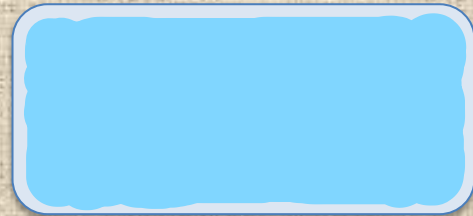


Welcome to



**Acclimating New Cub
Scouts & Parents to
Your Pack**



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Course Objectives – Understand & Discuss the “Whys”

- **The reason that parent and their child joined Scouting and your unit**
- **The importance of Welcoming your new Scouts and Parents to your Pack**
- **The importance of this involvement of both youth and adults**
- **How a New Member Coordinator can play a key role in your unit’s Welcoming Process**

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What the youth want.....

W YOUTH
H do they want?
A FUN
T FITTING-IN

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What the parents want.....

W PARENTS
H do they want?
A ARE MORE
T *COMPLICATED.*

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What the parents want.....

**ORGANIZED
PURPOSEFUL
ACTIVITY with
TRAINED LEADERS**

They believe will
ENHANCE
their child's life

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**NEW MEMBERS
JUST
WANT TO
“FIT IN”
and have
a sense of
belonging**



Includes both youth and adults with disabilities

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What was it like for your family when you first joined your unit?

EXCITED?

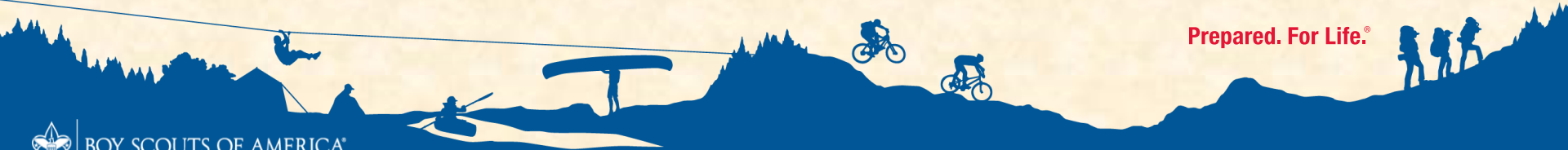


CONFUSED?

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WHAT MAKES THE DIFFERENCE IN THE FIRST FEW WEEKS?

NOT SO SURE ...

... LOVING IT!



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We need to remember
that our new Families
& Scouts need to be:

- Seen
- Heard
- Validated (Included)

This even holds true for our existing
Scouts and their families!!!!

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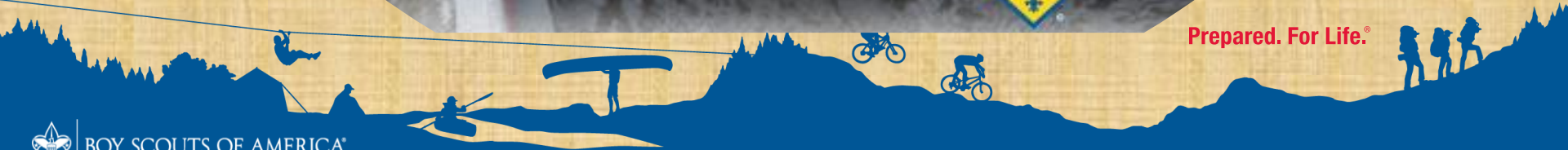
**Decrease
number
of families
who leave
soon after
joining?**



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NEW MEMBER COORDINATORS ARE THE



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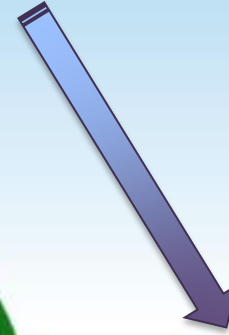
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What do New Member Coordinators do?

**#1
SHARE THE
BENEFITS OF
SCOUTING**

**#2
COORDINATE
UNIT
RECRUITMENT**

**#3
GUIDE THE
JOINING AND
WELCOMING
PROCESS**



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A white starburst shape with a blue outline, containing the text "Own It!".

Own It !



Create a sense of **OWNERSHIP** to build **SUCCESS**

Include Reflection / Assessment: What worked & where are your areas of opportunity & required support

Should strongly consider to include Tracking / Monitoring.....

