
THE UNIT ASSESSMENT

PACK SCENARIO

BACKGROUND

Pack 123 has for many years been the largest and most active Pack in the Polaris District. Membership has averaged between 56 and 104 scouts over the past 4 years. Recently the Cubmaster has been running a one man show. The Committee Chair has been in name only. The committee has 16 parents including all the den leaders. Only 3 of the members are fully trained. The chartered organization representative is active and involved in the unit. This past year has been turbulent with the Cubmaster running the Pack “his way”, and making waves with the District and the Troop Chartered to the same organization.

TRAINING & MEMBERSHIP

All currently-registered adult leaders are current on youth protection training and position-specific basic training. Only 3 of the 16 adults on the unit roster are fully trained for their positions. There are 2 Assistant Cubmasters trained and 1 Assistant Den leader. Pack membership stands at 67 youth.

FINANCE

The member of the committee serves as treasurer and maintains all financial records. The Pack has \$9,000 in its treasury and was looking to purchase a pack trailer which was being discouraged by the Chartered organization. The unit participates in popcorn sales.

MEMBERSHIP

The Pack has always held very successful joining nights/rallies. Membership trend has been

12/31/2011 – 56 youth

12/31/2012 – 80 youth

12/31/2013 – 104 youth

1/1/14 rechartered with 67 youth

The sharp drop off is being attributed to the actions of the Cubmaster, who has now resigned.

PROGRAM

The Pack has been very successful with their advancement program with 100% of their youth advancing one rank in 2013. In 2013, 23 of their scouts attended summer camp, up from 16 in 2012. However with 80+ youth, the percentage going to camp is not very high. The Pack has den meetings, and pack meetings on a regular schedule.

LEADERSHIP & GOVERNANCE

All currently-registered adult leaders are current on youth protection training, however only 3 of the 16 adults listed on the 16 member committee are fully trained. There are 4 committee members, including the chair, and 8 den /assistant den leaders and the COR. Most Den leaders are missing their leader specific training. Recently the Cubmaster was running a “one man” show, doing all the Cubmaster tasks and the Committee Chairman tasks. The Committee Chairman was in name only on the charter. The Cubmaster was making negative comments about the District and Troop (same Chartered Organization) personnel not doing their jobs. The negativity cost the unit many families, as they did not like the negativity. The COR and the District Director became involved and discussed the situation with the COR. The COR gave the Cubmaster a heads up of the discussion and the recommended course of action; 1. strengthen the Committee Chair position with a new person; 2. review succession plans for a new Cubmaster; or 3. the outright removal of the CM and CC replacing them with new volunteers for those positions. The CM sent a letter of resignation and also got his “supporters” worked up over this. This caused the COR and the board of directors at the Chartered organization to become upset and the District staff became involved again. They held a parents meeting, which calmed things down slightly. The Chartered organization send a letter to the CM and told him he would need to follow the BSA prescribed method of running a Pack or they would find a new Cubmaster. After pulling back his previous resignation, he then resigned again. Currently the Pack is being run by the non-engaged Committee Chair.

TASK #1

Complete a simple, overall evaluation on a scale of 1 – 5. Identify at least two factors resulting in your evaluation.

TASK #2

Complete a detailed evaluation (on a scale of 1 – 5) of Finance, Membership, Program, and Leadership & Governance. Identify at least one specific strength or opportunity in each category. For each opportunity, identify a specific action that would strengthen the unit and assign responsibility (i.e., “committee member Jones,” “assistant cubmaster Smith,” “COR Anderson,” “district committee training committee,” etc.), and set a target date for completion. Based upon the information provided in this scenario, include an assessment of the pack’s Program Plan.