

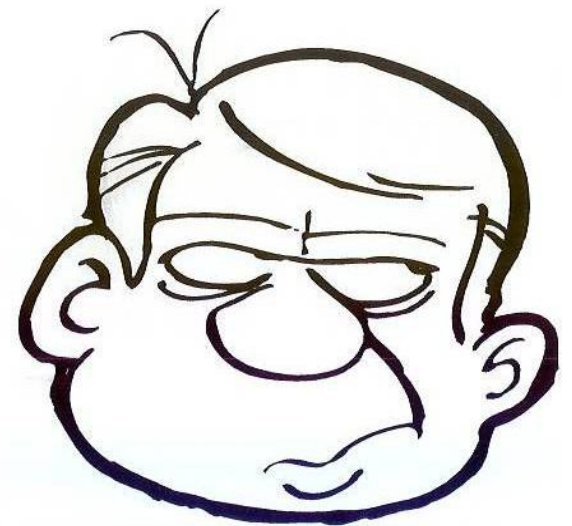
MEMBERSHIP



AND

RETENTION

Were you involved in
Scouting as a youth?



Why have you decided
to become involved as an
adult leader?





WHOOOOO

CAN

JOIN?

A BOY WHOOOOOO

- is 11 years old

- has graduated from the 5th grade

- has earned the Arrow of Light

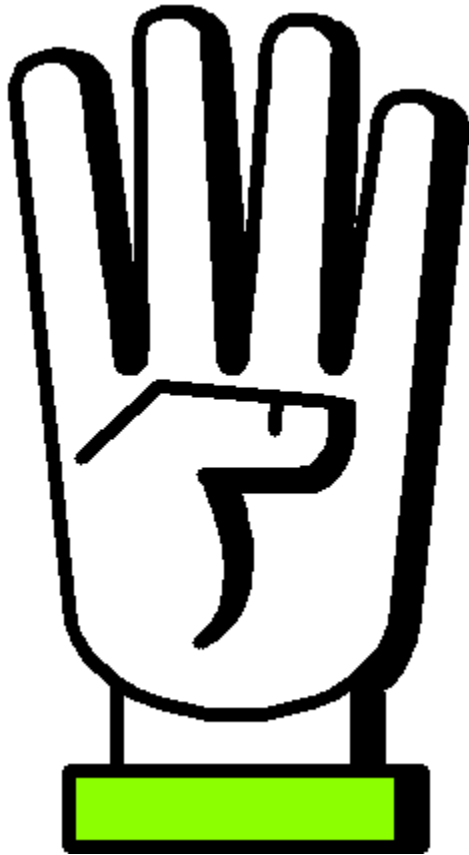




WHY RECRUIT BOYS?