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NEW MEMBER COORDINATORS

**ARE
HELPFUL.
FRIENDLY,
COURTEOUS
and
KIND**



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NEW MEMBER COORDINATORS

ARE
RESPONSIVE
and
FOLLOW-UP



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NEW MEMBER COORDINATORS HELP WITH



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Welcoming / Onboarding Best Practices

- **Be that friendly face**
 - *Continue close contact*
 - *Let families know you are there for them and they can count on you*
 - *Thank them for coming*
- **You do not need to know all the answers but promptly follow-up or direct them to those who could answer that question or concern**
- **Make a “top 5” list of things a new youth and their family would need to know**
 - *Don’t overthink it!!!!*
 - *Have your contact information available*
 - *Ensure you have the contact information of all your new families*
 - *Have your unit calendar available*
 - *Control that flow of information and watch the use of Scouting Jargon*
 - *<https://blog.scoutingmagazine.org/2021/08/12/make-sure-new-families-in-your-pack-have-this-info-as-soon-as-they-join/>*



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Welcoming / Onboarding Best Practices

- Ask yourself, “How is your unit leadership’s awareness and your meeting location accommodations for those with disabilities?”
- Follow-up and monitor new Scouts and their families
 - *Do they attend outings, den meetings and Pack Night?*
 - *Is their child advancing?*
 - *Bobcat or Scout Rank can be earned within 1 month*
- Should always be alert to new youth and their families who join throughout the year



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**Scouting is
compatible
and adaptable
with other
youth
activities**

**Flexibility
is the key!!!**



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Explain how both moms and dads can contribute to a pack or troop program.





How to involve new Parents

- **“Actively Listen”** to your new families during your conversations to learn their “passion”, concerns, and availability
- **Start small**
 - Do not be that “Bull in the China Shop”
 - Ask a family to bring treats
 - Engage them in an activity...the key is to make it interactive
 - Judge a Pinewood Derby Race
 - Assist with a unit event
 - Not to be that chair / lead
- **Utilize the Family Talent Survey**
 - See next slide



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FAMILY TALENT SURVEY



Each adult family member is invited to fill out a separate sheet.

Pack

Date

Welcome to our Cub Scout pack. Cub Scouting is for adult family members as well as youth. We have a fine group of families who have indicated a willingness to help. We invite you to add your talents and interests so that the best possible program can be developed for your child. We hope that you will enjoy being part of our pack's team and want you to know that whatever you can do to help will be appreciated.

1. My interests/pastimes include: ☐ Social Media ☐ Music ☐ Sports (please specify):
☐ Health & Fitness ☐ STEM ☐ Travel ☐ Other Parent Groups (please specify):
☐ Family Activities ☐ Gardening ☐ Cooking ☐ Crafts ☐ Video Games ☐ DIY Projects ☐ Writing ☐ Art
☐ Other Volunteer Work (please specify): Other (please specify):
2. A topic I would enjoy teaching youth is:
3. My job, business, or profession might be of interest to Cub Scouts:
4. I have training or experience that might be helpful.
First Aid or Safety-Related Training or Credentials (please specify):
Teaching, Coaching, or Mentoring (please specify):
Previous Scouting Experience (please specify):
Other:
5. I am willing to help my child and the pack by providing behind-the-scene support such as:
☐ posting on social media ☐ helping to welcome other new parents ☐ making contacts for trips and activities
☐ providing transportation ☐ serving as a pack committee member ☐ being part of a New Member Coordinator team
6. I would be willing to help my child and the pack by assisting to present the program, perhaps serving as:
☐ an occasional presenter ☐ part of a team helping a Cub Scout den ☐ Den Leader or Assistant ☐ Cubmaster or Assistant

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7. I can help in these areas (please check applicable boxes for all ranks):

General Activities

- ☐ Carpentry
- ☐ Swimming/watercraft safety
- ☐ Games
- ☐ Nature
- ☐ Sports
- ☐ Outdoor activities
- ☐ Crafts
- ☐ Music/songs
- ☐ Citizenship/flag etiquette
- ☐ Bookkeeping

- ☐ Computer skills
- ☐ Drawing/art
- ☐ Radio/electricity
- ☐ Dramatics/skits
- ☐ Cooking/banquets
- ☐ Sewing
- ☐ Transportation
- ☐ Hiking
- ☐ Other _____

