

THRIVING UNITS:

A Pathway to Stabilize and Sustain New and Struggling Units



This guide offers practical ways to help new and struggling units become stable and sustainable over the long term. The goal is for units to keep youth involved, support their leaders, and build lasting Scouting experiences. The guide explains what support is needed, not who must give it. In many districts, a commissioner may take the lead. In others, a team of Scouters or a mentor from a nearby unit may help. Support can come from several different sources.

Many of the ideas also apply to existing units that need additional support. Every unit, including new ones, is different. Not every idea will fit every unit.

This guide outlines how commissioners and other district volunteers can support new units as they form and in their first 30, 60, 90 days, and beyond.

Stable units play an important role in providing positive Scouting experiences and helping youth stay in Scouting. New units need extra, sometimes proactive, support. For example, a new leader may benefit from watching another unit's meeting or outing to learn how to run activities.

New units need more direct and practical support than other units. Commissioners and other district volunteers are empowered to do whatever it takes to provide needed help, working in close partnership with the unit's leaders, volunteers, and Scout parents.

Because each district and unit is different, the District Commissioner or Key 3 should choose the best way to provide each new unit with the close support it needs until it becomes stable.



The Journey to Unit Stability and Sustainability

New leaders need steady support and time to grow. Building and maintaining a stable unit requires sustained effort from unit leaders and the support team.

Progression Timeline:

-  **Within Year 1: High Support**—Coaching, frequent check-ins, practical help.
-  **Beyond Year 1: Growing Confidence**—Leaders start to take charge. They still get help, and know when to ask for it.
-  **Continuing: Steady Progress**—The unit can run on its own. Mentoring continues as needed and wanted.