Fall 2017

THE COMMISSIONER

A Publication for Commissioners and Professionals

www.scouting.org/commissioners

National Commissioner's Minute

Years ago, I happily acquired an original of *The Note Book of Elbert Hubbard*—a collection of his most influential writings. Included in that book is what can be considered a tribute to each of you who serve so diligently as commissioners. That piece was written in 1899 and is titled "A Message to Garcia." As an expression of thanks to each of you serving as a commissioner, irrespective of whether you are a unit commissioner, a roundtable commissioner, or an administrative commissioner, I share the following tribute:

Charles W. Dahlquist II
National Commissioner

Excerpts from "A Message to Garcia"

By Elbert Hubbard

In all this Cuban business there is one man stands out on the horizon of my memory like Mars at perihelion. When war broke out between Spain and the United States, it was very necessary to communicate quickly with the leader of the Insurgents. Garcia was somewhere in the mountain vastness of Cuba—no one knew where. No mail nor telegraph message could reach him. The President must secure his co-operation, and quickly.

What to do!

Some one said to the President, "There's a fellow by the name of Rowan will find Garcia for you, if anybody can."

Rowan was sent for and given a letter to be delivered to Garcia. How the "fellow by the name of Rowan" took the letter, sealed it up in an oilskin pouch, strapped it over his heart, in four days landed by night off the coast of Cuba from an open boat, disappeared into the jungle, and in three weeks came out on the other side of the Island, having traversed a hostile country on foot, and delivered his letter to Garcia—are things I have no special desire now to tell in detail.

The point I wish to make is this: McKinley gave Rowan a letter to be delivered to Garcia; Rowan took the letter and did not ask, "Where is he at?" By the Eternal! there is a man whose form should be cast in deathless bronze and the statue placed in every college of the land. It is not book-learning young men need, nor instruction about this and that, but a stiffening of the vertebrae which will cause them to be loyal to a trust, to act promptly, concentrate their energies: do the thing—"Carry a message to Garcia!" …

… My heart goes out to the man who does his work when the "boss" is away, as well as when he is at home. And the man who, when given a letter for Garcia, quietly takes the missive, without asking any idiotic questions, and with no lurking intention of chucking it into the nearest sewer, or of doing aught else but deliver it, never gets "laid off," nor has to go on a strike for higher wages. Civilization is one long anxious search for just such individuals. Anything such a man asks shall be granted; his kind is so rare that no employer can afford to let him go. He is wanted in every city, town and village—in every office, shop, store and factory. The world cries out for such: he is needed and needed badly—the man who can "Carry a message to Garcia."

Bless you for your goodness, your vision, and your tireless service to strengthen the units under your charge. I have watched you in your roundtables and your colleges of commissioner science, as you have served in your councils and districts, as you have participated as staff on Wood Badge courses, and, most recently, at the 2017 National Scout Jamboree. I am honored to serve with you.

Best wishes and Good Scouting!

National Commissioner's Corner at 2017 Jamboree

By Roma Bishop and Floyd Hatch

The 2017 National Scout Jamboree was held at the Summit Bechtel Family National Scout Reserve in Glen Jean, West Virginia, July 19–28. The National Commissioner's Corner was located near the BSA Key 3 Encampment in Legacy Village.

History and Objectives: In mid-2016, the 10th national commissioner, Charles Dahlquist, was inspired to pursue a new exhibit for the national jamboree. He envisioned a place that could be a home to all things commissioner—a welcoming and hospitable area where interactive discussion could take place among commissioners old and new to Scouting; an area of training in the basics of commissioner effectiveness; and an area that would appeal to youth and adults to help them better understand commissioner service. Scouting's commissioners from any level would be invited to gather in this area to be instructed, edified, and welcomed. The need to train our nation's commissioners was clear. The concern was creating a booth with enough solid training and activity to attract commissioners attending the jamboree with the understanding that many were leading youth troops and crews or had volunteered for jamboree staff positions and would have limited time off. It was decided the exhibit would be called the National Commissioner's Corner.

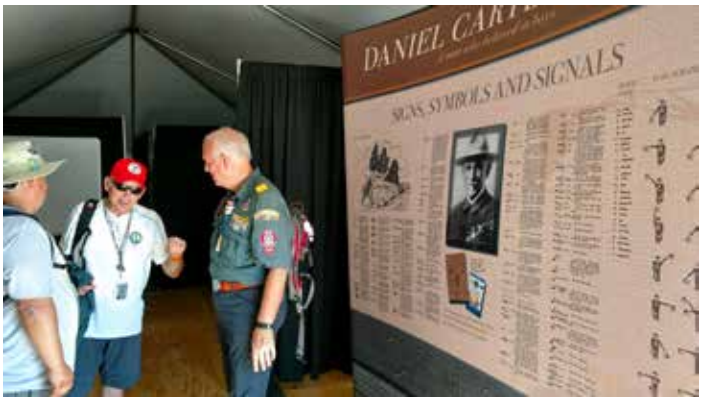
Targeted Audience: Because a national jamboree is "all about the boys," there was also a desire to incorporate a fun learning activity whereby Scouts could learn about commissioner service, an area of Scouting they may not have even known existed. There was also a desire to have support and some training for those adults serving in a commissioner role both at the jamboree and in their home units. Since both youth and adult Scouts and Scouters love patches, awards, and handouts, the idea took shape for numerous trading cards, displays, training opportunities, and a new award, the Daniel Carter Beard Recognition (Dan Beard award), which could be earned at the jamboree by youth and adults.

Steering Committee: The steering committee for the Commissioner's Corner consisted of Charles Dahlquist, national commissioner; Floyd Hatch, chair; Wayne Bishop, assistant chair; Rockie Dustin, assistant chair and artistic director; Roma Bishop, communications; Wendy Everhart, assistant to the commissioner; and Jill Sorensen, assistant to the chair. Gary Dollar and his wife, Laura, headed the bolo tie exhibit and training area. Rick Hillenbrand oversaw the commissioner training staff and IT education.

Additional Staff: Staffing for all or part of the jamboree included Ronda Archibald, Allison Day, Barry Dickerson, Janel Durfee, Rick Durfee, Ron Hathaway, Dan Horne, Nancy Tiffany, Steve Tumblin, and Jim Watts. Rick Hillenbrand, IT liaison, also recruited part-time well-trained commissioners to help staff the Commissioner Tools area, using more than 30 individuals in two- to four-hour shifts. Members of the National Commissioner Support Staff were invaluable, including Ellie Morrison, National Commissioner Service chair, and Kevin Baker, Larry Chase, Kandra Dickerson, and Darlene Sprague.

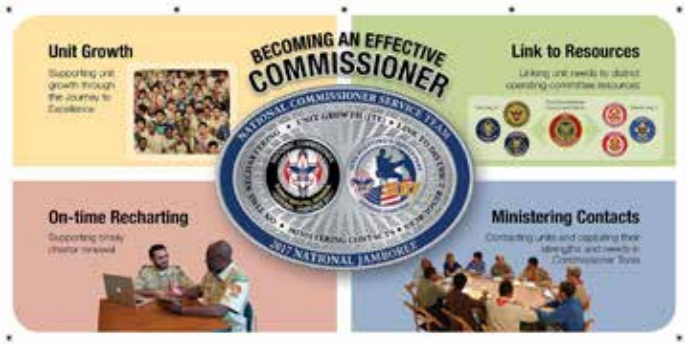
Guest Presentations: Critical commissioner topics were addressed by knowledgeable speakers in presentations throughout the week, along with the opportunity to meet key people. Our speakers were well-prepared and addressed topics that were relevant and interesting. For the most part, presenters used audience-driven presentations and took individual questions. The events were publicized well through the Jamboree app. Many participants arrived after the start (due to long walks and bus rides), but the speakers would stay after and answer questions. The attendees were well-fed and gained information that they could take home. We had 15 to 30 attendees in each session. These sessions were:

- Commissioner Tools—Rick Hillenbrand (presented three times)
- Meet Your National Commissioner—with Charles Dahlquist
- Keys to Effective Training—Larry Chase
- National Commissioner's Welcome Reception—with Charles Dahlquist
- Meet the National Commissioner and Chief Scout Executive—with Charles Dahlquist and Mike Surbaugh
- Introduction to Commissioner Service—Jeff Bostwick
- Effective Detailed Assessments—Kevin Baker
- What Should I Expect From My Commissioner? —Ellie Morrison
- Commissioner Service for LDS Units—Mark Francis
- Commissioner Service for Explorer Posts—Tim Anderson



Communication and Publicity: Commissioner Dahlquist reached out to the National Commissioner Support Staff, seeking their help with training in IT tools and links to resources, unit growth, administering contacts, on-time charter renewal, and many other related subjects. Committee member Rick Hillenbrand stepped forward to chair this group and recruited volunteers to train in this capacity. Rick and Roma Bishop created a staff schedule, contacted speakers, summarized available links to needed data, and researched teaching materials that would benefit attendees. They worked with Andrew Miller, who put everything we wanted on the jamboree app, including the schedule, the presenters and their topic, introductions of the presenters, and information about the sessions. Arrangements were made for "push notifications" so that each night the app gave users a notice of what was happening the next day in the Commissioner's Corner if they had put it as one of their Interest Groups. This daily communication to jamboree commissioners kept all of them informed. Russ Hunsaker, jamboree operations director, reported that the Commissioner's Corner had the highest communication response of all jamboree venues. We believe this communication was vital in the visibility and high attendance at our site.

Displays and Awards: Rockie Dustin was key in the design and production of all the displays. The large depictions of Daniel Carter Beard—along with his history and his signs and symbols—complemented the handouts, trading cards, and requirements to earn the award. It was fun to watch Scouts pick the symbols off the large display or the 8½ x 11" key. The Dan Beard award was a useful tool for introducing young Scouts and even mature Scouters to commissioner science via the history of Daniel Carter Beard and his role as the BSA's first commissioner. Most adults who came to the Commissioner's Corner for training or just to visit also took the time to earn the award. Experienced commissioners were not challenged by the requirements regarding commissioner service, but they did enjoy solving the puzzle with decoder keys and learning historical facts about Beard.



Wall-sized fabric displays featured the keys to becoming an effective commissioner and listed the tools that are available to help in this function. They were well-received, informative, and colorful and contributed to the atmosphere and purpose of the tent.

