

THE NATIONAL COMMISSIONER

www.scouting.org/commissioners



Tico Perez serves as national commissioner of the Boy Scouts of America. He is the founder of Tico Perez Solutions, a consulting firm specializing in business, government, and marketing solutions. He is an Eagle Scout, Silver Beaver, Silver Antelope, Silver Buffalo, Distinguished Eagle Scout, Order of the Arrow Distinguished Service Award recipient, and James E. West Fellow. Tico has served as council president, area president, Southern Region president, and in a variety of other local, regional, and national responsibilities. He is passionate about multicultural markets, disadvantaged youth, and the new BSA Hispanic Initiatives. He has been involved in Scouting for more than 35 years and credits much of his leadership training to the lessons learned while a lodge and section chief in the Order of the Arrow.



**"TO IMPROVE THE QUALITY OF PROGRAM
IN EVERY UNIT IN AMERICA!"**

"The role of the unit commissioner is to help every unit be successful. Unit success is defined by the unit achieving Centennial Quality Unit status and demonstrating an improvement in the retention of its members."

Introduction to the New National Commissioner

Tico Perez became the new national commissioner in May 2008 at the National Annual Meeting in San Diego. Tico is the founder of Tico Perez Solutions, a consulting firm specializing in business, government, and marketing solutions. He is an Eagle Scout, Silver Beaver, Silver Antelope, Silver Buffalo, Distinguished Eagle Scout, Order of the Arrow Distinguished Service Award recipient, and a James E. West Fellow.

Tico has served as council president, area president, Southern Region president, and in a variety of other local, regional, and national responsibilities. He is passionate about multicultural markets, serving disadvantaged youth, and the new Hispanic Initiatives.

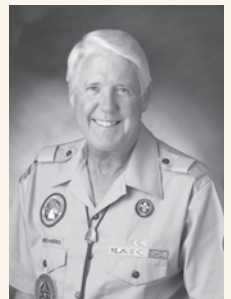
Tico has been involved in Scouting for more than 35 years and credits much of his leadership training to the lessons learned while a lodge and section chief in the Order of the Arrow. With his

leadership, we anticipate taking our vision to the next level in providing quality program experiences for every youth involved in Scouting.

National Commissioner Minute

Special Salute to Don Belcher

Don Belcher served admirably as the national commissioner for more than five years. We salute him for his vision, his commitment to quality unit service, and his involvement in helping to build our national strategic plan. The Scouting program has benefited greatly because of his leadership. THANKS for a job well done.



A Salute to Your Job as a Commissioner

You've accepted a position as a commissioner. You are a unit commissioner, a district commissioner, an assistant district commissioner, a roundtable commissioner or staff member, a council commissioner, or assistant council commissioner. No matter what the position, the key is understanding your role and how it relates to the units in your district or council. Unit commissioners are in charge of quality control with the unit. District commissioners or council commissioners

are in charge of quality control of your commissioners.

On a district or council level, the administrative commissioners serve as the unit commissioner's Scout leader. As an administrative commissioner, you need to be your unit commissioner's Cubmaster, Scoutmaster, Varsity Coach, or Crew Advisor. You need to make certain they are trained, they are attending their unit meetings, and they are doing what needs to be done to succeed.

Continued from page 1

You're not involved at the unit level. You are in charge of your unit of commissioners.

As a unit commissioner, you should be involved in working regularly, at least monthly, with your assigned units. You are many things to the unit leadership—friend, coach, counselor, mentor, and team leader. Your responsibilities include serving as the liaison between the district and council to the units you are assigned. Your main responsibility is to help all units achieve Centennial Quality Unit Award status, which denotes that the unit is providing a quality program to their youth and families.

Thank you for accepting this most important role in Scouting by providing quality commissioner service to our youth through support of the units in your district or council.

Critical Steps Need to be Taken in Support of the Centennial Quality Awards Program

Between now and Feb. 15, 2009, it is critical for each commissioner to be involved with all units in the council. The time taken will help create action plans for each unit with the commitment to achieve the Centennial Quality Unit Award. This time spent will help you qualify for the Centennial Quality District and Centennial Quality Council awards.



The tools available to assist commissioners and other key council and district leadership are: 1) The Centennial Quality Awards Program Implementation packet—all components are available on www.scouting.org and from ScoutNET on BSA Info; 2) Unit, district, and council award commitment and achievement forms; 3) The Commissioner Annual Orientation DVD with utilization of the Guidelines for Unit Action Planning Meetings and the unit self-assessment tools; and 4) podcasts on the commissioner Web site on key subjects relating to providing quality unit service.

