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Camp Staff Recruitment Best Practices

Many scouting camps rely on Arrowmen to help run their programs. This makes recruiting staff for council camp programs extremely important. This document will outline the best practices that lodges from around the country use to recruit staff for their camps.

- **Recognize staff at lodge events.** Recognition is an important part of being a servant leader. Recognizing your Arrowmen with a patch or other incentive could convince them to staff a camp. Additionally, awarding participation is an excellent way to encourage Arrowmen to sign up as staff. By starting a lodge participation award and including camp staffing as a requirement, you can encourage Arrowmen to participate more.
- **Program exposure.** Many Arrowmen don't know how to sign up, or why staffing is important. Explaining the importance of staffing (and the potential benefits) can greatly influence whether or not Arrowmen register as staff.
- **Set lodge/chapter goals.** Setting staffing expectations for each Chapter could encourage chapter leaders to put more effort on recruiting. Additionally, rewarding chapters based on the amount of their Arrowmen who attend an event is an excellent way to get chapters to *want* to have Arrowmen staff.
- **Inviting camp/council leadership to lodge events.** Sometimes when Arrowmen see leaders they look up to ask for help staffing, they'll answer the call. By getting camp or council leaders to personally ask at lodge events, some Arrowmen will likely be convinced to staff.
- **Sharing social media posts promoting staffing opportunities.** Outreach is very important when trying to get Arrowmen to staff camps. Since social media is continuing to grow, sharing attractive posts that promote staffing could get Arrowmen to sign up. These posts could be about benefits, fun from past years, or any number of other things.
- **Reaching out directly to specific Arrowmen.** Sometimes the best way to recruit staff is by looking for people who you already know are dedicated. By directly reaching out to Arrowmen who've staffed in the past or are otherwise very committed, you'll likely find a lot of luck.
- **Reduced camp cost for staff.** Though not necessarily in a lodge's control, discounted summer camp prices for Arrowmen who have staffed in previous years is a method some lodges use to recruit more staff. This method often allows lodges to get younger Arrowmen to join as staff. Another version of this is having Arrowmen staff for a week and then getting reduced pricing for the week they visit with their units. This provides a financial incentive to potential staff.



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- **Staff campership funds.** In many instances, the only thing holding someone back from staffing is the cost of attendance and travel. By setting up a campership fund, lodges can help give Arrowmen access to attending/staffing camps they otherwise would not be able to attend.