
Administration of Commissioner Service

**Instructors:
Jack Sears – John Kiernan**

How to Remove a Volunteer

Instructor: John Kiernan

Poor Performance

Bad chemistry — can't get along

Bad politics — not a team player

Bad job — doesn't perform

***Not* for cause (theft, YPT, etc.)**

What to Do First

Train or coach them

Find a job better suited to their talents

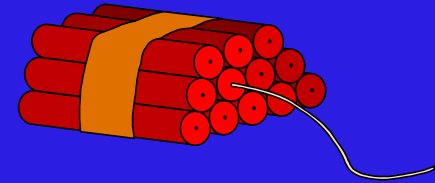
If overloaded, reduce their workload

Get your facts straight; don't act on hearsay

Talk about it. People often know, but don't know how to ask for help.

If All Else Fails

**Sometimes, it's gotta be done
Don't let it fester**



**We don't "fire" volunteers,
we replace them**

Who Has the Authority?

Authority to appoint is authority to remove

DC may replace ADC / UC

Chartered organization head may replace unit adults

Commissioner helps IH, COR, CC understand their roles for making changes

Now Act

Letter *or*

Visit (preferred)

Appointment

Businesslike, pleasant. Making replacement.

Maintain their dignity

Possible reactions

Insure next higher authority is behind you

Do what is best for youth. BSA has a right to choose its leaders.

Now Act

Continued notes from previous slide

This is a “hidden slide” and will not show in the presentation.

Learn for the Future

Understand the assignment before recruiting

Select the right person

Try out new people a bit at a time

Train and coach

Agree on what is a job well done

Questions?

