
Administration of Commissioner Service

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Role of the Assistant District Commissioner

Instructor: John Kiernan

Introduction

ADCs carry the vision

District commissioners can't directly supervise all commissioners

ADCs are responsible for a share of units

Front-line supervisors



ADC Assignments

Geographic

Experience level

Program expertise – Venturing, Cubs

Administration function

Charter Renewal

Technology

Communications

ADC Responsibilities

Assigned share of units (15 units = 1 ADC).

ADC supervises five unit commissioners

May be geographic

Recruit UCs

Coach / train UCs

Maintain regular contact with UCs

Serve units with no commissioner

Help UCs evaluate and improve

What Makes a Good ADC?

Effective Communicator

Good Listener

Sound Judgment

Tactful

Scouting Background

Patient

Persistent

Adaptable

Good Example

Enthusiastic

Deliver Promises

Team Player

How Do They Succeed?

Recruit the right people

Clear instructions, specific ideas

Listen 3x more than talk 1x

Don't play favorites

Coach UCs in real problem-solving situations

Treat everyone with dignity

Praise often

Don't take over, help UCs be successful

ADC Work Sessions for UCs

Planned and evaluated during monthly district commissioner meeting

ADCs are effective through personal coaching



Evaluation

How is Unit Commissioner work measured?

Units have effective unit leaders?

Boys involved in good program?

Active unit committees?

Chartered organization relationships?

Reregister on time?

Membership increase?

Happy to see UC visit?

Active in district events?

Quality Unit?



UC Self-Evaluation

SELF-EVALUATION FOR UNIT COMMISSIONERS

Name _____ Date _____ Council _____

District _____

Units and chartered organizations served _____

Use this form to review your service as a commissioner and as a guideline for future performance.
It can help you improve your quality of unit service.

Instructions

1. Fill it out yourself.
2. Seek help from your staff leaders to improve problem areas.
3. Fill it out quarterly, semiannually, or annually as needed.

Evaluate your performance in each of the following areas:

SERVICE

- Interpret aims, methods, and program of the BSA.
- Exceed units' expectations for service.

To Chartered Organizations

- Establish and maintain contact with chartered organization leadership and chartered organization representative.
- Understand goals of chartered organizations assigned.



Outstanding	Satisfactory	Needs Improvement
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Questions?

