Commissioner Recognition Changes Implemented

by Larry Chase

A team of commissioners from throughout the United States has been at work for more than two years to completely revise commissioner recognitions. Their work is now complete and the results are being added to our Awards and Recognition Web page to provide easy access to revised requirements, electronic progress records, and certificates.

The team had three simple goals:

1. Establish recognition opportunities for all commissioners (including roundtable, area, and regional commissioners).
2. Create consistent requirements that incorporate the contemporary tools and techniques commissioners use.
3. Provide easy access to recognition information, including opportunities, requirements, progress records, certificates, and available recognition items.

Implementing the revised recognitions wasn’t as simple. Not the least of the challenges was the ongoing development of new tools and techniques, including Commissioner Tools and the Unit Service Plan.

As indicated in the previous issue of The Commissioner, no recognitions have been eliminated and only one has been added, a Commissioner Certificate of Commendation.

Early opportunities to celebrate commissioner commitment and success were identified. Those include presentation of a badge of office to a volunteer who has agreed to serve as a commissioner and a commissioning ceremony and certificate for those who have completed Youth Protection training and position-specific basic training as well as orientation.

Clear objectives were established for other recognition opportunities, too:

- **Arrowhead Honor Award** recognizes proficiency in the contemporary tools and techniques commissioners use to provide effective unit service.
- **Commissioner Key** encourages and recognizes continuing training, performance, and tenure by commissioners.
- **Doctorate of Commissioner Science Award** recognizes completion of a standardized training program including a thesis or project, the awarding of the doctorate of commissioner science from a college of commissioner science, and the achievement of performance objectives to improve unit service.
- **Commissioner Award of Excellence in Unit Service** is awarded to a commissioner who provides exemplary unit service, focusing on unit performance as measured in Journey to Excellence and through the use of the current Unit Service Plan and Commissioner Tools.
- **Distinguished Commissioner Service Award**, the highest recognition that can be given to a commissioner, is awarded to someone who has consistently engaged in distinguished and exceptional commissioner service resulting in significant, positive impact to youth, units, and a district and/or council.

All new requirements are effective May 1, 2016. Commissioners who have already started working toward an award have the option of completing their efforts under the pre-May 1, 2016, requirements. With the exception of the Commissioner Award of Excellence in Unit Service, which has requirements that take at least two years to complete, it should be possible to convert to the new requirements by January 1, 2017. Administrative commissioners should strive to implement
the new requirements, which are reflective of the way commissioners work today, as soon as possible.

One thing remains certain: Recognition remains a powerful tool that helps us set goals and define accomplishments, encourage skill development, celebrate commitment and achievement, and inspire others to strive for similar success.
National Commissioner’s Minute

First, I would like to express my appreciation to Tico Perez for his inspired and energetic service to the commissioner corps, commissioners across the world, Scouting, and the rising generation for many, many years. Over the past few months, I have heard Tico say on a number of occasions, in response to the question of how long he has served: “Eight years—I certainly will never serve as long as Dan Beard’s 28 years.” However, as I look at Tico’s service over these past years, it is clear to me that he has put at least 30 years of service into a period of eight years as he has served as national commissioner. Congratulations, Tico! We’re excited for your new responsibility as vice president of diversity for the Boy Scouts of America.

Secondly, I express appreciation to each of you for your unselfish service to Scouting, to the youth in Scouting, and to their dedicated and devoted leaders. Someone once said, “Every boy deserves a trained leader.” As I have thought about that in connection with this new assignment, I have thought of the impact that each region, area, council, district, unit, and roundtable commissioner has in ensuring that each youth member has the opportunity and blessing to have a fully trained, enthusiastic, and engaged leader.

As I have talked and served with many commissioners over the years, each of them has been a pillar of strength to their units. However, I am well aware of the fact that on occasion your efforts in offering to help may not always be appreciated. It’s like the Internal Revenue Service agent who went to a particular company and said, “Good morning. I’m from the IRS and I’m here to help!” Amazingly(?), nobody believed what he said. In some ways, it’s the same way with those who wish to assist in Scouting or any other function. We desire to help, but occasionally our efforts and offers to help are unaccepted. While there are many potential solutions to that challenge, I have found that most often the success of our efforts depends on how we approach the subject.

I had a friend once who said that the most effective performance evaluation he ever had was when a good friend of his stopped him on the street, chatted with him for a few minutes, and, as they were beginning to part, said, “Lloyd, congratulations on your new assignment. In that responsibility, where do you feel most uncovered?” My friend said that he gave some quick answer but, not surprisingly, continued to think about the question and his answer for days, weeks, and months to come. As I listened to the story, I was impressed at the impact of that simple question even years later as Lloyd continued to evaluate his performance in identifying the ways that he was “uncovered” (or particularly challenged) and then working to solve those concerns.

Perhaps it would be helpful for each of us as we approach those whom we serve to ask a simple question, as did Lloyd’s friend. Our approach might go something like this: “Jim, I’m thrilled with the great work that you’re doing as a Scoutmaster. You have been serving for only six months and already you are touching the lives of the youth you serve in marvelous ways. You are teaching them vital character values while they are achieving appropriate rank advancements in an unbelievable way. I’m grateful to associate with you. Jim, where do you feel, as a Scoutmaster, most uncovered—what is your greatest difficulty or challenge?—and how can I be of help to you?”

In Scouting, we have all of the resources—literature, personnel, experience, history, other experienced Scouting leaders in our community, etc.—to help our
leaders be able to resolve the challenges they deal with as they work to strengthen and prepare the rising generation for life. I am convinced that with your dedication to helping our great leaders become even better, we will be able to raise Scouting to new levels never before achieved.

We have just come through a very difficult time for Scouting. However, as the imprisoned, bearded inventors in the 1968 movie *Chitty Chitty Bang Bang* sang: “Up from the ashes of disaster grow the roses of success.” While I would not characterize these past few years as a “disaster,” they have certainly been difficult, challenging, and often divisive. That having been said, I am convinced that the reflection and introspection that have been part of each of our experiences in going through these difficult years will be the platform for strengthening Scouting in the years to come. *In fact, we are already beginning to see the growth and rebounding in numbers and strength.* And while it is extremely important to serve more youth, that is not enough. In working to serve more youth, we must give those youth we are currently serving, as well as countless others in our communities, the opportunity to develop timeless character values while they are experiencing the fun and exhilaration of Scouting and help each unit leader be prepared to teach and exemplify those values. Only then will we accomplish the mission of Scouting to assist our youth to be able to make ethical and moral choices over their lifetime by applying the principles of the Scout Oath and Scout Law.

I look forward to serving with each of you in accomplishing this great work. Bless you for all that you do!

