



the COMMISSIONER

A PUBLICATION FOR COUNCIL COMMISSIONERS AND SCOUT EXECUTIVES SUMMER 2004

www.scouting.org/commissioners

CUB SCOUTING – *SUMMER/FALL* **TOUCH POINTS FOR COMMISSIONERS**

Assuring quality Cub Scout pack programs is one of our commissioner priorities. Your commissioners are probably involved in a variety of unit service tasks depending on the different needs of individual units. There are, however, five very timely service tasks in serving all Cub Scout packs in the weeks ahead.

1. Be sure that the pack has *plans for activities throughout the entire summer*. A pack that has little summer program often has a weak and boring program come fall. (Troops and crews, too!) Packs can earn the National Summertime Pack Award by having three big activities — one each in June, July, and August. Dens and individual Cub Scouts earn the award by taking part.

Commissioner guidance and enthusiasm will keep packs meeting over the summer. If you have not already done so, mobilize your people to be sure boys get Cub Scouting all summer.

2. Be sure each pack *plans next year's program, which begins in September*. In May or June, each district should begin the process with a big program planning conference to help jump start pack leaders' planning. At the conference, each pack receives a program planning wall chart, a schedule of all district and council events for the year, and other planning resources.

Then the commissioner makes sure

that the pack has its annual planning conference to establish the year's program based on 12 monthly Cub Scout themes and other special events.

You can then measure success when every pack has its year's program planned out before the start of a new program year in September. (Troops and crews, too.)

3. Have packs *tie down now the date and location for their fall joining night*. The pack joining night should take place immediately after school starts — that may be as early as August in a lot of communities. Timing is important so that new Cub Scouts can get started early and the pack's September program benefits from the back-to-school enthusiasm.

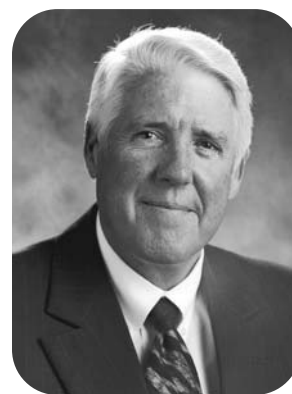
4. The commissioner will want to be sure that pack leaders *plan some kind of pack special event to welcome new families*, usually in October. It might be a day at the zoo, a barbecue, or nearby day trip. Make it fun, make people feel welcome, and share info with new parents and leaders.

5. Make sure the unit commissioner works with the pack trainer in each pack to *get all new or untrained leaders out to basic leader training*, especially den leaders. Incidentally, note that by National Executive Board action in February, the pack trainer may now be counted as one of the required number of pack committee persons.

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BSA Welcomes New National Commissioner

We are happy to announce **Donald D. Belcher** as our new national commissioner. Elected at the annual business meeting



of the National Council in Chicago in May, Don will serve as an officer of the corporation and on the

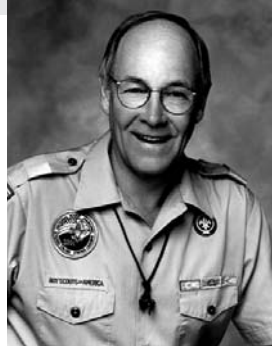
Executive Committee of the National Executive Board.

Until May, Don was chairman of the national Cub Scout Committee. He has served as Central Region president, Bay Lakes Council president, and San Gabriel Valley Council president and vice president of operations. He has served in a variety of district volunteer roles and is an Eagle Scout. He also is a Silver Beaver, Silver Antelope, Distinguished Eagle Scout, and James E. West fellow. He's a member of the 1910 Society and Founders Circle.

Don is the retired Chairman of the Board and CEO of Banta Corporation. He serves on the boards of Fellowes Manufacturing, Zoots, and Arena Pharmaceuticals.

GRATEFUL THANKS TO RICK CRONK!

Congratulations to William F. "Rick" Cronk on his election as executive vice president of the Boy Scouts of America.



Since June 1999, Rick has served with great distinction as national commissioner. His many contributions and enthusiastic leadership have led to a more focused understanding of commissioner service. Under his watch, the BSA:

- Focused its attention on how the commissioner must impact the quality of unit program and the dramatic connection between quality program and youth retention. Will you ever forget his admonition that "kids vote with their feet!?" "Every time they walk out of a meeting, an outing, or a week at summer camp," says Rick, "they consciously or subconsciously decide whether or not they will return. If the program was fun, challenging, or inspiring, they will return. If the Scout was bored, confused, or unimpressed, he will walk out of that Scouting activity for the last time." Rick knows

how clearly a boy's vote-with-his-feet will determine how well Scouting values define his life and the contribution he will make for the good of mankind.

- Strengthened the commissioner elective at the National Annual Meeting, which Rick always keynoted. He also keynoted countless council commissioner conferences.

