

## **Recruitment Night Outline and Script**

1. **Pre-Opening** – 30 minutes before the opening
  - a. Have the pack set up displays (picture boards, Pinewood Derby track, awards, crafts, etc.). Join Scouting posters on entrance doors with directions to the meeting room.
  - b. Be prepared with pre-opening activities to keep scouts and parents involved.
    - i. Meeting can be killed quickly with uncontrolled running, shouting and horse play.
    - ii. Use the following suggestions to keep the crowd under control.
      1. Have parents and scouts stay seated together.
      2. Sing songs.
      3. Have games (word searches).
  - c. Have table tents and den flags to tell people where to sit (by grade). Make sure to have plenty of pens at each table so parents can fill out information.
  - d. Utilize current adult leadership to keep scouts and parents in assigned room and out of the halls and other areas.
  - e. Have parents fill out the attendance roster as they arrive.
  - f. Distribute Parent Orientation Guides, Pack Annual Calendar, Parent Talent Surveys, Boys' Life Mini Mags, and any other pack information as people sign in (**do NOT give out the adult or youth applications yet**).
  
2. **Opening & Welcome** – 10 minutes
  - a. Start on time!!!
  - b. Opening Ceremony by current Cubs Scouts of the pack.
  - c. Teach Cub Scout Sign (Sign Ice Breaker Game) Simply show the Cub Scout Sign and explain that these are the ears of Akela the wolf who is trying to hear what is going on. Have them make as much noise as possible and see how quickly they quiet when the sign is shown. Do this 3 times to work off some of their energy.
  - d. An important ingredient in any pack meeting is having some fun, so lead with a song.
  
3. **General Meeting** – 10 minutes
  - a. Briefly state purpose of meeting, tell about Scouting's opportunities in the neighborhood and inform how attendees may participate.
  - b. Explain how Scouting "does business".
    - i. The BSA creates a partnership with an institution such as school, church, civic group or group of citizens, who provide a meeting location, help in selecting leadership and often assist with financial support.
    - ii. The Boy Scouts of America provides program, literature and other materials, training for leadership, and major activities including provision of camping facilities.
    - iii. All this is accomplished through the New Birth of Freedom Councils' resources which presently serve more than 9,000 members each year in 300 various programs.
  - c. General Presentation (Discussion Bullet Points)
    - Great emphasis should be placed on giving each parent the opportunity to join Scouting with his/her child.

- Families with children of Scouting age are the major resource of Scouting's leadership.
- Program leadership is volunteer driven
- Full support and cooperation of every family is essential to a successful Scouting program.
- Families can help do their share by serving as: pack leaders, assistant leaders, den leaders and committee members.
- Providing resources such as transportation help for Cub Scout outings.
- Scouting believes it has the finest program available for youth, but it is not in the babysitting business, so parents...we need your help.
- Active parental support is needed and each of us has talent to share with others.
- Please take time to be an informed parent and encourage your child in the Scouting advancement program.
- Many hands make light work, volunteer and help with time, talent and funds to ensure better Scouting for your child and others in the neighborhood.

#### 4. **Pack Leadership** – 5 minutes – Recruitment Coordinator & Cubmaster

**Recruitment Coordinator Script** – I always like to ask the question of parents, how many of you were involved in Scouting as a kid (either Boy Scouts or Girl Scouts)? It is always amazing to see our alumni, and I am sure that each of you has your own Scouting stories, which would be amusing to listen to. But I am also certain that each of you could identify those ways in which Scouting had a positive influence on developing your character. Personally, I have witnessed kids having great times in Scouting and not even realizing that their participation is teaching them life-long skills. Well enough reminiscing, I would like to introduce to you the Cubmaster of Pack (number and name). He/she will also introduce the rest of the current pack leadership that are present and share some of the great adventures planned this year.

**Cubmaster Script** – Quickly introduce current leaders and review highlights of packs activity schedule.

#### 5. **Den Development** – 10 minutes

- Now divide the room by grade-level and have families move to tables by grade, if they are not already segmented in such a fashion.
- Starting with the Lions, explain that this program is really cool, because it is the first opportunity that these youth have had to join Scouting. The program is designed to be an introduction to Scouting and a chance to explore the community. Lions meet bi-weekly as a Den and work on activities and advancements out of their Lion Handbook and have a lot of fun. Each Scout will need an appropriate uniform and prices for the shirt and handbook can be found in the New Parent Orientation Guide provided tonight. Lions are unique because each Scout must have an adult partner that attends meetings and outings, so finding leadership is easy. Have the Lions give their best roar on the count of three.