Centennial Quality Unit Awards

As you analyze the data needed to establish a baseline for the commitment of the 2009 Centennial Quality Awards program, you will want to reference data that is available through the council office in ScoutNET.

The baseline for units should be established using the same date council-wide. Since units can begin earning the award after Oct. 31 of each year, and the commitments are being made now before year-end in some councils, your council leadership needs to establish a date to select as the baseline (the beginning point from which "to improve"). This is necessary since you do not know how the unit will end the year in all key quality measurements.

Depending on your unit rollout date, we suggest an October month-end be used as your baseline. The units will establish their commitment based on a minimum of 10 months, through October 2008, and a maximum of 12 months through December 2008.

What is used when meeting at the end of October to evaluate the award achievement? In the summer of 2008, the National Council sent councils a bulk shipment of ribbons to present to qualifying units for the Centennial Quality Award. At that time, we also sent an Achievement and Award order form for use by commissioners and unit leadership to measure their success with achievement of the award and an order form to request the award ribbon and details of when, where, and how much the uniform emblems, lapel pins, and unit plaques cost. These forms are also available to download from the Web.

Centennial Quality Award District and Council Criteria Change

There has been an adjustment in requirement No. 3 for both the district and council criteria for 2008 and 2009. The changed forms are available online or through bin services through Supply. Please see the changes below.

The criteria previously read:

3. We will achieve _____ percent growth in traditional membership OR a _____ percent gain in traditional density, PLUS increase or maintain the number of Learning for Life participants.

2008 revised:

3. We will achieve _____ percent growth in traditional membership OR a _____ percent gain in traditional density.

2009 revised:

3. We will achieve _____ percent growth in traditional membership OR a _____ percent gain in traditional density, PLUS increase or maintain the number of Exploring participants.

New Podcasts Available on Commissioner Web Site

National Commissioner Tico Perez will continue to provide a series of messages on the commissioner Web site. You can access them from www.scouting.org by clicking on the "commissioner" logo at the bottom of the home page or go directly to the Web site: www.scouting.org/commissioners.

The screenshot shows the Boy Scouts of America National Council website. The header includes the BSA logo and navigation links like "HOME", "LOCAL COUNCILS", "MY SCOUTING", "JOIN SCOUTING", "SUPPORT SCOUTING", and "SYSTEM". Below the header, there are links for "Cub Scouts", "Boy Scouts", "Venturing", "Youth Protection", "Scouting Safety", "International", and "Information Center". The main content area is titled "National Commissioner's Podcast" and features a list of links: "Basic Commissioner Manuals", "National Commissioner's Podcast", "Resources", "The Commissioner Newsletter", "Presentations", "PTC Courses", "Roundtable Support", "Unit Visit Tracking System - NEW", and "New Products". A large image of Commissioner Tico Perez is on the right. Below the image, there is a "New to Podcasting?" section with instructions on how to listen to a podcast and download MP3 files.

The most recent messages in the series include:

1. Soccer and Scouting
2. A Look at Sea Scouting
3. Update on the 100th Anniversary Celebration
4. What's Up With ScoutParents?
5. Commissioner update

PowerPoint presentations are being added to support the message of each topic.

The podcasts are designed for many uses:

- Listen from the convenience of your home or office. It could be an assignment for next month's meeting. You can download the .mp3 audio files directly from the page for use on your computer or digital music player.
- To present at monthly commissioner meetings or roundtables—depending on the subject. Listen to the message as an opening or closing to set the stage. Provide for discussion on a specific topic and listen to the message first as a way to stimulate discussion for training on the topic, or play the message to wrap up the discussion.
- Use as an extension of basic training, at commissioner conferences, at the college of commissioner science, or other key council and district gatherings.

You can also sign up for an RSS feed that notifies you when there is a new Podcast online. See how to do this when accessing the Podcasts online.

Unit Commissioner Online Fast Start Now Live

As part of your initial training as a commissioner, you need to take the Unit Commissioner Fast Start. You can access the training by using your existing MyScouting account to go to the Online Learning Center or creating a new account. Go to www.scouting.org, then log in to the Online Learning Center. If you do not have Internet access, get with your commissioner coach and take the fast start course with him/her at your earliest convenience.

This course will give you some basic information on what the job of a unit commissioner is and how to carry out your responsibilities to better serve the units you have been assigned.

