

Keys to Success

Pack 996 & 997
San Ramon, CA



Top 5 Keys

1. Knowledge sharing
2. Stay plugged in
3. Play to our strengths
4. Keep what works
5. Share the wealth (new-ish concept)



1. We have everything documented in our pack google drive. It's organized well enough to find things and we encourage folks to update the documents as we find easier or more helpful ways to get programs done.
2. We always have someone at these Roundtables AND we also pay for our adult leaders to be trained (especially Wood Badge)
3. We let folks with passion run with things. If a parent requests that we hike more, we let them organize a hike. If a parent has a passion for learning more about different faiths we let them organize visits (we call them Interfaith Hikes).
4. The opposite side of the coin is we also (reluctantly at times) let go of things we don't have bandwidth for. We have a go-to list of programs we do every year, but if we don't have anyone to run it then we'll let it go.
5. The last link in the chain is this concept of sharing the load amongst the other parents. Not all parents are interested in leading a program, but they are usually perfectly fine helping set up or picking up supplies for an event. We have a large pack so we should also have plenty of help so we've started asking each den to supply 2 parents to serve as committee members so that the den leaders aren't doing everything.

Our Focus

1. Program – Continuous, Varied & Fresh
 - Pack event(s) each month
 - Fall and Spring Campouts + Late Winter Overnight
 - Variety of Activities, new ideas each year
2. Volunteering – Its Required
 - BSA ≠ Not Baby Sitters of America. Not Drop-off
 - Set the expectation of parent participation
 - 2 Leaders per Den + 1 on Pack Committee
3. Planning / Recruiting
 - Get it on the calendar!
 - Recruit in the Spring and Fall
 - Class B shirts
4. Budget
 - Popcorn = Freedom
 - Low cost events



1. Our success starts with the Program. New ideas each year (Give Examples). Don't forget the classics like Pinewood Derby. Kids love camping, but parents might need convincing. Keep Fall Campout nearby to increase participation of new families. Indoor Late Winter Campout. Spring Campout is usually more adventurous. We also do an end of the year picnic.
2. Set the expectation with parents at recruitment that they need to volunteer. Everyone can help in some way and most just need to be "voluntold". Find them a job! Each Den needs 2 den leaders and they need to share the job. This gets more parents involved and builds the "bench" for the pack. Parents can also help on the pack committee (Stem, Advancement Chairs etc.).
3. Establish the calendar at the beginning of the year. Include Pack meetings and major events including campouts. You can fill in smaller events through out the year. We start our recruiting in May. School bulletin and flyers in kindergarten class room. Renew continuing Scouts before the end of school so that you can focus on new Scouts in August. Set a table a fall orientation / back to school night. Encourage your Scouts to wear their Class B shirts to school on Pack Meeting Days. We do a prize raffle for the Scouts who do.
4. A strong pack budget allows you to offer low cost activities or even reduced registration fees. Selling popcorn is our only fundraiser and it funds about half of our budget. It teaches the Scouts life skills including self confidence and pride in their organization.