- Move onto Tigers, our 1<sup>st</sup> graders. Like Lions, each Scout must have an adult partner that attends meetings and outings. Tigers go on adventures and work on advancements out of their Tiger Handbook. All of the 1<sup>st</sup> graders meet together and when they get together they roar!
- Move onto the 2<sup>nd</sup>, and 3<sup>rd</sup> graders explaining the Wolf and Bear programs, each a little more challenging than its predecessor and also that much more fun. Each group meets weekly as a den. All will need the appropriate book and shirt. Have them howl or growl and then proceed.
- 4<sup>th</sup> and 5<sup>th</sup> graders are super cool and known in Scouting as Webelos, which stands for “We’ll Be Loyal Scouts”. Webelos is designed to be a transition program from Cub Scouts into Scouts BSA. This is where the adventure really begins, as Scouts do more outdoor activities like camping, hiking, etc.
- Each den comes together once a month for what is called a pack meeting. This is basically a party to celebrate all of the advancements being earned at the den level and we play better games, sing crazier songs and eat yummier snacks.
- Discuss joining fees of \$33/year, plus \$12 for Boys’ Life/Scouts’ Life. Explain prorating of fees if applicable. Many of the additional costs of Scouting are funded through our annual fundraising efforts and cost families very little in out-of-pocket expenses.
- Each den requires a den leader and an assistant den leader, as we always have at least two leaders present at any Scouting event. We will talk more about these opportunities in just a moment, but you new Scouts have sat around long enough...

#### 6. **Recruit Adults** – 15 minutes

(Remember, the Scout Talk Recruits the youth, it is now time to recruit the parents.)

Have several of the current leaders take the Scouts to play a game (either in a completely separate room or outside). They can even work on some of the requirements for the Bobcat badge. This is a great chance for your partnering Scouts BSA troop to help.

- A. Set the stage (the object is to get them excited about the fun and the opportunities of being a leader and set their mind at ease concerning the time involvement and difficulty). Suggested phrases are:
  - Many of you tonight will have the opportunity to be leaders
  - Many people don’t volunteer because they are:
    - Not interested
    - Don’t have time
    - Don’t know how
  - Counter these reasons with:
    - We know you are interested or you wouldn’t be here.
    - Out of 168 hours in the week, you can surely find a few hours to spend with your child and his or her friends.
    - We find time for what’s important to us.
    - We will show you what to do through proper training, Scouting would not have lasted 100 years if we allowed our leaders to not be successful.

- B. Explain Jobs – As parents, you have a choice between, “Children or Books”
- **Den Leader:** (hold up Program Plans) This is a real opportunity to work with your child and his or her friends. If all you do is follow the program outlined in the Program Plans you will have a good meeting. A 1-hour meeting is broken down into manageable parts and tells you exactly what to do each week. You meet at your convenience (including the time, location, and day of the week – this is one of the benefits of being the den leader).
  - **Assistant Den Leader:** Helps at den meetings. Two-deep adult leadership is required at all meetings and outings.
  - **Parent Committee Members:** The pack committee is the administrative body of the pack. They determine such things as fundraisers, policy, leadership, transportation, records and outings, as well as helping plan pack meetings.

- C. Motivate (can use other motivating stories here as well)

“Picture your child for a moment – if he or she is 8, 9 or 10; they have already spent 1/2 of the time they are going to be at home with you – when he or she is 18, 19 or 20; they will be gone – off to college, getting a job and having their own place, or joining the military. Now is the time your son or daughter needs you.

Now, you, are the most important and influential person in your child’s life. In fact, the Boy Scouts of America commissioned a study to ask kids this age a series of questions. “If you had a problem, who would you turn to?”, “If you needed help or advice, who would you ask?” Results showed you to be the #1 response when kids were asked these questions at this age. Those same kids were followed up with and asked the same questions when they were teenagers. If you can think back to how much your parents knew when you were a teenager, you have probably already figured out that you will lose your #1 ranking in the survey. Friends became #1 and parents fell way down the list. The outcome of this study is that if you want to have an impact on your child’s development, now is the time to invest, you can’t wait. Now you are the world to them, I encourage you to make the most of it. Scouting is a great family program that will help you instill the values in your son or daughter that will help him or her develop into a person you will be proud of.

