

Unit Leader Recruitment and Succession Planning

Rules of Volunteer Recruitment

- Don't say "No" for someone else
- No one is too busy – busy people = productive people
- Everyone can do something
- The worst things you can do to a volunteer

Best Practices

Position Descriptions

- 1 Page Maximum
- Key Dates & Time Requirements
- Realistic Expectations
- Should Look Manageable
- cubscouts.org/library/roles-and-responsibilities/

Denver Area Council



Boy Scouts of America

District Chairman Position Description

Objective: Lead the district in providing quality Scouting programs to as many youth in our community as possible.

Key Responsibilities:

- ✓ Preside over and conduct monthly District Committee meetings.
- ✓ Strive for the completion of all district goals to achieve a Gold Level in the Journey to Excellence program.
- ✓ Maintain frequent communication with District Commissioner and District Director.
- ✓ Identify and recruit qualified volunteers to serve as District Vice Chairs.
- ✓ Assist Vice Chairs in recruiting adequate team members to carry out functions.
- ✓ Provide leadership in correcting and coaching district committee members.
- ✓ Identify, recruit, and train a replacement District Chair to assume role 3 years from commencement.

Key Meetings:

- District Key 3 Meetings: Monthly 1st Tuesday at 7:30am (required)
- District Committee: Monthly 2nd Thursday at 6:30pm (required)
- District Roundtable: Monthly 1st Thursday at 7:00pm (recommended)
- Council Board Meetings: Quarterly February, April, June, October (required)
- District Operations Meeting: Quarterly (required)

Break Down Big Jobs

Incentivize – Sticks & Carrots

- Discounts on Dues/Additional Dues
- The Yardstick Story
- Personal Growth
- Resume Building
- Patches & Titles



Transition Times



The Big “Don’ts”

Hoard Responsibilities

Dump and Run

Ghost

Eternal Roles

Fear Imperfection

Threaten

Questions & Discussion





Thank
you!!

Want more?

**Schedule a meeting
or presentation**

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