Charles Dahlquist
A Changing of the Guard, a Focus on Recognition, and Why 2.5 Is My Least Favorite Number

The National Annual Meeting will see a changing of the guard as our longtime National Commissioner Tico Perez will step down after eight years of service to the commissioner corps. It is difficult to describe the impact that he has had, whether he was visiting with you in many councils around the country or he was sharing his vision for establishing the National Commissioner Service Task Force, now completing its eighth year. A large measure of his contribution has been the pivotal role he has played as a member of our national Key 3 during an important time for the organization. Always in uniform, he has been the champion of the local volunteers who make Scouting possible. Thank you, Tico!

We will be in good hands with Charles Dahlquist as our new national commissioner. While yes, he is also a lawyer, he is also a uniformed Scouter who will effectively represent our interests as part of the national Key 3. Charles has served many roles in Scouting from the local to the national level. I had the honor of working with him when he chaired the National Venturing Task Force and, most recently, when he led the contingent from the United States to the 2015 World Scout Jamboree in Japan. We look forward to serving with him in his new capacity.

This issue features the work of Larry Chase and a great team of volunteers he assembled to review the commissioner recognition structure so it is appropriately aligned to our structure, programs, and initiatives today. The work of the last eight years created the need to update and harmonize our recognition requirements. As is often our model, Larry recruited a team of volunteers from throughout the United States to research and execute the project. A special thanks to those special volunteer leaders.

Another emphasis you will see in this issue is the continuing focus on providing intensive care to units that have a composite score of 2.5 or lower in Commissioner Tools. Providing dedicated unit commissioners to our units that are most at risk is the most effective way that we can quickly and positively impact unit retention. Our team effort has no doubt resulted in an increase in unit retention, but now with the “critical care” analysis available in Commissioner Tools, we have the means to identify the units that most urgently need our attention. As you plan how to serve our units in the coming months, please keep the 2.5 emphasis foremost in your plans.

Thanks for all you do for Scouting.
Scott Sorrels
National Commissioner Service Chair

Scott Sorrels
National Commissioner Service Chair
scott.sorrels@sutherland.com
Meet New National Commissioner

Charles W. Dahlquist II

Charles Dahlquist was born in Provo, Utah, and raised in Boise, Idaho. He received his juris doctorate from the University of Utah after finishing a bachelor’s degree at Brigham Young University. He is an attorney and leader in civic and community organizations.

Charles is currently a member of the National Executive Board of the Boy Scouts of America. Most recently, he has served as BSA contingent chair for the 2015 World Scout Jamboree in Yamaguchi, Japan, chair of the National Venturing Task Force, and chair of the BSA National Court of Honor. He has also served as a Scoutmaster, Venturing Advisor, troop committee chair, president of the Great Salt Lake Council, member of the National Executive and Western Region boards, head chaplain for the centennial national Scout jamboree in 2010, and chair of the Faith and Beliefs area at the 2011 World Scout Jamboree in Sweden and the 2013 National Scout Jamboree. He has received the Silver Beaver Award (1988), the Silver Antelope Award (2007), the National Venturing Award (2008), and the Silver Buffalo Award (2008).

Charles served as Young Men general president of The Church of Jesus Christ of Latter-day Saints and chair of the General Church Scouting Committee from 2004 to 2009. He has also served as a mission president for the LDS Church in the Germany Hamburg Mission.

Charles was the honorary consul for Germany in Utah from 1999 to 2015 and received the Award of Merit, Second Class (2003) and the Award of Merit, First Class (2015) from the president of Germany. He is past president of the Rotary Club of Salt Lake City, and currently serves on the board of directors of Hale Center Theater, American Cancer Society, and Junior Achievement of Utah, as well as on the National President’s Advisory Board of Utah Valley University and the board of AmericanFriends of Bucerius Law School in Hamburg, Germany.

Charles and his wife, Zella, live in Sandy, Utah, and have five daughters (affectionately known as “Charlie’s Angels”) and 15 grandchildren. Charles enjoys individual sports, family activities, fly-fishing, music of all types, and particularly playing his five-string banjo. He also loves being at the Dahlquist family cabin, also known as “The Gathering Place.”

We welcome Charles as our new national commissioner!
Meet New Northeast Region Commissioner

Dr. Kenneth D. King

Ken King was the assistant superintendent for human resource services in the East Orange (New Jersey) School District from 1972 until he retired in September 2009. He also served as a high school teacher, elementary school principal, middle school principal, and high school principal in the district.

He was responsible for the employment status of all personnel, served as the superintendent’s representative in all matters involving employee relations, managed the district’s grievance procedure for all employees, and was the chief negotiator for the East Orange Board of Education from 1975 to 2005.

Ken is an adjunct instructor in both the Educational Leadership program at Kean University and the College of Saint Elizabeth, where he works with doctoral students.

He serves as a consultant to superintendents of schools and to New Jersey boards of education on matters of personnel and labor relations. He also provides professional development programs for administrators in the areas of staffing, personnel relations, and other areas of mandated training.

Ken received his bachelor’s degree from Rider University and his master’s degree and doctorate from Teachers College, Columbia University.

He is a volunteer with the East Orange YMCA and the Metro YMCAs of the Oranges. His primary volunteer activity is with the Boy Scouts of America (Northern New Jersey Council). He is a Distinguished Eagle Scout and a recipient of the Whitney M. Young Jr. Service Award, and has received the Silver Beaver and the Silver Antelope awards. He attended the 1957 jamboree as a Scout and was on the staff of the 2010 and 2013 national jamborees. He has been a member of the executive board of the Northeast Region since 2005.

We welcome Ken to his new role as Northeast Region commissioner.
Meet New Southern Region Commissioner
William H. Talley IV

Bill Talley is president of William H. Talley & Son Inc., an insurance and financial services firm in Petersburg, Virginia. He is a graduate of the Virginia Military Institute and attends St. Mark’s United Methodist Church. Bill is an Eagle Scout and a NESA life member. Bill and wife, Meg, have a daughter, Elizabeth; sons Andrew and William V, also an Eagle Scout; and four grandchildren.

Bill has served as pack and troop committee chair, district chair, district Friends of Scouting chair, district Adult Training committee member, council executive committee and board member, Heart of Virginia Council commissioner and president, 2010 national jamboree subcamp commissioner staff member, Area 7 Membership Impact chair, Area 7 commissioner and president, Southern Region Executive Board and Executive Committee member, and assistant Southern Region commissioner.

He has been recognized with the Arrowhead Honor Award, Distinguished Commissioner Service Award, District Award of Merit, and the Silver Beaver and Silver Antelope awards. He is Wood Badge trained and a James E. West Fellow.

