# Recruiting & New Scouts

## Purpose

We can say all we want about a great program, about a Scout led program. But it needs two things: new Scouts to be led, and opportunities for the existing Scouts to lead. Take out the new Scoutline, and you starve the Troop.

## Responsibility Breakdown

ASMs are responsible for handling the new Scouts which TCOM presents to us. TCOM sets up opportunities for Scouts to learn about T5749 via various recruiting opportunities (e.g. open houses, joint camping events). Here is a breakdown at a high level as to who and how the new Scout process works:

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| **TCOM** | **ASM** |
| * **Define** **Troop recruiting** schedule
* Develop **Troop Marketing** plan
* Determine **Troop Open House** plan
* Coordinate Recruiting with **Alpine District**
* Pack **Web Leader outreach**
* Coordinate Pack **Crossover** needs
* Present a Troop walkthrough at the **New Parent Retreat**, held in parallel with the Rough Scout outing
* Boards of Review with new Scouts
* **Hold ASMs accountable** for Scout & ASM staffing at recruiting plan events
* Hold ASMs accountable for Scout & ASM mentoring of Scouts within the Rough Scout Patrol
 | * **Hold TCOM accountable** for developing a recruiting plan by start of the school year
* Ensure Scouts and ASMs are on hand for District **Webelos Woods** event (Sept)
* Ensure **Troop Guides** welcome and watch over any visiting Webelos
* Ensure Troop Guides plan and execute **Open Houses** as determined by TCOM
* Ensure Scouts and ASMs execute on a minimum of one **Web-friendly overnight opportunity** (other than Web Woods)
* Provide Scouts and ASMs to **Pack ceremonies** as directed by TCOM
* Ensure Scouts and necessary ASMs run the **Rough Scout Outing**
* Onboard new Scouts via the **Rough Scouts**
* **Troop Guides**, **Troop Instructors**, and assigned **ASM**s are mentoring the Scouts through to Tenderfoot within first three months of being in the Troop (see below)
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In short, recruiting takes EVERYONE in the Troop.

* TCOM kicks off the process at the beginning of the summer. They focus their efforts on planning, interacting with the adults (both Web Leaders and individual parents). TCOM is responsible to provide the “raw goods” to the ASM and Scout leadership;
* Existing Scouts and assigned ASMs are the primary group(s) responsible the interaction with the potential Troop candidates. Once the new Scouts have signed on, the SPL (and by means of mentoring and support, the SM/ASMs) is responsible for having her staff guide new Scouts through their first days in the Troop on towards a road to becoming successful Scouts

## Monthly Activities

Recruiting and retention is a full-time activity for specific members of the Troop. The chart below breaks out, per month, what kind of activities would be driven by each category of individual (or individuals) to maintain a healthy influx of new Scouts to the program. These events would wrap from year-to-year – the chart below represents a single year plan.

### July

|  |  |  |  |  |  |  |
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| **TCOM** | **Recruiting Chair** | **SPL** | **Troop Guide/Instructor** | **PLC/PLs**  | **Rough Scout ASM(s)** | **SM/ASM** |
| * Hand off recruiting plan responsibility to Recruiting Chair
 | * Drive initial draft of recruitment plan with committee members
 | * Monitor Troop Guides
 | * Work with Rough Scouts at camp or training opportunities to continue to advance
 | * n/a
 | * Check with Rough Scouts to ensure they are prepared for Camp / Tenderfoot Trail
 | * Participate in recruitment committee as requested
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### August

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| --- | --- | --- | --- | --- | --- | --- |
| **TCOM** | **Recruiting Chair** | **SPL** | **Troop Guide/Instructor** | **PLC/PLs**  | **Rough Scout ASM(s)** | **SM/ASM** |
| * Review plan with Recruiting Chair
* Coordinate recruiting plans with Alpine District
 | * Provide final recruitment plan to TCOM and SM
 | * Monitor Troop Guides
* Review final fall plan with Scoutmaster
* Kickoff fall recruiting at August PLC
 | * Review final plan with SPL
* Confirm outing PL for Web Woods
* Work with Rough Scouts at camp or training opportunities to continue to advance
 | * Plan minimum one Webelos-friendly outing for the fall (target should be one event per month)
* Plan fall open house
 | * Check with Rough Scouts to ensure they are prepared for Camp / Tenderfoot Trail
 | * Review plan with Recruiting Chair
* Work with SPL
* Staffing plan for Web outings
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### September

