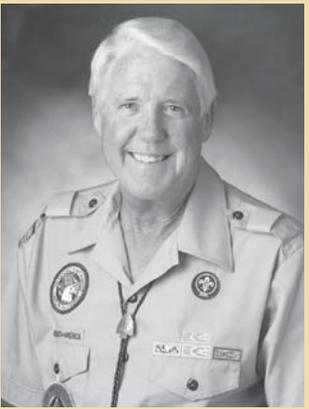


# THE NATIONAL COMMISSIONER COMMISSIONER COUNCIL COMMISSIONER

A PUBLICATION FOR COMMISSIONERS AND PROFESSIONALS

www.scouting.org/commissioners



*Donald D. Belcher serves as national commissioner of the Boy Scouts of America. Don is the retired chairman of the board and CEO of Banta Corporation. He is an Eagle Scout, Silver Beaver, Silver Antelope, Silver Buffalo, Distinguished Eagle Scout, and James E. West Fellow, and a member of the 1910 Society and Founders Circle. Don has served as Central Region president, council president, and in a variety of other local and national responsibilities. He became a Cub Scout over 50 years ago in Kansas City, Missouri.*



*“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.”*

## Unit Visit Tracking System Improvements and Enhancements

The number one mission of the commissioner is to provide service to every unit in the district. The proven way to carry out this responsibility is to have a monthly unit visit. A visit can take on many forms—unit meeting, committee meeting, roundtable visit, telephone call, e-mail occasionally, district or council activity, or a one-on-one visit with the unit leader.

In order to know the status of units and how the district can help units succeed, there needs to be accountability. Nationally, we have created a Unit Visit Tracking System to help provide a way for unit commissioners to report on their monthly unit visits. The system has been rebuilt and will provide for some new enhancements which can help commissioners at all levels be more responsive to the needs of units.

Some of the improvements and features that the system will provide are listed below:

- Councils and districts will be able to do batch uploading of council/district/unit data, including units and commissioners, along with their assigned units.
- Councils and districts will be able to set priorities for their commissioners to focus on regularly.
- A role-based, cascading security model for all levels of commissioners and their professional advisors

- Custom reporting capability
- Data export ability
- E-mail alerts to district leadership for units needing immediate help

We will be adding more as the system is used. Your feedback will be vital to help with these improvements as we move forward. Remember that our vision in quality commissioner service is “To improve the QUALITY of program in every unit in America!” With your help, we can achieve success.





# New Regional and Area Commissioners Support Quality Unit Service

With the approval of two new adult volunteer positions, commissioner service has become a higher priority from national to regions to areas to councils to districts. All four regions

have appointed a new regional commissioner to serve as a member of the Key 3, just as there are Key 3's at all other levels of Scouting. Each of the 28 areas has appointed area commissioners to provide more support to councils in their direct support to unit service.

Some of their duties will be:

1. Provide support to all council commissioners in the areas of membership, unit charter renewal, and training of commissioners.
2. Supervise the activities of commissioner service and preside at any area meetings where council commissioners are in attendance. They provide support to council or joint-council commissioner training courses.
3. Encourage communication between the area and council commissioners to ensure that councils provide opportunities for immediate orientation, frequent basic training, and monthly learning experiences for all commissioners.
4. Support councils in improving unit-to-commissioner ratios, monthly unit visits, retention of youth and units, and progress toward achieving Centennial Quality status.
5. Maintain the standards of the Boy Scouts of America and uphold all national policies.
6. Provide direction and support to council commissioners especially related to the membership validation process; unit charter renewal; conducting and tracking unit visits; counseling support related to how to handle particular situations; recruiting and training a full staff of commissioners; and supporting the annual commitment and achievement of the Centennial Quality Council Award.