Bill also serves on several business, nonprofit, and college boards.

We welcome Bill to his new role as the Southern Region commissioner.
Delivering Commissioner Service to Changing Communities

Our role as commissioners in serving underserved markets is key to the success of Scouting’s membership initiative as mentioned in my February newsletter article. Targeting underserved markets is a national membership initiative in support of growing the Scouting program in all markets. To strengthen that initiative, Ponce Duran accepted the job of national chief diversity officer in addition to his job as Southern Region director. Ponce shared his thoughts regarding his additional position in our February newsletter. Scouting has now taken another giant step to reinforce our efforts to target underserved markets by asking Tico Perez, who has stepped down from his position as our national commissioner, to become Scouting’s vice president diversity. Tico will be on our Philmont staff for the “Delivering Commissioner Service to Changing Communities” course June 12–18. Those who sign up for the course will have an opportunity to hear Tico share his thoughts regarding his new position as well as his goals for the future. In addition, you will be able to share your thoughts and ideas with Tico regarding how we, as commissioners, can better serve these markets.

In addition to improving your skills as a commissioner, the course will provide you with information regarding service to those of various ethnic and cultural backgrounds. It will also introduce you to information regarding units chartered by various religious faith groups and the religious awards available for those units.

If you have not yet signed up, I encourage you to register for this weeklong course and the opportunity to share your ideas regarding how we can better serve these underserved markets. To register, click here and then click “Register for PTC 2016.”

The Philmont Training Center provides an excellent learning atmosphere with access to faculty who are knowledgeable and willing to assist you with any questions you may have. The curriculum allows for free time to spend with your family and offers fun programs for the entire family. The fee for the course is reasonable and scholarships are available if needed. I cannot think of a more enjoyable and fun way to improve your skills as a commissioner.

Joe Domino
National Commissioner Service
Underserved Markets Chair
send2lfd@gmail.com
Questions and Answers

How do the newly revised awards and recognitions tie commissioner service together?

The newly revised commissioner awards and recognitions bring all of the new tools and processes together to reward commissioners at all levels for doing a great job. It all starts with saying “yes” to the position. Then by continually taking training classes, the commissioner is improving his or her ability to provide great service to units. The awards and recognitions incorporate not only the training but also the use of the Unit Service Plan, Commissioner Tools, and unit charter renewal, linking resources and helping units with their Journey to Excellence progress.

Who recognizes commissioners with the awards and recognition?

A good district commissioner and council commissioner will have recognition on their radar at all times.

How many councils have a commissioner recognition dinner or event?

I recently attended a Journey to Excellence conference, and in a commissioner session someone asked the group this question. A few councils mentioned they do this, and it had kept their retention of commissioners at a high rate, as well as being a fun evening!
Commissioner College Schedule

The College of Commissioner Science program is a great way to get additional training. The Commissioners website provides a listing of colleges of commissioner science that we receive information about.

Please check the list, found on the Commissioner Training page, if you would like to experience a college outside of your area or if your council does not currently run a college.

Note: To have your council’s college listed, please send information to Darlene Sprague at darsprague@roadrunner.com.
Units With a Commissioner Tools Score of 2.5 or Lower
by Rick Hillenbrand and Alma Redmond

Not too long ago we made the recommendation that administrative commissioners consider not contacting some of their units every month. This was not to suggest a decrease in workload for our often overworked unit commissioners; rather, it was intended to encourage administrative commissioners to redistribute their resources so as to be able to provide more service where needed. So with this approach, administrative commissioners might encourage their unit commissioners to visit “at-risk” units more frequently and spend a little less time with the “super” units. This is not to say that we should stop providing service to any unit; instead, this method concentrates on those units with greater need.

When commissioners evaluate a unit in Commissioner Tools, they score the unit between 1 and 5, with 1 being low and 3 being a “typical” unit. (See the associated article “How Can a 4.0 Unit Fail to Renew Its Charter?” elsewhere in this issue.) Over time we are going to find a distribution of scores, and for an administrative commissioner providing leadership and service to a lot of units, it can be a challenge, especially if you are trying to give extra attention to the “at-risk” units. There are several questions that come to mind, including, “What is an ‘at-risk’ unit?” and “How do you identify them?”

The National Commissioner Task Force at its February meetings decided to declare all units with a recent Commissioner Tools score of 2.5 and below—including those without any score—to be “at-risk” units. A council commissioner of one of our largest and most successful councils recently opined that from his perspective, the absence of a unit score in Commissioner Tools at first pass means the unit commissioner has either not contacted the unit or not recorded the contact. The main thing the lack of any assessment signals to him is that he and his commissioners don’t know the health of that unit, which is a problem. He went on to say that this is his principal motivation for asking unit commissioners to make the contacts. He also notes that it is also possible with the Detailed Assessment to designate a priority unit without completing every sub-element in the Detailed Assessment.

There are several ways that you can identify “at-risk” units in Commissioner Tools, including the Priority Unit report, but sometimes when you have a lot of units with scores ranging from 1 through 5, it can be difficult finding those units that have either scores of 2.5 and below or no scores. One of the easiest ways to identify “at-risk” units with Commissioner Tools is to access the Unit Health report through the process outlined below.
How to Sort the Unit Health Report by Most Recent Score

Step 1: In Commissioner Tools, at the district or council level, select the Reports button on the dashboard.

Step 2: Select Unit Health in the reports list.

Step 3: The report will be generated. Select the CSV button in the top left corner. The report will download as a CSV document that can be opened in Excel.

Step 4: Depending on the version of Excel you’re using, do one of the following:

(a) In Excel 2010, click on the Most Recent Score field.
(b) Select the AZ Sort & Filter item in the menu bar.
(c) Then select Sort Smallest to Largest in the drop-down menu.

OR

(a) In Excel 2013, click on the Most Recent Score field.
(b) Click the Data tab at the top.
(c) Then select the AZ item in the menu bar.
The data under Most Recent Score will be sorted in ascending order showing units with no assessment scores first.

One cautionary note: Watch the dates for the Last Unit Assessment. You might find that the unit’s last Commissioner Tools score was based on a contact made a long, long time ago. (Advanced spreadsheet users might want to set up a filter.)
How Can a 4.0 Unit Fail to Renew Its Charter?

Using the Unit Health report found in Commissioner Tools, I was able to quickly determine that none of the five units had had a Detailed Assessment in the nine or so months prior to their charters expiring; instead, all the contacts were Simple Assessments, and three of the units had not had a contact logged in the six months prior to their charter expiration, including one that received a score of 4.0. Of the two remaining units, the commissioner evaluated one of the units as a 2.0 two months prior to the charter expiration and, to the commissioner’s credit, made it clear that the unit was in distress. The last unit had a series of contacts made in the six months leading up to charter renewal time, with Commissioner Tools scores sliding from 3.5 to 3.0.

