

The New-Unit Commissioner

Orientation Module



Learning Delivery Team
May 2014

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Introduction

This course is intended for volunteers and professionals interested in learning more about the role of the New-Unit Commissioner. *This course does not replace New-Unit Commissioner Basic Training. It is merely an overview of the role.*

The content for the course is from the *Unit Performance Guide* and *New-Unit Commissioner Basic Training*. The *Unit Performance Guide* will be the primary resource for instructors and participants.

This course is designed to be instructor led and takes 50 minutes. It can be done as a stand-alone session or as a session of a “day of training” course.

Objectives

The Overall Objectives of this course are to be sure participants:

- Are acquainted with the role of the New-Unit Commissioner
- Understand the role of the New-Unit Organizer and the partnership with the New-Unit Commissioner
- Are aware of New-Unit Commissioner training opportunities

Notes for Instructor

A presentation graphics slide deck is available to support the content, but the trainer can easily conduct the course without the deck or can use a whiteboard or flipchart.

This syllabus is not necessarily designed to be read. Trainers should be familiar with the content and able to present it without reading. Experienced trainers can use their own words *but must be sure to cover the content and meet the objectives of the session*. One of the keys to success is that the trainers observe participants and ask questions during the sessions to be sure the participants learned the topic.

If possible, contact with the participants in advance is beneficial. Encourage them to acquire or download a copy of the *Unit Performance Guide* and bring it to the training.

Resources

- Easel and Blank flip charts or Whiteboard
- Computer and Projector if presentation graphics are used
- Roll of 1-inch blue painters tape (does not harm painted walls)
- Note cards
- Dry-erase markers (black and blue are best; ensure they have sufficient ink)
- Scouting Posters to decorate the room

What is a New-Unit Commissioner?

Time You have 30 minutes for this presentation

Objectives Participants will:

- Become acquainted with the New-Unit Commissioner position
- Recognize the differences between a New-Unit Commissioner and a Unit Commissioner
- Know the role of the New-Unit Commissioner in building high-performing units

Method Brainstorming
 Discussion

Resources *Unit Performance Guide*
 New-Unit Commissioner Basic Training

Begin this session by welcoming participants and thanking them for wanting to learn more about the important role of a New-Unit Commissioner.

Ask:

“What is a New-Unit Commissioner?”

List the answers on a white-board or flip chart. Be sure to follow the most important rule of brainstorming and accept *all* answers without comment or evaluation. That will come later. Do not let participants evaluate answers either!

This will help you determine the knowledge level of your audience as you move ahead. For example, you may get Scouters who know the rule well and/or you may get Scouters who think we are talking about brand new Unit Commissioners.

After a few minutes or when answers are exhausted say something like:

A New-Unit Commissioner is a commissioner who is assigned to a new unit, or re-organized unit, very early in the new-unit organization process.

The New-Unit Commissioner holds a special place in the formation of a new unit. The new-unit commissioner’s role begins at the very beginning of the new-unit organization process by working closely with the New-Unit Organizer and the unit serving executive. They become a familiar and consistent liaison between the chartered organization representative and the district.

The New-Unit Commissioner will be the go-to person serving as a coach, mentor, and consultant by laying a strong foundation around which the new unit can form and continue to be successful for many years.

Ask:

“How is that different than a regular Unit Commissioner?”

Be sure that the following points are covered:

- The roles are very similar in that they both can be coaches and mentors, but...
- The New-Unit Commissioner is involved in the unit-organization process.
- While it is typical and acceptable for most unit commissioners to be assigned several units and have a longer tenure, due to the length and intensity of service given by the New-Unit Commissioner they are also asked to be assigned to only one unit. At least during the unit’s first year.

Ask:

“Why do we need a New-Unit Commissioner?”

Be sure that the following points are covered:

- Only one out of every three new units makes it to their third re-charter. Units are starting, but they are also dropping as fast, if not faster, than we can start them.
- So the plan is to involve the Commissioner Corps earlier in the process.
- Give new units extra attention so they become high-performing units.