Join us in congratulating each of the newly appointed regional and area commissioners:

<b>Central Region</b>	<b>Brian Williams</b>
Area 1	Abner George
Area 2	Craig Younkman
Area 3	Dennis Wilson
Area 4	Greg Long
Area 5	Open
Area 6	Open
Area 7	Dr. John Gelsomino
<b>Northeast Region</b>	<b>Hab Butler</b>
Area 1	Bill Johnston
Area 2	Dave Talbot
Area 3	Bob Dealaman
Area 4	Open
Area 5	Fran Hensen
Area 6	Darlene Sprague
<b>Southern Region</b>	<b>Joseph F. Domino</b>
Area 1	William Morriss
Area 2	Thomas H. Price
Area 3	Paul Harpole
Area 4	Shaw McVeigh
Area 5	Randolph Scott
Area 6	Doug Harley Jr.
Area 7	Barry Smith
Metro East	Earle Beasley
Metro West	Ellie Morrison
<b>Western Region</b>	<b>Michael Rooney</b>
Area 1	Gregory Dean Sawyer
Area 3	Dan Maxfield
Area 4	Vern Goodwalt
Area 5	Don Diaz
Metro 6-7	Edwin Laird



# Centennial Quality Award—Unit Support and Guidance

Commissioners are the lynchpin to the success of this award. Commissioners are challenged to help every unit achieve their Quality goals, and this fall, assess with the unit whether or not they achieved the award. Monitoring the award progress at every monthly commissioner staff meeting will help to stay on track with every unit being able to qualify.

Here is a suggested timeline of year-round tasks, so commissioners can achieve their mission of helping units succeed:

**January/February/March:** Help units complete the commitment portion of the Centennial Quality Awards form and turn in to the district for recording. If they qualified last year, ensure they have ordered the emblems for their member uniforms. Make sure they have been presented the qualifying ribbon for their unit.

**April/May:** Work with your assigned units to help them achieve the goals they have set for each criterion. Help them stay on track to qualify by year-end.

**June/July:** Conduct a progress report and see where the unit may need some assistance to qualify.

**September:** Unit Commissioners:

1. Assist their units with roundup
2. Ensure that all new leaders:
  - are registered with BSA
  - have the correct resources
  - are trained in Fast Start and Youth Protection
  - have their den roster and have started den meetings

**October/November/December:** Meet with unit committees to:

1. Double-check that all leaders are trained and dens are meeting.
2. Review unit plans for the product sale and encourage new member involvement.
3. Do a first review of this year's Centennial Quality Award criteria.
  - Have they achieved progress toward their goals?
  - Can they do things this fall to meet the criteria for the CQA?
  - Plan to help them meet any criteria remaining.

Note: If the unit has met its goals at this time, they can receive the award now, for example at the November roundtable, etc.

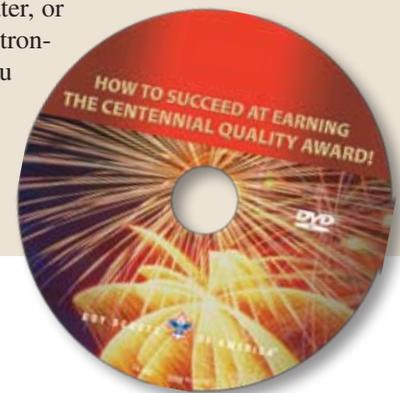
4. Visit unit (pack, troop, team, or crew) meetings:
  - Are they looking healthy and well-organized?
  - Are their youth members having fun?
5. Review next year's commitment and achievement form, assist the unit in establishing goals, complete the form, and turn it in to the district for recording.

## New DVD Available: How to Succeed at Earning the Centennial Quality Award

Units seeking to earn the Centennial Quality Award in 2008 have a new tool to help with their success. A new DVD has been released that provides assistance for each quality program indicator, as well as examples of how to interpret the criteria and establish and achieve the goals to earn the award.

You can obtain a copy of the DVD from your district, or view it online. Click on the site map at [www.scouting.org/awards/centennialawards](http://www.scouting.org/awards/centennialawards). It is also available through the commissioner Web site at [www.scouting.org/commissioners](http://www.scouting.org/commissioners).

On the Web, you can also access the fill-in commitment and achievement forms and download them to complete immediately, save them for later, or send the completed form electronically to others as needed. You can also access a series of Frequently Asked Questions that will help guide you in working with your units.



## Celebrating 100 Years of Scouting

The Boy Scouts of America's 100th Anniversary represents much more than a date on the calendar. It represents an important milestone around which to reintroduce Scouting to America—to celebrate our rich heritage and to reinforce the important role Scouting will play in shaping our country's future. Scouting is as vital and relevant today as it was when our journey began.