for the good of the boy

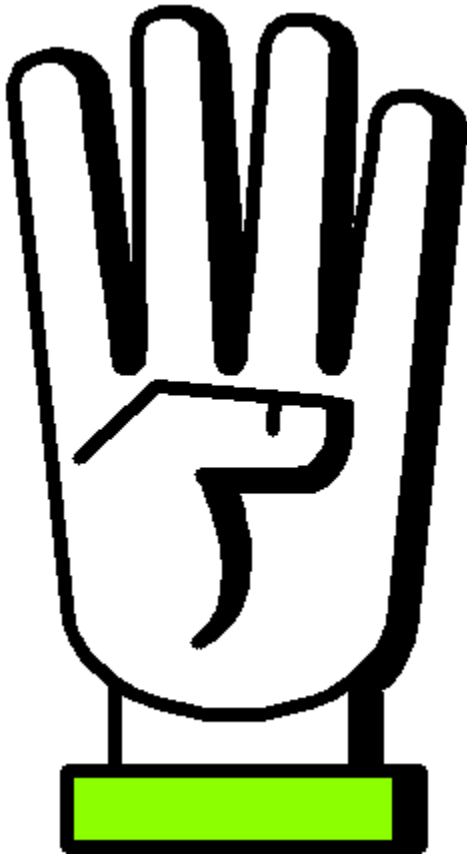
for the good of the troop



THE GOOD OF THE BOYS

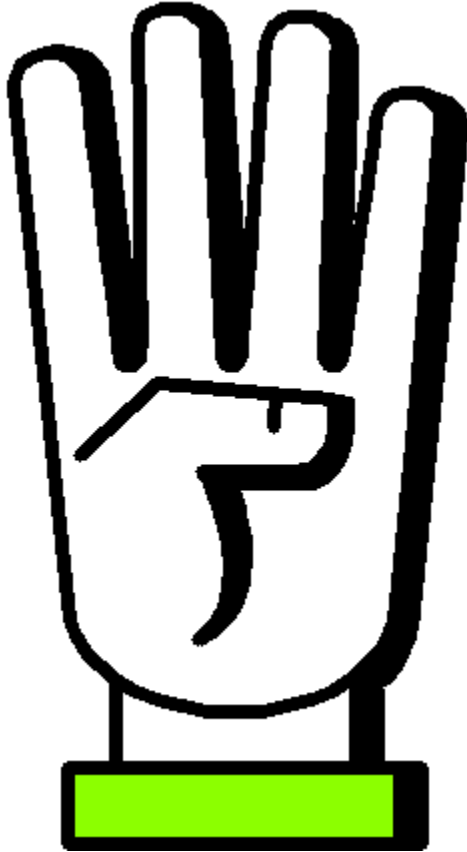
- fun
- adventure of camping and hiking
- to learn skills of achievement
- to make friends

THE GOOD OF THE BOYS



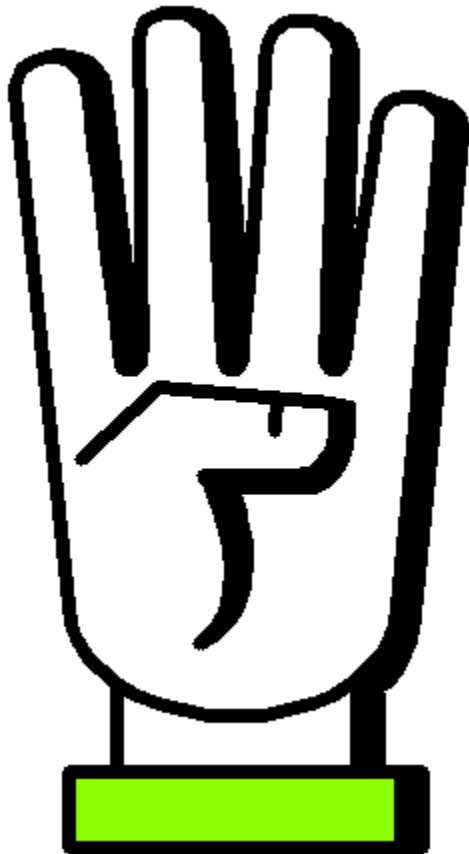
- * leadership opportunities
- * ethical decision-making
- * self-confidence
- * self-respect
- * self-discipline