In addition to the five aforementioned units, this same district committee agenda listed another five units that were either “at risk” or not renewing their charter, none of which had a single contact logged in Commissioner Tools.

My analysis to this point had determined that most of these “at-risk” and “failed to renew charter” units either had not had a recent commissioner contact logged in Commissioner Tools or the scoring seemed to mask the issues in the unit. The solution to not having commissioner unit contacts with sufficient frequency is not always an easy one, but options include having a professional make and log the contact in Commissioner Tools. As commissioners, we’ve known for a long time that units need regular contact, and it’s been part of our task to assess the health of each unit at least twice a year; so it’s not surprising to find we lose units annually that we are not in contact with. Of course, just contacting the unit is not a magic elixir. The commissioner or professional making the contact needs to be experienced and observant enough to identify potential problems that might put a unit in jeopardy as early as possible and obtain help for the unit from the district or council as appropriate. This scenario offers a great segue to creating a Unit Service Plan, but that is a topic for another article.
Commissioner Tools scoring “grade inflation” is another problem that can lead to unexpected unit losses. Like a teacher who gives all students an A, neither the truly exceptional nor the truly needy are identified. To be able to appreciate how hard it is for a unit to score a 4.0 in Commissioner Tools, it is probably best for administrative commissioners to conduct training and create a mock Detailed Assessment of a unit with their staff. I recently went through this exercise with one district’s commissioners using a real unit, and what was surprising to most was that the unit’s Detailed Assessment score was only a 3.9, despite the fact that the unit had recently earned JTE gold and was a 100 percent Boys’ Life unit for the prior year. Once administrative commissioners are more comfortable with the scoring of units, they should be able to help guide their staff so their “average unit” has a score of about 3.0.

So, in conclusion, answering the question “how can a 4.0 unit fail to renew its charter?” it is usually one of two reasons: (1) insufficient commissioner contact(s) or (2) masking of problems by scoring inflation in Commissioner Tools.
Recognition Changes Support Recruiting

Over time, The Commissioner has included a number of thoughts on how best to meet one of our greatest needs: “providing an adequate number of trained commissioners who provide a link to district committees in support of a quality unit program.” (This is our vision—our picture of future success—for unit service.)

- In **fall 2012**, we explored the difference between magnetic and true north.
- In **winter 2013**, the topic was recruiting new-unit commissioners and the skills essential to their success.
- In **spring 2014**, we talked about the importance of five “P’s” in recruiting: Preparation, Passion, Potential, Priorities, and Poaching.
- In **winter 2015**, impact—and its “impact” on recruiting—was discussed.
- In **winter 2016**, “recruiting magic” was discussed.

If greater clarity is needed: **Effective recruiting is essential to effective unit service!**

A central theme of all of those discussions has been vision-based leadership and recruiting. Our ability to identify and recruit the volunteers we need to serve as commissioners is limited if we’re unable to clearly communicate what success will look like for them in the position we’re asking them to fill. Our ability is further limited if we can’t clearly explain the work to be done and the skills (and passions) needed to do it effectively.

**Today, we have a new tool to help us recruit more effectively.**

The revised requirements that have been implemented for commissioner awards and recognitions clearly identify what success looks like from the moment a volunteer first expresses an interest in unit service throughout his or her entire time in unit service. Progress records and nomination forms include the development of the basic skills needed (Arrowhead Honor), how to develop and refine them (Commissioner Key and Doctorate of Commissioner Science Award), and what defines excellence (Commissioner Award of Excellence in Unit Service and Distinguished Commissioner Service Award).

Our revised recognitions can truly be powerful tools. Not only can they help us set goals and define accomplishments, encourage skill development, celebrate commitment and achievement, and inspire others to strive for similar success, but they also can help us recruit. Use this new tool to help provide the adequate number of trained commissioners needed to provide a link to district committees in support of a quality unit program!

Larry Chase
National Commissioner Service Recruitment and Retention Chair
lhc@chasehome.net
Commissioner Training Update

Commissioner Tools and LDS Training Videos Now Available

Commissioners can now access content for learning in the BSA Learn Center. The first content available for commissioners will be Commissioner Tools and LDS unit commissioner orientation training videos.

If you are a unit commissioner in the LDS Church, please make sure that your registration is updated with position code 86 and that you watch the 10-minute video titled LDS Commissioner Orientation. While the video will be in the course catalog and may be viewed by anyone, it will have special significance to LDS unit commissioners who are called to service.

The Commissioner Tools videos are the same ones available on YouTube. As we move forward, those on YouTube will be decommissioned and all training will be available through the BSA Learn Center.

Basic Training

As mentioned in the previous newsletter, the Commissioner Training team and Scouting U are also working together to create an entirely new model for Basic Training focused on onboarding. This project will make commissioner training available in both formats—instructor-led training and online training. The online training will utilize best practices of the BSA Learn Center and will employ a mentoring/activities progress sheet containing activities that must be completed before a commissioner is considered basic trained.

Phase 1 of this project is to migrate the Commissioner Tools and Unit Service Plan videos to the BSA Learn Center. The Commissioner Tools are now available. The Unit Service Plan will be available as soon as the updates are complete.

Phase 2 will be to make some of the content of the current District Operations Basic professional training course available to commissioners in the BSA Learn Center. This means that the professional staff and commissioners will now be taking the same training for certain subjects. The effect should be an increased alignment between the professional and the volunteer.

Phase 3 will be the creation of courses that are not addressed in Phase 1 and Phase 2 but are aligned with the remaining content from the instructor-led Basic Training courses.

A kickoff meeting was held April 3 for those involved in the development of the new Basic Training modules. Thirteen commissioners are part of the process and will be content authors, content reviewers, or content developers. Those participating in the development are:

Tim Acree
National Commissioner Service Training Chair
tim.acree@comcast.net
Stephen Bohrer  Bob Hoffmeyer
Kristin Chioma  Scott McKenzie
Alvah Downs  Barb Quatermass
Roger Engelbart  Steve Swaine
Dave Fornadel  Rick TerBorch
Chuck Hartill  Chuck Weber
Ronald Hathaway

The goal is to create state-of-the-art learning modules and have all Basic Training available by the 2017 National Annual Meeting.

College Courses
After much discussion, the development team for the master-level roundtable courses has decided to put development on hold until more research can be done. As the team worked on the master-level courses, it became obvious that what was being developed should be part of the bachelor curriculum, and we don’t need more bachelor-level courses. So it was decided to update some of the current bachelor roundtable courses and do more work in defining master-level courses. We will reinitiate work on this development in the summer.

