

UNIT SUCCESSION PLANNING

PACK, TROOP AND CREW
PLANNING FOR SUCCESS!

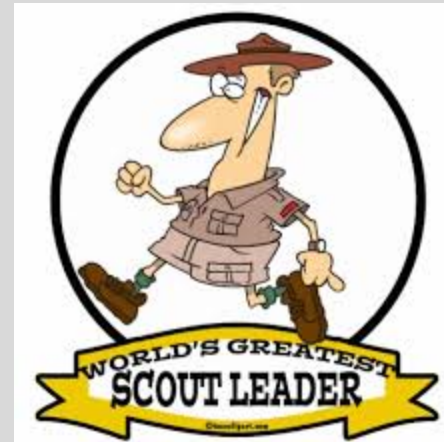


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WHO'S NEXT? WILL YOUR UNIT SURVIVE YOUR DEPARTURE?

**SUCCESSION PLANNING:
WHAT, WHY,
WHO, WHEN, & HOW**



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UNIT SUCCESSION PLANNING BASICS

- **WHAT IS SUCCESSION PLANNING?**
- **WHY SHOULD A UNIT CONDUCT IT?**
- **WHO ARE YOUR NEXT LEADERS?**
- **WHEN SHOULD UNIT PLAN?**
- **HOW DO YOU DO SUCCESSION PLANNING?**



WHAT IS SUCCESSION PLANNING

AN ORGANIZED APPROACH TO FINDING YOUR
OWN REPLACEMENT AND REPLACEMENTS FOR
OTHER UNIT LEADERS



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SUCCESSION PLANNING RESOURCES

POSITIONS		CURRENT 2025-2026	NEXT 2026-2027	NEXT 2027-2028	NEXT 2028-2029	NEXT 2029-2030	COMMENTS
Charter Organization Representative (COR)		Roger Hill	Roger Hill	Roger Hill	Roger Hill	Roger Hill	Member of Pack 4357 and Troops 1357 & 7357, parish member
Cubmaster (CM)		Ike Goletz	Ike Goletz	TBD	TBD	TBD	Need to appoint new CM for 2025-2026
Assistant Cubmaster (ACM)		TBD	TBD	TBD	TBD	TBD	Need to appoint new ACM for 2025-2026
ACM		TBD	TBD	TBD	TBD	TBD	Need to appoint new ACM for 2025-2026
Committee Chair (CC)		Mike Dustman	TBD	TBD	TBD	TBD	Need to appoint new CC for 2025-2026
Secretary		TBD	TBD	TBD	TBD	TBD	Need to appoint new Secretary for 2025-2026
Treasurer		TBD	TBD	TBD	TBD	TBD	Need to appoint new Treasurer for 2025-2026
Advancement		CM, ACM, DL	CM, ACM, DL	CM, ACM, DL	CM, ACM, DL	CM, ACM, DL	Need to appoint new Advancement Chair for 2025-2026
Membership or Recruiting		By Committee	By Committee	By Committee	By Committee	By Committee	Completed by senior members familiar with the program
Committee Member(s)		Multiple Parents	Multiple Parents	Multiple Parents	Multiple Parents	Multiple Parents	
Den Chief (DC)		Daisy Wallace	TBD	TBD	TBD	TBD	Senior Scout from Troop 1357 or Troop 7357
Lion	Den Leader (DL)	TBD	TBD	TBD	TBD	TBD	Need to appoint new DL for 2025-2026
	Assistant Den Leader (ADL)	TBD	TBD	TBD	TBD	TBD	Need to appoint new ADL for 2025-2026
Tiger	DL	TBD	TBD	TBD	TBD	TBD	Need to appoint new DL for 2025-2026
	ADL	TBD	TBD	TBD	TBD	TBD	Need to appoint new ADL for 2025-2026
Wolf	DL	TBD	TBD	TBD	TBD	TBD	Need to appoint new DL for 2025-2026
	ADL	TBD	TBD	TBD	TBD	TBD	Need to appoint new ADL for 2025-2026
Bear	DL	TBD	TBD	TBD	TBD	TBD	Need to appoint new DL for 2025-2026
	ADL	TBD	TBD	TBD	TBD	TBD	Need to appoint new ADL for 2025-2026
Webelos	DL	TBD	TBD	TBD	TBD	TBD	Need to appoint new DL for 2026-2027
	ADL	TBD	TBD	TBD	TBD	TBD	Need to appoint new ADL for 2026-2027
AOL	DL	Ira Griffen	TBD	TBD	TBD	TBD	Need to appoint new DL for 2027-2028
	ADL	TBD	TBD	TBD	TBD	TBD	Need to appoint new ADL for 2027-2028
Activities							
Blue and Gold Banquet		TBD	TBD	TBD	TBD	TBD	Hosted annually at the Regional Police Academy in April
Camping		By Committee	By Committee	By Committee	By Committee	By Committee	Schedule a Fall and Spring family campout annually
Scout Camp (Tiger, Wolf, Bear, Webelos and AOL)		By Committee	By Committee	By Committee	By Committee	By Committee	Attended annually at Camp Naish in June
Pinewood Derby		Mike Dustman	TBD	TBD	TBD	TBD	Hosted annually at St. Gabe's in February
Rain Gutter Regatta		By Committee	By Committee	By Committee	By Committee	By Committee	Hosted annually at St. Gabe's in July
Popcorn		N/A	N/A	N/A	N/A	N/A	Not participating
Fundraising		By Committee	By Committee	By Committee	By Committee	By Committee	Pack sells trash bags and hosts a pancake breakfast as fundraisers
Notes:							
Open position to be filled at a later date when a new parent volunteers; a new den is formed; and when plan is updated at annual program planning meeting.							