Having the Dollars on-site with their wood carving of bolo ties and the presentations and challenge to Scouts was a huge drawing card for the Commissioner's Corner. For many Scouts, this interaction can be a life-changing experience. It was especially helpful to have a separate tent for Gary and Laura's display and training. This area also served as a great overflow area for people working on the Dan Beard award.

Summary: About 150 adult commissioners attended the National Commissioner's Welcome Reception. The entire 20-by-40-foot tent was filled with attendees and many stood outside of both doors. This was another occasion where a larger tent would have made a big difference.

Approximately 500 commissioners toured the tent, met with members of the IT training force for specific topical training, and took the time to earn the Dan Beard award. Each of these attendees was encouraged to train at least 10 commissioners when they returned to their home councils and districts. This would result in training an additional 5,000 commissioners throughout the BSA. Approximately 2,400 adults and youth studied the requirements of the Daniel Carter Beard Recognition and returned after accomplishing 30 minutes of "jamboree service" to receive the dogtag-style award.

Bolo tie carvers Gary and Laura Dollar estimate more than 5,000 individuals visited their tent, which delivered strong discussions on Scouting's principles. The Dollars awarded 2,100 jamboree-themed bolo ties to the youth who had been the most diligent in their effort to live the Scout Oath and Law and meet with them. The tremendous value of this experience cannot be overstated.

Roma Bishop served as communications chair and Floyd Hatch was the chair of the steering committee for the Commissioner's Corner at the 2017 jamboree. Roma lives in the San Francisco Bay Area Council, and Floyd lives in the Great Salt Lake Council.

Time to Pick Up the Pace

Fall is in the air. That change in temperature always seems to spark a "pick up the pace" mindset in our units' programs as well as an emphasis on recruitment of new youth and their families. This is also the time of year that many new units are organized, creating a need for new commissioners. Fall—and recruitment—is all around us.

To be successful in our mission of unit retention, our commissioner staffs have to have a sufficient number of commissioners actively serving units. Fall is a perfect time to identify candidates and begin to build relationships with them. Sometimes those candidates are found within units; sometimes they are found outside of Scouting. They are people with an interest in Scouting and with a heart for serving others. Be on the lookout for them this fall.

Your support staff has some new faces as well and they are bringing new energy to the table. Two regions have new regional commissioners—Kandra Dickerson in the Central Region and Del Bishop in the Western Region. Additionally, we welcome Colleen Chapman from the Central Region as the new diversity and inclusion chair and Scott McKenzie from the Western Region as the new roundtable chair. Tim Acree will be stepping down in May from his tenure as training chair, and Larry Chase, who has been serving in the recruitment and retention area, is working with Tim now to create a smooth transition. Kevin Baker from the Western Region has come on board to begin filling the role of recruitment and retention chair. There are articles introducing all of them in this issue.

There is also a new unit position that ties into commissioner service. It is the new member coordinator. Hopefully each unit will have a team of people serving in that role. The function of the new member coordinator is to assist with both recruitment and retention of youth and their families within the unit. Unit commissioners will want to check in with the coordinators as well as with unit leaders when they make their unit contacts. Like unit leaders, new member coordinators should be in touch with all of the unit families.

Fall—and change—is in the air. It is time to "pick up the pace." Our units are counting on us.

Ellie Morrison
National Commissioner Service Chair

Ellie Morrison
National Commissioner Service Chair
esmorrison@sbcglobal.net

Kandra Dickerson—Central Region Commissioner

A Scouting veteran of more than 20 years, Kandra began her Scouting trail when her son joined Cub Scouting. Since then, she has served in multiple unit, district, council, and area positions and was named Central Region commissioner in 2017. In this role, Kandra provides leadership to commissioners serving units in all of the Central Region councils. She also continues as a member of the Mid-Iowa Council Executive Board.

Kandra has enjoyed being a commissioner for three National Scout Jamborees, most recently working in Bravo Base Camp at the Summit in July. She has served as a faculty member at Philmont and the Florida Sea Base for six years, was director of Mid-Iowa Council's 2013 Wood Badge course, and is a recipient of the Silver Antelope, Silver Beaver, Cross and Flame, and Philmont Training Center Masters Track awards. She is no stranger to Philmont's backcountry either.

A retired CPA, Kandra and her husband, John, live in a suburb of Des Moines, Iowa. They have two children, John Michael and Kasi. Kandra's most meaningful Scouting experience was pinning on John Michael's Eagle badge.

Kandra Dickerson

Del Bishop—Western Region Commissioner

Please welcome Del Bishop as the Western Region commissioner. Del is from Woodinville, Washington, and is a longtime Scouter and an Eagle Scout.

As an adult, Del has been a unit-level volunteer with both Cub Scouting and Boy Scouting. He served from 1991 to 2015 on the Chief Seattle Council board in several capacities, most notably as council president and as chair of the Washington Jamboree in 2006.

Del has also served as a member of the Western Region board as Area 1 president, Program Impact chair, Program vice president, and World Jamboree chair and on the Silver Antelope Nominating Committee.

He received the Distinguished Eagle Scout Award in 2001, the Silver Beaver Award in 2003, and the Silver Antelope Award in 2013.

Del is married to Patricia and has a son, Colin, who received his Eagle Scout Award in 2007. Del retired in 2010 as vice president office manager of JE Dunn Construction in Seattle.

Del Bishop

Introducing Colleen Chapman

Colleen Chapman joins the National Commissioner Support Staff as the diversity and inclusion chair. She and her husband, Terry, are from Kansas City, Missouri. They have three sons, two of whom are Eagle Scouts.

Colleen started her Scouting career in 1987 as the mom of a Cub Scout. During that time she started a religious emblems program that continues today. It was so successful that when she crossed over to Boy Scouting with her oldest son, she was asked to organize a similar program for his troop. She continues to serve Scouting in the religious training area and has been recognized for that service with the diocesan Bronze Pelican, the national Saint George, and the LDS Thomas S. Monson awards.

Colleen has also served in the Scouting positions of assistant Scoutmaster, merit badge counselor, Life-to-Eagle counselor, and Eagle project reviewer at the district level. Her interest in special needs children has led her to Philmont for training and service at the district level.

Today Colleen serves as a district chair and is on the council's Committee for Special Needs. She has been in commissioner service for many years. Colleen has received the District Award of Merit and the Silver Beaver Award. She is a Sachem in her area's honor society, Mic-O-Say, and is a James E. West Fellow.

Outside of Scouting, Colleen is on a not-for-profit board of directors. Please welcome Colleen Chapman as the National Commissioner Support Staff diversity and inclusion chair.

Colleen Chapman
National Commissioner Service
Diversity and Inclusion Chair
ccchapman@mac.com

Why Commissioners Go to Philmont

During some of my research about diversity, I asked a Charleston, South Carolina, school principal for some sort of guidance toward what she would like to see "taught" to people from around the country. Her reply: "That all deserve to be respected as human beings. Diversity means accepting all—special needs individuals, those of other races, religion, cognitive abilities, talent, and gender."

In a *Wall Street Journal* article from August 13, 2017, titled "What the Google Controversy Misses: The Business Case for Diversity," a company's diversity and inclusion head was quoted as saying, "Diversity is not the goal itself. Strengthening your process begets diversity and leads to better collaboration and teamwork." To be a reflection of our community, as Scouters we have to be aware of changing issues and cultural values.

As commissioners, we can find ourselves called upon to negotiate any sort of situation imaginable. That is one of the reasons for continuing to educate ourselves and talk to other Scouters who can possibly give us the spark of an idea. We will hopefully be an example of what we want for the next generation—whatever they are labeled. This is what commissioners are working toward.

Next summer we will be adding a class for commissioners the week of June 10–16 at Philmont Training Center focusing on diversity and inclusion. See you there!

Updates to Internet Rechartering

The Internet Rechartering application is getting a facelift and a few new functions.

What is staying the same?

- Access codes will still be distributed by councils and will be used by units to log in.

Darlene Sprague
National Commissioner Service Resources Chair
darsprague@roadrunner.com

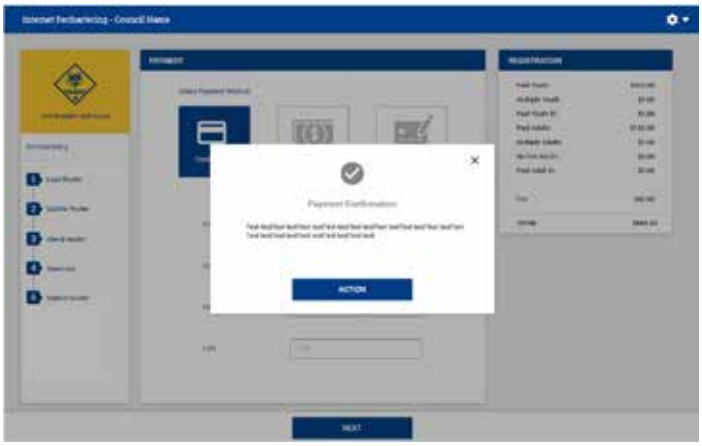
- First Time Users must register to enter the Internet Rechartering system. After initial registration, they will enter the system as a Returning User.
- Stages and steps remain the same with one new feature: electronic authorization and payment inserted before the final step.
- Councils will continue to use reports that show each unit's renewal status.

What features have been added?

- The new look is consistent with *my*.Scouting Tools so that it is **easier to read and navigate**.

- **Youth Protection training is required for all adults.**
  - —The unit will get an error message if training is not current and will not be allowed to process the charter with those adults.
  - —Registered adults receive notifications that their YPT has expired or is about to expire.
  - —Renewal processors are prohibited from overriding the registration system to register any leader whose Youth Protection training is not current.
- **Electronic authorization** is available for the chartered organization representative. There will be no signature to obtain if the unit chooses this option.

- **Two payment options for units (except those chartered to the LDS Church):**
  - —Online payment option: Units can elect to pay online by credit card. A payment confirmation will be provided to the unit and will also be available to the council.
  - —Cash/check/unit account option: Units that elect this option will print the renewal application, which includes the fee summary showing the amount due to the council. The unit will remit payment with the charter renewal paperwork required by the council.



See “2017 Internet Rechartering Enhancements Frequently Asked Questions” elsewhere in this newsletter for additional information.

2017 Internet Rechartering Enhancements

Frequently Asked Questions

Q: Will Internet Rechartering be different for 2017–18 unit renewal processing?

