

Lifesaving #101 – Unit Retention

Help Them Learn to Swim!!



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BOY SCOUTS OF AMERICA®

Prepared. For Life.®

Key Measurement

*The Primary Measurement Indicator of a
Unit's Overall Success is*

RETENTION

Great Retention

Comes from a

GREAT PROGRAM!!



Program

Training

UC support

Camping / Outdoor

Summer camp

Day camp

Outdoor program

Activities

Advancement



Be Prepared!!

“Be Prepared.

The meaning of the motto is that you must prepare yourself by thinking out and practicing how to act.”

Sir Robert Baden-Powell

Founder of Scouting



Do Your Homework!!

- ***Unit Membership Roster***
 - ***Adults***
 - ***Youth***
- ***Unit Training Status***
 - ***Who IS and ISN'T Trained***
- ***Unit Advancement Report***
- ***Copy of of Unit Plan of Action and Budget***
- ***Past and Future District and Council Events Attendance and at Roundtables***
- ***KNOW YOUR UNIT(S)!!!***



Minimum Ideal Unit?

10 Active Advancing Youth

5 Involved Trained Adults

Effective Unit Key 3

Functioning Committee

Defined Yearly Plan and Budget

Assigned Unit Commissioner

Engaged Chartered Organization



Four Steps to Unit Retention

- ***Unit Visits***
 - ***What to Look For***
- ***Unit Health Assessments***
 - ***Twice a Year***
 - ***Detailed Assessment***
- ***Making and Sharing Unit Visit Reports and Action Plans***
- ***Charter Renewal***
 - ***Avoid Surprises***



Methods of Scouting

Patrols

Ideals

Outdoors

Advancement

Association with adults

Personal growth

Leadership

Uniform



ACT

One of the keys words to remember in retaining Scouts is ACT.

Advancement

Camping

Training



Unit Visit

“If you make listening and observation your occupation you will gain much more than you can by talk.”

***Sir Robert Baden-Powell
Founder of Scouting***

***Corollary – You have 2 Ears and 1 Mouth –
Listen TWICE as Much as You Talk***



Unit Health Assessments

- ***Not Meeting***
- ***Cannot Contact Unit Leaders***
- ***No Committee Meetings***
- ***No Yearly Plan or Budget***
- ***Poor Attendance Compared to Roster***
- ***Disorganized***
- ***Not Following Recommended Program***
- ***Lack of Control***
- ***Lack of Uniforms***
- ***Leadership By Example***



What to Look For – Troops and Teams

“The more responsibility the Scoutmaster gives his patrol leaders, the more they will respond.”

***Sir Robert Baden-Powell
Founder of Scouting***



What to Look For – Troops and Teams

“I like to think of a man trying to get boys to come under good influence as a fisherman wishful to catch fish. If a fisherman baits his hook with the kind of food that he likes himself, it is probable that he will not catch many certainly not the shy, game kind of fish. He therefore uses as bait the food that the fish likes. So with boys; if you try to preach to them what you consider elevating matter, you won't catch them. The only way is to hold out something that really attracts and interests them.”