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WHY PLAN FOR SUCCESSION?

- DO YOU PLAN TO BE AT THIS UNIT FOREVER?
- IS THE UNIT WORTH SAVING?
- WOULD YOU LIKE A LITTLE HELP?
- IF YOU LEFT TOWN TODAY, WHO WILL MAKE SURE THE BOYS AREN'T DISAPPOINTED?
- IF NO ONE CAN DO IT AS WELL AS YOU, MAYBE YOU SHOULD TRAIN YOUR SUCCESSOR?

WHY?



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WHEN TO PLAN FOR SUCCESSION?



- TODAY!
- EXECUTION OF YOUR SUCCESSION PLAN BEGINS WHEN NEW PARENTS ATTEND NEW PARENTS ORIENTATION
- YOU WORK YOUR SUCCESSION PLAN AT EVERY MEETING
- YOU ADJUST YOUR SUCCESSION PLAN WHENEVER THINGS CHANGE
- NEW PARENTS ARE NEW OPPORTUNITIES



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WHO ARE YOUR POTENTIAL SUCCESSORS?

- EVERY NEW PARENT THAT JOINS YOUR UNIT IS A POSSIBLE SUCCESSOR
- TREAT THEM ACCORDINGLY
- ENSURE THEY ARE WELCOME
- ENSURE THEY ARE FULLY INTEGRATED
- ENSURE THEY KNOW HOW THE UNIT WORKS
- KEEP TRACK OF YOUR REPLACEMENT



HOW DO YOU DO SUCCESSION PLANNING?

- HAVE A LEADERSHIP SUCCESSION PLAN
- IDENTIFY AND LIST ALL KEY UNIT POSITIONS
- SURVEY INCUMBENTS AND LEARN THEIR PLAN
- PLAN TO HAVE TWO VICES TO LEARN AND SHADOW
- HAVE A LEADERSHIP/TALENT SELECTION TEAM
- MEET WITH THE PROSPECT
- INVITE THE PROSPECT TO FILL THE POSITION
- TRAIN, TRAIN, TRAIN



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SUCCESSION PLANNING RESOURCES

- [Ideal Year of Scouting — Heart of America Council — Scouting](#)
- [Position Specific Courses | Scouting America](#)
- *Selecting Cub Scout Leadership*, No. 13-500
- *Selecting Quality Leaders*, No. 18-981

