

**Recruiting
&
Retaining
Adults**





Objectives

- Explain the Committee's role in recruiting adult leaders
- Identify the types of adults sought
- State the training available for new crew adults
- List the keys to successful adult retention



Committee's Role

- Primary responsibility of Crew Committee is to provide *adequate adult leadership*
 - Recruit energetic, responsible adults
 - Certify their acceptance by the charter organization
 - Encourage adult leader training



Who Are The Adults?

- Responsible & high moral character
 - Desirable role model for teens
 - Supports BSA & Charter Org'n standards
- Enjoy working with young adults
- Capable of motivating, teaching, and coaching teens
- Encourage & support teens' challenging activities



Where To Find Them?

- Church
- Outdoor/Sports stores
- Military
- Teachers
- Activity/Adventure clubs
- Sponsoring organization
- Service clubs
- Parents
- Graduating Scout leaders



Adult Training

- Crew Advisor Fast Start
 - Video and Written
- New Leader Essentials
- Venturing Leader Specific Training
- Youth Protection



Keys to Retention

- Training—give them the tools to succeed
- Authority—more than chaperones
- Responsibility—to match their talents & desires
- Scheduling—share the burden
 - (remember the session on “Delegating?”)
- Activity—adults want to play, too



Summary

- Crew committee charged with recruiting adults leadership for the crew
- Want enthusiastic, responsible role models for the youth
- Training helps ensure the adults succeed
- Key to retaining them is making them feel part of the adult leadership team