!
62. **Honor Roll.** Have a regular “heroes” recognition for those who are getting it done – leading and helping.
- In a newsletter, email, Facebook post, poster on the wall at meetings, PTA ... use pictures and spread the word.
63. **Parent of the Month / Stars of the Game.** Have a recognition process for parents who help.
- Maybe monthly, maybe also right after each event. Think Hockey, with “Three Stars of the Game”, or Soccer with “Man of the Match” recognition – each right after the game is over.
64. **Awards.** Beyond just “thank you” recognition, be sure leaders are getting awards for service.
- There’s lots of official Scouting America awards, and you can make up your own too!
65. **Recognition Beyond the Pack.** Not “instead” of Pack event recognition, but you can get a lot of mileage if you can recognize helpful parents in public ways on Church, School or Community newsletters, websites, etc.
66. **Thank You Notes.** Never underestimate the power of the handwritten thank you note. You’re welcome!
67. **Thanks Giver (A Recognition Coordinator).** A role for a parent who loves Scouting, but in the background.
- Task them with the job of saying “thank you” to everyone who helps ... share this list and all the ideas.

Right Size Your Jobs (Slice and Dice Jobs into Bite Sized Bits)

68. **Slice and Dice.** Flagged above in [Organizing](#) but important: break down jobs into bite size pieces that people can do.
- A person may believe “I can’t be a den leader” but if asked: “can you lead this game? (here’s the instructions)” or “can you lead *this part* of Bobcat? (here’s the plan)” ... they can say “yes”.
 - They can succeed best if you share resources with them like [the Assembled Den Meeting Plans found here](#) and the [Den Meeting Plans for “mixed grade dens”](#).
69. **Plan to Assign.** When you have an event, have specific jobs you assign to individuals.
- Have sheets or cards telling the volunteers what to do, but once they lead and succeed, you’ve hooked ‘em!
70. **Split Up Den Meeting Jobs.** Get to know what people can do – and assign away. Some [ideas here](#).
- Let the planner plan, the game leader game, the crafty one craft, the phone person take photos and video.
 - Have the “is there a badge for this” helicopter parent put on recognition ceremonies ... use your imagination.
71. **Assign at Fun Events Too.** Yes, even if you can do it better and faster, make it your goal to assign bits of the fun event to others to lead, whether leading a game, or fun ways to do a hike, or simple instruction on a skill ... have some sort of easy “cheat sheet” that shows what you want the Parent to do ... let them lead and succeed!
72. **Split up Administrative Jobs.** Don’t Dump on the Den Leader. Don’t make the Den Leader Do It All !!!
- Let someone else call and poll the den about “are you coming on the campout”.
 - Have someone else bring snacks, collect paperwork, track advancement, coordinate fundraising for the den.
73. **Get the Right Job for the Right Person.** A person might be a terrific den leader, leading 8 to 10 Scouts.
- But that person may not be right in the role of a Cubmaster who needs to be skilled at leading 8 to 10 den leaders or a Committee Chair coordinating all aspects of the Pack and the Leader Team.
 - A leader has to know his limits. And if you’re recruiting you need to gauge those limits.
74. **Efficiencies of Scale.** Share Unit Committee Membership between your Pack and Troop.
- Similar jobs can be covered in both a Troop and a Pack, like applications, popcorn, camp cards, charter renewal, Youth Protection Renewal Reminders, etc.
 - Plus, Troop Leaders can better “mentor” Pack and Den Leaders that way ... and there is a great value in having some joint Pack and Troop activities so that Arrow of Light Scouts continue in Scouts BSA Troops.
 - Troop and Pack Leaders can be “multiple” registered in the other unit for free.
75. **Rotate Jobs / Every Parent is a Co-Leader.** No single Den Leader? No problem if parents work together.
- Get everyone together and assign events so everyone takes a turn leading.
 - Some Dens will assign a different parent (or team) to lead each Adventure. [Here’s resources](#). They can do it!
76. **Protect Your Volunteers.** Avoid mission creep ... a den leader who volunteered for a den of 8 shouldn’t be locked into an infinite number, forced to lead a den of 12 or 15 or 20 – that’s just not fair.
- *You’ll end up with no Den Leader and no Scouts and no program for that grade level.*
77. **Numbers are Real – There’s a Reason for Den Size Limits.** If 8 Tigers become 16 Wolves, and you don’t have 2 Den Leaders to split into 2 Dens you *will* lose Scouts. In most cases, the Den will revert to 8 or so. Here’s why:
- Too many of the Scouts will get lost in the crowd. They won’t feel enough attention or connection with others.
 - Note: splitting into two dens doesn’t mean you are completely separate – only when you need to give attention or foster connection, like “Talk Time” and small group activity where Scouts need adult attention.
 - Openings, Closings, Games? Do those together if you want.
78. **Use Welcoming Parents (New Member Coordinators).** You’ve got parents who love Cub Scouting but don’t want to be Den Leader or Cubmaster. They might help you find the next Den Leader or Cubmaster. Here’s how:
- Engage them to be “greeters” or “welcomers” at your events. Also called “New Member Coordinators”.
 - Be sure they know how your Pack works and how parents can be involved.
 - Task a team of them to welcome people to your Pack events and share your information (like a [Pack Packet](#)).