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| --- | --- | --- | --- | --- | --- | --- |
| **TCOM** | **Recruiting Chair** | **SPL** | **Troop Guide/Instructor** | **PLC/PLs**  | **Rough Scout ASM(s)** | **SM/ASM** |
| * Monitor plan progress with Recruiting Chair
 | * Initial contact with local Pack Leaders
* Advertise T5749 events
* Follow up with visiting adults (Troop questions)
 | * Monitor Troop Guides/Instructors
* Recruit Scout leadership for Web outings
 | * Wrap up rank and Merit Badge work for Spring Rough Scouts (goal = achieve at least one of each!)
* Webelos Woods or Troop Web-friendly outing
* Monitor inbound Webelos at any Troop meeting
 | * Webelos Woods or Troop Web-friendly outing
* Plan fall open house
 | * Work with Troop Guides to wrap up Rough Scout rank and Merit Badge work
 | * Webelos Woods or Troop Web-friendly outing
* Recruit Rough Scout lead ASM
* Follow up with visiting adults (youth program questions)
* Contact Packs to see what the need is for Den Chiefs
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### October

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| --- | --- | --- | --- | --- | --- | --- |
| **TCOM** | **Recruiting Chair** | **SPL** | **Troop Guide/Instructor** | **PLC/PLs**  | **Rough Scout ASM(s)** | **SM/ASM** |
| * Monitor plan progress with Recruiting Chair
 | * Contact Pack Leaders at a regular cadence
* Follow up with visiting adults
 | * Monitor Troop Guides
 | * Web outing
* Monitor inbound Webelos at any Troop meeting
* Finalize rank with any remaining spring Rough Scouts
 | * Troop Open House
* Web-friendly outing
 | * Web outing (?)
* Assist with Troop open house
* Pull RS parents into ASM roles
* Size up visiting parents for potential adult roles
 | * Troop Open House
* Web friendly outing
* Follow up with visiting adults (youth program questions)
* Monitor Den Chiefs
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### November

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| --- | --- | --- | --- | --- | --- | --- |
| **TCOM** | **Recruiting Chair** | **SPL** | **Troop Guide/Instructor** | **PLC/PLs**  | **Rough Scout ASM(s)** | **SM/ASM** |
| * Monitor plan progress with Recruiting Chair
* Determine Parent Retreat outing plan
 | * Contact Pack Leaders at a regular cadence
* Follow up with visiting adults
 | * Monitor Troop Guides
 | * Web outing (?)
* Monitor inbound Webelos at any Troop meeting
 | * Web-friendly Troop meetings
* Web-friendly outing
 | * Web outing (?)
* Prepare plan for new Scouts
* Size up visiting parents for potential adult roles
 | * Follow up with visiting adults (youth program questions)
* Monitor Den Chiefs
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### December

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| --- | --- | --- | --- | --- | --- | --- |
| **TCOM** | **Recruiting Chair** | **SPL** | **Troop Guide/Instructor** | **PLC/PLs**  | **Rough Scout ASM(s)** | **SM/ASM** |
| * Monitor plan progress with Recruiting Chair
* Finalize Parent Retreat plan
 | * Contact Pack Leaders at a regular cadence
* Follow up with visiting adults
* “Likely Scouts”
 | * Spring TLT
* Monitor Troop Guides
 | * Web outing (?)
* Monitor inbound Webelos at any Troop meeting
 | * Spring TLT
* Rebalance Patrols (if need be) for Spring
* Spring Rough Scout Patrol should have PL by this point
 | * New Scouts may potentially join
* Coordinate Christmas Tree drive for Webs
 | * Identify ASM candidates
* Follow up with visiting adults (youth program questions)
* Monitor Den Chiefs
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### January

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| --- | --- | --- | --- | --- | --- | --- |
| **TCOM** | **Recruiting Chair** | **SPL** | **Troop Guide/Instructor** | **PLC/PLs**  | **Rough Scout ASM(s)** | **SM/ASM** |
| * Monitor plan progress with Recruiting Chair
* Draft Parent Retreat presentation
 | * Work with Pack Leaders for Crossover schedules
* Update “Likely Scouts” report
 | * Recruit Scouts for Crossover ceremonies
* Recruit outing PL for March Rough Scout Outing
 | * Monitor inbound Webelos at any Troop meeting
* Prepare Rough Scout plan
* Begin weekly Rough Scout meetings
 | * Prepare for new Rough Scout group
 | * Monitor Troop Guides
* Coordinate Christmas Tree drive for recruits
 | * Work with Troop Guides, RS ASM
* Identify new ASM candidates
* Follow up with visiting adults (youth program questions)
* Monitor Den Chiefs
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### February