THE GOOD OF THE TROOP



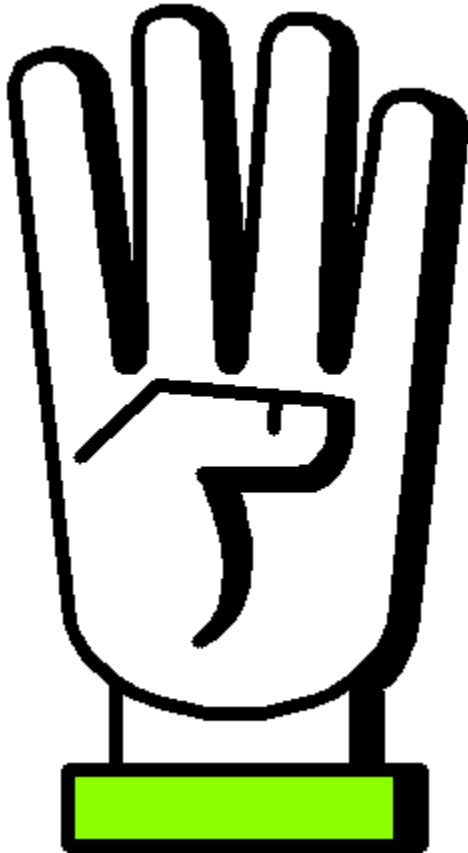
- fresh enthusiasm and energy
- provide increased teaching and leadership opportunities for current members

THE GOOD OF THE TROOP



- allows troop to maximize troop opportunities with multiple patrols and leadership positions
- ensure existence of at least one new scout patrol

THE GOOD OF THE TROOP



- new scouts bring new parents, guardians, and other adults who can join the unit and may serve in adult leadership positions within the troop
- an important means of encouraging diversity (racial, cultural, youth with special needs) in a troop



GUIDANCE AND SUPPORT

- roundtable
- experienced Scout leaders
- BSA professionals

BOY SCOUT RETENTION

not a simple one-dimensional challenge

- a 3-fold challenge (3 different age groups)

- 11 – 12 year olds (new Scouts)

- 13 – 16 year olds (experienced Scouts)

- 16 – 18 year olds(older Scouts)

- each group has different enthusiasm levels, scout-craft skills, leadership abilities, expectations of the program



NEW SCOUT RETENTION



- enthusiasm
- feels anything possible
- can try anything
- hero worships older Scouts
- insecurity (doesn't feel accepted)

The easiest way to get
rid of a new Scout

=

IGNORE HIM



NEW SCOUT RETENTION

- use the family interest survey and find each adult someone in the troop who can make them feel welcome
- use the survey to find them a job in the troop
- adult leaders must learn the new Scout's names
- get the new Scout to the "SCOUT" rank ASAP



EXPERIENCED SCOUTS RETENTION



- a vulnerable age to leave Scouting
 - “been there and done that”
- knows others expect them to be competent in Scout skills and leadership because of time in the troop
 - afraid to ask for help
 - afraid to expose weak areas

EXPERIENCED SCOUTS RETENTION



- don't force their activity or advancement
- rely on parents to help keep them active
- reinforce their "self-esteem" via the "teachable moment" (play to their strength)
- arrange "mini-adventures" with their own age

OLDER SCOUT RETENTION

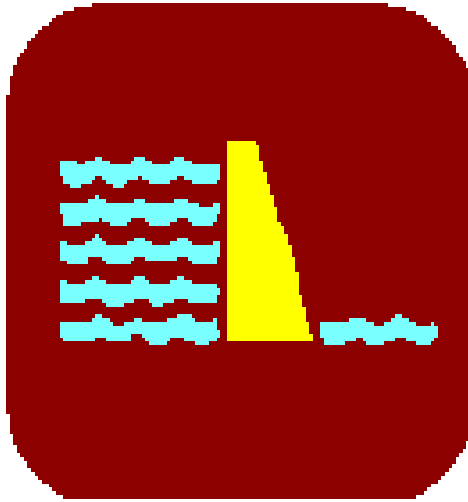


- been around longer and more self-confident
- understand their place in the troop
- feel responsible to the younger boys
- willing to make things happen and the troop continue, if given the responsibility
- willing to make time sacrifices, “if worth it”
- expect abilities to be recognized (trips/etc) (1)

OLDER SCOUT RETENTION

- consider high-adventure program
provide access to resources to
make trips possible
- promote youth leadership and allow the
Scouts to control and implement the
troop program
- recognize the extent other activities place
demands on the Scout's time

