

419 District Commissioner & ADC Training



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Assistant Council Commissioner

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How to be a more effective District Commissioner or Assistant District Commissioner, Supporting Unit Commissioners as they help their units deliver a quality Scouting Program.

PTC 419



Success today will be discovering new ideas how to be more effective as a commissioner!

Introductions

Name

Scouting Position(s)

District

Scouting Background



District Commissioner



- Leads the commissioner staff of the District
- Guides and measures the District's unit service



Assistant District Commissioners



- Ensures every unit receives competent commissioner service
- Supervises Unit Commissioners
- Appointed by District Commissioner



Unit Commissioners



- Friend, coach, counselor
- Effective communicator, provide resources
- Provide aid to chartered organization

Ways to be a more effective commissioner

- *An idea we should consider is adult recognition and appreciation*
- *Your idea(s) we should consider*

- *Why Adults Volunteer*
- *How Commissioners can help in retention of volunteers by emphasis on recognition and awards*

The Role of Recognition

- Recognition has been a fundamental part of Scouting from its beginning.
- Robert Baden-Powell created the Scouting Movement with the idea that all participants would be actively engaged in the program, both youth and adults.

Championing Adult Recognition

A Commissioner's Duty



Adam J. Clinkenbeard

Asst. District Commissioner

Trailblazer District - Dan Beard Council

Adult Volunteers

- Bureau of Labor Statistics says American adult volunteers give over 50 hours annually to their organizations
- Boy Scouts of America says Scouting volunteers give an average of 240 hours each year

Motivation of Adult Volunteers

- Volunteer Expert, Thomas W. McKee, believes that we volunteer for our own reasons – it comes from the inside.
- Basic level of motivation is “self serving”
- Second level of motivation is “relational”
- Third and final level of motivation is “belief”

Self Serving (Basic Level of Motivation)

- Volunteer is looking to fill basic needs
 - Feeling needed
 - Building job/career skills
 - Sense of belonging
- Not particularly vested in the organization
- Usually have short tenure

- In Scouting, a volunteer who shows up for about a year and doesn't reregister

Relational (Second Level of Motivation)

- Volunteer seeking meaningful friendships and alliances
 - Looking to network with a new group of people
 - Looking to deepen their connection with existing leadership core
 - Seeking leadership roles with greater responsibility
 - Like shooting stars – they arrive and blaze a bright trail for a few years and flame out
- Scouter gets heavily involved very quickly – attends events, gets trained, earns awards - but moves on to something else as quickly as he/she arrived.

Belief (Third and Final Level of Motivation)

- Passionate volunteers
 - Humble and helpful
 - Fill every role that needs to be filled
 - Sometimes major leadership roles
 - Sometimes supporting roles
 - Believe in the mission of the organization
 - Feel good no matter what part they play
 - Typically, these volunteers are “Lifers”
- Scouters who are steadfast and loyal to the movement

Reasons Scouters Volunteer

- Be close to their child
- Help develop leaders
- Outdoor conservation
- Making a difference

Scouting Volunteers Benefit by

- Enhanced personal value/traits
- Heightened communication skills
- Better relationship-building skills
- Practical outdoor survival skills
- Developed management/leadership skills

- Get real skills that are applicable to their lives
- Become more fulfilled
- Improve their self-esteem

Factors that Help Volunteers Feel Good

(Famous psychologist, Frederik Herzberg)

- Achievement
- Advancement
- Growth
- Recognition
- Responsibility
- the Work itself

Keeping Volunteers

- Volunteers leave organizations when their needs are not fulfilled
- When volunteers leave the unit suffers
- Top two specific reasons to leave
 - Poor leadership/communication
 - Lack of praise and/or recognition
 - *A Den Leader's story*
- Retention improves by meeting a volunteer's need for self-fulfillment through recognition and appreciation – (Commissioners can help!)

Recognition and Appreciation

- Ways to Say “Thank You”
 - Informally saying “You're doing a great job!”
 - Providing snacks for meetings or projects
 - Symbolic gifts
- Formal Awards Events (Unit, District, Council)
 - Recognize volunteers (Certificates, Plaques, Award of Merit, Silver Beaver)
 - Publicly promote their accomplishments (Court of Honor, Roundtable, Dinner)

Recognition (Motivating Factor)

- 68% of volunteers who leave organizations cite a lack of appreciation.
- If we want to retain our unit leaders and adult volunteers we must recognize and appreciate them
- Recognition plays to our internal feeling of
 - Achievement
 - Self-esteem
 - Self-worth
 - Satisfaction
 - Feel good!

Recognition – Tangible Benefits

- Greater Adult Volunteer & Youth Retention
- Membership Growth (leaders, volunteers, youth)
- Higher Youth Advancement Rates
- Financial Stability
- Higher Activity/Event Frequency
- Improved JTE Performance

Recognition – Intangible Benefits

- Escalated Adult & Youth Self-Esteem
- Greater Adult & Youth Skill Development
- Volunteers Assume Greater Responsibility
- Higher Quality Events
- Effective Communication
- Culture of Trust & Accountability
- Quality Adult Networking

Commissioners Role

- Become a Friend of the Unit and Unit Leaders
- Lead by Example – Show Appreciation and Earn Recognition
- Take a Leadership Inventory & Identify Opportunities for Recognition
- Recognition Follow Through
- Guide the Unit as it Builds a Culture of Recognition & Appreciation

The Role of Recognition

- Commissioners offer their best guidance when they **“Walk the Talk”**.
- Commissioners should earn recognitions
- When unit leaders see visible signs of Scout awards, the credibility of the commissioner is enhanced
- Commissioners connect unit leaders with training award programs

Training



Commissioner Awards

- **Commissioner's Arrowhead Honor Award**

- Unit Commissioner
- Assistant Roundtable Commissioner
- Roundtable Commissioner
- Assistant District Commissioner
- District Commissioner
- Assistant Council Commissioner
- Council Commissioner



- **Commissioner's Key**



- **Roundtable Staff's Training Award**



Commissioner Awards

- **Distinguished Commissioner Service Award**

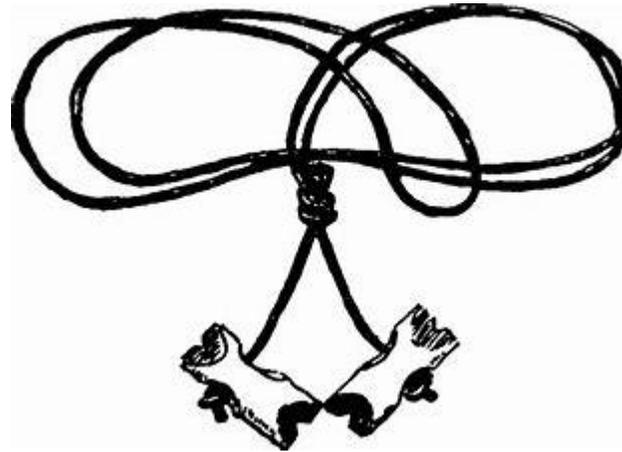


- **Commissioner Award of Excellence in Unit Service**



- **Doctorate of Commissioner Science Award**





Roles of District Commissioner & Assistant District Commissioner

Recruit

Teach

Listen

Coach

Recognize

Unit Leader Awards

- *Commissioners guide and encourage unit leaders to earn training awards*



Summary of Awards and Recognition

- Knowing why adults volunteer can help us build a relationship with unit leaders.
- Leading by example with awards and recognition
 - Adds to retention
 - Adds to rechartering on time
 - Adds to program
 - Adds to finance
 - Adds to JTE

How to be a more effective commissioner

- *What other ideas should we consider?*

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