



## Top Tips to Increase Troop Leadership

1. Pray for guidance and listen when recruiting for any volunteer positions, the Troop Ministry Liaison must be involved. Only he can approve leaders.
2. Ask your congregation for volunteers via your church bulletin or newsletter. Announce from the stage. Have a table in the lobby or back of the sanctuary. Participate in a ministry fair.
3. Spread the word to your Troop parents via email, Trail Life Connect, announcements, Troop social media, and any other ways you communicate.
4. Do not rely solely on numbers 2 and 3 above. You usually have to *be intentional* about recruiting your leadership team, selecting them based on their giftedness (see “10 Steps to Successful Recruiting”)
5. Having the right people in the right positions is critical. If volunteers do come forward, do not automatically put them into a leadership position unless you already know them and know their gifts, talents and passions. If you don’t know them, you need to get to know them to determine the best place for them to serve. Remember that visitors who are “considering becoming a volunteer” do not count in two-deep leadership.
6. When a parent registers a new boy tell the parent you would like him to register as a “Registered Adult” so that he can fully participate in Troop activities with his son. Down the road, transitioning the parent from member to leader is much easier if the background check is on file and Child and Youth Safety Protection Training is already completed.
7. Develop relationships with the parents in your Troop. Get to know them. Learn their vocations. If a parent is a police officer, have him help with the Citizenship Trail Badge. If you have an EMT, nurse, doctor, pharmacist, diabetic, epileptic, etc. ask him or her to assist with the First Aid Trail Badge. If you have a parent who is a good organizer, have him or her collect or check paperwork. If a parent is a veteran, have him teach the salute, parade rest, and standing at attention. In addition to effectively using your resources, the parents begin to “buy in” to the program as they are included. Everyone, including adults, wants to feel important and valued.
8. Identify the parents who are impressed with the program and heavily participate with their sons. Periodically ask their opinion. Ask them to assist you in some way. Show them you value them. What they are “buying in” to is belief in the Troop ministry, confidence in the Troop leadership, and the desire to be a part of big Kingdom business.
9. When you have a leader meeting, invite parents you have identified in numbers 7 and 8 above to attend. Explain that you appreciate their judgment, creativity, passion, knowledge, and skill, and you would appreciate their input. Draw them into the team.
10. Good things happen around the campfire. The best time to convince a parent to serve in a leadership position may be when you are out under the stars, around the fire, enjoying creation together.

11. Celebrate your leaders. Make a big deal out of commissioning your leaders. Have a re-commitment ceremony for all leaders once each year.
12. Deepen the relationship with the pastor / Senior Ministry Leader. TLUSA is a ministry of the church. As a ministry, your pastor should recognize that he has a vested interest in seeing the Troop succeed. Give him a TLUSA shirt, invite him to special events, ask him to offer an opening prayer. He will be able to help you identify members of the congregation that would be good committee members or Direct Contact leaders.
13. Don't limit yourself. There are some member parameters in regards to age and position, but there is much to do! Consider moms, grandfathers, and others in addition to the dads.
14. Never be afraid to ask successful business and community leaders that you know and trust to serve as committee members for your Troop ministry. There is nothing small about Kingdom work. Don't underestimate your value. Successful small business owners make good Troop leaders / committee members because often they have built something big from very little. However, be careful. Just because someone runs or manages an organization doesn't mean they are good at leadership. Sometimes people are in their current position because they are good at a technical skill or they have been promoted because they have longevity in an organization.
15. Success breeds success. A healthy organization will attract others. An unhealthy organization will drive others away. Don't accept bad behavior, gossip, or inflammatory remarks about your Troop, church, Area Volunteers or the TLUSA Home Office. Address these things as soon as they happen rather than thinking on them and letting them "fester." Going directly to the person you have a problem with is biblical (Matthew 18). People, even Christians, sometimes volunteer with a youth organization for the wrong reasons. All committee members are responsible for something other than showing up and giving an opinion.