A: Internet Rechartering will be enhanced with a new look consistent with Online Registration and *my*.Scouting Tools applications. This fresh view offers navigation with more convenience and flexibility for unit renewal processors.

Q: Will volunteers who have used Internet Rechartering previously need to learn new processes to renew their unit?

A: The few changes will be intuitive and the basic navigation is unchanged, except that navigation will be easier in multiple device and browser formats.

Q: Does Internet Rechartering still use the access code and the same First Time User registration?

A: Yes. Use of the access code is required and each renewal processor will do registration as a First Time User. Thereafter they sign in as a Returning User.

Q: Will councils continue to have the same reports that support unit renewal as before?

A: Yes. Council reports will not be changed and remain available.

Q: What new features are added to Internet Rechartering?

A: New features are the following: validation on Youth Protection training compliance using all three current YP courses; change of warning to error if Youth Protection training is not current; entry capability for YP completion if not in the person record; addition of online payment option for unit renewals (does not apply to LDS-chartered units); addition of electronic authorization of renewal by the chartered organization representative; and addition of accident and sickness insurance fee calculation for councils that wish to use this feature.

Q: What are the new features for Youth Protection training?

A: Validation on current Youth Protection will not be limited to the course associated with the unit program, such as Y01 – Youth Protection, taken by pack and troop adult leaders. This will be expanded to being current in one of three courses, including Y02 – Venturing Youth Protection and Y03 – Exploring Youth Protection. In addition, registrants in a YPT-required position must be current to be submitted in the renewal. If for some reason the completed course date is not in the person record, an update will be available in Maintain Member Data during renewal.

Q: How will Online Payment work?

A: Each unit with fees to pay, **except for units chartered to the LDS Church**, will have the option to pay online by credit card. If credit card payment is used, this requires the total amount due to be paid. Payment confirmation will be provided to the unit processor and to the council.

Q: Is a renewing unit required to use Online Payment?

A: No. This is made available for the unit's convenience but is not required. Payment may be made to the council as usual.

Q: How will electronic authorization work?

A: Before final submittal of the unit renewal, the renewal processor will give the chartered organization representative the opportunity to review and approve the renewal on behalf of the chartered organization. If this is done, the approval will appear on the Unit Renewal Application. Instructions will be provided in an online FAQ linked to Internet Rechartering.

Q: Will the Unit Charter Renewal Report Package (full) and the two-page Renewal Report (E-Z) Summary continue to be available?

A: Yes. Councils inform units which report is requested (but not both) as appropriate to each council.

Q: When will Internet Rechartering be released with these enhancements?

A: Internet Rechartering will be available for councils with the access window that opened on October 1 (for units that expire on December 31, 2017) and thereafter.

Q: If our units expire on November 30 or December 31, 2017 (or after), what membership registration fee will be calculated for the adult and youth registrants in non-LDS units?

A: The BSA registration fee in effect on December 1 and thereafter will be used for this calculation.

Questions and Answers

Question: Is there a comparison of the 2017 and 2018 JTE scorecards?

Answer: The 2018 JTE Scorecards are now available and can be downloaded at http://www.scouting.org/scoutsource/Awards/JourneyToExcellence/scorecards/2018.aspx.

Annually, Garry Lewis, a commissioner from the National Capital Area Council, makes a side-by-side comparison of the Council and District scorecards, and he is once again sharing them here.

Item	Objective	Bronze:2017	Bronze: 2018	Silver:2017	Silver 2018	Gold: 2017	Gold: 2018
	Finance						
#1	Fiscal Management	Positive unrestricted operating net assets	No Change	.08 ratio	No Change	.25 ratio	No Change
#2	Fundraising	>= to prior three year average	No Change	3% growth over prior three year average	No Change	10% growth over prior three year average	No Change
#3	Endowment	New endowment gifts of at least 0.5% of expenses or $10,000, whichever is less	No Change	New endowment gifts of at least 1% of expenses	No Change	New endowment gifts of at least 5% of expenses; or achieve Silver, plus endowment net assets equal three times operating expenses	No Change
	Membership						
#4	Community Impact	6% density	No Change	9% density	No Change	15% density	No Change
#5	Membership/youth Growth	Greater than prior year	**Achieve growth in CS**	1% growth over prior year	**Achieve growth in CS and growth in overall membership.**	3% growth over prior year	**Achieve growth in CS and 2% growth in overall membership.**
#6	New member recruiting	New Cub Scouts joining represent at least 4% or TAY or increase in recruiting new Cub Scouts by 1%	No Change	Achieve Bronze, plus have an increase in new Boy Scouts/Varsity Scouts or an increase in new young adults (Venturers/Sea Scout/Explorers)	**Achieve Bronze, plus have an increase in new Boy Scouts or an increase in new young adults (Venturers/Sea Scout/Explorers)**	Achieve Bronze, plus have an increase in new Boy Scouts/Varsity Scouts and an increase in new young adults (Venturers/Sea Scout/Explorers)	**Achieve Bronze, plus have an increase in new Boy Scouts and an increase in new young adults (Venturers/Sea Scout/Explorers)**
#7	Youth retention	67%	No Change	75%	No Change	80%	No Change
	Program						
#8	Cub Scout Advancement	50%	**48%**	61%	**60%**	75%	**72%**
#9	Boy Scout Advancement	44%	No Change	50%	No Change	55%	No Change
#10	Cub Scout Camping	37%	**40%**	58%	**60%**	90%	No Change
#11	Boy Scout Camping	57%	No Change	67%	No Change	80%	No Change
#12	Community Service	4 hrs per youth	No Change	5 hrs per youth	No Change	8 hrs per youth	No Change
	Unit Service						
#13	Youth-serving executives	1 YSE per 22k TAY	No Change	1 per 14k	No Change	1 per 8k	No Change
#14	Unit Retention/growth	89%	**Retain 90% of packs and troops**	92%	**Retain 90% of packs and troops**	95%	**Retain 90% of packs, troops, crews, ships, and post**
#15	Unit Contacts	10%	**10% + DA**	20%	**25% + DA**	45%	**45% + DA**
	Leadership and Governance						
#16	Council leadership	Council Strategic Plan, that drive annual Ops Plans and budget. Board selects 5 JTE area	No Change	Bronze + JTE up in 3 categories	No Change	Bronze + JTE up in 4 categories	No Change
#17	District leadership	14	No Change	21	No Change	33	**32**
#18	Unit leadership	50%	No Change	60%	No Change	70%	No Change

Council JTE Scorecard Comparison

Item	Objective	Bronze:2017	Bronze: 2018	Silver:2017	Silver 2018	Gold: 2017	Gold: 2018
	Finance						
#1	Fundraising Performance	Meet or exceed	No Change	Meet or exceed	No Change	Meet or exceed	No Change
#2	Fundraising manpower	Meet or exceed	No Change	Meet or exceed	No Change	Meet or exceed	No Change
	Membership						
#3	Market Share	6%	No Change	9%	No Change	13%	No Change
#4	Membership/youth Growth	Greater than prior year	**Achieve growth in CS**	1% growth	**Achieve growth in CS and growth in overall membership.**	2% growth	**Achieve growth in CS and 2% growth in overall membership.**
#5	New member recruiting	New Cub Scouts joining represent at least 4% or TAY or increase in recruiting new Cub Scouts by 1%	No Change	Achieve Bronze, plus have an increase in new Boy Scouts/Varsity Scouts or an increase in new young adults (Venturers/Sea Scout/Explorers)	**Achieve Bronze, plus have an increase in new Boy Scouts or an increase in new young adults (Venturers/Sea Scout/Explorers)**	Achieve Bronze, plus have an increase in new Boy Scouts/Varsity Scouts and an increase in new young adults (Venturers/Sea Scout/Explorers)	**Achieve Bronze, plus have an increase in new Boy Scouts and an increase in new young adults (Venturers/Sea Scout/Explorers)**
#6	Youth Retention	67%	No Change	75%	No Change	80%	No Change
	Program						
#7	Cub Scout Advancement	50%	**48%**	61%	**60%**	75%	**72%**
#8	Boy Scout Advancement	44%	No Change	50%	No Change	55%	No Change
#9	Cub Scout Camping	37%	**40%**	58%	**60%**	90%	No Change
#10	Boy Scout Camping	57%	No Change	67%	No Change	80%	No Change
#11	Community Service	4 hrs per youth	No Change	5 hrs per youth	No Change	8 hrs per youth	No Change
	Unit Service						
#12	Unit Retention/Growth	89%	**Retain 90% of packs and troops**	92%	**Retain 90% of packs and troops**	95%	**Retain 90% of packs, troops, crews, ships, and post**
#13	Unit Contacts	10%	**10% + DA**	20%	**25% + DA**	45%	**45% + DA**
#14	Unit Performance	50% Bronze or better	No Change	60% Bronze or better	No Change	70% Bronze or better	**75%**
	Leadership and Governance						
#15	District Committee	CC, VC, DC + 11 - Tot. 14	No Change	CC, 2 VCs, DC + 17 - Tot. 21	No Change	CC, 3 VCs, DC + 28 - Tot. 33	**CC, 3 VCs, DC + 27 - Tot. 32**
#16	Unit Leadership	50%	No Change	60%	No Change	70%	No Change

District JTE Scorecard Comparison

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 Upcoming Commissioner Colleges 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.

Measuring Contacts in the 2017 and 2018 JTE Scorecards

By Rick Hillenbrand and Darlene Sprague

There are some important changes to the way "contacts" are measured in 2017 for Journey to Excellence scorecard purposes that all commissioners need to know.

On the reverse side of the Council and District JTE scorecards under Unit Service Measures, you will see the following statement: "Number of unique units receiving six or more assessments, as recorded in Commissioner Tools during 2017, divided by total number of packs, troops, teams, crews, ships, clubs, and posts on 12/31/17. **Every unit is required to have a detailed health assessment annually.**" (Bold added for emphasis.) After significant consideration, we have coordinated with the Journey to Excellence team to make the requirement to document a detailed health assessment (aka a "Detailed Contact") an "aspirational goal" for 2017, i.e., optional. However, the JTE criteria to have six or more assessments (contacts) remains.