***Sir Robert Baden-Powell
Founder of Scouting***



Leader Training and Commitment

***“We never fail when we try to do our duty.
We always fail when we neglect to do it.”***

***Sir Robert Baden-Powell
Founder of Scouting***

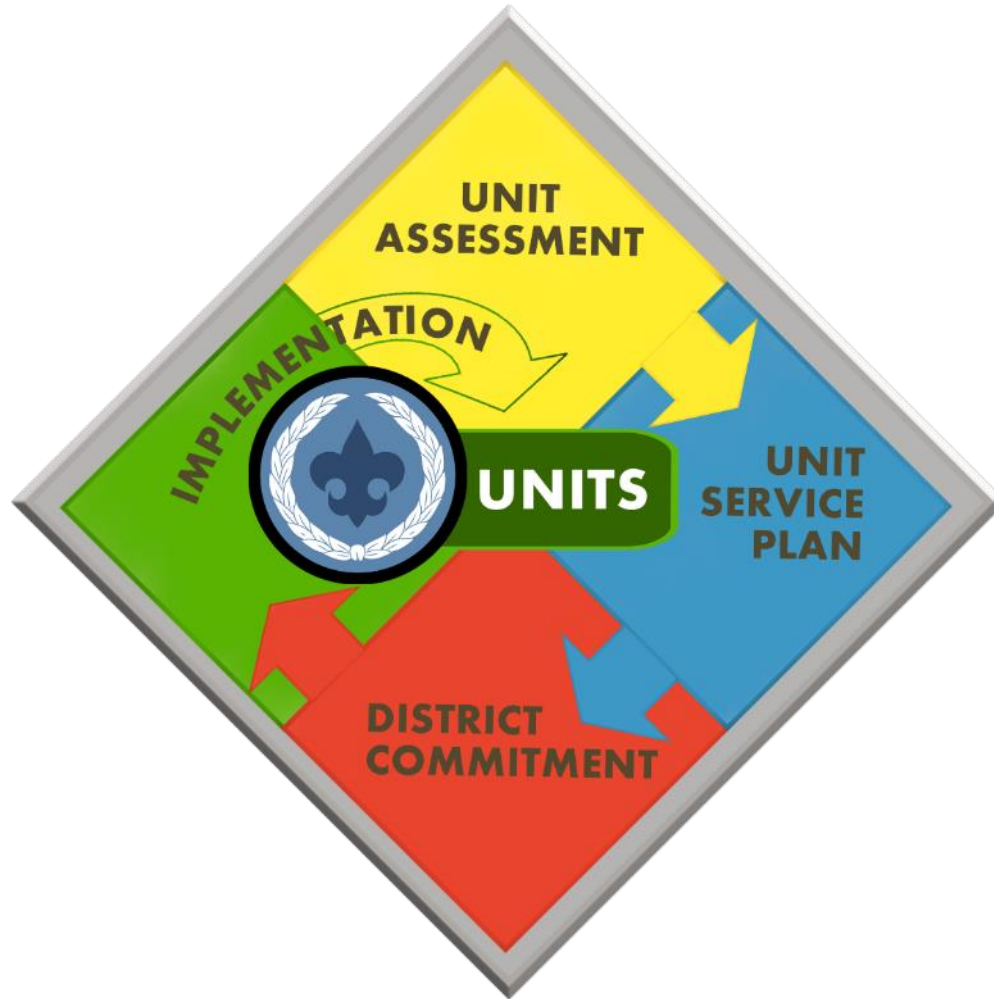


Making and Sharing Unit Visit Reports and Action Plans

- ***Record Visits and Comments in Commissioner Tools***
- ***Track Observatuions with JTE Parameters***
- ***Discuss Issues with Other Commissioners***
- ***Share Concerns with Unit Leaders***
- ***Set up Action Plans to resolve Issues***
- ***Keep on Top of Issues – Small ones have a tendency to become LARGE ONES when not Addressed***



Unit Service Plan



Charter Renewal

- *Begin Early with Your Units*
- *Membership and Leadership Inventory*
- *Succession Plan – Is there One?*
- *Get a Reason for every Non-Renewal*
- *Avoid Surprises*
- *Finish it Early*



Things to Remember and Consider

- COR is Ultimate Authority
- We as Commissioners do NOT run the Units
- UNIT LEADERSHIP is Usually the Issue – Quantity AND Quality
- EVERY BOY DESERVES A TRAINED LEADER!!
- Units do not fail overnight
- No one Plans to Fail – They FAIL to PLAN!!



What is Our Job?

It's been said that there are three kinds of people in the world: those who make things happen, those who watch things happen, and those who don't even know what's happening. Only the leadership of the Units we serve as Commissioners can determine whether their Unit is fulfilling the promise by making things happen, by keeping boys in our great program.

It is Our Job To Help Them Make That Happen



References for this training

