

Recruiting Unit Commissioners



Prepared. For Life.™

Agenda

- ✓ **Why recruit?**
- ✓ **How many commissioners do we need?**
- ✓ **What is the ADC's role in recruiting?**
- ✓ **When should we recruit?**
- ✓ **Who is a candidate?**
- ✓ **Where are the candidates? How do you find them?**
- ✓ **How do you go about asking them to sign on?**
- ✓ **What the council commissioner staff is doing to help?**



Why Recruit?

- ❖ A fully-staffed Commissioner Service is critical to the successful delivery of the Scouting program
- ❖ The roles of DC, ADC, and UC are designed to be performed by one adult volunteer. Wearing multiple hats nearly always leads to under-performance
- ❖ There is always rotation in the Commissioner Service ranks. Departing commissioners must be replaced
- ❖ When Commissioners are doing their job, the professional staff are freed up to focus on program delivery
- ❖ Many hands make light work



How Many Do We Need?

❖ BSA recommended ratios:

- 1 UC for every 2-3 units
- 1 ADC for every 5 UCs
- 1 DC for every 3 to 7 ADCs

❖ When applied to MCC:¹

- ❖ Apache: 85 units / 34 UCs / 7 ADCs (*Currently 20 UCs / 5 ADCs*)
- ❖ Etowah: 49 units / 20 UCs / 4 ADCs (*Currently 18 UCs / 3 ADCs*)
- ❖ Hornet's Nest: 91 units (37 UCs / 7 ADCs (*Currently 19 UCs / 0 ADCs*)

¹ Assuming 2.5 Units per UC



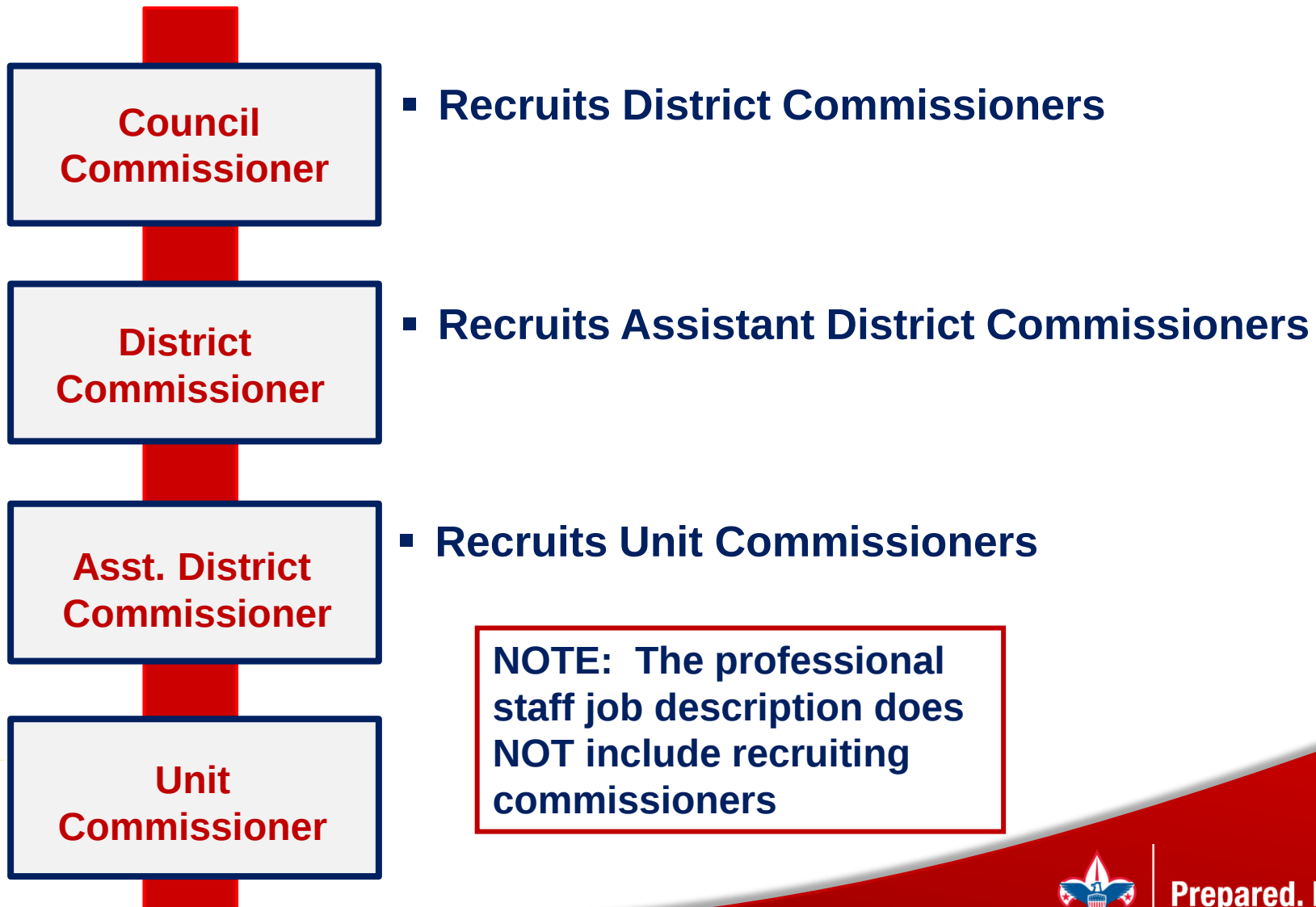
Prepared. For Life.™

The Bottom Line

- ❖ We need to recruit between 39 and 42 new commissioners
 - Apache:
 - ✓ Needs 16 new Commissioners (14 additional UCs + 2 ADCs)
 - Etowah:
 - ✓ Needs 3 new Commissioners (2 UCs + 1 ADC)
 - Hornet's Nest:
 - ✓ Needs 23 new Commissioners (18 UCs + 5 ADCs)
- ❖ The impact is reflected in our district performance metrics



What is the ADC's Role?



