



Commissioner Comments

Unit Leadership Inventory

Once per year, early in the spring, the Unit Commissioner and the Unit Committee should perform the process of reconciling registered leaders to actual leaders. There may have been some leaders who moved to the next Scouting level with their son or some may have taken a new position within the Council. Getting an inventory of leaders who plan to participate with the unit in the coming year is an important first step in assessing the number of active adult leaders and the number needed to be recruited.

Before moving to the next step, take time to assess each leader that has dropped from the active Unit inventory. Assign a Commissioner to visit the inactivated adults. Explore with the adult their reasons for dropping and give feedback where appropriate.

Once the active leadership is identified, consider the following factors to determine the number of leaders that will need to be added. The size of the unit and number of patrols or packs will influence adult guidance needed in addition to the activities planned for the year and the number of experienced Scouts who can help lead their younger counterparts. The leadership goals of the existing leaders, the committee and the commissioner should also be taken into account.

After determining the optimum number of leaders, a plan of action should be developed jointly with the Unit Commissioner and the Unit Committee to ensure there is and will be adequate leadership for the unit. New leaders should be selected, recruited, and trained before beginning membership recruiting.



Taking Inventory—Year End Count
by Norman Rockwell

Commissioner Focus

- **April**
 - Unit Leadership Inventory
- **May**
 - Troop Uniform Inspection
- **June**
 - Watching the Vital Signs

News from Central Region

Lucia Cronin, the Central Region Membership chair, has a new recorded webinar on the topic of **Spring Tiger Cub Recruiting**. Go to www.scouting.org/membership and click Webinars and Podcasts link at the bottom of the page. Once on the Webinars and Podcasts page, look for the hyperlink for Spring Tiger Cub Recruiting.

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- **Unit Visit Tracking System** can be accessed at MyScouting.org. Record all your unit visits at this central location.
- **Commissioner Fast Start** is at www.myscouting.org- This 'fast start' training is designed to be taken by all commissioners within the first few weeks. Sign in Needed.
- **New requirements for Youth Protection!** MyScouting.org takes you to ELearning for on-line training for Youth Protection, Climb On Safety, Safety Afloat, an more!
- **Journey to Excellence Link:** <http://scouting.org/sitecore/content/Home/Commissioners/Journey.aspx>
- **Commissioner's website:** <http://www.scouting.org/scoutsource/Commissioners/newsletter.aspx> National Commissioner's newsletter
- **Voice of the Scout:** http://www.scouting.org/scoutsource/awards/journeytoexcellence/vos_news.aspx

SAVE THE DATE for these Area 5 Events

Please send Kandra events you would like to share

April 14 College of Commissioners– Great Rivers Council
 April 21 Camp Visitation Training, Omaha, NE
 April 28 Camp Visitation Training, Kansas City, MO
 Apr 28 College of Commissioners– Coronado Council
 May 30–June 1 Annual National Meeting– Orlando, FL
 July 22–28 Philmont for Central Region Commissioners

Commissioner Pledge

*On my honor, I will do my best
 by the example of my daily life to
 make the Scout Oath and Law a
 more vital force for the good
 character and citizenship in the
 lives of the boys and the leaders
 I serve.*

*I will do my best to help secure
 and help to make more effective
 the finest possible leadership for
 the units I serve.*

*I will do my best to help make
 the program of the units I serve
 the best that can be given, rich
 in wholesome fun and
 adventure.*

*In all that I do, I will strive to help
 my units attract into membership
 every possible boy so that,
 through his participation, that
 boy, can help make America a
 finer, greater nation in a world
 community.*

Metrics Feb and March 2012

Council	Comm-Unit Ratio	Units	Visits Feb	Visits March
Columbia	2.3	292	98	48
Des Moines	2.7	375	151	70
Garden City	2.7	71	0	0
Grand Island	6.7	169	13	1
Kansas City	2.6	1109	505	262
Lincoln	1.4	210	84	27
Omaha	1.8	709	77	61
Salina	4.2	193	19	5
Springfield	4.0	395	117	70
St. Joseph	2.7	208	48	9
Topeka	4.8	189	23	13
Wichita	3.4	379	118	63



Area 5 Key 3

Rick Boeshaar, Kandra Dickerson,
Brick Huffman

Komments by Kandra

Yesterday, my 22 year old daughter, an engineering student at Iowa State, met me at Camp Mitigwa and we hiked for a few hours. I was decked out in my new internal backpack with 20 lb of ballast training for an upcoming fall Autumn Adventure at Philmont. Kasi was a typical college student with hoodie, holes in her blue jeans and tennis shoes. When it started to rain, I lent her my raincoat.

We normally talk once a week or so and get together a few times per month. But yesterday was different, we met to talk about her class schedule for the coming year. She is a Senior and the class schedule for the next 2 semesters will be critical for her to graduate on time.

We met to take inventory of her past classes, what classes she currently has and what classes she needs to complete her goal. It's the same concept as Unit Commissioners meeting with Unit Committees to take inventory of our unit leadership. What adults have been involved with the unit in the past, who is participating this year and how many new adults do we need to recruit to give our Scouts the best experience.

It feels good to reflect and be part of a plan. Have a great month taking leadership inventory with your Units.

- **Kandra**

Leadership through personal touch is the key-note to our success in the movement.

"The Scouter" Leaders magazine, 1936

Voice of the Scout, Speak UP!!

In 2012, Scouting will launch the Voice of the Scout program, the BSA's first nationwide approach for connecting member experiences to their expectations of Scouting. The program will allow Scouts, parents, volunteers, and chartered organizations to contribute their insight, which can then be used by council volunteer leadership and professionals to guide program, management, and operational decisions at the BSA.

