



Every Parent Helps Rules: Our Pack is a Volunteer Program run by Parents, supporting each other, and sharing the load. Some Dens will have enough Den Leader Volunteers, and some will not from time to time -- and every year some Den Leaders will "retire" from their commitments, and other Parents must step up if the program is to run. And for the great "Pack" events, Parents have to "step up" and "lead the event" - and, as in the past, help will follow if someone leads! So, the **Every Parent Helps Rule** is that **each Parent must be an assistant leader at Two Den Meetings** (in a manner that fits your interest and abilities), and **take on at least one Rank Level or Pack Job** (more below), and **Communicate with Other Volunteers**.

1) **Help at two Den Meetings.** Each parent has to participate in **at least two Den Meetings** as an Assistant Den Leader or Pinch Hitting Den Leader (those with "regular" conflicts need to do this too, on the theory that everyone can blow off work sometime, and what better reason that to help lead your own kid and his friends). Den Leaders have the biggest and most important job -- every Meeting needs at least two Leaders (two parents) for each Den. That is both a Scouting rule and good common sense (one parent with even just 5 or 6 Cubs is too hard, some dens may have 8 or 10). **Without "two deep leadership", the Cub Scouts in that Den will need to be in "after care" and miss the meeting.** Den Leaders will do a lot, but **should not have to do "everything"**. So having **Every Parent Help** as "twice a year" assistants is also important and fair, because the Den Leader needs help, and **your son deserves to see you sharing in the leadership** of the Den. Past Den Leaders and the Pack Trainer are committed to active assistance and coaching of Den Leaders, so Den Leaders don't have to learn the hard way. There are plenty of online resources to help you plan meetings!

For the **Help at two Den Meetings** part, you will sign up with the Den Leader (when Dens are formed), commit to your days, and arrange a replacement if you have to cancel at the last minute. While "drop ins" at the last minute are always welcome, unless your Den Leader approves, that doesn't count towards the **Every Parent Helps** requirement (since the Den Leader will have had to have prepared a program for that day anyway and lined up another Parent volunteer). At meetings, those with interesting skills, hobbies, collections or vocations can do a 20 to 30 minute presentation as part of the Den Meeting - others can help with the Den activities that we'll have "in stock" for those of us with no skills - and, subject to your Den Leader, helping keep order is a help to the Den.

2) **Take on a Rank Level or Pack Job.** To share work that was once done by the Cubmaster, **everyone must perform at least one "Rank Level" or Pack Job** - Rank Level jobs will be working with all Dens at a rank level (because coordination of similar Dens is really important to make this easy), and Pack jobs will support all Dens - and the Pack Leaders will receive the support of Rank Level helpers. Besides Den Leader and Assistant Den Leader, and unique Pack jobs like Cubmaster, Assistant Cubmaster/Primary School, Assistant Cubmaster/Lower School, and Treasurer, the **"Rank Level" or Pack Jobs** are: (1) "Rank Level Chair" (Volunteer Coordinator), (2) Advancement Coordinator, (3) Communications Coordinator; (4) Membership/Signup Coordinator, (5) Outings Coordinator, (6) Derby Coordinator, (7) Banquet Coordinator, and (8) Snack Czar (P.S.: "teams" - including parent teams - are good idea to fill the jobs). These "Rank Level" roles will have minimal "Tuesday afternoon" requirements - but all involve cooperation and communication with others to be sure all is done.

3) **Communicate!** Last: when a Leader or Volunteer asks a question, please please please give an actual answer (even if it is "maybe" . . . "maybe" is a perfectly fine answer), because nothing drives Volunteer Leaders more crazy than not knowing what your (silent) intent is with respect to an upcoming event.

We thank you for your agreement to this **Every Parent Helps** program, and you, when you are a Den Leader or Cubmaster or Assistant, will benefit from this **Every Parent Helps** support from others!