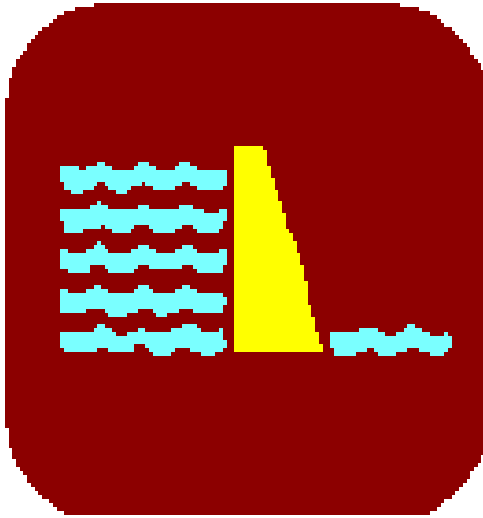




BLOCKING THE FLOW

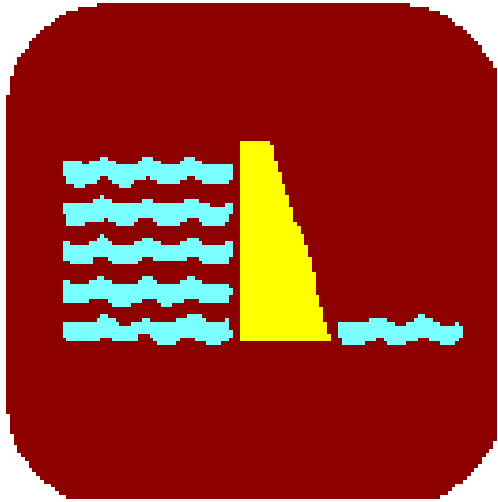
- Scouts stay in the program because it's more than FUN

IT MEETS THEIR NEEDS



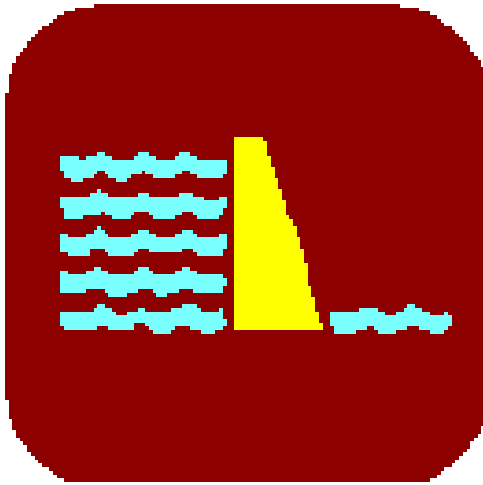
BLOCKING THE FLOW

Scouts with involved parents have a much greater chance of success in the Scouting program (these parents understand the program and help thru the “lean years” – ages 13 – 16)



