

SIGNIFICANT FACTORS IN  
SURVIVING THE FIRST YEAR

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# COMMISSIONERS APPROVAL SIGNATURES

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## INTRODUCTION

Many volunteers have come up to me and asked why I start units with only five boys and five adults. They think that smaller existing units in trouble with lack of membership, should be combined with new smaller units. The reason for this paper, is to prove that a small unit has a good chance to be very healthy and to give the boys a quality program in the up coming year.

Some factors are important in determining how well a unit survives the first year of their existence. These factors are:

1. Was the unit chartered by a church or non-profit organization?
2. Was the leadership trained during the chartered year?
3. Did any boy buy a subscription to Boy's Life Magazine?
4. How many youths signed-up?
5. How many paid adults signed-up?
6. Did the unit participate in signing-up boys and adults in the spring and fall?

The research was done in the Blue Ridge Council. The information was extracted by going through the files in the Council Office . I started with Pack 1 and went down in numerically order. The research continued through Unit 38. The questions were transposed to be answered yes or no.

## HYPOTHESIS

The hypothesis of this research is that a unit needs to have 3 out of 6 of the above questions answered "yes" to recharter.

## BACKGROUND INFORMATION

The Membership Chairman is responsible for recruiting a new unit chairman. He is responsible in starting units in a District. The Membership Chairman reports to the District Chairman. He is part of the District Committee. In my experience as a District Executive, I have usually been the New Unit Chairman. I follow the Council New Unit Program in the spring of the year. Starting a unit is one of my favorite parts of my job. I love to watch boys join Scouting.

### Ten Steps for Organizing Successful Cub Scout Packs

Step 1. An organization agrees to consider using the Scouting program to help meet its youth objectives.

Step 2. An organizer confers with the chartered organization head, explaining how Scouting and the organization can serve youth together.

Step 3. An organizing committee, selected by the organization head, meets to plan the next steps

Step 4. The organization formally adopts the Scouting program and confirms the appointment of a chartered organization representative, the pack committee members, and key pack leadership.

Step 5. The organizer conducts two orientation meetings for parents and prospective leaders.

Step 6. He complete the registration of the pack committee, pack leaders, and boys.

Step7. The charter application is completed and submitted to the council.

Step 8. The new leaders are trained in program planning and the first month's program is developed.

Step 9. The pack begins its meetings.

Step 10. The pack is installed with a presentation of the charter to the chartered organization leadership.

#### Steps in Troop Organization

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- \* A community organization agrees to consider the use of the program to help meet its objectives.
- \* An organizer persuades the community organization head that Scouting and the organization, together, can serve youth.
- \* An organization committee, selected by the organization, meets to plan the next steps and to begin the process of selecting leadership.
- \* The organization formally adopts the program and confirms the appointment of a chartered organization representative, troop committee, and troop leadership.
- \* Fast Start training is completed with the new leadership and the month's program is planned.
- \* A recruiting program for new members occur in the organization is asked to attend an orientation session.
- \* An orientation session for prospective members and their parents is conducted to outline the troop program and to register members.
- \* The application for the troop charter is submitted to the Boy Scouts of America. When this charter is returned, a special ceremony should take place to install the new troop.

## Getting Your Explorer Post Up and Running

Organizing Explorer posts (group) in your organization is easy! Just follow these five successful steps.

Step One. Secure commitment from the executive officer.

Step Two. Call briefing meeting of key staff members.

Step Three. Conduct planning meeting.

Step Four. Mail invitations and follow up by telephone.

Step five. Conduct the firstnighter

## PROCEDURE

- I. Introduction
- II. Collect background information
- III. Extract information from Council
- IV. Construct graphs
- V. Analyze results
- VI. Summarize research
- VII. State Conclusion

## Rechartered Packs

These three graphs show nine units and the research on their first year. The number one represents a "no" answer and the number two represents a "yes" answer to these questions:

1. Was the unit chartered by a church?
2. Was the leadership trained during the chartered year?
3. Did any boys buy a subscription to Boy's Life Magazine?
4. Did the unit start with more than ten youth?
5. Were there five paid adults signed-up?
6. Did the unit participate in signing-up boys and adults in the spring or fall?

The following results show how many "yes" answers were given in the rechartered packs:

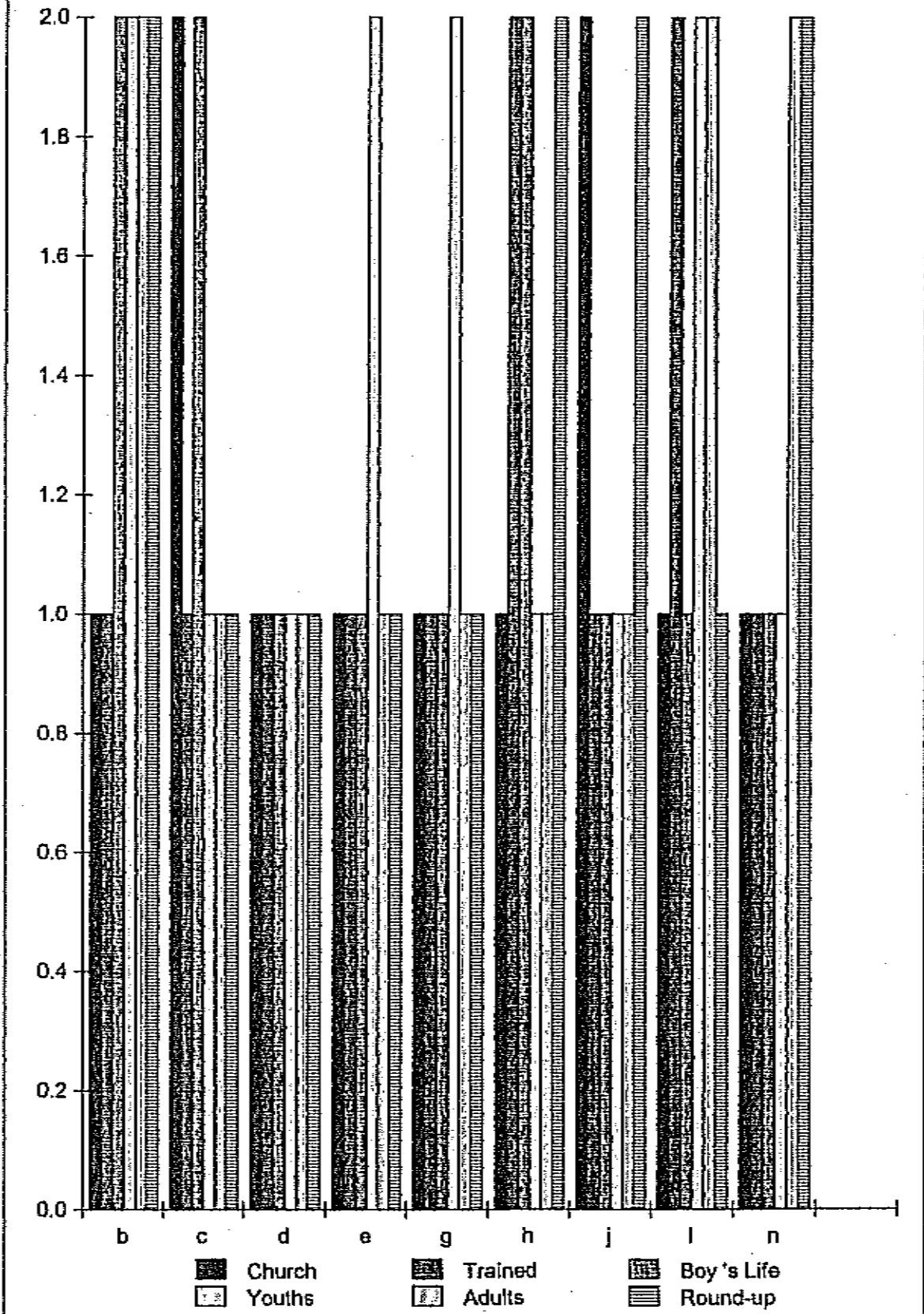
Church	2
Training	2
Boy's Life	4
Youth	3
Adults	3
Round-up	4

No pack scored "yes" to all the questions. The highest "yes" number was a tie for Boy's Life subscriptions and participation in a unit round-up. The least significant answers were church sponsored and trained leaders.

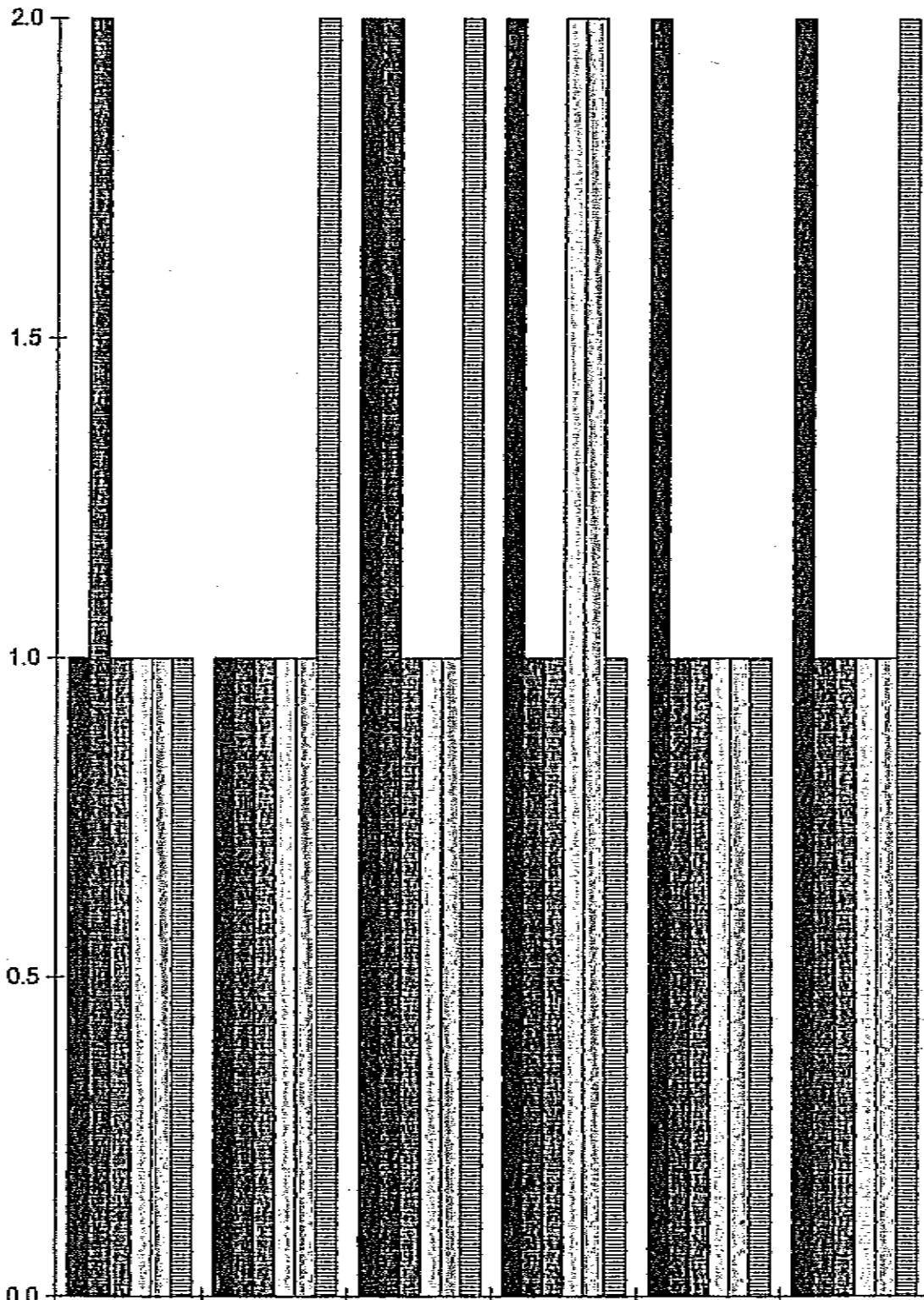
If a pack answered two "yes" answers, then they had a 50% chance of rechartering. If they had three "yes" answers, the odds of rechartering go up to 66%. If the pack had four "yes" answers, then their chances go up to 100% for rechartering.



