

Cub Scout Pack Volunteer Succession Plan

How to build your Pack's committee and fill other key positions:

Cub Scouting is a Team Sport, everybody has role in supporting the team.

The Rookies: Tiger Cubs

First grade parents should not be asked to take on too much in your pack to start with. However, it is important to let them know that they must help out in order for the Pack to run smoothly. *Simple, Short, and Fun* jobs are what you need to task these parents with. Getting them to take on supporting roles at events like helping out at the check-in table for the Pinewood Derby or running the pre-opening game before a pack meeting will help build confidence. After they get accustomed to helping out and seeing scouts in action they will become more engaged.

The Sophomores: Wolf Cubs

Your second grade parents have seen the program for a year and understand that parent involvement is a huge key to running a successful Pack. They also now know how much fun Scouting is. This is the time to ask them to get more involved by taking on a greater role in the pack. This year's parent base should be seen as your pack's main "support beam". Meaning, these parents should be asked to take on roles that support larger functions. A good example would be the role of Assistant Cub Master or Popcorn Chair. These are people who you have identified as good candidates to take over the role in a year or two when the current chair person or Cub Master steps out of that role.

The Veterans: Bear Cubs and 1st Year Webelos Scouts

This group will need to get the work of the pack done. These parents have been involved in the program for a couple years and have a good understanding of how things operate. This group must do the heavy lifting. The Pack Committee Chair and Cub Master more often than not should come from this group. Your Popcorn Chair and Membership Chair should also come from this group, parents with experience in the program and knowledge of the way things have been done in the past so they can improve on them if needed.

The Advisors: 2nd Year Webelos

Congratulations!! This group of parents has survived Cub Scouts. They have held all the positions in the pack and have taken every training under the sun. It is now time for these parents to put all the experience to good use. This group needs to step out of the key positions and move into a mentoring role for the Pack. These parents are only going to be a part of the pack for about half the program year anyways, so let them support and coach the new Cub Master or Committee Chair during that time. This way the new leader does not feel alone and on an island. They can run the first couple of meetings and if they fall short on something, the old leader will be there to help guide them.