Looking toward the future, the wording regarding contacts on the back of the 2018 JTE scorecards is unchanged, but the requirement for a detailed assessment will be enforced. Secondly, after additional consideration, the National Commissioner Task Force has decided that starting in 2018 **contacts logged in Commissioner Tools by professionals will be counted** for JTE purposes. This change accomplishes two key things:

1. It recognizes that both commissioners and professionals provide unit service.
2. It facilitates the recordkeeping aspect of making a detailed assessment, which is how the **Annual Council Charter Renewal and Membership Validation** requirement for an annual unit health assessment for each unit is fulfilled.

IMPORTANT: In 2018, to not provide a false sense of security when looking at the Unit Contact metric on your online district or council JTE dashboard, it's our intention to have the Unit Contact dial not register for any unit's contribution to this metric until the unit has at least one detailed assessment.

- **Example 1:** A unit with more than 100 simple assessments logged in Commissioner Tools in 2018 will NOT contribute to the district or council Unit Contact metric until the first detailed assessment is logged.
- **Example 2:** In 2018 a unit with two detailed assessments and one simple assessment logged in Commissioner Tools WILL contribute to the district or council Unit Contact metric through June (because on a prorated basis they are on track to have the required minimum of six logged contacts), but on July 1, if no additional contacts have been logged in Commissioner Tools, that unit's contribution to the Unit Contact metric will cease until additional contacts (simple or detailed) are made.

Rick Hillenbrand
National Commissioner Service Communications Chair
rick_hillenbrand@alum.mit.edu

We recognize that keeping track of which units are and are not contributing to your district and council JTE scorecards Unit Contact metric may be challenging; thus, to make your life easier, we have created and posted a very helpful Power Pivot Table called the DC Visual Analysis Tool, which we suggest you have your district or council "data dog" use regularly. Complete instructions on the DC Visual Analysis Tool Power Pivot Table can be found here: https://tinyurl.com/PowerPivotTables.

Rick Hillenbrand is the communications chair and Darlene Sprague is the resources chair for the National Commissioner Support Staff.

All-New MyScouting Mobile App

The BSA's IDG team, along with many volunteer beta testers, is excited to announce a new look, with added features, to the myScouting mobile app available now for both iPhone (iOS 9.0 or greater) and Android (4.4 or greater) devices! (The app is found exclusively at the Apple App Store or on Google Play respectively for iPhone and Android devices for FREE!)

The new app gives you the ability to access your training resources and take courses including YPT; track training completions; download or send by email your completed training certificate; communicate with members within your organization level and below (for Key 3s and those having that access); manage your profile; manage announcements and calendar events for your organization; and, importantly, **access many of your Commissioner Tools** by clicking the commissioner wreath at the bottom-right corner on the home screen.

Under Settings the new app also supports both English and Spanish, has a night-mode feature, and allows the user to turn tutorials on or off.

Supported Commissioner Tools functions include:

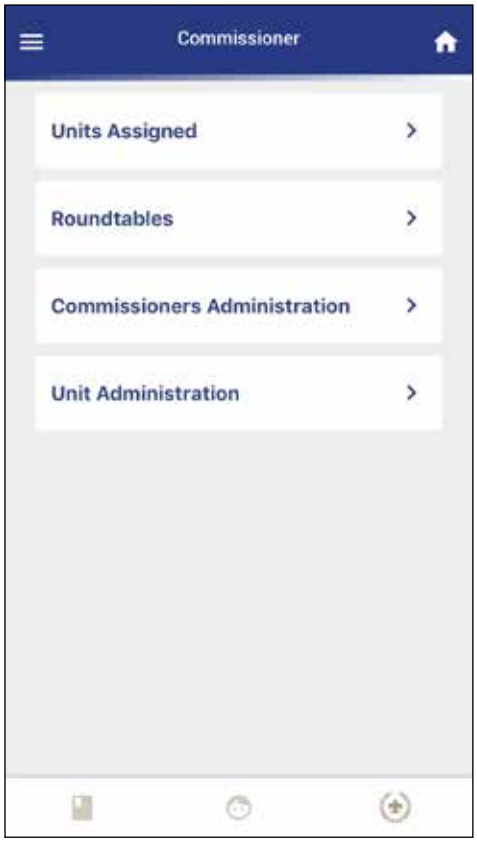
- Commissioner and unit assignments
- Entering and completing contacts for simple assessments
- Creating and managing roundtables

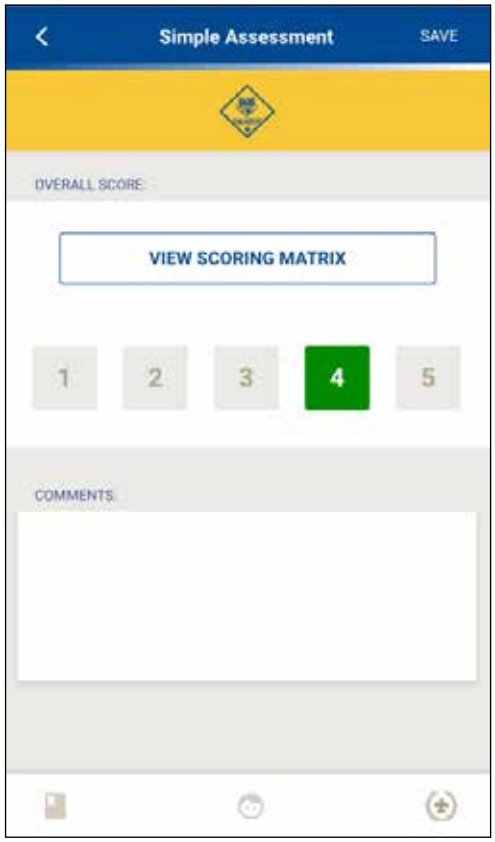
Completed contacts and roundtable entries will be synchronized between the web and mobile platforms. However, the ability to delete or enter a future assessment or roundtable is not available at this time. Additional Commissioner Tools functionality not currently supported on mobile devices include:

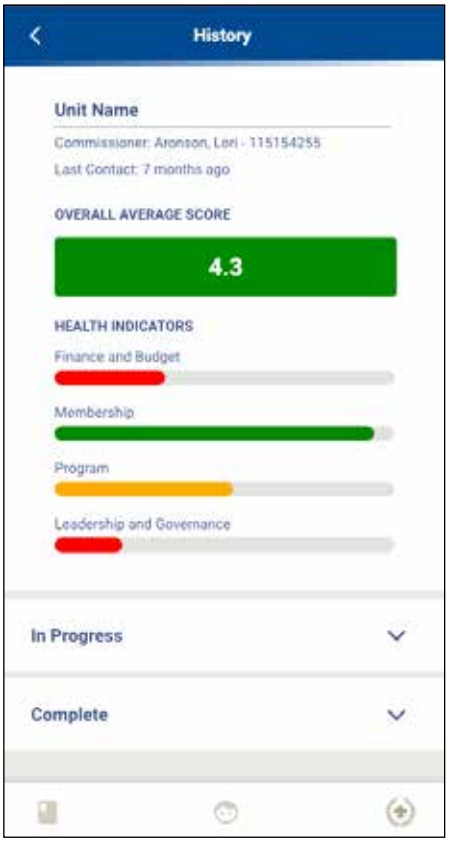
- Detailed assessments
- Unit Service Plans
- Reports

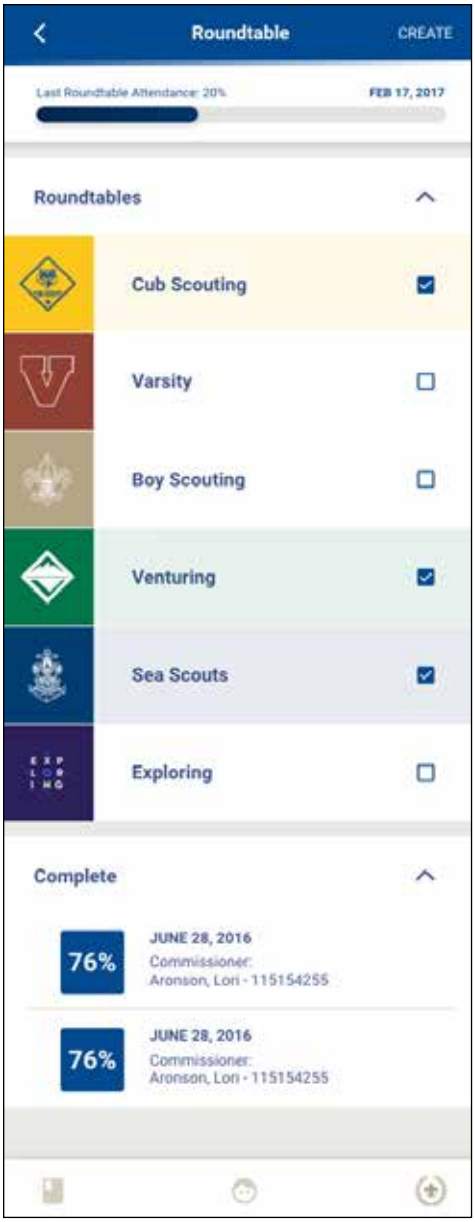
These and other features are planned to be added through an automatic release upgrade that will be available by the end of 2017. However, if you need to use that functionality now, you must access it via the full application using your standard *my*.Scouting log-in on the web at my.scouting.org.

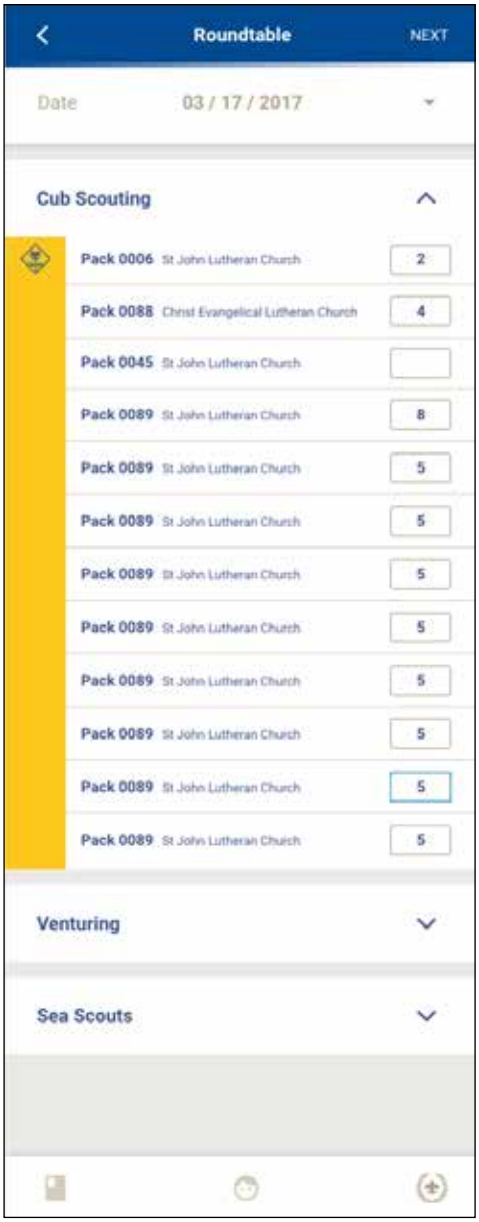
Some sample screen shots from the beta version are below.