### Rechartered Packs



### Rechartered Packs



Church

Trained

Boy's Life

Youths

Adults

Round-up



b



c



d



e

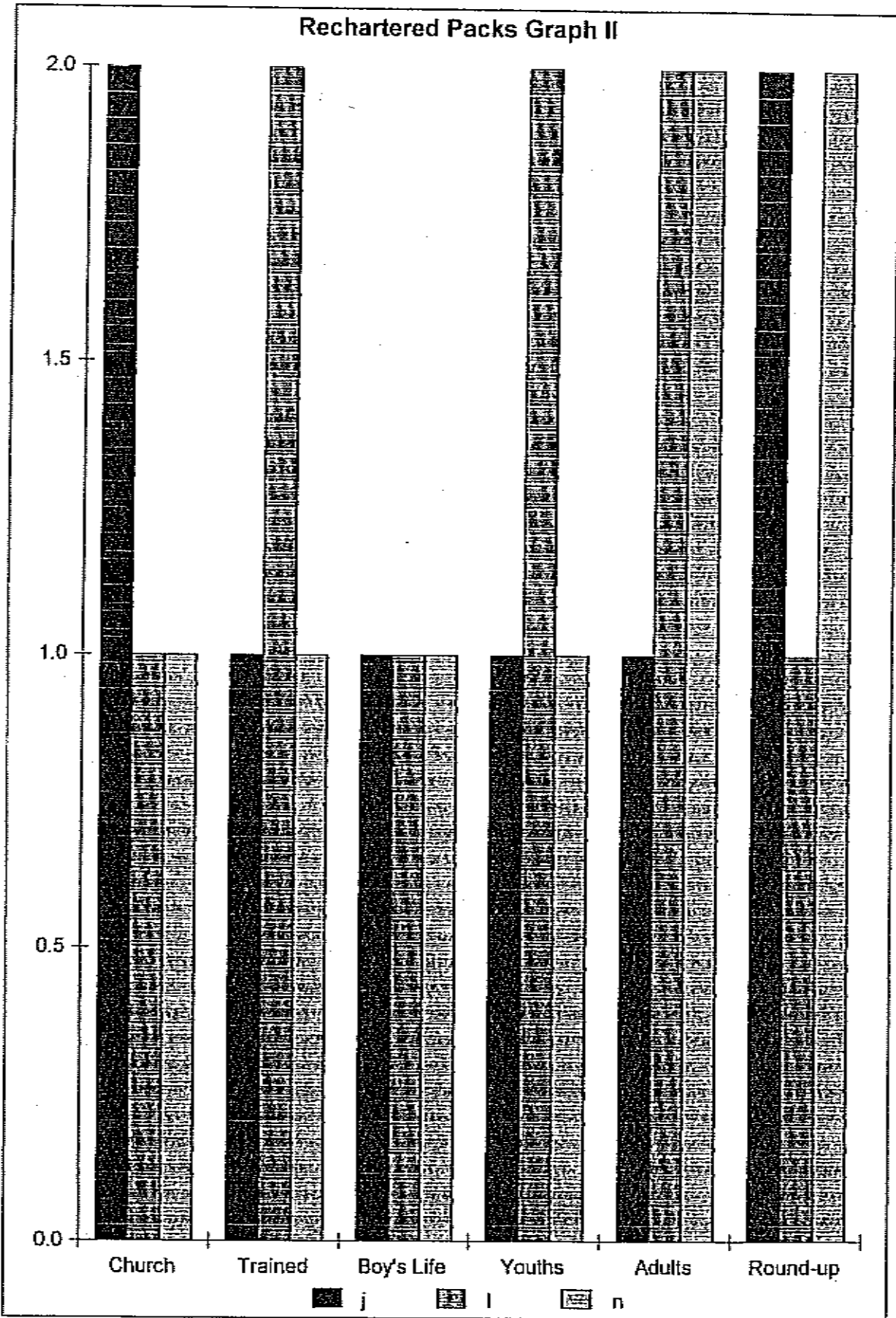


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Rechartered Packs Graph II



## Non-rechartered Packs

These two graphs show five units and the research on their first year. The number one represents a "no" answer and the number two represents a "yes" answer to these questions:

1. Was the unit chartered by a church?
2. Was the leadership trained during the chartered year?
3. Did any boys buy a subscription to Boy's Life Magazine?
4. Did the unit start with more than ten youth?
5. Were there five paid adults signed-up?
6. Did the unit participate in signing-up boys and adults in the spring or fall?

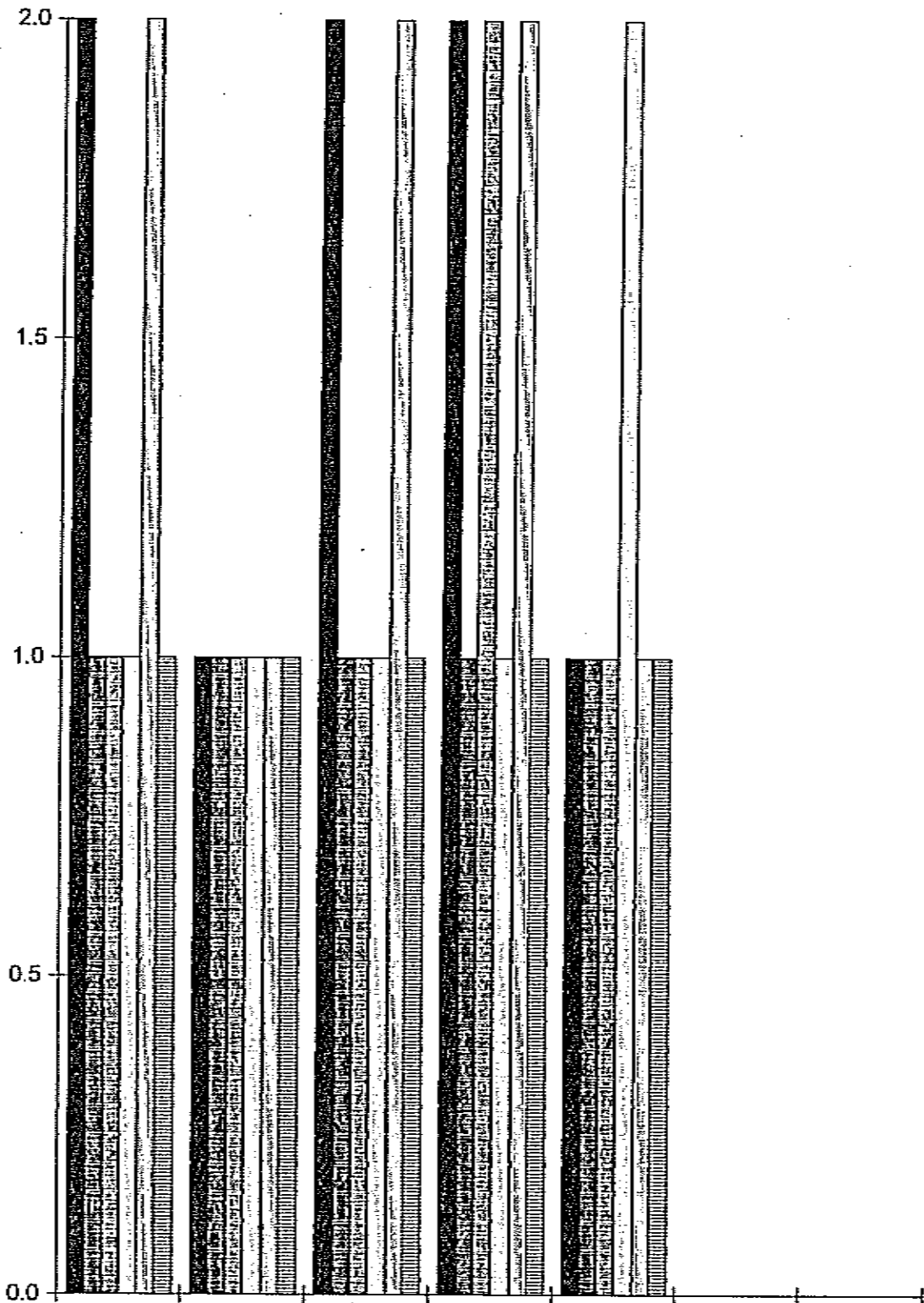
The following results show how many "yes" answers were given in the rechartered packs:

Church	3
Training	0
Boy's Life	1
Youth	1
Adults	3
Round-up	0

Two packs scored a zero on all answers. These numbers show that packs in trouble, have in common, lack of adult leader training and no participation in unit round-ups.

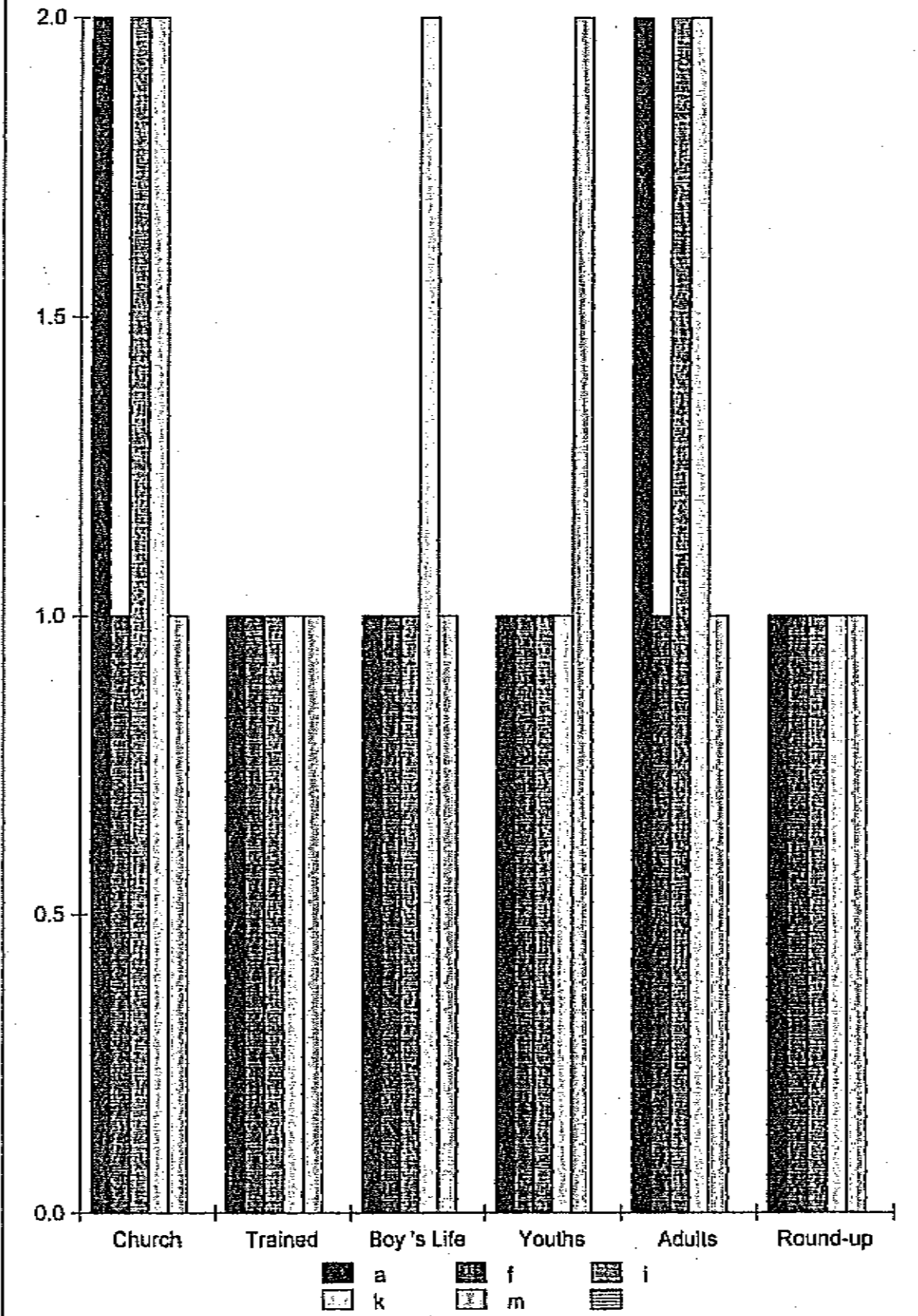
Even though, three units were church sponsored and /or had more than five adults, these units did not rechartered.

