**Six Tips for Recruiting Scouter Volunteers**

1. **Prepare a one page list of positions with brief descriptions** – Make this list available to every new parent so they know what they can volunteer for. Use the brief job descriptions when talking to potential volunteers.
2. **Set an expectation that everyone volunteers** – for some job on your list: Program Leaders, Committee Members and Event Coordinators.
3. **Use Talent Surveys** - to get to know personal details about the parents in your unit. Then use these details to find appropriate jobs for them. Make sure you ask each person’s career, scouting history, and interests.
4. **Get nominations from other leaders** - Ask your committee or other trusted volunteers in your unit to review the personal information and make recommendations for specific positions.
5. **Ask a specific person to do a specific job** – Do not make blanket open-ended calls for volunteers. Make the ask in a calm and relaxed environment. Mention the nominations that were made. If someone you ask directly says no to the position you proposed, ask what they would be willing to do to support the youth in your unit.
6. **Publicly recognize a new volunteer ASAP** – At the next opportunity announce the new volunteer’s role and ask everyone to thank him or her for stepping up.

**During Orientation**

* Three Obligations
* Provide Immediate Resources (Guide Books, **New Leader Brochures**, Online Training)
* Discuss job responsibilities and specific expectations of your unit

Three Key Obligations

1. Get Trained
2. Do Your Best
3. Plan Your Succession

**Follow up on a new leader’s training status every month for the first three months.**

**Recognition**

District Awarded

* Sparkplug Award
* Trailblazer Award
* District Award of Merit

Unit Awarded

* Den Leader Training Award
* Scouter’s Training Award
* Unit Leader Award of Merit
* Scouter’s Key