Tonight I am going to give you a gift, the gift of impacting your child’s life dramatically, along with other kids in the neighborhood. The impact you will have on them, through Scouting, is proven to make them more successful in life and we all want that for our children.”

- D. The Close

“Momentarily, I’m going to step out for a while and ask that you introduce yourselves and get to know each other. Talk about what might be a good night and time for your den to meet and determine the best person to serve as den leader, assistant den leader,

and members of the parents committee for your den. Before I do, I'd like to leave with this poem."

### "A Child's Eyes"

"I'd like to be a Cub Scout" ...  
(Said eyes that were clear and true)  
"I'd like to learn, and play, and build,  
Like Jen and Freddy do."

"I know how to use a hammer;  
I can drive a nail if I try...  
I'm eight years old; I'm big and strong  
And hardly every cry."

The Scout took the application  
And parent-participation sheet.  
(Eyes were filled with sunshine  
Atop dancing feet.)

Next day my friend was back again  
A dejected face was had  
"I guess I'll skip the Cub Scouts."  
(Those eyes were now dark and sad)

"My Mom is awfully busy,  
She has lots of friends, you see,  
She'd never have time for a Den,  
She hardly has time for me."

"And Dad is always working...  
He's hardly ever there;  
To give them any more to do  
Just wouldn't be quite fair."

The Scout handed me back the papers  
With the dignity of eight years,  
And smiling bravely, left me.  
(Those eyes now filled with tears.)

Do you see you own child's eyes  
As other people may?  
Those looks when you're "too busy"  
Or "just haven't time today"?

A child is such a special gift...  
Why won't you realize  
It only takes a little time  
To put sunshine in those eyes.

You say, "I'll start tomorrow"  
But tomorrow is far away.  
Childhood is such a short time  
So won't you start today?

#### E. Leave Them.

Walk out of the room. Don't stand around to answer their questions or you will end up trying to select their leaders. If they have questions, answer them briefly, then take all existing Scouting leaders and leave the area. In about 5- 10 minutes check back to see what progress has been made.

Recognize those parents that have stepped up to help and encourage other groups to keep at it until they can resolve their need. Again, leave the room.

In the event a den can't find the leadership, try this – "I realize you are having difficulty, perhaps all of you work, or have small children, or work shifts. I can't solve your problem for you. For your child's sake, please try one more time to solve your problem. Perhaps all of you will have to work as assistants – see what you can work out and I'll check with you in a few minutes."

1. Recognize Leaders. As leadership is secured, call for attention and introduce the leaders, assign them their den number and ask everyone to give them a hand.

2. Registration (get help from several current pack leaders!)  
 Now it is time to pull out the applications to be completed, think of them as the contract to complete your sale.
  - Collect completed adult applications and registration fee. You will have to get clearances for each of the new leaders. You will then need to get the appropriate signatures on each.
  - Count money and applications. Give Cub Scout applications to the new den leader (do not hand out Cub applications before a den leader is selected). Ask the den leader to get all of them completed with the registration fee and Boys' Life fee (if wanted by the family). Ask him/her to put den number in top left-hand corner of application. The Den Leader gives the top sheet of the application to the new Cub Scout to start working on the Bobcat requirements.
  - Make sure that all of the parents have the back of their Parents' Orientation Guide filled out with all the important names and numbers.
  - The new den leader needs to make sure that the den roster is filled out completely (including names and numbers).
  - Collect the above information from each den.
3. All den leaders, assistants, and committee members stay; other parents may go home. Training and meetings need to be discussed.
4. If the Cubmaster and/or committee chairman is needed, call all the adults together. Tell them that they are off to a great start and the pack should be a good one. Tell them that all they need now is a Cubmaster and/or committee chairman and for them to decide who is the best person for the job. Leave them to make the decision.
5. Turn in all applications and paperwork to the Council Service Center. If scouts are found that signed the attendance roster and did NOT turn in an application, they must be called and asked why they did not sign up.

<b>Membership Tip</b>	<p><b><i>Unit New Member Coordinator</i></b></p> <p><i>Consider recruiting a New Member Coordinator for your unit. There is a description of the position in this packet. This position helps to welcome new families and help them get oriented to the Cub Scout Pack.</i></p>
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