One final note from someone who occasionally uses a magnifying glass to read “the fine print” (ouch, that hurt):
Trying to use this app on the small screen of a smartphone will be less satisfying than using it on a tablet with a larger display.

Recruitment and Retention: Bridging the Gap

By Larry Chase and Kevin Baker

As commissioners, we have responsibility for both recruitment and retention: recruitment of commissioners and retention of both commissioners and the units they serve.

Two things help bridge the gap between recruitment and retention: relationships and training.

Relationships are key to successful recruitment. Once a great candidate for a position has been identified, a successful "ask" is dependent upon having a relationship that enables clear, direct communication about the opportunity and its responsibilities. Sometimes the recruiter has the relationship needed to have that conversation; sometimes someone else does. In the latter case, the recruiter should ask the Scouter with that relationship to go along and support the "ask." The chances of success increase greatly with that approach.

Once a successful ask has been made and a new member of the team is on board, relationships are equally important in ensuring that the new team member is retained.

Continuing to clearly and openly communicate about expectations, accomplishments, and meeting commitments; expressing genuine concern for satisfaction with the new position; giving and accepting feedback; and demonstrating interest in the new team member's family, career, and personal life all help build and maintain a relationship based on trust and mutual respect.

Volunteers who find themselves in that type of relationship are more likely to remain engaged and be effective contributors. Too, our revised recognitions for commissioners can help build and maintain relationships. For some they provide an incentive to complete training and take on additional responsibility; for others they offer meaningful public recognition for a job well done. Regardless, they offer another opportunity to build relationships.

Too often, we view training as simply a means to increase knowledge and skills. Certainly, that is one objective. Training can also help increase retention. Increased knowledge and skill build confidence: Trained commissioners know what to do and how to do it and that enables them to take initiative. It also enables them to have greater impact. All are likely to increase satisfaction, and satisfied volunteers are likely to remain committed and engaged.

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

Trained, confident commissioners will build deeper, stronger relationships with other Scouters, coupled with a network of resources that are most effective at helping units better serve more youth. When those relationships are with leaders of the units they serve, that will increase their ability to work collaboratively with them; when they are with members of the district operating committee, that increases their knowledge of resources available to support unit needs. When units grow and thrive, their retention is seldom an issue.

Unit service is all about relationships.

Trained commissioners are confident and proactive. Great relationships and great training help us attract and retain effective, engaged commissioners who, in return, help us retain units.

Larry Chase is the recruitment and retention chair and Kevin Baker is the incoming recruitment and retention chair for the National Commissioner Support Staff.

Introducing Kevin Baker

Kevin Baker joins the National Commissioner Support Staff as the incoming recruitment and retention chair, replacing Larry Chase who will become the training chair in May.

Kevin comes to us from Woodinville, Washington, which is part of the Chief Seattle Council. He is married to Jo Lyn and is the father of two adult sons, one of whom is an Eagle Scout.

Kevin has served Scouting as an adult since 1989 in multiple positions at the pack, troop, district, council, and area levels. He has been a district roundtable commissioner, council commissioner, and Scoutreach commissioner. Kevin was part of the team that created the Commissioner Award of Excellence in Unit Service. Currently he is the vice president of Program for Chief Seattle Council and area commissioner in Area 1 of the Western Region. Kevin has been recognized for his service to youth multiple times and received the Silver Antelope Award in May.

When he is not Scouting, Kevin works in a small family business specializing in pest management.

Please welcome Kevin Baker, our next recruitment and retention chair, to the team.

Incoming National Commissioner Service Recruitment and Retention Chair
tubacaz@hotmail.com

Commissioner Training Update

By Tim Acree and Julia Farr

Online Basic Training

Commissioner training and Scouting U are excited to announce the availability of Region and Area Commissioner Basic online training. The new course tracks are available in the BSA Learn Center. See the Commissioner Position Trained Requirements elsewhere in this issue for the listing of required courses.

We are also pleased to announce that Commissioner Basic instructor-led training has been updated to match the online version topic by topic. This new version of the training includes all positions except Region and Area Commissioner Basic. Those courses will now be available only via the BSA Learn Center.

Thanks to Dave Fornadel and his team for the hard work they put into updating the instructor-led versions.

College of Commissioner Science (CCS) Curriculum Update

The National CCS Curriculum Update Task Force members met in June during Commissioners Week at the Philmont Training Center and again in August during the College of Commissioner Science Dean's Retreat at the Scouting University Westlake Campus, where they redirected efforts to refresh and rebuild the college curriculum in light of the new online Commissioner Basic Training video modules, the revisions in progress to the commissioner manuals and the promotion of five focus areas for commissioner service. Task force members are hard at work planning a revitalized curriculum that would take commissioners beyond their online position-specific basic training and engage them in active learning whether in creating a Unit Service Plan, supporting unit growth through Journey to Excellence, supporting timely charter renewals, linking unit needs to district operating committee resources, contacting units and capturing unit strengths and needs in Commissioner Tools, delivering effective roundtables, effective recruiting and retention, or building relationships.

At the Dean's Retreat, task force chair Julia Farr, assistant council commissioner and College of Commissioner Science dean in the National Capital Area Council, had the opportunity to introduce task force members, share an update of the team process in rebuilding the college curriculum, and explain the transparency of the task force's work. Task force member Scott McKenzie, National Commissioner Support Staff roundtable chair, shared the current plan to begin creating a master's in roundtable commissioner program as part of this task force. Task force member Peter Matrow, assistant council commissioner and College of Commissioner Science dean in the Western Massachusetts Council, discussed the doctorate degree requirements and shared the development of a doctorate degree booklet. Task force member Kresha Alvarado, assistant council commissioner for training in the Circle Ten Council, shared upcoming plans for commissioner training at Florida Sea Base.

Tim Acree
National Commissioner Service Training Chair
tim.acree@comcast.net

After reworking learning maps with new curriculum topics, the task force will begin developing the course materials (i.e., course outline, teaching notes, alternative training methods, resources, etc.) and expects to have first drafts of course materials well underway by this fall/winter. The target date for launching the updated college curriculum is prior to the 2018 National Annual Meeting.

Commissioners serving on this task force represent every region and include the following:

Task force chair: Julia Farr

Northeast Region: Craig Donais and Peter Matrow

Central Region: Jody Batten and Stephen Meinhardt

Southern Region: Kresha Alvarado and James Thielen

Western Region: Scott McKenzie and David Lown

Advisors: Tim Acree, Larry Chase, David Fornadel, and Steve Sawyer

All commissioners are invited to send their updates for any national course materials and creative alternative training methods to the task force for consideration at farr.scouts@gmail.com.

Members of the National CCS Curriculum Update Task Force at the Dean's Retreat at Scouting University

Westlake Training Center—Commissioner College Dean's Retreat

The third annual Dean's Retreat was held August 18–20 at the Scouting University Westlake Campus. There were 30 participants for the weekend. We started off Friday afternoon with a tour of the National Service Center where we had a chance to spend some time with Chief Scout Executive Mike Surbaugh. Then we headed to downtown Dallas for a tour of the Texas School Book Depository building, where the shooter who killed President Kennedy was positioned on November 22, 1963. It was a most interesting and educational tour. Dinner at the Iron Cactus was most excellent.

Saturday started with a keynote address by Ellie Morrison. The lunchtime address was given by Mark Logemann, the BSA's group director for Membership Growth, who discussed a variety of topics, including family Scouting. The day was a facilitated discussion—with no PowerPoint slides—of commissioner college best practices that included various aspects of conducting a college, a number of interesting topics, and lots of sharing. For dinner, the group headed out to Hard Eight for Texas-style barbecue.

Sunday, we had a nondenominational church service and course wrap-up. If you have not attended a Dean's Retreat, you should plan to attend in 2018. This is one of the most fun and finest trainings available in the BSA. You will not be disappointed!

Tim Acree is the National Commissioner Support Staff training chair and Julia Farr is an assistant council commissioner and College of Commissioner Science dean in the National Capital Area Council.

COMMISSIONER POSITION TRAINED REQUIREMENTS

UNIT COMMISSIONER

ACCLIMATION

SCO__1000	AIMS AND METHODS	11.0
SCO__1002	BSA ORGANIZATIONAL STRUCTURE DEVELOPMENT	9.0
SCO__1004	WHAT IS CUB SCOUTING	12.0
SCO__1003	WHAT IS BOY SCOUTING	13.0
SCO__1007	WHAT IS VENTURING	9.5
SCO__1006	WHAT IS LEARNING FOR LIFE	7.5
SCO__1005	WHAT IS EXPLORING	11.0
SCO__607	WHAT IS SEA SCOUTS	12.5

TOTAL TIME: 1 HOUR 26 MIN

BEFORE 1ST MEETING

SCO__758	COMMISSIONER SERVICE FOUNDATION	4.0
SCO__733	COMMISSIONER STRUCTURE	8.0
SCO__734	ROLE OF THE UNIT COMMISSIONER	6.0
SCO__720	ACCESSING COMMISSIONER TOOLS	6.5
SCO__721	THE UNITS TAB IN COMMISSIONER TOOLS	3.5
SCO__735	CONTACTING UNITS AND CAPTURING STRENGTHS/NEED	8.0
SCO__724	ENTERING A SIMPLE ASSESSMENT	5.5
SCO__722	ENTERING A UNIT CONTACT IN COMMISSIONER TOOLS	3.0