Unit Visit Tracking System

The Unit Visit Tracking System is a tool for those in commissioner service to record and review information about their contact with the units they serve. With regular and consistent use, this system can provide each commissioner an at-a-glance overview of recent visits and a history of communications with each unit, providing timely and consistent support.

The Unit Visit Tracking System is being rebuilt to be connected to MyScouting (the volunteer Web site). To access MyScouting, go to www.scouting.org and create an account. To access the tracking system, you will need to be a registered commissioner. Use your registration membership ID in your MyScouting account. The UVTS has been activated and was live on Dec. 1, 2008.

2008 *Boys' Life* Commissioner Award

The purpose of the *Boys' Life* Commissioner Award is to recognize and thank commissioners who successfully promote 100 percent *Boys' Life* Units. A unit qualifies as a 100 percent *Boys' Life* Unit when a *Boys' Life* subscription goes into the home of each youth member of the unit.



Qualifications

A unit commissioner qualifies when he/she serves at least two 100 percent *Boys' Life* Units.

A roundtable commissioner qualifies after he/she has presented at least five *Boys' Life* roundtable promotion features during the year that encourage all units to become 100 percent *Boys' Life* Units.

An administrative commissioner qualifies when either 50 percent or more of the units in his/her area of service are 100 percent *Boys' Life* Units, or when he/she has a 10 percent or more increase in 100 percent *Boys' Life* Units Dec. 31, 2008 vs. Dec. 31, 2007.

Best Ways for Commissioners to Promote 100 percent *Boys' Life* Units

- Encourage units to use the Unit Budget Plan, No. 28-426. It makes *Boys' Life* subscriptions automatic.
- During every unit visitation, commissioners should emphasize the wholesome and educational, boy-appealing articles in *Boys' Life*; the Scout-themed articles; the importance of the magazine going into the home for all family members to read; and, the strong tie between *Boys' Life* and longer-tenured Scouts who advance in rank faster and more often than Scouts who do not subscribe.
- Recognize 100 percent *Boys' Life* Units, their chartered organizations, and leaders through the council newsletter, at roundtables, and during council and district recognition events.

Action

- Distribute copies of this 2008 *Boys' Life* Commissioner Award announcement and the application to all district commissioners.
- Submit the 2008 *Boys' Life* Commissioner Award application to your local council.
- Present the 2008 *Boys' Life* Commissioner Awards enthusiastically in front of the recipients' peers and colleagues.

Recognition

The award is a fully-embroidered, 3-inch patch enclosed in an attractive presentation folder. It is a temporary patch to be worn or displayed appropriately. The two stars on the patch represent “good reading for boys” and “quality Scouting for everyone.”

Promoting Boys' Life at the Roundtable

The 60 seconds that you devote at each roundtable to promote the good reading and good Scouting of *Boys' Life* may mean another full year's membership tenure for that one Scout who may need it the most.

Boys' Life

Boys' Life Promotion Features

1. Recognize all units that have recently achieved 100% *Boys' Life* Unit status.
2. Advise leaders and parents that they can sign up any non-subscribing Scout. A quick call to the council's registrar with the boys' names and a credit card number make the process quick and easy.
3. Now, everyone knows it's the best. *Boys' Life* magazine was awarded the 2007-08 Association of Educational Publishers “Periodical of the Year” award for grades 6-8.
4. Every issue of *Boys' Life* references monthly Cub Scout program themes and a selected Boy Scout program feature. To better appreciate the strong relationship of articles in *Boys' Life* to Scouting themes, call everyone's attention to the *Boys' Life* preview page in each issue of Scouting magazine.
5. Use Think & Grin to bring humor to the roundtable program.
6. Inspire participants with stories of boy heroes from Scouts-in-Action. Encourage leaders to be aware of boys they serve who may qualify for a BSA Lifesaving or Meritorious Action award.
7. *Boys' Life* helps boys develop better reading skills through its three demographic (age-specific) editions. Edition 1 goes to Tiger Cubs and to all Cub Scouts through age 8. Edition 2 goes to 9- and 10-year-old Scout subscribers and adults in the Cub Scout program who subscribe. Edition 3 goes to all Boy Scout-age subscribers.
8. When at least one *Boys' Life* subscription goes into the home of every youth member, all family members of the unit have the opportunity to benefit from the good reading and good Scouting of *Boys' Life*. Note, too, that *Boys' Life* makes a great gift for boys who are not Scouts. Your gift of *Boys' Life* may encourage a non-Scout to make the decision to join Scouting.
9. *Boys' Life* helps to expand a boy's horizons and to better understand that he is a member of the “family of Scouting” throughout the BSA, and the world.