For 100 years, Scouting has been helping the youth of America find—in themselves and in the world around them—more than they thought possible. A century of building confidence and character is worth celebrating. An assertive strategic plan has been laid out for moving the Boy Scouts of America into our next century of service. A purpose-driven 100th Anniversary Celebration is critical to fulfilling that vision.

Go to [www.scouting.org](http://www.scouting.org) and click on 100th Anniversary of Scouting to learn more about the plans and how you can be involved. You can also view a special video reflecting on the rich heritage and strong future of the Boy Scouts of America.



# Youth Retention

Working with the Race to Cub Scouting and new innovative programs we have proven that we can attract young people to our programs, but it is not enough just to recruit them, we must also focus on retaining 100 percent of the boys who join our programs. Thus, the primary objective is To Improve the Quality of Program in Every Unit in America. Not only does quality fuel growth, but it is our commitment to the youth who join. We must provide them with exciting programs that not only meet their expectations, but exceed them.

## How Do We Impact Retention?

1. First and foremost, keep our promises. Do not promise activities we cannot deliver.
2. Ensure quality den meetings by taking the time to recruit the right leader.
3. Communicate with parents.
4. Ensure that 100 percent of our leaders are trained.
5. Place an emphasis on the advancement program and allow den leaders to participate fully in the process.

## Den Meetings

We can improve retention in Cub Scouting by improving the quality of den meetings. Good meetings require preparation, and 48 percent, almost half of our experienced den leaders, tell us that preparation time is an extreme challenge they face. The resource “Den Meeting in a Box” will minimize the time it takes to prepare for meetings by providing everything a den leader needs to conduct an entire month of meetings in a single package they can purchase at the Scout shop. It follows the current themes and has proven to be very popular.

## More Accessible Training

Leader training is another proven way to improve retention. Volunteers want “24/7” access to training resources and the help they need to perform their roles. The BSA’s online learning center at [www.oll.scouting.org](http://www.oll.scouting.org) allows volunteers and professionals to complete some key training on their own schedules. They can revisit courses to refresh their knowledge at their convenience. Fast Starts, Youth Protection training, Safe Swim Defense, Safety Afloat, and Troop Challenge are there now, with others planned for the future.

## Mentorship is Key to Cub Scouting

Initially, new den leaders are not sure what resources are available or how to find them. As they gain experience, leaders tap into a variety of resources to help them deal with the challenges they face. The most helpful resources include experienced leaders, and other den leaders in their pack. These seasoned leaders provide guidance in what works and what doesn’t, how to plan meetings, how to deal with parents, and even boy behavioral problems. More than 75 percent of our tenured leaders have indicated they would volunteer as a mentor for a new leader if only someone would ask them. The Pack Trainer Award was created to recognize those who mentor other pack leaders and encourage attendance at trainings.

## Cub Scout Advancement

Currently in the Cub Scout advancement program, the rank achievements can be approved by a Cub Scout parent or by their den leaders. In fact, 82 percent of den leaders surveyed said they work on more than half or all of the rank achievements at weekly den meetings. A pilot is currently being conducted that makes the advancement program the primary focus of den meetings. Monthly themes are still used, and the parents are still involved. This pilot will measure the retention improvement when a specified weekly advancement program is conducted by den leaders. These new initiatives are not intended to replace parental participation, but should enhance their Scouting experience.

## Retention

Now is the time to worry about retaining boys we have recruited. The majority of our Cub Scout packs recharter during the months of December and January, and history has proven that we will lose approximately 450,000 Cub Scouts during this process. Understanding these facts and being proactive in the recharter process will help keep units from dropping.

## Paper Rechartering

Special attention should be given to those boys who have been “lined-off” the charters. Some of these boys are deleted from the charter or do not even show up on the printed charter because they were entered into the computer after the charter paperwork was printed, yet they are still active in the Cub Scout pack. A simple way to ensure their continued registration is to have a copy of the original application in the hands of the unit commissioners as they work with the pack to reregister all of the boys. This will enable the commissioner to ask the questions—why did the boys leave the pack and where did they go? Or simply include the copy of the application in the recharter packet to be resubmitted to the council registrar and enable the boys to be registered in the pack for the new charter year.

