

## Pack 3894 "2 Deep" per Den Committee Involvement Policy

The family is the basis of Cub Scouting. It exists to support your family and help enrich your family time together. Our Den Leaders take the added role of being mentors, teachers, and "akela" or leader of small group of boys to guide them through the trail that ends with the boys moving on to Boy Scouts.

We recognize that work, family life balance does not permit many to volunteer their time for any program help or some feel that they do not have skill set for leading Cub Scouts. However the Cub Scout Law of the Pack illustrates the point that "The Pack helps the Cub Scout GROW" and the "Cub Scout Helps the Pack GO." ; Our Pack needs to have stability and longevity so we will continue to Improve and ADD more help in other parts of our pack leadership. The Co-Den Leaders do a great job of committing many hours a month to provide quality programs, and some in the past have gone beyond this to operate other pack events and fund raising efforts. As members ( family and boys ) of both the Den and the larger body the "Pack", we need to help distribute the load off the Co-Den Leaders more and help in other ways for the back-end operations of the Pack Leadership & Pack Committee.

For those who are Parents of Children at Queen of Angels School, there are current efforts in 2011-2012 School Year to have the School Board allow "Service Hours" to those Parents who provide assistance in Committee & Leadership Role for the Pack. The School, Parish & the Community begin to see the enrichment programs that we bring to the nearby area and help support our Students & Scouts. Much like Den Leaders are Teachers within a Den, and Pack Committee is like a School Board---We need to build our Committee with dedicated parents who want to keep alive those principles of Scouting and have the Pack flourish. To follow the BSA ( Boy Scouts of America) Standards , we must pull the Den Leaders from the work of month-to-month operational & behind the scenes work to let them focus on Pack Program Planning and no longer be required to wear Committee Membership hat too.

Therefore the Pack Committee has decided to GROW and Maintain itself by adopting the following Policies:

- The aim is to have each Den maintain equal representation in the Pack Committee by having a minimum of (2) non co-den leader Parents be standing members. This will allow for an equal voice when planning for pack events, using age appropriateness and respect for other den's time, involvement and own ideas of their respective dens.
- "Two Deep" Committee Membership is defined as AT LEAST 2 non Co-Den Leader ( or non Cub Master, Assistant Cub Master) Family Adults ( Parents, Guardian, Involved Adult) in EACH Den will represent only their own DEN at the Pack Committee Level, annually between August to following August Season.
- At least One (1) Parent who holds no current Pack Committee Membership or Leadership Role will Represent its Den as "Fund-raising" Pack Committee Member.
- At Least One (1) Family Adult who is not a Co-Den Leader ( or non Cub Master, Assistant Cub Master) will hold a "Program" Committee Membership per DEN. This may already include Advancement Committee Chair, Outdoor Committee Chairs, etc.
- Each Committee Member promises to at least take the On line BSA Training and Committee Member Specific Training within the 1<sup>st</sup> 3 months of their role. ( 2-3 hour on line training program)
- The pack will in turn pay for their Annual Scouter Registration and Training Fees if applicable.
- The Members of the Committee IF they are Chairs to Sub-Committees would be required to attend a Monthly Pack Committee Meeting.
- Otherwise Members who are NOT Committee Chairs, would be Sub-Committee Members and may need to attend Sub-Committee Meetings and Events if applicable.

As of September 1, 2011 the 2<sup>nd</sup> page of this document list the current Pack Leadership, Committee Chair & Committee Roles that are open and a high level description and monthly time involvement (estimate).

Thank you

Pack 3894

\*\* Pack Committee Members need to be approved by Sponsor Representative, Pack Comm. Chair & Cub Master. National Council Adult Application Form would need to be filed out after this form is submitted.

\_\_\_ Public Relations Chair ( Avg. monthly involvement: 2-6 hours ) Urge pack participation in appropriate programs of the chartered organizations  
. Publicize and promote pack participation in Scouting Anniversary Week activities. Circulate Tiger Cub, Cub Scout, and Webelos Scout recruiting fliers and leaflets to invite boys to join. Outreach to the Local Community in ways to further promote Scouting. Make use of the news media in publicizing pack events.

\_\_\_ Fund-raising Chair ( Avg. monthly involvement: 6-10 hours ) Work with Popcorn Peanut Kernal on overall Marketing Campaign. Coordinate the Fund-raising efforts for the pack with other Sub-Committee Members to organize Fund-raising Events like Pancake Breakfast and others if needed.

\_\_\_ Ceremonies Chair ( Avg. monthly involvement: 2-4 hours ) Work with Cub Master & Pack Leaders to enhance the promotion of formal Ceremonies, Awards Presentations, Arrow of Light , New Members Ceremonies at Pack Nights and other Events. Coordinate the preparation of Stage, Lighting, AV Equipment for Pack Night. Work with Advancement Chair to ensure there is a formal presence to all Awards Presentations.

\_\_\_ Membership Chair ( Avg. monthly involvement: 2-4 hours ) Work with Cub Master to do year round Recruiting Efforts, like working early with Kindergarten Grades in following year to join.  
At least a month before charter expiration, also arrange for the annual membership inventory, a uniform inspection, and the annual charter review meeting.  
Conduct an annual census of boys in the chartered organization for systematic recruitment. Work with pack committee members to promote recruitment plans.  
Work with the Cub master and pack committee to develop and carry out a plan for year-round membership growth. Follow up on Cub Scout dropouts to help return them to full, active membership.

\_\_\_ Pack Chaplain ( Avg. monthly involvement: 1-2 hours ) Coordinate that every Pack Event have some Interfaith Benediction or Prayer. Guide or Conduct Interfaith Service at Campouts. Promote Scouting's Religious Awards Programs to the Pack & Dens.

\_\_\_ Pack Trainer ( Avg. monthly involvement: 1-4 hours ) Encouraging pack leaders to attend Cub Scout Leader Basic Training, which includes New Leader Essentials and Cub Scout Leader Specific Training.  
Encouraging den chiefs to attend Den Chief Training  
. Conducting orientation of new families and pack leaders  
. Remaining current with training material and program updates  
. Keeping track of pack training records.

\_\_\_ Assistant Cub Master(s) ( Avg. monthly involvement: 1-5 hours ) Help the Cub Master as needed. Be ready to fill in for the Cub Master, if necessary. Participate in pack meetings.  
Supervise den chiefs and see that they are trained.  
Conduct the monthly den chief planning meeting for all den leaders, assistant den leaders, and den chiefs to plan and coordinate weekly den meetings and pack meeting participation. Work with neighborhood troops that supply den chiefs and into which Webelos Scouts may graduate.  
Help with pack activities, such as dinners, derbies, bike safety workshops, service projects, etc. Work with the pack committee on outings to see that the pack and dens qualify for the National Summertime Pack Award.

\_\_\_ Fund-raising Sub Committee Member ( Avg. monthly involvement: 1-5 hours ) Help with your Den's own Popcorn / Peanut Sales Efforts, both Group Sales & Online. Providing Information to other Parents on Sales, product to pass information back to Popcorn/ Peanut Kernel and/or Fund-raising Chair. Help with other Fund-raising Events such as Pancake Breakfast.

\_\_\_ Program Sub Committee Member ( Avg. monthly involvement: 1-5 hours ) Help with Pack Events, with planning or taking the lead role to plan the entire Event. Work with Pack Outdoor Co-Chairs on any Outdoor Event sub task. This position can range on how much you want to do because the Events and Task vary.

I commit to help Pack 3894 for Committee or Leadership year-round involvement .

Name : \_\_\_\_\_

Den: \_\_\_\_\_