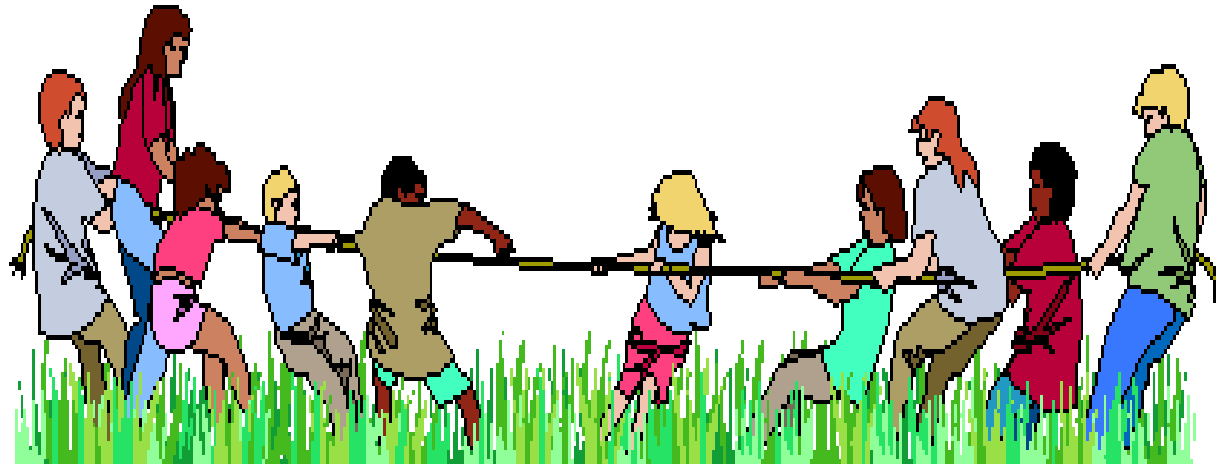
BLOCK THE FLOW

- trips, adventures, and advancement will not keep a boy in Scouting ALONE, if his needs for growth, responsibility, and self-recognition are not met



BLOCKING THE FLOW

- age is only a “group”
- each boy is an individual
- age and physical development are not accurate gauges for maturity
- a troop responds to meet the later two



BRINGING WEBELOS SCOUTS INTO A TROOP



BRINGING WEBELOS INTO THE TROOP

- the troop chartering organization may also sponsor a pack
- the troop may build relationships with several packs
- the troop may assign an Assistant Scoutmaster to maintain contact with Cub Scout packs



BRINGING WEBELOS INTO A TROOP

- the same Assistant Scoutmaster may be assigned to the new Scout patrol
 - parents may move into troop leadership positions
- schedule cross-overs to minimize time lost

PACK AND TROOP RELATIONS



- troop can schedule and conduct orientation meetings for information about the troop

- distribute the troop calendar

- slow slide-shows/pictures about activities



PACK AND TROOP RELATIONS



- assist with Webelos-parent-son activities
- conduct Webelos den-Scout troop campout
- conduct new Scout-parent conferences before boy-parent enters troop





GROWING

THE

TROOP

RECRUITING BOYS NOT CURRENTLY IN SCOUTING



sources –

parents

adult troop leaders

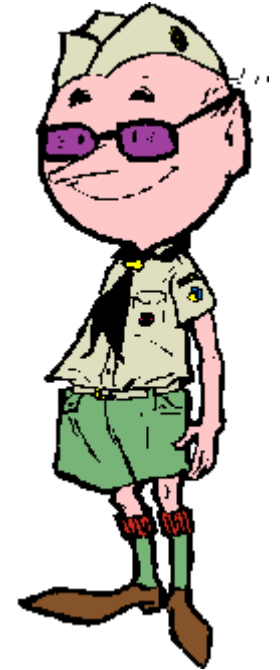
the boys themselves

parents

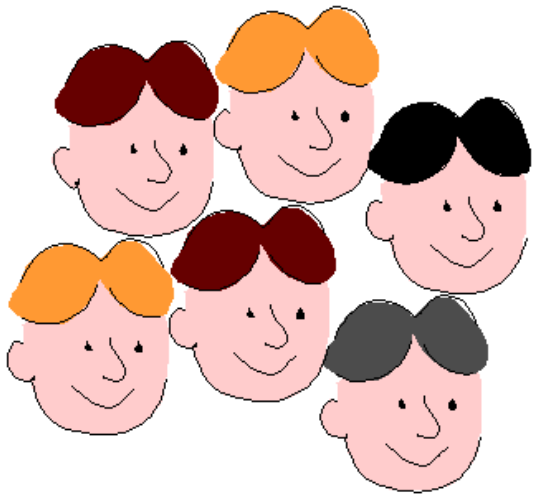


ADULT TROOP LEADERS RECRUITING BOYS

- presentations at schools, churches, service clubs, school cafeterias, your own chartering organization
- School night – need one of the troop's younger boys there and provide a copy of the troop calendar
- model campsite set-up outside