## Internet Rechartering

There are several reports generated to ensure proper registration of all youth for the new year. The Unit Charter Renewal System report assists the commissioner by tracking the status of all units. Two additional key reports are the “New Members Added Roster” and the “Members Not Renewed Roster.”

Councils can use these reports to identify new or lost boys, secure applications for them, and register them before the charter renewal process has been completed.

## Internet Rechartering Reports as Management Tools

The reports listed above can be e-mailed directly to the staff person or commissioner responsible for the individual unit. The following procedures will assist in obtaining the reports:

- The reports must be created by a council person with the Internet Rechartering Administrator role in ScoutNET.
- The reports are found in ScoutNET > Program > Membership Reports > Recharter and General Ledger category.

- Select as needed the UCRS Members Not Renewed Roster and/or the UCRS New Members Added Roster.
- During the report set up, go to the “Other” tab and click “Create File” to provide the export file option.
- In the Print Repository, click on the “Export File” link and click “Open” at the dialog box. The export file will display as an Excel file. Save the file. It may be e-mailed to the appropriate staff.

## Membership Inventories

Utilize your rally teams to increase retention. Gather key district leaders and give them the responsibility of finding the “lost boys” and ensuring their proper registration. A den inventory is only successful if it involves volunteers communicating with the actual den leader. The following can assist in ensuring successful inventories:

- Print out a current detailed listing of all registered Cub Scouts by den.
- Develop a contact list of the den leaders and divide the list among volunteers to make phone contact on a designated night.
- Personally contact den leaders and complete a den inventory by having them list the names of boys who are attending meetings, then compare that list with the actual roster.
- Establish a time and location for all new applications/fees to be collected and turned in to the local council service center.
- Utilize the “pack leadership and membership inventory tally sheet” found in the Den and Pack Management chapter of the *Cub Scout Leader Book*.

## Conduct Surveys of “Lost Boys”

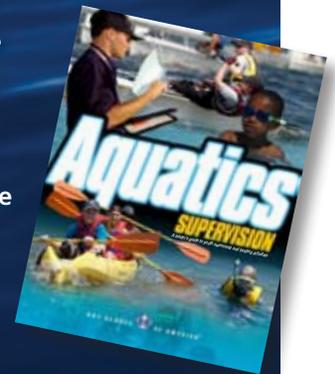
Surveys can assist in determining the reason why boys left Cub Scouting, or identify those who really never left but were accidentally removed from the unit recharter report. Paying special attention to our “lost boys” will assist in our retention efforts and ensure progress in growing Cub Scout membership.

## Aquatics Supervision: A Leader’s Guide for Swimming and Boating Activities

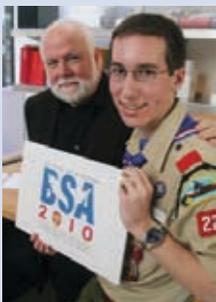
A new leader’s guide to BSA aquatics will be a collection of program information, safety guidelines, and basic skill descriptions in one handy resource. The guide, No. 34346, will soon be available through your Scout shop or by ordering it directly from the National Distribution Center at [www.scoutstuff.org](http://www.scoutstuff.org).

The manual will provide information on the roles and responsibilities of council aquatics committees. Unit leaders can use the book to review program options, including age-appropriate guidelines, and to determine if they have the training and resources needed to supervise various swimming and boating activities. The book will be the basic reference for special aquatics awards such as Snorkeling, BSA and Boardsailing BSA.

Volunteers trained by other agencies, such as the American Red Cross or the American Canoe Association, can use the text to become familiar with Scouting programs and protocols, and to learn safety procedures appropriate for youth groups. The publication will also serve as the text for two new adult leader training programs—Swimming and Water Rescue, and Paddle Craft Safety.



## CONGRATULATIONS, PHILIP GOOLKASIAN, EAGLE SCOUT AND 100TH ANNIVERSARY LOGO CONTEST WINNER!



Philip worked with renowned designer Kit Hinrichs at his Pentagram Design studio.

When the time came to create the extraordinary symbol that would mark the milestone of the 100th Anniversary, we knew there was no one better to create this icon than Scouts themselves. During the latter half of 2007, more than 4,000 Scouts representing all 50 states—and some Scouts from overseas—participated in a special contest to craft the logo that will serve as the centerpiece for the Boy Scouts of America’s 100th Anniversary.