### Non-rechartered Packs



Church  
 Youths  
 Trained Adults  
 Boy's Life  
 Round-up

### Non-rechartered Packs



## Rechartered Troops

These three graphs show nine units and the research on their first year. The number one represents a "no" answer and the number two represents a "yes" answer to these questions:

1. Was the unit chartered by a church?
2. Was the leadership trained during the chartered year?
3. Did any boys buy a subscription to Boy's Life Magazine?
4. Did the unit start with more than ten youth?
5. Were there five paid adults signed-up?
6. Did the unit participate in signing-up boys and adults in the spring or fall?

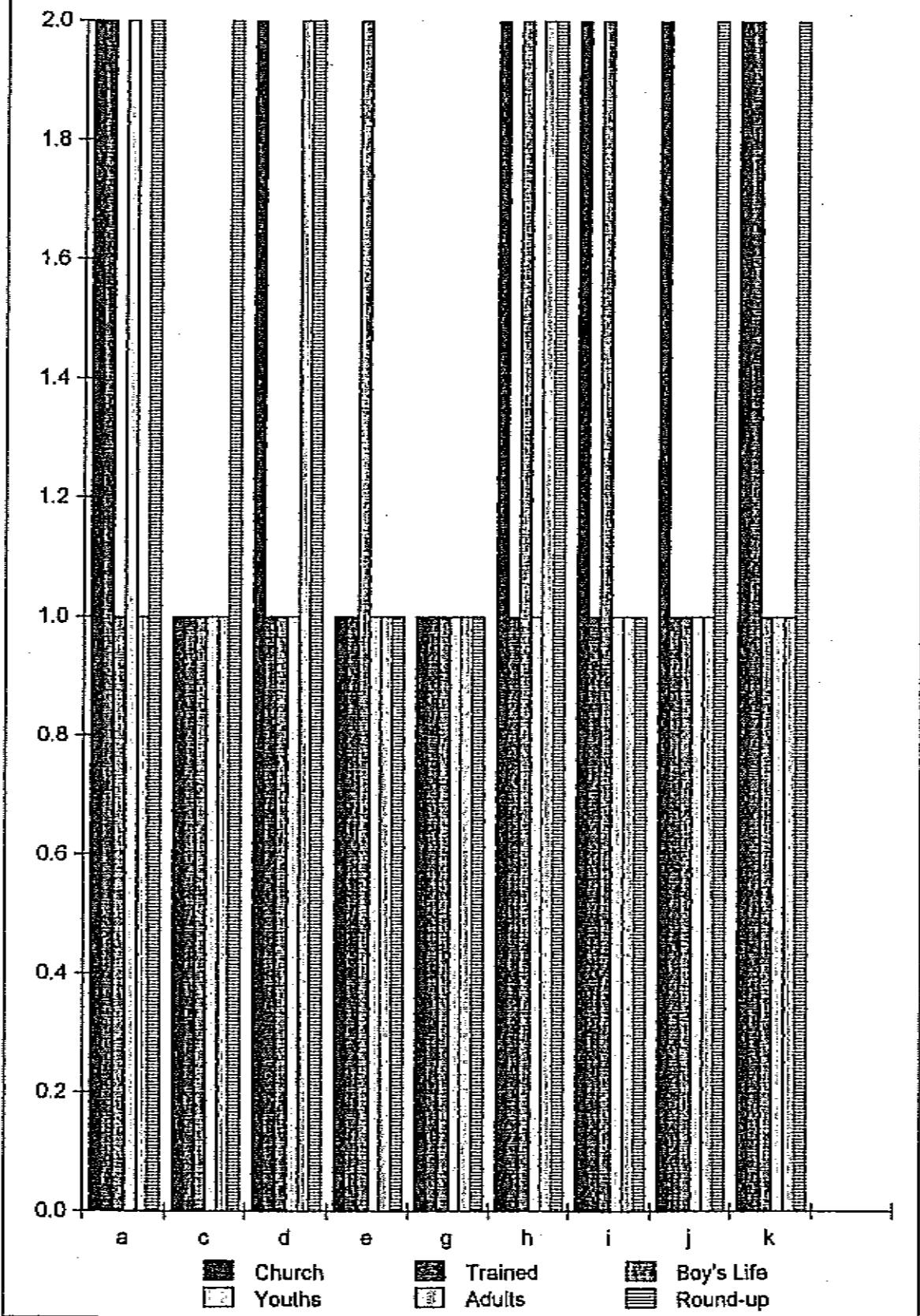
The following results show how many "yes" answers were given in the rechartered packs:

Church	6
Training	2
Boy's Life	3
Youth	1
Adults	2
Round-up	6

No troop scored a six. Two units scored a four. These numbers show that healthy rechartered troops, have in common, a church sponsor and participation in a unit round-up. The least significant number was the number of Scouts, because most of the units started with less than ten boys.

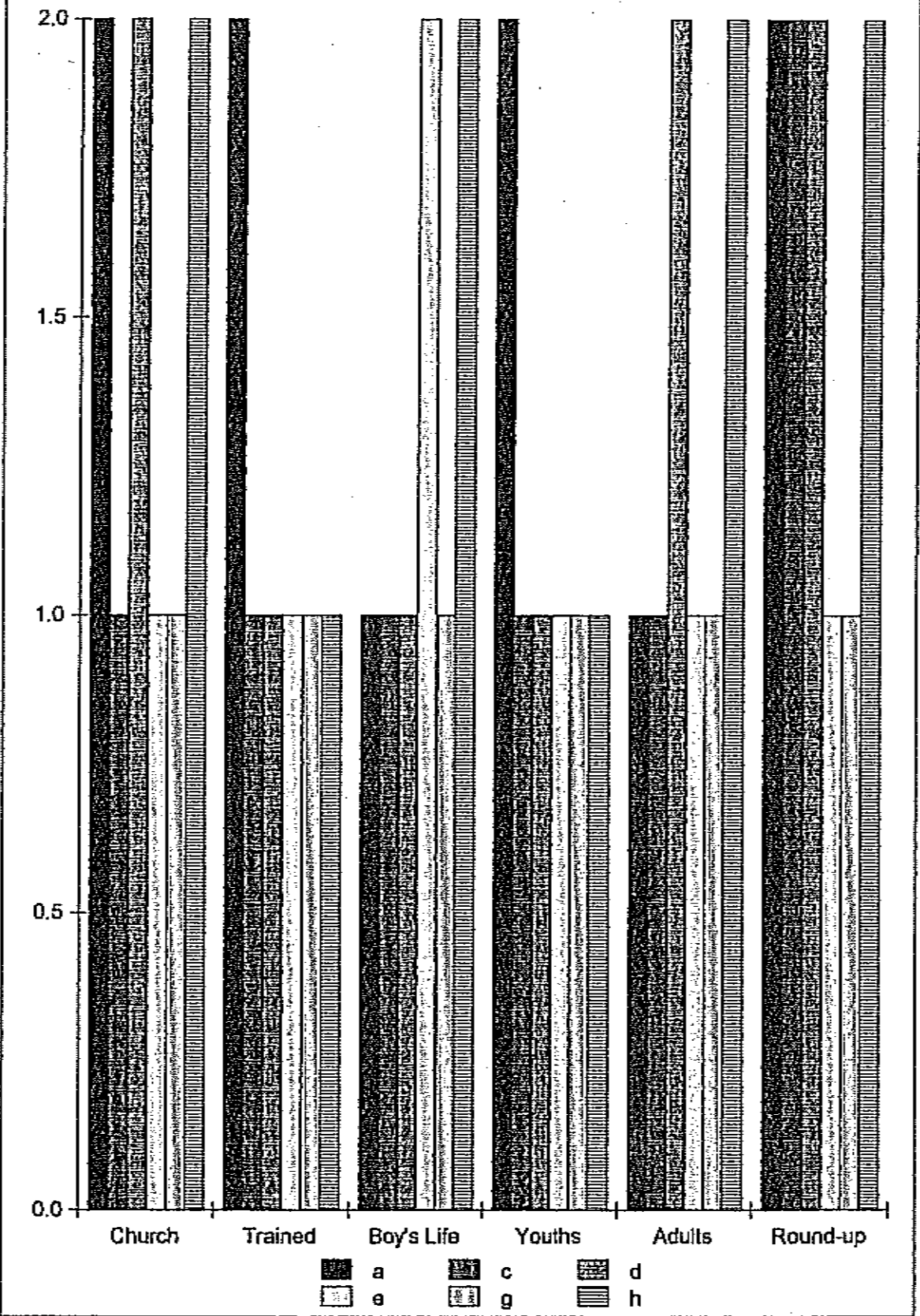
If a troop answered at least three "yes" answers, then they had an 80% chance of rechartering.

### Rechartered Troops

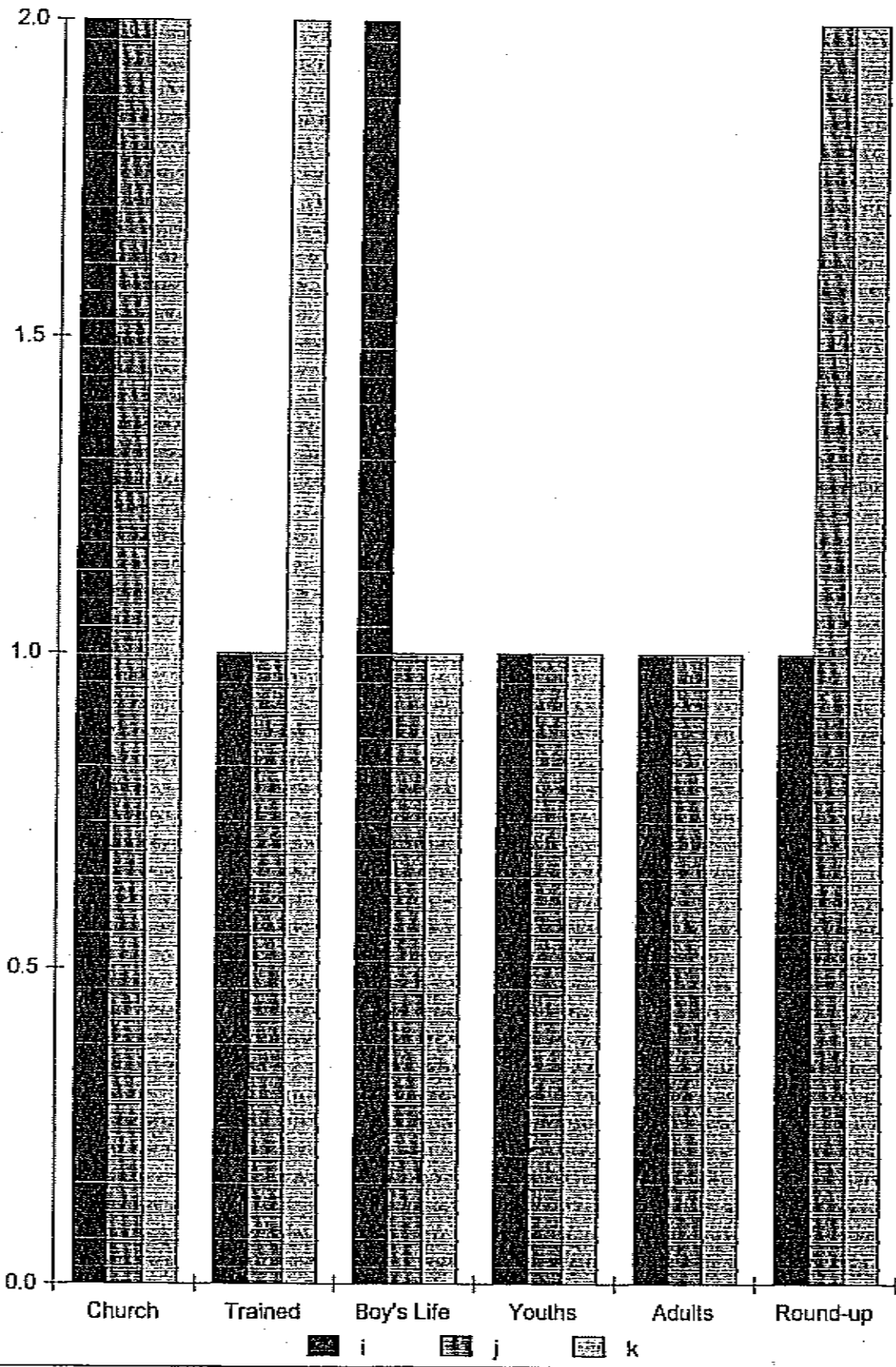




# Rechartered Troops



### Rechartered Troops II



## Non-Rechartered Troops

These two graphs show two units and the research on their first year. The number one represents a "no" answer and the number two represents a "yes" answer to these questions:

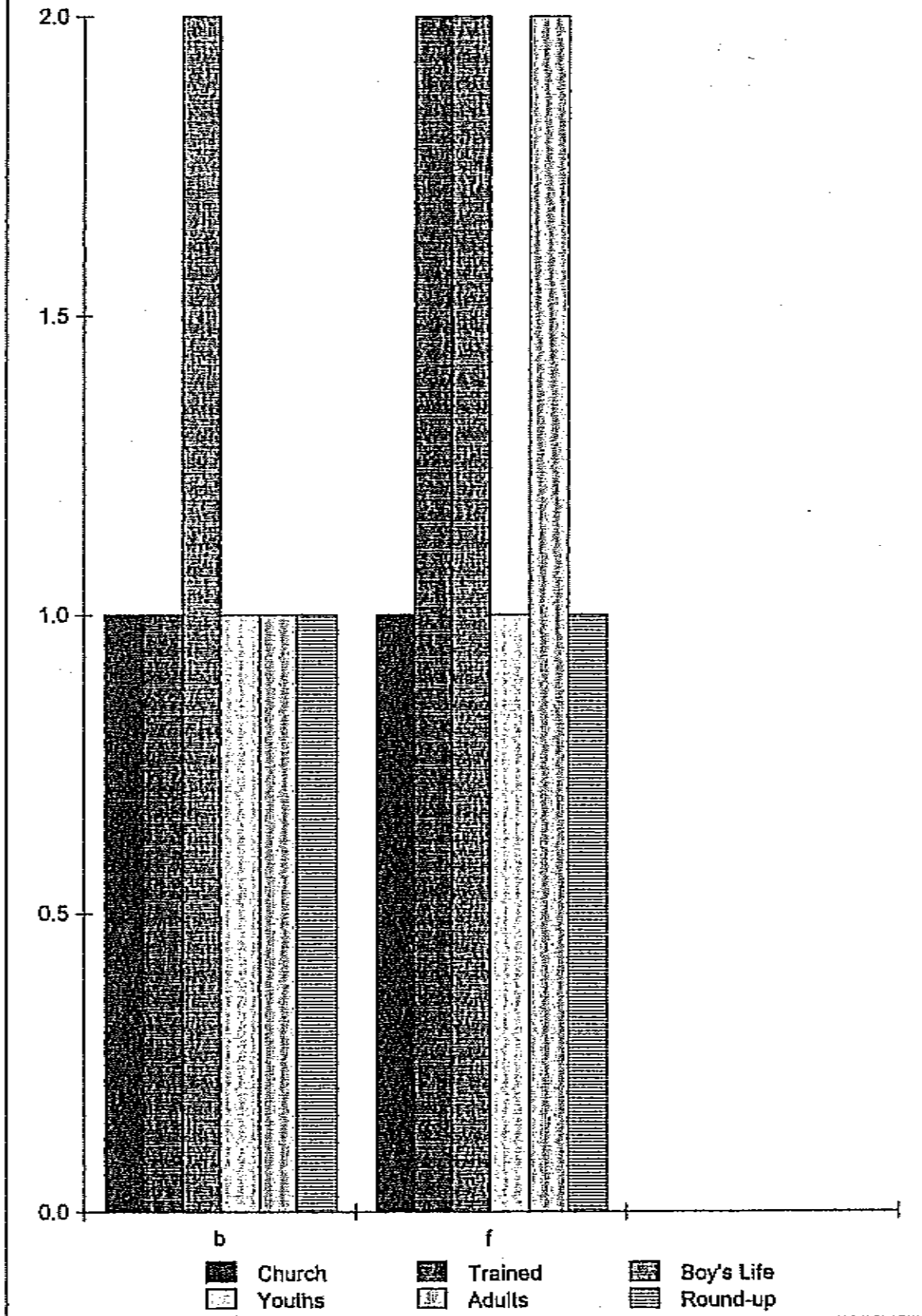
1. Was the unit chartered by a church?
2. Was the leadership trained during the chartered year?
3. Did any boys buy a subscription to Boy's Life Magazine?
4. Did the unit start with more than ten youth?
5. Were there five paid adults signed-up?
6. Did the unit participate in signing-up boys and adults in the spring or fall?

The following results show how many "yes" answers were given in the rechartered packs:

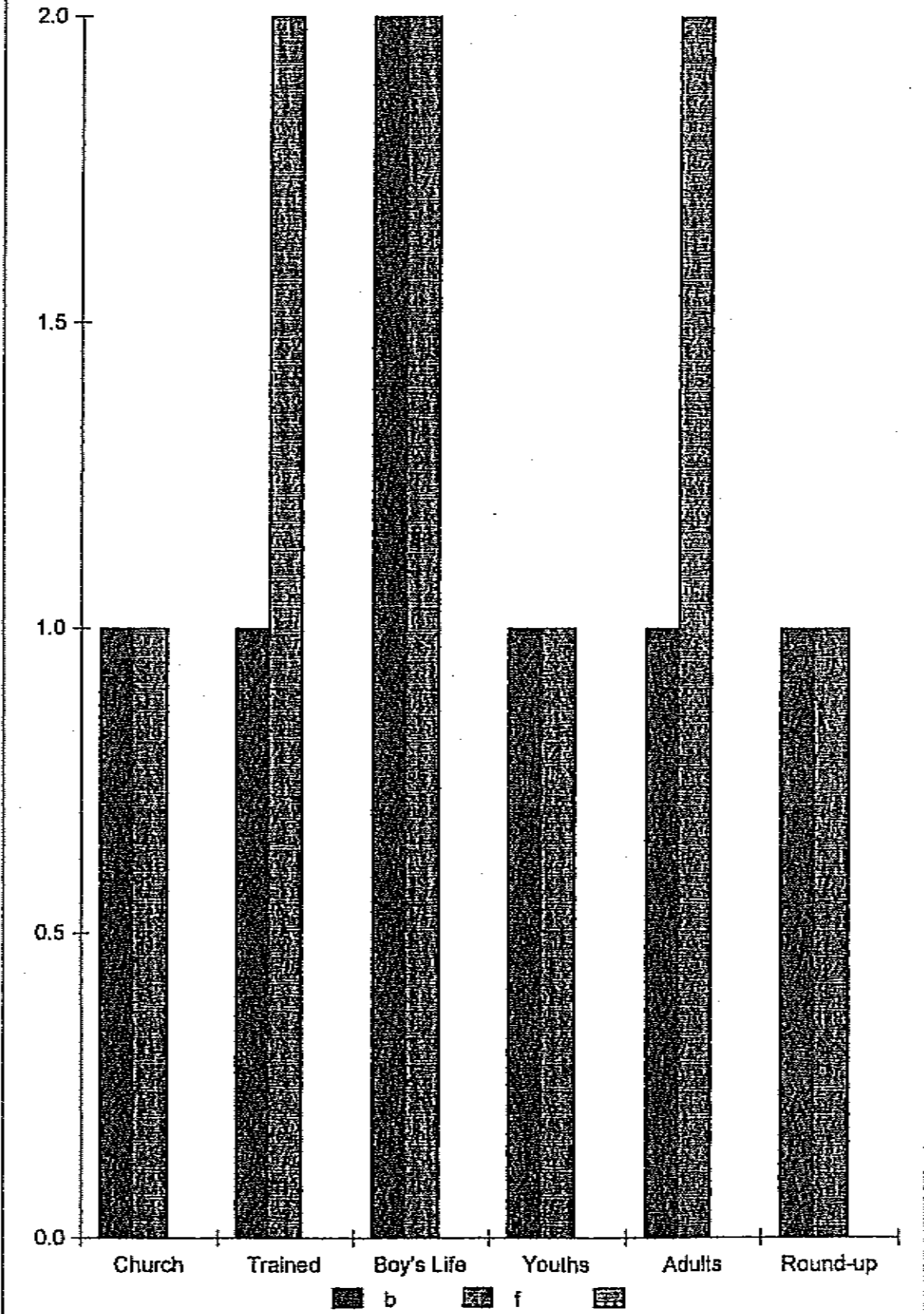
Church	0
Training	1
Boy's Life	2
Youth	0
Adults	1
Round-up	0

The most significant results in this research backs up the rechartered troops results. These two units were not church sponsored and did not participate in unit round-up.

### Non-rechartered Troops



### Non-rechartered Troops



## Rechartered Posts

These three graphs show nine units and the research on their first year. The number one represents a "no" answer and the number two represents a "yes" answer to these questions:

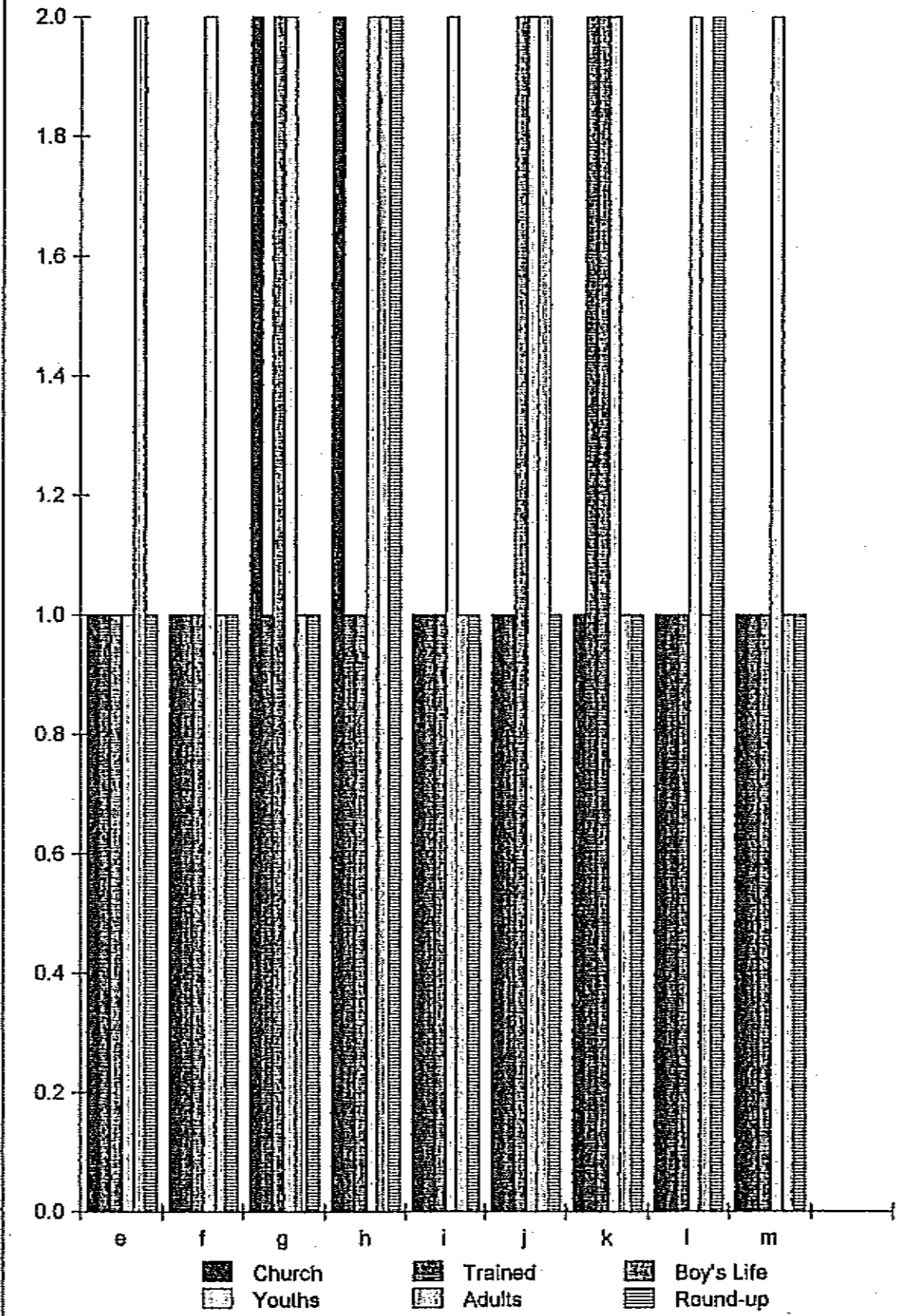
1. Was the unit chartered by a church?
2. Was the leadership trained during the chartered year?
3. Did any boys buy a subscription to Boy's Life Magazine?
4. Did the unit start with more than ten youth?
5. Were there five paid adults signed-up?
6. Did the unit participate in signing-up boys and adults in the spring or fall?

The following results show how many "yes" answers were given in the rechartered packs:

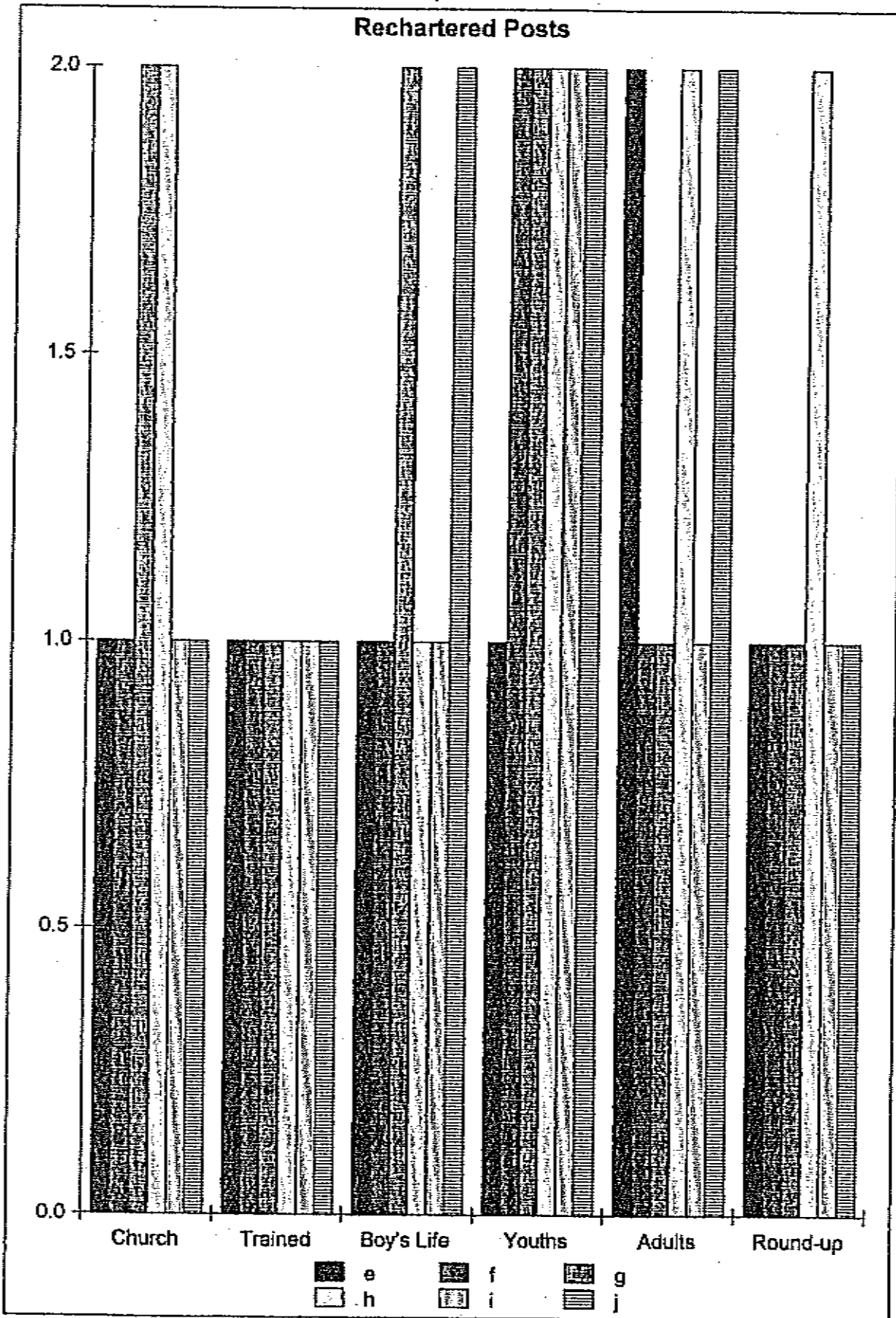
Church	2
Training	1
Boy's Life	3
Youth	8
Adults	3
Round-up	2

These results show that youth (teenagers) are the most significant factor for Exploring Posts. The least significant factor was adult training.

### Rechartered Posts

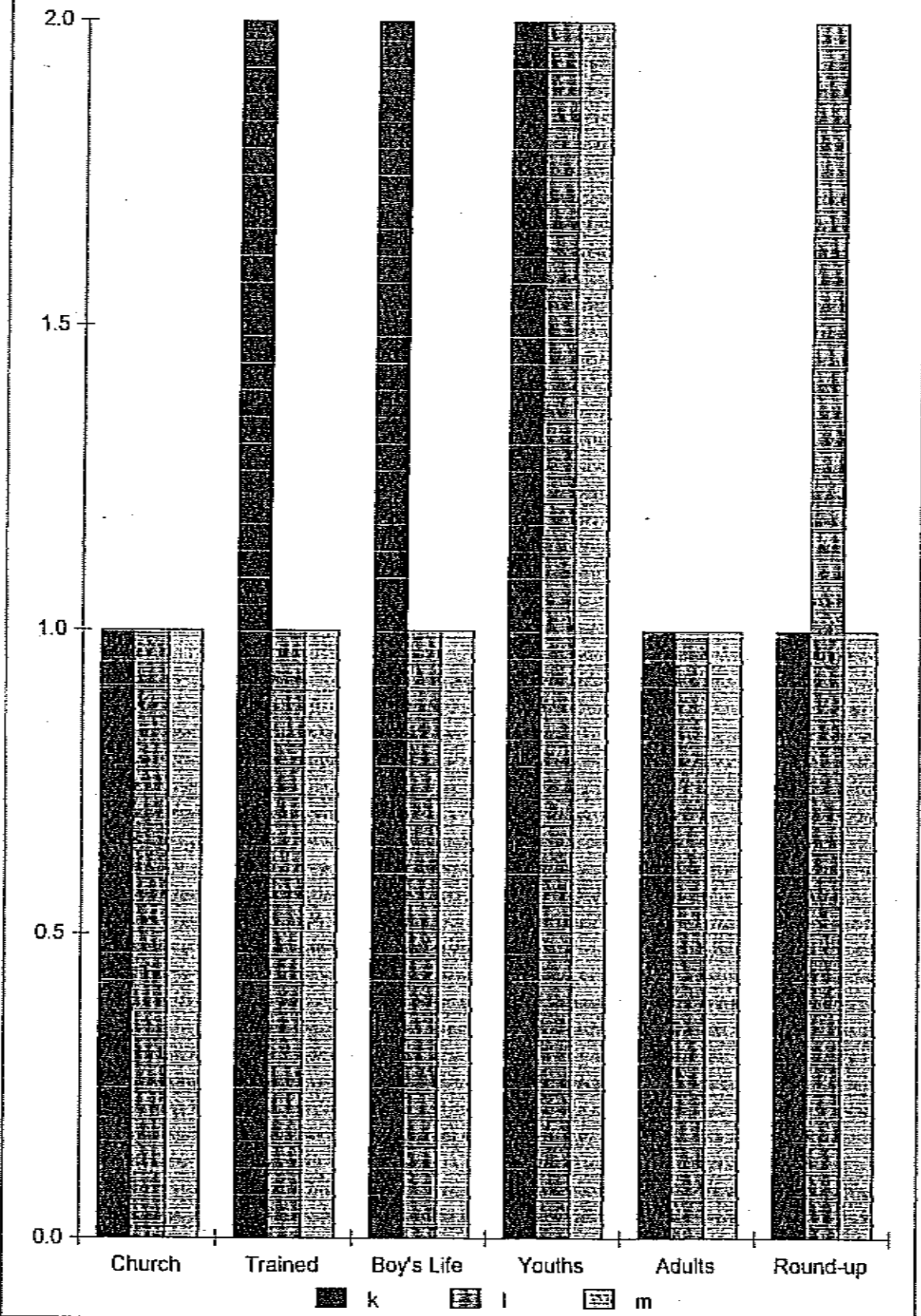


### Rechartered Posts





Rechartered Post Graph II



## Non-rechartered Posts

These two graphs show four units and the research on their first year. The number one represents a "no" answer and the number two represents a "yes" answer to these questions:

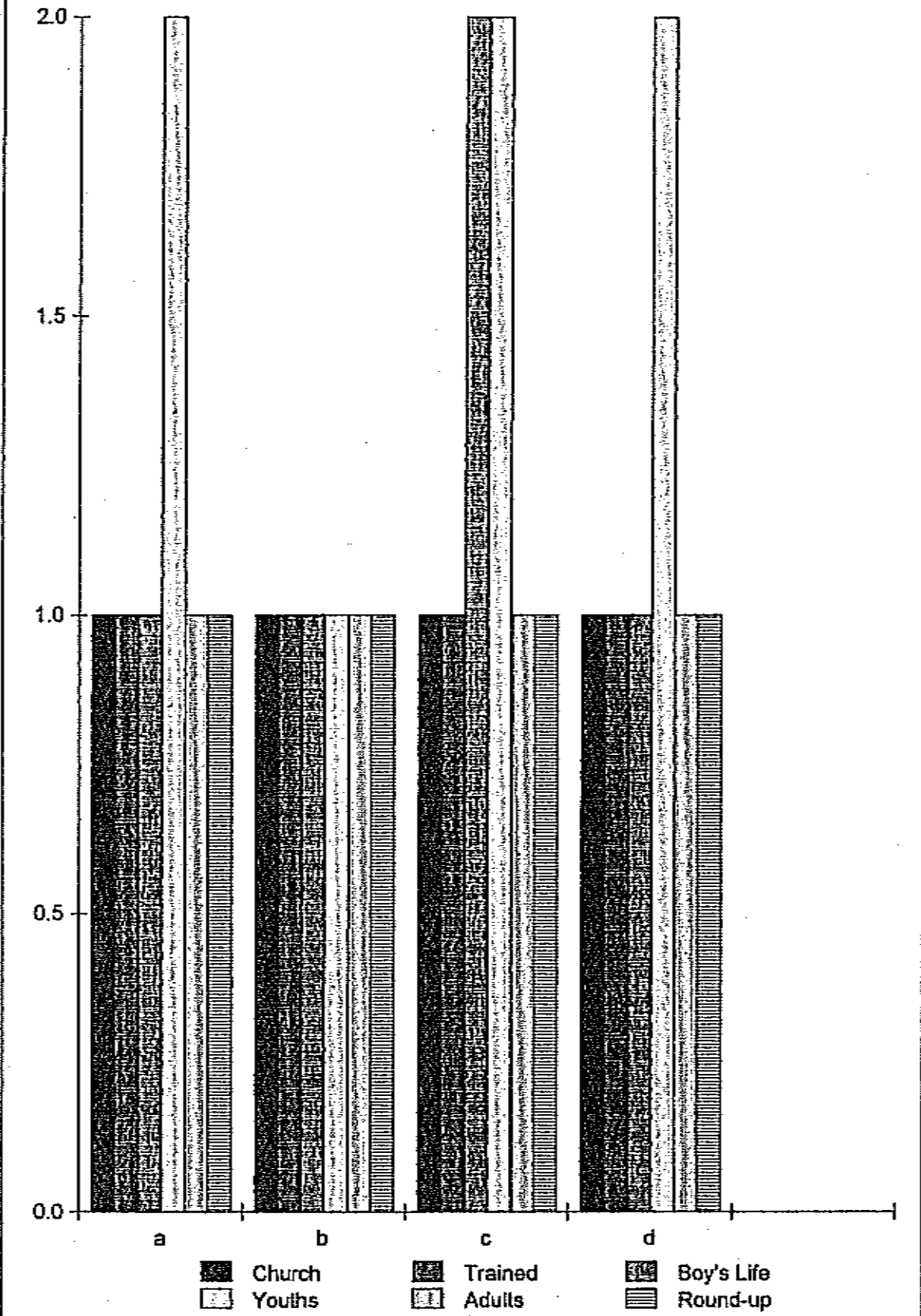
1. Was the unit chartered by a church?
2. Was the leadership trained during the chartered year?
3. Did any boys buy a subscription to Boy's Life Magazine?
4. Did the unit start with more than ten youth?
5. Were there five paid adults signed-up?
6. Did the unit participate in signing-up boys and adults in the spring or fall?

The following results show how many "yes" answers were given in the rechartered packs:

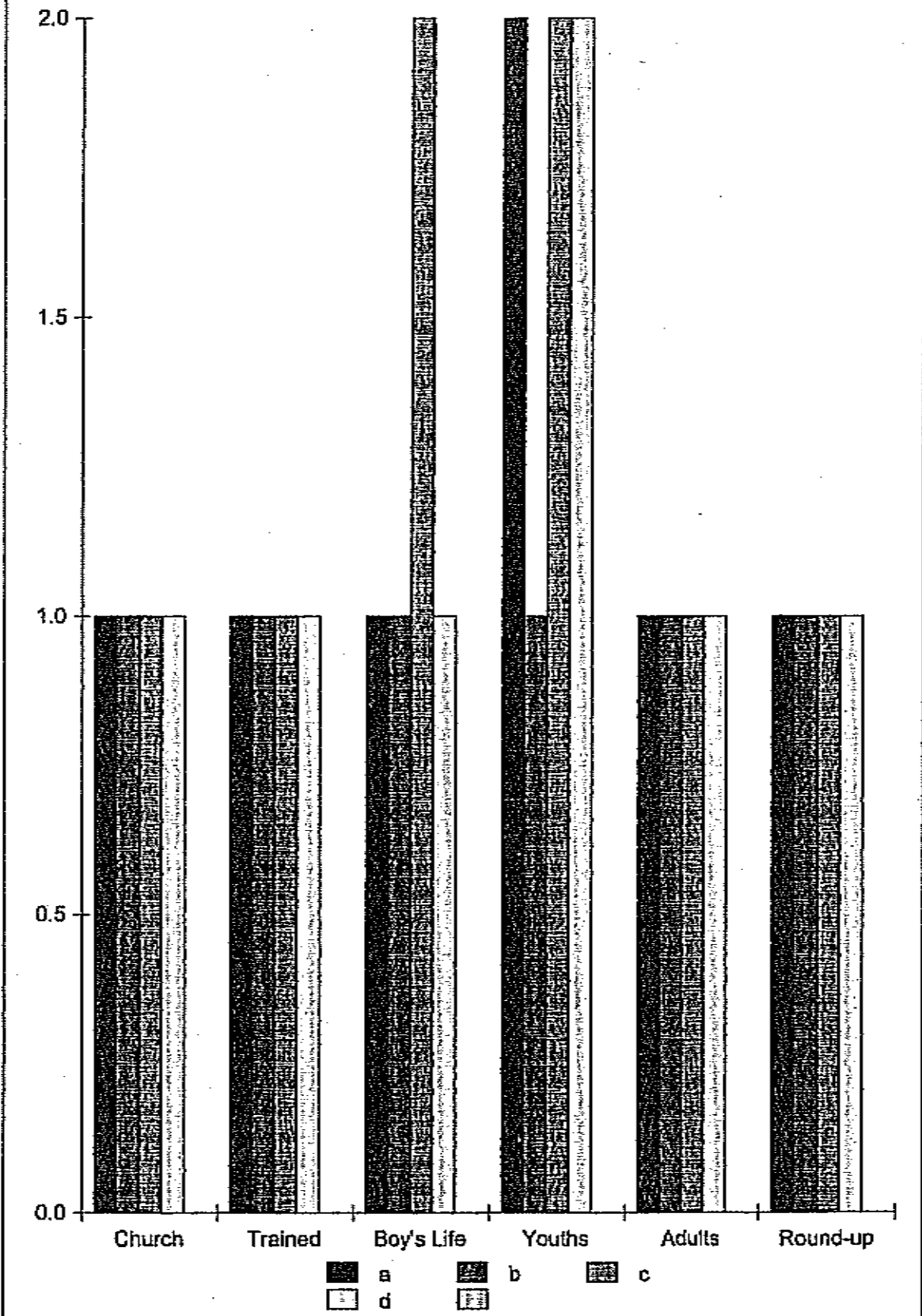
Church	0
Training	0
Boy's Life	1
Youth	3
Adults	0
Round-up	0

These results show that three posts began with more than ten youth (Teenagers), and they still did not recharter.

# Nonrechartered Posts



### Non-rechartered Posts



### Total Non-rechartered Units

These two graphs show non-rechartered units and the research on their first year. The total number of "yes" answers were calculated and then tabulated into percents.

1. Was the unit chartered by a church?
2. Was the leadership trained during the chartered year?
3. Did any boys buy a subscription to Boy's Life Magazine?
4. Did the unit start with more than ten youth?
5. Were there five paid adults signed-up?
6. Did the unit participate in signing-up boys and adults in the spring or fall?

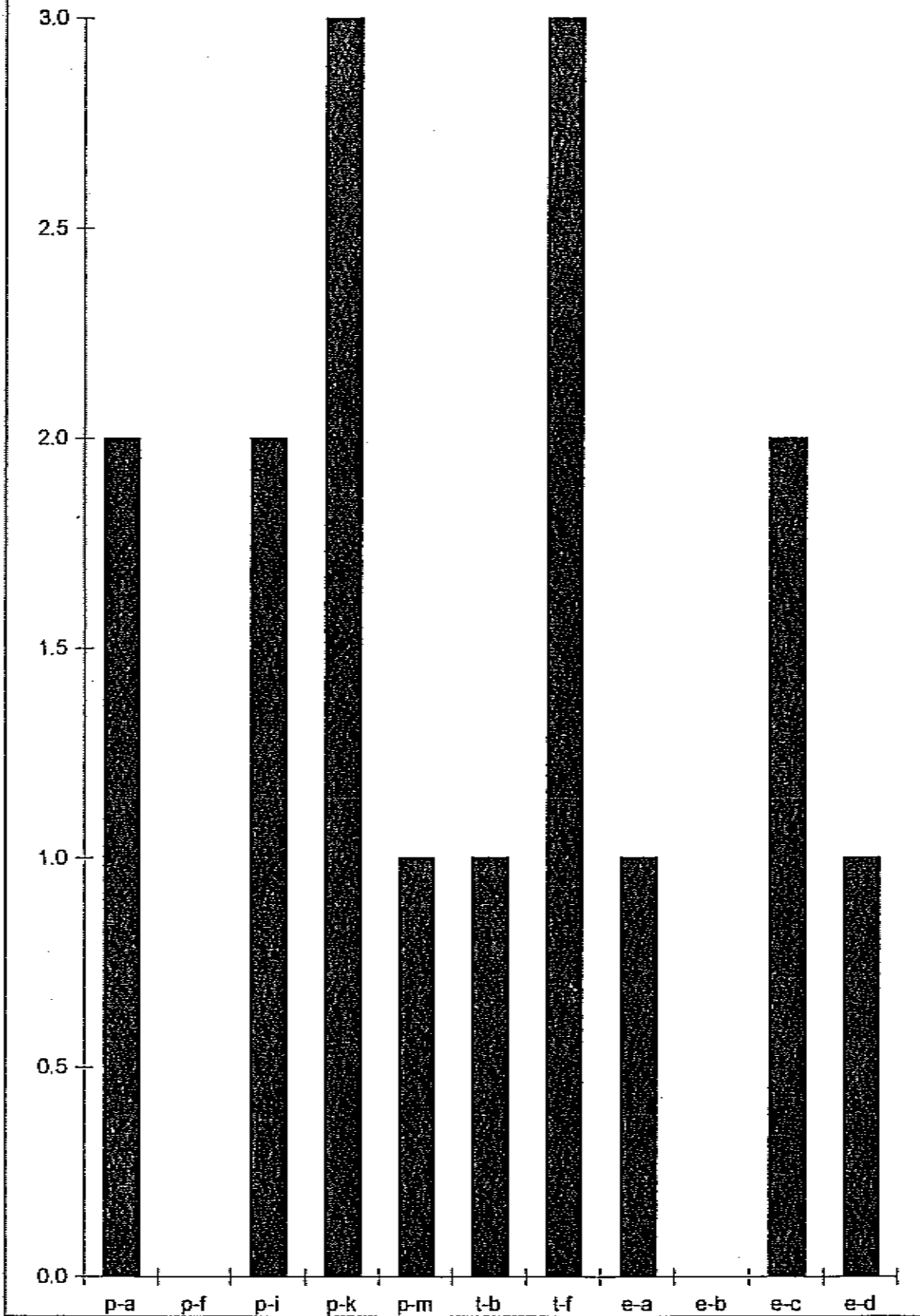
The following results show how many "yes" answers were given in the rechartered packs:

Church	3	27%
Training	1	9%
Boy's Life	4	36%
Youth	0	0%
Adults	4	36%
Round-up	0	0%

The most significant numbers here, are for the youth and round-up. All of these units had less than 10 youth to charter. Even though they had Boy's Life Subscriptions and paid volunteers, it was not enough to recharter.

When tabulated into percent of the six questions - 18% was totaled. This number is 1.08, the average number of "Yes" answers.

Total Non-rechartered Units



## Total Rechartered Units

This graph shows twenty - seven units and the research on their first year.

1. Was the unit chartered by a church?
2. Was the leadership trained during the chartered year?
3. Did any boys buy a subscription to Boy's Life Magazine?
4. Did the unit start with more than ten youth?
5. Were there five paid adults signed-up?
6. Did the unit participate in signing-up boys and adults in the spring or fall?

