
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 pack has 16 parents in leadership positions including the pack committee, cubmaster, den leaders and assistant den leaders. Only 3 of the parents are fully trained for their leadership position. The chartered organization representative is active and involved in the unit. This past year has been turbulent with the cubmaster running the pack "their 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 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 successful joining nights/rallies. Membership trend has been

12/31/2017 – 56 youth

12/31/2018 – 80 youth

12/31/2019 – 104 youth

1/1/2020 re-chartered 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 highly successful with their advancement program with 100% of their youth advancing one rank in 2019. In 2018, 23 of their scouts attended summer camp, up from 16 in 2017. However, with 80+ youth, the percentage going to camp is not 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 parents in leadership positions are fully trained. There are 4 committee members, including the chair. In addition, there is a cubmaster, 2 assistance cubmasters, 6 den leaders and 3 assistant den leaders. Most den leaders are missing their leader position-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 chartered organization representative and the district director became involved and discussed the situation. The chartered organization representative 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
3. the outright removal of the cubmaster and committee chair replacing them with new volunteers for those positions.

The cubmaster sent a letter of resignation as well as getting “supporters” worked up over this. This caused the chartered organization representative 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 telling the cubmaster that it is necessary to follow the BSA prescribed method of running a pack or they would find a new cubmaster. After pulling back the previous resignation, the cubmaster then resigned again. Currently the pack is being run by the non-engaged committee chair.

TASK

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

For each category in scenario, identify a specific action that would strengthen the unit and assign responsibility to a member of the unit setting a target date for completion.