TOTAL TIME: 45 MIN

FIRST 30 DAYS

SCO__740	DISTRICT STRUCTURE	5.0
SCO__742	THE DISTRICT COMMISSIONER ROLE	7.0
SCO__743	THE ASSISTANT DISTRICT COMMISSIONER ROLE	11.3
SCO__723	UNIT ASSESSMENT SCORING MATRIX	2.0
SCO__744	MONTHLY COMMISSIONER STAFF MEETING	6.0
SCO__746	JOURNEY TO EXCELLENCE FOR COMM	3.5
SCO__747	UNIT SERVICE PLAN	15.5

TOTAL TIME: 51 MIN

FIRST 90 DAYS

SCO__727	THE REPORTS BUTTON FOR COMMISSIONER TOOLS	2.0
SCO__725	THE DETAILED ASSESSMENT FOR COMMISSIONERS TOOLS	12.0
SCO__748	SUPPORT ON TIME CHARTER RENEWAL	6.5
SCO__749	COMMISSIONERS TRAINING CONTINUUM AND RESOURCES	4.5
SCO__755	UNIT COMM ONBOARDING WORKSHEET ACKNOWLEDGMENT	1.0

TOTAL TIME: 26 MIN

COUNCIL COMMISSIONER

ACCLIMATION

SCO__1000	AIMS AND METHODS	11.0
SCO__1002	BSA ORGANIZATIONAL STRUCTURE DEVELOPMENT	9.0
SCO__1004	WHAT IS CUB SCOUTING	12.0
SCO__1003	WHAT IS BOY SCOUTING	13.0
SCO__1007	WHAT IS VENTURING	9.5
SCO__1006	WHAT IS LEARNING FOR LIFE	7.5
SCO__1005	WHAT IS EXPLORING	11.0
SCO__607	WHAT IS SEA SCOUTS	12.5

TOTAL TIME: 1 HOUR 26 MIN

BEFORE 1ST MEETING

SCO__758	COMMISSIONER SERVICE FOUNDATION	4.0
SCO__733	COMMISSIONER STRUCTURE	8.0
SCO__734	ROLE OF THE UNIT COMMISSIONER	6.0
SCO__721	THE UNITS TAB IN COMMISSIONER TOOLS	3.5
SCO__735	CONTACTING UNITS AND CAPTURING STRENGTHS/NEED	8.0
SCO__752	COUNCIL COMMISSIONER ROLES & RESPONSIBILITIES	10.0

TOTAL TIME: 40 MIN

FIRST 30 DAYS

SCO__720	ACCESSING COMMISSIONER TOOLS	6.5
SCO__724	ENTERING A SIMPLE ASSESSMENT IN COMMISSIONER TOOLS	5.5
SCO__740	DISTRICT STRUCTURE	5.0
SCO__742	THE DISTRICT COMMISSIONER ROLE	7.0
SCO__743	THE ASSISTANT DISTRICT COMMISSIONER ROLE	11.3
SCO__753	THE COUNCIL COMMISSIONER STAFF	4.0
SCO__754	MEETINGS OF THE COUNCIL COMMISSIONER	6.5
SCO__722	ENTERING A UNIT CONTACT IN COMMISSIONER TOOLS	3.0

TOTAL TIME: 49 MIN

FIRST 90 DAYS

SCO__738	THE SIX W'S OF ROUNDTABLES	8.0
SCO__739	THE ROUNDTABLE ADC AND ACC	14.0
SCO__746	JOURNEY TO EXCELLENCE FOR COMM	3.5
SCO__731	COMMISSIONER ADMINISTRATION	4.0
SCO__747	UNIT SERVICE PLAN	15.5
SCO__727	THE REPORTS BUTTON FOR COMMISSIONER TOOLS	2.0
SCO__748	SUPPORT ON TIME CHARTER RENEWAL	6.5
SCO__749	COMMISSIONERS TRAINING CONTINUUM AND RESOURCES	4.5
SCO__760	COUNCIL COMMISSIONER ONBOARDING WORKSHEET	1.0

TOTAL TIME: 59 MIN

*In addition to the learning plans above, Youth Protection training is required for all BSA registered volunteers.

COMMISSIONER POSITION TRAINED REQUIREMENTS

DISTRICT COMMISSIONER

ACCLIMATION

SCO_1000	AIMS AND METHODS	11.0
SCO_1002	BSA ORGANIZATIONAL STRUCTURE DEVELOPMENT	9.0
SCO_1004	WHAT IS CUB SCOUTING	12.0
SCO_1003	WHAT IS BOY SCOUTING	13.0
SCO_1007	WHAT IS VENTURING	9.5
SCO_1006	WHAT IS LEARNING FOR LIFE	7.5
SCO_1005	WHAT IS EXPLORING	11.0
SCO_607	WHAT IS SEA SCOUTS	12.5

TOTAL TIME: 1 HOUR 26 MIN

BEFORE 1ST MEETING

SCO_758	COMMISSIONER SERVICE FOUNDATION	4.0
SCO_733	COMMISSIONER STRUCTURE	8.0
SCO_734	ROLE OF THE UNIT COMMISSIONER	6.0
SCO_740	DISTRICT STRUCTURE	5.0
SCO_1012	DISTRICT COMMITTEE STRUCTURE	8.0
SCO_742	THE DISTRICT COMMISSIONER ROLE	7.0
SCO_743	THE ASSISTANT DISTRICT COMMISSIONER ROLE	11.3
SCO_744	MONTHLY COMMISSIONER STAFF MEETING	6.0

TOTAL TIME: 55 MIN

FIRST 30 DAYS

SCO_720	ACCESSING COMMISSIONER TOOLS	6.5
SCO_721	THE UNITS TAB IN COMMISSIONER TOOLS	3.5
SCO_735	CONTACTING UNITS AND CAPTURING STRENGTHS/NEED	8.0
SCO_724	ENTERING A SIMPLE ASSESSMENT IN COMMISSIONER TOOLS	5.5
SCO_722	ENTERING A UNIT CONTACT IN COMMISSIONER TOOLS	3.0
SCO_737	THE ROUNDTABLE COMMISSIONER	17.5
SCO_738	THE SIX W'S OF ROUNDTABLES	8.0
SCO_739	THE ROUNDTABLE ADC AND ACC	14.0
SCO_723	UNIT ASSESSMENT SCORING MATRIX IN COMMISS. TOOLS	2.0
SCO_729	THE ROUNDTABLE TAB IN COMMISSIONER TOOLS	6.5
SCO_751	USING THE ROUNDTABLE PLANNING GUIDES	17.0

TOTAL TIME: 1 HOUR 32 MIN

FIRST 90 DAYS

SCO_746	JOURNEY TO EXCELLENCE FOR COMM	3.5
SCO_730	USING THE COMMISSIONER PROFILE TAB	2.8
SCO_731	COMMISSIONER ADMINISTRATION	4.0
SCO_747	UNIT SERVICE PLAN	15.5
SCO_727	THE REPORTS BUTTON FOR COMMISSIONER TOOLS	2.0
SCO_725	THE DETAILED ASSESSMENT FOR COMMISSIONERS TOOLS	12.0
SCO_748	SUPPORT ON TIME CHARTER RENEWAL	6.5
SCO_757	THE ROUNDTABLE TEAM	15.0
SCO_749	COMMISSIONERS TRAINING CONTINUUM AND RESOURCES	4.5
SCO_759	DC/ADC COMMISSIONER ONBOARDING WORKSHEET	1.0

TOTAL TIME: 1 HOUR 7 MIN

ROUNDTABLE COMMISSIONER

ACCLIMATION

SCO_1000	AIMS AND METHODS	11.0
SCO_1002	BSA ORGANIZATIONAL STRUCTURE DEVELOPMENT	9.0
SCO_1004	WHAT IS CUB SCOUTING	12.0
SCO_1003	WHAT IS BOY SCOUTING	13.0
SCO_1007	WHAT IS VENTURING	9.5
SCO_1006	WHAT IS LEARNING FOR LIFE	7.5
SCO_1005	WHAT IS EXPLORING	11.0
SCO_607	WHAT IS SEA SCOUTS	12.5

TOTAL TIME: 1 HOUR 26 MIN

BEFORE 1ST MEETING

SCO_758	COMMISSIONER SERVICE FOUNDATION	4.0
SCO_733	COMMISSIONER STRUCTURE	8.0
SCO_720	ACCESSING COMMISSIONER TOOLS	6.5
SCO_737	THE ROUNDTABLE COMMISSIONER	17.5
SCO_738	THE SIX W'S OF ROUNDTABLES	8.0
SCO_729	THE ROUNDTABLE TAB IN COMMISSIONER TOOLS	6.5

TOTAL TIME: 51 MIN

FIRST 30 DAYS

SCO_734	ROLE OF THE UNIT COMMISSIONER	6.0
SCO_739	THE ROUNDTABLE ADC AND ACC	14.0
SCO_740	DISTRICT STRUCTURE	5.0
SCO_1012	DISTRICT COMMITTEE STRUCTURE	8.0
SCO_742	THE DISTRICT COMMISSIONER ROLE	7.0
SCO_743	THE ASSISTANT DISTRICT COMMISSIONER ROLE	11.3
SCO_744	MONTHLY COMMISSIONER STAFF MEETING	6.0

TOTAL TIME: 58 MIN

FIRST 90 DAYS

SCO_746	JOURNEY TO EXCELLENCE FOR COMM	3.5
SCO_727	THE REPORTS BUTTON FOR COMMISSIONER TOOLS	2.0
SCO_749	COMMISSIONERS TRAINING CONTINUUM AND RESOURCES	4.5
SCO_757	THE ROUNDTABLE TEAM	15.0
SCO_751	USING THE ROUNDTABLE PLANNING GUIDES	17.0
SCO_762	RT COMMISSIONER ONBOARDING WORKSHEET	1.0

TOTAL TIME: 43 MIN

*In addition to the learning plans above, Youth Protection training is required for all BSA registered volunteers.

Report on Commissioner Training at Philmont

Commissioners Week at the Philmont Training Center was Week 1: June 11–17 and we had another outstanding year of conferences. Special thanks to our excellent faculty for their hard work and preparation. And thanks to all who attended and supported the conferences.