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| --- | --- | --- | --- | --- | --- | --- |
| **TCOM** | **Recruiting Chair** | **SPL** | **Troop Guide/Instructor** | **PLC/PLs**  | **Rough Scout ASM(s)** | **SM/ASM** |
| * Monitor plan progress with Recruiting Chair
* Finalize Parent Retreat presentation
 | * Crossovers
* Handover parents to Rough Scout lead ASM
 | * Monitor Troop Guides
* Crossover ceremonies
 | * Crossover ceremonies
* Weekly Rough Scout meetings
* Monitor inbound Webelos at any Troop meeting
 | * Crossover ceremonies
* Rough Scout outing PL plan
 | * Crossover ceremonies
* Monitor Troop Guides
* Advise Rough Scout’s parents
 | * Crossover ceremonies
* ASM candidates
* SM Parent Retreat plan
* Monitor Rough Scout ASMs
* Monitor Den Chiefs
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### March

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| --- | --- | --- | --- | --- | --- | --- |
| **TCOM** | **Recruiting Chair** | **SPL** | **Troop Guide/Instructor** | **PLC/PLs**  | **Rough Scout ASM(s)** | **SM/ASM** |
| * Parent Retreat
* Monitor Rough Scout progress with SM
* Intel on other Troop recruiting
 | * Follow up with visiting adults who did NOT choose T5749
 | * Rough Scout outing
* Monitor Troop Guides
 | * Crossover ceremonies
* Weekly Rough Scout meetings
* First Rough Scouts to rank (Tenderfoot)
 | * Work with Rough Scouts in inter-Patrol activities
* Scouts transition from Rough Scouts to standard Patrols
 | * Monitor Troop Guides
* Get Rough Scouts to rank (Scout)
* New Parent retreat
* Advise Rough Scout’s parents
* Recruit Tenderfoot Trail ASM(s)
* Work the crowd for summer camp ASMs
 | * Rough Scout outing
* New Parent retreat
* Get Rough Scouts to rank (Scout)
* Monitor Rough Scout ASMs
* Monitor Den Chiefs
* Recruit Tenderfoot Trail ASM(s)
* Work the crowd for summer camp ASMs
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### April

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| --- | --- | --- | --- | --- | --- | --- |
| **TCOM** | **Recruiting Chair** | **SPL** | **Troop Guide/Instructor** | **PLC/PLs**  | **Rough Scout ASM(s)** | **SM/ASM** |
| * Monitor Rough Scout progress with SM
* Rough Scout Boards of Review
 | * Survey new parents (follow up from New Parent retreat)
 | * Monitor Troop Guides
 | * Weekly Rough Scout meetings
* RS to rank (Tenderfoot, 2nd Class)
* Web-friendly outings
* Build hype for summer camp
 | * Work with Rough Scouts in inter-Patrol activities
* Web-friendly outings
 | * Visit Packs
* Monitor TGs
* RS SMCs
* Web-friendly outings
* Advise TFT Trail ASM/s
 | * Visit Packs
* Monitor Rough Scout ASMs
* RS SMCs
* Advise TFT Trail ASM/s
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### May

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| --- | --- | --- | --- | --- | --- | --- |
| **TCOM** | **Recruiting Chair** | **SPL** | **Troop Guide/Instructor** | **PLC/PLs**  | **Rough Scout ASM(s)** | **SM/ASM** |
| * Monitor Rough Scout progress with SM
* Rough Scout Boards of Review
* Draft new Recruiting Chair
 | * After-action report on Troop recruiting efforts
* Work with incoming Recruiting Chair
 | * Monitor Troop Guides
* Fall TLT
* Activity plan for coming year
 | * Weekly Rough Scout meetings
* RS to rank (Tenderfoot, 2nd Class)
* Get RS trained for summer outings
* Continue hype for summer camp
* Web-friendly outings
 | * Fall TLT
* Activity plan for coming year
* Ensure Webs are invited to Iron Scout (June)
 | * Visit Packs
* Monitor TGs
* RS SMCs
* Web-friendly outings
* Advise Tenderfoot Trail ASM/s
* Sign up RS for summer camp, Tenderfoot Trail
 | * Visit Packs
* Monitor Rough Scout ASMs
* RS SMCs
* Advise Tenderfoot Trail ASM/s
* Fall TLT
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### June

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| **TCOM** | **Recruiting Chair** | **SPL** | **Troop Guide/Instructor** | **PLC/PLs**  | **Rough Scout ASM(s)** | **SM/ASM** |
| * Modify recruiting plans based on post-mortem feedback
* BORs
* Monitor Rough Scout progress with SM
 | * Complete handoff
* Update Pack contact/s
 | * Monitor Troop Guides
* Recruit Scout leadership for fall outings (including Webelos Woods)
* Plan fall open house
 | * Weekly Rough Scout meetings
* RS to rank (2nd Class, 1st Class)
* Get RS trained for summer outings
* Web-friendly outings
 | * Web-friendly outings
* Support RS and visiting Webs at Iron Scout event
 | * Monitor TGs
* RS SMCs
* Sign up RS for summer camp, Tenderfoot Trail
 | * Monitor Rough Scout ASMs
* RS SMCs
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