Right Size Your Program (Adjust Your Program to Make Volunteering Easier and Avoid Leader Burnout)

79. **Maybe Less is More?** Every Pack is different. If yours has weekly den meetings, monthly pack party, plus a pack activity, and a leader meeting and social, with all leader roles filled and with assistants and successors – congratulations! If you're like many with few engaged leaders, you're struggling to put on program.
- Weekly meetings too much? Move to Monthly meetings. Many successful packs and dens do that.
 - Better to do that than burn out if you try to do too much or put people off with poor program.
 - If/when you get enough help to meet more often (parents energized and wanting more), then do it.
80. **Don't Be a Captive to the Calendar.** Make your schedule work for your leaders to keep them happy. Easy example: if it's anxiety and struggle to "get the kids to rank" by a February Blue & Gold Awards Banquet (usually the "high point" of the year and the biggest attendance), why not do your Banquet and Awards later in the Spring?
- Worried you're "late" for Scouting's birthday on February 8? Don't. Scouting is kind. Scouting understands.
 - Your Aunt Millie? She *won't* understand, so don't be late for *her* birthday!
81. **Are Weekday Activities (Meetings) Hard for Parents?** This is super common. After a hard day at work, it's hard for parents to put on Cub program. Just because your Pack "always meets on Tuesdays" doesn't mean you have to.
- You might get more parent participation – and have more fun – doing weekend activities.
 - It is very easy to knock out [Cub Scout Adventures](#) using a "we just meet on weekends" schedule.
 - And Dens don't have to meet "all at the same time and place".
 - You might have a Tuesday evening Den and a Weekend Den, each in the same grade level.
82. **The Perfect Program is the Enemy of the Good Program.** Don't have "den meetings" if you don't have enough leaders to lead them (1 able leader and 1 Assistant for every den, max of about 8-10), because too big and too unplanned turns into chaos and failure and sadness.
- Just do [weekend fun family stuff](#) – with simple, easy activities you can give to parents to do together.
 - When parents ask "when do we get badges", then maybe you've primed them to be more engaged, and maybe they will be willing to help lead [Den Adventures](#) – those links have Assembled Plans to let a team lead.
83. **Keep the "Outing" in "Scouting".** Don't let "Cub Scouting" become "Cub *Schooling*" with too many indoor meetings.
- The Program is built to be outdoors, always more fun with a hike around the block or play in the schoolyard.
84. **Make the Program Fun For Families.** Be sure parents and families are engaged.
- Don't do a "Pack Meeting", make it a "Pack *Party*". Engage Parents as much as Scouts in games and such.
 - Or (see next tip) don't do Pack "Meetings" at all – just do "out and about" Pack "activities".
 - Don't have "Den Meetings", have "Den *Adventures*" ... that's what they are called in the Handbooks.
 - "Meetings" sounds boring. Party sounds fun. Adventure is what we want.
85. **If it's Not Fun ... Don't Do It.** Face it. For many Packs, old-style "in the room" Pack Meetings of announcements, skits and such are often hard to produce, often not fun. If they *are* super fun, great! If not, make your Pack events "hands on" "go fun places" "do fun things" events. With fun activities, no one will miss pack "meetings".

Other Tips (to Encourage Helpers and Develop Leaders)

86. **Identify Barriers to Volunteering.** Step back. Observe. Is there a "barrier" to volunteering, either active or passive?
- Sometimes the words read "Help Wanted" but if the message received is "Help Not Wanted" or "We'll Do This Because We Know How and You Don't", you might not get helpers to join your team.
87. **Let People Do It Their Way – Even if they First Fail.** Yes, you can do it better, but you have to let people try and fail and learn. Be there to support them. Let them grow into the best leader they can be ... "Do Your Best" is our goal.
88. **If They Fail – Don't Flog Them!** Even if you did it better, much better, *the best ever* ... keep it to yourself: *don't slam your successor*. See *something* they did great – praise that. If they need help, they can trust you and ask.
89. **Praise in Public, Criticize in Private.** Don't grouse about non-involved parents ... we want to praise behavior we want to see more of, not dwell on behavior we don't like. (But do ask them *in private* to help.)

90. **For Big Jobs (Cubmaster), Don't Ask Too Early.** With a strong prospect, slow and steady wins the race ... and helps you find the right role for that person. Get to know the person and find the right role.
91. **"No" Does Not Mean "Never".** The person who says "no" now might be a "yes" later ... don't write them off.
92. **Festivus.** An idea shared at a Commissioner College related to a Pack where the Cubmaster was doing way too much and the Cubmaster's spouse was sick of it. At a gathering of parents, the spouse commenced what sounded like a **Festivus "Airing of Grievances"** – the spouse demanded that unless everyone stepped in to help more in meaningful ways, the Cubmaster was going to be forced to step down. (It worked. Then. *But be careful!!*)
93. **The Godfather.** OK, don't be all heavy like **the Godfather** (who, truth be told, did help people out and said *"Someday, and that day may never come, I will call upon you to do a service for me"*), but if you do a solid favor for someone as a Scout Leader, you might be able to get a favor in return.

A Parable about Leadership Recruitment

A Scout Unit has four parents named **Everybody**, **Somebody**, **Anybody**, and **Nobody**.

There was an important job to be done and **Everybody** was sure that **Somebody** would do it.

Anybody could have done it, but **Nobody** did it.

Somebody got angry about that, because it was **Everybody's** job.

Everybody thought **Anybody** could do it, but **Nobody** realized that **Everybody** wouldn't do it.

Then **Everybody** blamed **Somebody** when **Nobody** did what **Anybody** could have done.