Each Scout submitted his design with an essay outlining how his unique creation reflected the spirit of Scouting, and the 100th Anniversary theme of “Celebrating the Adventure, Continuing the Journey.”

After careful consideration by the Anniversary Logo Leadership team, the total entries were pared down to approximately 500

semifinalists. From there, our panel of 11 select judges scored the semifinalists’ entries to give input on determining the category and overall winners. These judges carefully reviewed the creative merit of each entry and the inspiration articulated in the accompanying essays. Among the thousands of outstanding submissions, Eagle Scout Philip Goolkasian’s entry eventually emerged as the design that captured both the history and future of the Boy Scouts. Philip, from Sequoia Council, Troop 223, worked with renowned graphic designer Kit Hinrichs, an Eagle Scout himself, to develop the final design.





# Annual Unit Service Plan Actions for Spring/Summer 2008

**Key actions supported by commissioners in providing a quality program:**

**Regularly working with units in achievement of their goals for Centennial Quality Awards.** Commissioners work with their assigned units to help them in meeting their objectives established for achievement of the award. **Present charters for units that have rechartered.** Schedule a formal charter presentation at the unit's chartered organization.

**Spring Support.** Monthly visits conducted to help units prepare for spring roundups and Webelos graduations, and to support outdoor programming. Continue to promote training for all volunteers, especially for direct contact leaders to attend Fast Start, Youth Protection, and basic leadership training.

**April/May—Unit Leadership Inventory.** Conducted by the commissioner and unit committee. Find out who will continue and who will drop, visit inactive adults, and recruit new adults.

**May/June—Troop uniform inspection.** Commissioner helps Scoutmaster and lends dignity to a high-morale event. Encourage uniform for summer camp. Develop unit pride.

**July—Unit health reviews and regular progress in achieving action plans.** 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. Follow up on the action plan that was developed to assist the unit in earning the "Centennial Quality Unit Award" for 2008 and assign who in the district can support the unit improvements needed. Measure progress made since January review.

**August—Unit Program Planning.** Commissioners visit each unit to help with their annual program planning. The unit's plan should be ready to present to their families by Sept. 1, integrating the council and district calendar. These plans should normally be shared with the units in early spring.

## Eagle ScoutParents . . . Focus on Year of the Volunteer

With the launch of the official Boy Scouts of America Web site for ScoutParents, we have found that one key ingredient to our success at finding more volunteers is through the involvement and rededication of Eagle Scout parents. These adults have experienced the best of Scouting in the past, but for whatever reason, they are no longer connected to the active role of being a volunteer. However, we find they do want to contribute their time, talents, and treasures to the future development of youth in America.

Councils around the country involve these individuals in many ways. One district in the West Los Angeles Council has identified a way to engage this group in a direct way.

Here is the story:

Good evening and welcome to the first evening reception of Eagle ScoutParents. My name is Erik Torgerson. I am an Eagle Scout and an Eagle Scout Dad of two beautiful girls. The purpose of tonight's meeting is to introduce you to a new pilot initiative of the Boy Scouts of America, Eagle ScoutParents.

At a troop committee meeting over a year ago, a Scouter brought up the idea of reconnecting with previous Eagle Scout parents. My good friend Nathan Wolfstein IV, who was present at that meeting, shared the idea with me and a collective light bulb went off. Why not develop an alumni group that would encompass the Eagle Scout who is a parent, and the parents and grandparents of Eagle Scouts, and reconnect them with Scouting?

Why limit it to the unit level? We started working on it instantly and haven't stopped living and talking about the program probabilities since. The research finds there is a strong connection with adults who may not have a great deal of time to serve in traditional unit leader positions but still have an affinity toward Scouting.

These parents have valuable knowledge gained through years of Scouting experience and should have an avenue to share their thoughts, their life skills, new program ideas, or perhaps a few hours of time to help out and relive the fun they had as Scouts or Scout parents. We are proud to announce that Eagle ScoutParents will become an integral part of the National Boy Scout program, adding an intriguing enhancement to the new National Parent Initiative founded by an incredible lifelong Eagle Scout, Mr. Gerald Lawhorn.

