

How To Help Crews Be Successful

As pointed out in the section on committee structure in [How To support Venturing](#), the primary purpose of a district is to help our units be successful and that this should always be foremost in our minds and actions. In this Guide you will find proven methods that will help you accomplish this facet of your mission.

Again, go back to the [5 step planning process](#) and you will see that your first step is to have a clear vision of what you want your service area to look like. Here is a sample vision that relates to the quality of your crews:

Sample Vision:

We would like to see everyone of our crews so successful, they have trained adults advisors and youth officers who know how to plan and run exciting programs, recruit monthly, plan and run outstanding annual crew open houses, have great retention, are active in changing young peoples' lives. We would like our communities to see us as THE premier teen development program.

The key here is to know what you want and what it would look like.

Next you need commitment. You've got a lot to do to keep your crews well and it will take a lot of time, creativity, work, and of course commitment to make it happen. How to do get commitment? This could be the hardest question to answer. First, recruit the right people, those willing to give and make a commitment. Next train them and give them what they need to be successful. Next, do the things in the 5 step planning process with particular emphasis on vision, goals, and the written plan. Let them be part of developing your plan so they have ownership. Create an atmosphere than is fun to be in. Don't be afraid to ask for their help-that is why they are there to start with. Most of us have a great desire to contribute and feel that that contribution is significant and is making a difference. Recognize successes. You might even want to do this at every meeting even if there are only small successes. Your recognition doesn't have to be fancy, even a homemade certificate will be appreciated. Take a picture of you as chairman shaking their hand and post these pictures at each meeting. Let's say your training chairman has just announced she met the goal of having 100% of your advisors trained. Celebrate with a cake-have a party!

Since commitment is so important, once a year you could have a special commitment dinner for your committee. Review your vision, goals, and plan. Turn the lights down, have everyone light small candles, and ask them to look into themselves to make a commitment for the new year. While it is quite, ask a Venturer to say the Venturing oath in the back ground or have one give a testimony of how the committee's work have impacted his or her life. Remember commitment comes from deep inside.

The third step is to have goals. These are important so we can stay focused and have some measurements of our successes. Here are some sample goals that relate to having quality crews:

1. Have 100% of our adult advisors trained.

2. Have 80% of our adult advisors trained within two weeks of joining.
3. Have 100% of the crew officers groups trained each year.
4. Have 4 council/district activities.
5. Have 60% of our Venturers earn some advancement.
6. Have 90% of our crews earn the Centennial Award.
7. Have 4 Teen Leader Council meetings.
8. Develop a crew high what to do and where to go guide within 12 months.
9. Have Venturing Monthly Program Forums with at least 90% of the crews represented.
10. Offer 2 Kodiak X courses per year.

The fourth step is to take some time to analyze. This can actually be a fun step too. Do some research to know where you are starting from. How important is it to know which adult advisors are trained and what training they have taken if you plan to have 100% of your advisors trained? You have to know where you are starting from. There is an old saying that knowledge is power. Let's move that forward a little and say, knowledge is empowerment. That means that if we have the knowledge, we will have the power to do something to help our crews be successful and strong.

Finally you will be encouraged to develop and write a plan. Share this written plan with your crew advisors and crew officers to see if this is what they think they need. Remember, they are your client. The plan will also help you prioritize your work. If you have limited manpower and resources to start with, you might determine your first step toward strong crews would be having trained leaders. Once you have that taken care of and are able to maintain that, you might move to another objective.

At each committee meeting, pull your plan out and review your progress. That way it is alive, not just something you did when you started and most importantly it is relevant. Is your plan still helping you make your crews strong?

Brainstorming ways you can help crews be successful: (Do your own brainstorming session to develop your own list of ways you can help crews be successful.)

1. Organize them correctly to start with.
2. Insure everyone is trained both youth and adults. Publish a list of who is trained.
3. Ask your crews what they need.
4. Have awesome Venturing Monthly Program Forums so you have 100% attendance.
5. Ask the chartered organizations how they think it is going.

6. Help your crew vice presidents of administration do regular monthly recruiting.
7. Market Venturing and crew success stories to your council, district, parents, schools, United Ways, service clubs, the executive board, and the general public.
8. Train and motivate your crews to plan and host outstanding crew open houses that result in a recommitment from existing members and a substantial number of new members.
9. Train and support your crews to do annual recognition events and parents nights.
10. Help your crews do advancement and understand the importance of advancement.
11. Plan and run exceptional council or district Venturing activities to supplement crew activities.
12. Train your commissioners on how to properly serve crews.
13. Share other crew's successes with all your crews.
14. Recognize your Venturers when do accomplish something. Send letters to their principals, put pictures and articles in local newspapers, school newsletters, and your council newsletter and website. Make a really big deal out of earning of the Silver and Quartermaster awards.
15. Invite a different crew to do a demonstration before each board or district committee meeting.
16. Help Venturers get hooked up with dens, packs, and troops to offer program and teaching opportunities. Invite Venturers to Cub Scout and Boy Scout roundtables to make presentations and meet the leaders.
17. Offer local scholarships.
18. Develop a local where to go and what to do resource and keep it fresh.
19. Invite experienced Venturers to serve on your district or council committee.
20. Train crew officers how to do fantastic crew annual planning.