
Administration of Commissioner Service

**Instructors:
Jack Sears – John Kiernan**

Recruiting New Commissioners

Instructor: John Kiernan

Fielding a Complete Team

Complete team

Quality program

Membership growth

Avoid overloading, burnout

Three units = one unit commissioner (3:1)

Five UCs = one ADC (5:1)

Plus adequate Roundtable commissioners and staff

Step by Step Recruiting Plan

Take Inventory of Current Staff

Identify Prospects for Each Job Opening

Research Best Prospects

Make an Appointment

Make the Sale

Ask for Commitment

Have Fall-Back Request / Follow-up

Group Recruiting

Plan in advance

Leadership conference

Invite community members to meeting

Single company or organization

CEO invites employees / members



Where do You Find Them?

Make a List

Name

Occupation

Hobbies

Children

Volunteer experience

Memberships

Interests

Right recruiter



Hidden Treasure Must Be Found

Friends, associates, business contacts

Chamber of commerce listings

Service clubs

Business, professional and service people

NESA members

Boy applications (parents w/Scouting service)

Former successful Scouters

Be Aggressive and Creative

FOS donors

Neighborhood association leaders

Past unit and district rosters

Current Scouters ***(don't steal unit leaders!)***

Overage Jaycee members

Managers — for employees of the right kind

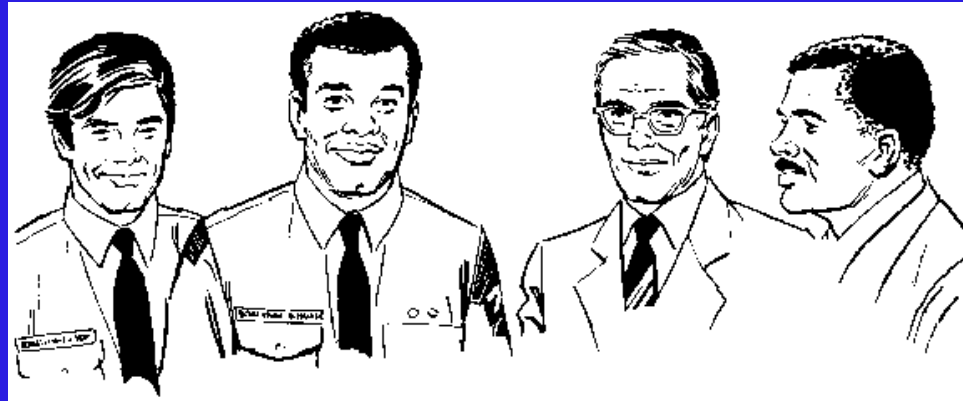
Other sources?

Recruiting Tool

Highlights for Unit Commissioners . . . An Overview

Quick read

Fast Start information



Recruiting Younger Commissioners

Don't rely on veteran Scouters.

Go to sources of younger adults

Younger people may be time-conscious

**Be specific and focused
about what you ask them to do**

**Have them do *unit service*,
don't diffuse their effort**



Things to Avoid

Poaching

Double booking unit leaders

Lowering the Standard

Stagnation

Creating a clique or club

Forgetting about unit service

Model Commissioners?

Super Scouter Scott

*You are a number
and I am here to
process you.*

Bad News Bob

I don't care!

Exceptional Ed

*We care and we
deliver!*

Happy Go-Lucky Harry

*We are trying hard
but we really don't
know what we are
doing here!*

Questions?