10. The effort that it takes for a unit to be 100 percent *Boys' Life* is an expression of that unit's pride in being a full 100 percent of the “official” program of the BSA. Do you have a favorite *Boys' Life* promotion story or a great photograph of a boy reading *Boys' Life*? *Boys' Life* invites you to e-mail your story or photograph to:
John.Ingram@scouting.org

New Administration of Commissioner Service manual available soon

The revision of the administration manual is currently in editing and will be available through BSA Supply Group in early 2009. This manual has combined the previous editions of the Administration of Commissioner Service, Basic Commissioner Training, and Continuing Education of Commissioners. Some great additions have been made to the manual to support council level commissioners and their support to districts, as well as some new sessions to be offered in the training of commissioners at all levels.



Membership Validation Procedures Involve Commissioners

The annual Local Council Membership Validation Procedures are ready to be reviewed and the process engaged. There is a Podcast available on the Commissioners Web site to assist you in understanding how this process works and what your role is as a commissioner.

At the beginning of each calendar year, all BSA employees involved with the handling or processing of membership will review the procedures and sign off stating they will follow each step involved in the process. Council Key 3s and District Key 3s also sign off stating they understand the process and plan on executing the steps to ensure every unit is receiving the support needed to qualify as a Centennial Quality Unit.

A major step in the procedures is No. 7: “Conduct semianual “unit health” reviews (in January and July). The process is for the unit-serving executive to meet with their commissioner team to evaluate all units in the district. In January, it should be a part of the goal-setting process.

Units meeting the Centennial Quality Unit requirements last year would receive a grade of “good.” For every unit not projected to be a Centennial Quality unit in 2009, a plan is developed by the unit-serving executive and the commissioner team based on how each unit can be brought to Centennial Quality Unit status. Specific action should be identified monthly and progress reported as a part of the overall growth plan.



Priority should be placed on units with “life threatening” problems. These make for action items at monthly district meetings.

Twice a year, unit status should be compared to the last report. “Units not changing in status should be given immediate attention by the unit-serving executive’s staff leader with help from the appropriate assistant district commissioner or district commissioner.” This should help in reducing membership losses and assisting more units to stay healthy. Better programming for more youth over a longer period of time will be provided.

The plan is shared with the council commissioner and the staff leader for each district. These plans should be kept on file by the registrar. Specific action should be identified monthly and progress reported as a part of the monthly commissioner staff meeting and at the quarterly council commissioners cabinet. Priority should be placed on units with “life threatening” problems. This should be a regular agenda item to discuss the progress during the council commissioner’s cabinet as well.

Annual Unit Service Plan Actions for Fall 2008—Winter 2009

Key actions supported by commissioners in providing a quality program in every unit: Fall and Winter Support. Monthly unit visits conducted ensuring all units continue to provide quality programming.

Other things to do in support of unit programming include:

- Promote training for all volunteers, especially the direct contact leaders to attend Fast Start, Youth Protection, and basic leader training.
- Uniform inspections should be conducted for all youth and adult leaders in each unit with the commissioner involved in assisting with the special occasion.
- Youth protection training for all adult leaders, youth members, and their parents. This can include awareness and review of the available booklets for each age group, as well as the videos available for youth and adults.
- Oct. 31 to Dec. 31, 2008—Centennial Quality Unit Award Achievement form completed. Commissioners work with their assigned units to complete the achievement forms for earning the 2008 award and turn the signed copy in to their district executive for processing.
- Nov. 1, 2008 to Feb. 15, 2009—Centennial Quality Unit Award Commitment form completed. Commissioners work with their assigned units to complete the commitment form for the award and turn the signed copy in to their district executive.
- 30 Days After Each Unit Charter Renewal—Charter Presentation. The commissioner should be present to assist with the presentation of the unit’s charter at an event of the chartered organization (not a unit meeting). Make this a special presentation involving all parents, youth members, and adult leaders, as well as the organization’s leadership.
- January—“Unit health” reviews. As a part of the membership validation procedures, the commissioner and the district executive meet to discuss all units. Each unit is

assigned a “unit health” status related to their being a centennial quality unit in the past. They will discuss the action plan that was developed to assist the unit in earning the “Centennial Quality Unit Award” and how the district can support the unit in a quality program being provided.

