



## **RESERVE COMMISSIONER CORPS (RCC)**

HEART OF AMERICA COUNCIL, BOY SCOUTS OF AMERICA  
COMMISSIONER BEST PRACTICE MEMORANDUM, 2014, No. 002 (CBP 14-002)  
(Prepared by: V. Parker Lessig, Assistant Council Commissioner, April 2014)

### **I. DESCRIPTION:**

The Reserve Commissioner Corps (RCC) is adopted as a best practice by the Heart of America Council. The RCC is adopted in recognition of facts that: (a) significant resources are expended to train every commissioner; (b) the learning-curve for a new commissioner is significant; (c) not every effective commissioner can commit to unit service or service as a roundtable commissioner; (d) it would be a waste of a valuable resource to fail to ensure that every trained commissioner continues to serve Scouting until such time as they no longer choose to do so; and (e) units may occasionally require additional commissioner expertise or assistance beyond that normally provided by a unit commissioner.

### **II. BACKGROUND AND NEED SERVED:**

The RCC is a select group of commissioners available for temporary and short-term assignments that support and enhance the district commissioner staff in fulfilling its responsibility of unit service.

### **III. RESPONSIBILITIES/OBJECTIVES:**

The district commissioner for each district may designate individual commissioners who meet the requirements specified in this memorandum for service in the RCC.

Commissioners assigned to the RCC have the following responsibilities/objectives:

- A. Provide interim unit service when the assigned unit commissioner is temporarily unavailable.
- B. Provide the unit commissioner temporary workload assistance or relief. For example, in one district rechartering was the only responsibility assigned some commissioners. These commissioners were assigned units and then guided those units through the entire rechartering process.

- C. Assist the unit's commissioner by providing the unit short-term consulting and counseling. This capability could be helpful when the unit has a need for which its unit commissioner lacks sufficient knowledge, background, or experience. Examples include:
1. Crises management and conflict resolution (e.g., when significant discord exists within the Key-3 or between the members of the unit's leadership and parents).
  2. Specialized coaching and training (in such areas as program planning, budgeting, membership, advancement, retention, leader recruitment).
- D. Serve as a mentor for new and inexperienced unit commissioners.

#### IV. PROCEDURES:

##### A. RCC – Composition

The skills and expertise of a commissioner will be considered in determining whether to assign a commissioner to the RCC. Assignment to the RCC must be consistent with the responsibilities and objectives stated above. Generally, inexperienced or ineffective commissioners should not be assigned to the RCC. Furthermore, assignment specialization within the RCC may be desirable.

There will be one RCC for the HOAC, and it is intended to be a resource for all districts.

##### B. RCC – Assignment to Temporary Service

District commissioners seeking assistance from the RCC will make a written request to the responsible ACC.

Specific RCC assignments will be coordinated between the RCC commissioner and the district commissioner seeking assistance. To the extent practical, RCC commissioners will be assigned for service in their home district. However, RCC commissioners with unique expertise may serve more than one district, for example, conflict resolution/mediation.

##### C. RCC – Desired Qualifications

Commissioners who wish to be assigned to the RCC will submitted their request to the district commissioner of the district in which the requestor is registered. Each district commissioner may assign a commissioner from his or her district to the RCC, subject to approval of the council commissioner. In addition, a district commissioner may propose to the council commissioner the assignment of an individual not currently or previously registered as a commissioner. The council commissioner may also assign to the RCC commissioners who are not currently serving a specific district.

Because reserve commissioner assignments will vary, a wide-range of experience among RCC commissioners is desirable. For example,

1. Reserve commissioners who provide backup and assistance for typical commissioner functions should be well-trained and have broad commissioner experience. Thus, it is desirable for some reserve commissioners to meet the following qualifications. (This probably represents the majority of the reserve commissioner pool.)
  - a. Successful experience (generally at least three years of total service) as a unit commissioner, assistant district commissioner, or district commissioner,
  - b. Earned Arrowhead Honor and Commissioner Key,
  - c. College of Commissioner Science – Masters.
  - d. Registration as a commissioner.
2. Reserve commissioners who serve more specialized roles should have experience related to that function (such as conflict resolution, coaching those starting a new Cub Scout pack or Boy Scout troop). Thus, some individuals who do not have commissioner experience may be assigned to the RCC because they have been “in the trenches” and can help or have the special expertise needed. Desired qualifications for this type of reserve commissioner may include:
  - a. Experience in the desired skill area,
  - b. Completion of Commissioner Basic Training,
  - c. Expressed willingness to obtain further commissioner education, and
  - d. Registration.

#### D. Registration

While members of the RCC must be registered as unit commissioners, this need not be their primary registration (although it is preferred).

#### E. Caution in Selecting Reserve Commissioners

Very few districts have an abundance of commissioners. Most struggle to meet the target 3-to-1 ratio. Meeting this target becomes more difficult if the district commissioner assigns new-unit commissioners to a single unit.

So where can candidates for the RCC be found? District commissioners are encouraged to consider former commissioners or unit leaders who still desire to serve Scouting but are no longer interested in making a long-term commitment. Some of these individuals may be willing to occasionally take on a temporary assignment such as those mentioned above. Rather than letting these individuals simply walk away from Scouting, the RCC gives an opportunity for continuing service to Scouting. While there is no goal for the number of commissioners to be assigned to the RCC, the larger the number, the more valuable the resource.

#### V. REPORTING:

District commissioners will report to the responsible ACC all assignments to the RCC. The ACC will then submit these to the council commissioner for approval.

District commissioners are responsible for maintaining a roster of **approved** reserve commissioners who reside within their district; the responsible ACC will do the same for all reserve commissioners within the council.

District commissioners will submit a copy of this roster to the responsible ACC in Excel (or other specified format) not later than April 30 and October 31 each year. Rosters will include the following: name, address, mobile phone, home phone, work phone, preferred e-mail address, current assignment, and a brief outline of Scouting experience including training and awards.

#### VI. REFERENCES:

None

#### VI. PROPOSED REVISIONS:

Please report proposed revisions to Parker Lessig, [vplessig@sunflower.com](mailto:vplessig@sunflower.com).