The Summit Bechtel Reserve
Two commissioner courses are being held at the Summit Bechtel Family National Scout Reserve this summer. Both are the weekend of July 8–10. The cost is $175.

- Commissioners – Giving the BEST Unit Service! (Rick Hillenbrand, course director)
- Commissioners – Developing Exciting Roundtables (George Costigan, course director)

Randy Corgan is the course coordinator for both courses.

Commissioners Week at Philmont
Commissioners Week will be Week 2: June 12–18, 2016. Please see the Philmont Training Center brochure and the “Commissioners Week at Philmont” article in this newsletter for more information.

Dean’s Retreat
The 2016 Dean’s Retreat will be September 23–25 at the Scouting University Westlake Campus. Click here for more information. This retreat is for those who assist with commissioner colleges in their council.

If you have any questions about commissioner training, please contact Tim Acree, national commissioner support staff chair for training, at tim.acree@comcast.net.
Best Methods for Using Commissioner Training

Note: This article is an updated version of an article that was published in the Winter 2014 newsletter. ALL commissioner training is found on the Commissioners website at www.scouting.org/Commissioners/training.aspx.

Basic Training is used to onboard new commissioners by supplying the basic information necessary for them to perform their role. Basic Training should be completed as soon as possible after being recruited, and the training is a transfer of information from the instructor to the student. Be advised that the instructor should use the Instructor Notes to prepare for the course; otherwise it will be very difficult to teach the course. After orientation and Basic Training are completed, the commissioner should be commissioned. Basic Training is the beginning of continuous training, which should occur every month as part of the district staff meeting or the council commissioner cabinet meeting.

A Commissioner College is a form of commissioner conference and should occur on an annual basis. Both a college and conference can be offered, depending on the needs of the council, but the college should be the premier commissioner training event of the year. Courses offered in the college should consist of more interaction with the students and less presentation. While Basic Training is an information transfer, the college should stress application of information from Basic Training. Thus, the student should be much more involved. Most of the college courses have multiple teaching methods detailed in the Instructor Notes. Instructors should take time to prepare using a teaching method other than presentation so that the students are more engaged.

Understand that all of the training posted on the Web page can be customized for each council or district. It is important that the Instructor Notes are reviewed to make sure important points are covered. However, an instructor can customize the training to suit the needs of the local council.

Note: Be sure to check out the General folder on the College of Commissioner Science page for course descriptions, forms, a backdater, and a budget, as well as other helpful college planning materials. The file was recently updated to add the new Doctorate of Commissioner Science Award requirement sheet and certificate.

National-Level Training involves attendance at a Sea Base conference in January or at the Philmont Training Center. A conference should be a give and take between the faculty and the students with everyone being fully engaged. Obviously the faculty leads the conference and has prepared the conference outline, but the students need to come prepared to participate to receive the maximum benefit. Remember that this should be a training conference, not a continuous presentation.

Finally, all commissioner training should be conducted for commissioners by commissioners. Please see the article “Whose Job Is It?” on the newsletter Training page. (You can also access this page by clicking “Training” above my photo on the newsletter website.) You may want to review some other articles here as well.

Training Updates

Changes to the Basic Training and college courses begin in January and are usually completed by May. An example of the changes generally made would be updates for the Journey to Excellence 2016 requirements or information on new District Tools or Commissioner Tools. These types of updates require changes in multiple courses, making the updates a huge effort. These updates are performed by a team of volunteers.

Therefore, when a course is going to be taught, the instructor should download the posted material from the national website to make sure he or she is using the most current version. It is strongly recommended that the courses be pulled as needed and not downloaded and stored locally. This ensures you are using the most current version.
Media

Having all of the course material and manuals online gives everyone access. Unless the material has been heavily modified for the course, there is no need to create custom CDs or DVDs. If there is a reason to make the specific course content available to students, consider using a utility such as Dropbox or Google Drive.

Hopefully making all materials available online will negate the need to print the slides as handouts. You may want to print some of the supplementary material if it will be used as part of the instruction or for reference. Otherwise, students can make notes to reference the information after the training.

Recognition

As commissioners complete training, their accomplishments should be recognized. When Basic Training is completed, a certificate should be presented at the training session or at the next commissioner meeting. College degrees—bachelor, master, and doctorate—should be presented at the college or may be presented upon completion, depending on the college guidelines. Training should be tracked in Training Manager in District Tools by the assistant council commissioner for training or the assistant district commissioner for training. Training codes are listed on the Training Web page.

Feedback

There are seven Basic Training courses and more than 75 commissioner college course offerings that are regularly updated. There are bound to be a few typos or corrections needed when creating or updating that much material. Please submit corrections, requests, or suggestions to www.scouting.org/Commissioners/training/Form.aspx or contact Tim Acree directly at tim.acree@comcast.net.
Commissioner Training at Philmont

Commissioners Week at the Philmont Training Center is Week 2, June 12–18. This year our new national commissioner, Charles Dahlquist, will be attending. Don’t miss the chance to meet him! In addition, most members of the national commissioner support staff will be there. This is a great time to meet them and get your questions answered.

The conference faculty is composed of some of the most talented and skilled commissioners in Scouting. Faculty for this year includes:

- **Council Commissioner and Assistant Council Commissioner Conference**—Larry Chase, Miriam Olynick, and Blair Hope
- **District Commissioner and Assistant District Commissioner Conference**—Dave Fornadel and Rick Hillenbrand
- **The Unit Commissioner Conference**—Steve Swain and Darlene Sprague
- **Effective Roundtables Conference**—George Costigan and Emily Campbell
- **Advanced Leadership Skills for Administrative Commissioners Conference**—Jae Engelbrecht, Terry Chapman, and Mike Moegenburg
- **Delivering Commissioner Service to Changing Communities**—Joe Domino, Tom Hunsaker, and Espie Randolph, with appearances by Scouting’s Vice President Diversity Tico Perez and Tim Anderson from Exploring

**Week 11: Key Concepts of Commissioner Service in Scouting’s Second Century**

Week 11 is August 14–20. If you cannot attend Week 2, please consider Week 11. This conference will be applicable to all commissioner roles and will focus on the impact that commissioners can have on units. The conference will also provide a solid overview and enable practical application of the Unit Service Plan and Commissioner Tools. You will gain a better understanding of the methods commissioners use to help units better serve more youth through Scouting.

The conference faculty is Kresha Alvarado and Kandra Dickerson.

Please consider making a personal commitment to attend one of the conferences offered this year. You will not be disappointed!

For more information about Philmont Training Center conferences, go to http://philmontscoutranch.org/PTC/ConferencesE.aspx or http://www.scouting.org/filestore/philmont/pdf/PTC8PGE.pdf.