We are pleased to invite you, our honored guests, to become part of Eagle ScoutParents, the founding chapter from Cahuenga District, WLACC. You are the very first group to be invited to join with us in a groundswell that will encompass the entire nation in over 300 councils in a short period of time.

Our mission is simple: Be engaged and invest back to Scouting. You can see the tangible benefits of Scouting—you and your sons are living proof. The level of your commitment can vary greatly—you can choose to be passive but connected, or you can become ambitious and work on an Eagle ScoutParent Dad or Mom project.

I'll leave you with two thoughts—have you done your good turn for the day, and have you remembered to "Be Prepared?"

The Boy Scouts of America is pleased to take this opportunity to join with other child advocacy organizations in focusing attention on the problem of child abuse in local communities. BSA has designated April as “**Youth Protection and Personal Safety Awareness Month**,” and this is an opportunity to set aside time to review progress in training adult leaders about youth protection strategies and helping youth members increase their personal safety awareness. April is a time to:

- reach out to volunteers who have not received the youth protection training and to encourage them to complete it;
- encourage units to incorporate the BSA personal safety awareness DVDs into their programs;
- share with the community the strategies and resources BSA has developed to make Scouting safer, and to help other organizations address the challenges of child abuse; and,
- work with others in the community through service projects related to our common goal of eliminating all forms of child abuse.

Current information about BSA youth protection resources can now be accessed at [www.scouting.org](http://www.scouting.org) by clicking on the Youth Protection button found on the homepage. The resources are all in one place and much easier to find. Volunteers will find this Web site a useful tool as they implement BSA youth protection strategies.

Councils have been encouraged to include in the March and April roundtables a review of the strategies and the resources available to assist units in youth protection training and education. To facilitate this, DVDs have been sent to local councils—one for the council and one for each district in the councils. Each features a 10– to 11–minute presentation tailored to a specific age level. It explains the BSA’s approach to youth

protection in each program. It is especially important for Boy Scout troop leaders to learn about the new personal safety awareness advancement requirements and to incorporate them in their program.

## Recent Progress

Within the past two years, all videos have been revised and updated. There are online training programs for leaders, and all of the new DVDs and online training offer the option of English or Spanish soundtracks. Any others should be discarded. New youth protection guidelines have been added that clarify the definition of physical contact between Scouts and adult leaders, and govern the use of imaging technology in situations where there is clearly an expectation of privacy. Facilitator guides have also been updated. Anyone may download and print them as needed

## Cub Scout Program

The personal safety awareness core message for Cub Scouts has been refined and serves as the focal point for the booklet, *How to Protect Your Children from Child Abuse and Drug Abuse: A Parent’s Guide*, included in each handbook, as well as the DVD, *It Happened to Me*. For more emphasis, a Power Pack Pals comic book has been published focusing on the four rules for personal safety, which are available in English and Spanish. Also, there is a pod cast explaining the emphasis on youth protection for the Cub Scout program.

## Boy Scout Program

The big news in Boy Scout youth protection is new requirements for advancement. For the first time, Boy Scouts advancing through Tenderfoot, Second Class, and First Class ranks will need to demonstrate some knowledge of personal safety awareness skills. These requirements became effective in January and attracted some positive media attention. To support these requirements,

the new version of *A Time to Tell* offers the information boys need to successfully complete the requirements. The Boy Scout Division is preparing some minor revisions to the handbook until the new edition is released. New training material for local council camps are being introduced in National Camping Schools this year. This material focuses on the role of camp staff members in youth protection for campers.

## Venturing

The *Personal Safety Guidelines* DVD for this age-level was strengthened by adding a segment on teen suicide prevention and completely revising the material on Internet safety. Scenarios also address acquaintance rape and sexual harassment.

## Sharing With Other Organizations

The BSA is proud of its two-decade focus on youth protection. Any child abuse is an unacceptable societal problem, and we are happy to share our resources with other organizations that have common goals and values. The BSA now has formalized relationships with DeMolay International, Military Order of World Wars, Young Marines, The State of Texas, and many other organizations. These organizations use BSA videos and have their volunteers complete youth protection training through the online courses.