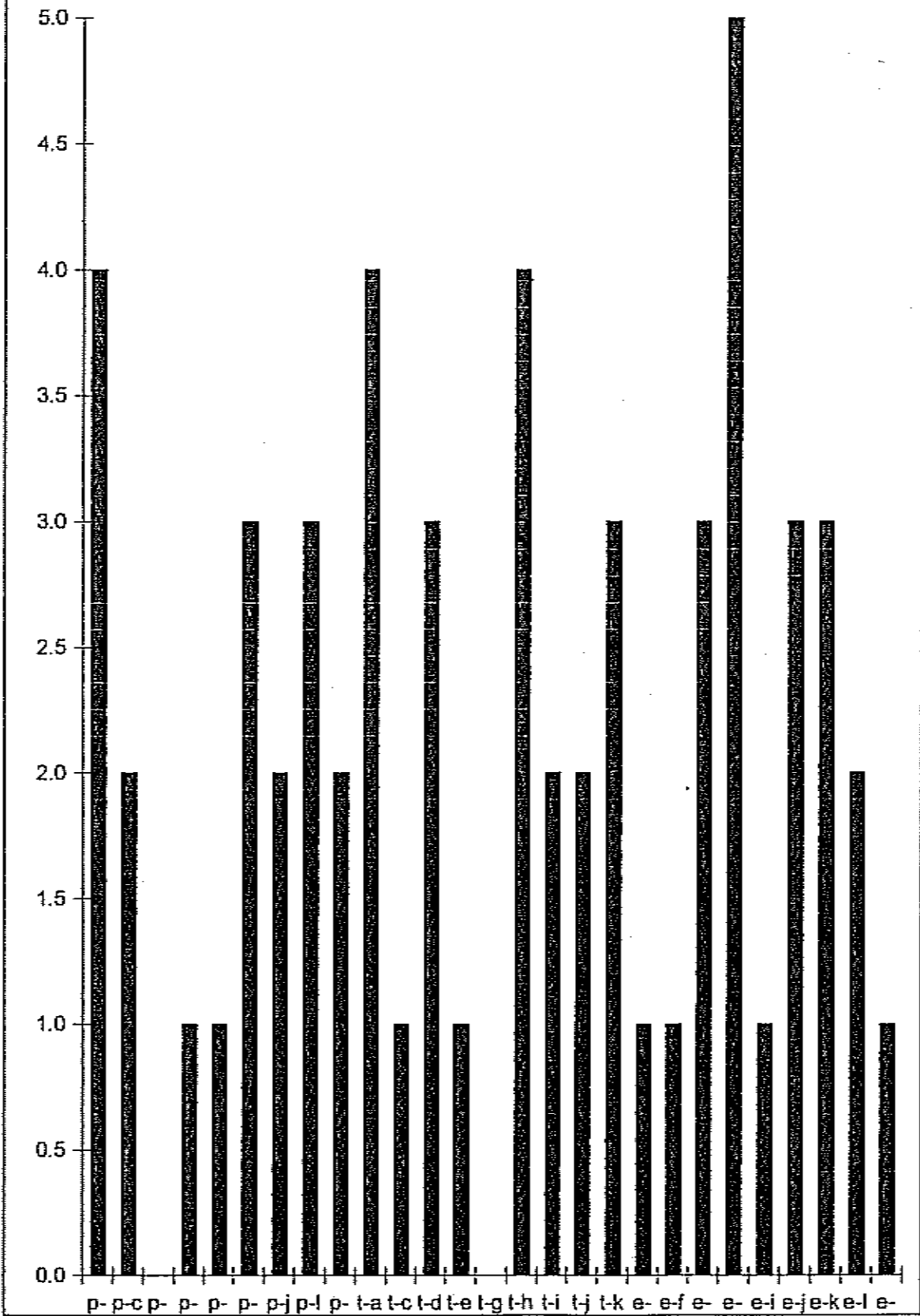
The following results show how many "yes" answers were given in the rechartered packs:

Church	10	37%
Training	5	19%
Boy's Life	10	37%
Youth	13	48%
Adults	8	30%
Round-up	12	44%

Only one unit answered 5 out of 6 "yes". This research shows that having more than 10 youth and participating in the round-up were significant. Fourteen units had less than 10 youth.

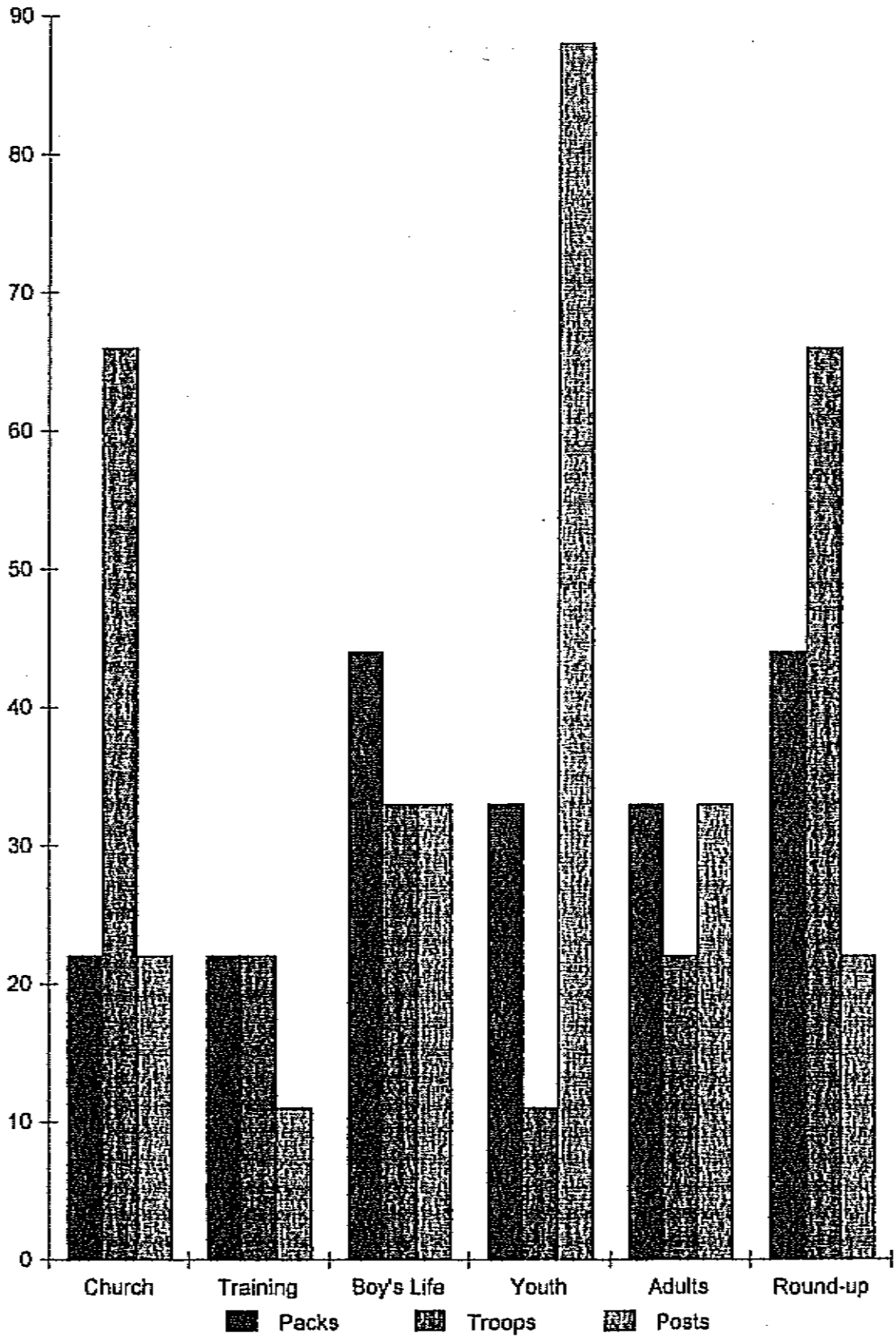
The average number of "yes" answers was 2.1. This number shows that a rechartered unit has an average of 2 "yes" answers to the above questions. It also shows that 35.8% of the 6 questions is needed, on average, to recharter (this is 2.1)

Total Chartered Units

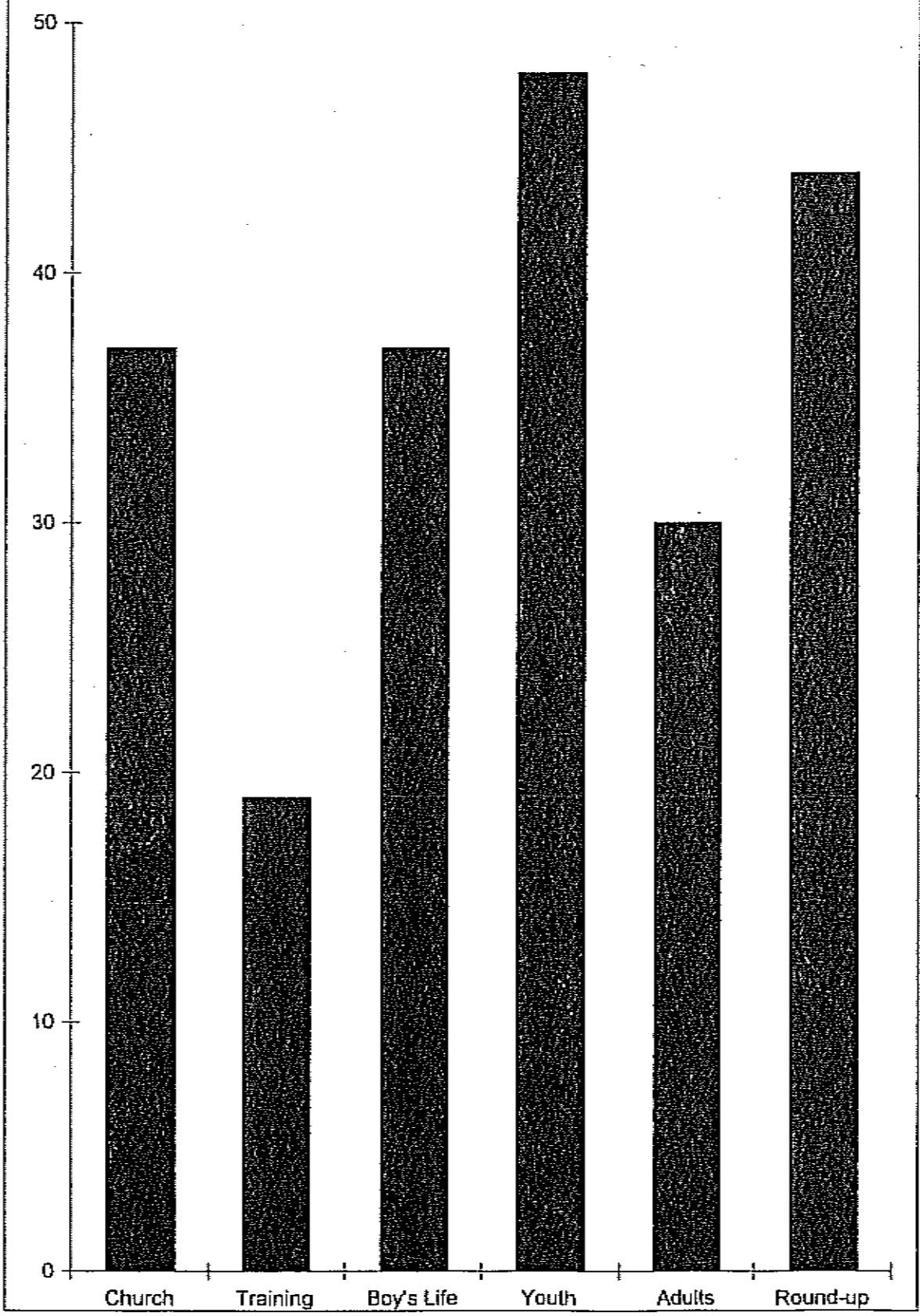




Percent Yes Rechartered Programs



Percent Yes Of Rechartered Units



### Total Non-rechartered Units

These two graphs show non-rechartered units and the research on their first year. The total number of "yes" answers were calculated and then tabulated into percents.