If you have any questions about commissioner training, please contact Tim Acree, national commissioner support staff chair for training, at tim.acree@comcast.net.
What Makes an Effective Roundtable Experience?

The premise is that if skillfully executed, the roundtable experience should inspire, motivate, and enable unit leaders to provide a stronger program for their Scouts and to increase unit JTE scores annually.

In the previous issue, I laid the groundwork for a sequence of articles about making sure we are targeting the premise above most effectively. Here is the first of those articles discussing two of the crucial issues.

So what is needed for an effective roundtable experience?

First: District and council commissioner leadership that recruits an effective roundtable team.

Getting the people we want may require us to continually be looking for quality candidates, thus making recruiting a year-round process. Who are we looking for?

• Roundtable team members who are high-energy people with the potential to be able to do the task and the passion to want to do it.
• Roundtable team members who are able to create organized meetings to maximize participant outcome, involve attendees in the meeting activities, and not be wasteful of people’s time.
• Roundtable team members who have salesmanship skills to get leaders to come.
• Roundtable team members who have skills in time management, organization, and the use of multimedia tools.

Because very few people have all of these qualities, it becomes necessary to make sure that in the recruiting process we are selecting people who between them have all of these qualities. Training will probably be required to make sure each individual is used to his or her maximum benefit.

What are the positions that need to be filled?

• Assistant council commissioner for roundtable
• Assistant district commissioner for roundtable
• Cub Scout roundtable commissioner
• Boy Scout roundtable commissioner
• Assistant roundtable commissioner(s)

Second: Roundtable teams that employ the annual planning process using relevant parts of the Roundtable Planning Guide to build an effective program.

Coordination of all roundtables held in the council is under the jurisdiction of the assistant council commissioner for roundtable. This person conducts an annual council-wide roundtable planning meeting followed by a midyear review. This process brings a level of standardization to district roundtable in terms of content by promoting the use of national roundtable guides and other resources while allowing local flexibility for the districts. In some larger councils, there may be multiple assistant council commissioners for roundtable, depending on the local needs.

The assistant district commissioner for roundtable oversees the district roundtables in all program areas, reports to the district commissioner, and works with the district structure, but also needs to be responsive to and work in cooperation with the assistant council.
commissioner for roundtable to see that annual planning
and midyear review programs are well attended. In
addition, this is a perfect position from which to see that
national roundtable materials are being used so that all
units are given proper program materials.

The program-specific roundtable commissioners
then implement roundtable programs for Cub Scouts,
Boy Scouts, etc. These individuals are responsible
for coordinating and conducting the various parts of
each roundtable meeting. They do this with the help
of assistant roundtable commissioners. They should
be using materials from the most current Roundtable
Planning Guide as agreed to during the annual
planning meeting.

Assistant roundtable commissioners conduct
tasks directly for the program-specific roundtable
commissioners to assist in the development and delivery
of their monthly meeting agenda and program items.
Each program-specific roundtable commissioner can
have as many assistants as needed; i.e., Cub Scouts may
need several to facilitate individual program breakouts
while others may not need as many.

Specific position descriptions for assistant council
commissioner for roundtable, assistant district
commissioner for roundtable, and assistant roundtable
commissioner are available online at www.scouting.org/
Commissioners/roundtable/RoundtableChanges.aspx.

Once an annual plan is adopted, it should be shared
with the units. Sharing the plan in advance helps the
units ensure the most appropriate attendees are at each
roundtable based on the topics to be presented. For
example, a roundtable featuring advancement would be
very helpful to a unit advancement chair and new unit
leaders who want to learn how the advancement program
is administered.

Those of you interested in being able to engage
in ongoing conversation with other roundtable
commissioners can do so at www.facebook.com/groups/
ScoutRTCcommish.

The next article in this sequence will address
cooperation between unit commissioners and the
roundtable program.
A Roundtable Testimonial

by Katie Dettmann

When my son started first grade, we signed him up for Cub Scouts. My husband and I became the Tiger den leaders. Like many new volunteers, we knew little about Cub Scouting—especially about running a den. We did our best but struggled to find support. By the end of the year, I became pack committee chair, a role I was unprepared for. I began attending roundtable, which I found to be a fire hose of information!

On a whim, we took the whole family to Philmont Training Center during the summer of 2013. My husband and I took “Strictly for Cub Scouters” and were blown away by the caliber and excitement of the instructors. We came home fired up and ready to do more! I was asked to be the district Cub Scout roundtable commissioner. I accepted because this was a position from which I could share my excitement.

Roundtable attendance grew as we expanded from mainly conveying information to sharing ideas, networking, and having FUN! Yet I felt I was still leading blindly. The next summer, I took the PTC “Roundtable Commissioner” course and the “411” course on the new Cub Scout adventure program. I came home with a box of ideas and resources I never knew existed! Roundtable quickly gained better focus and structure. We recruited an entire roundtable commissioner team to meet the individual needs of a diverse group of leaders. As the year progressed, we provided our district very early training on the new Cub Scout program, creating a group of leaders who were ahead of the game.

I can’t speak highly enough of the opportunities PTC has provided for my whole family. We return each summer so we can further our learning and the kids can experience a summer camp like no other. PTC energizes my Scouting spirit! I’ll see you there next summer!

Katie Dettmann is a Cub Scout roundtable commissioner in the Prairie Lakes District of the Northern Star Council.
2016 Jamboree-on-the-Air and Jamboree-on-the-Internet

Which jamboree occurs every year, has more participants than a national or world jamboree, and allows you to communicate with other Scouts from around the world? Jamboree-on-the-Air and Jamboree-on-the-Internet!

JOTA and JOTI will be held October 14–16 this year. JOTA and JOTI are annual World Scouting events that use amateur radios and the Internet, respectively, to link Scouts from around the world. This year’s theme is “Discover Our World” and encourages reaching out to Scouts around the world to engage in conversations and create opportunities for discovery. These opportunities include similarities and differences both culturally and in Scouting programs.

Want some more reasons to participate in JOTA and JOTI? These events can help Tigers complete part of their elective adventure Family Stories; Webelos complete part of their Arrow of Light adventure Building a Better World; and Scouts, Venturers, and adult leaders complete part of the requirements for the International Spirit Award.

Visit JOTA’s website and JOTI’s website for information on how to participate, obtain participation certificates, order this year’s patches, and much more!

We hope you have lots of fun and success during these exciting events!
Sea Scout Changes on the Horizon

In February, the National Executive Board adopted a resolution making Sea Scouts a separate program. For answers to frequently asked questions about what this means for Sea Scouting, click here.