National Commissioner Charles Dahlquist serving dinner during Commissioners Week

Commissioners at work during the Administrative Commissioner conference

Scott McKenzie, Darlene Sprague, and Steve Swain, Unit Commissioner faculty

Larry Chase and Julia Farr, Council Commissioner faculty

The faculty for the **Council Commissioner** conference was Larry Chase and Julia Farr. The **District Commissioner and Assistant District Commissioner Training** conference was conducted by Dave Fornadel and Rick Hillenbrand. The **Unit Commissioner** faculty was Steve Swain, Darlene Sprague, and Scott McKenzie. **Effective Roundtables** was conducted by George Costigan and Emily Campbell. The **Advanced Leadership Skills for Administrative Commissioners** conference was taught by Jae Engelbrecht, Mike Moegenburg, and Kandra Dickerson. The **Delivering Commissioner Service to Changing Communities** faculty was Joe Domino, Tom Hunsaker, Kresha Alvarado, and Chip Turner.

Here are the attendance figures for 2017:

Course	Students	Faculty
Advanced Leadership Skills for Administrative Commissioners	11	3
The Council Commissioner	19	2
Delivering Commissioner Service to Changing Communities	4	4
District Commissioner and Assistant District Commissioner Training	23	2
Effective Roundtables	14	2
The Unit Commissioner	10	3
Total	81	16

The attendance figures were down a bit this year, but that generally happens during a jamboree year.

A schedule change that was implemented two years ago was carried over again this year. The last 45 minutes of each day was used for end of day conferences. Monday was a presentation by National Commissioner Charles Dahlquist. Tuesday was an update on Commissioner Tools by Rick Hillenbrand and Darlene Sprague. Thursday was a training update presented by Dave Fornadel, Steve Swain, Tim Acree, and Scott McKenzie. Friday was the commissioning ceremony led by Ellie Morrison, National Commissioner Service chair, and conference graduation. These were common sessions for all conferences and allowed for interaction outside the classroom as well as open discussion with the National Commissioner Support Staff.

Commissioning ceremony at Philmont Training Center

Under the guidance of their instructors, George Costigan and Emily Campbell, the **Effective Roundtables** conference planned and facilitated a model roundtable on the PTC campus. Using the roundtable guides and commissioner materials, George and Emily showed the participants how roundtable is an integral part of unit service in the district and council.

That roundtable was held for the Sangre De Cristo District of the Great Southwest Council, and participants from New Mexico and Colorado drove in to attend it as their regular roundtable. The course participants also promoted their roundtable to the Philmont staff and students from the other classes offered during Commissioners Week.

George Costigan and Emily Campbell, faculty for Effective Roundtables

Phil A. Mont peering around a tree

And finally, even though the world's most interesting man was seen again at Philmont during Week 1, it was Phil A. Mont who stole the show. If you don't know who that is, search for Phil A. Mont on Facebook or ask someone who was there!

2018 Florida Sea Base Volunteer Training Conferences

January Week 1: 7-13 | Week 2: 14-20

Join us in the beautiful Florida Keys to learn with experienced and informed Scouters with ample time to enjoy the climate and beauty of the Keys!

January 7th-13th

- The Council/District Training Committee
- The Conference on Education for Advancement Administrators (CEAA)
- Strengthening Your Leadership Team

January 14th-20th

- The Mechanics of Training
- Key Concepts of Commissioner Service in Scouting's Second Century

Don't miss the boat!

Registration for the 2018 training conferences is now open. Click here to register: **http://ScoutingU.kintera.org/FSB2018**
Registration fees: $495 per conference participant
$350 per non-conference-attending spouse

All registrations must be received ***no later than December 15, 2017***. A welcome letter with additional conference information will be sent with your registration.

Please note that due to the conference and Sea Base schedule, early arrival and/or late departure might require you to find off-site housing.

Conference housing

Although the Florida Sea Base has a vast program facility (the Atlantic and the Gulf of Mexico!), it has a limited land base. Therefore, housing for ALL participants will be in the SCUBA dorms. The dorms consist of separate male and female bunk-style beds with common bathroom/shower facilities. The dorms are quite comfortable, but they were built with the occasional summer or fall tropical storm in mind which means they are on the second story and do not have elevator access.

Available Spouse Opportunities

Sunset Cruise
Stand-Up Paddle Board
Kayaking
Dolphin Research Center
Snorkeling
Gallery Tours
Everglades
The Turtle Hospital

Conference fees include:

Housing
Meals
Snacks
Bedding and Towels
Meeting Facilities and Course Materials
Sunset Cruise (weather permitting)

For more information:

Conference-related: 817-430-5323 | Facilities-related: 305-393-7374

The Council/District Training Committee

For members of the district training committee and council training committee and trainers, this conference features the latest tools, techniques, and best practices to help you increase the number of trained leaders while building a successful and sustainable training program. Additional topics include creative ways to reach the untrained leader; how to utilize unit trainers; and methods to recruit, train, and strengthen the district training team. Participants will also learn where to find, interpret, and act on council training data. The most current information on new and/or revised syllabi for volunteer training courses will be shared.

(January 7-13)

Key Concepts of Commissioner Service in Scouting's Second Century

Unit service is all about impact. This conference will focus on the impact that commissioners have on units. Whether you directly serve a unit or serve as a round-table or an administrative commissioner, this conference is for you. The conference will enable participants to strengthen the relationship between unit service and district operations while strengthening unit key 3 relationships. The conference will also provide ways for commissioners to extract data from Commissioner Tools and turn it into actionable information which will be the basis of the unit service plan. You will gain a better understanding of the methods commissioners use to help units better serve more youth through Scouting.

(January 14-20)

The Mechanics of Training

Designed for unit-, district-, and council-level volunteers and professional Scouters, this conference will cover the mechanics of training including the latest training tools, techniques, and best practices. Participants will be instructed in how to use My.Scouting Tools, the Learning Management System (LMS), training reports, and basic training requirements for leaders. Also discussed are meeting the JTE goal for training, monitoring and promoting volunteer training awards, and how to plan, organize, and implement a unit/district/council training plan.

(January 14-20)

Strengthening Your Leadership Team

If you are a council, district, or unit volunteer and are interested in building stronger leadership teams, this conference is for you! Participants will evaluate the volunteer recruiting process and discuss how to identify key needs, select and properly train the most qualified leaders, plan for succession, and more. Complete with practical recruiting exercises, team-building activities, and tools to engage a new generation of volunteers, this conference will enable participants to return to their communities prepared to significantly increase volunteer support and develop strong leadership at all levels of the Scouting program.
(January 7-13)

The Conference on Education for Advancement Administrators (CEAA)

The Conference on Education for Advancement Administrators is an advanced learning experience for council and district volunteers and professionals who have advancement responsibilities. Of significant importance, it is an opportunity to assist in the development of educational materials and other resources that are used across the country. Conferees will view and discuss various existing materials and make recommendations for tools that should be developed for the future. Participants will begin development of some of those tools during this conference. Don't miss this fabulous opportunity to visit the Florida Sea Base and the opportunity to engage in some amazing Scouting and advancement activities and camaraderie.

(January 7-13)

Save the Dates: 2018 National Unit Service Conferences

Mark your calendars!

In 2018 there will be opportunities to attend eight national conferences in three locations on topics that will help commissioners deliver better unit service. There's something for everyone, from the newest member of the team to the most experienced. Every conference will provide opportunities to gain perspective from commissioners from throughout the United States, get the most current information, interact with members of the National Commissioner Support Staff, and experience why Philmont, the Summit Bechtel Reserve, and Sea Base offer high-adventure opportunities that help Scouting raise character, leadership, and physical fitness development to new levels. Our 2018 conferences will help commissioners build and maintain the relationships that are essential to effective unit service while developing the skills, knowledge, and resources needed to have an impact and to help units better serve more youth through Scouting.

More information about each conference will be made available soon.

CONFERENCE	GREAT FOR	LOCATION	DATES
Strengthening Unit Service (The Unit Commissioner Conference)	Unit Commissioner Assistant District Commissioner	Philmont Training Center	June 10–16, 2018
Strengthening District Unit Service (The DC/ADC Conference)	Assistant District Commissioner District Commissioner Assistant Council Commissioner District Executives	Philmont Training Center	June 10–16, 2018
Strengthening Council Unit Service (The CC/ACC Conference)	Assistant Council Commissioner Council Commissioner Professional Staff Liaisons Area Commissioners	Philmont Training Center	June 10–16, 2018
Effective Roundtables	Roundtable Commissioners Assistant Roundtable Commissioners ADC – Roundtable ACC – Roundtable	Philmont Training Center	June 10–16, 2018
Second Century Service	All Commissioners (Including Area Commissioners)	Sea Base The Summit Bechtel Reserve Philmont Training Center	Jan. 14–20, 2018 July 15–21, 2018 July 29–Aug. 4, 2018
Technology for Commissioners	All Administrative Commissioners (Including Area Commissioners)	The Summit Bechtel Reserve	July 15–21, 2018
Diversity and Inclusion for Commissioners	All Commissioners (Including Area Commissioners)	Philmont Training Center	June 10–16, 2018
Advanced Leadership Skills for Commissioners	All Administrative Commissioners (Including Regional and Area Commissioners)	Philmont Training Center	June 10–16, 2018

Introducing Scott McKenzie

Scott McKenzie joins the National Commissioner Support Staff to provide service to roundtables. Scott joins us from Great Salt Lake Council but brings experience from 15 different councils across the U.S. and abroad.

Scott started his Scouting career as a Cub Scout and attained the rank of Eagle with a Bronze Palm. He has been an adult Scouter for more than 35 years.

Scott's service includes most unit leader positions, district-level training teams, and roundtable commissioner. He has also served as a unit commissioner, assistant district commissioner, and an assistant council commissioner. He holds the Distinguished Commissioner Service Award and a Doctorate of Commissioner Science and has received the Commissioner Award of Excellence in Unit Service. He has also organized five units, earning the William D. Boyce New-Unit Organizer Award.

Scott is married to Jackie and has two sons, Jeremiah, an Eagle Scout, and Jonathan, currently a Bear Cub Scout. When he is not Scouting, Scott is the emergency management planner at the Tooele County Health Department.

Please welcome Scott McKenzie to the National Commissioner Support Staff as roundtable chair.

Scott McKenzie
National Commissioner Service Roundtable Chair
samckenzie@hotmail.com

Planning Roundtables

How do we deliver effective roundtables? First, we must define what a successful roundtable should look like. Roundtable really consists of two parts: (1) building relationships with unit and district leaders and (2) providing unit service.