Parents are comforted knowing that their children are part of an organization that has transcended the efforts necessary for risk management and involves parents as partners in protecting children from abuse.

All of the efforts of the BSA will not be effective unless Scout leaders at all levels fully utilize the youth protection and personal safety awareness. April is an opportunity to rededicate the commitment of the Boy Scouts of America to provide safer Scouting through our Youth Protection Program.

## BSA Volunteers and Criminal Background Checks

Since April 2003, the Boy Scouts of America has conducted criminal background checks on all new adult volunteers. Many adult volunteers have been consistently registered in the same position since **before** April 2003, and therefore, these dedicated volunteers have not had a criminal background check.

The BSA’s adult applications prior to April 2003 did not include an authorization statement allowing a criminal background check to be conducted. The Fair Credit Reporting Act mandates that organizations receive authorization from the individual to conduct a CBC.

To continue providing a safe environment for youth participating in the Scouting program, the National Council will address this situation in the following way:

Volunteers who have not submitted to a CBC will receive a letter from Chief Scout Executive Bob Mazzuca. The letter will recognize each as a valued volunteer and explain the need for a criminal background check.

The letter will direct these volunteers to a Web site specifically established to give consent for the CBC. Volunteers may work with the local council if they do not have Internet access or have questions.

On the site, volunteers can review a disclosure and authorization statement. They must click on “Agree” to proceed. Next, they will be asked to provide information necessary to conduct the CBC, such as a Social Security number.

If a volunteer chooses not to comply with the Web site process, the volunteer’s Scouting membership may either be revoked or not available for renewal at recharter time. A new BSA application will be required to renew membership status.

Information submitted from the Web site will be forwarded to ChoicePoint, the CBC processor. Results of the CBC check will be sent to the local council for follow-up.

# Unit Commissioner Box Score

As of February 29, 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	19,212	6,405	3,324	3,081	48.9%/51.9%	6.1/5.8
Southern	30,018	10,011	3,818	6,193	36.2%/38.1%	8.3/7.9
Central	26,496	8,827	4,515	4,312	52.6%/51.1%	5.7/5.9
Western	44,969	14,991	6,593	8,398	42.3%/44.0%	7.1/6.8
National	120,695	40,234	18,250	21,984	44.1%/45.4%	6.8/6.6

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

## 2008 Calendar Dates of Interest

### May 21–23, 2008

National Annual Meeting, Manchester Grand Hyatt Hotel, San Diego, Calif. Council Commissioners are invited to participate and attend the Thursday commissioner elective!

### June 8–14, July 20–26, July 27–August 2, and August 3–9, 2008

Commissioner staff, district operations, and Key 3 conferences at Philmont Training Center are offered. Two new courses have been added in 2008—Advanced Unit Commissioner and Becoming a Better Executive Board Member. Make your plans to attend. Make it a family vacation, or bring a group from your council or district. A full description of courses is available on the commissioners Web site, [www.scouting.org/commissioners](http://www.scouting.org/commissioners).

## The Boy Scout's Mother Asked

by F. Darnall Daley, Jr.

“Where has my little baby gone?”  
The Cub Scout's Mother asked,  
“He went by here awhile ago.  
Did you not see him pass?”

He'd gone to be a Tiger Cub  
And then a Wolf was he.  
He learned to carve the pinewood car,  
And sing the songs with glee.

And after that he was a Bear,  
And then a Webelos Scout.  
He learned the Boy Scout Oath and Law,  
And fun in full amount.

Crossed over to be a Boy Scout,  
And shown what kindness meant.  
His best is what he'd have to be,  
Everywhere he went.

“Where has my baby boy gone?”  
The Boy Scout's Mother asked,  
“He went by here awhile ago.  
Did you not see him pass?”

To hike the trails and pitch a tent,  
To swim the lakes and streams,  
To kindle a fire under the stars,  
These were his every day dreams.

Down the long trail to Eagle,  
He smilingly went his way.  
The many adventures that he had,  
Shaped the man we see today.

Learned to be a citizen,  
A helping hand to lend.  
He learned what cheerful service means,  
And how to be a friend.

“Where has my baby boy gone?”  
The Boy Scout's Mother asked,  
“He went to be a Boy Scout,  
And he grew to be a man.”

For comments or more information:

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