Commissioners Help to Strengthen District Support

There are specific things that you can do to help ensure your district is the strongest it can be, especially when it comes to supporting quality units. There are specifically five steps to help in making your district stronger:

- Recognizing there might be a problem with supporting the units you have in your district. It takes many volunteers to support the units in your district, especially to ensure that every unit receives a monthly unit visit.
- Understand what commissioners can do. Match the talents of your commissioner staff with the needs of the units in your district. Enough volunteers to visit units will bring the needs to the forefront so they can be addressed immediately.
- Recruiting the right commissioners. A district needs a lot of different types of commissioners to carry out a successful unit service function of the district. You need new and experienced commissioners with different talents and different experience levels. There is a place for any volunteer who wants to help provide needed services to units. Sometimes just a thank you or a pat on the back is all a unit needs to carry on. Sometimes the unit needs a hands-on support system to carry them through recruiting and training of new leaders and parents.
- Matching commissioners with units. This is critical to make sure the unit has the right kind of volunteer supporting their efforts.
- Keep your commissioners focused. Commissioners live to serve. It is easy to recruit them to run camporees, or do boy-talks during the fall roundup, or handle a host of other tasks unrelated to unit service. The commissioner can help you focus on helping units to focus on retention of youth and adult leaders.

Managing Expectations for Commissioner Service

Units depend on the support of their commissioners to maintain the quality of program delivery to the youth they serve. In a recent study of unit support, 1,381 top unit leaders shared the types of commissioner support they would like to receive:

- Mentoring and assistance for unit leaders (78.6 percent)
- Charter renewal support (75.6 percent)
- Assistance in volunteer recruitment (53.6 percent)
- Attending district roundtables (50.8 percent)
- Assistance in youth recruitment (46.9 percent)
- Attending outdoor events (40.8 percent)
- Presenting unit awards (39.4 percent)

A Resource for More Parental Involvement and Stronger Units

Scouting has always depended on volunteer registered adult leaders, primarily parents of Scouts, to lead packs, troops, teams, crews, and ships. It is also part of Scouting's tradition that most parents who are not registered leaders pitch in from time to time to help out. To encourage involvement and more engagement of volunteers at all levels, the Boy Scouts of America has developed the National Parent Initiative.

The National Parent Initiative is a unique opportunity to engage more parents in Scouting. The emphasis is on capturing a parent's interest and support so that they become more involved and committed to the success of their child's Scouting experience. The initiative will enhance youth and adult enthusiasm, recruitment, retention, achievement, and the family FUN of Scouting.

How can you launch this initiative as part of your district's plan? It's simple: Make sure your district committee and commissioner staff are aware of the resources available. Place the emphasis on engaging more parents to help their unit provide a quality program. To help with this focus, a new unit adult position has been created—the ScoutParents unit coordinator.

This position is now officially a part of the program (as of Sept. 1). The new adult application allows for registration in this position. Also, parents may make their commitment on the youth application.

The ScoutParents Unit Coordinator's Role

All units are encouraged to appoint at least one ScoutParents unit coordinator who will serve as a registered member of the unit committee or as one of the unit's assistant leaders. Larger units may have more than one person serving in this key position.

What is this person's role in the unit? The ScoutParents unit coordinator welcomes all parents to the unit and keeps them informed by:

- Assigning parents to help with at least one specific task or project annually.
- Providing an orientation for all parents about how the unit works and the benefits to their family.



SCOUTPARENTS
BOY SCOUTS OF AMERICA

- Keeping parents updated on the unit's program and their child's involvement.

This position helps involve more adults with the unit's program, creating a better-informed group of parents connected to their child's Scouting experience. The support and commitment of parents directly affects the quality of the unit's program and provides a more meaningful experience for everyone, especially the Scouts!



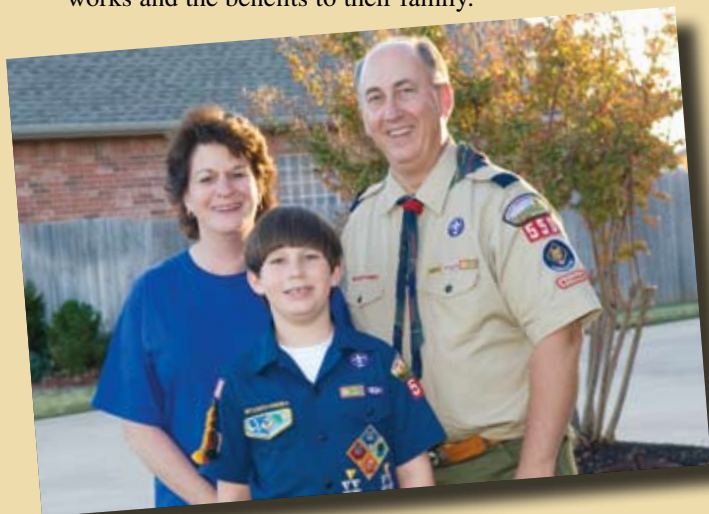
Fast start training is available for all ScoutParents unit coordinators. They can access the training through the official ScoutParents Web site, www.scoutparents.org or at www.scouting.org or olc.scouting.org. This training will help them understand their position and learn how to work more closely with the parents in their unit.

