



## GUIDELINES FOR SECURING LEADERSHIP



The success of Scouting depends to a marked degree on the ability of individuals to do effectively the jobs for which they have been recruited; whether they be on the Catholic committee at the diocesan level or in the parish-operated unit.

Steps in *Organizing the Catholic Committee*, No. 16-160, should be followed to develop leadership for this committee. In recruiting unit leaders for Cub Scout packs and Boy Scout troops follow steps outlined in the following folders:

- *When You Need Den Leaders*, No. 4806
- *Securing a Cubmaster*, No. 4-500
- *Securing a Scoutmaster*, No. 4-501

**Review job description sheets** to determine qualities and skills required for specific jobs.

**Recruit individuals** to fill these jobs. Generally speaking, most people won't volunteer or are hesitant to volunteer for a job. They may have the leadership qualities you are seeking and a desire to work in that area, but for various reasons will not volunteer but will serve if approached in the right manner. Good leadership must be sought.

**How do you find these individuals?** Meet with a few key people or community leaders who are knowledgeable of the organization or community in which leadership is being sought. Conduct brainstorming sessions to develop a list of eligible candidates who could be considered for the specific jobs being filled. At these sessions don't worry about whether a potential candidate will or will not volunteer, is too busy or too high up in our social strata, has no children, or whether or not he or she even knows anything about the program. If the person is a responsible individual with a good moral background, a sense of community and parish responsibility, and a leader with ability to get things done, enter his/her name on the list for consideration. Once the list of prospective candidates is developed, arrange them in order of priority for selection to fill each job, then proceed as follows.

Prior to any recruitment of personnel, ensure that the prospective candidates have been **approved by their respective pastors**.

Having set your sights on an individual you want for a specific job, **determine how best to reach him/her**. This requires homework on the part of the recruiter. Many times you can reach a person through other people. Make an appointment to see the person at home, preferably when relaxed, rather than at an office or place of work where there are many distractions. Take two or three others with you for support and to stress the importance of the occasion. If a member of this group could be a peer or one who can influence him/her, so much the better.

Discuss the opportunity to serve, job responsibilities and expectations, the importance of the work, and how it fits into parish and community service. Show that the Scouting apostolate is truly an important work of the church. Stress why (s)he is needed for the specific job in question - moral integrity, leadership ability, skill in administration and getting things accomplished. If, by chance, (s)he won't or cannot accept the assignment, ask for advice and help in recruiting a candidate of like qualities for the job.

Once people have been recruited, **put them to work immediately**.

After key leadership has been recruited and put to work, it is essential to continue to strengthen the caliber and quality of this leadership through use of the Scouter Development program and the promotion of attendance at district, council, regional, and national training events, seminars, and other personal development sessions.

Job description sheets covering key positions on the council Catholic committee are available as listed below:

- Chairman
- Chaplain
- Vice-chairman
- Training chairman
- Membership chairman
- Religious emblems chairman
- Religious activities chairman
- Communications chairman
- Chartered organization representative