## **EXPECTATIONS 1A**

Assistant Council Commissioners are assigned to each District in the Council as liaison and mentors by the Council Commissioner. As discussed in "Expectations 1", we all have some type of expectation not only for ourselves, but of those persons we deal with every day.

One of realizations we may have discovered is that the number of Commissioners necessary to service Units is not adequate for the job! The District Commissioners may be embarrassed by the result. They may seek "to find more Unit Commissioners". Unsaid, they may have an expectation of help from the C.C. and their liaison A.C.C. There must be a plan in place to provide that help.

The Council, Council Commissioner and his staff, and the Council Board have many business contacts that should be approached with the goal of group recruitment of Commissioners. Commitments need to be made for presentations desired for the recruitment of Commissioners.

District Commissioners are looking for administrators, specialists, trainers and mentors to work directly with Units. What better place to look for them but among people who make their living doing those jobs? Not all of the LVAC District Commissioners have the ability to make this kind of business contact.

The presentation itself must speak of building the value of Scouting within the Community and how we create the growth potential of the youth in the program. It must be made clear that being a Unit Commissioner is a mentoring job. It does not require the person to have the ability to camp or hike or have any direct knowledge of the outdoors or Scouting. All that is needed is their desire to be a part of the greatest youth program in the world and the ability to use the information provided to them to help units succeed!

Using their own skill set, each recruit would agree to spend 3 or 4 hours a week helping Units to serve youth. They would agree to fill out an Adult Application to join Scouting and submit to a background check. The registration fee gives Scouters access to Scouting Insurance that would cover deductibles in case of personal injury to them while performing Scouting functions. They would agree to purchase and proudly wear a full Scouting Uniform; take Commissioner training within a month of being accepted; and serve under a "no fault agreement" that would allow them to resign with no prejudice, or renew their commitment after one year and continue their service in Scouting.

Each Commissioner would agree to be assigned to work for a District close to their home unless they specifically request another District. They would agree to work for and with the Administrative Commissioners of that District.

This type of program needs to begin as soon as practicable and be ongoing. If District Commissioners are expected to be successful, Assistant Council Commissioners must assist them in this assignment and support them in achieving the result. It is EXPECTED of us.