Say:

“When a new unit is organized the BSA has made a promise to those families that their sons (or daughters in Venturing) would have a top quality Scouting experience that they cannot get anywhere else. It is a promise that really needs to be kept!

Experienced unit commissioners often say it would be much more exciting to “raise a unit in the way it should go” than to monitor an existing unit. So a New-Unit commissioners can derive even greater satisfaction from their new role than other unit commissioners simply because they can take pride in the creation process and watch the unit grow and be sustained over many years.”

The New-Unit Organizer - New-Unit Commissioner Team

Time You have 10 minutes for this presentation

Objectives Participants will be able to:

- Understand the role of the New-Unit Organizer and the partnership with the New-Unit Commissioner

Method Lecture

Resources *Unit Performance Guide*

Begin this session by stating:

The New-Unit Organizer is part of the service area membership team and works closely with the institutional head and/or executive officer of the potential chartered organization to put together an organizing team that “creates” the new unit.

The New-Unit Commissioner is part of the unit service team and supports that effort and strives to become a familiar face to new-unit team, taking the lead in helping the team complete some aspects of its responsibilities.

Share that among the responsibilities of the new-unit organizer and the new-unit commissioner are:

- The New-Unit Organizer and the New-Unit Commissioner will each support the idea that at least 10 youth and five adults are recruited for membership in the new unit.
- The New-Unit Organizer and the New-Unit Commissioner encourage the unit to participate in training both during this organization phase and into the future.
- Together, the New-Unit Organizer and the New-Unit Commissioner will present the charter at a full meeting of the chartered organization.
- The New-Unit Organizer and the New-Unit Commissioner attend the first meeting. From this point on, the New-Unit Commissioner takes the leading role in mentoring the unit for the next 36 months.

Share that for more on the New-Unit Organizer’s role participants should read the *Unit Performance Guide* or take available New-Unit Organizer training.

Training for New-Unit Commissioners

Time You have 5 minutes for this presentation

Objectives Participants will be:

- Aware of New-Unit Commissioner training opportunities

Resources *Unit Performance Guide*
New-Unit Commissioner Basic Training
www.Scouting.org/Commissioners
www.Scouting.org/Training

Say:

A trained leader is knowledgeable and more confident in the role being performed. Trained leaders exhibit a knowledge and confidence that is picked up by people around them. Trained leaders impact the quality of programs, leader tenure, youth tenure, and a whole lot more. A trained leader is better prepared to make the Scouting program all it can be!

In few roles is that more important than it is for the New-Unit Commissioner!

Share (show) that there is a training course available for New-Unit Commissioners. The instructor's guide and support materials can be found on the commissioner page of Scouting.org.

Other related commissioner training can be found on that page.

Also, training for Scouting in general that will help the New-Unit Commissioner can be found on Scouting.org/Training.

Be sure to re-emphasize that the key resource is the *Unit Performance Guide*.

Closing

Time You have 5 minutes for this presentation

Objectives

- Inspire participants
- Recognize Scouters for completing training

Ask:

“This was just a brief overview of the role and the other resources will provide more answers, but are there any questions you have that did not get answered?”

Answer or direct them to a resource.

Conclude by saying:

“For over 100 years Scouting has made a difference in the lives of boys, young women, families, communities, local organizations, our nation, and the world

Scouts have saved lives, changed lives, and grown up to be leaders in every field of human endeavor.

In every case someone - someone like you - led the process to start a Scouting unit where those Scouts learned the skills that helped lift them to those heights.

The rewards for a New-Unit Commissioner are numerous, and lasting. The first meeting, the first campout, the first summer camp, the first service project. But few things will rival the day when a unit a New-Unit Commissioner helped organize and flourish produces its first Arrow of Light, Eagle Scout, Denali, Quartermaster, or Summit Award.

Thank you for attending this session and for all you do for youth.”