- Completed over 15 projects to increase the importance of commissioner service in the BSA.
- Continued its quarterly newsletter to council commissioners to sharpen the focus of the office and provide new slants on key commissioner issues. (Do you remember "Coach vs. Commissioner Leaders," "Service — A Hallmark for Commissioners," or "Recruiting Is a Journey, Not a Destination"?)

Thank you, Rick, for all you do for America's youth. We'll look for you as you chair the Administration Group at the 2005 National Scout Jamboree.

New Resource Hits a Homerun

We are happy to announce the release of *Meetings of the District* — an interactive DVD to help top district leaders lead their districts to become Quality Districts and to **help units succeed**. Earlier this year, councils received copies for each of their districts, plus a copy to be used at the council level as a part of the council's audiovisual library.

Use the hard-hitting segments on Key 3 meetings, district committee meetings, commissioner staff meetings, and roundtables. Each meeting segment has a brief presentation and three to five interactive scenarios. The scenarios allow the viewer to learn from mistakes within situations similar to what they will experience in the real world of their district. These scenarios provide a safe place to make mistakes — and then to learn.

"The new *Meetings of the District* DVD hit a homerun in our council!" comments Scout Executive Frank Reigelman of Roswell, New Mexico. "I used it on two occasions: a Key 3 workshop and commissioner cabinet. In both instances, the scenarios were appropriate, and the multiple-choice format opened the door to excellent discussions."

Cub Scouting — Summer/Fall Touch Points for Commissioners

(Continued from page 1)

This article is based on a presentation by John Hughes, council commissioner of the Northern New Jersey Council, at the recent National Annual Meeting in Chicago. In his non-Scouting life, John practices law in Bayonne, New Jersey.

As council commissioner:

- Please discuss these five unit service touch points at this month's meeting with your district commissioners.
- At the meeting, have your district commissioners brainstorm the steps of a plan to be sure all of their commissioners complete these five touch points with all their units.
- Follow up next month to be sure their plan is working.

Questions from Council Commissioners



“How does one disturb the complacency of a unit leader who feels he does not want unit commissioner service?”

- **Serve with humility.** Your goal is to strengthen the capability of unit adults, not glorify the commissioner.
- **Look for ways to provide some small, immediate assistance for the unit to help build your credibility for larger issues.**
- **Look for things on the "unit leader's agenda," not just yours.**
- **Don't put the wants and needs of the district ahead of the wants and needs of the unit.**
- **You may have to go the extra mile to make yourself available to some leaders.**
- **Counsel with unit people in a way that protects their pride and fits their unit situation.**
- **Praise even small achievements; don't just deliver suggestions for improvement.**
- **Be sensitive to different personalities, cultures, socioeconomic lifestyles, and unit circumstances.**
- **Be patient and be persistent!**

QUESTIONS FOR A DISTRICT COMMISSIONER

In the last quarter's newsletter, we highlighted the relationship between district commissioners and your Scouting success.

This quarter, we'd like to suggest three questions for you to ask district commissioners at your next council commissioner cabinet.

1. **What three things might you do this month to strengthen the effectiveness of your newest or least effective ADC?**
2. **Does your monthly district commissioner staff meeting bring to the surface all the critical needs and problems of units, and do the ADC breakout sessions provide specific plans for commissioner help/response during the next 30 days?**
3. **What five things will you and your district executive do during the month ahead to bring your staff up to the required 3-to-1 strength?**

“THE BEST OF THE COMMISSIONER NEWSLETTER”

Past issues of *The Commissioner* are great resources for key topics of interest to commissioners. While much of the information in feature articles finds its way into commissioner manuals, the newsletter version often is used to make quick copies for meetings, training courses, and personal coaching.

The Best of the Commissioner Newsletter, No. 14-006E, includes several of the most important past articles. Copies were available at the national meeting in Chicago. A copy is also enclosed with this issue of *The Commissioner*. Scout executives can order an additional copy from Bin Resources. Keep one in the council office as a master for copying.

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.

Calendar ITEMS

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June 6-12
June 13-19
July 18-24

*Commissioner and Key 3 Conferences at
Philmont Scout Ranch*



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May 25-27

National Annual Meeting, Gaylord Texan Resort, Grapevine, Texas

UNIT COMMISSIONER BOX SCORE

APRIL 30, 2004

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
Northeast	18,901	6,300	3,781	2,519	60.2 / 60.0	5.0 / 5.0
Southern	30,560	10,185	5,001	5,184	47.6 / 49.1	6.3 / 6.1
Central	26,636	8,883	5,856	3,027	66.1 / 65.9	4.5 / 4.5
Western	40,877	13,627	5,515	8,112	43.5 / 40.5	6.9 / 7.4
NATIONAL	116,974	38,995	20,153	18,842	52.5 / 51.7	5.7 / 5.8

* Does not include Explorer posts or Learning for Life groups