

# ***The Commissioner Leader's Top-10 List***



MCS 408  
Commissioner College  
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# Agenda

- Commissioners: the "grandparents" in scouting
- *Good* commissioners: The Top Ten
- Your resources

# What's a Commissioner?

- Scouting is a *franchise* program, provided by a distant National and implemented by local volunteers.
- Training of volunteers is essential—but still is no substitute for *experience*.
- Experienced gray-haired scouters don't retire; they become commissioners.
- Commissioners are scouting's grandparents: Lots of expertise, not in charge, best as quiet coaches, still get to have fun with the kids.

# #10: Visit your units. Listen and observe. Be service-oriented.

- You must be there and see what happens to report, praise, or fix it. Every month.
- Praise publicly, advise privately. Do any note-taking/"scoring" privately, after the meeting.
- Build trust over time, through engagement. Listen actively and empathize.
- You're a volunteer coach, not the boss. We are assigned (i.e. uninvited). Be a good guest.
- Your goal: Make things better -- for them.

# #9: Play all your roles.

- Friend of unit
- Liaison to District/Council
- "Doctor" to fix problems
- Teacher
- Coach/counselor for adult leaders

# #8: Build relationships with key unit individuals

- Volunteers are individuals.
- No individual relationships = no unit relationship
- Ask yourself:
  - Who needs my help next?
  - What help would I want in this situation?
  - What will make the unit succeed?
- Find the person who needs your help. Then help them.

# #7: Build relationships with scouting professionals

- Commissioners are special. Professionals know it.
- We can help professionals succeed too, often in ways no one else can.
- You are the professionals' "feet on the street."
- Professionals are your backstop, resource, & handoff agent.

# #6: Exceed unit expectations

- You have the expertise and can "see it coming."
- Be proactive -- look for ways to contribute.
- Be Prepared with solutions and ideas.
- "Do your best"



# #5: Use scouting metrics to help the unit succeed.

- "Help units succeed" is primary Commissioner mission.
- We measure this: Quality Unit and timely rechartering.
- Measure progress toward these goals throughout the year.
- Remember to help the unit feel rewarded for their accomplishment.

# #4: Know the danger signs.

- Few, overloaded leaders with multiple roles
- Cubmasters/Scoutmasters doing paperwork
- Infrequent scout or committee meetings
- Lack of advancement; loss of members
- un-Trained leaders
- Scouts not having fun, or adults angry
- Parents/Scouters controlling boy-led activities
- Safety violations or concerns (cf. GTSS)

# #3: Respond to problems calmly but promptly.

- You have experience--you know a problem when you see it.
- Address small problems before they become large.
- If they get large, get help.
- Always be constructive.
- Remember your "ripcord": Safety always trumps politics & feelings.

## #2: Resources: Know where to get help

- BSA texts: Commissioner's Fieldbook for Unit Service
- BSA (re)training: Commissioner Fast Start on web
- Peer commissioners
- ADCs, DC, CC, district/council professionals
- [scouting.org](http://scouting.org), [netcommish.com](http://netcommish.com)

# #1: Be Trained, and self-improve.

- As you learn & improve, so will your units.
- Adjust your skills for the unit. Units grow and change; so do their commissioner needs.
- Get/stay ahead with new training (SSD, SA, COS, Wood Badge). Hone your people skills.
- Fast Start for Commissioners: Do it tonight.
- Commissioner College each year. Network with peers: Everyone has something to teach you.
- Pursue your Arrowhead awards.



# Those Resources again

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- BSA: [scouting.org](http://scouting.org)
- Non-BSA: [netcommish.com](http://netcommish.com)

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