When new ScoutParents unit coordinators are officially registered, they receive an e-mail from the National Council welcoming them to the program and encouraging them to go to the ScoutParents Web site for more details and support. Each registered unit coordinator is encouraged to create a MyScouting account, giving them access to other useful resources. This access also allows them to print a member roster of the parents in their unit who are active ScoutParents.

Registration of Unit Coordinators

The rules of registration for this new adult leader position include the following:

- The unit committee must have a minimum of three adults, including the committee chair.
- This new position will have a specific volunteer code—PC.
- The minimum age is 21, and a criminal background check will be conducted.
- The fee is \$10, the same registration fee as other adult positions. Unit coordinators will receive *Scouting* magazine and are eligible to subscribe to *Boys' Life*.



- The registration fee can be pro-rated, based on when they register.
- There may be multiple positions in traditional units without additional fees.
- A position may be transferred for \$1 to another unit or council.
- Fast Start training is the same for all types of units and is available through the Online Learning Center, olc.scouting.org.
- The unit coordinator will serve on the unit committee and can count as one of the two minimum committee members needed for a unit to charter or recharter.
- The person is equivalent to a member of the unit committee with a specific title.
- The person can multiple in the same unit in any position except Scoutmaster, Cubmaster, Varsity Scout Coach, Venturing Advisor, Sea Scout Skipper, Tiger Cub den leader, Cub Scout den leader, or Webelos den leader.
- A unit may have more than one person in this position, especially if the unit has a large number of members. If more than one person holds this position, they can count as the minimum of two committee members to charter or recharter.

Parental Involvement

All parents should be involved with their Scout in the unit. Parental support is welcomed and encouraged. Involving parents is critical for the unit to have the necessary adult participation to provide the best quality program experience. Parents can be involved in many ways:

- Do an occasional task to help the unit's program.
- Participate directly with your Scout.
- Go to and observe Scout meetings.
- Assist with outings.
- Support the program financially.
- Coach your Scout's advancement and the earning of recognitions.
- Influence your Scout's continued participation.

Commitment as a ScoutParent

Parents who are willing to commit to their Scout's unit are invited to become ScoutParents. The unit's ScoutParents unit coordinator will match willing parents with various tasks that need to be done to help the unit function. The tasks cover a wide range and vary greatly in the time and skills required. Examples of potential tasks are available on the Web site, as well as leader manuals.

A message to parents on the cover of the youth application provides direction to those who agree to participate. A parent may commit to participate by marking the box on the youth application under the parent portion, where it reads: "I commit to be an active ScoutParent." For computer purposes, the position code for anyone who checks the ScoutParent box is PS. The minimum age is 21 for any parent or adult who commits to participate. No fee is required for parents to become active as ScoutParents.

The youth application also has a place for parents to enter an e-mail address. This will help councils, districts, and unit leaders make contact with parents to keep them informed and involved.

All leaders and parents are encouraged to visit www.scoutparents.org to keep up with what's going on in Scouting. A welcoming orientation for parents explains more about the program their child has joined and how they can help make it the best possible experience.

The opportunity to engage more volunteers at the unit level can only strengthen your district's support. It will help your units qualify for the Centennial Quality Unit Award and will give you additional resources for Scouting.



Change in Position on Uniform of Commissioner Arrowhead Honor

Based on the new uniform design, it has been approved for the commissioner Arrowhead Honor emblem to be worn on the left sleeve of the commissioner's uniform immediately below the council strip. This replaces the previous location of below the badge of office for commissioners.