Relationships: If you do not develop a relationship with those you serve, then the service you provide will be limited to the presentations given at your roundtable. If you seek first to develop relationships at roundtable, then you will create an environment of learning where everyone feels comfortable discussing their unit needs with the roundtable team either during the roundtable sessions or after the formal meetings.

Unit service: Provide unit service that is appropriate to the needs of your local district. We should always support unit leaders by delivering effective roundtables that provide program ideas, networking, and timely communication that is tailored to your district.

Now that we all know something about what a roundtable should look like, we need to discuss the basics of planning roundtables.

Roundtable planning guides and other resources provided by the national service center are all options for you to use, but you should use what is most appropriate for the needs of your district while still following the current BSA guidelines.

Some Basic Steps to Consider in Roundtable Planning

1. Determine the needs of the units in your district. Talk to your district commissioner and district chair to assist in identifying areas that they feel should be improved.
2. Review the calendars that affect units in your district. Look at the district and council calendars for activities and training events. Try to highlight these events to increase participation of the units. Also, review the public calendars in your area from the city, county, schools, and church and civic organizations.
3. There is no need to reinvent the wheel. Utilize all available resources for your roundtables. There are numerous BSA publications and other resources to choose from when preparing for your roundtable.
4. Survey your participants to see what topics they need. But remember, roundtable is intended for supplemental program training; it is not for basic leader-specific training topics.
5. Work with the district committee members and the district commissioner's staff and other subject matter experts to provide presentations and support to your unit leaders.
6. The final step we will discuss is making your roundtable worth the effort to attend. If you are providing the resources and relationships needed for unit service in your district, your roundtables will be a success! If participants feel the information is of little or no value, they will stop coming.

Successful roundtables are all about building relationships and providing unit service.

Membership Updates

The following is reprinted from the August 31, 2017, Scout Executive Council Packet Special Edition:

At the recent Top Hands meeting in Dallas, a few important announcements were made regarding new Youth Protection Training requirements and a change to annual membership fees.

Youth Protection Training

Effective September 1, 2017, Youth Protection Training will be required for all adult leaders at the time of registration. Paper applications from new leaders must be accompanied by a Youth Protection Training completion certificate, which must be filed with the application.

Because completion of YPT is now required for all leaders at the time of registration, unit leaders must obtain copies of the completion certificates from the leaders who register online before approving their application.

With the upcoming renewal cycle, the Internet Rechartering system will be updated so that units cannot submit the registration renewal of any adult who does not have current YPT as of the effective date of the renewal. Completion of YPT as part of the online registration system will be required in a future update. Additionally, council registrars will no longer be able to override the registration system to register any leader whose Youth Protection Training is not current.

Effective for the 2018 BSA summer camp season, any adult accompanying a Boy Scout troop to a residence camp or other Scouting activity lasting 72 hours or more must be registered as a leader, including completion of a CBC and YPT, even if they are the parent of a youth on the trip.

Please note: Although YPT is strongly encouraged for adults attending any overnight activity, at this time, the requirement applies only to individual adults staying three or more nights at a resident camp.

Membership Fee Increase

The mission of the Boy Scouts of America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Scout Law.

To do this—while delivering the nation's foremost youth development program—the BSA must remain vigilant in controlling costs. Although we have been successful in reducing our expenditures in many areas, it has become necessary to evaluate our annual membership fees.

Based on feedback from both volunteers and employees, the BSA membership fee will increase to $33 for all registered youth and adult leaders, effective December 1, 2017.

Membership fees support the services that are necessary to provide Scouting to youth from 7 to 21 years of age. From education to high-adventure experiences you can't get anyplace else, the BSA provides unique growth opportunities at a great value.

Services include primary liability coverage for all volunteer leaders and chartered organizations, ongoing advances in technology, fundraising support, new program development and membership recruiting strategies, and support materials. In 2016 alone, the BSA served 2.3 million youth members through approximately 270 local councils across the United States and its territories.

With the help of all of our volunteers and Scouting parents, we will continue accomplishing incredible things for young people and the communities we serve.

The membership fee increase will be finalized by the National Executive Board in October. We share this information with you for your awareness, not because it falls under the umbrella of a commissioner's responsibilities. Remember to use your resources, including your local Membership and Training teams and leadership, as well as your youth protection champions.

2017 JOTA and JOTI

Jamboree-on-the-Air (JOTA) and Jamboree-on-the-Internet (JOTI) are coming up soon. Did you already add JOTA and JOTI to your unit, district, and/or council calendars? If not, don't forget to mark October 20–22 as JOTA and JOTI weekend!

Other than an opportunity to meet Scouts from around the world, complete Cub Scouting requirements, and fulfill part of the requirements for the International Spirit Award, JOTA and JOTI are another great way to integrate STEM (science, technology, engineering, and math) in your unit! JOTA introduces Scouts to the fun, technology, and magic of amateur radio. Be sure to prepare your Scouts for safe internet use by incorporating the BSA's Cyber Chip training tool before they participate in JOTI.

Does your unit or council want to participate in JOTA, but you are not in possession of an amateur radio station? Icom America and the Boy Scouts of America have a sponsorship agreement that began in 2012 and extends through 2018. One aspect of that agreement is that Icom America will provide up to 10 complete amateur radio stations for use by local Scout councils. Stations can be requested for long-term development loan stations and for event loan stations. You can find the details, application, and loan agreement here.

Be sure to visit JOTA's webpage, www.scouting.org/jota, and JOTI's webpage, www.scouting.org/joti, for information on how to participate, download participation certificates, order this year's patches, and much more. We hope you have lots of fun and success during these exciting events!

Regional and Area Commissioners

Updated October 2017

Central Regional Commissioner
Kandra Dickerson
Jwdickerson111@gmail.com

Southern Regional Commissioner
William H. Talley IV
wht4@whts.com

Western Regional Commissioner
Del Bishop
dbishopjr67@comcast.net

Northeast Regional Commissioner
Kenneth King
kenking39@yahoo.com

Area 1 Commissioner
Greg Nygren
nygren5154@gmail.com

Area 1 Commissioner
Bill Walley
plcb@bellsouth.net

Area 1 Commissioner
Kevin Bruce Baker
tubacaz@hotmail.com

Area 1 Commissioner
Jim Ganley
jpganley@gmail.com

Area 2 Commissioner
Mike Weber
mfweber112@comcast.net

Area 2 Commissioner
Matt Walker
mmwalker51@gmail.com

Area 2 Commissioner
Richard P. Trentman
commissioner@area2wr.com

Area 2 Commissioner
Tom Bain
bain@acm.org

Area 3 Commissioner
Carm Walgamott
walgamottc@aol.com

Area 3 Commissioner
Steve Allen
sallen98@austin.rr.com

Area 3 Commissioner
Judd Stiff
jstiff@pacbell.net

Area 3 Commissioner
Adrian J. Block
ajblock1@gmail.com

Area 4 Commissioner
Bruce C. Boyle
bcb51@aol.com

Area 4 Commissioner
Bo Terry
terryr@astorl.com

Area 4 Commissioner
Lester TerBorch
rterborch@earthlink.net

Area 4 Commissioner
Rick Bausher
rbausher@hotmail.com

Area 5 Commissioner
Mark Borst
taka.tatanka@gmail.com

Area 5 Commissioner
Glen Stoner
lakedude@bellsouth.net

Area 6 Commissioner
Jeffrey S. Bostwick
bostwick.jeffrey@gmail.com

Area 5 Commissioner
Jeff Goldsmith
jgoldsmithneroa@gmail.com

Area 6 Commissioner
Randy Corgan
rjcorgan@cinci.rr.com

Area 6 Commissioner
Gail Plucker
tennesseemom@comcast.net

Area 6 Commissioner
Ed Yarbrough
ed.yarbrough@honeywell.com

Area 7 Commissioner
Ernie Froemel
ernie.froemel@gmail.com

Area 7 Commissioner
Susan Mary Long
jlong7@nc.rr.com

Area 8 Commissioner
Robert L. Spinks
bspinks@okcu.edu

Area 9 Commissioner
Frank Harper
harperlawfirm@yahoo.com

Commissioner Support Staff

Tim Acree	Training Chair (Outgoing)	tim.acree@comcast.net	Murfreesboro, TN
Kevin Baker	Recruitment and Retention Chair (Incoming)	tubacaz@hotmail.com	Woodinville, WA
Del Bishop	Western Region Commissioner	dbishopjr67@comcast.net	Woodinville, WA
Colleen Chapman	Diversity and Inclusion Chair	ccchapman@mac.com	Kansas City, MO
Larry Chase	Recruitment and Retention Chair (Outgoing)/Training Chair (Incoming)	lhc@chasehome.net	Atlanta, GA
Charles W. Dahlquist II	National Commissioner	cdahlquist@kmclaw.com	Salt Lake City, UT
Kandra Dickerson	Central Region Commissioner	Jwdickerson111@gmail.com	Grimes, IA
Rick Hillenbrand	Communications Chair	rick_hillenbrand@alum.mit.edu	Romney, WV
Ken King	Northeast Region Commissioner	kenking39@yahoo.com	Fork River, NJ
Scott McKenzie	Roundtable Chair	samckenzie@hotmail.com	Stansbury Park, UT
Ellie Morrison	National Commissioner Service Chair	esmorrison@sbcglobal.net	Waco, TX
Steve Sawyer	Staff Advisor	steve.sawyer@scouting.org	Irving, TX
Darlene Sprague	Resources Chair	darsprague@roadrunner.com	Niagara Falls, NY
Bill Talley IV	Southern Region Commissioner	wht4@whts.com	Petersburg, VA

JTE Key Performance Indicators

The Journey to Excellence Key Performance Indicators from August 2017 can be accessed here.

Coming Events

2017

October 9–11
National Executive Board and Committee Meetings

DFW Marriott North, Irving, Texas (invitation only)

2018

January 14–20
Second Century Service Commissioner Conference

Florida Sea Base

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

June 10–16
Commissioners Week

Philmont Training Center

July 15–21
Second Century Service Commissioner Conference
Technology for Commissioners Conference

Summit Bechtel Family National Scout Reserve, West Virginia

July 29–August 24, 2018
Second Century Service Commissioner Conference

Philmont Training Center

October 29–30
National Executive Board and Committee Meetings

DFW Marriott North, Irving, Texas (invitation only)

2019

July 22–August 2
24th World Scout Jamboree

Summit Bechtel Family National Scout Reserve, West Virginia