When Do We Recruit?

- ❖ Every Month
- ❖ Every Week
- ❖ Every Day
- ❖ 24/7



Who Is a Candidate?

- ❖ **Anyone interested in promoting Scouting and willing to invest personal time**
 - **Must pass BSA background check**
 - **Pay annual registration fee**
 - **A desire to mentor and help unit leaders as needed**
 - **Good communication skills**
 - **Willing to make periodic unit visits and record in UVTS**
- ❖ **Prior BSA experience is helpful but not required**



Where are the Candidates?

❖ Internal Sources

- Units with a “deep inventory” of adult leaders
- Prior BSA leaders who may be retired now
- Prior Woodbadge graduates who are no longer leaders
- Moms who have been cub leaders and whose boys are bridging up
- Dads whose sons have graduated from Scouting

❖ External Sources

- Recent Eagle Scout parents
- Prior Eagle Scouts (NESA lists)
- Any person you believe could do the job



Recruiting: Steps to Take (1)

Identify the Candidates

1. Develop a “Needs List”
2. Review all units for “deep inventories” of adult leaders
3. Review unit adult rosters for the past five (5) years
4. Review list of prior Eagle Scouts located in your district
5. Review list of prior Wood Badge graduates located in your district
6. Develop a “Commissioner Candidate List”
7. Prioritize your list putting the “most likely to accept” names up front



Recruiting: Steps to Take (2)

Contact the Candidates

1. **Personally call the candidates and invite them to a 2 on 1 meeting**
 - Do not email the invitation if possible
 - Never ask the candidate to commit over the phone)
2. **Meet with the candidate over breakfast or lunch**
 1. The ADC, and either
 2. The District or Council Commissioner
 3. The District Scout Director (or District Executive)



Recruiting: Steps to Take (3)

Contact the Candidates

3. Explain the importance of the Commissioner Role to Scouting and our “current shortage”
4. Explain the personal benefits of being a Commissioner
 - Be real. Don’t oversell
5. Provide the candidate with the Commissioner Recruiting Package
6. Ask for a decision but don’t push too hard
7. Follow up within a week



What Are We Doing to Help?

1. **With District Directors to we have identified units with “deep inventories” of adult leaders:**
 - **Apache: 21 units identified; 6 of which are high-priority**
 - **Etowah: 9 units identified; 3 of which are high-priority**
 - **Hornet’s Nest: 3 units identified; 3 of which are high-priority**
2. **We are also developing other “shopping lists”**
 - **An MCC Eagle list (5+ years after award)**
 - **An MCC Wood Badge graduates (not currently in adult leader positions)**



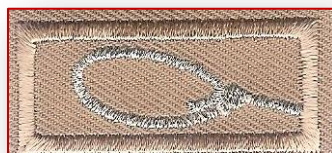
What Are We Doing to Help?

3. **We have developed a Unit Commissioner “Recruiting Package” consisting of:**
- ✓ **Cover Folder**
 - ✓ **Position Description for Unit Commissioner**
 - ✓ **Unit Commissioner Annual Service Calendar**
 - ✓ **Unit Visit Tracking System (UVTS) Observation Form**
 - ✓ **Reprint of Boys Life Story about Commissioners Service**
 - ✓ **BSA Adult Volunteer Application**
 - ✓ **Commissioner Fieldbook for Unit Service (revised 2012)**



What Are We Doing to Help?

4. We have created a new Council “Commissioner’s Recruiting Knot.” The requirements to earn this knot are:
- ✓ Recruit at least one new Unit Commissioner during the past 12 months
 - ✓ Attend at least one meeting with the new Commissioner at their assigned unit
 - ✓ Ensure that the new Commissioner enters at least one visit satisfactorily into UVTS



What Are We Doing to Help?

5. We have also created a new Council “Commissioner’s Shoulder Patch”

The requirements for ADCs to earn this patch are:

- ✓ Personally recruit at least 2 new commissioners within the previous twelve months
- ✓ At least 50% of unit commissioners reporting to the ADC have recorded 6 or more unit visits in UVTS during the previous twelve months (“half & half”)



What Are We Doing to Help?

5. Council “Commissioner’s Shoulder Patch” (Continued)

The requirement for your Unit Commissioners to earn the patch are:

- ✓ Record at least six unit visits into UVTS within the previous twelve months
- ✓ Complete at least one Unit Self Assessment form in conjunction with the unit leadership for each of their assigned units and submit this to his/her ADC or DC during the previous twelve months.



What Are We Doing to Help?

6. We have also developed an MCC Commissioner's webpage with access to contacts, documents and hotlinks to key Commissioner resources
7. Finally, John or Trainor are available to join you for any face-to-face meeting you might request if requested

Are there other resources you need?



Q&A



Prepared. For Life.™