Summer 2009 Philmont Training Center Courses Offered in Support of Quality Commissioner Service

Council Key 3—Leadership for the 100th Anniversary

This is a great team-building experience for council presidents, council commissioners, and Scout executives. Topics include board management, building effective districts, quality program, membership growth, volunteer/professional relationships, strategic planning, council and district operations, commissioner service, endowment, council fund-raising, and asset management. Breakout sessions for council presidents, council commissioners, and Scout executives are provided. (July 12-18, Aug. 9-15)

District Key 3—Key Leadership for the Future

This is a great team-building opportunity for district chair, district commissioner, and district executive teams. Through idea sharing and problem solving, you will explore the role of the district Key 3 and how they relate in operating a successful district. This course also covers successful district operation techniques, recruiting district volunteers, and other topics of interest. Key 3s will develop personal action plans. A scholarship is available for district executives attending this conference with both their district chair and district commissioner. (June 21-27, July 12-18, Aug. 9-15)

Advanced Administration of Commissioner Service

Experienced commissioners will learn more about serving the needs of units in providing a quality program. Also discussed are the college of commissioner science program, advanced strategies for quality unit service, implementation of a strong commissioner's program in your district or council, strategic planning objectives, and other topics of interest. (June 14-20, Aug. 16-22)

Advanced Communication and Counseling Skills for Highly Effective Leadership

Council and district volunteers or professionals will learn and develop those advanced communication and counseling skills that distinguish the highly effective leader, and will create a culture wherein people and the aims of Scouting—at all levels—will thrive. The highly effective leader possesses communication and counseling skills, which brings people and the elements of Scouting together in ways that create tremendous opportunities for all assets of Scouting to maximize their potential and, ultimately, achieve unparalleled results. (June 14-20, Aug. 16-22)

Advanced Unit Commissioner Service

This course is for the experienced commissioner who wants to learn more about how to provide better unit service to the units assigned. Learn about strategic planning, techniques in helping your assigned units to become great, and more about mentoring skills. Learn about the latest enhancements for commissioner service. (June 14-20, Aug. 16-22)

Administration of Quality Commissioner Service

Council and district commissioners and their assistants will explore the role of key volunteers in building and operating a successful commissioner staff dedicated to helping units succeed. They also will learn about identifying, recruiting, and engaging all commissioners, and discuss ideas on techniques for commissioner lifesaving and other strategic topics. (June 14-20, Aug. 16-22)

The Unit Commissioner—Supporting Unit Needs

This course is for unit commissioners prepared to set a positive example in quality service to chartered organizations and Scouting units. Among the topics are effective monthly unit visits, unit self-assessment and action planning, coaching skills, charter renewal, annual service plan, commissioner priorities, unit problem-solving, leader development, the National Centennial Quality Unit Award program, and commissioner lifesaving techniques. (June 14-20, Aug. 16-22)

Boy Scout Roundtables

When you think you know all you need to know to conduct high-quality Boy Scout roundtables, it is time to attend this conference. The program is built around a forum of experienced roundtable commissioners who address roundtable ideas and lead discussions about problem-solving techniques. (Aug. 2-8)

Cub Scout Roundtables

This enlightening and entertaining conference for roundtable commissioners and staff members will provide keys to success and fun. You will participate in roundtable planning, resource identification, trying out teaching methods, and promotion ideas. Discussions and the exchange of ideas will provide a rich repository of ideas for successful and fun year-round roundtables. (Aug. 2-8)



Doctorate of Commissioner Science Knot Award

Purpose To recognize completion of a standardized program leading to the completion of a thesis or project and the award of the Doctorate of Commissioner Science from a College of Commissioner Science.

Justification The commissioner is the mainstay for Scouting program administration. It is commissioner service that ensures that units are healthy, productive, and assist in the growth of the program.

The College of Commissioner Science program is designed to have a commissioner learn, through a series of training classes, followed by work experiences to ensure a quality program throughout Scouting. This training will take a number of years to complete. The commissioner finalizes his/her training with an approved thesis or project for the benefit of the Scouting program. This assists both new commissioners as they learn, and seasoned commissioners as they train others.

A well-trained commissioner staff better serves the Scouting program.

The College of Commissioner Science program is a guideline for councils to adapt as they determine what will fit their needs.

Having a knot award for the program requires that the commissioner complete, as a minimum, a training program standardized for all BSA programs.

Objectives To further involve commissioners in providing support to units in their delivery of a quality program experience for all youth in Scouting.

To provide councils an opportunity to recognize commissioners for their tenured service, their involvement in learning more about delivery of quality Scouting, and their involvement in support of others.

Minimum Requirements:

Tenure

Serve as a commissioner for a minimum of 5 years. Their service can be in one or more commissioner roles or positions of service.

Training

A. Bachelor of Commissioner Science Degree (BCS)

Prerequisites

1. Maintain registration in any capacity as a Commissioner during the entire training program listed below.
2. Complete Commissioner orientation (Commissioner Fieldbook)
3. Complete commissioner basic training.