To see the Sea Scout strategic plan and 2016 priorities, click here.
Lion Pilot Program

Unless you have been camping out in the backcountry for the last several months, you probably already know that select councils across the country are gearing up this fall to pilot a new Scouting program for kindergarten-age boys called Lions. Sounds simple, right? Isn’t it just a matter of adding a new rank to Cub Scouting? Not so fast! Although there are similarities, there are also differences between Lions and the core Cub Scouting program, and we’re here to break it all down for you.

The Lion program, like all Scouting programs, weaves the concepts of character development, leadership skills, personal fitness, and citizenship into activities that are age appropriate and fun.

“Adventures” (themed sets of activities and experiences) will assist Lion families in exploring the world around them. As they complete the requirements for each adventure, Lions will earn an adventure sticker to be placed in their Lion Adventure Book. Lions earn stickers, not adventure loops (belt loops) as they will in Cub Scouting. Once the Lion completes five adventures, he is recognized with a Lion badge. This is not considered “advancement” but simply “recognition.”

Additionally, experienced Cub Scout leaders will fill the role of “Lion guides” and will meet in a den of six to eight kindergarten-age boys. Adults registered as Lion guides will be expected to complete Youth Protection training and view a short Lion guide/parent orientation video. All Lion parents are encouraged but not required to complete Youth Protection training. Lion dens will have “shared leadership.” The Lion guide will kick off the first few den meetings and outings, then turn them over to other adult partner/Lion pairs for everyone to take their turn at leading the fun! This creates an opportunity for all families to share in the success of the program as well as create a family type bond with others in the den. It also makes the workload lighter and more fun for all. Boys are especially proud to see their adult partner leading.

Lions will wear their own approved uniform—a Lion T-shirt—that will be available in pilot-approved Scout shops. Lions should not wear the Cub Scout uniform until they are old enough to officially transition into Cub Scouting as a Tiger. Lion dens may be invited to participate in a few pack meetings, but care should be taken to ensure that all meetings they attend are fun and engaging for boys of Lion age. Boys are restless by nature, and younger boys even more so. Late nights, long meetings, and lots of sitting and listening should be avoided for Cub Scouts and Lions alike. Instead, meaningful and fun activities for Lions should be planned for any meetings they attend. At the end of the kindergarten year, Lions will “graduate” into Cub Scouting as Tigers—where even more fun and adventure await! Additionally, because Lions is still in a pilot phase, it is recommended that Lions do not participate in Cub Scout family camping, Cub Scout shooting sports, or fundraising until they are Tigers. However, if a kindergarten-age boy is attending a Cub Scout family camping event as a sibling, and other kids of young ages are also invited to attend with their families, there is no reason to exclude him just because he is a Lion. He would be included as a member of his family.

By now, most councils have considered their options in applying to become a national Lion pilot site for fall 2016. To date, more than 185 councils have been approved and several more requests filter in each day. When approved, pilot councils agree to provide feedback to the national Pilots and Program Development Department for further study.

Since its announcement several months ago, the Lion pilot program has generated much enthusiasm. As commissioners, you provide an invaluable service to councils, districts, and units. We need your help in continuing to provide America’s youth with all the benefits of Scouting by guiding the units you serve to have a successful Lion experience!

More information, including council participation, program specifics, and FAQs, can be found at www.scouting.org/lion.
Big Changes Coming to Commissioner Tools in 2017

There are many unit commissioners who are currently serving both traditional and Exploring units. In early 2017, Commissioner Tools will have access to all of the Exploring units, which will allow councils and districts to assign and make contacts for traditional and Exploring units but not Learning for Life. The National Commissioner Service Team is working with volunteers and professionals from the National Exploring Committee to develop tools that will help volunteers serve Exploring units more effectively as we move forward together in service to all units. We will communicate to all commissioners as new tools and resources become available in the near future.

As a reminder, Sea Scout ships are already a part of Commissioner Tools and the full my.Scouting suite, and they will remain as such even though Sea Scouting has become a program area independent of Venturing.

