



# the COMMISSIONER

A PUBLICATION FOR COUNCIL COMMISSIONERS AND SCOUT EXECUTIVES SUMMER 2002



## IS COMMISSIONER SERVICE PERCEIVED AS IMPORTANT IN YOUR COUNCIL?

At last year's council commissioner elective in Boston, 60 percent of participants indicated in a questionnaire that there was a need to increase the prestige and importance of commissioner service in their local council.

Most councils may want to consider how to increase the importance of commissioner service. What might you do?

Here are a few ideas:

1. As council commissioner, you must stand tall as a symbol of service—a symbol of exceptional commissioner service.
  - If you are respected, commissioner service will be respected.
  - If you are an exceptional role model for commissioners in your council, commissioners will be exceptional role models for unit adults.
2. Have a monthly upbeat article in the council newsletter under your name. Cite a commissioner success story in helping a unit. Be sure the article is pro unit. Let these articles communicate the proper role of commissioners to help units succeed.
3. The quality of the working relationship you have with your council Scout executive—as well as the council staff member who serves as your staff adviser—will effect the prestige of commissioner service in the council.
4. Upgrade the quality of persons serving as district commissioners.
  - Let the executive board know *why* the district commissioner must be a top quality person and *what qualities* are needed.
  - Also, let the professional staff know why the district commissioner must be a top quality person and what qualities are needed.
  - If appointed to a district nominating committee by the council president, serve effectively and with great sensitivity.
5. Set a high standard and expect exceptional service by each district commissioner and each ADC in the council.
6. Expect your key commissioner leaders to set a high standard of service for their unit commissioners.
  - They must be accessible.
  - They must care about their units.
  - They must have a good relationship with unit leaders.
7. The quality of your participation in the council Key 3 will affect the importance of commissioner service in the council.

8. Provide recognition of commissioners at council events.
9. Have commissioner leaders project a positive image at district events.
  - You or one of your assistants could visit one roundtable in every district annually.
  - Ask district commissioners to visit roundtables quarterly.
  - Let selected commissioners serve as camp commissioners at council and district camporees.
10. Meet the 3-to-1 unit to commissioner ratio in every district of the council. Nothing kills the prestige of commissioner service faster than unit people who let it be known that they seldom see a commissioner.
11. Discuss with your Scout executive how he thinks he can communicate to field staff increased attention to good commissioner service.
12. Ask the Scout executive if he will add a critical achievement on commissioner service for every field staff member in the council.
13. Develop several prestigious items for commissioners to wear.
  - A good looking name tag
  - A quality golf shirt
  - A special cap or neckerchief
14. Be sure there is an appropriate commissioner presence on the council's Web site.

*The above article is based on a presentation by Robert J. Johnston, the distinguished council commissioner of the Boulder Dam Council, at the recent National Annual Meeting in New Orleans. In his non-Scouting life, Bob serves as magistrate judge in the U.S. District Court in Las Vegas, Nevada.*

### As Council Commissioner—

- Meet with your Scout executive and staff adviser to discuss how commissioner service is perceived in your council.
- Develop a plan of ideas to increase the importance of commissioner service in the council.
- Implement the plan.



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## • QUARTERLY QUOTE

**“THINGS ARE ONLY IMPOSSIBLE UNTIL THEY’RE NOT.”**

— Jean-Luc Picard in  
“Star Trek: The Next Generation”

(Ask your district commissioners at the next council meeting how this quote relates to them.)

## • OVERHEARD AT THE COMMISSIONER LEADERSHIP ELECTIVE IN NEW ORLEANS—

**“Recruiting commissioners is a journey, not a destination.”**

## • A MEETING IDEA

Need to stimulate people to think? In your meeting announcement, tell people their “ticket of administration” will be an index card with an original unit service idea on it. Collect the “tickets” at the door and read every commissioner’s idea as the meeting opener.

## • WISDOM IS REALIZING THAT EVERY DAY YOU HAVE THE SAME NUMBER OF MINUTES AS:

- Albert Einstein
- Martin Luther King Jr.
- Abraham Lincoln
- Your favorite Scoutmaster
- The Chief Scout Executive

## HELP SAVE TEEN LIVES

Auto accidents are a major killer of teens today. Commissioners can help save lives by introducing a new program resource for Venturers, Varsity Scouts, and older Boy Scouts. *Venturing Out: Keys to Safe Driving* is a CD-ROM produced by the BSA. Teens use the CD-ROM to take part in interactive highway games that test their driving skills and provide important safety tips. The program is also available on the Internet at [www.scouting.org/safedriving](http://www.scouting.org/safedriving).

Ask your commissioners to introduce this program to crew, team, and troop leaders.





## Take this quiz to help measure your RQ

Maintaining a complete team of commissioners is a big factor in the success of any council's unit service operation. So what is your personal RQ — Recruiting Quotient?