Course Requirements

Complete a minimum of seven (7) courses of instruction, at least five (5) of the courses at the Bachelor's program level as listed in the Continuing Education for Commissioners manual.

Performance

Approval of Council or assigned Assistant Council Commissioner

Approval of Scout Executive or Advisor to Commissioner Service



B. Master of Commissioner Science Degree (MCS)

Prerequisites

Completion of bachelor's degree.

Earned Arrowhead Honor.

Current registration as a commissioner.

Course Requirements

Complete a minimum of seven (7) additional courses of instruction (total of 14), at least seven (7) of the courses at the Master's program level as listed in the Continuing Education for Commissioners manual.

Performance

Approval of Council or assigned Assistant Council Commissioner

Approval of Scout Executive or Advisor to Commissioner Service

C. Doctor of Commissioner Science Degree (DCS)

Prerequisites

Completion of master's degree.

Have been awarded the Commissioner's Key.

Current registration as a commissioner.

Course Requirements

Complete a minimum of 10 additional courses of instruction not used to qualify for other college awards (total of 24), at least five of the courses at the doctor's program level as listed in the Continuing Education for Commissioners manual.

Thesis or Project

Completion of a thesis or project on any topic of value to Scouting in the local council.

The topic and final paper or project must be approved by the council commissioner, or assigned assistant council commissioner, or the dean of the doctorate program and the staff advisor for commissioner service.

Performance

Serve on the College of Commissioner Science faculty (instructor or support staff) or work with training support for commissioners for at least one year.

Recruit at least three new commissioners at any level.

Approval of Council or assigned Assistant Council Commissioner

Approval of Scout Executive or Advisor to Commissioner Service

Grandfather or Sunset Clause

Since the key requirement of this award is tied to an approval of a Thesis (Councils with a Commissioner's College) or Project (Councils without a Commissioners College) that is only earned once, this award is retroactive for individuals who have completed other requirements prior to the approval of this award. This clause applies for the previous 10 years. Any commissioner who meets these requirements would need to list any courses they have completed previously and then complete their thesis or project to apply for the award.

Anyone who earned their doctorate based on the current qualifications will not have to repeat what they have already completed, even if it was prior to 10 years ago. They will have to show their current council commissioner/staff advisor what they have done and then approved. The knots should be available through the Scout Shop but there should be some approval process for the person to purchase the knot.

Award Knot Availability

The knot can be ordered by the council for presentation from the Supply Group. The catalog number is 18093.

Award Qualifying Certification

The council certifies that the individual has met all of the requirements to earn the Doctorate of Commissioner Science Award and should make the presentation at a public gathering to gain recognition for the individual being honored.

Unit Commissioner Box Score

As of November 30, 2008

| Region | Number of Units* This Year | Unit Commissioners Needed | Unit Commissioners Registered | Need to Recruit | Percent of Need Filled Last Year/This Year | Unit/Commissioner Ratio Last Year/This Year |
|-----------|----------------------------|---------------------------|-------------------------------|-----------------|--|---|
| Northeast | 18,506 | 6,169 | 3,795 | 2,374 | 62.1%/61.5% | 4.8/4.9 |
| Southern | 29,074 | 9,691 | 6,117 | 3,574 | 60.0%/63.1% | 5.0/4.8 |
| Central | 25,717 | 8,571 | 5,881 | 2,690 | 69.4%/68.6% | 4.3/4.4 |
| Western | 44,458 | 14,820 | 8,402 | 6,418 | 55.2%/56.7% | 5.4/5.3 |
| National | 117,755 | 39,251 | 24,195 | 15,056 | 60.6%/61.6% | 4.9/4.9 |

* Does not include Explorer posts or Learning for Life groups

2009 Calendar Dates of Interest

May 20–22, 2009

National Annual Meeting, Grande Lakes Marriott, Orlando, Fla.—For all Council Commissioners. Plan on attending and being a part of the commissioner elective!

Summer 2009

Philmont Training Center, Cimarron, N.M.—Commissioner staff, District Operations, and Key 3 conferences are offered. Make your plans to attend! Make it a family vacation—bring a group from your council or district.

For comments or more information:

EDITOR: Mark Wappel, Community Alliances Team,
Membership Impact Department, Council Solutions Group

National Council, Boy Scouts of America, SUM 211
1325 West Walnut Hill Lane • P.O. Box 152079
Irving, TX 75015-2079

Telephone: 972-580-2388 • Fax: 972-580-2340

E-mail: Mark.Wappel@scouting.org