Special Program Resources

- I have a van ☐ SUV ☐ or truck ☐
- ☐ I have a workshop.
- ☐ I have family camping gear.
- ☐ I have camping gear that others could use.
- ☐ I have access to a cottage, camping property or boat.
- ☐ I can help Webelos Scouts with Boy Scout skills.
- ☐ I can give other help. _____

Tiger Activity Areas

- ☐ Nutrition/health
- ☐ Magic
- ☐ Biking
- ☐ Astronomy
- ☐ First aid

Wolf Activity Areas

- ☐ Knots
- ☐ Sign language
- ☐ Coin collecting
- ☐ Physics
- ☐ Math/codes
- ☐ Collections
- ☐ Disabilities awareness
- ☐ Dinosaurs
- ☐ Compass use
- ☐ Health
- ☐ Gardening
- ☐ Civil service/military

Bear Activity Areas

- ☐ Pocketknives/wood carving
- ☐ Camping
- ☐ Computers/technology
- ☐ Citizenship/flag etiquette
- ☐ Fishing
- ☐ American Indian culture
- ☐ Animal care
- ☐ Forensics
- ☐ Physics
- ☐ Marbles
- ☐ Robotics
- ☐ General science

Webelos Activity Areas

- ☐ Outdoor cooking
- ☐ First aid
- ☐ Camping
- ☐ General science
- ☐ Disabilities awareness
- ☐ Survival skills
- ☐ Geocaching
- ☐ Geology
- ☐ Engineering
- ☐ Home repair
- ☐ Game design
- ☐ Wildlife
- ☐ Plant life
- ☐ Moviemaking

Adult Name _____

E-Mail address _____

[The best way to reach me is via ☐ email ☐ text ☐ cell phone

Street address _____

Youth Name _____

Phone(s) H- _____ C- _____ B- _____

☐ home phone ☐ business phone.]

City _____ State _____ ZIP _____

<https://filestore.scouting.org/filestore/CubScoutMeetingGuide/PDF/Appendix/34362.pdf>





Why a Family Joins Scouting.....

TOP RECOMMENDATION DRIVERS

	Cub Scout Parents	Scouts BSA Parents	Scouts BSA Youth
Scouting is a great value for the money.	1	1	
Scouting is really fun for me.	2	3	2
Our family feels like we belong in our Scout unit	3		
Scouting is constantly reinforcing worthwhile values	4	2	1
Scouting is our partner in providing positive youth programs to meet our goals.	5	4	
Being in Scouting makes me feel like I am part of something bigger than myself.	6		3

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Why a Family Stays in Scouting.....

TOP UNIT SATISFACTION DRIVERS

	Cub Scout Parents	Scouts BSA Parents	Scouts BSA Youth
Our unit has great outdoor activities.	1	2	3
I have support from leaders to be an effective contributor/better Scout	2	3	1
Our family feels like we belong in our Scout unit	3	1	4
Scout meetings are a good use of our family's time.	4	4	2

#ADVENTUREON

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Why a Family Leaves Scouting.....

TOP 5 REASONS FOR LEAVING

	Cub Scout Parents	Scouts BSA Parents
Unit had poor leadership/problems with leaders	31%	26%
Our family did not feel welcome	20%	17%
Child is no longer interested in the program	18%	32%
Too expensive	16%	18%
Lack of communication from leaders	15%	3%

#ADVENTUREON
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WHERE TO BEGIN

- Q. How do we engage and retain the youth and their families?
 - A: Cultivate an inclusive and welcoming culture for all.
 - Ensure everyone has a voice and is listened to.
 - Engage everyone in providing responsibilities.
 - Assign a “buddy” for new Scouts.
 - LISTEN and learn.
 - Hold feedback sessions (or survey for input if necessary).
 - Identify what’s working effectively and where opportunities lie.
 - Empower youth and volunteers to problem-solve.



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WHAT A WONDERFUL

SENSE OF

COMMUNITY & BELONGING

YOU CAN CREATE FOR THE

FAMILIES IN YOUR UNIT!

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New Member Coordinator (NMC) & Special Needs Scouting (SNS) Information Links

- www.scouting.org/marketing-and-membership-hub/councils/new-member-coordinator/
- <https://blogscoutingmagazine.org/2019/09/25/new-member-coordinator/>
- <https://www.scouting.org/wp-content/uploads/2019/03/New-Member-Coordinator-NMC-2019.pdf>

- Special Needs Scouting (SNS):
<https://www.scouting.org/resources/disabilities-awareness/>

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Questions? Comments!



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