BOY SCOUTS RECRUITING OTHER BOYS

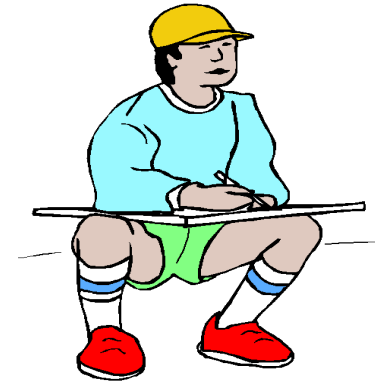


- friends
- friends of friends
- family members
- neighbors





BOY – TO – BOY RECRUITING



- friends
- neighbors
- classmates



- can offer incentives
to boys in troop
(gear, t-shirts, patrol awards)





SUMMARY

Scoutmasters need to understand that recruiting is important for both the benefits new members can offer the troop and the benefits the troop can offer the boy

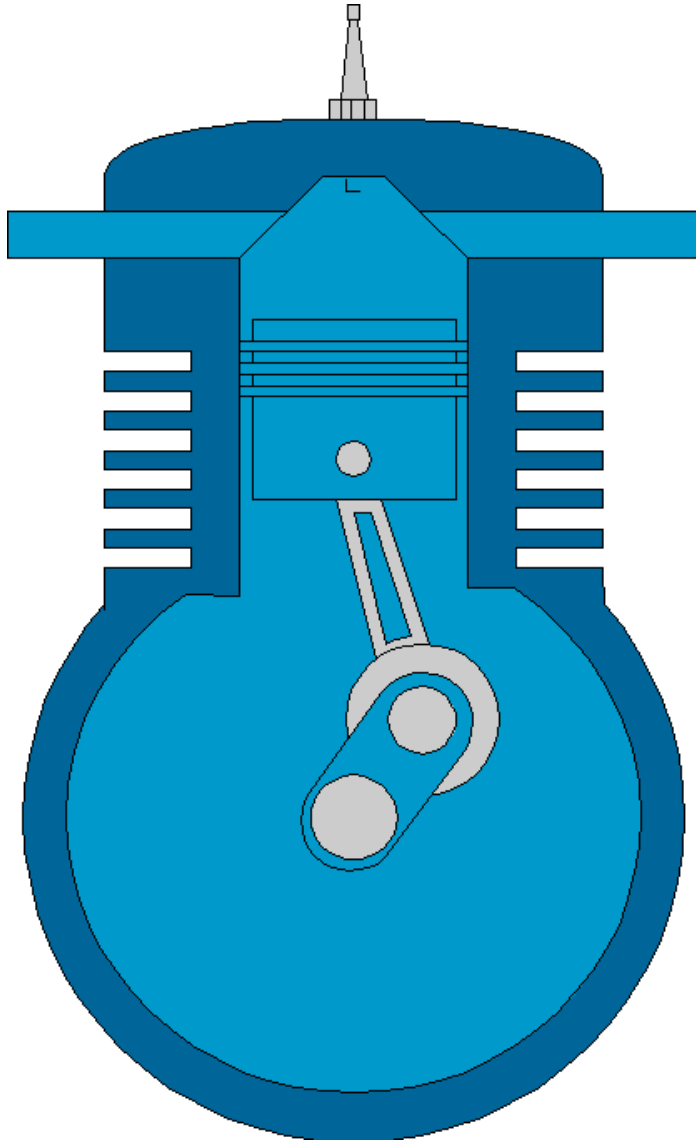
need to consciously work to bring in new boys each year



SUMMARY (CONT'D)

the biggest disservice we can do is to fail
to give a boy the opportunity to join the
BSA

it's up to the boy whether he wants to join,
but we owe him the invitation to take
advantage of all that Scouting has to offer



Retention and
recruitment are
similar to the opposite
strokes of a
2-cylinder engine

-

each helps the other
and
both are needed

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