No one will receive more than one survey every six months. A key element of the program is a permissions based dashboard. The VOS dashboard will be integrated with the Journey to Excellence dashboard on MyScouting and can be easily accessed by volunteers. It will display council- and district-level information for year-to-date information, comparison views, trend lines, and results for each audience segment. Complete reports with unit-level insight will also be sent automatically each month to Scout executives. Commissioner involvement in promoting the addition of email addresses to recharter information will be a critical first step. For the program to be a success, councils will need to be ready to listen and act on the feedback they receive. In accomplishing this, we must spread awareness about VOS as a tool for improving the Scout and parent experience. Commissioners are a vital link to spreading information about this program from areas into the councils and to the units directly.

"I firmly believe that by listening to our various customer groups, we can dramatically enhance the Scouting program," says David Weekley, Southern Region president. "This will lead to better programming and thus retention, increased membership and impact on our communities. It will help us positively impact the lives and characters of millions of youth." At the core of the Voice of the Scout program is the measurement of loyalty through the Net Promoter Score approach. NPS captures the tendency of members to recommend others to Scouting, with the idea that people will not risk their reputations by recommending an organization without feeling loyal to it. In addition to measuring loyalty by an individual's likelihood to recommend others to Scouting, the survey questions, which were vetted in pretests this spring, will examine responses to questions that have statistically shown what drives loyalty to the Scouting program.

The questions have also been designed to give insight into the five strategic themes that exist within Journey to Excellence. In this way, results gleaned from the Voice of the Scout program can serve as leading indicators to almost all of JTE's key performance criteria.

Taken from "The Commissioner" newsletter, Fall 2011

Sample Pack Leadership and Membership Inventory

Cubmaster: _____

Assistant Cubmaster(s): _____

Number of Tiger Cubs registered: _____ / 8 = _____ dens needed.

Tiger Cub Den Leader(s) Needed: _____ Have: _____ Need to recruit: _____

Tiger Cub Den Leaders(s): _____

Number of Wolf Cubs registered: _____ / 8 = _____ dens needed.

Wolf Den Leader(s) Needed: _____ Have: _____ Need to recruit: _____

Wolf Den Leaders(s): _____

Number of Bear Cubs registered: _____ / 8 = _____ dens needed.

Bear Den Leader(s) Needed: _____ Have: _____ Need to recruit: _____

Bear Den Leader(s): _____

Number of 4th Grade Webelos: _____ / 8 = _____ dens needed.

4th Grade Webelos Den Leader(s) Needed: _____ Have: _____ Need to recruit: _____

4th Grade Webelos Den Leader(s): _____

Number of 5th Grade Webelos: _____ / 8 = _____ dens needed.

5th Grade Webelos Den Leader(s) Needed: _____ Have: _____ Need to recruit: _____

5th Grade Webelos Den Leader(s): _____

Pack Committee Chairman: _____

Pack Treasurer: _____

Pack Secretary: _____

Pack Outdoor Chairman: _____

o Family Camp: _____

o Day Camp/Webelos Camp: _____

Pack Trainer: _____

Pack Advancement Chairman: _____

Pack Popcorn Chairman: _____

Pack Activity Chairman: _____

o Pinewood Derby: _____

o Blue and Gold Banquet: _____

Welcome to *Commissioner Service!*

Welcome to Commissioner Service! The Unit Commissioner is one of the oldest leadership positions in Scouting. In 1910, Lord Baden Powell, founder of the Boy Scout Organization, appointed adult volunteers as Commissioners to help units maintain scouting standards, recruit members, train new leaders and oversee the growing organization. The Commissioner's role continues today as a friend and advisor where ever they can make a positive difference for units to succeed. Commissioners are also the only volunteer positions that share the wreath of service on their position badge with the professional staff.

Every Council has a Council Commissioner, a key leadership position, who recruits and assigns District Commissioners to recruit and assign Unit Commissioners in their Districts. A monthly meeting is hosted by the District Commissioner to share District communications and stay current with Commissioners on Unit happenings.

Every Cub Scout, Boy Scout and Venturing Unit should be assigned a Commissioner. If you do not know who that person is for your Unit, please contact your Council Commissioner. We welcome any interested adult to explore if this may be an area where you can make a difference in the success of a Scouting Unit. Please feel free to contact one of the Council Commissioners below or me for additional information on how you can get involved.

Kandra

Kandra Dickerson, Area 5 Commissioner (JWDickerson1@mchsi.com) 515-988-9771

Council Commissioners:

Columbia, MO	Great Rivers Council	Kirk Boyer (bsaboyer@gmail.com)
Des Moines, IA	Mid-Iowa Council	Tom Harbison (TWH8632@aol.com)
Garden City, KS	Santa Fe Trail Council	David Clinton (Dvdclint@yahoo.com)
Grand Island, NE	Overland Trails Council	Randall Gunn (rgunn51@hotmail.com)
Kansas City, MO	Heart of America Council	Jim Bernard, Jr. (Jbernardjr@sbg-law.com)
Lincoln, NE	Cornhusker Council	John Salistean (councilcomm@neb.rr.com)
Omaha, NE	Mid-America Council	Steve Lanni (SLanni2@cox.net)
Salina, KS	Coronado Council	Bryan Anderson (ashby@ashby.kscoxmail.com)
Springfield, MO	Ozark Trails Council	John View (jview3@suddenlink.net)
St. Joseph, MO	Pony Express Council	Ben Ernst (benernst@nwhealth-services.org)
Topeka, KS	Jayhawk Council	Darren Haddock (dhaddock@yahoo.com)
Wichita, KS	Quivira Council	Jeff DeGraffenreid (Jeff.p.degraffenreid@spiraero.com)

Watch for Council and District Commissioner Events on your Council's Website.