1. A district should have one unit commissioner for every \_\_\_\_ units in the district.

- A. 3
- B. 4
- C. 5
- D. 6

2. A district should have one ADC for every \_\_\_\_ unit commissioners.

- A. 5
- B. 6
- C. 7
- D. 8

3. The national report of commissioner and district committee member recruiting attainment sent to councils quarterly is called the

- A. Districts Progress Report
- B. District Capers Report
- C. Report of District Quality
- D. District Scouters Report

4. A commissioner is not considered recruited until his/her application is submitted to the council service center to be registered (paid or multiple).

- A. True
- B. False

5. How many steps are usually mentioned in the process of recruiting a single individual to be a commissioner?

- A. 5
- B. 6
- C. 7
- D. 8

6. A process for recruiting several persons at one time is called

- A. The ol' roundup
- B. Herding
- C. Group recruiting
- D. Mass collusion

7. The most powerful way for a council commissioner to influence the quality of a person serving as a district commissioner is to

- A. Appoint the district commissioner yourself.
- B. Ask the council president to add you to the district's nominating committee.
- C. Confine the district chairman and district executive to the council office until they select a quality person.
- D. There is no way you can influence the selection.

8. Which of the following ideas will help your council maintain a complete commissioner staff?

- A. Teach your district commissioners to be recruiter ready—have a recruiting mentality.
- B. Suggest to your Scout executive that a complete commissioner staff be a critical achievement for all district executives.
- C. Discuss with each district commissioner/district executive team their target staff size and current staff level.
- D. Train district commissioners and ADCs in recruiting techniques.
- E. Make recruiting progress a part of all council commissioner meetings.

Quiz answers may be found in several places:

- Your notes from the recruiting presentation at the recent council commissioner elective session in New Orleans
- Fall 2002 issue of *The Commissioner*
- Recruiting chapter of the *Commissioner Administration* manual

# SERVICE PLAN *Dates*

The annual commissioner service plan gives specific purposes for regular and supportive commissioner contact with units. Review these dates with your district commissioners.

**AUGUST — Unit Program Planning.** Unit commissioners visit with unit leaders to help where necessary with the planning process. With a new program year starting September 1, a unit annual plan should be completed by August 31.

**OCTOBER — Uniform Inspection.** Commissioner helps pack and troop leaders, lends dignity to a high morale event. Encourage uniform for all members. Develop pack and troop pride.

**NOVEMBER — Youth Protection Visit.** Commissioner explains and promotes latest BSA child abuse training booklets and videos at a fall meeting of adults in the unit. Guide your commissioners to make this a meaningful event in each unit.

**30 DAYS AFTER EACH UNIT CHARTER RENEWAL — Charter Presentation.** Commissioner presents charter at an event of the chartered organization (not the unit). Make it special.

**DURING THE UNIT CHARTER RENEWAL MEETING — Quality Unit Measurement.** This is the time to help all unit adults check how they did during the past charter year and commit for the charter year ahead.

## ***Commissioner Leadership is:***

- Making a difference in the life of a unit.
- The ability to enrich the lives of youth through unit adults.
- Having a listening ear and a caring heart.
- Serving units so that when unit leaders think of caring, honesty, commitment, and enthusiasm, they think of you.
- Envisioning how your Scouting service today may influence today's youth 10 years from now.
- Knowing that your success is a battle for control, not of the world around you, but of your response to it.
- Learning faster than the world is changing.

## *Calendar* **ITEMS**

**2002 June 23–29,  
July 28–August 3  
August 4–10**

- *Commissioner and Key 3 Conferences at Philmont Scout Ranch*



**2003 May 28–30**

- *National Annual Meeting, Philadelphia*

## **UNIT COMMISSIONER BOX SCORE**

*APRIL 30, 2002*

Region	Number of Units*	Unit Commissioners Required	Unit Commissioners Registered	Need to Recruit	Percent of Need Filled Last Year/This Year	Unit/Commissioner Ratio Last Year/This Year
<b>Northeast</b>	<b>19,579</b>	<b>6,526</b>	<b>3,910</b>	<b>2,616</b>	<b>54.9 / 59.9</b>	<b>5.5 / 5.0</b>
<b>Southern</b>	<b>31,901</b>	<b>10,630</b>	<b>4,413</b>	<b>6,217</b>	<b>42.2 / 41.5</b>	<b>7.1 / 7.2</b>
<b>Central</b>	<b>26,934</b>	<b>8,976</b>	<b>5,955</b>	<b>3,021</b>	<b>61.3 / 66.3</b>	<b>4.9 / 4.5</b>
<b>Western</b>	<b>39,740</b>	<b>13,245</b>	<b>7,782</b>	<b>5,463</b>	<b>48.1 / 58.8</b>	<b>6.2 / 5.1</b>
<b>NATIONAL</b>	<b>118,154</b>	<b>39,377</b>	<b>22,060</b>	<b>17,317</b>	<b>50.7 / 56.0</b>	<b>5.9 / 5.4</b>

\* Does not include Explorer posts or Learning for Life groups