1. Was the unit chartered by a church?
2. Was the leadership trained during the chartered year?
3. Did any boys buy a subscription to Boy's Life Magazine?
4. Did the unit start with more than ten youth?
5. Were there five paid adults signed-up?
6. Did the unit participate in signing-up boys and adults in the spring or fall?

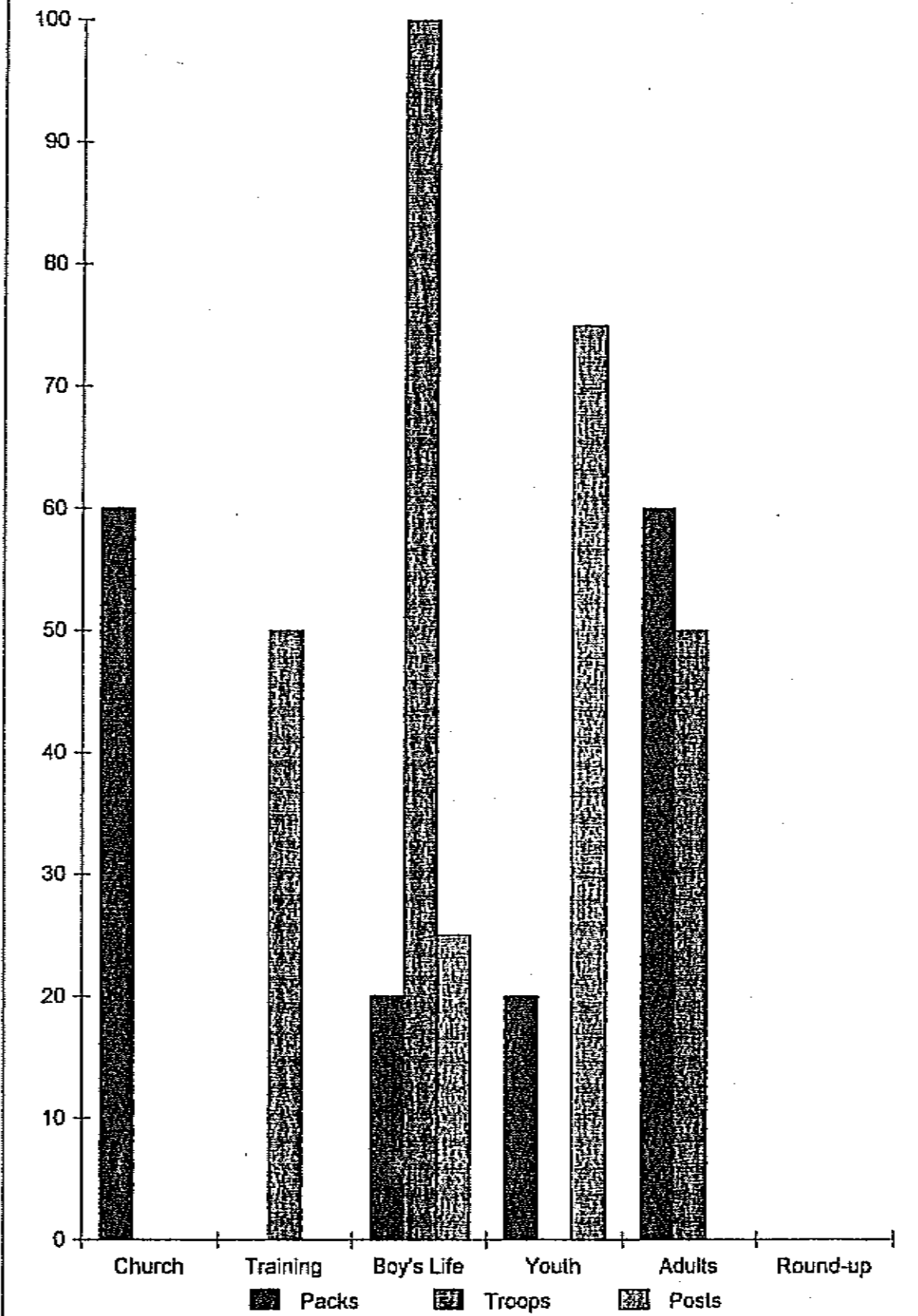
The following results show how many "yes" answers were given in the rechartered packs:

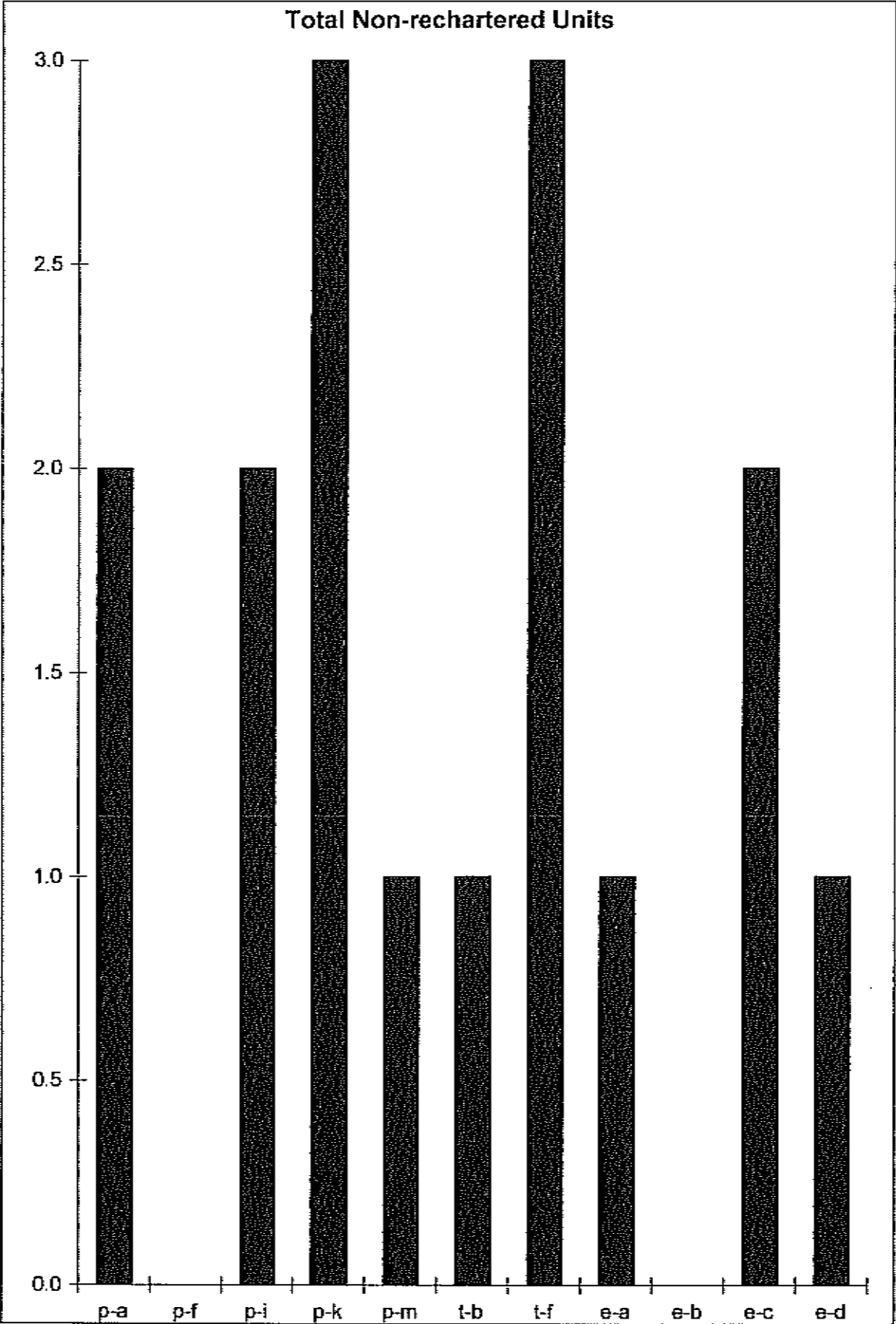
Church	3	27%
Training	1	9%
Boy's Life	4	36%
Youth	0	0%
Adults	4	36%
Round-up	0	0%

The most significant numbers here, are for the youth and round-up. All of these units had less than 10 youth to charter. Even though they had Boy's Life Subscriptions and paid volunteers, it was not enough to recharter.

When tabulated into percent of the six questions - 18% was totaled. This number is 1.08, the average number of "Yes" answers.

% Yes Non-rechartered Programs





## SUMMARY

In summary, I will discuss my opinion of each of the questions as they relate to the three programs.

### Cub Scouts

The question about the non-profit or church sponsorship did not show up significantly because I feel that both type places usually only give a meeting place. The church members usually do not relate to Cub Scout age boys, so there is not much interaction between either group. There is not much equipment others than a place that Cubs need. The Cub Scout training did not show up significant, because the district supports the new unit with a minimum amount of training. This training is usually given by commissioners, the DE, roundtable, or training material. A minimum amount is usually the degree they can handle and it also meets the expectations of the adults for a first year pack.

Boy's Life magazine is surprisingly significant. I believe it must be the commitment of signing up for the whole Cub Scout Program. The spending of more money usually means more commitment. Two others possible reasons could include family tradition, and better educated parents. Fathers could want their sons to read a magazine they read, so they are more involved in the success of the program. Better educated parents could also be more willing to help the new pack succeed.

Quantity of boys was not an significant factor for cubs. One den is usually a sufficient amount for a pack. One den is better in some ways because it is less intimidating and easier for a new leader to manage.

Paid leaders was not significant because most of the successful units had less than five also. I think that when the ratio of boys to adults is low, this number is less important, especially with one den. Also a new pack can run smoothly without a committee.

Round-up seemed to be a very important factor. At this age, Cubs do not sign up other boys. Parents usually make the decision of signing up their son. When a pack can participate in a district round-up, they are usually prepared for a growth in the pack to take place.

### Boy Scouts

The church sponsored troops have an advantage over non-church troops. The church usually has men in the congregation with experience in Scouting or also the outdoors. They are willing to help on the committee. Non church sponsored organizations usually only help with money or a place to meet. The adults usually do not help with the troop functions. Churches support troop better financially.

The new volunteer Scoutmaster was usually a Scout or an Eagle as a youth. The new Scoutmaster has confidence in his skills of the outdoor, and would not need to come to training. A Scoutmaster could also have had some training in Scouting as a Cub leader.

Boy's Life is liked by more Cubs than Scouts. Since boys sign up for Scouting, unlike parents signing up Cubs, they do not get Boy's Life. Sometime the troop dues are more expensive, so Boy's Life is eliminated.

A troop usually charters with less than ten boys. Some reasons for the small

number is peer pressure, or the youth has a foundation in sporting activities.

Most troops are started because the sponsoring pack wants their boys to continue in the Scouting program. Some parents are still helping with younger sons in the Cub Scout Pack. Many leaders are already sign up with another position so there would be less paid volunteers.

Graduating Webelos sign-up in the spring . If a troop can show a good program, the boys will sign up and continue in the Scouting program. Almost every troop gets their new boys from the Webelos. This is the district sponsored sign up for troops.

### Exploring

The sponsoring organization did not prove to be significant in Exploring . Businesses usually support the Career posts. The churches support the high Adventure post. Since most posts have to have financial support, they are about equal.

Training was not that important in this program. Maybe because there is not many trained Exploring advisor. The post should be run by the youth with the support of the professionals.

Boy's Life was not significant in this program because it is usually not offered to these youth. Many youth that do get Boy's Life, get it in connection with Scouting.

The most significant factor with posts are the number of teenagers that signed-up. It seemed like this factor was absolutely necessary to have healthy unit. At this age, it seems that peers influence most decisions. They are also more comfortable with larger groups.

The Exploring age youth usually sign up friends. Sometimes teenagers will



respond to a personal letter.

The amount of paid adults is not significant in a post. It really does not matter how many paid adults the post has, since it should be youth ran. It could also show that the adults that signed are already signed up with other programs.

## CONCLUSION

This research proved that two out of six questions answered "yes" are needed to recharter.