

The New-Unit Organizer

Orientation Module



Learning Delivery Team
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Introduction

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

The content for the course is from the *Unit Performance Guide* and *New-Unit Organizer 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 Organizer
- Understand the role of the New-Unit Organizer and the partnership with the New-Unit Commissioner
- Are aware of New-Unit Organizer 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 Organizer?

Time You have 25 minutes for this presentation

Objectives Participants will:

- Become acquainted with the New-Unit Organizer position
- Know the role of the New-Unit Organizer 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 Organizer.

Say: Building and sustaining high-performing units takes a team of dedicated people - both volunteer and professional - working together throughout the entire process.

The New-Unit Organizer plays a key role in the success of the new-unit organization plan.

The New-Unit Organizer is a member the district membership committee who works as part of a team of people that creates more opportunities for youth to join Scouting by organizing sustainable and high-performing new units.

The New-Unit Organizer is part of the new-unit support team and may be part of the team who makes the initial “sales call” to the head of a prospective chartered organization.

Market research and determining whom to approach to become a chartered organization are membership committee decisions. The unit service executive will work with the membership committee as they go through this process. Once a decision is made to start a new unit, a New-Unit Organizer is immediately assigned to that potential unit and begins to work closely with a New-Unit Commissioner assigned by the district commissioner.

The New-Unit Organizer works closely with the organization head to appoint the chartered organization representative and the organizing committee, which consists of

three to five people who will plan the next few steps in organizing a new Scouting unit or units.

During unit formation, the New-Unit Organizer and the New-Unit Commissioner work closely together. More on that later.

Ask: “What are some of the attributes of a New-Unit Organizer?”

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!

After a few minutes or when answers are exhausted add the following if missed:

- Experience in Scouting
- Passion to move Scouting forward
- Commissioner background is ideal (usually a commissioner has previously held several other Scouting positions - Scoutmaster, member of committee, etc.)
- Community Leader
- “Means” to move Scouting forward
- Large circle of influence and connections within local businesses, schools, religious groups, community and service organizations.
- Control over their own time – Executive type position at work or very recently retired
- Problem Solving
- Team Development – Be capable of recruiting, training and motivating volunteers to serve. Ability to place volunteers in the most ideal position to match their skills set.
- Organization Skills – Keep track of potential units in many different stages of formation.

Ask: “Why do we need a New-Unit Organizer?”

Be sure that the following points are covered:

- Only one out of every 3 new units makes it to their 3rd 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 get them started right.
- Give new units extra attention at startup so they become a 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!

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.

A New-Unit Commissioner is an experienced commissioner specializing in new-unit service who serves as an advisor to the unit and is committed to the unit for 36 months tenure. While not a member of the unit, the New-Unit Commissioner guides and encourages the new unit’s leadership to move along the path that will establish a strong independent unit. The New-Unit Commissioner strives to become a familiar face to new-unit team.

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 Commissioner’s role participants should read the *Unit Performance Guide* or take available New-Unit Commissioner training.

Training for New-Unit Organizers

Time You have 10 minutes for this presentation

Objectives Participants will be:

- Aware of New-Unit Organizer training opportunities

Resources *Unit Performance Guide*
New-Unit Organizer Training
www.Scouting.org/membership
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 Organizer!

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

Also, training for Scouting in general that will help the New-Unit Organizer - especially training related to the type of units(s) the organizer is working with - 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 Organizer 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 Organizer 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.”
