



“On the Same Page”

The NB Council Commissioner’s Newsletter

8th edition – February 13, 2013

Preparations for the New Brunswick Council Meeting on February 16, 2013

The New Brunswick Council will meet in the Rivorton Scout Centre, 141 School Street, in Fredericton at 9:30 am on Saturday, February 16. Lunch will be provided and the Council meeting will last no longer than 4:00 pm.

Tom Heath’s Retirement Dinner and Roast will take place at the Hazen Park Centre in Oromocto on Saturday evening, starting at 6:00 pm. Cost of the dinner is \$30.00 each (\$15.00 for Youth Commissioners). Some spaces are still available. Contact Apolline Savage to reserve a place (apolline.savage@hotmail.com).

Please note: The tickets for Tom’s dinner must either be paid for in cash or by cheque made payable to “Scouts Canada New Brunswick Council.”

All Group Commissioners are welcome to attend and participate in the Council meeting.

Following is an important issue which we must discuss at the Saturday meeting:

1 The Replacement of Tom Heath as Council Executive Director

Last Saturday, February 9, Keegan Eatmon and I had a telephone conference with Andrew Price, the National Commissioner and Chairman of the Board of Governors of Scouts Canada, and with Kaylee Gallipeau, the National Youth Commissioner. Michael McKay, the Scouts Canada CEO, and other member of the National Key Three, was unable to attend this meeting.

During the conference, Andrew raised with us the question that he had raised with me in a private phone conversation a couple of days previously. He was aware of the NB Council plan to hire another Executive Director to replace Tom Heath and also of our plan to use the difference between Tom’s salary and that of the new appointee to hire an administrative assistant to work with the new Executive Director. It is our thinking that the administrative assistant will relieve the Executive Director of much of the routine work that Tom Heath has had to deal with, such as replying to emails and telephone calls, preparing reports and dealing with many of the administrative details that have taken up much time during the past ten years when Tom did not have any administrative assistance. Our assumption has

been that, if the new Executive Director is relieved of these administrative tasks, he will be able to spend more time in the field providing support to the adult volunteers

Andrew's question was whether the NB Council had considered other models for replacing Tom, models which might serve the NB Council better. The model he proposed was that we should use Tom's salary to hire two professional Scouters instead of a professional and an administrative assistant. These two Scouters could be a junior-level Executive Director and an Area Support Manager (ASM). In this case, the ASM would report to the Executive Director. The Executive Director would be responsible for the operation of the Council business, including the management of properties, compliance in registration, risk management, etc., while the ASM would work primarily in the field with Area Commissioners, Area staffs, groups, etc. in helping to grow Scouting and also to provide excellent programming.

Another model suggested by Andrew was that we have two ASMs and no Executive Director, with the ASMs sharing responsibility for servicing Areas and Groups. Since ASMs are expected to report to Executive Directors, this could mean that the ASMs in New Brunswick would report to an Executive Director in another Council.

In our conversation, I reminded Andrew that we had already advertised for an Executive Director for New Brunswick, that we had had over thirty applicants and had already short-listed four for interviews. If we were to elect another model, this could mean starting over again.

Andrew assured us that he wants to know that the model we choose will be the one that is right for New Brunswick and, before proceeding, he would like the issue to be reviewed in New Brunswick by considering these alternative models to determine which model we feel will serve Scouting best. He asked that we have an open and free conversation on these alternate models and report back the consensus of New Brunswick Scouting to him.

I said that I would raise the issue for discussion at the meeting of the NB Council scheduled for Saturday, February 16, and would let him know the results after the meeting. At that point, he said that he would confer with the National Key Three and give us a decision. I have checked on the standard salary range for an Executive Director and find that it is \$51,750 to \$61,000, while the salary range for an ASM is \$32,000 to \$32,750. As a Council, we are responsible for paying our professional staff; no money for this purpose comes from National Headquarters.

By way of context, members of Council should know that a number of the larger councils in Canada are staffed by an Executive Director and a number of ASMs, with the ASMs being assigned as professional Scouters to Areas, particularly those encompassing large urban areas. The CEDs and ASMs are also provided with administrative assistance where this can be afforded.

At the same time, some other councils share an Executive Director. Manitoba and Saskatchewan have one Executive Director who is assisted by ASMs who work in the two provinces. Some councils in Ontario (where there are 8 councils) also share an Executive Director.

Can you please give some thought to these options and send me any questions that you might have prior to our meeting on February 16. I will try to get answers to these questions for the meeting on February 16. We will take time in the morning for an open discussion of this issue, following which, in our afternoon meeting, we can formulate the answer we wish to give to Andrew.

[Job descriptions of the Executive Director and of Area Support Managers will be available at the meeting]

2. Agenda for the Meeting of February 16:

Morning Session:

9:30 Welcome and Introductions

9:45 Discussion of the Staffing of the New Brunswick Council

10:45 a) The NB Youth Network begin their meeting

b) A divided session for the rest:

i) New Approaches to Recognition -- John Boyne and Liz Matheson

ii) Camp Holderville and other properties -- Leo Johnson

11:30 Divided session:

i) Training -- Janet Ward

ii) My Scouts.Ca -- Bob Langford

12:00 Divided session:

i) Program Revitalization - Mike Stewart

ii) Training -- Janet Ward

12:30 pm Lunch

Afternoon Session: Beginning at 2:00 pm


Agenda:

1. Invocation
2. Renewal of Scouters' Promise
3. Announcements and Presentations
4. Minutes of the Meeting of December 1, 2012
5. Business Arising
6. Staffing of the New Brunswick Council
7. Report of the Administration Committee – Leo Johnson
8. Property Report/ Camp Holderville Report
9. Report of the NB Youth Network – Keegan Eatmon
10. Report on RoVenture – Katie Beers
11. Report on Membership and Registration – Darlene Maund / Tom Austin
12. Report on the NB Council Summer Camping Program – John Boyne
13. Report on Training – Janet Ward
14. Report on Program – Garth Holder
15. Report on Child and Youth Safety – Richard Whetmore
16. Report on Recognition – Liz Matheson/ John Boyne
17. Report on Communications – Mike Stewart
18. Report on Outdoors – Bill Richards
19. Revision of the NB Council crest?
20. Place of Future Meetings
21. Adjournment.

Let me know if I have missed anything or if anybody wants to add an item to this agenda.

See you on Saturday

Yours in Scouting

A handwritten signature in blue ink, appearing to read 'Peter Kent', with a stylized flourish underneath.

Peter Kent
Commissioner