Exploring Explosion is a mission-driven, nationwide Exploring growth campaign that engages more volunteers and professionals, advances local programs, and ultimately improves the Journey to Excellence scores for local councils. This is a 2016 membership initiative that will provide local councils with free or very low-cost tools to help the Boy Scouts of America grow this incredible career-based program for our young adults. See www.exploringexplosion.org for more information.
<table>
<thead>
<tr>
<th>Region</th>
<th>Commissioner Name</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Central Regional Commissioner</td>
<td>Reid Christopherson</td>
<td><a href="mailto:reidchris@alliancecom.net">reidchris@alliancecom.net</a></td>
</tr>
<tr>
<td>Southern Regional Commissioner</td>
<td>William H. Talley IV</td>
<td><a href="mailto:wh4@whts.com">wh4@whts.com</a></td>
</tr>
<tr>
<td>Western Regional Commissioner</td>
<td>Bob Johnston</td>
<td><a href="mailto:justrunbob@gmail.com">justrunbob@gmail.com</a></td>
</tr>
<tr>
<td>Northeast Regional Commissioner</td>
<td>Kenneth King</td>
<td><a href="mailto:kenking39@yahoo.com">kenking39@yahoo.com</a></td>
</tr>
<tr>
<td>Area 1 Commissioner</td>
<td>Dan Dienger</td>
<td><a href="mailto:jdienger@charter.net">jdienger@charter.net</a></td>
</tr>
<tr>
<td>Area 1 Commissioner</td>
<td>Dan Wrather</td>
<td><a href="mailto:dan.wrather@bmhhc.org">dan.wrather@bmhhc.org</a></td>
</tr>
<tr>
<td>Area 1 Commissioner</td>
<td>Bruce Noonan</td>
<td><a href="mailto:bnoonan@donobi.net">bnoonan@donobi.net</a></td>
</tr>
<tr>
<td>Area 2 Commissioner</td>
<td>Steve Harris</td>
<td><a href="mailto:harrissj@gmail.com">harrissj@gmail.com</a></td>
</tr>
<tr>
<td>Area 2 Commissioner</td>
<td>John Manz</td>
<td><a href="mailto:diamondback@blackfoot.net">diamondback@blackfoot.net</a></td>
</tr>
<tr>
<td>Area 2 and 3 Commissioner</td>
<td>Ron Hathaway</td>
<td><a href="mailto:ronaldh@ymail.com">ronaldh@ymail.com</a></td>
</tr>
<tr>
<td>Area 3 Commissioner</td>
<td>Carm Walgamott</td>
<td><a href="mailto:walgamottc@aol.com">walgamottc@aol.com</a></td>
</tr>
<tr>
<td>Area 4 Commissioner</td>
<td>Bo Terry</td>
<td><a href="mailto:terryr@astorl.com">terryr@astorl.com</a></td>
</tr>
<tr>
<td>Area 5 Commissioner</td>
<td>Rodney Mangus</td>
<td><a href="mailto:manquer@comcast.net">manquer@comcast.net</a></td>
</tr>
<tr>
<td>Area 2 Commissioner</td>
<td>John Manz</td>
<td><a href="mailto:diamondback@blackfoot.net">diamondback@blackfoot.net</a></td>
</tr>
<tr>
<td>Area 4 Commissioner</td>
<td>Kerr E. Johnston</td>
<td><a href="mailto:kerr.ejohnston@blue.com">kerr.ejohnston@blue.com</a></td>
</tr>
<tr>
<td>Area 3 Commissioner</td>
<td>Fred Adriance</td>
<td><a href="mailto:sadriance@rycap.rr.com">sadriance@rycap.rr.com</a></td>
</tr>
<tr>
<td>Area 4 Commissioner</td>
<td>Rick Bausher</td>
<td><a href="mailto:rbausher@hotmail.com">rbausher@hotmail.com</a></td>
</tr>
<tr>
<td>Area 5 Commissioner</td>
<td>Gail Hill</td>
<td><a href="mailto:gail-m-hill@comcast.net">gail-m-hill@comcast.net</a></td>
</tr>
<tr>
<td>Area 6 Commissioner</td>
<td>Charles Morgan</td>
<td><a href="mailto:cx5morgan@aol.com">cx5morgan@aol.com</a></td>
</tr>
<tr>
<td>Area 7 Commissioner</td>
<td>Mike Sexton</td>
<td><a href="mailto:sextonmr@vmi.edu">sextonmr@vmi.edu</a></td>
</tr>
<tr>
<td>Area 8 Commissioner</td>
<td>Dick Browning</td>
<td><a href="mailto:dbrowning@arkansasonline.com">dbrowning@arkansasonline.com</a></td>
</tr>
<tr>
<td>Area 9 Commissioner</td>
<td>Frank Harper</td>
<td><a href="mailto:harperlawfirm@yahoo.com">harperlawfirm@yahoo.com</a></td>
</tr>
<tr>
<td>Area 1 Commissioner</td>
<td>Dan Wrather</td>
<td><a href="mailto:dan.wrather@bmhhc.org">dan.wrather@bmhhc.org</a></td>
</tr>
<tr>
<td>Area 2 Commissioner</td>
<td>John Manz</td>
<td><a href="mailto:diamondback@blackfoot.net">diamondback@blackfoot.net</a></td>
</tr>
<tr>
<td>Area 3 Commissioner</td>
<td>Ron Hathaway</td>
<td><a href="mailto:ronaldh@ymail.com">ronaldh@ymail.com</a></td>
</tr>
<tr>
<td>Area 4 Commissioner</td>
<td>Kerr E. Johnston</td>
<td><a href="mailto:kerr.ejohnston@blue.com">kerr.ejohnston@blue.com</a></td>
</tr>
<tr>
<td>Area 5 Commissioner</td>
<td>Gail Hill</td>
<td><a href="mailto:gail-m-hill@comcast.net">gail-m-hill@comcast.net</a></td>
</tr>
<tr>
<td>Area 6 Commissioner</td>
<td>Charles Morgan</td>
<td><a href="mailto:cx5morgan@aol.com">cx5morgan@aol.com</a></td>
</tr>
<tr>
<td>Area 7 Commissioner</td>
<td>Mike Sexton</td>
<td><a href="mailto:sextonmr@vmi.edu">sextonmr@vmi.edu</a></td>
</tr>
<tr>
<td>Area 8 Commissioner</td>
<td>Dick Browning</td>
<td><a href="mailto:dbrowning@arkansasonline.com">dbrowning@arkansasonline.com</a></td>
</tr>
<tr>
<td>Area 9 Commissioner</td>
<td>Frank Harper</td>
<td><a href="mailto:harperlawfirm@yahoo.com">harperlawfirm@yahoo.com</a></td>
</tr>
</tbody>
</table>
Commissioner Support Team

Tim Acree  National Commissioner Service Training Chair  tim.acree@comcast.net
Larry Chase  National Commissioner Service Recruitment and Retention Chair  lhc@chasehome.net
Reid Christopherson  Central Region Commissioner  reidchris@alliancecom.net
Charles W. Dahlquist II  National Commissioner  cdahlquist@kmclaw.com
Joe Domino  National Commissioner Service Underserved Markets Chair  send2jfd@gmail.com
Rick Hillenbrand  National Commissioner Service Communications Chair  rick_hillenbrand@alum.mit.edu
Bob Johnston  Western Region Commissioner  justrunbob@gmail.com
Kenneth King  Northeast Region Commissioner  kenking39@yahoo.com
Dan Maxfield  National Commissioner Service Roundtable Chair  dbmaxi05@gmail.com
Steve Sawyer  Staff Advisor  steve.sawyer@scouting.org
Scott Sorrels  Commissioner Service Chair  scott.sorrels@sutherland.com
darlene Sprague  National Commissioner Service Resources Chair  dassprague@roadrunner.com
William H. Talley IV  Southern Region Commissioner  wht4@whts.com
JTE Key Performance Indicators

The Journey to Excellence Key Performance Indicators from March 2016 can be accessed here.
Coming Events

2016

**May 25–27**
National Annual Meeting and National Executive Board and Committee Meetings
Manchester Grand Hyatt, San Diego, California

**June 12–18**
Week 2 at Philmont: Commissioners Week
Philmont Training Center

**July 8–10**
Commissioner Conferences at the Summit:
- Commissioners – Giving the BEST Unit Service!
- Commissioners – Developing Exciting Roundtables
Summit Bechtel Family National Scout Reserve

2016

**August 14–20**
Week 11 at Philmont: Key Concepts of Commissioner Service in Scouting’s Second Century
Philmont Training Center

**September 23–25**
College of Commissioner Science Dean’s Retreat
Scouting University Westlake Campus, Westlake, Texas

**October 17–19**
National Executive Board and Committee Meetings
DFW Marriott North, Irving, Texas (invitation only)

2017

**February 13–15**
National Executive Board and Committee Meetings
DFW Marriott North, Irving, Texas (invitation only)

2018

**February 12–14**
National Executive Board and Committee Meetings
DFW Marriott North, Irving, Texas (invitation only)

**May 23–25**
National Annual Meeting and National Executive Board and Committee Meetings
Sheraton, Dallas, Texas

**October 29–30**
National Executive Board and Committee Meetings
DFW Marriott North, Irving, Texas (invitation only)

2019

**July 22–August 2**
World Scout Jamboree
Summit Bechtel Family National Scout Reserve, West Virginia